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**R.J. Heckman Named President and CEO of Personnel Decisions International**  
*Current President and COO Cindy Marsh will Continue to Serve as Vice Chair*

**MINNEAPOLIS (May 20, 2008)** – Personnel Decisions International (PDI), a global leadership consulting organization, has announced that R.J. Heckman, Ph.D., will become president and chief executive officer (CEO) of the company effective June 2, 2008.

Heckman joined PDI in 1999 and currently serves as vice president and general manager of PDI's Leadership Assessment Products business. In this role, he spearheaded creation of the TalentView® family of products, including TalentView of Performance®, which won a "Top Human Resources Product" distinction from HR Executive magazine in 2006. Heckman also serves on the PDI board of directors and the executive council. He has previously served as general manager of PDI's Boston office, as well as the global practice area leader for leadership product development and strategic technology alliances out of the New York office.

Prior to joining PDI, Heckman acquired a wide range of experiences, including an international assignment in Japan, working for Graco and AlliedSignal (now Honeywell).

Heckman earned his doctorate and master's degrees in Industrial/Organizational psychology from the University of Tulsa and his undergraduate degree from the University of Wisconsin-Madison.

"R.J.'s tremendous credentials, breadth of experiences, extensive speaking engagements, consistent and stellar performance as well as his commitment to PDI's success are key indicators that he will continue to be an outstanding leader for this organization," said Lowell Hellervik, PDI founder and chairman of the board.

PDI's current president and chief operating officer (COO), Cindy Marsh, Ph.D., is stepping out of those positions as part of this planned transition, but will continue to serve the organization as vice chair. She will also work part-time with high-profile clients and will remain on the board of directors. Marsh has been with PDI for more than 26 years and has innumerable accomplishments, including serving as PDI's first coaching practice leader as well as successfully running PDI's Twin Cities Operating Office and its Midwest Region. She has served as COO since 2001 and president since 2003.

"I am tremendously grateful for Cindy's contribution during the last 26 years. No one has worked harder or shown more commitment to PDI than Cindy," said Hellervik. "She is a key reason the company has been successful."

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## **ABOUT PERSONNEL DECISIONS INTERNATIONAL**

Personnel Decisions International (PDI) is a global leadership consulting firm with distinctive expertise in building leadership talent that provides our clients with real competitive advantage. With more than 700 team members in 30 offices around the globe, PDI partners with the world's leading organizations, enabling them to make consistently effective talent decisions about leaders.

Using field-tested strategies and tools that are unique in the industry—we help clients identify, develop, and deploy superior leaders. Our aim is simple—the well-placed confidence that clients' current and future leaders are distinctively stronger than the competition, resulting in sustained, superior performance. For more information, contact PDI client relations at 920.997.6995 (in the U.S. 800.633.4410) or visit PDI's Web site at [www.personneldecisions.com](http://www.personneldecisions.com).

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