

Confidential Results

Individual Success Profile



e.SKILLS™
BILINGUAL

Results for:

John Doe
ID# 123-45-6789
August 9, 2004



Confidential
For Human Resources Use Only

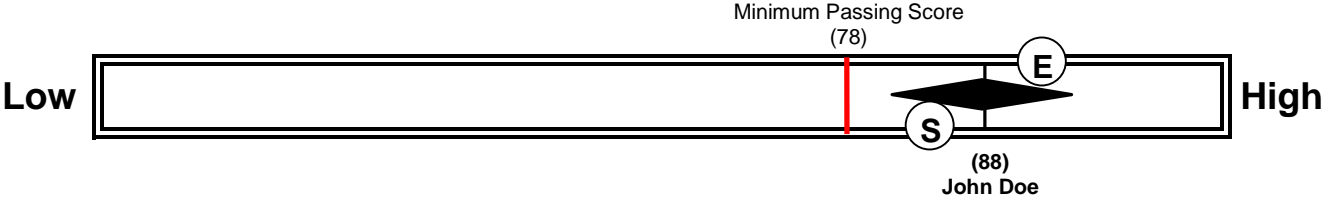
This profile can be used to make selection decisions and to identify a participant's development needs and provide ongoing coaching.

e.SKILLS Bilingual uses up to three simulation-based exercises to assess a participant's ability to perform key job tasks in both English and Spanish. The specific exercises used are determined when the test is taken. These exercises include a data entry exercise, a typing exercise, and an e-mail composition exercise. The results for each exercise are proven, accurate predictors of a participant's potential for success when performing similar activities on the job.

e.SKILLS Bilingual Results and Predicted Performance Levels

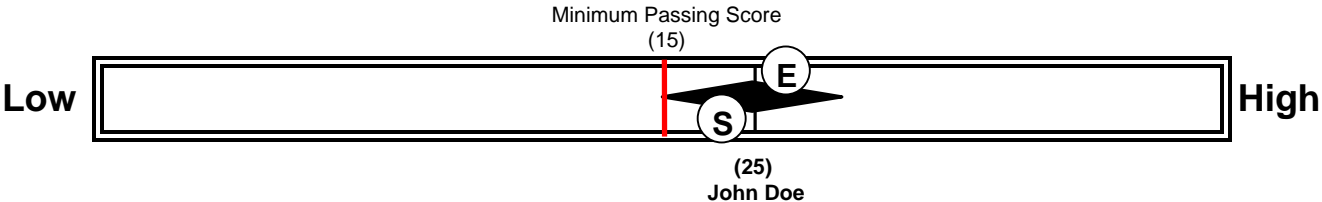
The graphs below display the named participant's scores on each exercise on a scale ranging from low to high. These graphs not only represent the participant's scores, but also indicate the participant's likelihood of success when performing similar activities on the job. Specifically, the thin line running through the center of each diamond represents the participant's score. The bold vertical line on each graph indicates the minimum passing score established by your organization. Any participant whose assessment results do not meet or exceed these minimum passing scores has failed to display the behaviors expected from an acceptable incumbent and should not be recommended to proceed further in the selection process. The E in the circle above the diamond represents the English component of the score, and the S in the circle below the diamond represents the Spanish component.

Data Entry Section:



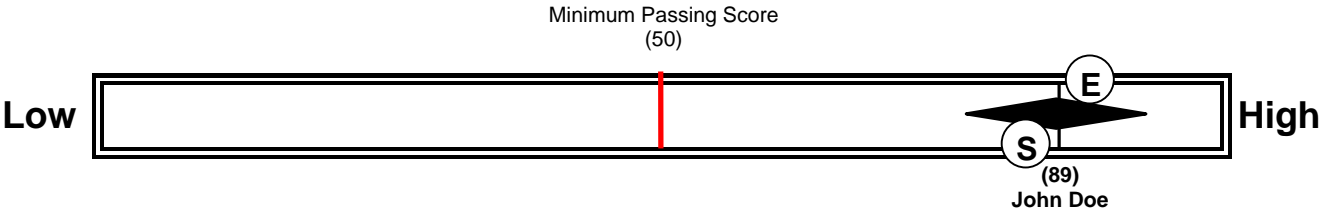
Accuracy: 88%
Average Time Per Order: 1 minute 48 seconds

Typing/Keyboarding Section:



Words Per Minute: 28
Accuracy: 89%
Adjusted Words Per Minute: 25

E-mail Composition Section:



E-mail Composition Score: 89
Average Response Time: 4 minute 39 seconds