



PSP

PREVUE Succession Planning

CANDIDATE - **MR. BRYAN SAMPLE**

Company - ABC Software

August 29, 2008

MULTI - POSITION FORMAT:

- THIS REPORT COMPARES ONE PERSON TO A VARIETY OF DIFFERENT JOBS BASED ON THE BENCHMARKS ON FILE FOR YOUR ORGANIZATION.
- THIS REPORT IS MOST OFTEN USED TO EVALUATE AN INDIVIDUAL BEING CONSIDERED FOR PROMOTION OR MOVEMENT TO A DIFFERENT POSITION,

CONFIDENTIAL

SAMPLE REPORT

Prevue Succession Plan

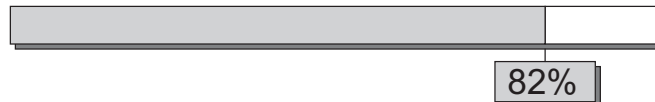
Mr. Bryan Sample

The following Prevue Succession Planning Report will enhance your internal resource management.

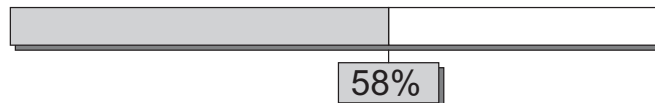
Mr. Bryan Sample has been compared to the benchmarks selected. You may repeat this process as often as required, and select as many benchmarks as you wish. Each Prevue candidate's suitability is calculated and listed in a descending order of percentage fit.

The following benchmarks were chosen for this Succession Planning report.

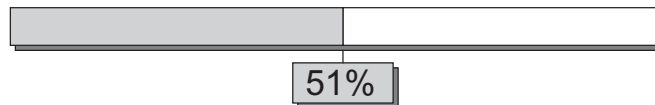
1. Director of Marketing - Business Development



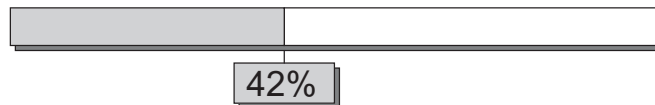
2. Regional Operations Manager



3. Office Administrator



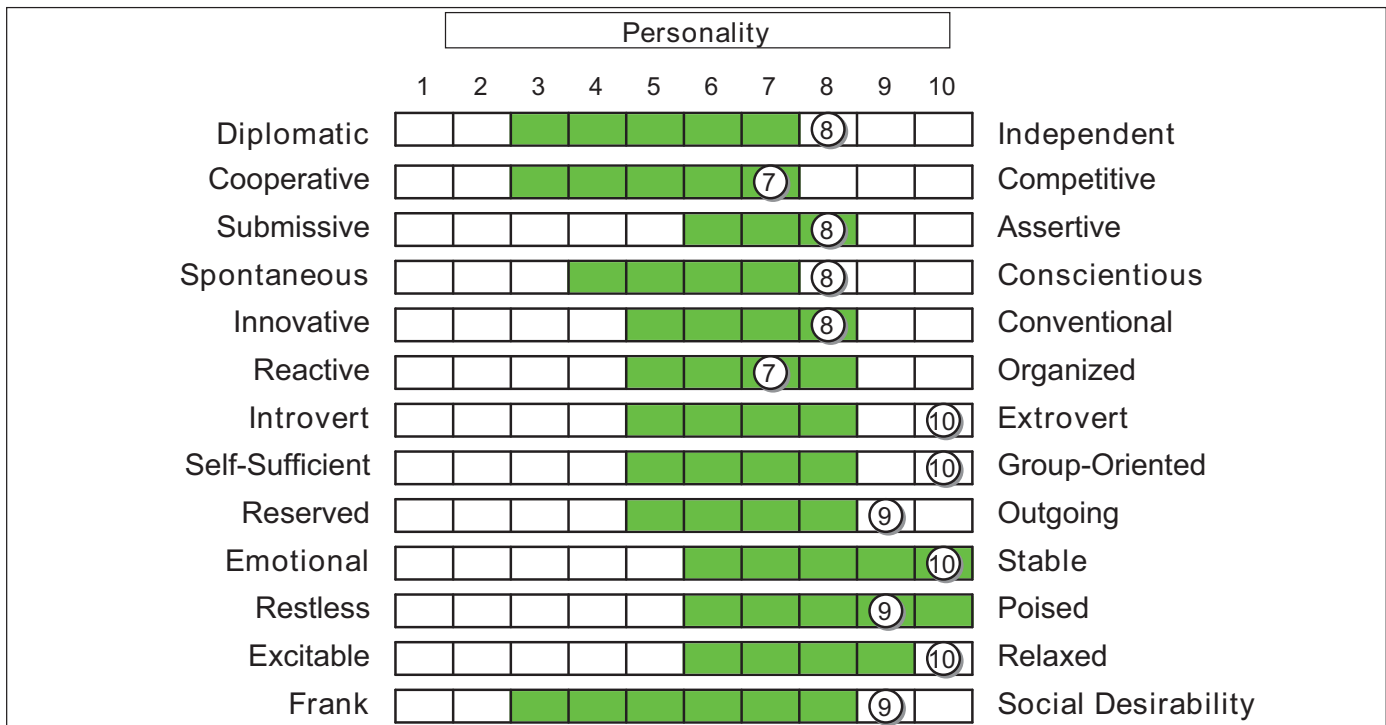
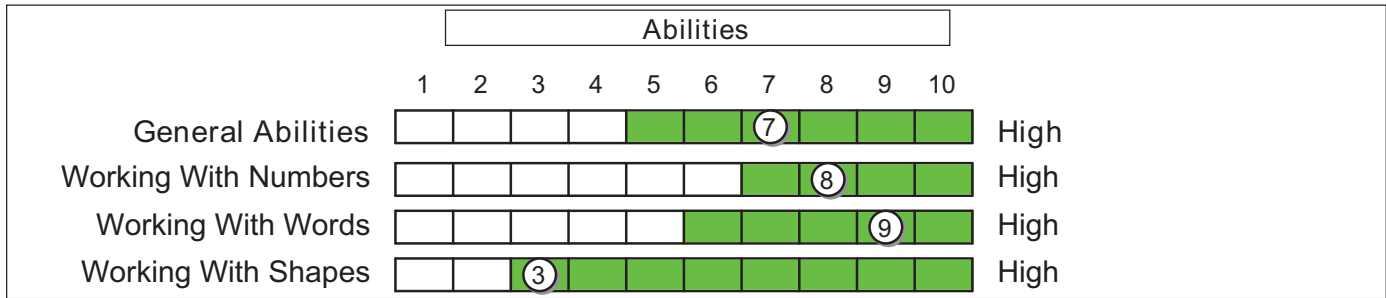
4. VP Operations



Prevue Benchmark

Bryan Sample

Director of Marketing - Business Development



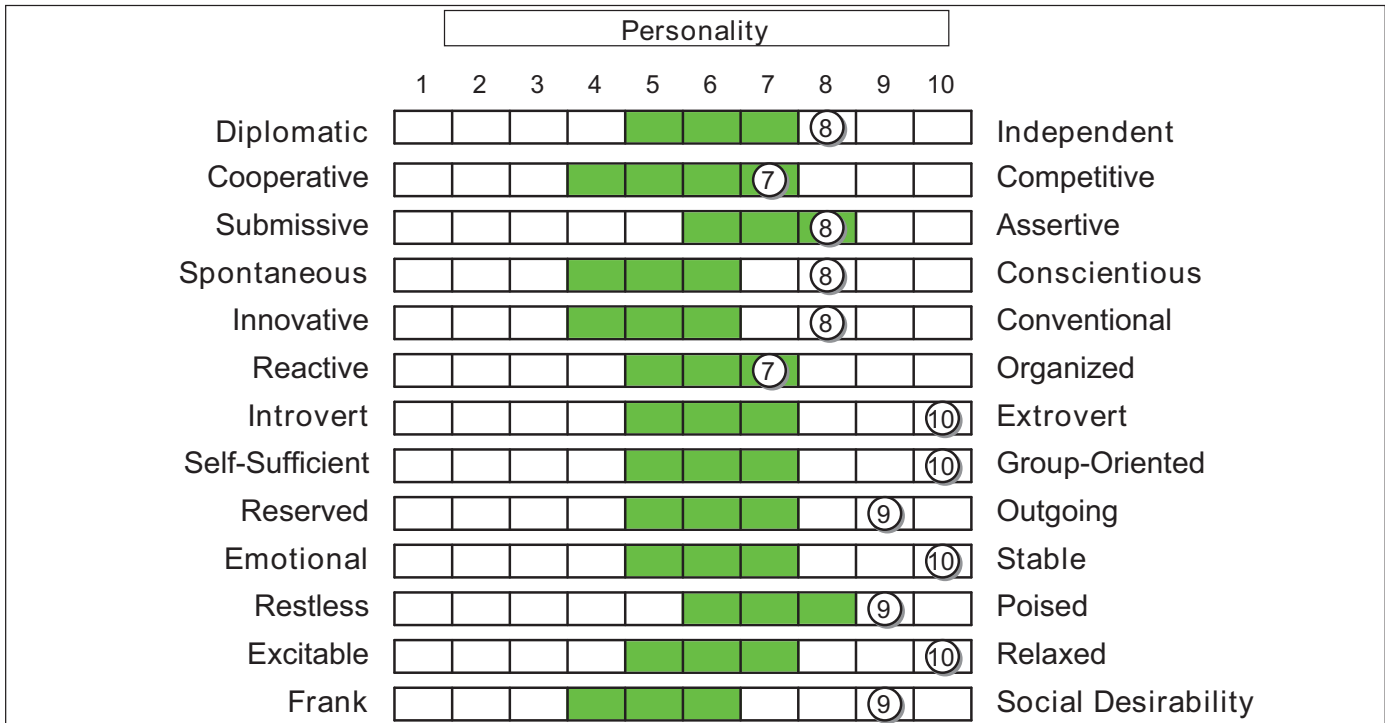
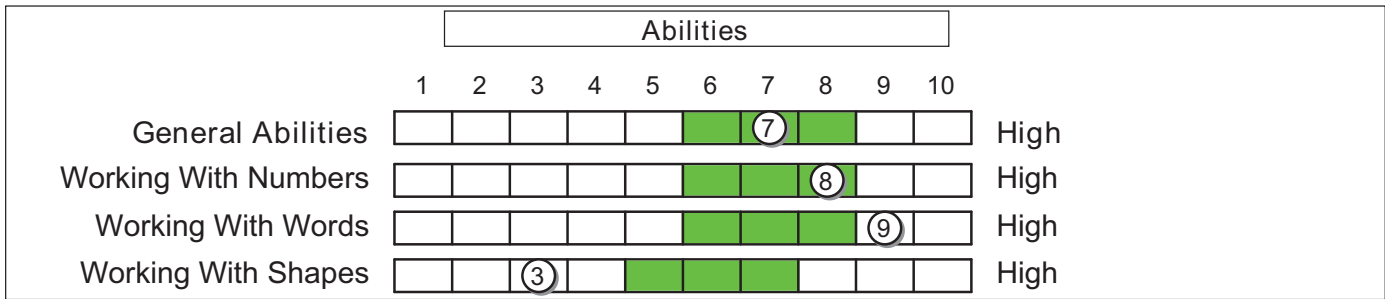
A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Director of Marketing - Business Development position. The number on each scale is Bryan Sample's actual score. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

Prevue Job Suitability	
The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.	Benchmark Suitability <div style="border: 1px solid black; padding: 5px; display: inline-block;">82%</div>

Prevue Benchmark

Bryan Sample

Regional Operations Manager



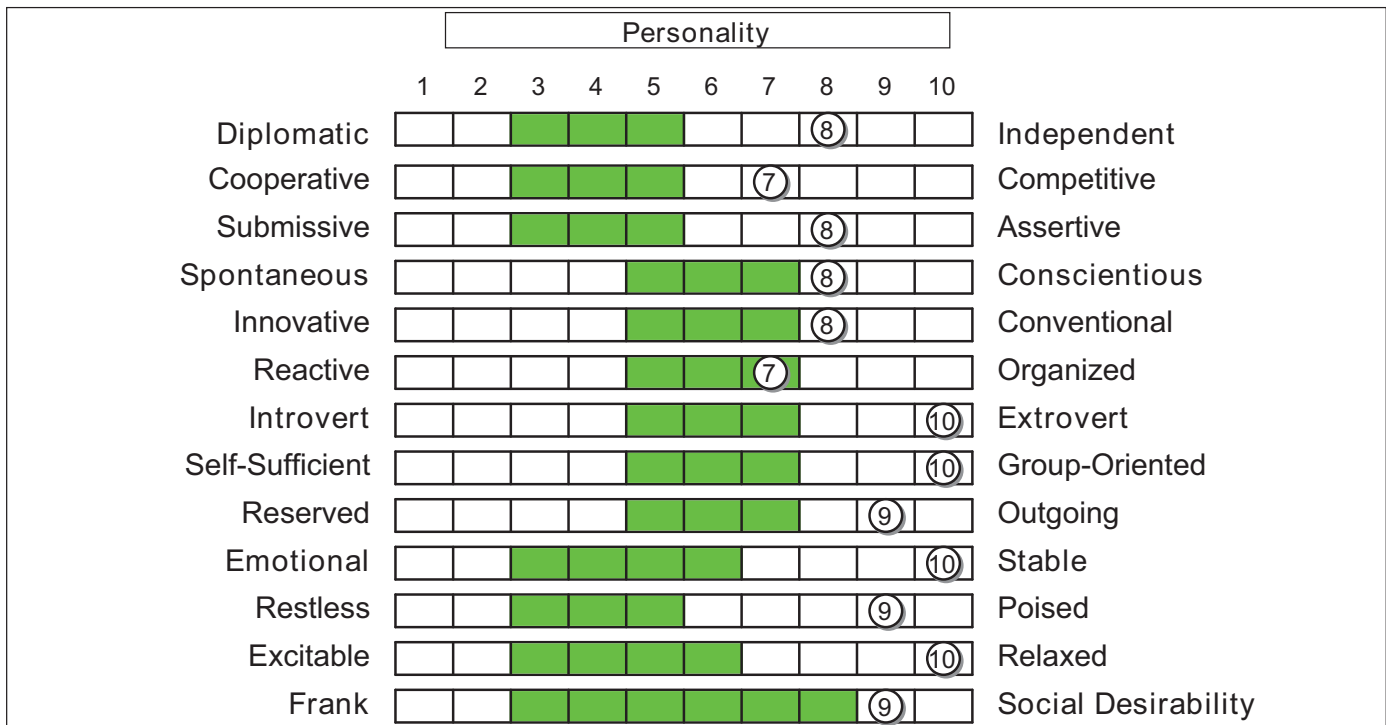
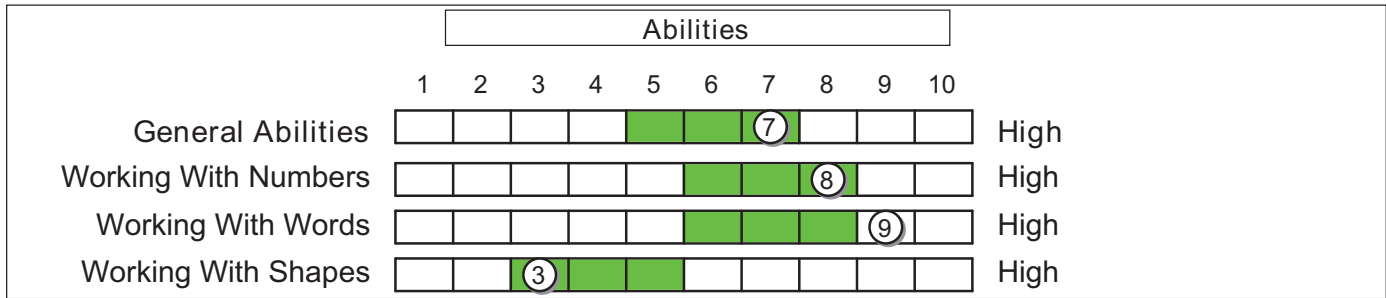
A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Regional Operations Manager position. The number on each scale is Bryan Sample's actual score. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

Prevue Job Suitability	
The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.	Benchmark Suitability <div style="border: 1px solid black; padding: 2px; display: inline-block;">58%</div>

Prevue Benchmark

Bryan Sample

Office Administrator



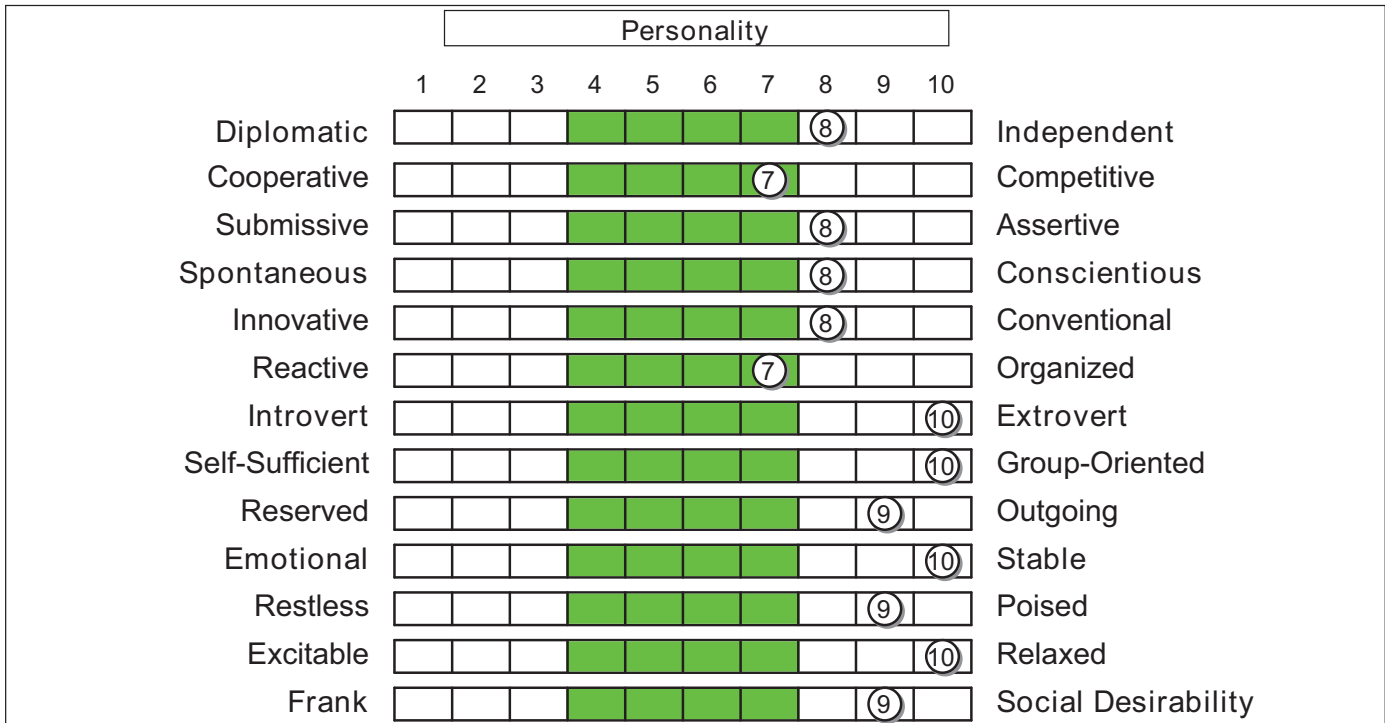
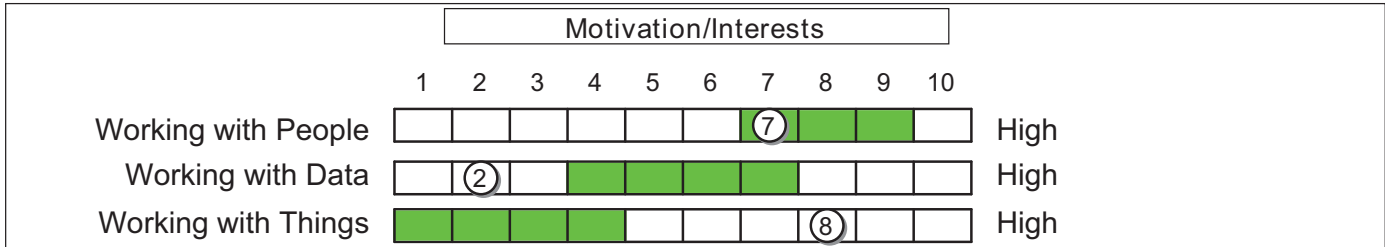
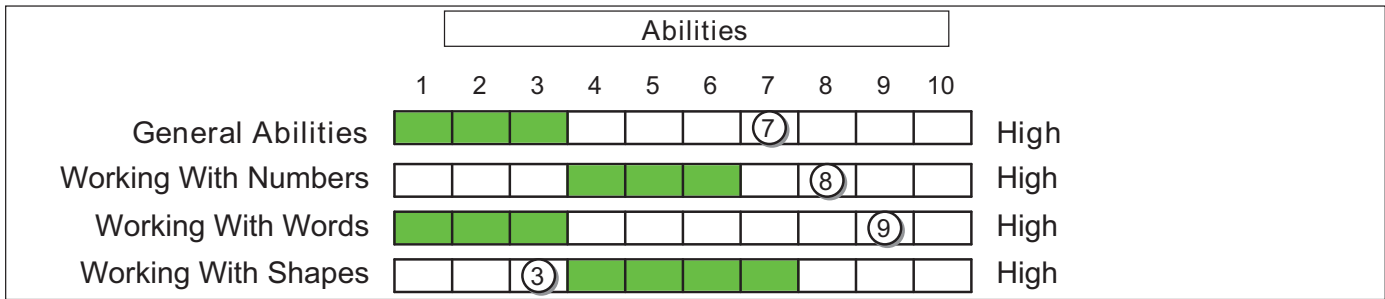
A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this Office Administrator position. The number on each scale is Bryan Sample's actual score. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

Prevue Job Suitability	
The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.	Benchmark Suitability <div style="border: 1px solid black; padding: 2px; display: inline-block;">51%</div>

Prevue Benchmark

Bryan Sample

VP Operations



A Prevue benchmark illustrates the required characteristics for this job as decided by management. The shadowed areas above graphically represent the benchmark for this VP Operations position. The number on each scale is Bryan Sample's actual score. The following percentage reflects the degree of suitability of his scores when compared to this benchmark.

Prevue Job Suitability	
The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.	Benchmark Suitability 42%

VALIDITY INTRODUCTION:

- The rules for identifying patterns of responses in the Personality Section of the Prevue Assessment which might be "invalid" include systematic, but non-meaningful response patterns, omissions and excessive use of the "B" answer option. Systematic, but non-meaningful response patterns occur when the distribution of the responses differ from the norm and are considered unusual. The omission rule occurs if more than three responses are omitted in a given scale, making the results appear more average than they are. The "B" answer rule is affected by the total number of "B" responses selected. The candidate had the choice of an "A", "B", or "C" for every question in the Personality Section of the Prevue Assessment. The second option, the "B" choice, is always an unsure or in-between answer.

VALIDITY COMMENTARY:

- The total number of "B" responses chosen by the candidate in the course of completing the Prevue Assessment Questionnaire, including questions that were not answered, was 19.
- This number of "B" choices is within acceptable levels and the results of the Personality section of this report had meaningful response patterns. Therefore the data presented in this Prevue Assessment can be considered accurate and reliable.

BEST PRACTICE RECOMMENDATIONS:

- **Assessment Administration:** Best practice protocol recommends that assessments be administered to candidates in a controlled environment under the supervision of a proctor to ensure that:
 - The person who completes the Assessment is in fact the candidate;
 - A candidate's responses to the Assessment questions are not affected by collusion with others or by other actions that would invalidate the Assessment;
 - The supervisor is able to address unexpected conditions or problems affecting a candidate and to provide reasonable accommodation for candidates where required;

Where an Assessment is administered without the recommended supervision, the accuracy of the report cannot be guaranteed. If the report is a significant consideration in any final selection or other high stakes decision, you might wish to have the candidate retake the Prevue Assessment in a controlled environment;

For more information on the administration of the Prevue Assessment, please see "Administering the Prevue Assessment" in the Prevue User Guide posted at www.prevueonline.com.

- **Assessment Weighting:** The weight given to the Prevue Assessment in any human resource selection or other high stakes decision should not exceed one-third of the total process. The remainder of the process, including the candidate's work history, interview, background checks, etc., should be considered in association with the results of this report.
- **Ensure Fairness:** When properly administered, the use of the Prevue Assessment will help to ensure that applicants are treated fairly without regard to race, colour, religion, sex or national origin. The Prevue Assessment was designed and developed to conform with the human rights legislative and best practice requirements prevailing in the various countries where the Prevue Assessment is distributed. This includes the EEOC Guidelines, the Americans for Disabilities Act and the standards for test development and administration published by the American Psychological Association, the British Psychological Society and the Association of Test Publishers.