

**CITY OF SHAKER HEIGHTS  
2021 POLICE EXAM COST COMPARISONS  
BASED ON PURCHASING 50 EXAMS**

AGENCY	Type of Test	STUDY GUIDE COST	EXAM COST	SCORING SERVICE	SHIPPING	TOTAL (For one process)
<b>B-Pad Group, Inc.</b>	Video , Internet link	N/A	\$60.00 per candidate \$250.00 Annual Fee		N/A	<b>\$3,250.00</b>
<b>Industrial/Organizational Solutions</b>	online exam - National	Available to be purchased by applicant	\$40 - \$65 per exam depends on selected exam  membership fee			<b>\$3,250 plus fee</b>

EXHIBIT D

Exhibit 4