

AUTOMATED HIRING SOLUTION

Pass III

Knowing an Applicant's Attitude is like Having a Window into the Future

The Personal Assessment Selection Survey III (PASS III) is a validated pre-employment attitude survey that has been used for over 15 years to help hundreds of companies select honest, hardworking employees.

The PASS III provides an assessment of how applicants will perform in three important areas.

- Work Ethic and Dependability
- Integrity
- Drug and Alcohol Avoidance

Job applicants answer the questions candidly as questions are phrased in a non-threatening way, and do not require admitting to dishonest or antisocial behaviors. The survey takes less than 15 minutes to complete, and is scored by the Applicant software.

A Combination of Powerful Features

The PASS III hiring tool is now available as a part of the PDI/Applicant hiring suite. PDI/Applicant provides multi-site employers with a unique combination of tools at the hiring location as well as the ability to track applicant flow and compliance with hiring policies centrally.

PDI/Applicant features: Job Applicant Sharing, On-Site Background Screening, WOTC Administration and Tracking, Centralized Score and Data Reporting, On-Site Scoring, and PASS III Administration.

On-Site Reporting

The on-site manager receives applicant scores for each segment of the PASS III based on the following risk scale:

- False Positive
- Low Risk
- Moderate Risk
- High Risk

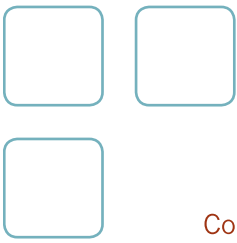
The on-site report will provide an overall risk assessment of the applicant in terms of:

- Recommended
- Recommended with Caution
- Not Recommended

It will also provide a list of behavior-based interview questions centered on applicants' responses to the questions in the PASS III. The questions are professionally crafted to provide additional insight into the applicants' job-related attitudes.

Centralized Tracking and Reporting

Enforcing store-level compliance with your company's hiring policies can be a nightmare — especially in a tight labor market. With PASS III, your Human Resource department will be able to track compliance with store-level hiring activities through PDI/Applicant's host-level reports.



Control Desperation Hiring

Controlling "Desperation Hiring" saves your company money by:

- Lowering Inventory Shrink
- Reducing Cash Shortage
- Improving Customer Service
- Reducing Workers Compensation
- Lowering Unemployment Costs
- Cutting Employee Turnover

WOTC Tax Credit

Some employers will see a substantial return on their investment through the WOTC tax credit program.

Customization available

We can customize a system to suit your specific needs:

- Industry-Specific Interview Questions
- Private Labeling Program
- Per-Location Monthly Licensing
- Investigation Services. (USIS)

For additional information, contact us at 254.771.7100, or on the Web at www.profdata.com.

