

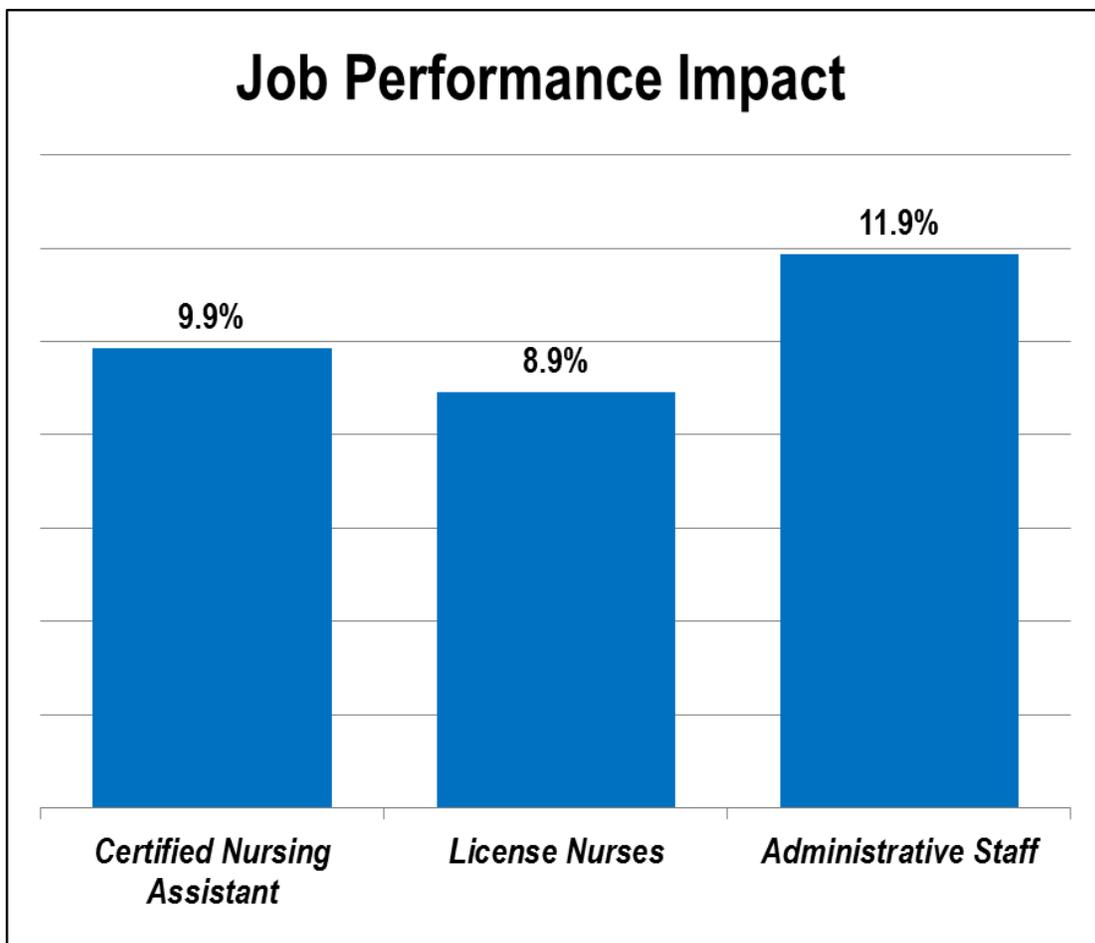
Proven—Validated

Validation Study:

Premium Care Selection is vetted by a third party Labor Attorney team to help ensure compliance with EEOC and ADA regulations.

A 20 community senior living organization—providing Assisted Living, Alzheimer's & Dementia, Skilled Nursing, and Independent Living services—completed an 18 month validation study lead by Dr. Mo Wang, Ph.D., University of Florida.

Job Performance Impact: For those hired using Premium Care Selection compared to those hired without Premium Care Selection. The chart below shows improvements in job performance of 8.9% to 11.9%. Imagine if everyone in your organization performed their jobs 10% better.

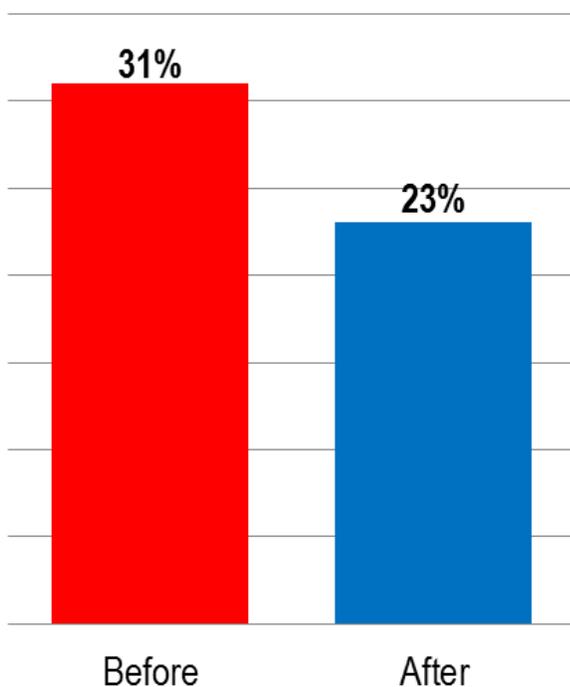


Helping You Hire the Best!

Proven—Validated

Turnover Impact: Turnover was measured before implementing Premium Care Selection and again 12 months after a scientific sample size was established. The chart below reveals that the use of this assessment allowed this organization to avoid hiring 147 replacement nurses and caregivers and save them over \$514,000 in turnover costs. That is an annual savings of over \$25,000 per community.

Direct Care Turnover



Before Premium Care Selection

1570 Direct Care positions staffed

31% Turnover

497 Hires at \$3500 per hire

\$1,739,500 Turnover costs

After Premium Care Selection

1570 Direct Care positions staffed

23% Turnover

350 Hires at \$3500 per hire

\$1,225,000 Turnover costs

Turnover Impact:

147 Direct Care positions did not turn over

Saving \$514,500 in turnover costs

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Easy to Administer

Premium Care Selection is a web-based application that is simple to implement and easy to use.

The assessment can be administered to candidates:

- On-site at communities using a computer with an internet connection
- By emailing a link to candidates
- Linked directly from an online job application

Training is provided via a 45 minute webinar where each community will receive detailed end-user instruction on the use of Premium Care Selection.

Once training has been completed, follow these steps:

Step #1. ASSESS

Depending on your choice of assessment administration from the list above, your hiring decision makers will access the Insight system (or the candidate will arrive there via link from online job application or email) and have the candidate input name and ID# and then follow the instructions on the screen to complete the assessment. In 30 to 40 minutes the candidate will be finished with the assessment. The results are available for review immediately upon completion.

Step #2. QUALIFY

Preparing to interview—a hiring manager will log into the Insight system and, using the search tools, access results which identify qualified and unqualified candidates per the Premium Care Selection assessment and the organization's hiring standards.

Step # 3. INTERVIEW

Use the assessment results to identify areas to be addressed in the interview and access behavioral interview questions specific to your organization's hiring standards.

Step #4. HIRE THE BEST!

We at Insight Worldwide look forward to helping your organization identify, hire and retain the best caregivers available.



Helping You Hire the Best!