

ORION PRE-EMPLOYMENT ASSESSMENT FAXSERV™

IDENTIFY SUPERIOR JOB CANDIDATES FOR:

Bank Staff

Restaurant Staff

Retail Clerk

Store Stocking Staff

Warehouse Staff

Production Workers

Hourly / Temporary

THIS PRE-EMPLOYMENT ASSESSMENT IS:

Well Validated

Free from Adverse Impact

Able to Minimize Interviewer Bias

Easy to Use

Designed to Deliver Results

Quick and Easy Scoring Process

EEOC / ADA Compliant

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Know your applicants *before* you hire them

Orion Pre-employment Surveys are as close as you can get to this kind of information. And, you can get it in minutes. Orion surveys give a quick snap-shot of an applicant's:

- work-related attitudes
- attitudes that lend to on-the-job behavior
- behavior that either boosts or shrinks profits

Two report options are available.

An applicant's Orion Profile includes four sections. Each section includes information vital to hiring the best applicant.

Validity Level

The Validity Level tells to what extent the applicant tried to tell you what he / she thought you wanted to hear. This is the first information on the Profile because it tells about the reliability of the remaining information

Self-Assessments

Certain questions ask the applicant to describe past behavior along with work activities the applicant likes and dislikes. The Self-Assessments highlight potential problems or positives.

Attitude Scales

Depending on the survey version used, the Profile provides a combination of work-related attitudes scales. Every Profile includes Supervisory, Work, Drug Use, and Theft Attitude Scales. The remaining scales appear in various combinations on different survey versions.

Supervisory

How the applicant is to accept direction from supervisors and follow company policies and procedures. Also reflects the applicant's supervisory potential.

Work

How likely the applicant is to be absent or tardy; also how well the applicant values the workplace and working with a team.

Workplace Drug Use

Tells you how permissive the applicant's attitudes are toward illegal workplace drug use and its impact on the workplace.

Workplace Theft

Tells you how likely the applicant is to rationalize workplace theft and cheating.

Other Attitude Scales — depends upon the Orion Profile used:

Prospects for Long-Term Employment

Customer Service

Safety and Risk Avoidance

Communication

Competitiveness

Sales Attitudes

REPORT OPTIONS:

PE3-CS (68 Questions)

Use this version when priorities include:...

Lowering:

- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision
- provide excellent customer services

PE3-Safe (67 Questions)

Use this version when priorities include:...

Increasing:

- workplace safety

Lowering:

- workplace accidents
- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision

PE3-Safe-CS (80 Questions)

Use this version when priorities include:...

Increasing:

- workplace safety

Lowering:

- workplace accidents
- turnover
- workplace theft
- workplace drug use
- absenteeism

Selecting applicants who:

- will work well with supervision
- provide excellent

LANGUAGES:

English
 Spanish
 Canadian English
 Canadian French

SCORING OPTIONS:

NetServ™ - online
 FaxServ™ - fax-back
 TeleScore™ - telephone

ORION MEASURES

REPORT VERSIONS

| ATTITUDE SCALES: | PE-CS | PE3-SAFE | PE3-SAFE-CS |
|---|--------------|-----------------|--------------------|
| Supervisory Attitudes How the candidate accepts supervision | ✓ | ✓ | ✓ |
| Work Attitudes Attitudes towards absenteeism & tardiness in the workplace | ✓ | ✓ | ✓ |
| Workplace Drug Use Attitudes Applicant's attitudes concerning drug use in the workplace | ✓ | ✓ | ✓ |
| Workplace Theft Attitudes Applicant's attitudes towards theft in the workplace | ✓ | ✓ | ✓ |
| Prospect for Long Term Employment Will the applicant stay with your company? | ✓ | ✓ | ✓ |
| Customer Service Will customer satisfaction be a high priority? | ✓ | | ✓ |
| Safety and Risk Avoidance Attitudes Will the applicant help create a safe workplace? | | ✓ | ✓ |
| Validity Level | ✓ | ✓ | ✓ |
| Self Assessment Statements | ✓ | ✓ | ✓ |
| Post-Survey Interview Questions | ✓ | ✓ | ✓ |

FAXSERV™ OPTION:

| | |
|---|--|
| Best Choice For: | Companies with a large volume of applicants screened at multiple locations . Requires the least amount of manager involvement in the scoring process. Ideal for time intensive environments. Good for monitoring compliance with company hiring process. |
| Scoring Time | 2 to 4 minutes. Automated service available 24 hours / 7 days |
| Profile Style | Short Profile – 1 page with Post-Survey Interview Questions listed by number Medium Profile* – Multiple pages including the text of the Post-Survey Interview Questions (* there may be a slight additional cost -- telephone) |
| System Requirements | Late model fax machine |
| Statistical Reporting Capabilities | Standard monthly report detailing all applicants' Profile results by social security number and location number along with a statistical summary by location number. Customized reporting is available for an additional fee. |
| Programmed Hiring Guidelines | FaxServ™ prints a message on the applicant's Profile indicating whether or not the applicant may be considered further for employment based on your firm's customized, specific hiring guidelines. |