

Introducing... SkillSurvey Mobile™

SkillSurvey Mobile Offers Reference Assessments on the Go!



Reach References Anywhere; Get Better Results in Record Time

SkillSurvey's Pre-Hire 360® enterprise solution is now mobile, improving the time it takes to check references and make hiring decisions. With SkillSurvey Mobile™ you can solicit detailed performance feedback on candidates and fill jobs more quickly when references use their iPhone, BlackBerry, or Windows-enabled smartphone to reply.

In today's on-the-go world, people expect to get things done anywhere, anytime using their mobile devices. Recruiters, references, and job seekers can access SkillSurvey Mobile™ whenever convenient, without sitting in front of their computer—a no-hassle approach that accelerates the hiring process.

The Pre-Hire 360® mobile application is just one more way SkillSurvey is revolutionizing reference assessment. Not only do you shave hours off the process of compiling meaningful information about a potential hire's performance, but also:

- Recruiters gain the flexibility to initiate, monitor, and view reference assessments while attending job fairs, going to networking events, or traveling to satellite offices.
- Job references can respond to reference requests while they're on the road rather than waiting until they're back in the office. This is especially important to busy executives.
- Candidates are empowered to enter reference information and kick off the process no matter where they are.

Ditch the Guesswork and Improve Hiring Quality

The first reference-assessment solution to go mobile, Pre-Hire 360® provides a full-circle view of your applicant's on-the-job behaviors, skills, and developmental needs.

Using Web 2.0 technology, the application collects feedback from your candidates' managers, subordinates, peers, and work associates on behaviors and skills tied with success in a given type of job. Results are aggregated and presented in an eye-opening, composite view that lets you compare and contrast candidates on key traits and experience.

The assessment takes just minutes for everyone involved, allowing you to quickly gather candid insights. The result?

- Hire stronger performers with a solid history of success
- Ensure a better fit with your organization, reducing employee turnover
- Increase recruiting productivity, eliminating ineffective reference checking
- Save money, reserving your travel and lodging budget for the highest-scoring candidates
- Demonstrate EEOC compliance at all times



Easy to Use, Confidential

The Pre-Hire 360® is available on-demand and priced as an enterprise-wide solution. The mobile application is offered as part of the basic subscription services. It works equally well for all open positions in your organization, from senior executives to non-exempt jobs.

Pre-Hire 360® sends email invitations to candidates and references that allow them to reach easy-to-use screens on their mobile devices. Candidates input their references' contact information, and then each reference automatically receives a brief, but powerful survey that he or she can complete in minutes by rating the candidate on a simple scale.

References can respond with utter candor because replies are consolidated and not attributable to an individual. All candidates sign a waiver of liability, so references need not fear legal repercussions.

Key Benefits of SkillSurvey Mobile™:

- Responding is easy via concise screens on mobile devices.
- Confidentiality is preserved because responses are aggregated and only presented if at least three references participate.
- References avoid legal concerns because candidates sign a waiver of liability.
- Surveys focus on qualities difficult to gauge during interviews, such as honesty, integrity, ethics, emotional maturity, and specific job competencies.
- Mobile access speeds days to fill—already just 2 days with Pre-Hire 360®.

Smartphone Plus Science Equals Unparalleled Insights

In the old days of traditional reference checks, telephones were recruiters' most important tool. But the process was fraught with frustrations and delays, including days of phone tag and sketchy information from employers uncomfortable providing anything more than date verifications.

Today's smartphones, combined with the SkillSurvey Mobile™ application, give recruiters a whole new level of flexibility and insight.

SkillSurvey takes a scientific approach to assessment, incorporating principles from industrial and organizational psychology into survey development. Our library of survey templates for different industries and job families taps into factors that correlate with future performance and service longevity. Survey items target specific competencies as observed over time, rather than asking generic questions.

The result is better hires and longer retention rates—something the hit-or-miss telephone interviews of the past couldn't deliver.



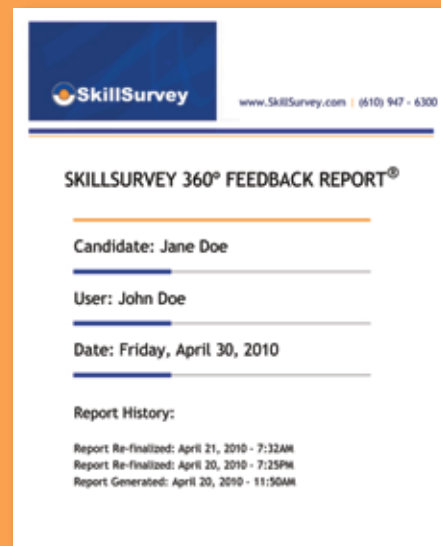
A More Efficient Selection Process

The best time to start the Pre-Hire 360® survey process is early in the recruitment cycle—before you've arranged final interviews for top contenders. Our reporting tools can help you:

- **Differentiate between candidates.** Look across candidates and compare ratings in the Candidate Comparison Report™.
- **Trim the number of interviews you conduct.** Be more discerning in who you interview and save your time and travel budget for the cream of the crop.
- **Guide the direction of the interview.** Identify red flags that allow you to probe for more information.
- **Evaluate candidates more objectively.** Rely on uniform information gathered via the SkillSurvey methodology.
- **Improve the efficiency of your hiring process.** Save time and boost your productivity with an easy, automated process.
- **Determine coaching and development plans for your new hires.** Tailor on-boarding plans to address specific developmental areas identified in the surveys.
- **Be audit ready at all times.** Demonstrate a consistent procedure and compliance with hiring regulations via SkillSurvey's management dashboards.

Pre-Hire 360® Reference Assessments are:

- Fully Automated
- Scientifically Validated
- Comprehensive
- Readable at a Glance
- Available On-Demand, 24/7
- Linked with a Candidate Database
- Synched with Various HR Systems
- Dynamic
- Technically Supported



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Recruiters can use their mobil devices anytime to track progress, pinpoint bottlenecks, and get immediate insights into candidate performance.