

Employee Performance Management | Simplified

EchoSpan provides web-based employee review and feedback tools that are easy to use, simple to implement and highly customizable.

360 Feedback Surveys

Illuminate an individual's developmental opportunities by soliciting online feedback from the people who know him or her best.

Performance Reviews

Effortlessly administer online performance reviews that will save your company time, money and eliminate paperwork altogether.

Total Goal Management

Assign, monitor and report on organizational and employee goals. Goals can be cascaded throughout the organization to ensure accountability.

Team Feedback Surveys

Collect and analyze workgroup performance and satisfaction data that assists work teams create a more healthy and productive work environment.

Dashboards and Analytics

Track the progress of all employee performance management projects via visual, interactive and animated dashboards.

Next-generation Reports

Generate, download and distribute publication quality PDF reports with a single click. Reports can even be encrypted for maximum security.

EasyWriter Feedback Assistant

Put an end to feedback writer's block! Interactively construct high-quality, personalized feedback in just 3 clicks and without typing.

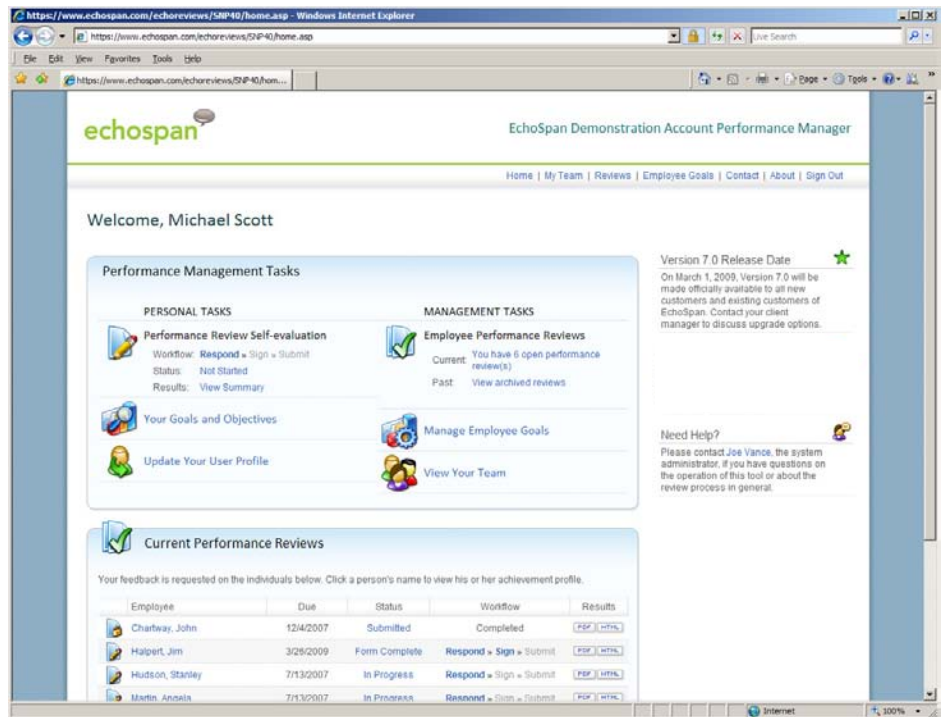
Legal Scanner

Ensure written feedback is high quality. Automatically scans for more than 580 inappropriate words and phrases.

Much more

Visit www.EchoSpan.com to learn more!

Complete solutions start around \$3 per user, per month. Quick-start solutions can be set up online in just minutes!



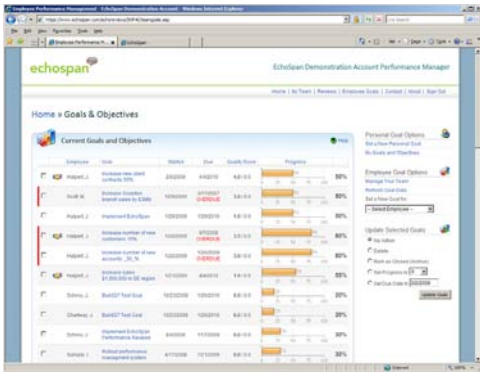
The process of regularly evaluating and improving employee performance and productivity has become more than an administrative detail—it's a business imperative. Having the right tools for the job makes all the difference.

EchoSpan's EPM Suite solves the problems of paper-based and internal employee feedback and review systems with a fully-managed, Microsoft-certified Web solution.

Our Employee Performance Management (EPM) Suite delivers online Performance Reviews, 360 Feedback Surveys and Total Goal Management for a single, affordable annual fee.



Automated, Online Performance Reviews



Automate your company's employee evaluation and review process to save time and money.

EchoSpan's online performance review system combines state-of-the-art Web services technology and proven organizational development theory to deliver a truly unique, effective approach to employee performance management.

By implementing our solution, your managers will spend less time completing reviews, feedback will be more meaningful, data storage will be more reliable and paperwork will disappear forever.

Completely Customizable

Use your own review forms items, select from our interactive competency library or engage our consultants to craft content for your needs.

No Software to Buy

All you need to access our solution is a Web browser and internet connection. We host everything on our Enterprise-grade Microsoft network.

Automatic Reviews

Reviews can be sent to managers automatically based on employee anniversary date or a set review period you define.

EasyWriter Feedback Assistant

Put an end to writer's block! Interactively construct high-quality, personalized feedback in just 3 clicks and without typing.

Spelling Check and Legal Scan

Feedback is automatically scanned for spelling mistakes and more than 580 inappropriate words and phrases.

Instant, PDF Reports

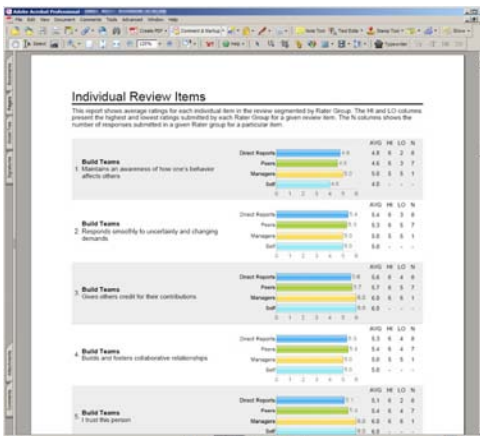
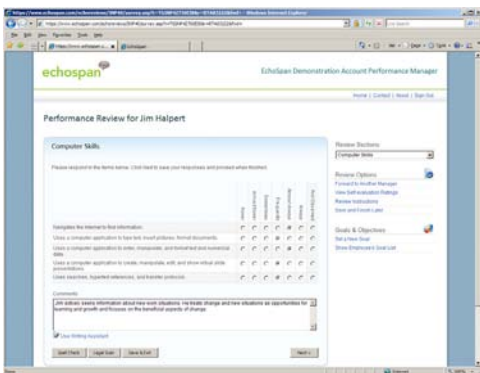
Generate and download customizable PDF feedback reports in less than a minute. Reports can be customized on-the-fly.

Total Administrative Access

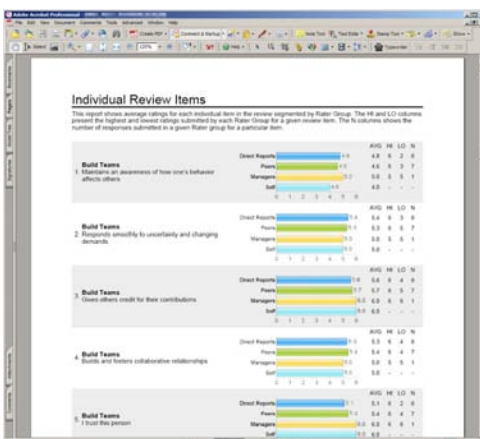
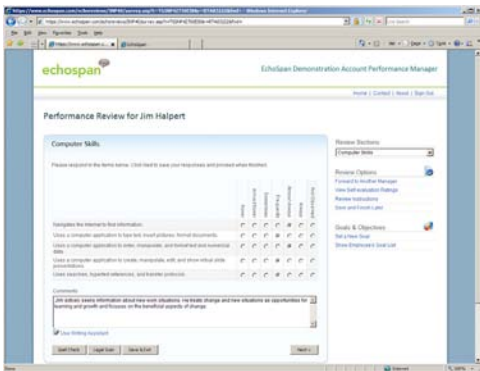
From our online administrative toolset, you can check in anytime to monitor review progress, manage key aspects of your project or generate instant reports.

Professional Setup

With us, you'll never have to configure software. If you have review forms you'd like to use, just send them to us and we'll take care of the rest.



Customizable 360 Degree Feedback Reviews



The most flexible, feature-rich and cost-effective 360 Degree Feedback Review tool available.

Today, true professional development requires a 360 degree feedback survey covering managers, peers and direct reports. With EchoSpan, this important feedback is collected online via our easy-to-use 360 degree feedback review tool.

Simple Fees

You only pay for the employees receiving feedback. There are no hidden charges, hosting or maintenance fees.

No Software to Buy

All you need to access our solution is a Web browser and internet connection. We host everything on our Enterprise-grade Microsoft network.

Consultant-friendly

Want to provide 360 feedback for one of your consulting clients? No problem. We co-brand our solution for you or your client at no charge.

Fully Customizable

Augment your program with our proven library of competencies and behaviors, or enlist our network of organizational consultants to create content just for you.

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