

Caliper Profile (\$550 / Profile)

A comprehensive online job-matching assessment service that identifies the level of fit between key job requirements and an individual's core strengths.

Applications

Objective personality, motivation and cognitive information that assists in the accurate selection and development of employees.

Application Option 1 Selection:
<p>Includes:</p> <ul style="list-style-type: none">• Caliper Assessment• Verbal debrief with Hiring Manager• Selection Report containing a job match recommendation

Application Option 2 Development:
<p>Includes:</p> <ul style="list-style-type: none">• Caliper Assessment• Verbal debrief with Incumbent• Development Report containing job related developmental suggestions• Optional verbal debrief to incumbent's manager

Derivative Products From The Caliper Profile

Effective Date: January 1, 2010

Product Description	Features
<p>Caliper Interview Guide (\$55 each) Behavioral interview questions based on assessment results.</p>	<ul style="list-style-type: none"> • Specific questions designed to further investigate potential areas of concern
<p>Caliper Individual Development Guide (IDG) (\$155 each) Eight page development report designed to aid in the onboarding and development of employees.</p>	<p>3-part report:</p> <ol style="list-style-type: none"> 1. Job related strengths, 2. Personal development suggestions, 3. Key motivators
<p>Caliper First Step (\$120 each) Web enabled, low cost screening device for Sales and Customer Service Roles – requires a benchmark study.</p>	<ul style="list-style-type: none"> • Results are reported as a comparison to a valid benchmark
<p>Caliper Next Step (\$460 each) Allows you to stage your selection and development investment. Next Step combines with First Step results to produce a full Caliper Profile to be used for selection or development.</p>	<ul style="list-style-type: none"> • Results are graphed and compared to job requirements
<p>Caliper 360 (\$100 - \$900 based on level of customization) Brief, fast web enabled observation tool used to receive constructive feedback from peers, superiors, and subordinates. Includes feedback for up to 15 raters and written report summary. Customizable with listed service options*</p>	<p>*Service options</p> <ul style="list-style-type: none"> • Integration of custom competencies within 360 • Integration of Caliper Profile with 360 results • Verbal debrief of results • Graph of participant results • Developmental suggestions and action planning
<p>Additional Verbal Feedback Sessions (\$175 / 30 minutes) Add feedback time to meet your specific needs with any product usage.</p>	<ul style="list-style-type: none"> • Objective, professional verbal consultation regarding assessment results designed to assist in decision making and action planning
<p>Composite Graph (\$500 for up to 10 people, \$20 for each additional person) Caliper Profile scores are aggregated for a selected population and compared to a Caliper or client benchmark. Comparisons to other intra-company groups are extra if required.</p>	<ul style="list-style-type: none"> • Allows group members to compare themselves to others • Provides the basis for gap analysis between individuals and top performers
<p>Rush Fee (\$50 per assessment) By prearrangement, delivery of a verbal report as soon as the answer sheet is completed. The written report is guaranteed within 24 hours.</p>	

Note: All services are available in English, French and Spanish.

Volume Price Bands– Effective January 1, 2010

Product	1-19	CPIA 20-99	100-499	500-999	1000+
	Caliper Profile (Selection & Development)	\$550	\$425	\$384	\$360
Interview Guide	\$55	\$48	\$45	\$41	\$39
Individual Development Guide	\$155	\$146	\$139	\$124	\$112
Caliper First Step	\$120	\$120	\$94	\$65	\$50
Caliper Next Step	\$460	\$335	\$320	\$320	\$320

Professional User Plans (PUPs) provide users with the flexibility to acquire volume discounts while utilizing multiple Caliper products. Your pricing level for all products will be determined by the highest Professional User Plan commitment.

Prepayment Option – Any products purchased and paid for in advance are priced at 3% off the applicable net price.

G.S.T. is applicable for all services