

RAMSAY CORPORATION

Boyce Station Offices
1050 Boyce Road
Pittsburgh, PA 15241-3907

Roland T. Ramsay, Ph.D.
Human Resources Psychologist
Diplomate in Industrial and Organizational Psychology
American Board of Professional Psychology

(412) 257-0732
Fax (412) 257-9929
e-mail: tramsay@ramsaycorp.com
<http://www.ramsaycorp.com>

TO: Friends of Ramsay Corporation

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FROM: Tom Ramsay

WELCOME TO FIRST-TIME CLIENTS:

21st Century Grain Processing; South Sioux City, NE
ABL; Assen, Drenthe, Netherlands
Acme Corrugated Box Co, Inc.; Hatboro, PA
Aiken Technical College; Graniteville, SC
Algood Food Company; Louisville, KY
Amazon.com; Hebron, KY
Appliance Dealers Coop.; Monroe Township, NJ
Ascend; Alvin, TX
Bagcraft Papercon; Chicago, IL
BASF Corp.; Monaca, PA
Bemis Converter Films; Oshkosh, WI
Berry Plastics Corp.; Richmond, IN
Blue Diamond Growers; Sacramento, CA
C&M Fine Pack, Inc.; Ft. Wayne, IN
Cardinal Glass; Buford, GA
Cargill Meat Solutions; Hazelton, PA
Carlisle Foods; Carlisle, PA
Central Ohio Technical College; Newark, OH
City of Shawnee; Shawnee, KS
Clipper Windpower; Denver, CO
Clipper Windpower; Lackawanna, NY
Compania Hulera Tornel S.A. de C.V.;
Estado de Mexico, Mexico
Compton Creamery; Compton, CA
Conn's Service; Houston, TX
Conoco Phillips; Billings, MT
Continental Identification; Sparta, MI
Davis Tool; Hillsboro, OR
Diageo; Valleyfield, QC, Canada
Fisher Barton; Fountain Inn, SC
Fisher Engineering; Rockland, ME
Flabeg Solar; Clinton, PA
Flexible Packaging Group; Barrio Guaraguao, PR
G.A. West & Company; Chunchula, AL
Gardiner Trane; Solon, OH
Gerdau Ameristeel; St. Paul, MN
Global Inc.; San Antonio, TX

Goodyear Tire & Rubber Co.; Akron, OH
Graham Packaging Co., LP; Maryland Heights, MO
Greif Steel Plant; Fontana, CA
Greif; Van Wert, OH
Harley-Davidson; York, PA
Hawkeye Energy Holdings LLC; Ames, IA
Hendrix Hotel & Restaurant Supplies Ltd; Ottawa,
ON, Canada
Husky Energy; Lima, OH
Ingersoll Rand; Cincinnati, OH
Isle Casino Hotel; Biloxi, MS
JB Hunt; Lowell, AR
JBS USA, LLC; Worthington, MN
Johnson Matthey; Smithfield, PA
Johnstown Specialty Castings Inc.; Johnstown, PA
Kennametal Inc.; Asheboro, NC
KKSP Precision Machining; Glendale Heights, IL
Kraft Foods; Fairlawn, NJ
Lantmannen Unibake USA; St. Petersburg, FL
Mana Products; Long Island City, NY
Manpower; Joliet, IL
Melitta System Service; Elgin, IL
Melrose Dairy Proteins, LLC; Melrose, MN
Metro Truck & Tractor Leasing; Beltsville, MD
Mission Foods; Pendergrass, GA
Muncie Power Products; Tulsa, OK
Nestle Waters North America; Greenwood, IN
NE Alabama Community College; Rainsville, AL
Northstar Aerospace; Bedford Park, IL
OSU/ATI Bus Trng & Educ Svcs.; Wooster, OH
Owens Corning; Pierpont, OH
Owens Corning; Compton, CA
Owens Corning Masonry Prods; Am. Canyon, CA
Perdue Farms; Bridgewater, VA
Perfecseal Inc.; Oshkosh, WI
PHJ Electric; Pittsburgh, PA
Pinnacle Career Institute; Belton, MO

Pinnacle Healthcare Inc.; Springfield, OR
Polar Tech Industries, Inc.; Genoa, IL
PPC; East Syracuse, NY
PPL Montana; Colstrip, MT
Regional Transportation District; Englewood, CO
Resource One International; Little Chute, WI
Rotork; Mississauga, ON, Canada
Sceptre Mechanical; Rockport, IN
Severstal Columbus LLC; Columbus, MS
Simpson Housing; Denver, CO
Skyline Steel; Iuka, MS
Solae; Pryor, OK
Southern Games Inc.; Nashville, TN
Stepan Company; Elwood, IL
Stepan Company; Fieldsboro, NJ
Summit Packaging Inc.; Manchester, NH
Superheat FGH; Seabrook, TX
Suzlon Wind Energy; Chicago, IL
Swagelok Company; Independence, OH
Sysco Foods; Harmony, PA
Temple-Inland San Antonio, TX
Temporary Resources; Salt Lake City, UT
Terrace Holding Company; Cicero, IL
The Hypatia Association; Halifax, NS, Canada
The Scotts Company; Garland, TX
Thornton Fractional Twp. HS District 215;
Calumet City, IL
Trinity Protection Svs., Inc.; Upper Marlboro, MD
Twin City Bagel, Inc.; South St. Paul, MN
UGL-Unico; Franklin, KY
University of Memphis; Cordova, TN
Valmont Industries; Brenham, TX
Vandervoort Dairy; Arlington, TX
Virginia Technical Institution; Altavista, VA
Westinghouse Electric Co.; Columbia, SC
Wheatland Tube Co.; Sharon, PA
William H. Harvey Company; Omaha, NE

NEW PRODUCTS:

- **Wind Turbine Technician Test** was named a Finalist in *Plant Engineering's* Product of the Year Competition. This 75-item, 90 minute test was developed to enable better hiring practices in the Wind Power Industry. It also can help wind energy companies evaluate experienced technicians in other industries to determine those who will be effective Wind Turbine Technicians. A Wind Energy and Turbine Technology Instructor told us, "I am very impressed with the quality and coverage of the exam."
- The aim of **PumpTest** is to help organizations and municipalities better assess the knowledge and skills needed to perform the job of Pump Mechanic effectively. The test contains 64 items covering the following areas: pumps, piping, alignment, vibration analysis, power transmission, hydraulics and pneumatics, tools and equipment, and print reading.

- Ramsay Corporation's **Writing Test** was created to fill the need for a practical and efficient assessment of writing ability in employment settings. The test has a time limit of 20 minutes and contains three passages that require the test-taker to write a memo, a report to a manager, and a letter. The scoring of the assessment is based on three criteria: legibility, completeness, and language use. Specialized versions of the test are also available.
- New basic skills tests include **Combined Basic Skills – Custodial Services** for Custodial Technicians, and **Combined Basic Skills – Water Treatment Operator**. Each contains a reading and problem solving component. In addition, the test targeted to municipalities and organizations specializing in water treatment, also contains a 16-item arithmetic test. The cost of each test is \$15.
- For assessment of employees where lubrication knowledge and skill is critical, **Lubrication Test** was created. The test contains 60 items covering the following areas: lubrication theory, types of lubricants, lubrication properties and additives, automatic lubrication systems, and applications.
- Assess your candidates with the **Hydraulic and Pneumatic Print Reading Test**. Ramsay Corporation's new test measures the ability to read hydraulic and pneumatic prints and schematics. The test covers basic hydraulic and pneumatic symbols and simple and intermediate hydraulic and pneumatic drawings. The test consists of 35 items, has a 35-minute time limit and is priced at \$22 per test.
- **Job Safety Test** was recently developed to serve as a safety supplement to many of our off-the-shelf assessments. The 50-item test includes the following areas: climbing safety, rigging safety, machine safety, electrical safety, and industrial safety.
- **Carpenter Test** was recently updated. This 60-item test measures knowledge and skill in carpentry. The following areas are covered: framing, walls, and floors; stairs, scaffolds, and ladders; finishing, trim, repair and fabrication; concrete work, shoring, and surveying; print reading and mathematics; and tools, materials, and equipment. **Ironworker Test** is the second updated test available for 2010. Welding, burning, and heat treating; steel, metals and materials; layout, cutting and assembly; fabrication and print reading; rigging and mobile equipment operation; power transmission and lubrication; and tools, materials, equipment are some the areas in the new 60-question test.

TECHNICAL TESTS:

- Andrea Vicars, Manager – Training and Professional Development for **Emerson Network Power (Liebert Services)** asked us to evaluate knowledge and skill measures for the job of *Cooling Customer Engineer* at the Westerville, OH plant. One of our off-the-shelf Air Conditioning tests was chosen for their use, but because the *Cooling Customer Engineers* at their plant had different required knowledge and skills, the off-the-shelf was revised and validated specifically for them.
- We worked with Barbara Santella, Manager – Corporate Human Resources Compliance, to evaluate and update validation studies previously completed for *Maintenance Technician Mechanical* and *Maintenance Technician Electrical* for **U.S. Steel Texas Operations**. The custom-developed tests have been successfully used at various U.S. Steel facilities throughout the United States.
- Billy Hamilton, Human Relations Manager, at **Lockheed Martin Missiles & Fire Control** in Ocala, FL asked us to update a validation study for *Senior Electro-Mechanical Specialist*. He also contracted us to revise and validate performance assignments and paper-and-pencil tests for the job of *Electronic Associate*.
- At **MACTac** in Stow, OH we custom-designed and validated a test to evaluate Electrical/Machine repair personnel for Owen Millsaps, Human Resources Manager. Job experts included Supervisors and Engineers who assisted in the development of cutting scores.
- Ken Pool, Organization Development and Learning, at **Harley-Davidson** contracted us to assist in the restructuring of facility operations. We designed and validated job knowledge tests for *Maintenance Mechanical*, *Maintenance Electrical*, and *Maintenance Toolmaker*. Harley-Davidson plans to administer the computer-based job knowledge tests using Ramsay Corporation's Online Testing System and the subsequent component of hands-on performance tests in their York, PA facility.

BASIC SKILLS TESTS:

- At **Momentive**, Robin Keller, Human Resources, asked us to develop and validate a basic skills battery for *Chemical Operator Job Family* to be used at various Momentive plants throughout the US. The test battery consists of measures of basic skills important for learning jobs in the chemical industry.
- We also evaluated validation studies previously completed for *Utility Technician* at **U.S. Steel Texas Operations**. The test battery consists of Reading, Arithmetic, Inspection and Measurement, and Process Monitoring and Problem Solving. Our local contact was Jason Edwards, Training Manager.

WHAT OUR CUSTOMERS TELL US:

- Your company shows true commitment to customer service...and value is added by just providing us with this flexibility. In today's economy that makes all the difference. I've been disappointed in the past with other vendors. You came through for me – and I will NOT forget! **Heidy Cobar, HR Manager, White Wave Foods.**