

The logo for iPAN features a stylized 'i' composed of two vertical bars of increasing height, followed by the letters 'PAN' in a bold, dark blue, sans-serif font.

# iPAN

Performance · Assessment · Network

# PAN: We Know Talent

Performance Assessment Network (PAN) is the most **customizable talent measurement platform** built for the new world of work. Flexible, on demand, with content from 55+ publishers just a click away. With PAN, you get the **world's best job assessments & technology in one platform** so you can create the perfect hiring or development process in less time, at less cost, with greater results.



## UNMATCHED TECHNOLOGY

Buy or Build Any Type of Test  
600+ Testing Center Locations



## HIRE-TO-RETIRE CONTENT

Assessments from 55+ Publishers  
Brands You Trust



## SERVICES & EDUCATION

Consulting & I/O Services  
Job Studies

# WHAT ASSESSMENTS MEASURE

## Can Do

Cognitive Ability  
Skills

## Will Do

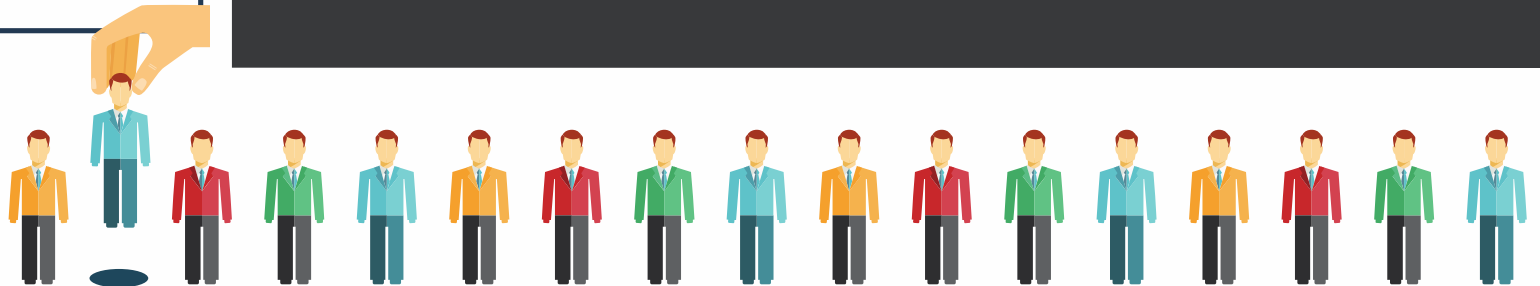
Interpersonal  
Capabilities  
Personality Traits

## Will Fit

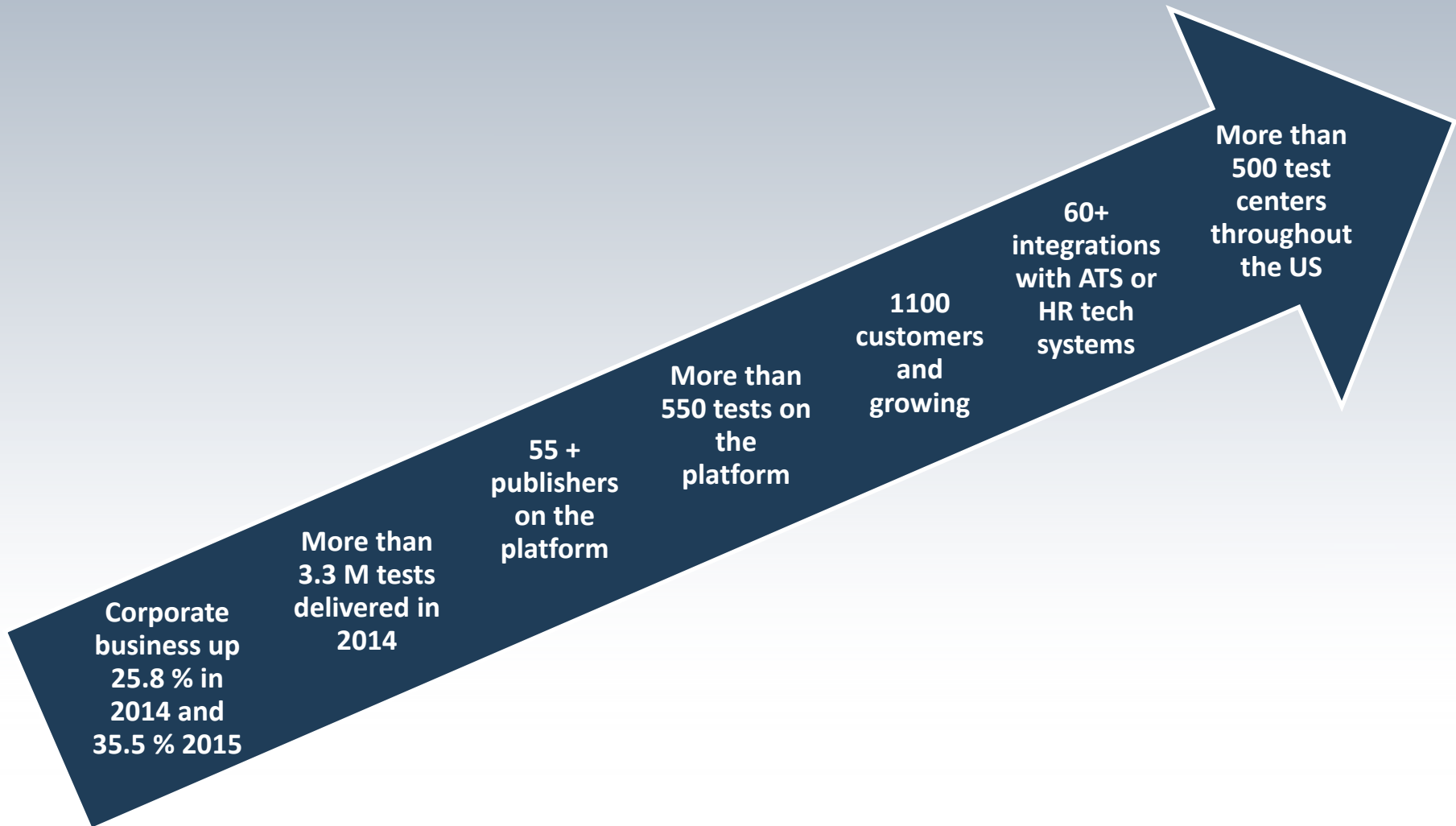
Values  
Personality  
& Interests

## Can Lead

360 Multi-rater  
Emotional  
Intelligence  
Critical Thinking



# Company Facts and Performance



# PAN's Evolution

**pan**®

**IPAN**  
Performance · Assessment · Network



# Industry Trends: HR and Tech



Leadership



Culture



Global



Sensitivity



Critical Thinking



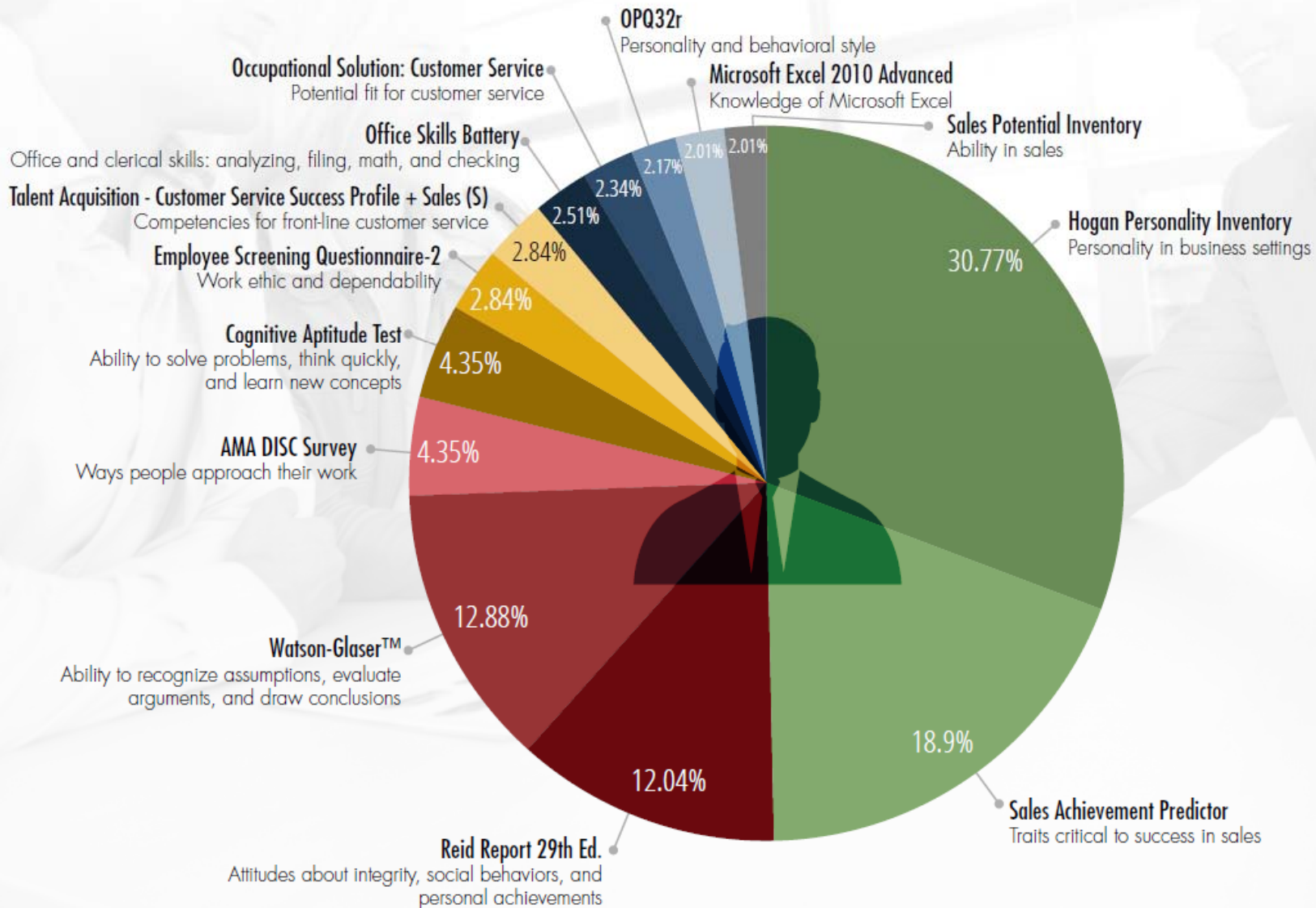
Digital  
Business

90% of organizations plan to use assessments for candidate recruitment, although only 72% currently use assessments



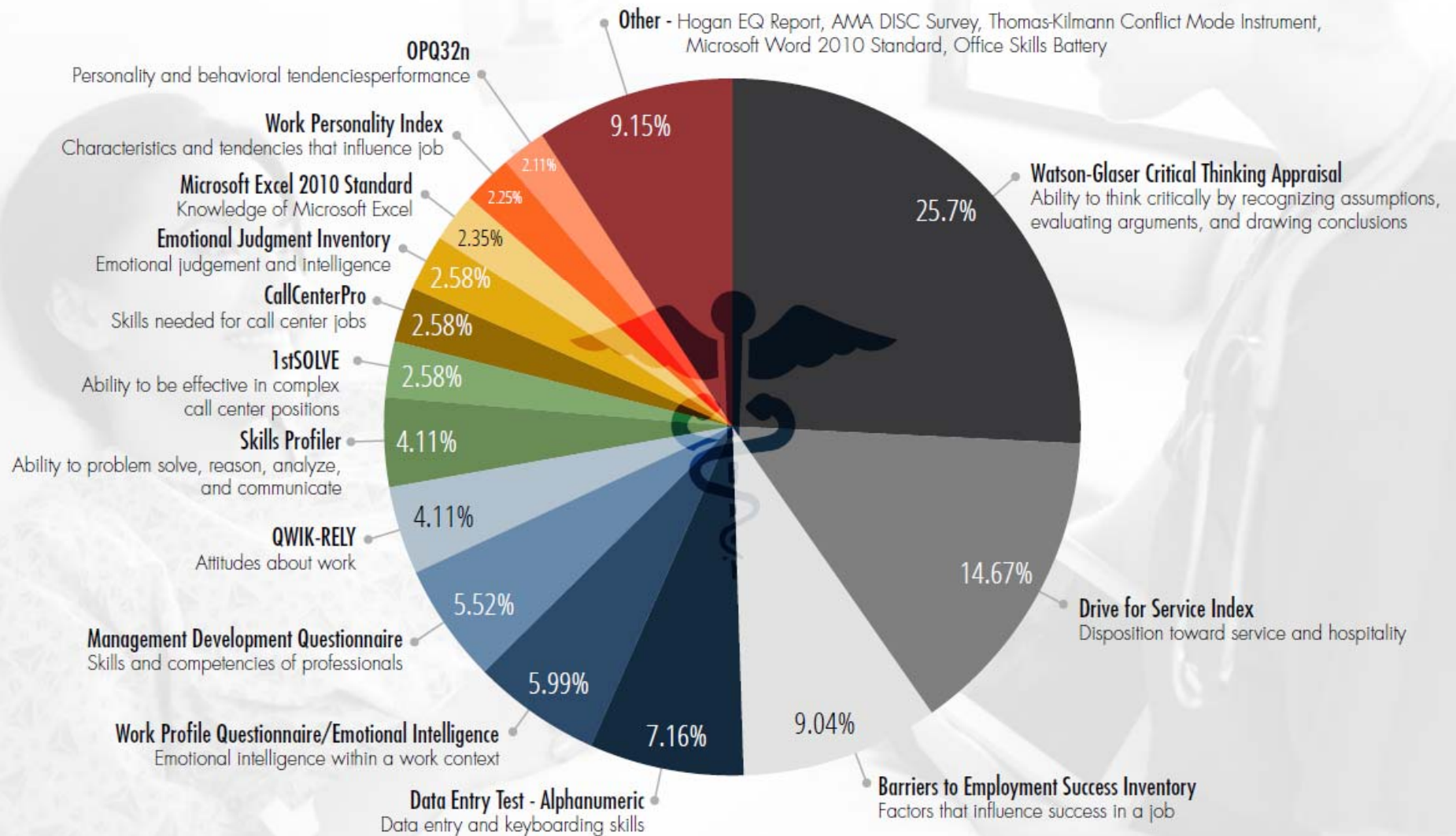
# Assessments Used In Marketing and Sales

Sales are the lifeblood of the organization. Being able to identify the right sales and marketing individuals is vital to your company. Marketing and Sales positions include retail salespersons, cashiers, insurance agents, as well as positions in digital and print marketing.



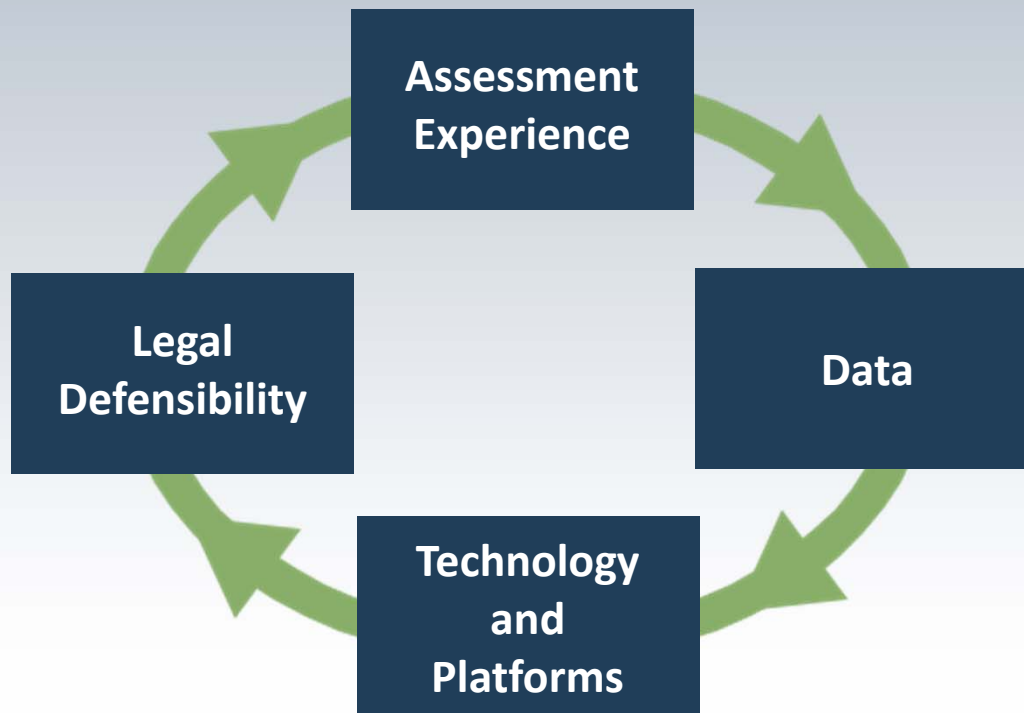
# Assessments Used In Healthcare

Healthcare is one of the fastest-growing sectors of the economy. Positions in Healthcare include medical assistants, nurses, surgical technicians, physical therapy assistants, pharmacy technicians, home healthcare workers, medical social workers, dental assistants, and hospice workers. Using assessments, you can find workers with the skills and aptitudes to provide great service and patient care.





# Industry Trends: Assessments



- 73% of entry level candidates take assessments for their job.
- 26% of executives take an assessment as part of the evaluation for their job.
- Motivation assessments are more important for leadership roles.

# Strategic Roadmap

## Employability Solutions

## Enterprise Solutions

### Testing Services

**Testing Services, Assessment, Platforms, User Portals, CAT, Social, Mobile**

Education Solution Licenses  
Career Cluster Advancement  
Credential Management Processes

Data Usage  
Competency Model Evolution  
Measurement of Competencies  
ROI and Value of Competencies

**Visibility**  
of competencies

**Remediation**  
of competencies