

RAMSAY CORPORATION

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TO: Friends of Ramsay Corporation

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FROM: Tom Ramsay

WELCOME TO FIRST-TIME CLIENTS:

AAA; Tampa, FL
Absopure Water Company; Plymouth, MI
Acme Industries; Elk Grove, IL
Adecco Staffing; Houston, TX
Aleris; Lewisport, KY
Amvac Chemical; Axis, AL
Ardagh Metal Packaging USA Inc.; Bloomsburg, PA
ATI Tungsten Materials; La Vergne, TN
BASF; Kankakee, IL
BBEC, Inc.; Mechanicsburg, PA
Bruckner Supply Company, Inc.; Charlotte, NC
Calumet Abrasives; Hammond, IN
Canadian Tire Corp.; ON, Canada
Carpenter Technology Corporation; Reading, PA
Cassidy Consulting; LaVista, NE
CEC Combustion Safety; Cleveland, OH
CertainTeed; Fremont, CA
Charm Sciences; Lawrence, MA
Chiquita Salinas; Salinas, CA
Coca-Cola Refreshments; Fort Myers, FL
Cofely Services; Louisville, KY
Colorado School of Trades; Lakewood, CO
Columbus McKinnon; Wadesboro, NC
CTC Plastics; Dayton, OH
C-Tec; Newark, OH
d.e. Foxx & Associates; Cincinnati, OH
Dana Corp – PTG; Robinson, IL
De Wafelbakkers; McDonough, GA
Decorative Panels International; Alpena, MI
Diamond Foods; Fishers, IN
Donaldson Company Inc.; Multiple Locations

Eastern Iowa Community College; Davenport, IA
EPSI; Gatineau, QC, Canada
Express Employment Professional; Toronto, ON, Canada
Ferguson Integrated Services; West Chester, OH
Galion LLC; Galion, OH
Gerdau; Wilton, IA
Gogebic Community College; Ironwood, MI
Graham Packaging Company; Multiple Locations
Grand Valley State University; Allendale, MI
Haggard & Stocking Associates; Godley, TX
Harsco Industrial IKG; Channelview, TX
IMC (Industrial Mechanical Contractors); Savannah, IL
Ingersoll Rand; Eads, TN
Ingles Markets Inc.; Black Mountain, NC
International Flavors and Fragrances; Jacksonville, FL
Jersey Shore Steel Company; Montoursville, PA
Joy Mining Machinery; Homer City, PA
JSW Steel (USA) Inc.; Baytown, TX
Kanawha Valley Regional Trans. Auth.; Charleston, WV
Kerno Inc.; Chesapeake, VA
KLA-Tencor; Milpitas, CA
Kutol Products Company Inc.; Sharonville, OH
LB Steel; Harvey, IL
Lenzing Fibers Inc.; Axis, AL
Louisiana Pacific Corporation; Tomahawk, WI
Manpower; Pontiac, IL
Multi-Conveyor LLC; Winneconne, WI
Northwest Pipe Company; Washington, WV
Northwest State Community College; Archbold, OH
NV Energy; Moapa, NV
NY Property Insurance Underwriting Assoc.; NY, NY

Oatey; Cleveland, OH
Ophthonix, Inc.; Vista, CA
Owens Corning; Kearny, NJ
Ozark Mountain Poultry; Rogers, AR
Penn United Technologies, Inc.; Cabot, PA
Powers and Sons, LLC; Montpelier, OH
Preferred Personnel Solutions; Lithia Springs, GA
Reckitt Benckiser; Hillsborough, NJ
Reed Organization; Oak Park, IL
RockTenn CP, LLC; Washington Court House, OH
Sodexo; Irving, TX
Solo Cup Operating Corporation; Urbana, IL
Southeastern Community College; Burlington, IA
Southern Phoenix, Inc.; Palatka, FL
Spruce Company; Bloomington, MN
SRI Ohio, Inc.; Lancaster, OH
Sulzer Pumps US Inc.; Brookshire, TX
TE Connectivity; Waynesboro, PA
Tec Systems Group; Lakewood, OH
The Andersons, Inc. - Delphi Cob; Delphi, IN
The Ohio State University; Columbus, OH
Therma Tru Corporation; Butler, IN
TMK Ipsco Koppel Tubulars; Koppel, PA
Unicco Memphis; Memphis, TN
US Sugar; Clewiston, FL
Valk Manufacturing; New Kingston, PA
Walker's/Capital Group of Companies; ON, Canada
Wise Alloys LLC; Muscle Shoals, AL
Wash. Metro Area Transit Auth.; Landover, MD
Worthington Cylinders; New Albany, MS
Worthington Industries; Decatur, AL

ONLINE NEWS:

- Do you want unique versions of the same test for each applicant? Ask us to **SCRAMBLE** an online test for you. We can deliver different forms of a test for each online test taker. Each candidate takes the same test questions in a random order. This enhances test security and discourages rote memorization of responses. Scoring is immediate and reports are easy to understand. Call for pricing and details.
- Our clients are discovering the advantages of online testing: instant access to tests, ability to set cutting scores and numerous reports and metrics. We routinely offer this option when new tests are developed. Several of our clients have asked for this method of delivery for their recently validated custom-designed tests. In addition, we can enable this feature for your company for our online off-the-shelf tests. Visit our website at www.ramsaycorp.com or call us at 412-257-0732.

NEW PRODUCTS:

- The *Variable-Frequency Drive Test* is a Finalist in *Plant Engineering's* Product of the Year competition. These prestigious awards are the premier honor for new products in the manufacturing market. The 40-item *VFD Test* assesses knowledge of maintenance and repair of common installations of VFDs in the areas of Mechanical and Electrical Motor Theory, Troubleshooting, VFD Components, and Drives. Safe operation of components and circuits is also covered.

NEW PRODUCTS, cont.:

- *Building Electrician Test* is our newest entry in assessments designed to help organizations hire the most qualified personnel. Results are shown for the categories of Motors, AC/DC Theory, Construction & Installation, Test Instruments, Power Supplies & Control Circuits. This 60-item test is available in two parallel versions. The cost of this test is \$23 in paper and \$25 for online administration, scoring and reports.

TECHNICAL TESTS:

- At **Diamond Innovations**, Worthington, OH, Lisa Beaty, Human Resources Generalist, engaged our services to assess knowledge and skill measures for the job of *Equipment Maintenance Mechanic*. The final test was designed to help select employees capable of installing, troubleshooting, and performing preventive maintenance and repair work in a highly automated manufacturing facility.
- We worked with Dan Mochnaly, Director of Employee Relations at **ATI Allegheny Ludlum**, Brackenridge, PA, to evaluate and update tests for the job of *Systems Repair* at various facilities throughout the USA. In order to assure a supply of journey-level personnel, a trainee level was defined. Trainees who qualify undergo on-the-job and computer-based training in order to reach journey-level.
- William Smith, Manager II Mechanical Training at **BNSF Railway Corporation** in Overland Park, KS, asked our help to develop measures administered online and in hands-on format for the job of *Railroad Electrician*. Job experts assisted in the selection of multiple-choice items and actual work activities as well as in the development of cutting scores. The entire process was managed by Dr. Robert Lofgren.
- We worked with Mark Coolican, Vice President of Human Resources, at **De Wafelbakkers**, by providing him with tests validated for their *C and B Level Maintenance Technician*. The tests were part of a series used to staff a new facility in McDonough, GA.
- Mike Umberger, Training Instructor/Coordinator asked us to evaluate knowledge and skill measures for the job of *Electrical/Mechanical Repair Person Grades 5 and 6* at **Alcoa Mill Products** in Lancaster, PA. The test was selected and reviewed for Alcoa Mill Products and was well received by job experts for the below journey-level position.
- At **Kellogg Company**, Atlanta, GA, Barbara Exline, HR Manager – Atlanta Plant, contracted us to evaluate and validate tests for *Electrical Mechanic, Refrigeration Mechanic* and *Packaging Mechanic*. We conducted item analyses on earlier versions of the tests and used those data and input from job experts to customize the tests.
- For **Heinz Portion Control**, Mason, OH, we looked at the jobs of *Maintenance Groups A, B and C*. We were able to review and validate suitable maintenance tests assessing job knowledge for each of the three levels. Plant Manager, Sean Blankley, and Employee Development Coordinator, Bill Davis, facilitated the projects for Heinz.

BASIC SKILLS TESTS:

- We also validated selection procedures consisting of diverse basic skills tests for various job families throughout the same **Heinz Portion Control** facility in Mason, OH. Job families included *Warehousing* and *Production*. Other positions evaluated were *Quality Assurance Technician* and *Entry Level Maintenance Apprentice*.
- Human Resources Business Partner at **Upsher-Smith**, Katherine Metzger, asked us to validate tests for the *Manufacturing Technician/Packaging Technician Job Family*. The final test battery consists of tests of reading, arithmetic and other tests appropriate to the two positions as well as an aptitude test. Consulting Associate Paul Kramer conducted the study in Maple Grove, MN.
- Cindy Johnson, HR Director, at **ATI Casting Service** in LaPorte, IN, contracted us to evaluate knowledge and skill measures for the *Moldmaker Technician Leader*. This study resulted in the validation of basic skills measures as well as more demanding job knowledge assessments. The final component was our *Team Skills Test*.
- At **Consumers Energy** in Jackson, MI, Suzanne Jones, SPHR, Sr. Human Resources Consultant, asked us to conduct validation studies for the position of *Gas Operations Utility Worker*. A test battery was installed to measure skills of applicants for the position.
- We worked with Linda Pahl, Human Resources Manager at **Winchester Ammunition** in Oxford, MS, to validate tests for the position of *Adjuster*. Along with basic skills measures, the test battery included a basic mechanical knowledge test and a mechanical performance assignment.
- Mark Coolican at **De Wafelbakkers** also asked us to validate tests for their *Production Operator Job Family* as part of the initial staffing effort for their new plant. The assessments were basic skills measures of reading, arithmetic and process monitoring and troubleshooting targeted specifically for employees in a food processing plant.