

CONFIDENTIAL

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This Report Was Specially Prepared For:

MuRF Systems

3300 South 14th Suite 212

Abilene Texas

Proscreen

Introduction

This report is the summary data gathered using the MuRF Systems Pro-Screen Survey for Jeff Sample who has applied for employment at MuRF Systems.

Reports/results produced by the PRO-SCREEN SURVEY must not be used as the sole basis of a hiring decision and are not recommendations to hire/not hire individuals in a pre-employment situation. The administrator should check previous work records, job skills required, status, and personal references. Where safety of other workers or the public is a concern, a drug test could be administered, criminal background checks obtained, and after a conditional job offer is extended, a physical completed by a qualified physician. The PRO-SCREEN SURVEY scoring routine does not measure whether an individual has a tendency to commit violent acts, has any type of mental disorder or impairment, or is sexually deviant, and can not be used for purposes of identifying or predicting these types of behavior or conditions.

Executive Report

General Work Experience

Jeff states that he has not applied for a position with this company before.

Jeff reports that he is currently employed. The following is how he has described how he feels about his current or most recent job: It didn't pay enough. Jeff states that he has worked at his most recent or current job for 6 - 11 months. Jeff has indicated that he could come to work at this company in in 2 weeks. Jeff has also stated that the last monthly salary he earned was \$801 - \$1,000. Jeff has indicated that he is willing to work overtime with short notice.

Jeff reports that he has never been convicted nor pleaded guilty to a crime that took place at his place of employment in the past 5 years. Jeff also indicates that he is not on probation or parole now.

Jeff describes his relationship to their most recent or current supervisor as good. Jeff states that they have been fired from a previous job. Jeff states that the most likely reason for the discharge was for Not enough work to keep me on. This will need to be confirmed with the former employer. Jeff has indicated that his current or most recent supervisor has allowed him to complete work without the supervisor's final review or approval. Jeff has indicated that he is willing work under the supervision of a woman or other minority. Jeff states that if he had a poor relationship with his supervisor, he would confront my supervisor and try to work it out. Jeff has indicated that he has supervised others at work. The number of individuals Jeff supervised was between 3 - 4..

Jeff indicated that in his opinion it would have been easy to steal supplies, finished goods and/or merchandise from his last (current) employer. Jeff reports that while he has taken some property from his employer to be used at home, it did not total more than \$1 - \$100. Jeff states that over the past 12 months that he have been late for work 1 - 3 times. Jeff has also indicated that he has been absent from work for reasons other than vacation 0 over the past 12 months. In addressing Jeff's stability, he indicated that he has moved 0 times in the past 5 years and states that he might be planning to move from the area in the next 12 months.

Jeff believes that his current supervisor would rate his overall performance as excellent. Jeff indicated that how he may dress at work is important to the working environment. Jeff considers the following areas as those that he wishes to improve in the near future: Quantity of my work (production). Jeff describes his ability at completing written reports as: I have a lot of experience at working with written reports. Jeff indicated the he has not given false information on an application in the past to either a minor or major degree.

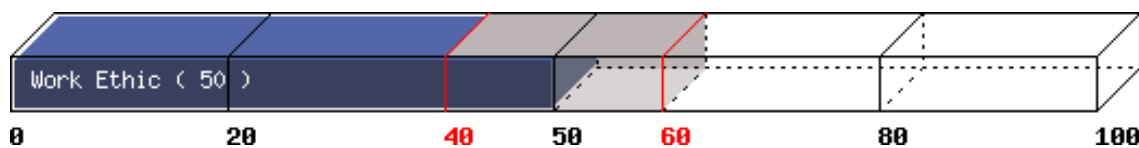
Work Ethic

From a historical perspective, the cultural norm has placed a positive moral value on doing a good job because the work itself has intrinsic value for its own sake. Working hard--in the absence of compulsion—has not always been the norm. It was not until the Protestant Reformation that physical labor became culturally acceptable for all persons, even the wealthy. North America and its citizens have a long history of placing a high value on hard work and the rewards it can bring to the individual. These rewards are both intrinsic (emotional) and extrinsic (financial) and vary from person to person as to which provide the greater motivation.

Research based comparisons of attitudes of men and women in the workplace have shown that men tend to be more concerned with earning a good income, having freedom from close supervision, having leadership opportunities, and having a job that enhances their social status. Women were inclined to seek a job with characteristics that allowed them to help others, to be original and creative, to progress steadily in their work, and to work with people rather than things. Women, more than men, also tend to seek personal benefits such as enjoyment, pride, fulfillment, and personal challenge. This portion of the Pro-Screen Survey assesses Jeff’s view of work as compared to this research-based database.

Jeff will tend to meet obligations on time and be disciplined. He is apt to be ambitious, responsible, purposeful, and self-controlled in most work environments. Jeff is not afraid of a high stress job and likes the security of working for a company. He appears to have matured at a young age and was probably viewed as a responsible young person. Jeff does not give up until the work is done. He wants to be viewed by peers and superiors as capable and competent.

He seems to be motivated by an opportunity for recognition, autonomy in the work, a need for skill and a chance for challenge. Motivating factors in the work environment seem to involve such factors as mutual trust, caring, meaning, dignity, self-knowledge and opportunity for personal growth.



Integrity

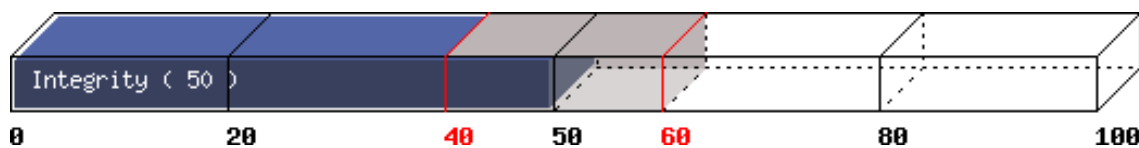
Integrity and competition are not necessarily conflicting values. In fact, they can decidedly work to your advantage.

Ethics is not about what we say or what we intend, it’s about what we do. This is the heart of integrity – demonstrating a consistency between ethical principle and ethical practice. Integrity is a fundamental measure of character.

Integrity testing (once termed honesty testing) is used to determine such characteristics as honesty,

dependability, trustworthiness, conscientiousness, and reliability. This test is based on the best research into these personal characteristics. While all statements need to be verified prior to making any employment decision, the following interpretation of Jeff’s responses to this portion of the Pro-Screen Survey should provide some helpful insight.

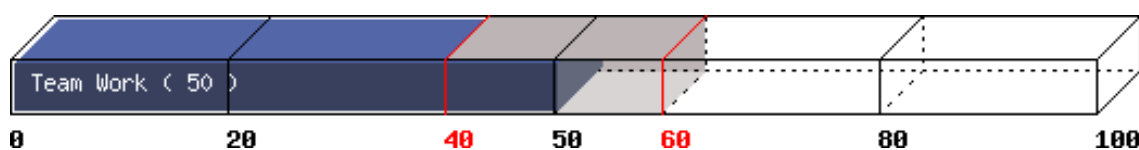
Jeff appears to be trustworthy, conforming to a sense of what is right and wrong. He can be viewed as genuine, sincere, and bona fide person. Jeff has a fairly well developed conscious and would feel guilty knowing about anything being stolen of much value from the employer. Jeff seems to know what is expected of them in terms of trustworthiness, and responsible moral actions. Jeff’s authenticity and personal integrity is not about seeking the approval of others but seems to come from a personal sense of right and wrong.



Team Work

Teamwork in the workplace is something to be expected in our organizations today. While it is often a job expectation, it cannot be effectively accomplished without first understanding if the employee has the capacity of working within a team. Expertise in any job or task is indispensable. But employees in a successful career or job must also know how to work as a team. In most instances of employment, employees must work with others in some manner in order to accomplish the goals of work. This section of the Pro-Screen Survey assesses Jeff’s willingness, ability and tendency to work as a team member for a commonly held goal.

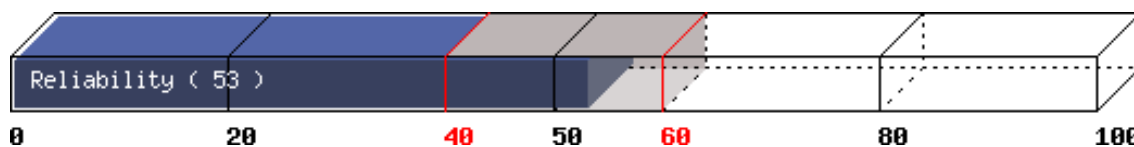
Jeff appears to possess an understanding knowledge of the skills needed to work within groups to achieve larger goals. He shows a willingness to accept team goals by working cooperatively with other team members most of the time. he is willing to accept membership in the team. Jeff responded in such a manner as to display trust in other team members. He demonstrates the practice of followership by taking direction and responding appropriately to negative feedback from team members when appropriate. Jeff will be properly assertive in explaining personal convictions honestly and with sincerity with other team members most of the time. Jeff may at times help to resolve conflict among team members and give negative feedback in a constructive manner.



Reliability

Dishonesty, excessive absences, waste, errors, turnover, disruptive workplace behaviors and other counter-productive behaviors in the workplace cost employers billions of dollars annually. By identifying trustworthy, dependable and reliable employees before you hire them will quickly reduce lost productivity and increase profits. Of course, this assessment should not replace securing a performance history on the potential employee, but it does give you some insight into how this individual thinks about being reliable in the workplace.

Jeff's work habits are not likely to be disrupted by behaviors such as inattentiveness, unauthorized absence/lateness. Jeff is likely to perform on the job in a safe manner, and is not likely to have a significant on-the-job accident due to unreliable personal conduct. A high level of courtesy and commitment to service under most cases will characterize the applicant's interactions with customers/clients. The applicant's performance and productivity will not be disrupted by behaviors such as gross irresponsibility, failing to follow through on assignments, or other inappropriate work behaviors.



You indicated that at your most recent job: It didn't pay enough. Tell me more about how you felt about working at your last job. What were the problems you had? What did you enjoy most?

On the survey questions, you indicated that it would be easy to steal from your employer. What were the things that made it easy to steal from that employer?

You described your current or most recent relationship with your supervisor as good. Tell what makes this relationship this way?

You indicated on the pre-employment survey that you had been fired from a previous job and that you indicated the most likely reason for that discharge was Not enough work to keep me on. Tell more about that discharge.

You told us on the survey that you had been late for work 1 - 3 times and had been absent from work none . Would you say this is typical for you? Explain why you have been late for work or absent this number of times?

From the survey you completed, you stated that you thought your most recent supervisor would rate your work as excellent. Tell me why you think you would receive this rating?

You indicated that you thought how you dressed for work is important. Tell me why you think this way.

You stated on the survey that you needed to work on: quantity of my work (production) as an area for improvement. Tell why you selected this area and how would like to improve in it?

You have indicated that should you have a poor relationship with your supervisor you would confront my supervisor and try to work it out. Tell me more about how you would handle a situation like this?

You told us on the survey that you had taken items from your employer to use at home with a total value of \$1 - \$100 Tell me the circumstances for doing that. What are your thoughts about using employer property for personal use?

You stated on the pre-employment survey that you had supervised between 3 - 4. people. How long have you been a supervisor? What training have you had in supervision? Do you want to be a supervisor again?

Additional Notes

What do you do for fun, hobbies, or your free time?

What would you consider a normal workweek so far as hours worked to be?

What do you enjoy the most from your work?

What do you enjoy the least from your work?

What would you consider the most rewarding from your work? Increased pay? Promotion? More responsibility? Recognition?

What are your career goals? Where do you see yourself in 5 or 10 years from now?

Additional Notes

Have you ever taken anything from anyone no matter what the value? Think back to when you were a child or even in later life before you respond. Tell me how you felt about that. Explain the circumstances.

When you do something that you feel is wrong, tell me how you feel about it. Tell me why you feel that way.

If you knew for sure that a fellow employee was stealing from his or her employer, what would you do? Tell me why you would handle that situation that way?

Additional Notes

Did you ever play team sports? Tell me about it?

What has been the largest group of people you have ever had to work with at one time and accomplish a goal? How did that work?

What are those things that can destroy teamwork in your mind?

What are those things that can build teamwork in your mind?

What do you look for in a team leader?

Additional Notes

Suppose that you have learned to rely upon someone that has never let you down before. Why is it important to be able to be able to continue to rely upon them? How do you feel when someone lets you down? _____

Have you ever let someone down when they depended upon you for something? Have you ever had to break a promise or trust? How did this make you feel? Why is trust and dependability important?

Who depends upon you and why do they depend upon you?

Additional Notes

Work Ethic

None For This Section

Integrity

None For This Section

Team Work

There are some people I just would rather not work around.

Agree

Reliability

None For This Section

Additional Comments

I need a new better paying job and that is why I want to leave this one. I hope you will hire me.
