

January 3, 2022

Mr. Patrick Pettibon  
Personality Insights  
Griffin, GA

Dear Mr. Pettibon,

Thank you for the opportunity to work with Personality Insights in your pursuit of product improvement and increased quality. Your Certificate of Compliance accompanies this letter along with the detailed reports you requested. **This certifies third-party evaluation of the Personality Insights DISC assessment product, and that the assessment meets or exceeds generally accepted standards for Data Reliability, Construct Validity and Disparate Impact as measured by the EEOC 80% Guideline.**

ASI complies with the “Standards for Educational and Psychological Testing” procedures manual. The “Standards for Educational and Psychological Testing” were approved as APA policy by the APA Council of Representatives in August 2013, and we operate from the latest 2014 edition of the document. The Testing Standards are a product of the American Educational Research Association, the American Psychological Association and the National Council on Measurement in Education. Published collaboratively by the three organizations since 1966, it represents the gold standard in guidance on testing in the United States and in many other countries.

Additionally, we follow the American National Standards Institute guidelines. ANSI is a non-profit organization that oversees the development of voluntary consensus standards for products, services, processes, systems, and personnel in the United States. Combined, these standards represent the highest quality standards we can apply to the rigorous statistical processes we employ.

Your Personality Insights DISC assessment results were investigated using the standards, guidelines, and processes recommended by these organizations, and our team is pleased to announce that your assessment meets or exceeds the generally accepted standards. Specific documents include:

- DISC Assessment **Data Reliability**: Passes all acceptable standards
- DISC Assessment **Disparate Impact**: Passes all standards for 80% rule
- DISC Assessment **Construct Validity**: Passes all acceptable standards
- DISC Assessment **Norms & Group Comparisons**: Passes all acceptable standards compared to norms
- DISC Assessment **Test-Retest & Mean Variance**: Passes all acceptable standards

Please share the accompanying Certificate with pride to your customers and clients. Should they need more information, then feel free to have them contact us.

We wish you the best,

*Dennis*

Dennis W. Koerner, Ph.D.  
President & CEO