

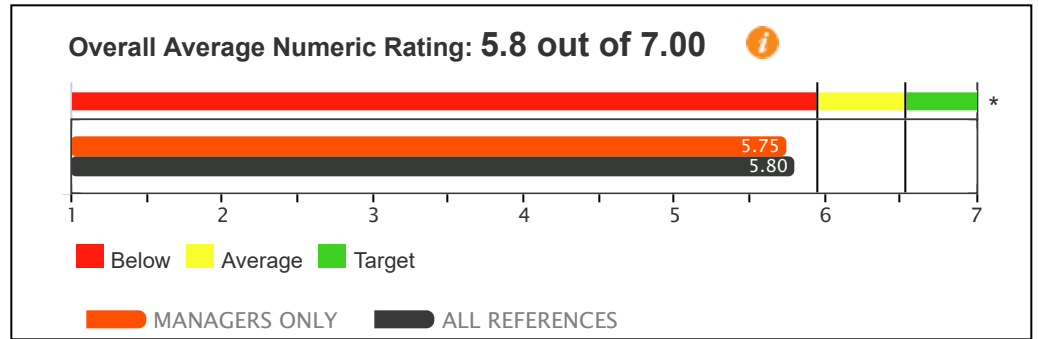
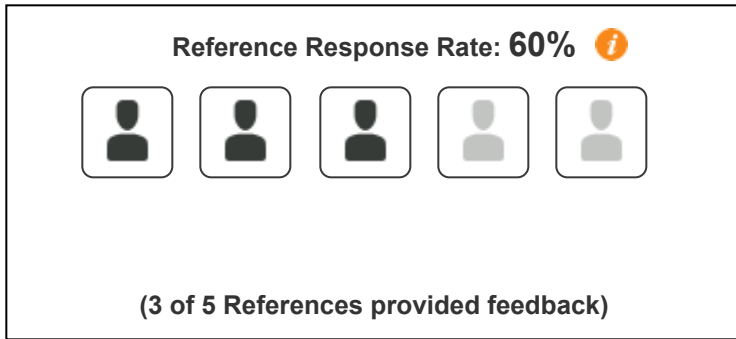
Paul Jones

SKILLSURVEY REFERENCE™ FEEDBACK REPORT - EXECUTIVE SUMMARY



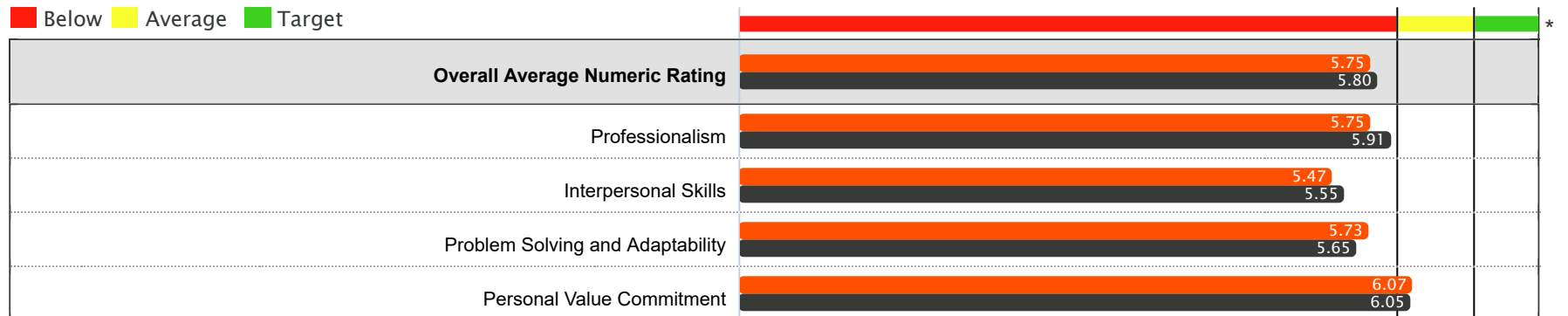
PREDICTIVE ANALYTICS

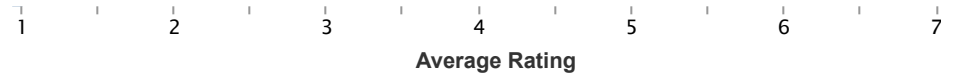
Numerous criterion-related validity studies conducted by the SkillSurvey analytics team who followed tens of thousands of new hires for an average of 21 months reveal that two factors - Reference response rate and overall average numeric rating - are statistically predictive of turnover for cause within a year of hire. Presented below are the Candidate's Reference response rate and overall average numeric rating. (*) The colors and thresholds in the top bar shown below represent percentile ranges chosen by your company to help guide your evaluation of this Candidate.



COMPETENCY CLUSTER SUMMARY

The Candidate's References rated him/her on job-specific behaviors which are grouped into one of the Competency Clusters. Below is a summary of the average ratings for each Competency Cluster. The job-specific behaviors that make up each Competency Cluster can be found in a later section of this report. If at least two of the Candidate's managers provided feedback, a "Managers Only" bar (in orange) is displayed. (*) The colors and thresholds in the top bar shown below represent ranges chosen by your company to help guide your evaluation of this Candidate.

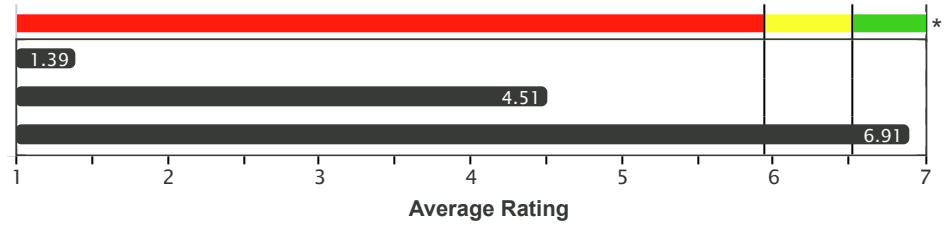




AVERAGE RATING AND PERCENTILE BY REFERENCE

Below Average Target

The feedback from each Reference is presented in order by average numeric rating (shown at the end of the bar). (*) The colors and thresholds in the top bar shown below represent ranges chosen by your company to help guide your evaluation of this Candidate.



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SKILLSURVEY REFERENCE™ FEEDBACK REPORT - EXECUTIVE SUMMARY

SKILLSURVEY
Reference

REFERENCE COMMENTS

Each Reference had the option of entering open-ended text comments on the Candidate's work-related areas for improvement and strengths. A horizontal line separates comments provided by different References. **Note:** comments are verbatim as provided by References.

WORK-RELATED STRENGTHS:

Does great presentations. Builds good rapport with prospects.

Nice person. Gets along with most everyone

Nice to work with, always helpful and thoughtful.

Very interested in solving problems for clients

WORK-RELATED AREAS FOR IMPROVEMENT:

Cuts a lot of corners. Questionable judgement when under pressure to hit targets.

Better focus. Can be scattered at times. Needs better organizational skills to produce good results. I am afraid Paul never really lived up to his potential, which is too bad, because he is a really nice person.

In spite of his outgoing nature, Paul seems to have a hard time dealing with any kind of criticism, stress or rejection.

Sometimes needs a lot of support in addressing client issues. Had of habit of being surprised by clients, which created issues in his ability to forecast accurately

TIMELINE

User Submitted Candidate: **February 23, 2015 - 07:22AM (CST)**

Candidate Submitted References: **February 23, 2015 - 07:24AM (CST)**

Candidate Response Time: **0.00 Business Days**
0.00 Calendar Days

Median Reference Response Time: **0.00 Business Days**
0.00 Calendar Days

Report First Ready to be Finalized:
February 23, 2015 07:26AM: 0.00 Business Days

Report First Finalized:
February 23, 2015 07:36AM: 0.01 Business Days

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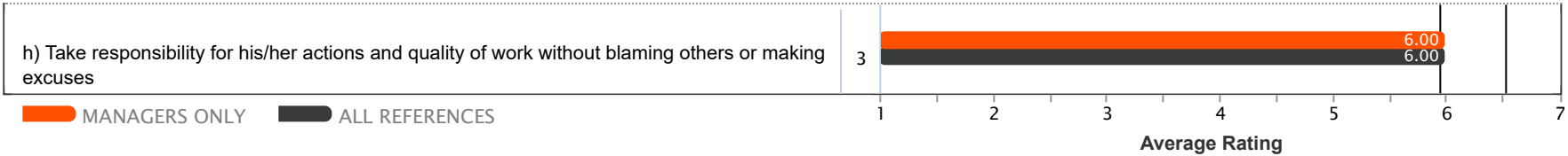
BEHAVIORAL QUESTIONS BY COMPETENCY CLUSTER

This section shows the average numeric ratings for the Candidate by competency cluster, such as "Interpersonal Skills". (*) The colors and thresholds in the top bar shown below represent ranges chosen by your company to help guide your evaluation of this Candidate. If at least two of the Candidate's managers submitted feedback, a "Managers Only" bar (in orange) is displayed.

The number in the column labeled "R" next to the behavioral question shows the range or difference between the highest and lowest rating submitted by the References for the behavior. Example with 3 References: Reference 1 rated a '7' on a behavior, Reference 2 rated a '6' on this same behavior, and Reference 3 rated a '5' on this same behavior. R = 2 (highest rating submitted minus lowest rating submitted, or 7 - 5 = 2).

■ Below ■ Average ■ Target *

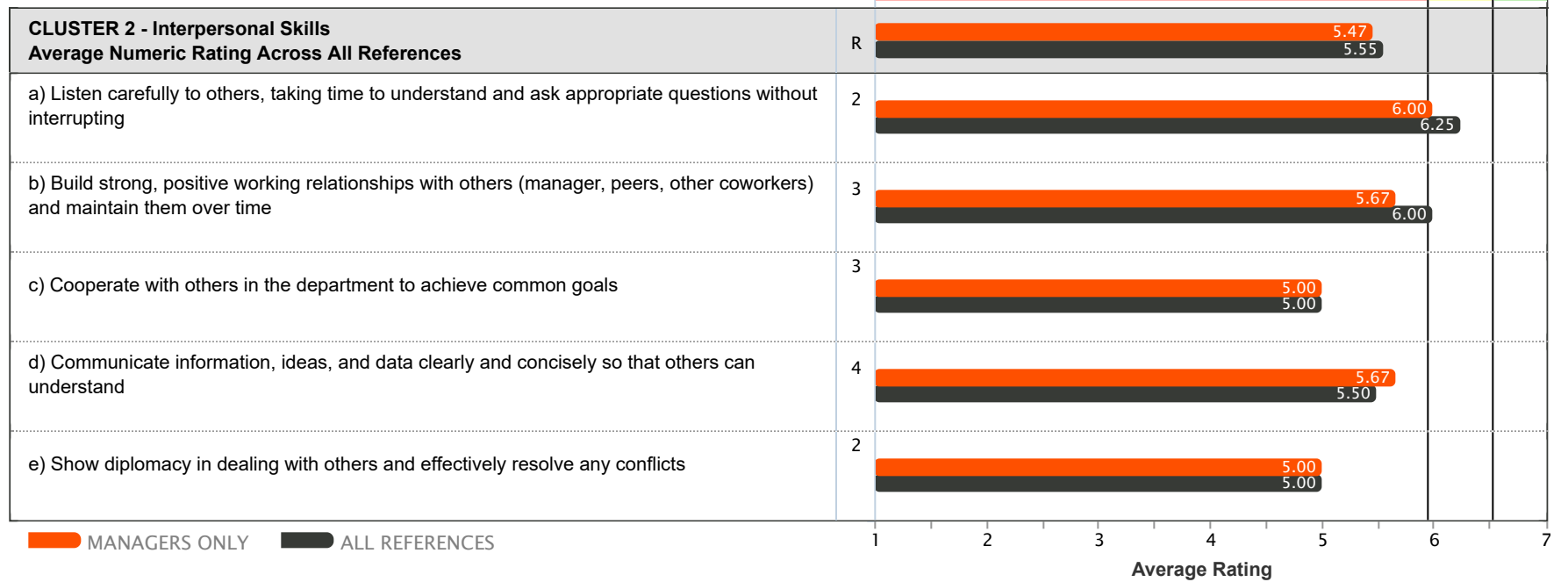
CLUSTER 1 - Professionalism				
Average Numeric Rating Across All References		R	5.75 5.91	
a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings)	1		6.00 5.75	
b) Show an attention to detail, resulting in few if any errors in his/her work	2		6.00 6.25	
c) Plan, execute, and manage work in a disciplined and organized way	3		5.00 5.50	
d) Demonstrate familiarity with office procedures (e.g., ordering supplies, filing documents, sending faxes)	1		6.67 6.50	
e) Use basic technology as a tool for communication (e.g., email, scheduling appointments, etc.)	3		5.00 5.50	
f) Display proficiency with MS Office software (Excel, PowerPoint, Word, etc.)	1		6.00 6.25	
g) Consistently meet or exceed goals	3		5.33 5.50	



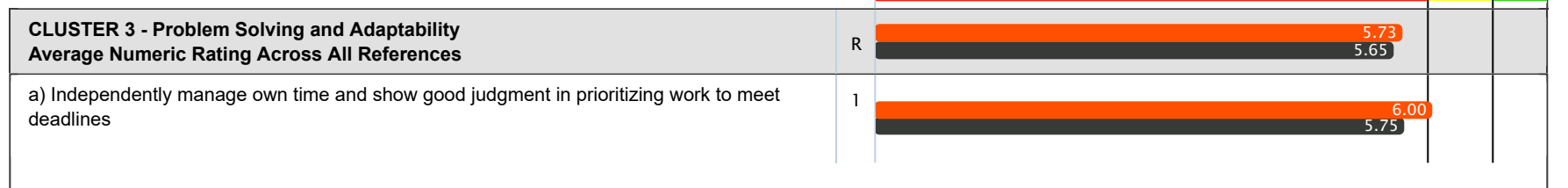
Paul Jones

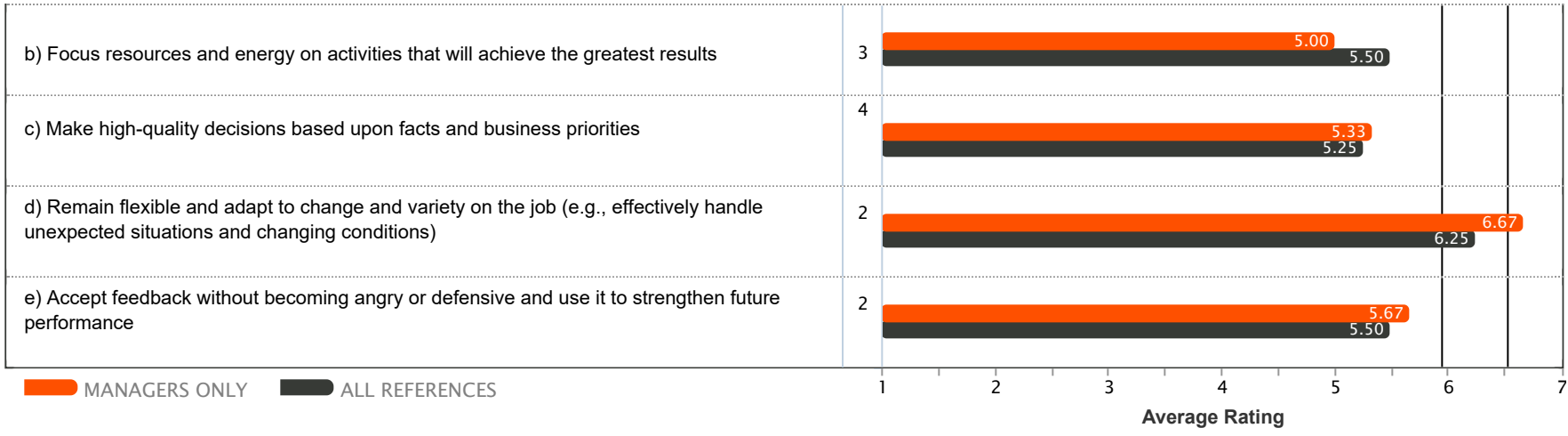
SKILLSURVEY
Reference™

Below Average Target *

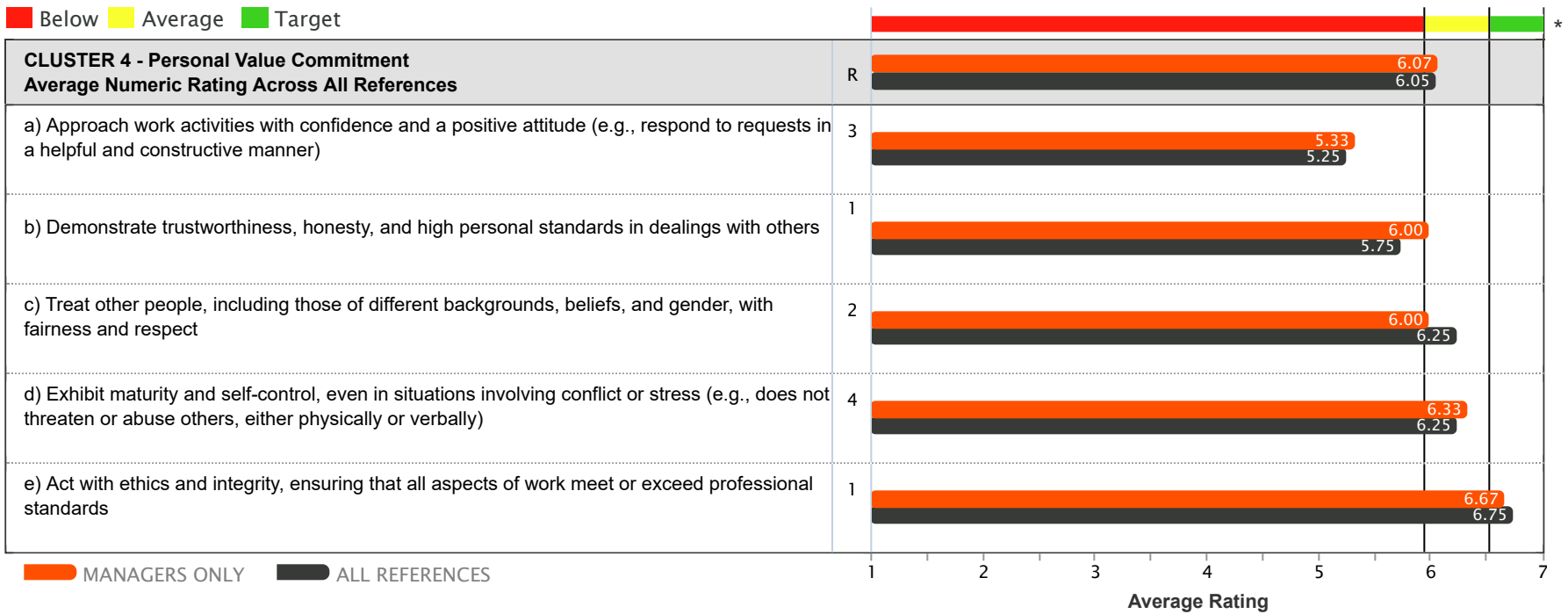


Below Average Target *





Paul Jones



ADDITIONAL REFERENCE FEEDBACK

1. Responses to the question, "Were you involved in the decision to hire this person at your company?"

Yes:	2/4	(50%)
No:	0/0	(0%)

*Based on responses from over 1 million References, 35.1% answered 'yes' to this question.

2. Responses to the question, "Would you work with this person again in the future?"

Yes:	2/4	(50%)
No:	0/0	(0%)

*Based on responses from over 1 million References, 99.2% answered 'yes' to this question.



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REFERENCE CONTACT INFORMATION

Candidates initially submit information about their References, such as the nature and duration of their work relationship with them. If a Reference has changed any information supplied by the Candidate, the text of the information that was changed will appear in **red font** in this section. You may choose to discuss any text in **red font** with the Candidate.

The symbols indicating survey completion status of the Reference are as follows:

- Solid green checkmark (): the Reference submitted his/her survey feedback responses prior to the time that the report was finalized by the end user.
- Hollow checkmark outlined in black (): the Reference submitted his/her survey feedback responses after the Candidate report was finalized, so this Reference's feedback is not included in the report. Re-finalize the report to include this Reference's feedback.
- The word "NO" in red font (**NO**): the Reference has not submitted his/her survey feedback responses.

MANAGER 	MANAGER 	MANAGER
<p>Mr. Albert Warner Company: Pinnacle Reference Job Title: Sales Support Manager Relationship: Business/ Former Supervisor Phone#: Work: 607-555-1212 Email: awarner@pinnacle.com IP Address: 192.168.204.112 (Duplicate IP Address) Completed: 05/10/2014 (1 Day) Reference Industry: Financial Candidate Job Title: Sales Rep Dates: 04/01/2013 To 04/01/2014 (1 year, 0 months) Address:</p>	<p>Ms. Janet Gabriel Company: Pinnacle Reference Job Title: Manager Relationship: Business/ Former Supervisor Phone#: Work: 201-555-1212 Email: gabrielj@topco.com IP Address: 192.168.204.112 (Duplicate IP Address) Completed: 05/09/2014 (1 Day) Reference Industry: Financial Candidate Job Title: Sales Director Dates: 04/01/2013 To 04/01/2014 (1 year, 0 months) Address:</p>	<p>Mr. Mickey Madden Company: Onebank Reference Job Title: Regional Sales Manager Relationship: Business/ Former Supervisor Phone#: Email: mmadden@onebank.com IP Address: 192.168.204.112 (Duplicate IP Address) Completed: (No) Reference Industry: Financial Candidate Job Title: Business/ Former Supervisor Dates: 02/01/2013 To 02/01/2014 (1 year, 0 months) Address:</p>

NON-MANAGER	NON-MANAGER 
Mr. Dan Johnson	Mr. Peter Ferry

Company: Topco
Reference Job Title: Sales Support
Relationship: Business/ Client
Phone#: Work: 919-555-1212
Email: djohnson@topco.com
IP Address: 115.111.61.164 (Duplicate IP Address)
Completed: (No)
Reference Industry:
Candidate Job Title:
Dates: 05/01/2013 To 11/01/2014 (2 years, 6 months)
Address: United States

Company: Pinnacle
Reference Job Title: Account Representative
Relationship: Business/ Peer
Phone#: Work: 6105551212
Email: jmackay@pinnacle.com
IP Address:
Completed: 05/13/2014 (3 days)
Reference Industry:
Candidate Job Title: Sales Support
Dates: 04/01/2013 To 02/01/2014 (1 years, 10 months)
Address: United States

REFERENCE IP ADDRESS HISTORY

Ferry, Peter

IP Address	Date	Action
10.0.0.118	08/26/2014 9:50PM	Email Link Clicked
10.0.0.118	08/26/2012 9:55PM	Survey Completed

Gabriel, Janet

IP Address	Date	Action
10.0.0.46	07/26/2014 8:40PM	Email Link Clicked
10.0.0.46	07/26/2014 8:55PM	Survey Completed

Johnson, Dan

IP Address	Date	Action
152.125.11.126	08/23/2014 8:40AM	Email Link Clicked
152.125.11.126	08/23/2014 8:55AM	Survey Completed

Madden, Mickey

IP Address	Date	Action
194.221.28.221	05/12/2014 9:48PM	Email Link Clicked
194.221.28.221	05/12/2014 9:57PM	Survey Completed

Warner,Albert

IP Address	Date	Action
145.98.0.10	06/20/2014 7:45PM	Email Link Clicked
145.98.0.10	06/20/2014 7:59PM	Survey Completed

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