

Blankemeyer Group and Profiles International offer industry leading assessment tools to help businesses hire and retain top performing employees.

Almost daily, business owners, executives, managers, and professionals are challenged by frustrating employee related challenges. Human resource management challenges cost your company time, money, resources, lost opportunities, and reduced productivity, to name a few.

What if you had the tools to head off employee challenges before they start, as well as the ability to solve existing employee challenges?

What would that be worth to you?

Profiles International employee assessments provide critical information to enable you to understand why your people think and behave as they do, on the job. This understanding leads to better allocation of human capital and maximizes the effectiveness of every employee. By using Profiles International assessment solutions, you will see tangible results in terms of increased productivity, reduced stress, tension, conflict, and a positive impact on your bottom line.

When your business invests in an expensive piece of equipment, you receive a manual containing instructions for operating it, maintaining it, and troubleshooting when the equipment does not function as it should. But when you invest in human capital through your employees, you do not receive a similar manual. Profiles International fills the information gap in human resource management.

Various methods of "testing" have been used for several generations in order to make the allocation of human capital work more effectively. Profiles International has pioneered an innovative approach to the testing industry, since its founding in 1991. We provide employee assessments, not tests, to give you the information you need to know about the people who work for and with you. This is not a semantic difference, but a key difference in concept.

"Tests" are passed or failed. Profiles International assessments reveal the human characteristics that make each of us unique and individual. They tell us who we are, and you cannot fail who you are as a person.

Profiles International assessments are used to define intangible job requirements and help you match employees to the work they do. When people match their jobs, they perform up to and beyond your expectations. Job Match or Job Fit™ is the primary predictor of job success. It has greater relevance than factors such as age, experience, training, and other particulars that employers use to make human resource decisions.

When employers use Profiles International assessments, their organizations prosper because their people prosper.

### Hire Right the First Time

Your investment in money, training, and time to fix a mistake made when hiring a person not competent for, or compatible with the job, is simply enormous. We focus on understanding and objectively measuring core competencies, behaviors, and interests of top performers in companies and industries to insure applicants fit the job the first time.

- Avoid Costly Hiring Mistakes
- Hire Top Performers
- Put the Right Person in the Right Job the First Time
- Identify & Develop Leadership Skills of Supervisors, Managers, and Executives

Building your team and solving your human resource management challenges are fundamental to your success. Add objective measures based on your top performers and our industry expertise, and you will see your performance, sales, and your bottom line grow.

### Common Human Resource Management Challenges

These are just a few of the people related challenges that Profiles International tools will help you solve:

<u>Expensive and Resource Draining Turnover</u>	<u>Poor job fit</u>
<u>Hit and miss hiring practices</u>	<u>Poor work ethic</u>
<u>Ineffective managers</u>	<u>Substandard productivity</u>
<u>High absenteeism</u>	<u>Poor responses to stress and conflict</u>
<u>Poor customer service</u>	<u>Dishonest employees</u>

If you are looking for an Assessment Partner, you've come to the right place.

Profiles products deliver value as well as accurate and timely service from a team of professionals. With Profiles International, there is a difference. Your personalized online Virtual Assessment Center will offer you assessment tools that are proven, validated in the workplace, and deliver unparalleled results. We invite you to join our growing number of very satisfied clients.

## Why Profiles International Human Resource Development & Management

**We offer assessment solutions that predict job match success with a high degree of certainty.**

Our pricing, technology, client service and accuracy are the reasons why we are the leading assessment company worldwide. Profiles International Inc. respectfully requests the opportunity to earn your business.

We offer better technology, the most accurate information, and the best value in the marketplace. The organizations that will best succeed in today's global economy are those who maximize their human capital investment - their people. All we ask is for 10% of your trust, the other 90% we will earn with results.

### Reliability & Validity

**Our predictive reliability and validity scores for our assessments are the highest in the industry.**

Our roots span over thirty years in research and development. In fact, we have recently completed a large assessment analysis. Over 200,000 participants in the workforce participated in this landmark study. This study has been replicated in more than 70 countries, emphasizing our mission to bring culturally sensitive and accurate assessments to clients around

the world. While many assessment studies in the industry are administered on college campuses, utilizing students with no professional work experiences, we focus on samples that represent the working populace whom we serve.

### Our Technology and Delivery Systems

**Our web enabled platforms lead the industry.**

Our web enabled platforms lead the industry. Your Profiles International online assessment system can be set up and implemented, in most cases, the same day of your request. Because it is a web-based system, there is no software to install or hardware to buy. You can log on 24 hours a day 7 days a week from work, home, your hotel, or anywhere there is an Internet

connection. In addition, with the ability to network your entire organization, our system makes administering assessments and getting results easier than you ever thought possible.

**We want to go to work for you, too!**

Profiles can help you reach your goals. People are your most important asset and we will show you how to increase their value in a Win-Win-Win relationship between your business, Profiles, and your employees. Let us be your assessment partners!