

## AUGUR INC. TESTIMONIALS

*Here is what some of our clients are saying about Augur Inc.*

“We have found the Predictive Index to be uncanny in its accuracy. The PI has been invaluable for seeing into the heart and soul of each employee and recognizing his/her potential. It has also been instrumental in succession planning. With some of our management personnel turning retirement age, the PI is helping ensure an extremely smooth transition, allowing our next wave of executives to move in seamlessly. We’ve had a wonderful partnership with Kathy Frank and Augur over the last decade.”

*Mark Alexander, CEO, Suburban Propane*

“Kathy Frank has been such an integral part of our upper level hiring decisions in all five of our offices in the United States and Canada, that she has learned everything about our company and our people inside and out. I consider her opinion regarding how well a person would fit into our organizational culture to be the final ‘Black Belt’ decision. Through the results of the PI, Kathy can actually point out potential problems and come up with solutions to handle them. This definitely cuts off any conflicts at the pass. The fact that we have had a ten-year relationship with Augur speaks for itself.”

*David Manning, CEO, C2 Media*

“We have found that the Predictive Index is a crucial tool which has enabled us to place the right people into the right jobs and ensure that the personality mix is ideal. When we led a ‘culture change’ with our management staff we used the Predictive Index to help us know that the staff could meet our expectations. The Predictive Index provides us with an insightful working guide to help us successfully manage our staff.”

*Victoria Cerami, CEO, Cerami & Associates*

“After using the Predictive Index for 10 years, it was time to take the PI to the next level. Suburban Propane not only acquired other companies during that period, but experienced a 50% revenue growth. Augur played an integral part in consolidating our job titles and job descriptions. Kathy Frank helped us create a more cohesive team that now uses the Predictive Index as a tool for assisting with our succession planning. Augur’s role in coaching our teams, organizing our growth and utilizing the PI had a significant role in our success over the last decade.”

*Michael M. Keating, Vice President Human Resources & Administration, Suburban Propane*

“Kathy Frank and Augur Inc. are the best value in American business today. Having been a client for a decade, I have experienced how the PI (Predictive Index) gives the staff a vocabulary to describe themselves, as well as the empathy for others with whom they may have been experiencing difficulties. PI has become a critical tool for evaluating a new team and determining each individual’s primary motivator.”

*Dave Hickey, President, Lumeta*

“The Predictive Index has given our company a better understanding of what drives our employees. It has given us the tools to better connect with our staff which has led to improved retention numbers. For example, each employee processes information differently and works at a different pace. Some are more methodical, while others have a greater sense of urgency. By understanding these variations we interact accordingly. As a result, our employees feel better understood and appreciated. Use of the PI has reduced stress levels and intra-office conflicts.”

*Dan Hirschfeld, President, Genesis Rehabilitation Services*

“The concepts of character, competence and execution are important organizational building blocks. The Predictive Index, flawlessly introduced to us through Augur’s consulting services, has been a major enabler toward increased leadership, cultural and strategic effectiveness.”

*Jeremiah Masin, Vice-President, Human Resources, One Call Medical, Inc*