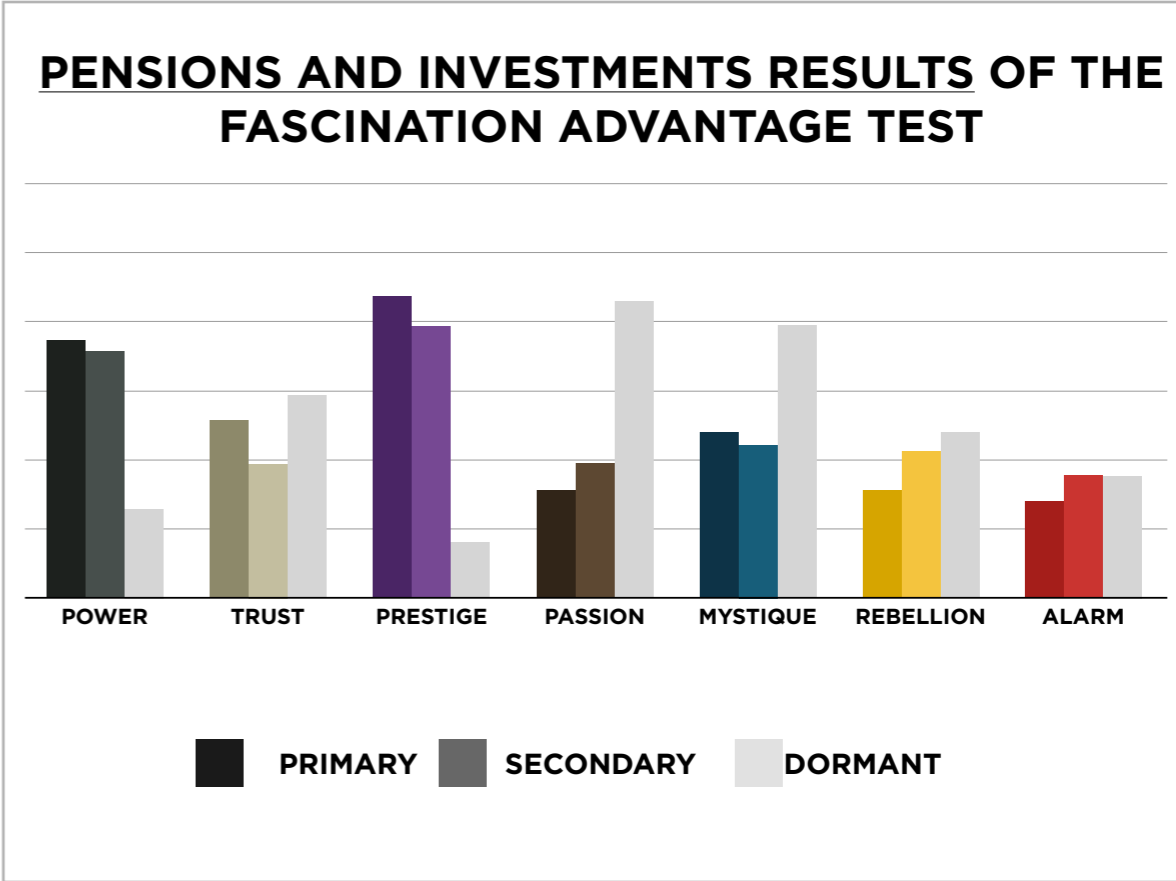
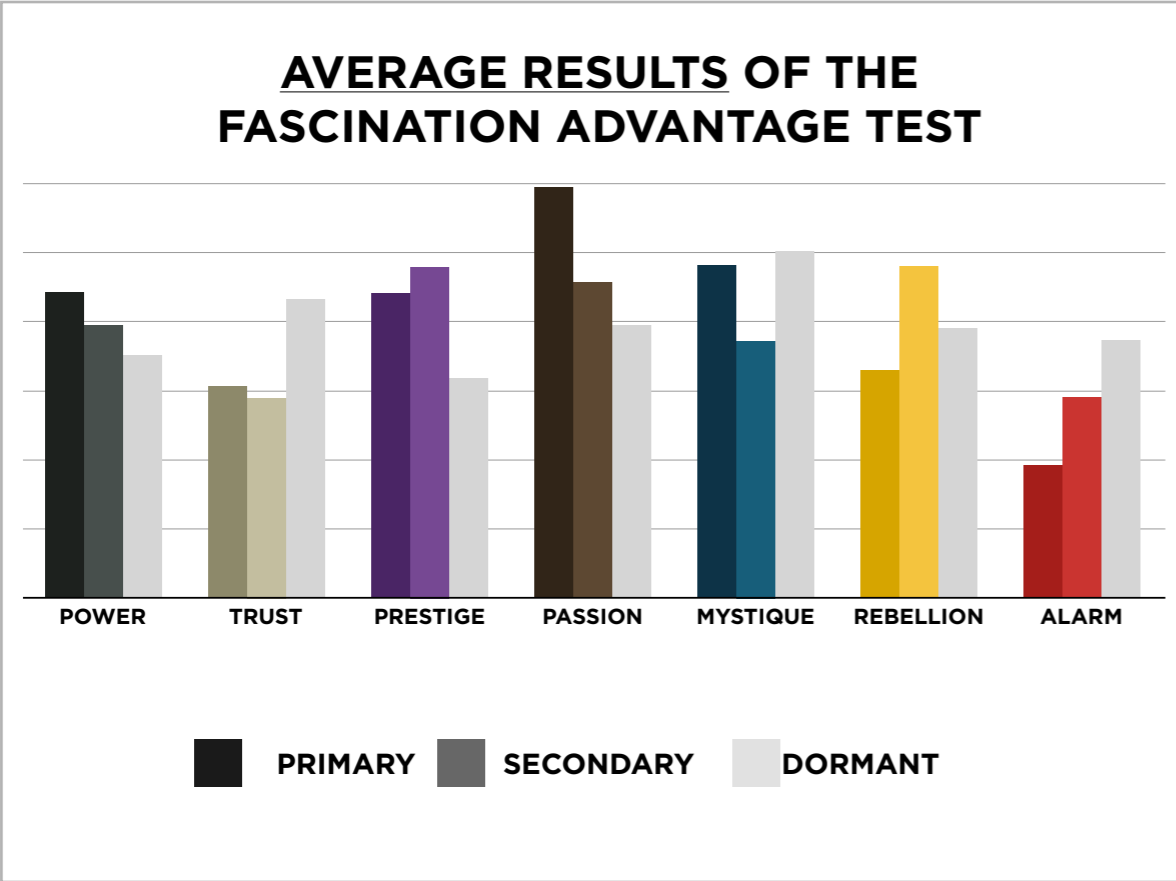


AN INSIDER'S *look* AT THE RESEARCH

FROM SALLY HOGSHEAD'S PRESENTATION TO
PENSIONS AND INVESTMENTS ON 11/19/13 & 11/21/13



THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 180,000 PEOPLE.

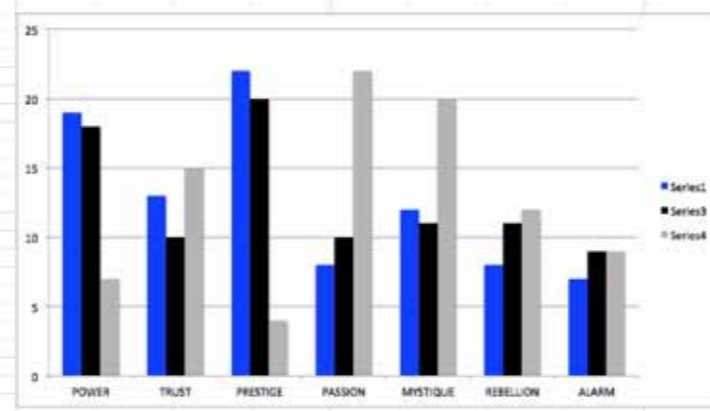
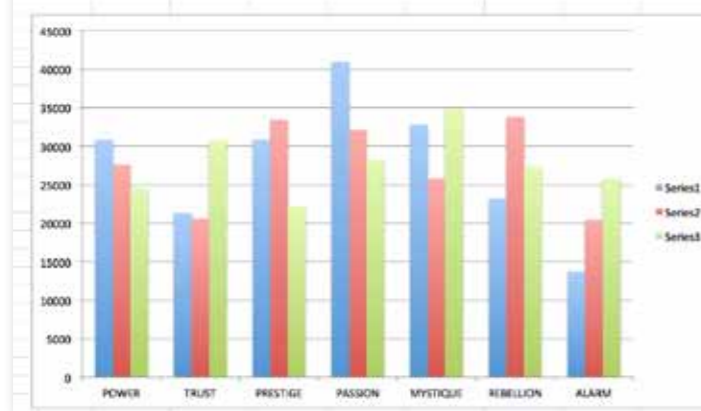


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 180,000 PEOPLE.

Primary	Secondary	Archetype	Sum	Percentage		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Power	Prestige	The Maestro	11	12.36%	PASSION			1		2	3	2
Prestige	Power	The Victor	8	8.99%	TRUST			2	5	2	2	2
Trust	Prestige	The Diplomat	5	5.62%	MYSTIQUE	3	3			1	3	2
Power	Trust	The Guardian	4	4.49%	PRESTIGE	4	2	4		8		4
Prestige	Mystique	The Architect	4	4.49%	POWER	2	4	1	11		1	
Prestige	Passion	The Connoisseur	4	4.49%	ALARM		1	2	2	1		1
Prestige	Rebellion	The Avant-Garde	4	4.49%	REBELLION	1		1	2	4		
Rebellion	Power	The Maverick Leader	4	4.49%								
Mystique	Alarm	The Bullseye	3	3.37%		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Mystique	Passion	The Subtle Touch	3	3.37%	PASSION			1.1%		2.2%	3.4%	2.2%
Mystique	Trust	The Wise Owl	3	3.37%	TRUST			2.2%	5.6%	2.2%	2.2%	2.2%
Passion	Alarm	The Orchestrator	3	3.37%	MYSTIQUE	3.4%	3.4%			1.1%	3.4%	2.2%
Alarm	Mystique	The Inspector	2	2.25%	PRESTIGE	4.5%	2.2%	4.5%		9.0%		4.5%
Alarm	Prestige	The Editor-in-Chief	2	2.25%	POWER	2.2%	4.5%	1.1%	12.4%		1.1%	
Mystique	Rebellion	The Secret Weapon	2	2.25%	ALARM		1.1%	2.2%	2.2%	1.1%		1.1%
Passion	Power	The Advocate	2	2.25%	REBELLION	1.1%		1.1%	2.2%	4.5%		
Passion	Rebellion	The Catalyst	2	2.25%								
Power	Passion	The Ringleader	2	2.25%								
Prestige	Trust	The Blue Chip	2	2.25%								
Rebellion	Prestige	The Trendsetter	2	2.25%								
Trust	Alarm	The Good Citizen	2	2.25%								
Trust	Mystique	The Vault	2	2.25%								
Trust	Power	The Gravitas	2	2.25%								
Trust	Rebellion	The Evolutionary	2	2.25%								
Alarm	Power	The Sheriff	1	1.12%								
Alarm	Rebellion	The Craftsman	1	1.12%								
Alarm	Trust	The Sustainer	1	1.12%								
Mystique	Power	The Veiled Strength	1	1.12%								
Passion	Mystique	The Intrigue	1	1.12%								
Power	Alarm	The Watchdog	1	1.12%								

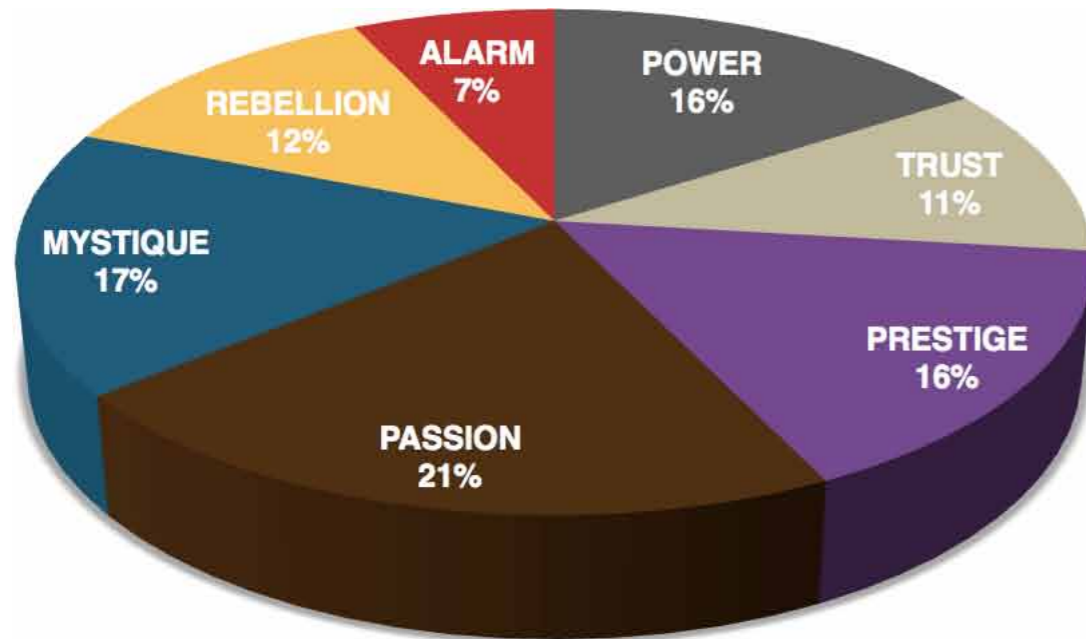
As we prepared for the event, here's our spreadsheet, organized by "Personality Archetype"

AVERAGE POPULATION									Pensions and Investments								
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	30805	21317	30881	40982	32821	23238	13753	193797	Primary	19	13	22	8	12	8	7	89
Secondary	27621	20564	33436	32106	25798	33811	20461	193797	Secondary	18	10	20	10	11	11	9	89
Dormant	24533	30792	22174	28208	34957	27320	25813	193797	Dormant	7	15	4	22	20	12	9	89
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	15.9%	11.0%	15.9%	21.1%	16.9%	12.0%	7.1%	100.0%	Primary	21.3%	14.6%	24.7%	9.0%	13.5%	9.0%	7.9%	100.0%
Secondary	14.3%	10.6%	17.3%	16.6%	13.3%	17.4%	10.6%	100.0%	Secondary	20.2%	11.2%	22.5%	11.2%	12.4%	12.4%	10.1%	100.0%
Dormant	12.7%	15.9%	11.4%	14.6%	18.0%	14.1%	13.3%	100.0%	Dormant	7.9%	16.9%	4.5%	24.7%	22.5%	13.5%	10.1%	100.0%

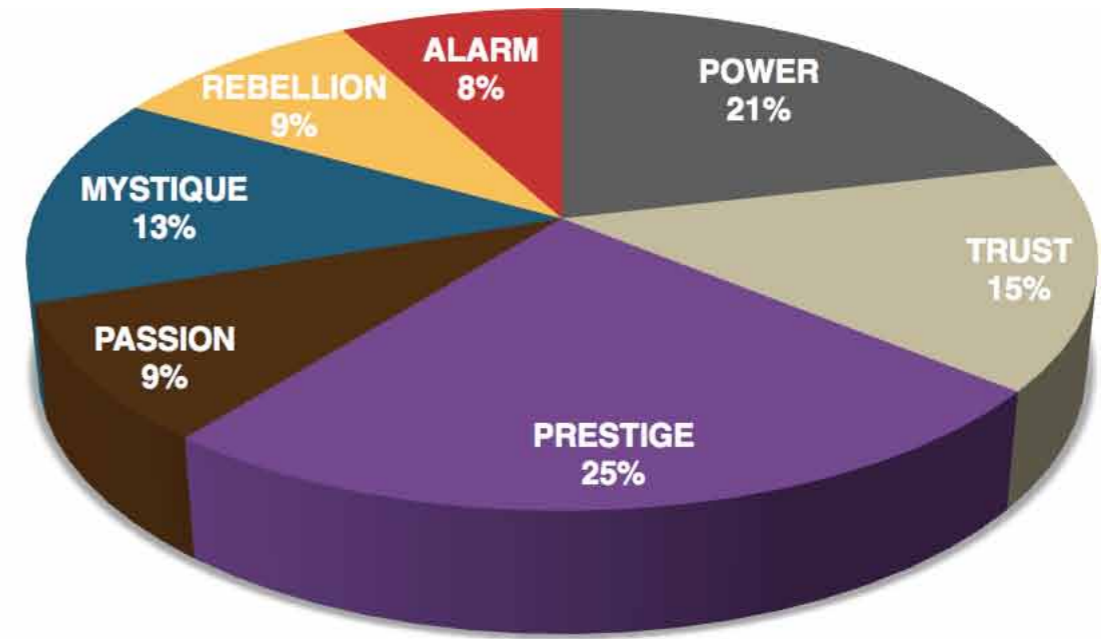


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 180,000 PEOPLE.

AVERAGE RESULTS FROM THE FASCINATION ADVANTAGE TEST



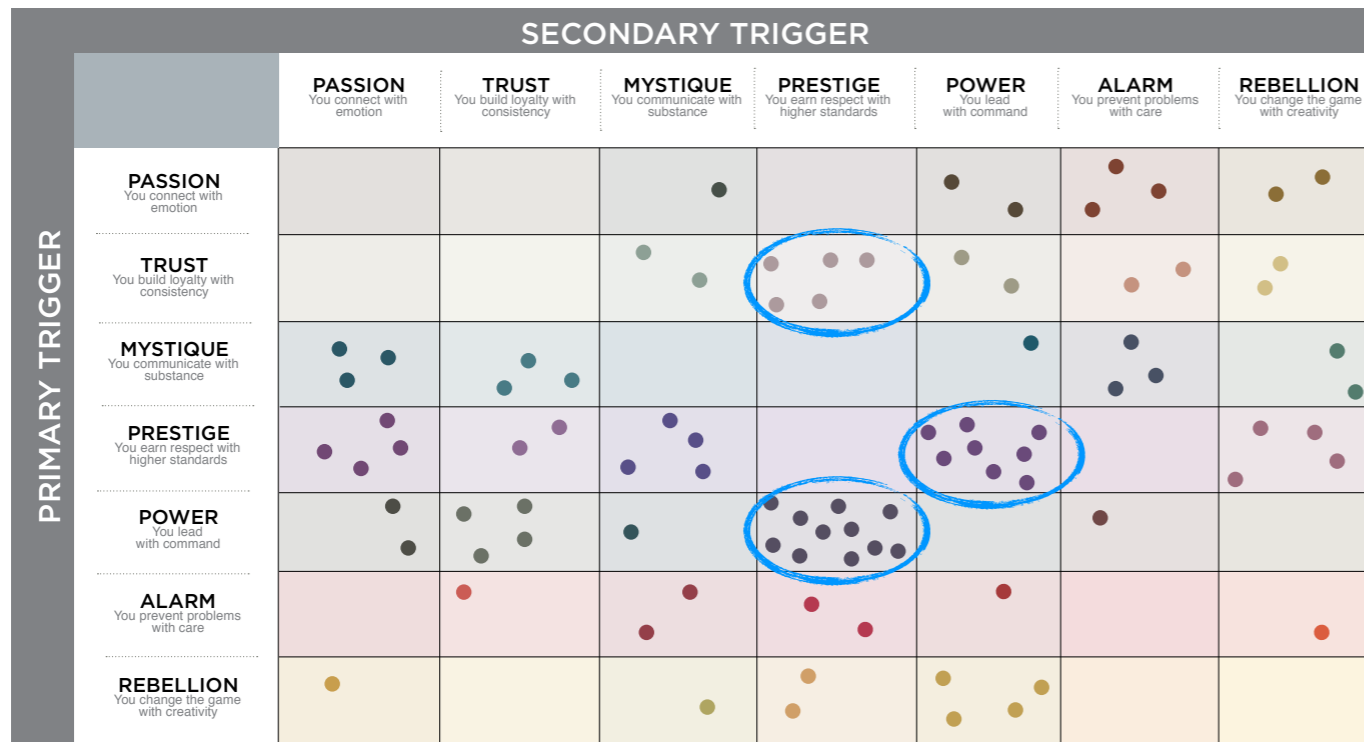
PENSIONS AND INVESTMENTS RESULTS FROM THE FASCINATION ADVANTAGE TEST



WE COMPARED YOUR FINDINGS TO OUR MATRIX OF 49 PERSONALITY ARCHETYPES.

		SECONDARY TRIGGER						
		PASSION You connect with emotion	TRUST You build loyalty with consistency	MYSTIQUE You communicate with substance	PRESTIGE You earn respect with higher standards	POWER You lead with command	ALARM You prevent problems with care	REBELLION You change the game with creativity
PRIMARY TRIGGER	PASSION You connect with emotion	THE DRAMA Theatrical • Emotive Sensitive	THE BELOVED Nurturing • Loyal Sincere	THE INTRIGUE Perceptive • Nuanced Selective	THE TALENT Expressive • Stylish Emotionally Intelligent	THE ADVOCATE Dynamic • Inclusive Engaging	THE ORCHESTRATOR Attentive • Dedicated Detail-Oriented	THE CATALYST Outgoing • Experimental Out-of-the-Box
	TRUST You build loyalty with consistency	THE AUTHENTIC Agreeable • Accessible Dependable	THE OLD GUARD Predictable • Safe Unmovable	THE VAULT Analytical • Discreet Understated	THE DIPLOMAT Impeccable • Subtle Capable	THE GRAVITAS Dignified • Stable Hardworking	THE GOOD CITIZEN Conscientious • Modest Preventative	THE EVOLUTIONARY Curious • Open-Minded Developing over Time
	MYSTIQUE You communicate with substance	THE SUBTLE TOUCH Profound • Discerning Self-Sufficient	THE WISE OWL Observant • Assured Unruffled	THE STOIC Unemotional • Introverted Concentrated	THE ROYAL GUARD Elegant • Astute Reserved	THE VEILED STRENGTH Rational • Intentional Substantive	THE BULLSEYE Precise • Sharp Under-the-Radar	THE SECRET WEAPON Clever • Unassuming Independent
	PRESTIGE You earn respect with higher standards	THE CONNOISSEUR Astute • Discriminating In-the-Know	THE BLUE CHIP Classic • Timeless "Best-in-Class"	THE ARCHITECT Sterling • Skillful Restrained	THE LAST WORD Deliberate • Crisp Uncompromising	THE VICTOR Respected • Competitive Results-Oriented	THE PERFECTIONIST Driven • Disciplined Standard-Bearer	THE AVANT-GARDE Original • Enterprising Forward-Thinking
	POWER You lead with command	THE RINGLEADER Motivating • Vigorous Compelling	THE GUARDIAN Established • Genuine Sure-Footed	THE MASTERMIND Methodical • Intense Self-Reliant	THE MAESTRO Ambitious • Admired Focused	THE AGGRESSOR Dominant • Forceful Emphatic	THE WATCHDOG Proactive • Alert Cautionary	THE CHANGE AGENT Inventive • Vivid Quick-Witted
	ALARM You prevent problems with care	THE COORDINATOR Organized • Practical Protective	THE SUSTAINER Steadfast • Composed By-the-Book	THE INSPECTOR Private • Efficient Meticulous	THE EDITOR-IN-CHIEF Productive • Detailed Skilled	THE SHERIFF Tireless • Decisive Goal-Oriented	THE HIGH ALERT Vigilant • Exacting Prepared	THE CRAFTSMAN Strategic • Fine-Tuned Judicious
	REBELLION You change the game with creativity	THE ROCKSTAR Bold • Artistic Unorthodox	THE ARTISAN Measured • Thoughtful Craftsman-Like	THE PROVOCATEUR Innovative • Witty Unconventional	THE TRENDSETTER Elite • Progressive Advanced	THE MAVERICK LEADER Pioneering • Irreverent Entrepreneurial	THE QUICK-START Thorough • Diligent Imaginative	THE ANARCHIST Startling • Unpredictable Intensely Creative

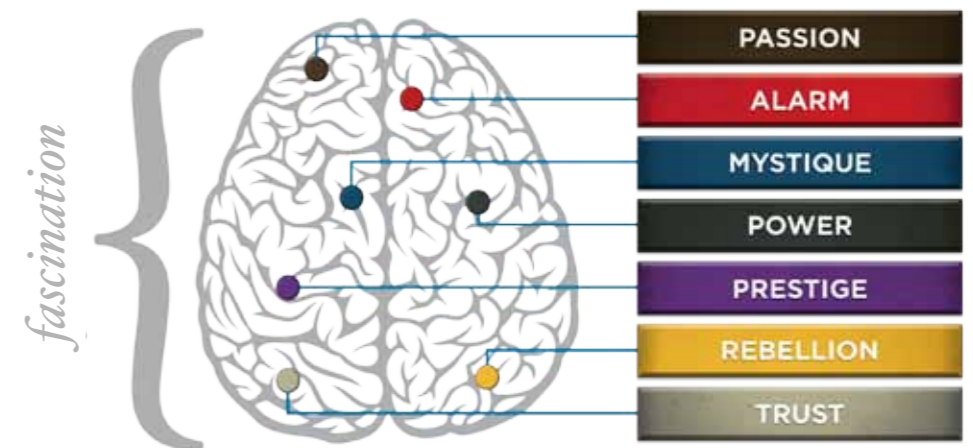
THIS IS YOUR CUSTOM “FASCINATION FINGERPRINT.”



This diagram shows the concentration of Personality Archetypes of the organization.

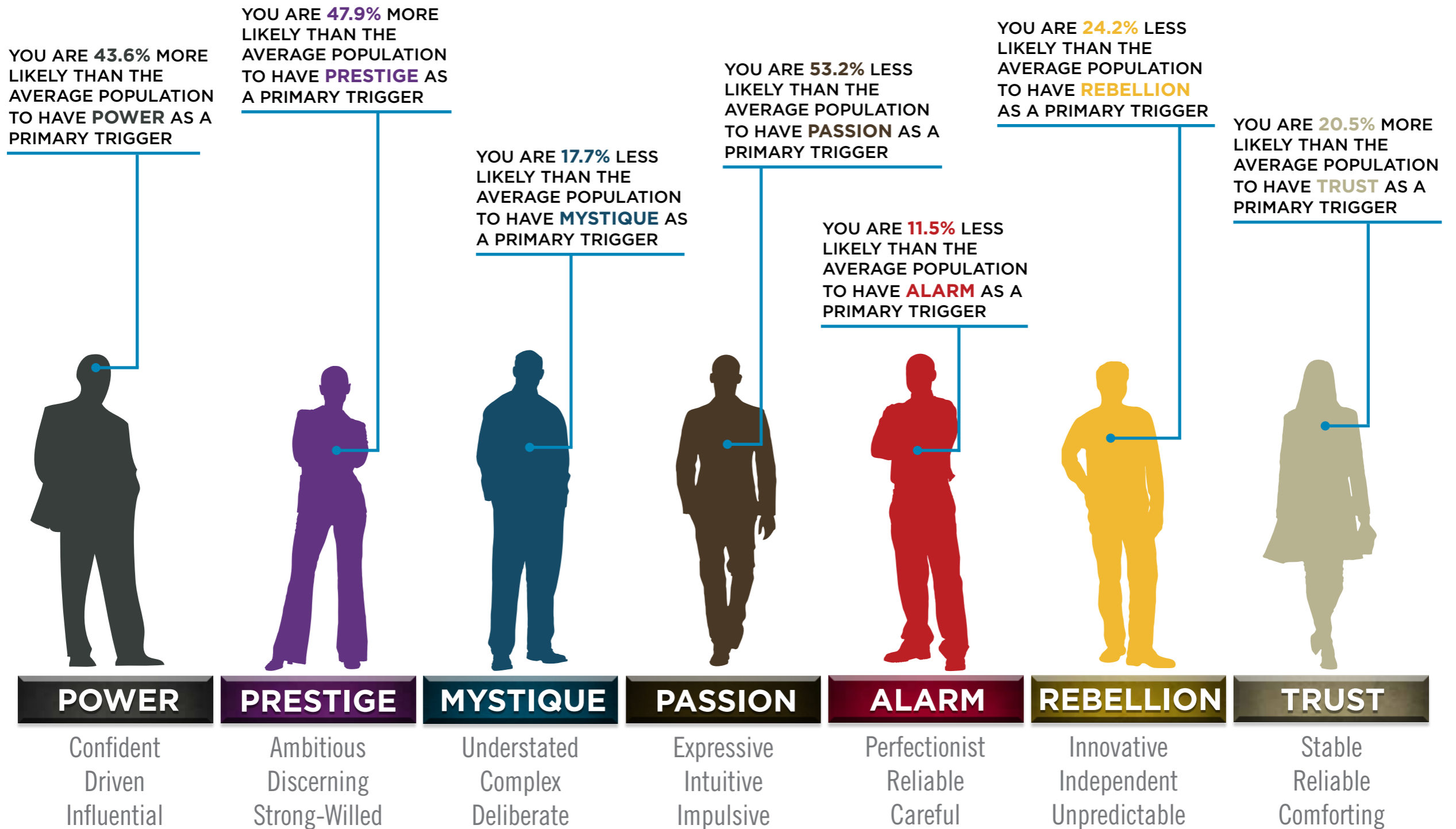
		SECONDARY TRIGGER						
		PASSION You connect with emotion	TRUST You build loyalty with consistency	MYSTIQUE You communicate with substance	PRESTIGE You earn respect with higher standards	POWER You lead with command	ALARM You prevent problems with care	REBELLION You change the game with creativity
PRIMARY TRIGGER	PASSION You connect with emotion			1.1%		2.2%	3.4%	2.2%
	TRUST You build loyalty with consistency			2.2%	5.6%	2.2%	2.2%	2.2%
	MYSTIQUE You communicate with substance	3.4%	3.4%			1.1%	3.4%	2.2%
	PRESTIGE You earn respect with higher standards	4.5%	2.2%	4.5%		9.0%		4.5%
	POWER You lead with command	2.2%	4.5%	1.1%	12.4%		1.1%	
	ALARM You prevent problems with care		1.1%	2.2%	2.2%	1.1%		1.1%
	REBELLION You change the game with creativity	1.1%		1.1%	2.2%	4.5%		

This is your custom measurement of Fascination Scores. The diagram to the right shows the actual percentages of each Personality Archetype within the organization.



BASED ON YOUR AUDIENCE'S SCORES FOR "THE FASCINATION ADVANTAGE TEST," WE IDENTIFIED THEIR UNIQUE PERSONALITY STRENGTHS.

WE THEN BUILT CUSTOMIZED INSIGHTS TO PINPOINT WHAT MAKES THIS ORGANIZATION UNIQUELY FASCINATING.



HOW YOUR CO-WORKERS FASCINATE

POWER

A LEADER WHO MAKES DECISIONS

PASSION

RELATIONSHIP-BUILDER WITH
STRONG PEOPLE SKILLS

MYSTIQUE

SOLO INTELLECT BEHIND-THE-SCENES

PRESTIGE

OVERACHIEVER WITH HIGHER STANDARDS

ALARM

PRECISE DETAIL MANAGER

REBELLION

INNOVATIVE PROBLEM-SOLVER

TRUST

STABLE, RELIABLE PARTNER