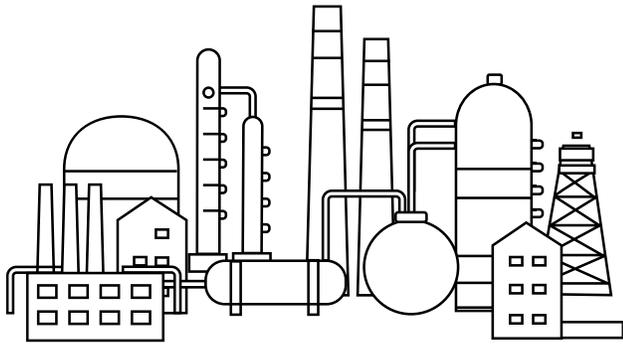


CHALK RIVER LABORATORIES REDUCES TURNOVER USING KOLBE RIGHTFIT™



Kolbe Certified™ Consultants, Colin and Catherine Nanton used Kolbe's Proven System to help a large Canadian nuclear site diagnose and reduce department turnover by more than half.



Chalk River Laboratories, Canada's largest science and technology complex, was on a mission to revitalize and transform themselves into a world-class, state-of-the-art facility, but they had a personnel problem they couldn't figure out.

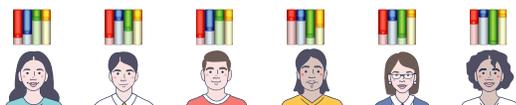
The Safety Department Manager called Kolbe Certified Consultants, Catherine and Colin Nanton, about high employee turnover in the Radiation Surveyor position. This critical role ensures radiation levels in the facility stay below set standards. New technician hires were intelligent and highly qualified, but were routinely applying for other positions soon after they started.

20% DEPARTMENT TURNOVER

Although the rest of the company only saw 12% turnover, this position had turnover of 20% year over year.

KOLBE'S PROVEN SYSTEM

To identify the natural strengths of the team and discover trends among high-performers, the Kolbe Certified Consultants obtained Kolbe A™ Index results for existing staff.



These results showed that the company had been hiring people who were predominately very detailed, specific and structured, and who weren't naturally hands-on.

By using Kolbe RightFit™ software to identify the requirements of the surveyor role, the team made an important discovery.



The RightFit profile for the position prescribed someone who has natural strengths in working on-site with a hands-on or tactile approach and who didn't have the same strong need for specificity, structure and detail, that many on the existing team already had.

They recruited new candidates, gave each of them a Kolbe A Index, and compared their results to a Range of Success™ that was developed for the position. Each candidate received a letter grade based on their natural fit, and eight people ended up getting hired.

Candidate Report	Jane Doe Role: Radiation Surveyor 2005	
	Range of Success™ (ROS) Grade: A This letter grade is based upon the information you provided regarding your requirements for the Radiation Surveyor 2005 position.	

LASTING RESULTS

Two years later, the turnover rate was cut by more than half and all personnel hired using Kolbe's Proven System and RightFit hiring software were still on the job.

8% TURNOVER RATE REDUCED TO 8% USING KOLBE RIGHTFIT

The cost of training and development for this position was greatly reduced and the turnover rate has remained low.