



UTAH STATE BOARD OF EDUCATION

CONTRACT AMENDMENT

Amendment:2 **To Contract:** 176466

TO BE ATTACHED TO AND MADE A PART OF the above numbered contract by and between the State of Utah, Utah State Board of Education, referred to as State Entity or USBE and, Precision Exams, referred to as Contractor.

THE PARTIES AGREE TO AMEND THE CONTRACT AS FOLLOWS:

1. Contract Period:

Original Starting Date: 07/01/2017 - No Change

Current Ending Date: 06/30/2022 - No Change

New Ending Date: 06/30/2022 - No Change

2. Contract Amount:

Current Contract Amount: \$6,733,875

Amendment Amount: \$125,000

New Contract Amount: \$6,858,875

3. Other changes: (attach additional pages as necessary)

12-Month access to the Industry Engaged in Education Standards Rating Tool per attached Scope and Pricing Proposal dated May 10, 2018.

This amendment is entered into as a result of a procurement process USBE-JP19034-SS.

4. Effective Date of Amendment: 9/10/2018

All other conditions and terms in the original contract and previous amendments remain the same.

THE PARTIES, INTENDING TO BE LEGALLY BOUND, have executed this amendment on the date first set forth above.

CONTRACTOR

Contractor's signature

Date

Edson Baston CEO
Type or Print Name and Title

STATE

Agency's signature

Date

Scott Jones, Deputy Superintendent of
Type or Print Name and Title Date operations

Zac Christensen
Agency Contact Person

801-538-753
Telephone Number

zac.christensen@schools.utah.gov
Email

Utah State Board of Education Career and Technical Education Industry Engaged in Education Standards Rating Tool Scope and Pricing Proposal

Issue Date: May 10, 2018

Client

This Scope and Pricing Proposal is for the Utah State Board of Education (USBE) office of Career and Technical Education (CTE).

Intent

This Industry Intermediary Proposal is in response to the ever-increasing demands to better engage and integrate industry into the process of Career and Technical Education. The following represents the intent for USBE and Precision Exams (PE) to implement a scalable and sustainable solution to execute the recommendations and action plan set forth from the *New Skills for Youth Employer Engagement Needs Analysis and Action Plan* and directive of the USBE to operationalize employer engagement and feedback on CTE course-level standards. This program will result in meaningful and ongoing contributions to industry-recognized standards of all CTE course offerings and the Career Skills Certification program.

Sole Source

This initiative relies on rating and review of existing strands and standards of over 170 current exams. Timing and transitional costs are a significant consideration in vendor selection. As the technology platform that Precision Exams has developed exists to create, update, and house the most current standard sets for each exam, and the interface for employers to register, login, and rate the standards has already been developed, costs for this service are significantly lower contracting with Precision Exams. Providing the service and support necessary to recruit and develop relationships with these industry SME's in order to collect and aggregate the data from industry feedback on all CTE assessment offerings is a major lift alone, contracting to build a new infrastructure on top of this work would be extremely time-consuming and expensive. Selection of a new vendor would result in unnecessary development fees, data entry and conversion of all standard sets, and the time required to develop the platform, technology, and the relationship with employers and business associations would jeopardize the ability to complete this project within the necessary timeframe.

Scope of Products and Services

Development of the Industry Intermediary program will require a complex combination of external affairs, marketing and public relations, outreach, coordination, and organization along with advanced development to retain the participation of industry and connect them with the existing platform that will carry these industry-recognized standards to every single CTE offering in the state.

Three guiding principles of this program include:

Scalability: Program is administered at the “standards” level, ensuring benefit will be realized across all career clusters and pathway offerings.

Sustainability: Program is implemented to support the Career Skills Certification program which has been an effective and successful program measuring outcomes for 25 years, ensuring sustainability.

Equity: Program benefits every student in every CTE offering in every location, providing industry guidance equally to all students and CTE pathways.

This initiative can be split into two steps. First, it is necessary to make industry connections in order to recruit involvement by individual subject-matter experts representing industry from all 15 career clusters. Second, facilitate industry partner participation in the program through an easy-to-use SaaS product to collect industry feedback, then a reporting function to present results to USBE CTE content area specialists to inform standards revision and approval process.

1. **Industry Engagement Intermediary**
2. **Industry Recognized Standards Collection and Reporting**

Program Pricing

As a long-standing partner with USBE, PE is investing in this important program with in-kind contributions to ensure the most effective implementation.

Product	Actual Costs		
	List Price	Precision Exams Investment	Actual Cost
Industry Engagement Intermediary	\$205,000	-\$205,000	\$0
Industry Recognized Standards Collection and Reporting	\$175,000	-\$50,000	\$125,000

Industry Engagement Intermediary

Challenges

Rare is the time that every government, education and business entity agree unilaterally on an issue. Industry engagement in CTE is that rare topic where everyone agrees; it is in everyone’s best interest if industry and education work more closely together to identify the appropriate aptitude in potential candidates along with the key knowledge and skills standards required by industry to deliver a more qualified and prepared workforce. Though everyone agrees on this principle, executing and operationalizing this effort is far more difficult on the statewide scale.

Fortunately, Utah has already institutionalized the biggest, and most difficult piece necessary to make this connection. The Career Skills Certification program ensures that every student in the state is taught the same standards and leads to the same credential of value. As identified in the Utah Employer

Engagement Needs Assessment and Action Plan, however, the credential lacks value in the eyes of employers if they aren't involved in the process.

“There are two problems with credentials of value: one, the perception of employers who recognize credentials, and two, students' perceptions of availability and value of said credentials. As much as the education world wants employers to recognize credentials earned in CTE, there is no universally recognized credential of value that leads to a right to work. Industry Recognized Credentials is really a myth in the CTE secondary education space. By setting unrealistic expectations, teachers and students focus so much energy on certificates that may demonstrate mastery of knowledge and skills. However, without a relationship with employers that understand the standards set at the core of the curriculum, there is little chance that a certificate alone will yield the open doors a student is expecting. Therefore, the Employer Engagement Initiative is crucial to the recognition of value of the certificates that students earn. Educators know what these certificates represent, and only with the industry involvement will local employers also recognize value in completing CTE pathways” (Utah Employer Engagement Needs Assessment and Action Plan, 2017).

Though many departments and specialists have been tasked with this mission, there still lacks a scalable and sustainable solution that delivers current and accurate representation from industry. In developing standards that guide curriculum, instruction, and assessment. The next piece would be the connection of these standards that local employers would recognize the outcomes, creating a credential of value that provides a benefit to the student. There are isolated examples in which industry has effectively contributed to the process. Due to several factors, however, the desired sustainable and scalable solution is not the norm and has remained elusive.

Industry and education speak different languages, and it is often difficult for the two audiences to engage in a productive and consistent manner. Employers have historically lacked a benefit to get engaged in this process, making the cost of time spent too steep to justify their involvement. Educators and counselors are over-burdened with their primary education and administrative functions. This lack of bandwidth, and possessing a skillset not geared to approach business leaders adds to the complexity and difficulty of employer engagement.

Features/Deliverables

- Process of engaging with Utah employers and industry groups (industry) throughout the state to endorse and enhance current pathways and course offerings and connect additional educational, career, and job opportunities to actual student progress based on Career Skills Certifications
- Recruit a sustainable base of industry to participate in standards development, and recognition for the Career Skills Certificate program
- Provide industry participants in all career cluster areas
- Create a sustainable approach to industry recruitment to ensure consistent, relevant, current and representative feedback
- Conduct professional development trainings for CTE teachers and administrators in their locations across the state on Industry Engagement best practices and process

- Create/provide SaaS tools that allows industry to provide feedback on standards in a systematic and trackable manner
- Provide ongoing and necessary marketing and public relations and earned media to encourage and sustain industry involvement
- External affairs outreach to government agencies, business associations, and individuals to build and maintain coalition of support for Industry engagement initiative

Benefits/Improvements

The secret to gaining commitment by employers is to provide them an incentive and benefit to get involved. Employers want to participate, they want to help fix their own talent gaps and help develop tomorrow's workforce, but often lack the understanding of how they can contribute in ways that don't require financial donations.

"The key issue in bringing employers and educators together is a lack of a common knowledge. By presenting the standards of each CTE course, employers immediately see the benefit of engaging with CTE completers, as they possess the knowledge and skills they seek in a minimally competent candidate. Employers also visualize how they can help by endorsing the pathways, engaging with students, and participating in reviews and revisions of the standards that teachers use to teach and assess students. It is not realistic to expect every employer to engage in a grand scale like some of the very successful pathway initiatives like the aerospace pathway. Therefore, a system of engagement has been devised to engage employers in a way that allows every employer to participate.

"This guarantees maximum and broad participation, which will then filter up to the companies who choose to advance their own participation with a more dedicated commitment of resources. This broad participation provides the basis to fully involve industry in every career cluster, benefiting every teacher and student that already utilizes the Career Skills Assessment program by teaching and assessing the most current, in-demand, and industry recognized standards" (Utah Employer Engagement Needs Assessment and Action Plan, 2017).

The PE Industry Intermediary team consists of recruitment, external affairs, marketing and public relations, and executive leadership professionals. Each of these professionals possess a unique and necessary skillset crucial to successfully gain commitment from business leaders. It is necessary that employers visualize and connect the value proposition of the program to their own workforce development and staffing needs. The biggest obstacle in getting widespread engagement from industry is the lack of perceived benefit to organizations. The recruitment of industry is not a singular event and must be approached like a complex sale.

Prospecting, discovery, presenting solutions, closing, and project management are unique skills leveraged by the PE team to gain commitment from employers. Team members executing on the recruitment and account management of industry partners include a full-time executive management resource, and part-time resources from the CEO, VP, marketing team, external affairs team, and training and professional development team.

By contracting this process to a professional team tasked with this mission, accountability and tracking of outcomes is guaranteed to yield results. Results of the pilot industry recruitment initiative have been extremely positive as dozens of employers and business associations have engaged by endorsing and recognizing the certificate program and, more importantly, are serving as an easy first step that results in a desire to contribute in more meaningful ways like serving on an advisory board to help develop standards.

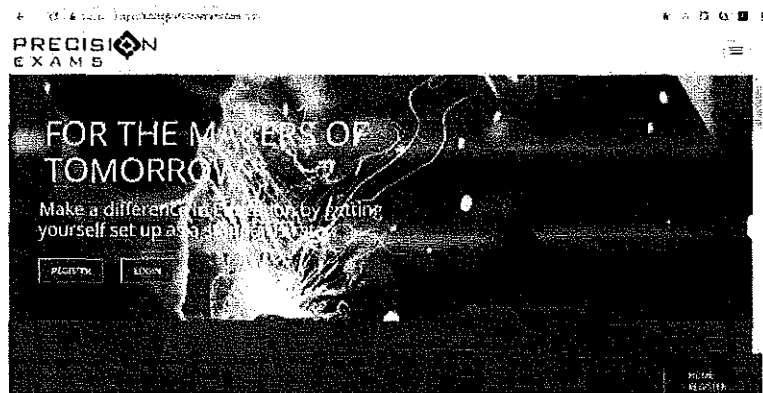
The partnership with Precision Exams and USBE has a long track record of applying flexible and creative ways to reduce costs to USBE. Once again, Precision Exams provides a similar model to cover the actual costs and expenses incurred by the Industry Intermediary team.

Industry Recognized Standards Collection and Reporting

Challenges

The biggest challenge when approaching industry to engage and participate is the W.I.I.F.M. (what's in it for me?). This question guides the value proposition that is necessary to gain commitment. Because this W.I.I.F.M. has been lacking, much of the most meaningful industry involvement has been driven by members from industry that have identified their own needs, prescribed their own solution and benefit, and pursued their initiative through funding their own workforce development programs in the schools in their area. The Utah Aerospace Pathway is a fine example of an industry and education partnership that was driven successfully by industry to create meaningful outcomes for that specific group of employers.

Employers want to engage, they want to participate, and many will volunteer time, money and other resources, but providing them with clear steps and benefits is crucial to building a lasting coalition that scales across all career clusters.



Online Ratings Tool

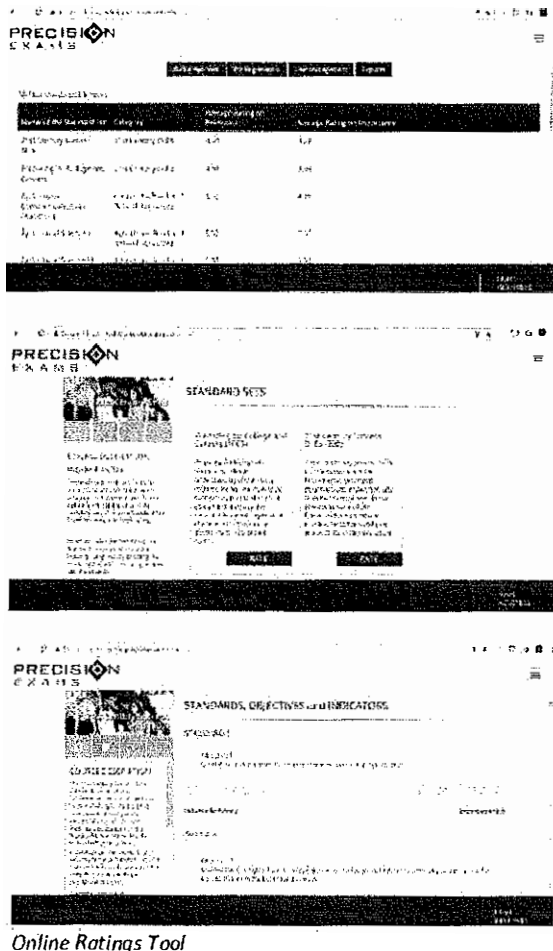
Features/Deliverables

- Develop SAAS system for scalable and sustainable input from industry subject-matter experts on strands and standards <https://rating.precisionexams.com/app/>
- Create coalition of employers and business associations to encourage long-term industry involvement to review and revise and participate in the standards and exam development process asynchronously through online tool, and through scheduled in-person meetings in advance of exam review dates
- Maintain the SAAS ratings tool, screen member applications, filter and collect feedback, update standards in system, maintain the online tool to include hosting and security
- Provide reporting tool to collect and aggregate strand and standards input on each of the 170+ CTE assessments offered in the state across 15 career clusters

USBE – Industry Engaged in Education Standards Rating Tool – Scope and Pricing Proposal



- Provide industry members a benefit to participate in the standards review and development process
- Establish and maintain Industry Engaged board to collect members from industry serving in advisory roles as subject-matter experts
- Provide marketing vehicle to promote individual and company contributions to Industry Engaged
- Recruit members of industry to participate in Industry Engaged
- Provide full training and process expertise to Industry Engaged members on standards review and creation
- Secure facilities for Industry Engaged board and membership meetings
- Provide meals and refreshments for Industry Engaged trainings, board and membership meetings
- Facilitate employer engagement in other meaningful industry engagement opportunities (e.g., conferences, CTSO events, advisory boards, site visits and tours, public relations)
- Develop an incentive and recognition program aimed at recognizing individual and company participation in the standards rating advisory board



Online Ratings Tool

Benefits/Improvements

Part of human nature is our desire to belong and be a part of something. LinkedIn profiles of business professionals confirm this notion; industry professionals yearn to serve in some capacity with non-profit groups and boards to help strengthen their profiles and resumes. The proposed enhancement will establish an Industry Recognized Standards Commission. The mission will be to enlist industry feedback on certifications and the standards they are built upon. This provides credibility and a sense of unity, a desire to be a part of something, instead of simply enlisting the feedback of individuals on a case by case basis. Now employers will have a forum to discuss their workforce development needs with a direct conduit and connection to state CTE leadership. For those not able to meet in person to review standards, the online SaaS Standards Ratings Tool will provide a platform for industry to rate standards. This input will be collected and presented as feedback to the standards review sessions.

"The best way to get employers in the room is by endorsing current pathways." As part of the needs analysis and action plan, this initiative will continue to grow the number of industry partners involved in this initiative, then expand their role to contributing in the

standards review and development. This key initiative is already proving to be the most beneficial and impactful result of the New Skills for Youth grant.

“The basis for engagement with standards and assessment system is already in place, saving a great deal of time and money. The next steps in refining this program and involving industry is to continue to grow the number of employers endorsing the program, then continue to invest in the vehicle to bring industry partners and educators together at the regularly scheduled standards review sessions” (Utah Employer Engagement Needs Assessment and Action Plan, 2017).

This organization of industry will ensure a desired outcome for industry to participate and publicly promote their involvement. In addition to serving as a W.I.I.F.M for participants, the input will provide valuable insight and participation that will certainly strengthen the standards, and employer recognition of the outcomes for students. This program will help solve a large part of the industry-recognized credential conundrum. Instead of searching in vain for certificates employers recognize, local industry will participate, strengthening the program, and making the current program recognized by industry.

(Utah Career Readiness Initiative Needs Assessment Survey, 2017).

Timeline

The services will be contracted for a period of twelve months from the date of contract acceptance.

Appendix

The following documents include:

List of assessments in the Career Skills Certification Program available for industry review

Precision Exams sole source declaration

Exam Name	Exam ID	Notes
21st Century Success Skills	300	21st Century Skills
Preparing for College and Careers	1003	21st Century Skills
Agricultural Systems Technology I	110	Agriculture, Food and Natural Resources
Agricultural Systems Technology II	113	Agriculture, Food and Natural Resources
Aquaculture	118	Agriculture, Food and Natural Resources
Small and Companion Animal Science	119	Agriculture, Food and Natural Resources
Animal Science I	120	Agriculture, Food and Natural Resources
Animal Science II	123	Agriculture, Food and Natural Resources
Veterinary Assistant	124	Agriculture, Food and Natural Resources
Veterinary Technician	125	Agriculture, Food and Natural Resources
Equine Science - Year	126	Agriculture, Food and Natural Resources
Equine Science A	127	Agriculture, Food and Natural Resources
Equine Science B	128	Agriculture, Food and Natural Resources
Floriculture and Greenhouse Management	130	Agriculture, Food and Natural Resources

Floriculture	131	Agriculture, Food and Natural Resources
Greenhouse Management	132	Agriculture, Food and Natural Resources
Landscape Management	133	Agriculture, Food and Natural Resources
Nursery Operation	134	Agriculture, Food and Natural Resources
Plant and Soil Science I	140	Agriculture, Food and Natural Resources
Plant and Soil Science II	143	Agriculture, Food and Natural Resources
Agricultural Business and Management	150	Agriculture, Food and Natural Resources
Natural Resource Science I	170	Agriculture, Food and Natural Resources
Natural Resource Science II	173	Agriculture, Food and Natural Resources
Natural Resource Science IA (Semester)	175	Agriculture, Food and Natural Resources
Agricultural Science I	180	Agriculture, Food and Natural Resources
Agricultural Science II	183	Agriculture, Food and Natural Resources
Agricultural Science III	185	Agriculture, Food and Natural Resources
Agricultural Communication and Leadership	190	Agriculture, Food and Natural Resources
Construction Trades Foundation	510	Architecture and Construction
Carpentry	512	Architecture and Construction
Woodworking	520	Architecture and Construction
Furniture Design and Manufacturing	522	Architecture and Construction
Cabinetmaking	524	Architecture and Construction
Industrial Design	534	Architecture and Construction
Architectural Design I	542	Architecture and Construction
Architectural Design II	544	Architecture and Construction
CAD Architectural Design I	631	Architecture and Construction
CAD Architectural Design II	632	Architecture and Construction
CAD Architectural Design III	633	Architecture and Construction
CAD Mechanical Design I	661	Architecture and Construction
CAD Mechanical Design II	662	Architecture and Construction
CAD Mechanical Design III	663	Architecture and Construction
Desktop Publishing I	248	Arts, A/V Technology and Communication
Desktop Publishing II	249	Arts, A/V Technology and Communication
Interior Design I	330	Arts, A/V Technology and Communication
Interior Design II	333	Arts, A/V Technology and Communication
Advanced Interior Design	335	Arts, A/V Technology and Communication
Design and Visual Communications	530	Arts, A/V Technology and Communication
Commercial Advertising and Art	532	Arts, A/V Technology and Communication
Film Photography, Basic	535	Arts, A/V Technology and Communication
Digital Photography, Basic	537	Arts, A/V Technology and Communication
Commercial Photography, Advanced	539	Arts, A/V Technology and Communication
Graphic Communications, Introduction	560	Arts, A/V Technology and Communication
Graphic Communications, Intermediate	562	Arts, A/V Technology and Communication
Graphic Communications, Advanced	564	Arts, A/V Technology and Communication

Screen Printing, Introduction	566	Arts, A/V Technology and Communication
Digital Print Design	568	Arts, A/V Technology and Communication
Television Broadcasting	590	Arts, A/V Technology and Communication
Television Broadcasting II	591	Arts, A/V Technology and Communication
Video Production I	592	Arts, A/V Technology and Communication
Video Production II	593	Arts, A/V Technology and Communication
Digital Media IA	810	Arts, A/V Technology and Communication
Digital Media IB	811	Arts, A/V Technology and Communication
Digital Media II	815	Arts, A/V Technology and Communication
3D Graphics	818	Arts, A/V Technology and Communication
3D Animation	819	Arts, A/V Technology and Communication
Business Concepts	200	Business Management and Administration
Digital Business Applications	215	Business Management and Administration
Business Communication I	220	Business Management and Administration
Business Communication II	222	Business Management and Administration
Business Management	230	Business Management and Administration
Business Law	240	Business Management and Administration
Business Web Page Design, Advanced	256	Business Management and Administration
Word Processing Basics	260	Business Management and Administration
Word Processing	262	Business Management and Administration
Child Development	320	Education and Training
Early Childhood Education I	323	Education and Training
Early Childhood Education IA	325	Education and Training
Early Childhood Education IB	328	Education and Training
Early Childhood Education II	329	Education and Training
Accounting I	210	Finance
Accounting II	212	Finance
Accounting, Advanced	213	Finance
Banking and Finance	235	Finance
Math of Business and Personal Finance	236	Finance
Personal Financial Responsibility	1002	Finance
General Financial Literacy	4501	Finance
Leadership Principles	421	Government and Public Administration
Economics	450	Government and Public Administration
Food and Nutrition II	343	Health Science
Health Sciences, Introduction	700	Health Science
Exercise Science / Sports Medicine	701	Health Science
Medical Terminology	704	Health Science
Biotechnology	708	Health Science
Medical Assistant - Medical Terminology	710	Health Science
Medical Assisting - Medical Office Mgmt.	712	Health Science

USBE – Industry Engaged in Education Standards Rating Tool – Scope and Pricing Proposal



Medical Assisting - Anatomy and Physiology	714	Health Science
Medical Assistant - Clinical and Laboratory Procedures	716	Health Science
Dental Assistant - Dental Science I	720	Health Science
Dental Assistant - Dental Science II	721	Health Science
Dental Assisting - Dental Science III	722	Health Science
Nutrition and Wellness	2001	Health Science
Food and Nutrition I	340E	Health Science
Medical Anatomy and Physiology	702E	Health Science
Food Service Culinary Arts	345	Hospitality and Tourism
Culinary Management	347	Hospitality and Tourism
Customer Service	403	Hospitality and Tourism
Travel and Tourism	410	Hospitality and Tourism
Lodging and Recreation	414	Hospitality and Tourism
Teen Living	305	Human Services
Adult Roles and Responsibilities	310	Human Services
Adult Roles and Financial Literacy	319	Human Services
Interpersonal Relationships	1001	Human Services
Information Technology, Introduction	801	Information Technology
Computer Programming IA	820	Information Technology
Computer Programming II C++	830	Information Technology
Computer Programming II (C#)	832	Information Technology
Computer Programming II Java	835	Information Technology
Computer Programming II Python	836	Information Technology
Computer Maintenance and Repair	884	Information Technology
Network Fundamentals	888	Information Technology
Web Development IA	893	Information Technology
Web Development IB	894	Information Technology
Gaming Development Fundamentals	896	Information Technology
Computer Programming IB C++	82201	Information Technology
Computer Programming IB Java	82401	Information Technology
Computer Programming IB Visual Basic	82601	Information Technology
Computer Programming IB Python	82701	Information Technology
Computer Programming IB C#	82801	Information Technology
Computer Technology I	250E	Information Technology
Computer Technology II	251E	Information Technology
Business Web Page Design	254E	Information Technology
Law Enforcement	570	Law, Public Safety, Corrections and Security
Medical Forensics	730	Law, Public Safety, Corrections and Security
Emergency Medical Technician	5110	Law, Public Safety, Corrections and Security
Machining I	580	Manufacturing
Machining II	585	Manufacturing

USBE – Industry Engaged in Education Standards Rating Tool – Scope and Pricing Proposal



Welding Technician, Intermediate	596	Manufacturing
Welding Technician, Advanced	597	Manufacturing
Engineering Principles I	601	Manufacturing
Engineering Principles II	602	Manufacturing
Engineering Technology	615	Manufacturing
Welding Technician, Entry	59SE	Manufacturing
Exploring Business and Marketing	245	Marketing
Apparel Design and Production I	350	Marketing
Apparel Design and Production II	353	Marketing
Designer Sewing/Fashion Design	354	Marketing
Fashion Strategies	355	Marketing
Marketing, Introduction	400	Marketing
Marketing I	401	Marketing
Marketing II	402	Marketing
Fashion Merchandising, Advanced	406	Marketing
Retailing (School Store)	408	Marketing
Retailing	409	Marketing
Real Estate	411	Marketing
Advertising and Promotions	412	Marketing
Social Media Marketing	413	Marketing
Fashion Merchandising I	415	Marketing
Sports and Entertainment Marketing	416	Marketing
Entrepreneurship	451	Marketing
Foundation of Technology	610	Science, Technology, Engineering and Mathematics
Robotics I	612	Science, Technology, Engineering and Mathematics
Manufacturing Technology	620	Science, Technology, Engineering and Mathematics
Robotics II	622	Science, Technology, Engineering and Mathematics
Electronics I	651	Science, Technology, Engineering and Mathematics
Electronics II	652	Science, Technology, Engineering and Mathematics
Exploring Computer Science	802	Science, Technology, Engineering and Mathematics
Physics with Technology	961	Science, Technology, Engineering and Mathematics
Small Engines I	501	Transportation, Distribution and Logistics
Collision Repair	507	Transportation, Distribution and Logistics
Automotive Service, Introduction	50SE	Transportation, Distribution and Logistics

PRECISION EXAMS

1 July 2016

Re: Sole Source Products

To Whom It May Concern:

Precision Exams is the sole source provider, developer, and seller of the following products: Precision Exams Item Analysis Suite, Precision Exams Report Suite, Precision Exams Test Engine, Precision Exams Proctor Administration, Precision Exams Industry Certification Consolidation Reporting (ICCR), Precision Exams Authoring Tool, Precision Exams Career Skills Certification(s), Precision Exams Career Skills Exam(s), Precision Exams Career Skills Performance Evaluation(s), Precision Exams Career Skills Exam Standard(s), Precision Exams Career Skills Blueprints, Precision Exams Career Pathway Application, Precision Exams Career Pathway Reports, and the Precision Exams Training Suite.

Additionally, Precision Exams is the sole source provider, distributor and seller to third-parties of the Utah Career & Technical Education (CTE) Exams, Utah Skill Certificate Exams, Utah Skill Certificate Standards, and Utah Skill Certificate Blueprints for the Utah State Office of Education; and, the National Health Science Assessment (NHSA) exams for the National Consortium for Health Science Education (NCHSE).

Each of these Precision Exams branded products and their associated marks are owned and protected by copyright by Precision Exams exclusively.

All Precision Exams Career Skills Exam content is exclusively delivered by Precision Exams. These products have not been licensed to any third-parties for distribution, and unauthorized use is policed and prohibited.

Sincerely,



Edson Barton
CEO and Chairman of the Board
Precision Exams

Sole Source Verification

www.precisionexams.com

801.653.9356