

# 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](mailto:tramsay@ramsaycorp.com)  
<http://www.ramsaycorp.com>

TO: Friends of Ramsay Corporation

DATE: July 2010

FROM: Tom Ramsay

## WELCOME TO FIRST-TIME CLIENTS:

Advics Manufacturing Ohio, Inc.; Lebanon, OH  
Aleris Rolled Products; Roxboro, NC  
Aleris Rolled Products; Buckhannon, WV  
American Metal Fab, Inc.; Harvey, LA  
American Standard; Nevada, MO  
Anderson Packaging, Inc.; Rockford, IL  
ASAP Search & Recruiters; Columbia, SC  
Autocam Corporation; Kentwood, MI  
BASF; Stony Brook, NY  
Basin Electric Laramie River Station; Wheatland, WY  
Bay Valley Foods; North East, PA  
Bimbo Bakeries; Frederick, MD  
Blackmer, A Dover Company; Grand Rapids, MI  
Bridgemont Community & Technical College; Dixie, WV  
Bush Brothers & Co.; Augusta, WI  
Carlisle Coatings and Waterproofing; Wylie, TX  
Carneuse; Pittsburgh, PA  
Central Hudson Gas and Electric; Poughkeepsie, NY  
Chevron Mining, Inc./Questa Mine; Questa, NM  
Chusei USA, Inc.; Pasadena, TX  
Contech Casting LLC; Pierceton, IN  
Continental; Fletcher, NC  
Cooper Square Realty, Inc.; New York, NY  
Council Rock School District; Richboro, PA  
Creekstone Farms; Arkansas City, KS  
Crown Cork & Seal; Faribault, MN  
Dart; George Town, Cayman Islands  
David Michael & Co.; Philadelphia, PA  
Dayton Freight Lines; Dayton, OH  
Deco Paper Products; Louisville, KY  
Del Monte Foods; Mendota, IL  
Denver Cold Storage; Denver, PA  
Dominion Energy NE; Chester, VA  
E.I. DuPont; Richmond, VA  
Enpower Corp.; San Ramon, CA  
Exide Technologies; Ft Smith, AR  
GAF/ELK Corp. of Texas; Ennis, TX  
Gerdau Ameristeel; Jackson, MI  
Goldman Equipment LLC; Waterproof, LA  
Graco, Inc.; Rogers, MN  
Great Kitchens, Inc.; Romeoville, IL

Great Western Malting; Vancouver, WA  
Greif, Inc.; Lavonia, GA  
Greif, Inc.; Harahan, LA  
Heatcraft; Stone Mountain, GA  
Hoerbiger Automotive Comfort Systems; Auburn, AL  
Inergy Automotive Systems; Adrian, MI  
Isle of Capri; Lula, MS  
Jave Staffing, Inc.; Gary, IN  
JJATT; Los Angeles, CA  
Kegel LLC; Lake Wales, FL  
Kennametal; New Albany, IN  
KEO Associates; Keokuk, IA  
Kraft Foods; Chicago, IL  
Kroger Manufacturing; Fort Worth, TX  
KTA-Tator, Inc.; Pittsburgh, PA  
Lawrence Tool Company, Inc.; Grove, OK  
Lehigh Heavy Forge; Bethlehem, PA  
Liquid Container; Delta, OH  
Liquid Container; Sturtevant, WI  
Lubrizol; Louisville, KY  
Maximus Coffee Group; Houston, TX  
MBCR; Somerville, MA  
McNairn Packaging; Westfield, MA  
Medegen Medical Products; Gallaway, TN  
Meridian Mfg. Group; Storm Lake, IA  
Moberly Area Technical Center; Moberly, MO  
Modine Manufacturing Company; Washington, IA  
Mosaic Company; Lithia, FL  
National Express Corp.; Warrenville, IL  
Neenah Paper, Inc.; Munising, MI  
Neenah Paper, Inc.; Stevens Point, WI  
NES (Nashville Electric Service); Nashville, TN  
New York State Insurance Fund; New York, NY  
Next Generation Films; Lexington, OH  
Nordex USA; Jonesboro, AR  
Norris Rods; Tulsa, OK  
North American Forge Masters; New Castle, PA  
Open Door Community Development Corp.;  
Ellicott City, MD  
Owens Community College; Maumee, OH

Owens Corning; Toledo, OH  
Pepperidge Farms, Inc.; Downingtown, PA  
Pepperidge Farms, Inc.; Denver, PA  
Platte River Power Authority; Fort Collins, CO  
Precision Foundation & Excavating LLC;  
Park Hills, MO  
REC Silicon; Moses Lake, WA  
REC Silicon; Silver Bow, MT  
Rexam; Hattiesburg, MS  
Rexam; Hot Springs, AR  
Rieter Automotive; Oregon, OH  
Ring Container Technologies; Ft. Worth, TX  
Road Commission for Oakland County;  
Waterford, MI  
Sans Technical Fibers; Stoneville, NC  
Saputo Cheese USA; Tulare, CA  
Sorrento Lactalis, Inc.; Buffalo, NY  
South Lyon Community Schools; South Lyon, MI  
Spear Label USA; Clarksville, TN  
Specialized Packaging Group; London, ON Canada  
Stark State College; North Canton, OH  
The Sun Products Corp.; Pasadena, TX  
ThyssenKrupp Airport Systems, Inc.; Fort Worth, TX  
Tidelands Oil Production Company; Long Beach, CA  
Titan Tire Corp.; Des Moines, IA  
Transalta Corporation; Centralia, WA  
Trident Technical College; Hollywood, SC  
UGL Unico; Mount Joy, PA  
University of St. Gallen; St. Gallen, Switzerland  
University of the Virgin Islands; St Croix, VI  
UPE-Inc.; Richfield, OH  
Valassis Corp.; Wichita, KS  
Vesuvius USA; Charleston, IL  
Viking Energy; Northumberland, PA  
Vincennes University; South Bend, IN  
Vitamix Corp.; Olmsted Township, OH  
VTA; San Jose, CA  
Wilbert Plastic Services; Lebanon, KY  
Wolverine Tube; Shawnee, OK  
Worldcolor; Versailles, KY

## TESTS NOW AVAILABLE FOR ONLINE ADMINISTRATION:

More tests from our off-the-shelf inventory are currently available for online delivery through the Ramsay Corporation website at [www.ramsaycorp.com](http://www.ramsaycorp.com). **CNC Operator** – Form CNC-3 is the latest version of our popular assessment. **ElecTest** – Form B, is a parallel alternate equivalent and may be used in conjunction with **ElecTest** – Form AR-C, when testing large groups or when the “A” version has been used for long periods of time. The **Job Safety Test** completes the list of job knowledge tests most recently enabled for computer administration. **Measurement, Reading and Arithmetic**, a basic skills test battery, is only a click away for you to measure those skills for entry-level applicants in a proctored setting at your office or testing center.

## TECHNICAL TESTS:

- Rhonda Brown, Talent Manager – North American Tire Manufacturing, **Goodyear Tire and Rubber Company** required valid knowledge and skill measures for the jobs of *Instrument Technician*, *Oiler*, *Pipefitter*, *Mechanic*, *Electrician*, and *Powerhouse Operator*. Ramsay Corporation tests were reviewed, revised and validated specifically for them. The tests are being administered online at Goodyear locations throughout the United States.
- We worked with Pat Smith, Labor Relations Supervisor, to review tests that we previously developed for *Mechanic* and *Electrician* at **Kellogg – Lancaster**. The custom-designed technical tests were then revised and updated to reflect current technology and equipment at the Lancaster, PA facility.
- Pat Smith also engaged us to assess and update the *Packing Technician Test*. We performed an item analysis and used that data and input from job experts to revise the test making certain the content was appropriate for the *Packing Technician* job and equipment at **Kellogg – Lancaster** in 2010.
- Kim Stalder, Maintenance Manager at the Grand Prairie, TX facility led a job expert team who assisted in the review of the Ramsay Corporation tests to evaluate and validate knowledge and skill measures for the jobs of *Maintenance Mechanic C*, *Maintenance Mechanic B*, and *Maintenance Mechanic A*. These tests are being used at various domestic locations of **Chiquita Brands International / Fresh Express**. Our IT department participated in a training session for corporation personnel prior to online tests administration.
- Stephen Farley, Senior Human Resources Business Partner, at **Bayer CropScience** engaged us to assist in the design and validation of a job knowledge test for *I&E (Analyzer) Technician*. Ramsay Corporation worked with **Bayer CropScience** job experts to write items that reflected important knowledge and skill for success on the job. A second component of the assessment was a *Writing Test* that allowed scorers to objectively measure an applicant's ability to present detailed content and important information in a legible manner.
- At **Stepan Company** in Elwood, IL we custom-designed and validated a test to evaluate *Multi-Skilled Maintenance Mechanic* personnel for Jim Swenson, Employee Relations Manager. The job experts were able to choose the most appropriate test questions from Ramsay Corporation's database of over 18,000 items. The test was designed to measure knowledge and skill in mechanical and electrical areas for various levels of the position. **Stepan Company** plans to administer the tests using Ramsay Corporation's Online Testing System.
- Teri McNett, Human Resource Manager, at **Evergreen Packaging** in Kalamazoo, MI asked us to validate selection procedures for *Maintenance Electrician* and *Maintenance Mechanic*. Ramsay Corporation tests were reviewed by job experts, job relatedness was determined and the tests were validated for use by **Evergreen Packaging**.
- We worked with Mary Jo DeRosa, Labor Relations, to evaluate tests previously completed for *Heater* at **U.S. Steel – Clairton Works**. Some machinery is no longer in existence and test questions needed to be revised. The validation study and tests were updated to reflect new equipment and technology at the facility. The custom-developed tests will be used as mastery assessments for the *Heater* training program.

## BASIC SKILLS TESTS:

- At **Westinghouse Electric Corporation**, Mary Butina, Manager of Training, asked us to evaluate and update a validation study previously completed for *Finisher* and *Inspector* at their Blairsville, PA facility. The basic skills test battery consists of customized Reading, Inspection & Measurement, Arithmetic tests, and *The Employee Safety Inventory-Quality*.
- We also revisited a validation study for *Production Technician* at **Kellogg – Lancaster** because of the introduction of new technology and changing job duties. We began by completing an item analysis on approximately 800 tests previously administered. We then validated a new proprietary basic skills test battery. Our local contact was Pat Smith, Labor Relations Supervisor.
- Curtis Markey, Corporate Training Officer, at **Superheat FGH** contracted us to design assessments to be used for *Field Technicians*. We met with job experts from across the United States and Canada during our validation process and the tests will be used at all participating locations. The final test battery includes tests in the areas of Reading, Arithmetic, Inspection & Measurement, Process Monitoring & Problem Solving, and Basic Mechanical Knowledge as well as custom-designed tests for Print Reading and Safety.
- At **Bayer CropScience**, Stephen Farley, Senior Human Resources Business Partner, wished to test for the position of *Operator* at their Institute, WV facility. Job experts evaluated tests developed for a similar **Bayer** plant, and asked us to validate those tests for them. The resulting test battery includes Chemical Knowledge and Mechanical Aptitude measures as well as other basic skills tests.
- Stanley Chapman, Training Coordinator at **Platte River Power Authority** in Fort Collins, CO, asked us to conduct a validation study for Power System Operator Trainee. Following a meeting with our consultant, Dr. Robert Lofgren, a test battery with Reading, Arithmetic, and Process Monitoring & Problem Solving tests was installed to measure skills of applicants for their apprentice program.

## WHAT OUR CUSTOMERS TELL US:

- “Thank you for the excellent testing materials you have been providing us for all these years which have definitely improved the quality of the applicants joining our maintenance crew.”

**Dennis Rozak, Coordinator – Operations & Maintenance, Owen J. Roberts School District, Pottstown, PA**