

Arthur D. Steffee, M.D.
Emeritus

Louis Keppler, M.D.
Joint Replacement
Sports Medicine
Pediatric Orthopedics
Arthroscopic/Laser Surgery



August 23, 2005

Vernon D. Patterson, M.S., D.O.
Primary Care Sports Medicine
Exercise Physiology
Medical Orthopedics

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

Zenos Vangelos, D.O., F.A.O.A.S.M.
Sports Medicine
Medical Orthopedics

Re: Personnel Profiles

Mark S. Schickendantz, M.D.
Sports Medicine
Arthroscopic Surgery

To whom it may concern:

It is with great pleasure that I write this letter of recommendation for Personnel Profiles. Horizon Orthopedic has been working with Personnel Profiles and Laurie Weinberger for over 5 years. Laurie spent time with us listening to our objectives and determined which product best fit our needs. She responds immediately to any request or question that we have.

Joseph B. Scarcella, M.D.
Surgery of the Knee
Arthroscopic/Laser Surgery
Joint Replacement

Initially, Horizon was looking for a means to measure basic math aptitude of applicants. We began using the testing for our billing personnel, but have expanded the use to the majority of our applicants including clinical staff positions.

Larry G. Lika, D.O.
Sports Medicine
Joint Replacement
Arthroscopic/Laser Surgery

Initially, Horizon used the Guardian Assessment test booklet format. We found their testing is an accurate tool in evaluating math aptitude and found it also provides excellent feedback on an applicant's skill set. It has been a valuable tool in matching applicants to open positions.

Kim L. Stearns, M.D.
Joint Replacement
Sports Medicine
Arthroscopic Surgery
General Orthopedics

Within the past year we began using Personnel Profiles on-line testing for our applicants. This allowed applicants flexibility in taking the assessment without scheduling conflicts with their schedule or our office availability. We have found it very easy to administer and score. We have also been able to complete the testing portion of our application process much sooner since applicants have the flexibility of taking the assessment during evenings or weekends.

2709 Franklin Boulevard
Cleveland, Ohio 44113
(216) 363-2222
(216) 771-5873 fax
(216) 771-5121 fax admin

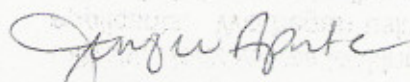
We found Personnel Profiles to be a thorough, knowledgeable and professional resource and recommend them without reservation. If I can be of further assistance, please don't hesitate to contact me.

450 Avon Belden Road
Avon Lake, Ohio 44012
(440) 933-2929
(440) 933-6570 fax

Sincerely,

15900 Snow Road
Suite 200
Brook Park, Ohio 44142
(216) 676-1234
(216) 676-5876 fax

Horizon Orthopedic, Inc.


Jennifer Aponte,
Administrator

