COMPANY HISTORY

Headmaster was founded on a handshake in 1985 by general partners Paul Dorrance and Ben Schmitt. The partnership coincided with their development of Headmaster© administrative software for schools for the management of records such as transcripts, attendance, and report cards. In 1987, the company launched its first version of Grademaster©, software for use by teachers for classroom administration. The business expanded to include computer hardware sales and network consulting to serve our school clients better.

In 1993, "Montana's HeadMaster network" was recognized by U.S. News & World Report *(December 6 p 56-60, 62-63)* for its contribution to "Pioneering the Electronic Frontier." The acknowledgment came as a result of the network's ability to deliver curriculum (distance learning) to remote regions of the Northwest. One of the courses approved by the Montana Department of Health and created by a Montana RN was for nurse aide training and evaluation. In 1991, in accordance with OBRA regulations, the state of Montana contracted with Headmaster to begin certified nurse aide (CNA) testing and certification using our in-house developed Testmaster© software and a bank of CNA test items developed by Montana subject matter experts (SMEs), including those pioneers in the distance learning program.

Following is a tour through the years:

1999: The Oregon State Board of Nursing breaks us out of Montana and awards us the Oregon Nurse Aide Competency Testing Contract. North Dakota and South Dakota come along for the ride soon thereafter. We are still the vendor of choice in all three of these states.

2001: Ohio STNA testing and Ohio lead abatement testing came on board. At that time, it seemed appropriate to the founding partners that their business name change to reflect the diversity of their services and that the company formally be structured as a limited liability partnership. Thus, D&S Diversified Technologies LLP - Headmaster LLP was born. 2001 also saw the opening of our Eastern regional office in Findlay, Ohio.

2002: The Tennessee, Delaware, and Idaho CNA testing contracts were won. Mountain States Line Constructors, based in Utah, at one point, contracted to use our software for linesman test item development for testing in their five-state region.

2003: Headmaster remains on the cutting edge of testing in 2003! We work with Iowa in the development and administration of an online testing model and software, and Iowa converts their nurse aide testing using their own test questions but leasing our technology solutions.

2004: We rolled out WebETest©, a suite of wildly successful applications for online test content development, online test scheduling, and online delivery of test content. Utah joined in 2004 using our software and/or test bank for CNA testing in their state, and they were one of the first states that were transitioned to our new **TMU©** software, which they are currently utilizing. The same year saw a 10,000 sq. ft. addition added to our Findlay, Ohio office along with the creation of D&S Training Center LLP. The Helena, Montana office became the headquarters.

2005: We welcomed Arizona, New Hampshire, Oklahoma, and Vermont to our nurse aide testing family. In addition, Ohio, Montana, Arizona, and Oklahoma began item development and testing of medication aides/assistants/technicians.

2006-2007: Arkansas began item development and testing of medication assistants.

2008-2009: We developed and added facility administrator testing in Idaho and medication aide testing in Oregon.

2010: We saw the addition of New Jersey, where we provide content and manage skill testing for four disciplines along with our strategic competency testing partner, PSI Services LLC, whose knowledge test centers deliver the knowledge portion of the tests. These disciplines are nursing assistant, personal care assistant, medication assistant, and facility administrator testing.

2011: We have always been forward-thinking, focusing on expanding the use of the Internet for all facets of the testing process, from registration of candidates upon enrollment into a training program to testing with meaning-full test results feedback to candidates, programs, and state agencies, to a complete web-based registry management system with online employer verification for the required renewal processes. Development of our current state-of-the-art software, TestMaster Universe (**TMU©**), began.   In addition, we saw the addition of Massachusetts MAP (medication administration program) testing with content for a knowledge test and medication administration and transcription skill tests.

2012: The Nevada medication assistant competency testing contract was added.

2013: We added X-ray technician and Direct Service Worker testing in Ohio and Arizona Assisted Living Facility Caregiver and Assisted Living Facility Manager test banks and testing. We were also awarded the Registry for the Arizona Assisted Living Facility Caregivers and Managers using our TestMaster Universe (TMU©) software.

- 2013 also saw Paul Dorrance buy out Ben Schmitt's interest in the Companies. Ben is now hired as a consultant as needed.

2015: The Nevada nurse aide competency testing contract was added.

2016: TestMaster Universe (**TMU©**) is launched for CNA and CMA testing in Oregon. Tennessee Medication Assistant-Certified (MA-C) began item development and testing of medication assistants.

2018: The Wisconsin nurse aide competency testing and Registry contract was added.

2020:   With COVID-19 impacting the world with shutdowns, etc., we thought outside the box and developed virtual testing processes and procedures and strict COVID-19 infection control standards into our testing model. We are the only test vendor that did not suspend testing, and as an essential business, our incredible customer service staff continued to provide our excellent customer service (from their home/remote work stations no less), and the amazing and dedicated testing teams continued to test nurse aides and other testing discipline candidates in several states. Through this, we added Arizona LPN/RN Refresher testing in early 2020. In addition, the Arkansas Department of Health wanted a forward-looking company to count on through the 2020 COVID-19 turmoil and beyond that would work with them to fulfill Arkansas competency testing needs, and we signed an emergency contract with the state of Arkansas with a record 29-day transition.

2021: Missouri joins the nurse aide competency testing family. Utilizing our data conversion services, we migrated all their historical data for multiple disciplines into our **TMU©** software, which they utilize for their statewide Registry. The Minnesota nurse aide competency testing contract was also awarded in 2021.

2022 was a very busy year: Michigan called looking for solutions to advance its application, testing, renewal, and reciprocity processing. They discovered the best-kept secret in the testing industry. We ramped up a testing infrastructure in weeks that they had been waiting for and wanting for years. Massachusetts asked us to help with their nurse aide testing backlog that had developed in the State. We brought our software and efficient testing model to the State and quickly implemented a testing infrastructure to deal with their existing backlog. In addition, we became one of the multi-vendors in the state of California testing nurse aide candidates when the American Red Cross decided to stop testing nurse aides and left California searching, which brought them to our door.

2023: The Idaho Medication Assistant-Certified (MA-C) testing contract was awarded. The Kentucky Community and Technical College System contracted with us utilizing our **TMU©** software and/or test bank for nurse aide and medication aide testing in their state. In addition, we were awarded the Wyoming nurse aide competency testing contract and started testing in the summer of 2023.