

# Statement of Statistical Validity

Minimax Consulting, LLC was contacted by Athene Incorporated (AI) to analyze, and either prove or disprove, the validity of results associated with the AI assessment tool, the Athene Quotient (AQ). AI posited that their assessment tool would accurately measure an individual's judgment, and that this measurement of judgment was a predictor of employee success, or failure. AI requested that Minimax devise a test that would either prove or disprove the validity of their claims.

Minimax suggested a "best/worst" t-test to determine which of the approximately 50 judgment indicators showed statistical validity for a sample group. "Best/worst" samples were provided by AI customers. "Best" employee scores were compared to "worst" employee scores, so that statistical significance, if any, could be determined. We then used standard deviation analysis of each indicator to determine specific ranges within each valid indicator. Non-significant indicators were discarded. Only scores which showed a statistical difference were included in the final employee selection.

Based upon Athene Incorporated customer sampling of "best/worst" employee groups which showed a statistical difference, we conclude, based on our analysis, that the AQ shows, with statistical validity, a valid and strong referential prediction of those employees which fit into the "best" group, and also those who fit into the "worst" group.

Additionally, the methodology used by Athene Incorporated provides a quick determination of whether a "best/worst" sampling meets the significant criteria to be used as a selection tool. If the "best/worst" sample did not meet the statistically significant criteria, this is immediately known, and either a larger sample is used, or that particular selection criteria is discarded. In other words, on condition that the "best/worst" sample meets the significant criteria, the AQ is a valid predictor of employee success, or failure.