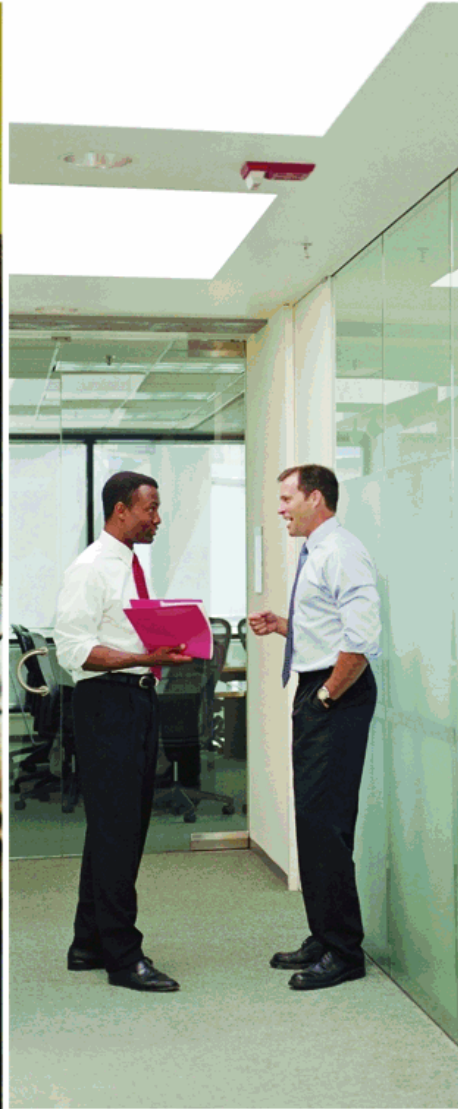




**We Improve Productivity
Through People.**



General Cognitive Aptitude Test Report

Candidate: Darrell Payne

Date: 11/23/2008



General Cognitive Aptitude Test Report

Candidate: Darrell Payne
Date: November 23, 2008

Date: 11/23/2008 Prepared For: Employers

Prepared by: John Lounsbury, Ph.D. & Lucy Gibson, Ph.D., Licensed Industrial-Organizational Psychologists

The following pages represent a report based on the results of a psychological assessment. The profile presented below summarizes key results in each area compared against general population norms (indicated by the descriptors Low, Below Average, Average, Above Average, and High) and with norms for high performers in the type of job for which the candidate is applying (indicated by the shaded areas). The candidate's score is indicated by the diamond symbol: ◆

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

Low	Below Average	Average	Above Average	High

Overall Cognitive Aptitude



Cognitive Aptitude Assessment

The scores in this report are presented in percentile (%ile) format. When using percentiles, it is important to remember this does not mean "percent correct." On a percentile scale, the 50th percentile is the average score. Any score higher than that is positive and any score lower than that is considered negative. We choose to present scores in 10 point ranges (e.g., 60-69%ile) to reflect the degree of precision in this type of test.

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate Darrell's overall level of general intellectual aptitude to be in the **80-89 percentile** range. His individual aptitude levels are:

- Abstract Reasoning 80-89%ile
- Numeric Reasoning 50-59%ile
- Verbal Reasoning Top 5%ile

Darrell has a high level of general cognitive aptitude. He can learn new information quickly, solve complex problems efficiently, and be able to handle a heavy information-processing load on this job.

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