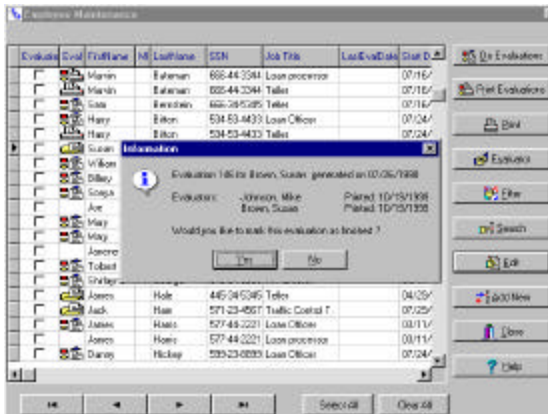


A complete performance management system to help the administrator keep track of the evaluation processes

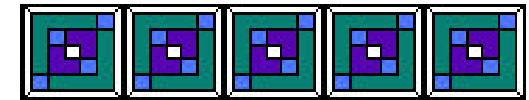
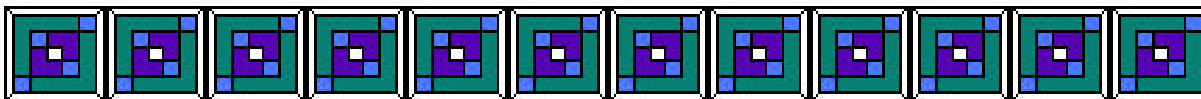


Our original DOS system was developed in 1986 with numerous improvements every year. **PEP** for Windows was introduced in 1998. The result is the ultimate appraisal system utilizing multiple evaluation techniques combined into one easy to use program.

The **PEP** for Windows program is a client/server network computer system. It is used to evaluate and manage the job performance of all employees.

NOTE: **PEP** is *not* similar to the subjective **essay** computer programs that have proliferated the market.

JCM Consulting, Inc.
175 West 200 South, Suite 3006
Salt Lake City, UT, 84101
Phone: 801-322-3700
Fax: 801-322-3708
www.jcmconsulting.com

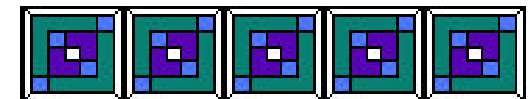


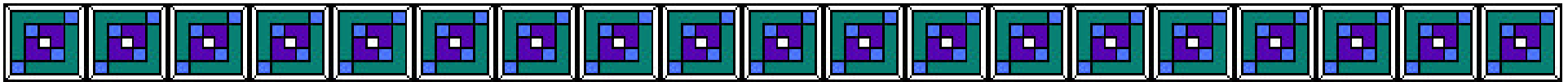
PEP

Performance
 Evaluation
 Program



Would you like to attract and keep the best employees, spend less time, and save thousands of dollars?



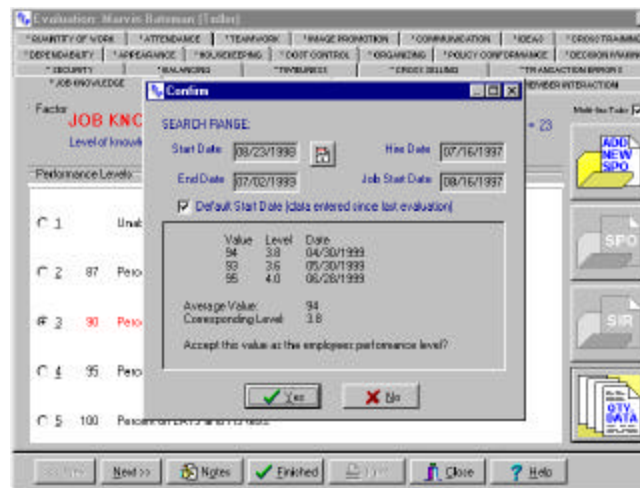


We have made it easy to do evaluations right!

PEP FEATURES

- ☞ A complete performance management system utilizing two goal setting methods
- ☞ Online evaluation and/or manual forms
- ☞ Up to 24 job related performance factors per job classification
- ☞ You can add new performance factors to better describe unique jobs
- ☞ You determine the relative weighting of the job factors and modify the job standards for each classification
- ☞ Includes generic *job standards* describing levels of performance which are easily modified to fit each job
- ☞ Job standards libraries are available for many organizations
- ☞ Job standards and values chart printouts are available for present employees and new hires
- ☞ Tie Quantitative data to job standards
- ☞ **SIR** (Significant Incident Records)
- ☞ **SPO** (Specific Performance Objectives)
- ☞ All performance criteria is linked to factors
- ☞ Reports provided to assist manager/employee interaction
- ☞ Ranking and needs report for comparing scores and determining rater bias
- ☞ *Train The Trainer* certification program

The action that takes place on this screen will make you a hero with the employees and your attorney.



Objectivity is the name of the game. Tracking quantitative data is the way to win the game.

This has been an exclusive PEP feature since 1987.

Our Windows program has made it much easier to do it right.

WHY SHOULD YOU CARE?

This proven time and money-saving program will bring your employee evaluation process out of the dark ages by reducing turnover, improving motivation and rewarding top performance.

PEP is

- Quick
- Flexible
- Fair and equitable
- Easy to use
- Cost effective
- Reduces turnover
- Increases productivity
- Reduces your legal vulnerability
- Improves individual job performance
- Provides better communication between supervisor/employee
- Motivates employees by recognizing high performance
- Improves employee morale
- Employees know what is important to the job and how to achieve excellence
- Your organization's bottom line benefits because overall performance is improved

