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To Whom IT May Concern:

I would like to share information regarding the effectiveness of the Judgment Index (JI) that Crossland Construction has experienced in our hiring process.

Before implementing Judgment Index we did a base line hire evaluation.

- During a sixth month period from March through July of 2014 we had a 72% turnover rate using the apply/interview/hire process.
- The next 6 month period from October through March we had a 53% turnover rate using the same approach.
  - That ratio of turnover was becoming commonly accepted as "that is our industry".

After learning about the Judgment Index, we decided to implement the assessment.

- We then put the JI process in place.
- We began used the JI as an interviewing instrument.
  - The Human Resources department told us the interview questions generated by the JI gave them better insight into areas they may or may not have touch on before getting the JI question.
  - The questions burrowed into specific areas that were flagged by the JI choices made by the applicant.

Results:

- The first post-JI 6 month turnover in the same time frame dropped to 28%.
- Since then we have tracked our turnover during the same 6 month periods.
- Our turnover since implementing the JI has remained pretty consistent at 28%, 19%, 23%, 36%, and 24%.

As you can see the change of 50 to 70+ percent turnover to our current turnover rate has been an extremely positive.

That being said, we added the safety report General Judgment & Safety Report (GJ&SR) and we are now beginning to use the results for our mentors to be aware of specific areas to monitor with new hires that may be flagged in the General Judgment & Safety Report.

While no one instrument is a "golden bullet", the Judgment Index gave us some positive measurable results. It also will continue to add more value in the future as we utilize more Judgment Index data into our workforce development.

Thanks,

Clay Kubicek

Crossland Construction Education Director