VP Marketing as of:	10/18/2008	Person								
	Possible	а	b	с	d	е	f	g	h	i
Chemistry										
Sense of Humor	5	3.5	4	4						
Reliability	5	4.5	4.5	4.5						
Warmth & Friendliness	5	4	4	4	1	l				
Fit With / Contribute to Our Culture	5	4	4	4.5						
Understands OUR Customers	5	4	4.5	4.5						
Accepts & Incorporates Top Management Ideas & Direction	5	4	4	4						
Do They Improve Our Corporate Gene Pool?	5	4	3.5	4.5						
Total Chemistry	35	28	29	30	0	0	0	0	0	0
Chemistry	100%	80%	81%	86%	0%	0%	0%	0%	0%	0%
Personal Style										
Sense of Style	5	4	4	4						[
Energy & Personal Power	5	4	4	4.5						
Integrity	5	4	3.5	4.5						
Acknowledges / Appreciates Others	5	4	4	4.5						
Works Well Without Much Structure	5	4	4.5	4.5						
Thinks well on the fly - creative problem solver	5	3.5	4.5	4.5		İ				
Punctuality / Follow up	5	4	4	4						
Positive view of the world	5	4.5	4	4						
Total Personal Style	40	32.0	32.5	34.5	0.0	0.0	0.0	0.0	0.0	0.0
Personal Style	100%	80%	81%	86%	0%	0%	0%	0%	0%	0%
Management Experience & Capabilities										
Previously as a Marketing Director/Manager	5	3.5	4.5	4.5	1				1	1
Planning & Organizing	5	4	4	4.5						1
Long-Range thinking	5	4	4	4						
Monitoring Results	5	4.5	4	4						1
Software Industry Background / Knowledge	5	4.5	4.5	4.5						
Success of previous companies	5	4.5	4	4						
Simplifying procedures	5	4	4.5	4.5						
Ability to Schedule details and implement programs	5	4.5	4	4.5						
Ability to manage and mentor staff	5	4	4	4.5						
Ability to locate, hire and manage contractors and vendors	5	4	4.5	4.5						
Budgeting	5	4	4	4.5						1
Field Sales Experience	5	1	3.5	3.5						1
International	5	2.5	2.5	2						
Total Management Experience/Capabilities	65.0	49.0	52.0	53.5	0.0	0.0	0.0	0.0	0.0	0.0
Management Experience	100%	75%	80%	82%	0%	0%	0%	0%	0%	0%

Marketing Skills										,
Ability to determine Marketing Requirements for products	5	4	4.5	4						
Grasp of JIAN's Current Product Line	5	4	4	4.5						<u> </u>
Ability to Manage Product Launches	5	4	4	4.5						
Ability to manage and execute Direct Mail	5	4	4	4						<u> </u>
Ability to manage and execute Advertising	5	4	4.5	4.5						
Ability to manage and execute Public Relations	5	4	4	4						
Ability in Mail List management & mail list marketing	5	4	4.5	4						
Ability in On-line Marketing	5	3	4	3.5						
Experience with Software Resellers, Programs & Strategies	5	4	4	4						
Additional / Extraordinary Marketing Talents	5	3.5	4	4						
Total Marketing Skills	50	38.5	41.5	41.0	0.0	0.0	0.0	0.0	0.0	0.0
Marketing Skills	100%	77%	<i>83%</i>	82%	0%	0%	0%	0%	0%	0%
Technical Skills										
PC Literacy	5	4	4	4		1				1
Macintosh Literacy	5	4	4	4					1	
Windows 95 Literacy	5	4	3	3						1
Familiarity with Current Technology in the Industry	5	4	4	4						
Capable of Understanding how DUKE works and is used	5	4	4.5	4						
Total Technical Skills	25	20	20	19	0	0	0	0	0	0
Technical Skills	100%	80%	78%	76%	0%	0%	0%	0%	0%	0%
Communication										
Generous Listener	5	4.5	4.5	4.5	[1			1	1
Open & Honest — Speaks Straight	5	4	4.5	4.5						1
Fully Self Expressed	5	4	4.5	4.5						1
Presentation Experience & Abilities	5	4	4	4					1	1
Writing Skills & Style	5	4	4	4						1
Ability to teach (both customers and staff)	5	4.5	4	4					1	
Is well connected and a good networker	5	4	4	4						1
Total Communication	35	29.0	29.5	29.5	0.0	0.0	0.0	0.0	0.0	0.0
Communication	100%	83%	84%	84%	0%	0%	0%	0%	0%	0%

Personal Background					,	· · · · · · · · · · · · · · · · · · ·	······································	· · · · · · · · · · · · · · · · · · ·	······	
Education	5	4.5	4	4						
Ongoing Self Improvement	5	3.5	3	3	ļ					1
Ongoing Education	5	4	4	4	[
Hobbies & Sports	5	3	3	3						
Past Influences / Role Models	5	3.5	4	4						
Total Personal Background	25	18.5	18.0	18.0	0.0	0.0	0.0	0.0	0.0	0.0
Personal Background	100%	74%	72%	72%	0%	0%	0%	0%	0%	0%
Compensation										
Base Salary Requirements	5	3	2.5	3			T			1
Performance Compensation Requirements	5	3	3	3						
Equity Requirements	5	3	3	3		1				1
Relocation Costs / Other Considerations	5	5	5	5						1
Recruitment Costs	5	5	5	5						
Relationship with Important Vendors / Customers	5	4	4.5	4.5						
Total Compensation	30	23	23	24	0	0	0	0	0	0
Compensation	100%	77%	77%	78%	0%	0%	0%	0%	0%	0%
		a	b	с	d	е	f	g	h	i
TOTAL POINTS	305.0	238.0	244.5	249.0	0.0	0.0	0.0	0.0	0.0	0.0
Average Points Per Item	5.0	3.9	4.0	4.1	0.0	0.0	0.0	0.0	0.0	0.0
Overall Compatibility	100%	78%	80%	82%	0%	0%	0%	0%	0%	0%
Pwered By JIAN										