



## Skills Assessment Brochure

Canada

Germany

Hong Kong

India

Malaysia

The Netherlands

Taiwan

United Kingdom

United States

## Measure Candidate Skills with Certainty

Kenexa Prove It!® gives you the power to identify and select the most talented candidates. Over 800 validated assessments for Clerical, Software, Call Center, Financial, Healthcare, Industrial, Legal, and Technical job classifications. Gain a competitive advantage when using Prove It! testing and training.

### IMPROVES YOUR SCREENING PROCESS:

Leverage cutting-edge technology to achieve superior results.

### IDENTIFIES HIGHLY QUALIFIED CANDIDATES AND TRAINING NEEDS, QUICKLY AND EASILY:

Detailed test results are generated immediately and reports are easily interpreted.

### SIMULATES DESKTOP APPLICATIONS:

Interactive tests support the vast majority of short cut keys; applicants will not be adversely scored for using the most efficient means possible to answer questions.

### WINS SALES:

Complement your services by demonstrating Kenexa's "best in class" skills and behavioral assessments to prospective clients!

### PROVEN TEST VALIDITY:

Kenexa Prove It!® tests are developed by subject-matter experts to ensure content validity.

### LEARNING TOOLS:

Kenexa Prove It!® has developed a series of interactive tutorials to complement the Microsoft Office assessment offering.

### CUSTOMER DRIVEN:

The Kenexa Prove It!® Team continually works with clients' business needs to drive the performance and development of products and services. Customization is available, including: look and feel, custom reports, integration into management systems, and proprietary test content.

### INDUSTRY-LEADING CUSTOMER SERVICE:

Kenexa Prove It!® offers free, live phone support to both candidates and customers, with service hours to accommodate our geographically diverse client base.

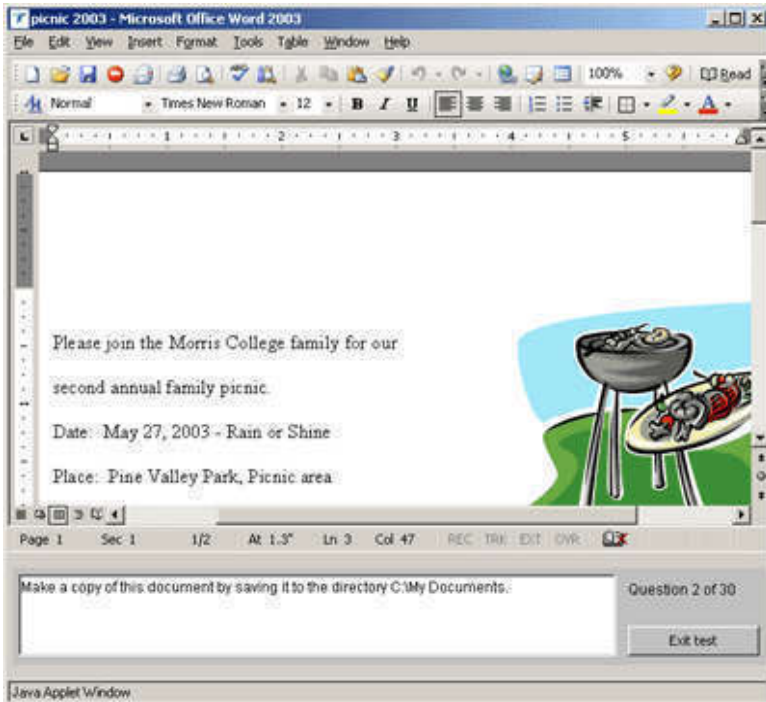
### COMPLEMENTARY PRODUCTS AND SERVICES:

Kenexa has a staff of acknowledged thought leaders in the field of human capital management providing expertise for hiring, training, retention, and research tools.

## Deliver Measurable Results in a Variety of Industries

### SOFTWARE

Kenexa Prove It! Software assessments provide full program simulations. This requires the test taker to complete an actual software task in a fully functional software environment. To enhance the simulation, all documented methods of completing tasks are supported, including menu bars, right-click menus and keyboard shortcuts. Kenexa Prove It! offers various levels for testing ranging from basic to the advanced levels.



### OFFICE/PROFESSIONAL

Kenexa Prove It! Office/Professional assessments measure a wide range of general clerical proficiencies and specialized skills used in today's work environment. These assessments can aid in the hiring of administrative assistants, project managers, and other office personnel from entry-level positions to the highly proficient experts.

### CALL CENTER

Kenexa Prove It! Call Center assessments are specifically designed to measure essential call center skills. By using audio and visual cues, these assessments ensure call center representatives are qualified in assessing customers' needs and processing information professionally and efficiently.

### FINANCIAL

Kenexa Prove It! Financial assessments provide an array of assessments to determine the knowledge of accounting professionals, from Bookkeepers to Credit Analysts. Designed to identify skill sets to ensure the most knowledgeable and capable candidates.

### HEALTHCARE

Kenexa Prove It! Healthcare assessments effectively identify a variety of skill sets ranging from medical records and billing to administrative and clinical personnel. The healthcare industry is growing at a rapid rate, and Kenexa Prove It! employs extensive research techniques to meet the industry's testing demands.

### INDUSTRIAL

Kenexa Prove It! Industrial assessments will help to effectively assess a wide variety of today's skilled workers. Designed to identify an assortment of positions ranging from an apprentice to master level.

### LEGAL

Kenexa Prove It! Legal assessments reflect the knowledge and skills required in a legal environment. You will be able to determine which candidates have the expertise for a variety of clerical legal positions.

### TECHNICAL

Kenexa Prove It! Technical assessments measure IT and computer programming skills. Developed as a tool for technical recruiters, technical assessments can be a critical element of the interviewing process providing essential information about the actual skills set of any candidate.

### INTERNATIONAL

Kenexa Prove It! offers a variety of assessments in Spanish, French, German, Italian, Portuguese, and more!

### FREE LEARNING TOOLS

Kenexa Prove It! simulation-based tutorials provide interactive instruction on how to accomplish a number of commonly required tasks within specific software applications.

### FREE WRITING, TRANSLATION AND CODE SAMPLES

Because gauging business writing, translation, and technical coding skills is a highly subjective endeavor, we leave it to you to determine the level of writing, translation, and coding effectiveness represented by the candidate's sample. We do believe though, that providing a controlled, immediate writing environment helps to assess the skills of the writer, in context.

### IT IS TIME TO PROVE IT!

When you need to identify the most productive and talented people, Kenexa Prove It! is the only assessment solution you need. Contact a Kenexa Prove It! representative and begin testing today!





## Office / Professional Titles

ACT! 2000 for Users	Filing by Name	PeopleSoft HRMS
Advanced Spelling	Following Verbal Instructions [audio]	Practice Typing Test - General [1 Minute Hardcopy]
Analytical Skills <b>NEW VERSION!</b>	Following Written Instructions	Practice Typing Test - General [1 Minute Onscreen]
Basic Arithmetic	French Canadian Basic Office Skills [No Math]	Proofreader's Marks
Basic Computer Terminology	French Canadian Basic Office Skills [No Verbal]	Project Management for IT Professionals
Basic Numeric Conversion	French Canadian Basic Office Skills	Project Management Fundamentals
Basic Office Skills	French Canadian Basic Reading Comprehension	Punctuation
Basic Office Skills [No Math]	French Canadian Office Grammar and Spelling	Reading Comprehension
Basic Office Skills [No Verbal]	French Typing - General [1 Minute Hardcopy]	Recruiting Fundamentals
Basic Reading Comprehension	French Typing - General [1 Minute Onscreen]	Retention
Basic Spelling	French-English Bilingual	Sales Concepts
Bookkeeping	German Typing - General [1 Minute Hardcopy]	SAS 9 - Data Analyst
Business Etiquette	German Typing - General [1 Minute Onscreen]	Shorthand
Business Systems Analyst	German-English Bilingual	Software Quality Assurance
Business Writing	Human Resources Basics	Software Testing
Clerical Proofreading	Human Resources Benefits Knowledge	Spanish Basic Office Skills
Coding	Internet Basics	Spanish Basic Office Skills [No Math]
Counting	Internet Research Skills	Spanish Basic Office Skills [No Verbal]
Comparison Skills	Interviewing & Hiring Concepts	Spanish Basic Reading Comprehension
Computer Literacy	Italian Typing - General [1 Minute Hardcopy]	Spanish Office Grammar and Spelling
Corrective Proofreading - Independent Films	Italian Typing - General [1 Minute Onscreen]	Spanish Typing - General [1 Minute Hardcopy]
Corrective Proofreading - Reply Letter	Italian-English Bilingual	Spanish Typing - General [1 Minute Onscreen]
Corrective Proofreading - Restaurant Review	Listening Skills [audio]	Spanish-English Bilingual
Customer Service Mindset Survey	Macintosh Basics OS 9	Technical Terminology
Data Entry 10 Key [Hardcopy]	Mailroom Management Skills	Typing - General [1 Minute Hardcopy]
Data Entry 10 Key [Onscreen]	Marketing Fundamentals	Typing - General [1 Minute Onscreen]
Data Entry 10 Key Quick Test [Hardcopy]	Matching - Alphanumeric	Typing - General [3 Minute Hardcopy]
Data Entry 10 Key Quick Test [Onscreen]	Matching - Digit Numeric	Typing - General [3 Minute Onscreen]
Data Entry 10 Key With Decimals [Hardcopy]	Matching - Images	Typing - General [3 Minute Onscreen]
Data Entry 10 Key With Decimals [Onscreen]	Matching - Numeric	Typing - General [5 Minute Onscreen]
Data Entry Alpha Numeric [Hardcopy]	Math Word Problems	U.K. Basic Computer Terminology <b>NEW!</b>
Data Entry Alpha Numeric [Onscreen]	Numeric Filing	U.K. English as a Second Language <b>NEW!</b>
Data Entry Check Number Database [Hardcopy]	Numeric Proofreading	U.K. Office Grammar and Spelling <b>NEW!</b>
Data Entry Check Number Database [Onscreen]	Office Abbreviations	UK Typing - General [1 Minute Hardcopy]
Data Entry Inventory Database [Hardcopy]	Office Filing Skills	UK Typing - General [1 Minute Onscreen]
Data Entry Inventory Database [Onscreen]	Office Grammar & Spelling <b>NEW VERSION!</b>	Vocabulary
Email Etiquette	Office Management Skills	Vocabulary - Homonym Usage
English as a Second Language	Office Math Skills	
	Payroll	

## Free Translation and Writing Samples

Translation Sample - English to French	Writing Sample - Advertising/Marketing	Writing Sample - Sales Correspondence
Translation Sample - English to Italian	Writing Sample - Collection Letter	Writing Sample - Technical [List Form]
Translation Sample - English to Spanish	Writing Sample - Customer Service	Writing Sample - Technical [Paragraph Form]
Translation Sample - French Canadian to English	Writing Sample - Email	Writing Sample - Thank You Letter
Translation Sample - Italian to English	Writing Sample - Market Research	
Translation Sample - Spanish to English	Writing Sample - Persuasive	

## Accounting Titles

Accounting Terminology - Advanced	Canadian Accounts Receivable	Partnership Tax Accounting
Accounting Terminology - Basic	Canadian Payroll	Payroll Clerk
Accounts Payable	Corporate Tax Accounting	Payroll Management
Accounts Receivable	Cost Accounting	Peachtree Accounting 2003
ACCPAC Pro Series	Fixed Assets	QuickBooks Pro 2000
ADP - Payroll	General Accounting	QuickBooks Pro 2005
Advanced Accounting	General Ledger Knowledge	QuickBooks Pro 2006
Bookkeeping - Professional	Individual Income Tax	Quicken 2003
Business Income Tax	JD Edwards	Simply Accounting 2006
Canadian Accounts Payable	MAS 90 - Bookkeeping	

## Call Center Titles

Call Center 911 Operators	Call Center Outbound Sales Skills	Call Center World Geography
Call Center Advanced Spelling [audio]	Call Center Math	Call Centre French Canadian-English Bilingual [audio]
Call Center Basic Spelling [audio]	Call Center Reference Manual [audio]	French Canadian Call Centre Customer Service Survey
Call Center Collections	Call Center Retention [audio]	French Canadian Call Centre Telephone Etiquette
Call Center Customer Service Scenario [audio]	Call Center Spanish-English Bilingual [audio]	Spanish Call Center Customer Service Survey
Call Center Customer Service Survey	Call Center Technical Support	U.K. Call Centre World Geography <b>NEW!</b>
Call Center Data Entry [audio]	Call Center Telephone Etiquette	
Call Center Environment [audio]	Call Center U.S. Cities Spelling [audio]	
Call Center Inbound Sales Skills	Call Center U.S. Geographic Locations	
Call Center Listening Skills [audio]	Call Center U.S. State Abbreviations [audio]	

## Financial Titles

Auditing	Data Entry 10 Key Quick Test [Hardcopy]	Financial Spelling
Bank Teller Skills	Data Entry 10 Key Quick Test [Onscreen]	Great Plains
Basic Bank Teller Skills	Data Entry 10 Key With Decimals [Hardcopy]	Investment Management: US Equities and Equities
Budget Aide Skills	Data Entry 10 Key With Decimals [Onscreen]	Products
Budget Officer Skills	Data Entry Alpha Numeric [Hardcopy]	Loan Officer Skills
BusinessObjects 5 - Client	Data Entry Alpha Numeric [Onscreen]	Loan Processing
Casualty Insurance - Automobile	Data Entry Check Number Database [Hardcopy]	Loan Underwriting Knowledge
Commercial Banking Knowledge	Data Entry Check Number Database [Onscreen]	Payroll
Commercial Collections	Data Entry Inventory Database [Hardcopy]	PeopleSoft Financials
Commercial Insurance Knowledge	Data Entry Inventory Database [Onscreen]	Property Insurance
Credit Analyst	Financial Analysis	Property Management
Credit Management	Financial Management	Purchasing Fundamentals
Customer Service Mindset Survey	Financial Math	SAP for Users
Data Entry 10 Key [Hardcopy]		U.K. SAP for Users <b>NEW!</b>
Data Entry 10 Key [Onscreen]		

## Healthcare Titles

Bloodborne Pathogens - Infection Control	Medical Records Legal Issues	Nursing Assistant
Dental Assistant	Medical Spelling	Occupational Therapy
Dosage Calculations	Medical Terminal Digit Filing	Pharmaceutical Terminology
General Pharmaceutical Knowledge	Medical Terminology - Abbreviations	Phlebotomy
Healthcare Benefits Knowledge	Medical Terminology - Cardiovascular System	Physical Therapy
Healthcare Industry Terminology	Medical Terminology - Dental	Physician Assistant
HIPAA Administration	Medical Terminology - ER	Practice Typing Test - Medical [1 Minute Hardcopy]
HIPAA - Clinical Staff	Medical Terminology - Gastrointestinal	Practice Typing Test - Medical [1 Minute Onscreen]
JCAHO	Medical Terminology - General <b>NEW VERSION!</b>	Radiologic Technologist
LPN/LVN	Medical Terminology - Integumentary System	Registered Nurse (RN)
Medical Assistant - Advanced	Medical Terminology - Musculoskeletal	Respiratory Therapy
Medical Assistant - Basic	Medical Terminology - Nervous System	Spanish Medical Terminology - General
Medical Billing - Hospital (UB-92)	Medical Terminology - Oncology	Typing - Medical [1 Minute Hardcopy]
Medical Billing Knowledge	Medical Terminology - Ophthalmology	Typing - Medical [1 Minute Onscreen]
Medical Claims Processing	Medical Terminology - Pediatrics	Typing - Medical [3 Minute Hardcopy]
Medical Collections	Medical Terminology - Pharmacology	Typing - Medical [3 Minute Onscreen]
Medical Office Personnel Skills	Medical Terminology - Psychiatry	Typing - Medical [5 Minute Hardcopy]
Medical Receptionists	Medical Terminology - Reproduction	Typing - Medical [5 Minute Onscreen]
Medical Records Coding (CPT - 5)	Medical Terminology - Respiratory	
Medical Records Coding (ICD -9)	Nurse Practitioner	

## Industrial Titles

Assembly & Matching	Finish Carpentry	Product Packaging Skills
AutoCAD 11	Flooring Skills	Quality Assurance Inspection
AutoCAD 14	Food Production	Resistor Color Code
AutoCAD 2000	Forklift Operation	Rough Carpentry
AutoCAD 2004	General Maintenance	Safety in the Workplace
Basic Arithmetic	Hazardous Material Handling	Shipping and Receiving Clerk Skills
AutoCAD 2006	Home Inspection Skills	Shop Math
Basic CNC	HVAC	Soldering
Basic Electronics	Lathe Operator	SolidWorks 2006
Basic Industrial Math	Manufacturing Basics	Spanish Basic Industrial Math
Basic Industrial Skills	Matching - Alphanumeric	Spanish Basic Industrial Skills
Basic Injection Molding Skills	Matching - Digit Numeric	Spanish Basic Warehouse Knowledge
Basic Ruler Reading	Matching - Images	Spanish Counting
Basic Warehousing Knowledge	Matching - Numeric	Spanish Entry Level Industrial Skills
Blueprint Reading	Math & Reasoning Skills	Spanish Forklift Operation
Class "A" Automotive Mechanics	Mechanical Engineering - Machine & Tool Design	Spanish Math & Reasoning Skills
Class "B" Automotive Mechanics	Mechanical Engineering - Thermodynamics Fundamentals	Spanish Mechanical Reasoning
Class "C" Automotive Mechanics	Mechanical Reasoning	Spanish Safety in the Workplace
Color Identification	Metalworking Skills	Spanish Shipping and Receiving Clerk Skills
Counting	Metric Ruler Reading	Tools & Fasteners
Electrical Engineering - Electronics & Communication	Micrometer & Calipers	Unit Conversion
Electrical Engineering - Power & Control	OSHA	Weights and Measures [Standard and Metric]
Electricians	Plastic Fabrication Skills	Welding
Electronic Schematics	Plumbing Quality	Wholesale Distribution Knowledge
English Ruler Reading	Press Break Operator	Workplace Hazardous Materials Information System (WHMIS)
Entry Level Industrial Skills		

## Legal Titles

Basic Litigation Knowledge  
 Concordance  
 Corel WordPerfect 9.0 - Normal User  
 Corel WordPerfect 9.0 - Power User  
 Corel WordPerfect 9.0 - Whole Test  
 Court Reporting  
 EEOC Compliance  
 Legal Abbreviations  
 Legal Assistant  
 Legal Filing Skills  
 Legal Spelling

Legal Staff Skills  
 Legal Vocabulary  
 Microsoft Word 2000 - Normal User  
 Microsoft Word 2000 - Power User  
 Microsoft Word 2000 - Whole Test  
 Paralegal Skills  
 Practice Typing Test - Legal [1 Minute Hardcopy]  
 Practice Typing Test - Legal [1 Minute Onscreen]  
 Sexual Harassment  
 Summation Blaze 5.0  
 Typing - Legal [1 Minute Hardcopy]

Typing - Legal [1 Minute Onscreen]  
 Typing - Legal [3 Minute Hardcopy]  
 Typing - Legal [3 Minute Onscreen]  
 Typing - Legal [5 Minute Hardcopy]  
 Typing - Legal [5 Minute Onscreen]

## Technical Titles

.NET Framework  
 .NET Framework 2.0  
 .NET Programming - ASP  
 .NET Programming - C#  
 .NET Programming - C++  
 .NET Programming - JScript  
 .NET Programming - Visual Basic  
 .NET Programming - Visual J#  
 A+  
 ABAP/4 for SAP  
 Access Basic 2.0  
 ACT! 2000 for Administrators  
 ACT! 2000 for Developers  
 Active Directory  
 Active Server Pages  
 ActiveX  
 ADABAS DBA  
 Adabas Natural  
 ADABAS Programming  
 AION Programming  
 ANSI SQL  
 Apache Web Server  
 AppleTalk  
 AppleTalk Networks  
 AS/400 Operations  
 Assembler  
 Assembler for IBM Mainframes  
 Basic Wireless Communications  
 Borland C++ Builder  
 BroadVision  
 BusinessObjects 5 - Designer  
 C Programming  
 C++ Programming  
 CGI Concepts  
 CICS/COBOL  
 Cisco Networking  
 Cisco Router  
 Citrix for Client Server Applications  
 Citrix MetaFrame  
 Citrix WinFrame  
 Client/Server Fundamentals  
 Clipper  
 COBOL NEW VERSION!  
 COBOL 400  
 COBOL for Year 2000 Programmers  
 COBOL II  
 Cognos Impromptu Knowledge  
 Cognos PowerPlay  
 Cold Fusion 4  
 Cold Fusion MX 6.1  
 Cold Fusion Scripting & Development  
 COM/DCOM Development in Delphi  
 COM/DCOM Development in Visual Basic  
 Computer Technician Skills  
 COOL: Gen  
 CORBA

Crystal Reports 11  
 Crystal Reports 7.0  
 Crystal Reports 8.0  
 Crystal Reports 8.5 for Developers  
 Data Communications Concepts  
 Data Modeling Concepts  
 Data Warehousing Concepts  
 DB2 5.x DBA  
 DB2 Developer  
 DB2 v.8 Mainframe DBA  
 DB2 v.8 UBD DBA  
 dBase III Plus  
 Delphi 3  
 Delphi 5  
 DHTML  
 DOS 6.x  
 Dreamweaver  
 E-Commerce Concepts: Architecture and Design  
 E-Commerce Concepts: Deployment  
 EDI (Electronic Data Interchange)  
 Enterprise JavaBeans (EJB)  
 Ethernet Networking  
 FORTRAN 77/90  
 GroupWise 5.x  
 Gupta/Centura  
 Hardware Troubleshooting  
 HTML 2.0/3.0  
 HTML 4.0  
 HTML Developers  
 HTML Webmaster  
 IBM AIX 5.1 Administrator  
 IMS  
 iNet+  
 Informix  
 Internet Security  
 J2EE  
 J2SE  
 Java 1.1  
 Java 2  
 Java Applets Development  
 Java Beans Development  
 Java Enterprise Development  
 Java Entry Level  
 Java Server Pages  
 Java Servlets  
 Java Swing  
 JavaScript  
 JCL  
 LAN Hardware  
 Linux Administration  
 LoadRunner  
 Logical Reasoning - Deduction  
 Logical Reasoning - Mathematical **NEW!**  
 Lotus Domino 6 for Developers  
 Lotus Notes 4.0 for Developers

Lotus Notes 4.5 for Developers  
 Lotus Notes 5.0 for Developers  
 Lotus Notes Administration  
 Macintosh Technician OS 9  
 Macintosh Technician OS X  
 Macromedia Flash 5  
 Macromedia Flash MX 2004  
 Microsoft Access 2000 for Developers  
 Microsoft Access 2002 for Developers  
 Microsoft Access 2003 for Developers  
 Microsoft Exchange Server 2000 Administration  
 Microsoft Exchange Server 2003 Administration  
 Microsoft Exchange Server 5.5  
 Microsoft Foundation Class  
 Microsoft Internet Information Server (IIS) 4.0  
 Microsoft Office 2000 Help Desk  
 Microsoft Office 2003 Help Desk  
 Microsoft Office 4.2 Help Desk  
 Microsoft Office 95 Help Desk  
 Microsoft Office 97 Help Desk  
 Microsoft Office XP Help Desk  
 Microsoft Site Server 3.0  
 Microsoft Transaction Server  
 Microsoft Visio 2002  
 Microsoft Windows 2000 Data Center Administration  
 Microsoft Windows 2000 Professional Installation  
 Microsoft Windows 2000 Server Administration  
 Microsoft Windows 2000 Server Installation  
 Microsoft Windows 2000 Server Installation Procedures  
 Microsoft Windows 2003 Server Administration  
 Microsoft Windows 2003 Server Installation Procedures  
 Microsoft Windows 2000 Technical Skills

*...Technical Titles Continue...*

## T e c h n i c a l T i t l e s [ c o n t i n u e d . . . ]

Microsoft Windows 2000 Troubleshooting	RPG III
Microsoft Windows 3.1 Troubleshooting	RPG IV (RPG LE)
Microsoft Windows 95 Technical Skills	SAP Database
Microsoft Windows 95 Troubleshooting	SAS 6 - IT Professional
Microsoft Windows 98 Technical Skills	SAS 8.2
Microsoft Windows 98 Troubleshooting	SCO Unix for Administrators
Microsoft Windows NT 4.0 Server Administration	SCO Unix for Users
Microsoft Windows NT 4.0 Server Installation	Siebel 7
Microsoft Windows NT 4.0 Troubleshooting	Smalltalk
Microsoft Windows NT 4.0 Workstation Installation	Solaris Administrator
Microsoft Windows Programming	SPSS
Microsoft Windows XP Technical Skills	SQA Robot
Microsoft Windows XP Troubleshooting	SQL Entry Level
MVS	SQL for Client-Server Applications
Netscape Webserver	SQL for Desktop Applications
Network Administration	SQL Server 2000 DBA
Network Security	SQL Server 2000 for Developers
Novell Directory Services (NDS)	SQL Server 2005 for Developers
Novell NetWare 3.12	SQL Server 6.5
Novell NetWare 4.x	SQL Server 6.5 Developer
Novell NetWare 5.x	SQL Server 7.0 DBA
Object Oriented Programming (OOP)	SQL Server 7.0 Developer
Object PAL 5.0	Sybase 11
Oracle 10g DBA	Sybase 12
OLAP Concepts	Sybase DBA
Oracle 10g for Developers	Sybase Developer
Oracle 7.3 DBA	Systems Management Server 2 (SMS)
Oracle 7.3 Developer	TCP/IP
Oracle 8 DBA	Technical Support - IT/Network
Oracle 8 Developer	Technical Support Processes
Oracle 8.i	Telecommunications
Oracle 9i DBA	TestDirector 8
Oracle 9i for Developers	Transact SQL <b>NEW VERSION!</b>
Oracle Applications DBA	UML
Oracle Designer 2000	UNIX Administrator
Oracle Developer 2000	UNIX Programming
Oracle Financials 11	UNIX Users
OS/2 for Administrators	VBScript
OS/2 for Users	Visual Basic 4.0
Paradox Application Language 4.0	Visual Basic 5.0
Pascal	Visual Basic 6.0
PC Skills	Visual Basic 6.0 for Applications (VBA)
PeopleSoft	Visual C++ 4.0
PeopleSoft 7 DBA	Visual C++ 6.0
PeopleSoft 7 Developer	Visual FoxPro 3.0
PeopleSoft 8 DBA	Visual FoxPro 6.0
PeopleSoft 8 Developer	Visual FoxPro 8.0
Perl 5	Visual InterDev 6.0
PHP	Visual J++ 1.1
PHP 4	Visual J++ 6
PHP 5	VSE/DOS
PHP Scripting	WAN Architecture
PL/SQL	Web Commerce Security
PowerBuilder 4.0	Web Design Mastery
PowerBuilder 5.0	WebLogic Portal 7.0
PowerBuilder 6.0	WebLogic Server 7.0
PowerBuilder 8.0	WebSphere 4.0
PowerBuilder 10	WebSphere MQ V5
Pro/ENGINEER	WinRunner 6.02
Project Management for IT Professionals	WinRunner 7.6
Rational Rose	XML
Relational Database Design (RDBMS)	X-Window Systems

## F r e e C o d e S a m p l e s

Code Sample - ASP - File Operations	Code Sample - Java Script - Date/Time Operations
Code Sample - ASP.NET - Date/Time Operations	Code Sample - Java Script - File Operations
Code Sample - C Sharp - Date/Time Operations	Code Sample - VB Script - Date/Time Operations
Code Sample - C Sharp - File Operations	Code Sample - VB.NET - Date/Time Operations
Code Sample - Java - Date/Time Operations	Code Sample - Visual Basic - Date/Time Operations
Code Sample - Java - File Operations	Code Sample - Visual Basic - File Operations

## **K e n e x a   A s s e s s m e n t s**

### **Overview of Kenexa's Assessment Tools**

Kenexa is the leading provider of integrated human resource technology solutions. Kenexa has over 15 years of experience providing HRM consulting and technology solutions.

Kenexa develops and administers employee assessment tools which effectively combine art, science and technology to provide measurable improvements in your workforce and your bottom line.

When you use Kenexa's assessment tools, you will:

- o Increase the efficiency of your recruiting, qualifying, interviewing and selection process.
- o Make better hiring and promotion decisions.
- o Have stronger defensibility against potential legal challenges.
- o Decrease employee turnover and associated costs.
- o Identify strengths and developmental opportunities of candidates and current employees.

Kenexa assessment tools are simple to understand and easy to use. Training and ongoing support are available as needed.

#### **Kenexa Prove It!®**

Over 800 skills assessment tests help you identify qualified candidates based on job skill requirements. Kenexa Prove It! features validated assessments for clerical, software, call center, financial, healthcare, industrial, legal, and technical job classifications.

#### **Kenexa Selectors™**

Self-administered behavioral assessment tools that help you hire and promote the best professionals, managers and front-line employees.

#### **Kenexa Insight™**

Structured, research-based interviews that provide a consistent evaluation of candidates by obtaining accurate information regarding a candidate's potential for success within your environment.

#### **Kenexa InterviewBuilder®**

Structured interviews that help you assess candidates with greater accuracy, objectivity and consistency while improving the fit of new hires within an organization's culture. Kenexa's InterviewBuilder. Allows you to configure structured interviews from a bank of more than 1,200 questions.

#### **Kenexa PeopleQuest™**

A friendly, pre-recorded phone interview tailored to your needs that will increase your pool of prequalified job candidates.