



National Christian FOUNDATION®

February 4, 2014

BOARD OF DIRECTORS

James C. Blankemeyer
*Chairman of the Board,
Founder, MetoKote Corporation*

Jay Bennett
*President, National Christian
Foundation Twin Cities*

Jesse T. Correll
*Founder and Chairman of the
Board, First Southern Bancorp*

Phil Drake
*Chairman of the Board,
Drake Software*

Sandra T. Johnson
*The Sandra and William B.
Johnson Foundation*

James B. "Buck" McCabe
*Senior Vice President, Finance,
and CFO, Chick-Fil-A, Inc.*

Terry A. Parker (Founder)
*Retired – Womble, Carlyle,
Sandridge & Rice, PLLC*

Larry A. Burkett (Founder)
1939 – 2003

Ronald W. Blue (Founder)
*Member Emeritus;
President, Kingdom Advisors*

Anthony Wauterlek
Member Emeritus

EXECUTIVE MANAGEMENT

Bill Williams
Chief Executive Officer

David H. Wills
President

Ken Bowers
Chief Operating Officer

Dave Johnson
*Chief Financial and
Investment Officer*

Dave Worland
Executive Vice President

Tim Townsend
General Counsel

Debbie Poe
Vice President, Human Resources

Steve Chapman
Vice President, Communications

Letter of Recommendation for:
Know Your Strengths and Phil Olsen, President

My name is Debbie Poe and I am the Vice President of Human Resources for the National Christian Foundation. I have had the pleasure of working with Phil Olsen, President of Know Your Strengths, for the last 7 years.

Prior to me joining NCF, hiring an individual for a position was like a shot in the dark. I never really knew how this individual was going to work out. But Phil introduced me to a system of assessment instruments that allows us to identify and quantify the candidates' natural behavioral strengths so that we can match the strengths of the candidate to those strengths needed for a particular role. When the necessary attributes of the role (JobScan) are matched to the strength of the candidate (ProScan) results are a happier, extremely productive employee who loves their job!

Phil provided personal training for me to learn and understand how these systems work. He is an expert in this area. He has great knowledge in translating the results and loves to be able to share with people what this means to them. He actually devoted a week a month for several years to physically be at our office to help me in my development as the head of HR and to teach me how to use the tools effectively and how to use these tools to connect with our people. During this time he also consulted with our employees and shared their ProScan to explain their strengths and how they added value to the Foundation. He has an awesome delivery of the four cornerstone traits of behavior, possessed in different amounts by every human being, and describing how they are precisely measured. He would share the report showing the innate kinetic energy level of the individual he was consulting with and the amount of energy drain resulting from stress. These are metrics with great value in a business setting.

Our turnover rate at NCF is less than 2%. I contribute this to hiring the right person for the job. ProScan and JobScan allow this to happen.

As our Foundation continues to grow it is imperative for our managers to be able to manager their teams. Know Your Strengths has an assessment system to assist managers in this area also, TeamScan. This tool gives the team a look at the strengths of the individuals that make up the team and how better to work within that team and how to effectively communicate with one another. Phil is absolutely amazing when facilitating a team meeting so that people understand and realize that each member is uniquely made and everyone has a specific role to play in creating a great team.

I have a tremendous respect for Mr. Olsen and Know Your Strengths. I cannot even imagine how anyone can make a hiring decision without the assistance of these tools. I would highly recommend anyone that has the responsibility of managing others or hiring to let Phil introduce you to these assessment tools. You will be amazed and your employees will become more engaged.

Kindest regards,

A handwritten signature in cursive script that reads "Debbie Poe". The signature is written in black ink and is positioned to the left of the typed name.

Debbie Poe
VP-Human Resources
National Christian Foundation
dpoe@nationalchristian.com
678/892-1808