



Profit Science

08th December 2008

To Whom It May Concern,

In September 2008, MBD completed a pilot project with **Shadowmatch** to determine the suitability of using the tool as part of our Recruitment and Selection process. We were so impressed with the accuracy of **Shadowmatch** that we decided to immediately incorporate it into our Human Resources methodology.

So far, we have managed to establish **Shadowmatch** benchmarks for all our Collections divisions in Gauteng and are in the process of implementing the tool across our regional offices. We have already noticed tangible improvements in the performance of employees who were redeployed as a result of using **Shadowmatch** to determine where they would have a higher propensity for success within our organisation.

We find that the **Shadowmatch** tool is extremely user-friendly and are impressed with the responsiveness and flexibility of the operational and technical support received to date.

We look forward to a continuing relationship.

Yours sincerely,

Charmaine Kobrowisky

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