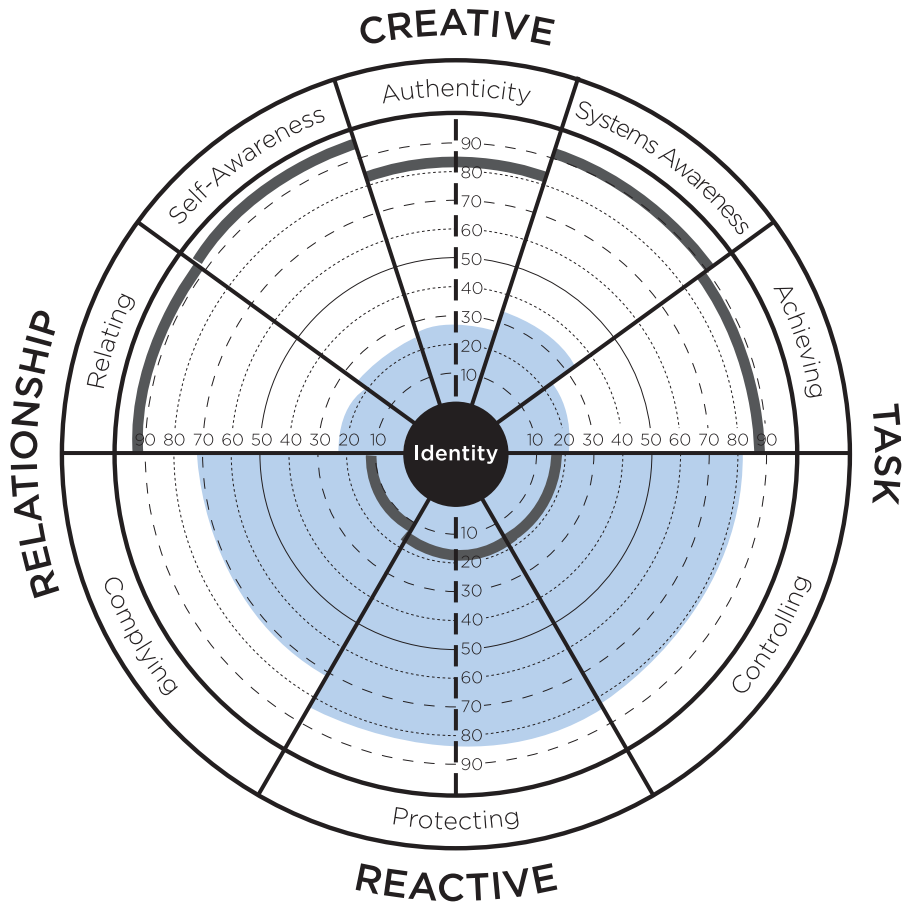
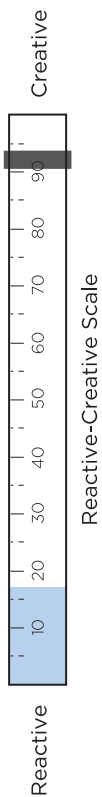
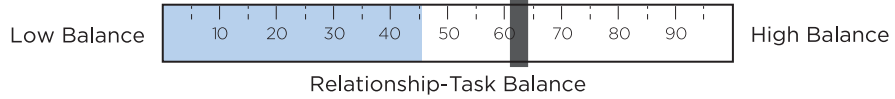


LEADERSHIP CIRCLE



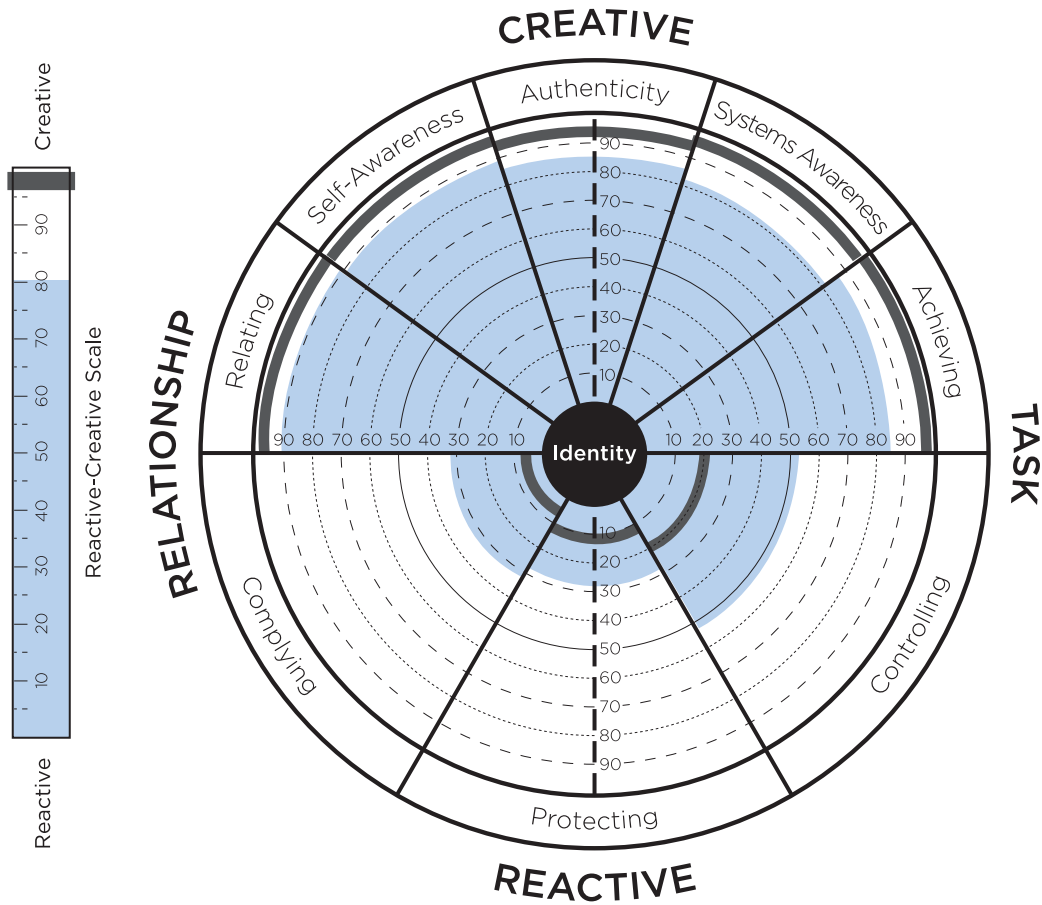
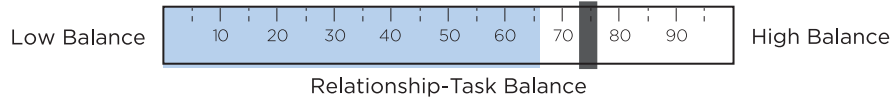
COLLECTIVE LEADERSHIP ASSESSMENT™

Initial Graph - Company XYZ

PERCENTILE SCORES:

All scores are displayed as percentile scores comparing your scores to our norm base. High scores are beyond the 67th percentile. Low scores are below the 33rd percentile.

- Desired
- Actual



COLLECTIVE LEADERSHIP ASSESSMENT™

Follow-up Graph - Company XYZ

PERCENTILE SCORES:

All scores are displayed as percentile scores comparing your scores to our norm base. High scores are beyond the 67th percentile. Low scores are below the 33rd percentile.

- Desired
- Actual