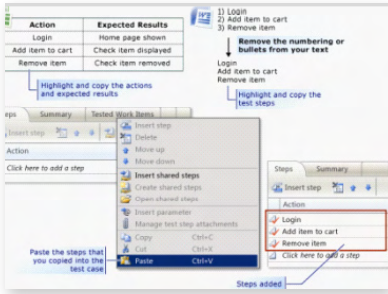


# Profiles Skills Tests™

Profiles International provides over 1,500 **Skills Tests** to measure essential knowledge and skills employees need to succeed in a job.



We use powerful technologies, such as performance-based testing, which simulates popular software products like Microsoft Office, to ensure accurate, reliable results. Our

skills tests cover software skills, clerical skills, and call center skills, as well as skills necessary for accounting and finance, medical, nursing, legal, industrial, computer literacy, retail, food services, information technology, staffing and human resources.

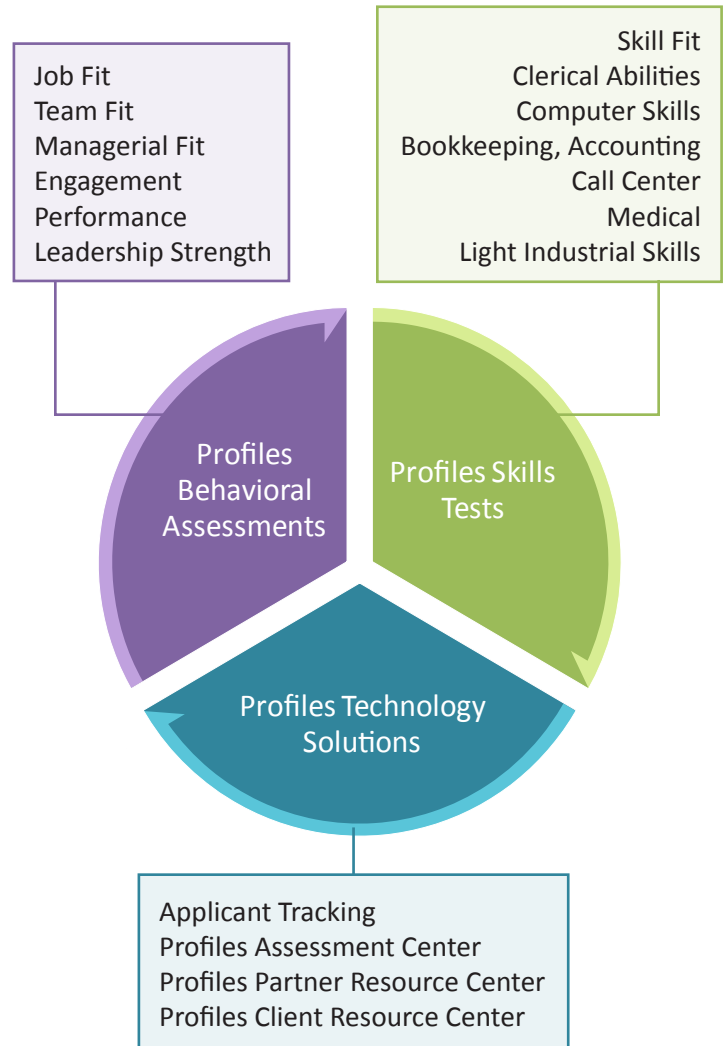
## Why Use Them?

It has been estimated that more than 50 percent of people lie on their resumes. Your hiring managers need to know for certain if a candidate can actually do what they say they can do. This can be especially important in jobs where there is little or no training time available. Skills tests may also be used to measure a current employee. Knowing the gap between an employee's current capability and what's required to do a job helps prioritize and target training and development investment.

## How do the Profiles Skills Tests work?

Our clients deliver Profiles Skills Tests to their candidates over the Internet. The powerful test-management system allows a test administrator to control a multi-tier network of testing stations with the capability of controlling testing, reporting and billing from a central location. If you set up a testing account for your organization, you can deliver tests in three ways:

- Turn any PC with Internet access into a testing workstation with access to all Profiles Skills Tests assigned to your account.
- Send eTickets to candidates, who can use the eTicket to gain access to their assigned online skills test.
- Create links on your own Web site that will launch a Profiles Skills Test, turning your Web site into a powerful testing portal.



Obviously any assessment given outside of a proctored environment opens up the risk of cheating. Most of our clients who use home-based testing also maintain an in-office assessment system for re-testing applications as a security backup to ensure that candidates did not use unauthorized help material while being tested at home. If candidates are warned that they may be re-tested when they arrive at your office, the risk of cheating is greatly reduced.

## What's the next step?

Please contact your authorized Profiles International business partner.

|                        |  |
|------------------------|--|
| <b>NUMBER OF TESTS</b> | Over 1,500   |
| <b>MEASURES</b>        | Essential knowledge in a wide variety of industries and skill sets, including: <ul style="list-style-type: none"> <li>• Microsoft Word, Excel, PowerPoint and more</li> <li>• Software Skills</li> <li>• Language Skills</li> <li>• Clerical Skills</li> <li>• Call Center Skills</li> <li>• Accounting and Finance</li> <li>• Medical and Nursing</li> <li>• Legal</li> <li>• Industrial</li> <li>• Computer Literacy</li> <li>• Retail Sales</li> <li>• Food Services</li> <li>• Information Technology</li> <li>• Staffing and Human Resources</li> <li>• ...and More!</li> </ul> |
| <b>CUSTOMIZABLE</b>    | Choose from sample questions to create your own skills test  |
| <b>USED FOR</b>        | <ul style="list-style-type: none"> <li>• Selecting people with the required skills for the job</li> <li>• Increasing productivity</li> <li>• Raising the level of engagement</li> <li>• Reducing employee turnover</li> <li>• Getting new employees off to faster start</li> <li>• Reducing training costs</li> <li>• Assessing team skill fit</li> </ul>  |
| <b>MULTILINGUAL</b>    | Spanish, French, English (Great Britain), Dutch, German, Italian   |
| <b>TIME TO TAKE</b>    | Average 35 minutes   |
| <b>ADMINISTRATION</b>  | Internet   |
| <b>SCORING</b>         | Internet   |

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