



METALS INC.

...the service people

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Personnel Profiles, Inc. has been a strong player in our hiring process at SOS Metals, Inc. for many years. When I joined SOS nine years ago, they were already using Paul Nolan and his team at Personnel Profiles for assistance in screening new applicants. I have continued and expanded the relationship with Personnel Profiles because of the excellent results from the product, as well as the outstanding service that we have received.

I'm a firm believer that it's critical to an applicant, as well as to a company, to make a proper match in the hiring process. Proper use of the Personnel Profiles instruments, in addition to good interviewing and checking of references, gives us a much greater chance of finding the right person for our positions...in addition, the profile instruments can be very important in coaching and promotion activities.

I recently received a call from a former sales executive for our company who left to become an executive with another company...he asked, "What was the name of that company that you used for testing prospective sales associates?" I was pleased to refer him to Paul Nolan and Personnel Profiles because I knew that they would also do a great job for him.

Joe Brefeld
H. R. Director, SOS Metals, Inc.