

August 23, 2005

Ms. Laurie Weinberger  
Personnel Profiles, Inc.  
34910 Forest Lane  
Solon, Ohio 44139

Dear Laurie,

I am more than happy to provide a reference for your Company, the services provided by your staff, and the assessments that we have used as part of our interviewing processing since 2000.

We primarily use the Achiever tool in our hiring process. Over the course of years we have successfully used it for dozens of positions. To name a few, we have found successful employees by using the Achiever as Staff Accountants, numerous Journalists, a Computer Systems Manager, District Sales Managers and Account Executives. Recently we have been using the Executive Achiever for a higher level position because of our faith in the instrument. One thing that we particularly like is the fact that the assessment results are instantly available as soon as the candidate has completed the tool. We have also used the instruments as development aids for employees as part of our succession planning process.

Your staff was particularly helpful when we were hiring for a position that offered no comparability in terms of an assessment. They helped me to develop a custom aid for our Online Project Manager position.

We have had tremendous success with the use of the assessments over time and we plan to continue using them as part of our interviewing and screening process.

Sincerely,



Kathleen J. Leonard  
Director of Human Resources