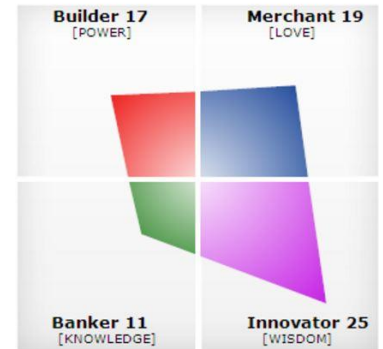




Top Performer Profile™ Overview

Each new hire is guaranteed to be an A or B performer. The Top Performer Profile™ is based on a company's current top performers in a given role.* Employees are ranked top to bottom as A, B, C or D performers and the CVI is administered to each. Results are collected and future top performers are easily identified among new candidates. The resulting profile consistently identifies future top performers while screening out the majority of future low performers.



The TPP process is the only system to align innate human energy with the energy needed in the job. Save time, money and resources: find the right candidates and disqualify any who will not succeed.

Summary of the TPP™ Process

- Detailed position-description meeting with decision makers
- Employee rankings, CVI™ scores and description details are loaded into patent-pending algorithms
- Core Values patterns identified in existing top performers
- Approval of newly-created Top Performer Profile™ by decision makers
- Creation of private website for CVI™ distribution to candidates
- Tracking of automated hiring recommendations (High, Low, Not recommended)
- Job advertisement refinement for alignment with TPP™ using CVI™ key words to attract top talent
- Top Performer Profile™ Hiring Guide provided with interview questions for recommended candidates
- Confirmation interview with top candidate by Taylor Protocols senior leadership
- Up to 2 hours process-facilitation training is included, covering hiring and use of TPP CVI System
- On-going coaching and mentoring of all hiring managers as needed

Each new hire is guaranteed to be an A or B performer. In the case of a failed hire, the TPP™ system may be used at no charge until a successful candidate has been employed.

**Facilitated CVI scores are used when there are few to none current employees in the position*

Recruiting Assistance

We provide a key-values word list and assistance in writing job postings for internet job boards. This includes placement of CVI access on internet sites the Client chooses. We support the interview process and provide coaching until client can continue without this direct support.

Strategic Hiring Program and Functional Description

A strategic hiring program to facilitate job-process refinement. This includes identifying tasks and contributions associated with the position. Taylor Protocols supports all data collection, analysis and reporting relative to the Core Values Index (CVI).