

| Shadowmatch, Skillsgrid & Career Report Functionalities   | Functionalities of _____ compared to Shadowmatch, Skillsgrid & Career Report |    |
|---|--|----|
|   | Yes  | No |
| 1. <b>Behavioural Benchmark:</b> Creates a yardstick (Benchmark) of the behaviours that are most conducive for the job. The behaviour of successful employees in a job provides a consolidated benchmark to determine the intensity and diversity of behavioural habits necessary for each unique job and environment in the business.  |  |    |
| 2. <b>Auto Reliability Calculator:</b> The system auto-determines the reliability and validity of a benchmark and helps the user to improve this aspect of the benchmark.   |  |    |
| 3. <b>Skills Benchmark:</b> The Skillsgrid system enables employers to create a skills benchmark of skills needed to succeed in the job. This benchmark is used as a yardstick for recruitment and development.   |  |    |
| 4. <b>Behavioural Development:</b> Identifies behavioural development needs to build the success of current and newly appointed employees.  |  |    |
| 5. <b>Skills Development:</b> Identifies collective and individual skills development needs amongst employees in a business.  |  |    |
| 6. <b>Behavioural Matching Chart:</b> Presents a visual outline of the habits of an individual as it compares to the benchmark habits.  |  |    |
| 7. <b>Skills Matching Graph:</b> Present a visual comparison of the skills of and individual to the consolidated skills necessary for the job.  |  |    |
| 8. <b>Job Success Behavioural Predictor:</b> Shadowmatch calculates an index to assess the probability of an individual to be as good as the current successful employees doing a job.  |  |    |
| 9. <b>Job Success Skills Predictor:</b> Skillsgrid calculates the level to which an individual matches the skills of successful employees as a direct indicator of potential success in the job.  |  |    |
| 10. <b>Shadowmatch Multimatch:</b> The behavioural habits of an individual can be matched to multiple jobs to determine the best fit in the organisation. A benchmark can be used to search the organisation for individuals with habits that match the benchmark.  |  |    |
| 11. <b>Skills Multimatch:</b> Skills of an individual can be matched to the skills index of multiple jobs to determine the best fit in the organisation. A benchmark can be used to search the organisation for individuals with skills that match the benchmark.   |  |    |
| 12. <b>Shadowmatch Short Report:</b> The system generates a summary report that provides a concise behavioural summary.   |  |    |
| 13. <b>Shadowmatch Full Feedback Report:</b> Shadowmatch generates a complete and comprehensive report to outline and explain the habits, intensities and where applicable some implications of the relative strength of habits.  |  |    |
| 14. <b>Shadowmatch Matching Report:</b> The system generates a report to explain and outline the comparison of the habits of the individual to the benchmark habits necessary for the job.  |  |    |
| 15. <b>Skills Report:</b> This report is an outline of the skills of the individual and normally serves as a report to inform the individual of his/her skills. The report includes a visual graph of the individual's skills.  |  |    |
| 16. <b>Virtual Personal Development Programmes (screen based):</b> The system provides screen based development programmes helping an individual to learn the behaviours of successful people in the job. This includes guidelines to the mentor.   |  |    |
| 17. <b>Paper Based Development Programmes:</b> The Personal Development Programmes can also be requested as printed documents with learning outcomes and guidelines to the mentor.  |  |    |
| 18. <b>Certification</b> of completion for individual who completes Personal Development Programmes.  |  |    |
| 19. <b>Job Specification:</b> Shadowmatch auto creates a behavioural job specification.   |  |    |
| 20. <b>Capturing of Personal Information:</b> The system can be custom-set to force capture specific information from the individual as deemed necessary by the company.  |  |    |
| 21. <b>Automated Search Functionality:</b> Finding people on the system.  |  |    |
| 22. <b>Interview Packs:</b> Shadowmatch provides a fully automated interview system with interview questions unique to the job with an automated calculator to determine which candidate is best based on a panel interview process.  |  |    |
| 23. <b>Data Exports:</b> Shadowmatch enables the system administrator to export different combinations of data to be used for company specific analysis.  |  |    |
| 24. <b>Skills Audit:</b> Skillsgrid enables a business of any proportion to do a full skills audit of their workforce with skills gap analysis in one day (if properly planned and executed).   |  |    |
| 25. <b>Shadowmatch Workmatch Reports:</b> This report is aimed at the individual to help him/ her understand where their behaviour is different to that of the most successful employees sharing the same job. This report also highlights development recommendations.   |  |    |
| 26. <b>Shadowmatch Work Related Relationship Reports:</b> A workplace relationship report is provided to help any two people in the business better understand their relationship and to improve the relationship success by doing or not doing specific things.  |  |    |
| 27. <b>Team Building:</b> Shadowmatch provides a fully automated team building capability with the following key functions: <ul style="list-style-type: none"> <li>a. Stretch graph to indicate collective team behavioural intensities</li> <li>b. Compares individual behaviour to collective team behaviour</li> <li>c. Compares individuals with each other</li> <li>d. Identifies seven subgroups functional in teams</li> <li>e. Provides individual team reports to each individual</li> <li>f. Provides a consolidated team report for the team leader</li> </ul> |  |    |
| 28. <b>Personal Shadowmatch Portal:</b> Each individual on the Shadowmatch system gets a personal portal where reports and additional functionalities are available.  |  |    |
| 29. <b>Personal Relationship Reports:</b> The individual can, from his/ her personal Shadowmatch portal, request relationship reports on the following relationships: Work, marriage, love, parent/ child, co-habitation, friendship, family and teacher/ learner.  |  |    |
| 30. <b>Web-based Training:</b> User training for administrators is web-based and no/ minimal additional training is necessary to understand and navigate the system.  |  |    |
| 31. All functions of Shadowmatch and Skillsgrid are <b>fully automated</b> with real time availability.   |  |    |
| 32. <b>Advanced Access Level Settings:</b> User access can be set with different authority levels and precision defined access content.   |  |    |
| 33. <b>Automated Exports Shadowmatch and Skillsgrid:</b> Selected data can be exported to a system email address without compromising data security.  |  |    |

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| <b>34. Resignation Risk Benchmark:</b> comparative match of individuals to active resignation file to determine the risk to resign.  |  |  |
| <b>35. Industry 4.0 Career Report:</b> Career Report based on habits that takes a futuristic approach with an emphasis on a changing and dynamic world. The report is rich in video content, animated graphics and very unique and insightful reading content. |  |  |
| <b>36. Career Summary Template:</b> Each individual receives a summary template to map out their unique career plan.   |  |  |
| <b>37. Career-Match-Test:</b> Each individual receives 10 unique test-my-career links to match possible future careers against their own habits to gain insight into the compatibility.  |  |  |
| <b>38. Habits for Optimal Studying: A Study Method Guide (available August 2020):</b> A study method report guiding the individual to craft their unique method of studying based on the individual's habits.  |  |  |