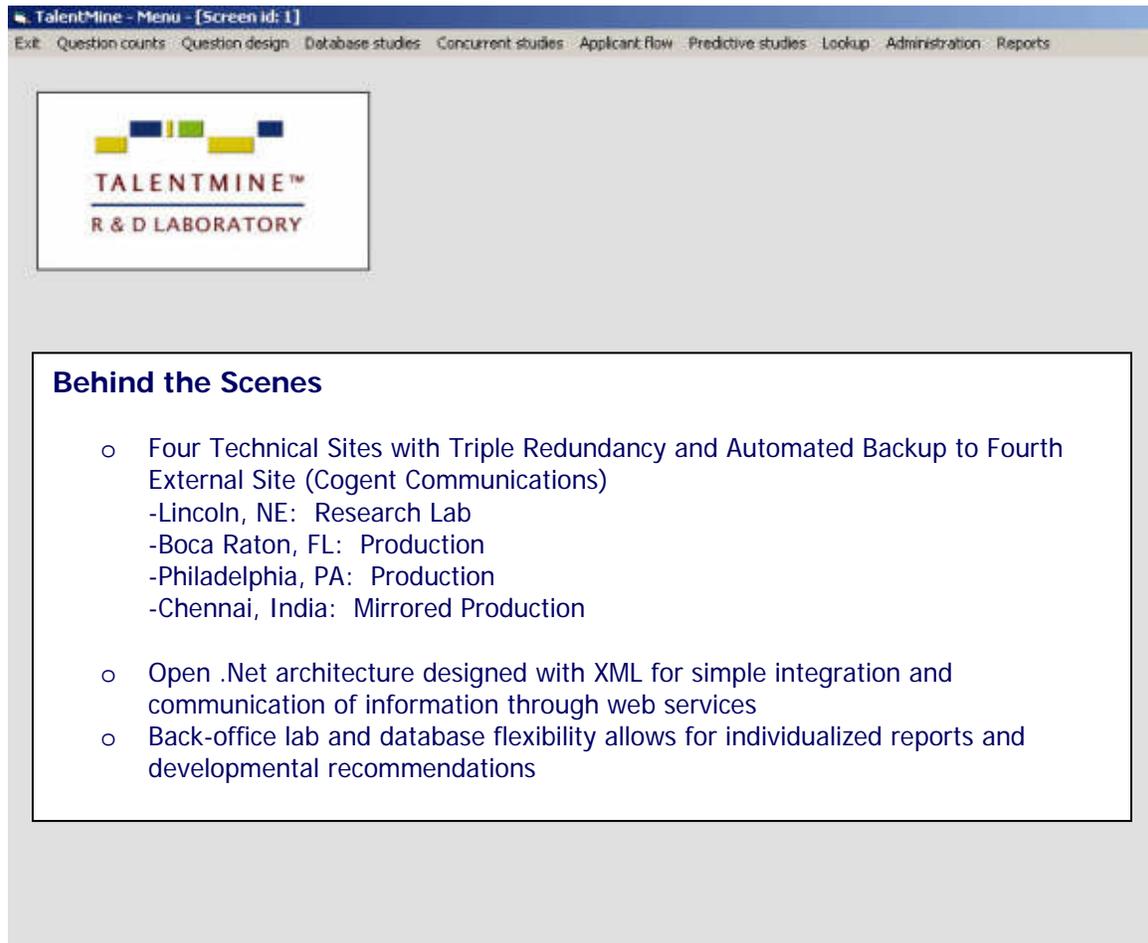


TalentMine R&D Laboratory screenshots



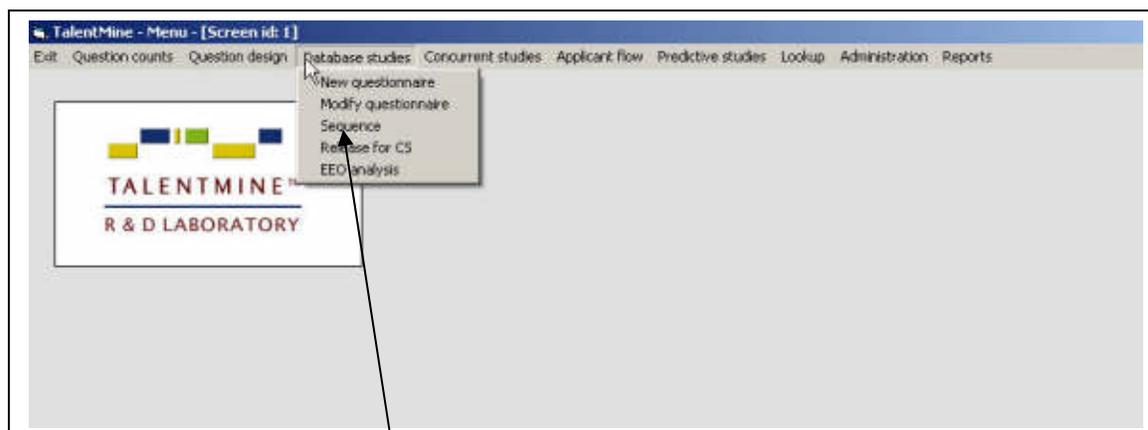
TalentMine - Menu - [Screen id: 1]
Exit · Question counts · Question design · Database studies · Concurrent studies · Applicant flow · Predictive studies · Lookup · Administration · Reports

TALENTMINE™
R & D LABORATORY

Behind the Scenes

- Four Technical Sites with Triple Redundancy and Automated Backup to Fourth External Site (Cogent Communications)
 - Lincoln, NE: Research Lab
 - Boca Raton, FL: Production
 - Philadelphia, PA: Production
 - Chennai, India: Mirrored Production
- Open .Net architecture designed with XML for simple integration and communication of information through web services
- Back-office lab and database flexibility allows for individualized reports and developmental recommendations

Database Studies Menu



TalentMine - Menu - [Screen id: 1]
Exit · Question counts · Question design · Database studies · Concurrent studies · Applicant flow · Predictive studies · Lookup · Administration · Reports

TALENTMINE™
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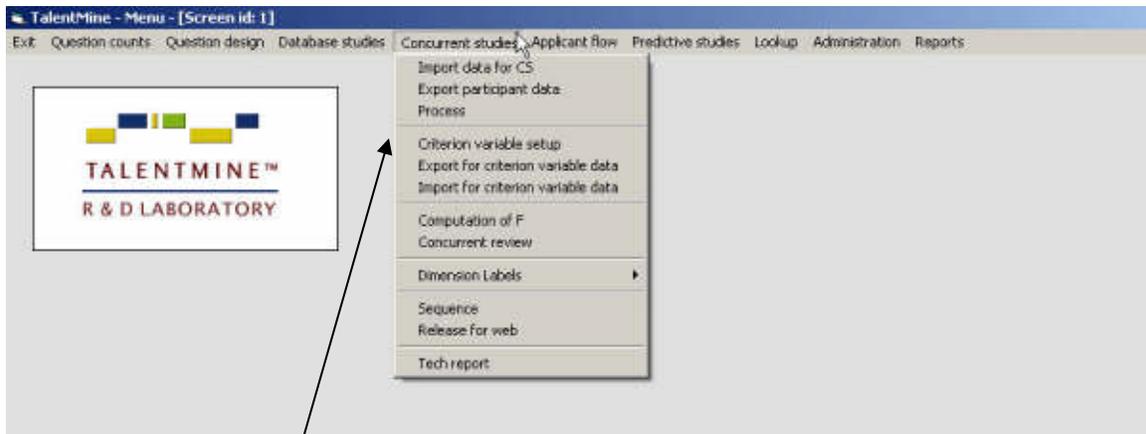
- New questionnaire
- Modify questionnaire
- Sequence
- Release for CS
- EEO analysis

TalentMine is unique in its ability to track predictive questions and dimensions by job family and industry across studies and samples. Through the R&D Lab, TalentMine stores cumulative data to determine which questions and dimensions consistently contribute to performance: productivity/quality metrics.

With the R&D Lab, TalentMine researchers develop custom assessments using database statistics to support the reliability and predictive validity of these custom questionnaires based on their application within similar industries and job categories.

The screenshot shows the 'New questionnaire' form in the TalentMine R & D Laboratory interface. The form is divided into two main sections: 'Client attributes' and 'Questionnaire attributes'. The 'Client attributes' section includes fields for Client ID, Client name, Project ID, Contact person, Contact person position, and Project name. The 'Questionnaire attributes' section includes fields for Questionnaire ID, Questionnaire, Questionnaire type (set to 'Under development'), Questionnaire version (set to '1'), Country, Region, Language, Job category, DOT code, Job complexity, Industry category, Industry, No. of employees, Annual revenue, and Annual salary (Median). At the bottom of the form, there are three buttons: 'Position list', 'Create from scratch', and 'Create from existing'.

Concurrent Studies Menu



TalentMine has the ability to efficiently conduct concurrent research with incumbent participants in an organization and map individual and team results on the TalentMine assessments to other performance metrics within the organization.

Validity

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R & D LABORATORY

Concurrent studies

Project ID: 130 Project: Leadership Version 3
 Questionnaire ID: 102 Questionnaire: Leadership Get Comments Dim Comments

Dimension: Belief # of Qs in this dimension: 6 Search by: Question Text Question ID Effect Size

Q ID	Select	Questions	Sub-dim	Mean	SD	Alpha if Q deleted	Correlation of question with:									
							Dim Score	Total	TMI	Group	Bonus Percent	Turn-over	Percent to Goal	GPTW Dept	Race	Gender
880	<input checked="" type="checkbox"/>	What do you typica		0.44	0.50		0.66	0.28	0.28	0.16	0.19	-0.23	-0.01	0.22		0.02
882	<input checked="" type="checkbox"/>	Do you tend to set		0.58	0.50		0.69	0.37	0.37	0.13	0.15	0.00	0.25	0.23		0.12
887	<input checked="" type="checkbox"/>	What is most impc		0.74	0.44		0.42	0.05	0.05	0.03	0.11	-0.22	0.01	-0.04		0.07
1020	<input checked="" type="checkbox"/>	How do you feel w		0.45	0.50		0.48	0.25	0.25	0.23	0.01	-0.06	0.07	0.00		-0.11

Enable	Disable	Selected Qs: 4	Alpha													
<input checked="" type="radio"/>	<input type="radio"/>	Dim Score		2.21	1.11	0.3029		0.43	0.43	0.24	0.21	-0.21	0.14	0.18		0.04
<input checked="" type="radio"/>	<input type="radio"/>	Total		30.48	7.65	0.7668			1.00	0.30	-0.05	-0.28	0.31	0.27		0.11
<input checked="" type="radio"/>	<input type="radio"/>	TMI		21.94	0.67					0.30	-0.05	-0.28	0.31	0.27		0.11

N = 73 Selected Qs All Qs Questionnaire Stats Compute Alpha Deselect All Qs Reset All Qs Save Version Control

The R&D Lab provides the infrastructure and functionality to determine the impact of adding or removing questions from an assessment in order to optimize the fairness, reliability and predictive validity of the instrument.

Fairness

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EEO analysis

Project ID: 30 Project: ESP Version 1
 Questionnaire ID: 65 Questionnaire: ESP Qst Comments Dim Comments

Dimension: Service # of Qs in this dimension: 7 Search by: Question Text Question ID Effect Size

Q ID	Selected	Questions	Sub-dimension	Ns	Np	Mean	SD	Correlation of question with:						
								Dim Score	Total	Perf Total	Perf HL	Race	Gender	Age
				A/D	A/D	A/D	A/D	A/D	A/D	A/D	A/D	A/D	A/D	A/D
290	<input checked="" type="checkbox"/>	I am at my best when I am assi	Service	1	2358	5.05	1.20	0.56	0.42	0.10	0.10	0.12	0.06	0.01
291	<input checked="" type="checkbox"/>	Customers typically have unrea	Service	1	2358	4.68	1.13	0.44	0.18	0.05	0.07	-0.01	0.10	-0.01
295	<input checked="" type="checkbox"/>	I have a gift for diffusing tension	Service	1	2358	4.67	1.15	0.55	0.48	0.17	0.19	0.03	-0.04	0.00
297	<input checked="" type="checkbox"/>	I make sure to take care of mys	Service	1	2358	4.47	1.18	0.40	0.11	0.00	0.01	-0.05	0.08	0.05
301	<input checked="" type="checkbox"/>	It is easy for me to relate to the f	Service	1	2358	5.38	1.08	0.62	0.50	0.15	0.16	0.04	0.14	-0.01
426	<input checked="" type="checkbox"/>	I find it more fulfilling to sell a pr	Customer Sei	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
430	<input checked="" type="checkbox"/>	I consistently communicate real	Customer Sei	0	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Enable	Disable		# of selected Qs: 7	Estimated Reliability									
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dim Score		0.4814	24.25	3.36		0.34	0.10	0.11	0.03	0.07	0.01
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Total		0.8428	155.58	15.74		0.14	0.16	0.04	0.02	-0.03	

Selected Qs All Qs Questionnaire Stats Deselect All Qs Recall All Qs Save Version Control

For every standard and custom built talent assessment, TalentMine collects demographic data for each protected classification required for EEO compliance and ensures that the assessment is designed for fairness across each protected class: age, race and gender.

Reliability

TALENTMINE

CS07

Reliability Analysis of Total Questionnaire

Project: ESP

Questionnaire: ESP

	Mean	Median	Minimum	Maximum	Range	Max/Min	Variance	Skewness
Question means	324.9373	325.0000	266	387	121.0000	1.4549	460.8954	

Question to Total Statistics

Q ID	Adjusted Question - Total Correlation	Alpha if Question Deleted
430	0.4667	0.8395
431	0.3758	0.8410
435	0.5450	0.8392
437	0.3346	0.8413
440	0.0918	0.8469
444	0.4736	0.8402
446	-0.2182	0.8523
447	0.4445	0.8401
450	0.2926	0.8424
453	0.4534	0.8401
454	0.3560	0.8410
455	-0.0096	0.8492
457	-0.2076	0.8510
459	0.5607	0.8389
465	0.4822	0.8390
468	0.5003	0.8382
471	0.4760	0.8388
472	0.5174	0.8391
473	0.4899	0.8391

Number of Questions: 65

Total Alpha: 0.8541

TalentMine analyzes the reliability of each talent dimension and each talent assessment using standard industry statistic: Cronbach's Alpha. TalentMine's standard suite of online assessments all achieve reliability coefficients of .9 or greater, which is an exceptionally high standard of internal consistency.

Applicant Flow

TalentMine - Menu - [Import hired and terminated data Screen id: 1.7.1]

TALENTMINE™
R & D LABORATORY

Import hired and terminated data

Select

Client

Project

Questionnaire

Date range (mm/dd/yyyy)

Starting

Ending

Import hired and terminated data

File name Browse...

Import Cancel

To support our clients, TalentMine can complete periodic analyses of applicant flow to support compliance with the EEO 4/5ths Rule. Each assessment is analyzed to demonstrate applicant to recommendation ratios on the assessment to confirm that the assessment does not create bias as part of our clients' hiring practices.

TalentMine - Menu - [Applicant flow analysis Screen id: 1.7.2]

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Applicant flow analysis

Applicant flow analysis - Hired status not available

Client

Project

Questionnaire

Date range From To Cut score Go

	Number of applicants who completed questionnaire	Number of applicants recommended for hire	Percent of applicants recommended for hire	Ratio (.8 or higher is good)
Gender				
Male	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Female	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Undisclosed	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race				
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Minority	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Undisclosed	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Close

Data collected using the TalentMine assessments can be run using the R&D analytical system to display in this report for ongoing tracking purposes. This report shows immediately if hiring ratios are out of compliance.

Reports

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R & D LABORATORY

Concurrent review - Reports

Available reports

- Sample characteristics
- Dimension and TMI descriptive statistics by performance group
- Inter-Dimension correlation matrix
- Reliability of dimensions and TMI
- Question statistics
- Participant List with Dimension/ Total Score
- Mean/ Std Dev by dimension
- Mean/ Std Dev by dimension and total
- Mean, Std Dev, Median, Range, Skewness by dimension
- Question Correlation to Dimension, Total, Race, Gender, Age and Performance
- Correlation: Dimension to Dimension
- Reliability Analysis of Total Questionnaire
- Reliability Analysis of each Dimension
- List of Questions
- Multiple Choice Questions
- Multiple Choice Stats
- Sample Characteristics
- Comparison of results before and after Review
- Dimension and Total Score Statistics by Performance
- Dimension to Total Score Correlation
- Inter-Dimension Correlation Matrix
- Alpha: Dimension and Total
- Correlation: Question to Dimension

Generate reports

Any statistical analyses required to develop, track or improve the fairness, reliability or validity of a TalentMine assessment can be seamlessly executed and reported through the R&D Lab.