

# Disclaimer

## The Occupational Assessor also known as the enhanced Dictionary of Occupational Titles® (eDOT & eDOT+) Software and Databases

(see also <http://www.paq.com> for Construct & Content Validity Discussions)

The **Occupational Assessor**, also known as the **enhanced Dictionary of Occupational Titles (eDOT)** software application and databases Professional edition (and its Consultant edition **eDOT+**, hereafter **eDOT**) and its demonstration version are designed to be used by qualified work experts experienced with statistical job data, including Human Resource professionals, vocational and rehabilitation experts, outplacement providers, compensation professionals, recruiters and forensic economists. **eDOT** reports and data are provided for informational and reference purposes only. Users should (1) use eDOT only as a starting point for evaluating and comparing job descriptions and Selected Characteristics of Occupations (SCOs); (2) apply independent judgment and research to derive job comparison conclusions and conduct job analyses; (3) independently assess the reliability and accuracy of **eDOT** data, including the consideration of statistical measures such as standard errors or deviations and/or a review of the raw data presented in the **eDOT Project** website's "Content Validity" section; and (4) understand and review the **eDOT Project** website's "Construct Validity" resources, including the "**eDOT Methodology**" which details the history and construct of **eDOT**. (Please visit the **eDOT Project** website at: <http://www.paq.com>).

*Please note: Enhancements to the eDOT software application and eDOT Skills Project website are ongoing. All planned filters may not be functional at this time, and some data fields may not be fully populated for specific positions. As with all software applications and websites, there may be imperfections in performance.*

**eDOT** USERS AGREE TO PARTICIPATE IN THE **eDOT PROJECT** INCLUDING AGREEING TO THE COMMUNICATION OF CHANGES OF **eDOT** SCO AND OTHER MEASURES SHOULD THEY BE MADE WHILE ACCESSING THE PROGRAM AND DATA. USERS ALSO UNDERSTAND THAT **eDOT** MAY BE SOLD BY A THIRD PARTY ORGANIZATION AND THAT TO TRACK UNAUTHORIZED ASSESSOR SERIES USERS, ERI MAINTAINS AND COLLECTS AN INTERNET LOG TO MATCH AGAINST A LICENSED SUBSCRIBER LIST. **eDOT** IS A CYBERNETIC SYSTEM, THE MORE IT IS USED, THE MORE ROBUST THE DATA BECOMES STATISTICALLY. DATA INPUT AND CORRECTION BY SUBSCRIBERS ARE CRITICAL TO THE LONG-TERM VALIDITY, RELIABILITY AND SUCCESS OF THIS PRODUCT.

**eDOT** was designed to replace the now outdated *Dictionary of Occupational Titles* (DOT), last published by the US Department of Labor in 1977 and 1991 (a limited update). PAQ Services, Inc. (PAQ) and ERI Economic Research Institute (ERI) have updated the DOT in many material respects, including but not limited to: (a) deleting or modifying job descriptions and worker measures contained in the DOT and its companion *Selected Characteristics of Occupations* (SCOs); (b) extracting and adding job descriptions from other datasets and sources, including ERI's **Salary Assessor® & Survey** and **Executive Compensation Assessor® & Survey** software; (c) changing job titles and alternative job titles; (d) soliciting and accepting direct input of job data by unknown persons through the **eDOT** and **Assessor Series®** software applications, **ERI's Platform Library®** software application, and ERI's Job Availability Survey website, PAQ's websites including the Position Analysis Questionnaire (PAQ) website (available via the **eDOT Project** website, and/or other Analysis Questionnaires from which the **eDOT Project** has purchased field analysts' reviews); (e) substituting some of PAQ's own algorithms for previously performed analyses of the data; (f) providing standard deviations for SCOs computed in the **eDOT Project** website's "Content Validity" section; and (g) substituting the North American Industry Classification System (NAICS) for previously used industry designations.

**eDOT** incorporates both original DOT field analysis data and new data collected by PAQ in order to validate positions added to the US economy after the latest version of the DOT was published. In July of 2004, ERI leased the management and control of the **eDOT Project** and gave PAQ the exclusive right to market and distribute **eDOT** so that **eDOT** could avail itself of PAQ's close to 150,000 scored field job

analyses collected during the past 15 years. Up until that date, the field job analyses conducted by ERI and **eDOT** represent only a small fraction of the estimated 75,000 field job analyses used in the initial DOT to validate new job data (1939, 1977, 1991). In many cases, results from **eDOT** are no longer comparable to the original DOT since some industries no longer exist within the United States, and technology has significantly changed some SCOs while **eDOT** has added 35 additional measures. While PAQ uses reasonable efforts to periodically update **eDOT** data, users should be aware that other information may be available from the US Department of Labor in its replacement for the DOT, the O\*NET (Occupational Information Network).

PAQ's data collection efforts are a "work in progress" and PAQ does not warrant the accuracy of the eDOT values or underlying data. PAQ, in its sole discretion, determines both what data to include in the PAQ Skills Project Raw Data, and when and how the Raw Data is converted to eDOT values. Thus there may be discrepancies between Raw Data totals and eDOT values. For example, PAQ may increase Selected Characteristic of Occupation work measures from "Not Present" (e.g., value = 0) to "Present" (value > 0) because input indicates the measure exists, while not decreasing values from Constantly to Frequently (value from three to two) because sufficient data has not yet been collected to determine "normalization of data" techniques.

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**Neither PAQ nor ERI present themselves as the absolute authority on any issue. Instead, we compile data for professionals to analyze and consider and provide Assessor Series and eDOT software and Reference reports to assist in that effort.**

Patent Nos. 6,862,596 and 7,647,322, other Patents Pending

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