



## Legal Precedence for the Taylor Protocols Pre-Hiring Science

We now have over 1700 test / retest random samples over the course of 20 years with several individuals having repeated the CVI assessment 5 times. We have a very stable **97.7% repeat score** retest reliability, and our data base includes all retest CVI scores, even those taken by people who were intentionally trying to fool the system, etc. We update this data base every six months or so, but continue to validate the numbers already posted. Our number of participants greatly exceeds the 135 person population basis that companies such as DISC and Meyers Briggs report and greatly exceeds the time duration between each repeat CVI completion by all individuals.

All of the gold standard instruments from the past century get approximately 72-75% repeat score reliability if taken a second time within 90 days of the first, and if managed by a third party research provider as our reliability study has been facilitated. **Our repeat score reliability is taken one year later**, then year over year and decade over decade. There is no other instrument that is able to demonstrate our 97.7% reliability, or even close to that level of reliability. Statistically, we are many orders of magnitude more reliable than any instrument we have identified.

We have passed muster with the internal legal counsel of some of the nation's most prestigious corporations: Merrill Lynch, Alcoa, RBC Dane, Solomon Smith Barney, ATT Wireless, NW Airlines, City Bank, Alaska Airlines, Microsoft, etc.

We have clear statements and guidance from **EEOC expert counsel that our CVI assessment and the Taylor Protocols methodology are not discriminatory**, but are in fact anti-discriminatory in nature. It is right and proper to insert the most objective, reliable, internally-validated screen into the hiring system at the soonest possible moment, to off-set or eliminate the unreliable subjective, often personality and emotion- driven processes, that are normally used for screening and interviewing. Still, it is the final interviewing process that makes the hiring judgment, not the CVI, and no solidly performing person is ever fired because they don't have the ideal core value score for their position.

Seattle Research Partners, our selected third party reviewer, is a well-respected group of individual PH.D. researchers, associated with several universities in the greater Seattle region.

**We have now completed more than 1700 Top Performer Profiles and hired thousands of people for more than 700 companies over the past two decades.** We have never had a formal complaint, a threat of legal action, or a filed lawsuit relative

CORE VALUES INDEX™  
ASSESSMENT

### QUICK FACTS

**97.7% Repeat Score  
Reliability**

THE MOST reliable  
assessment. PERIOD.

Based on:

1700+ tests

Retested after 1+ years

Over a 20+ year period



A Proven *Anti-*  
discriminatory  
Assessment



Top Performer Profile™  
process consistently  
doubles & triples the  
number of A & B  
performers while  
virtually eliminating C  
& D performers



to our CVI and automated pre-selection prioritization hiring process.

It is important to note that our Taylor Protocols process for development of every Top Performer Profile does not rely on some universal core values profile for 'sales people', but **requires a job by job custom process**. This process uses the same CVI assessment, the same job description and A,B,C,D performance-based rating process (client driven). We also use the same algorithm which has been validated in the major corporations listed above to identify a clearly, statistically reliable pattern of all four core values, all six types of contribution, within the plus and minus allowed variance, with statistical publication of data that illustrates the robustness of the resulting TPP. We consistently demonstrate that the TPP core value screen developed will recapture typically 95% of current A performers and screen out 95% of the D performers (client/performance identified).

There are some exceptions to this high level of validated performance, but even in those cases, a clearly distinguished core values profile has been discovered and, when put to work for the client, **the number of A and B performers has consistently been doubled or tripled, while the hiring of more C and D performers has been almost completely eliminated**. This internal validation process for each TPP is the clincher of assured objectivity, specific factors identified, and fully reliable repeat score validation.

Finally, we have completed longitudinal studies in more than 150 companies with more than 750 job positions representing more than 60,000 employees, proving that the Wilfredo Pareto 80/20 principle is consistently present in every job, in every company, in every industry assessed. We have also demonstrated consistently that we are able to double and triple the number of A and B performers in each position, while almost completely stopping the hiring of C and D performers for each subject position.

We have **more than 550,000 CVI scores in our data base**, and no one has scored 36 (100%) of the words in any core value quadrant. Our repeat score reliability of the CVI is the foundation of all of our successes achieved with our scientific hiring process.

**This is what we know and the ground upon which we firmly stand.**

We trust this disclosure of our scientific and objective validation and third party review processes will resolve any concerns, as has been the case with all of our larger corporate clients. We have never had an in-house or independent counsel give us a different review than was provided by the Gaitan group, including all of those listed above and many other companies that have put us through the hoops over the past decade up to the present.



Keith C. Lauer, MSLD, RDMS  
Keith@ProtocolSolutionsGroup.com  
717-782-1362  
www.ProtocolSolutionsGroup.com