



Intelligent Candidate Profile

Performance Indicators - Summary Report

Partner: Warehouse
 Date: 1/5/22
 Total Associates: 250

| Skill Assessments: | Top Rep Avg Score | Mid / Bottom Avg Score | Performance Indication? |
|---------------------------|-------------------|------------------------|-------------------------|
| Picking Packing | 75% - 50 | 62% - 200 | YES |
| Basic Warehouse Knowledge | 68% - 50 | 66% - 200 | NO |
| Forklift | 55% - 50 | 53% - 200 | NO |
| | | | |
| | | | |
| Behavioral Assessments: | | | |
| Safety | 70% - 50 | 71% - 200 | NO |
| Engagement | 78% - 50 | 61% - 200 | YES |
| Teamwork | 72% - 50 | 66% - 200 | NO |
| Retention | 64% - 50 | 58% - 200 | NO |
| | | | |

Skill Analysis: Top 50 Associates scored over 75% or better in Picking/Packing.
Behavioral Analysis: Top 50 Associates scored 78% or better in Engagemnet.

| Industry Experience (Years) | % of level in top 50 | Mid / Bottom % 200 | Performance Indication? |
|-----------------------------|----------------------|--------------------|-------------------------|
| None: | 8% - 5 | 92% - 58 | NO |
| Less than 1 Year: | 14% - 14 | 86% - 89 | NO |
| 1 Year to 3 Years: | 39% - 20 | 61% - 32 | YES |
| 3+ Years: | 34% - 11 | 66% - 21 | YES |
| | | | |

Analysis: 73% of Top Reps had 1 yr plus of CC Exp, while 79% of Mid/Bottom had less than 1 yr
Strong Performance Indicator for identifying not only Top Associates, but Mid/Bottom Associates also.

| Education | Top 50 Reps | Mid / Bottom Reps 200 | Performance Indication? |
|-----------------------------------|-------------|-----------------------|-------------------------|
| High School / GED | 18% - 28 | 82% - 124 | NO |
| One Year of Post Education | 22% - 21 | 76% - 74 | NO |
| College Degree (assoc./bachelors) | 33% - 1 | 67% - 2 | No |
| | | | |

Analysis: Performance results are not affected by level of education.

| Recruiting Sources | Top 50 Reps | Mid / Bottom Reps 200 | Performance Indication? |
|---------------------------------------|-------------|-----------------------|-------------------------|
| Referrals | 35% - 8 | 65% - 11 | YES |
| Traditional- Career Fair, Print, Etc. | 7% - 9 | 93% - 118 | NO |
| On-line Sources | 30% - 22 | 70% - 52 | YES |
| Ending CC projects/assignments | 41% - 13 | 59% - 19 | YES |
| | | | |

Analysis: Traditional found candidates are significantly outperformed by the other 3 resources.

Performance Indicator Summary:
 There are 4 performance Indicators. "A" candidates have all 4. "B"s have 3. "C"s have 2. "D"s have 0-1
 Testing: Pick-Pack and Engagment for 50 rep. Strong correlation between test results and performance.
 Warehouse Experience: One or more years of Warehouse experience produces better performers
 Recruiting Sources: Ending projects, referrals, & on-line significantly outperform traditional sources.