

# Wonderlic®

*Unique Solutions, Proven Results*



Recruiting



Selection



Development



Retention

# Experienced...

“

Now more than ever, businesses are benefiting from practical, proven solutions that help them identify, select and retain the best talent. At Wonderlic, we make the process easy for our clients by providing a wide range of tools, technologies and resources with measurable results. We invite you to learn about our solutions. ”

# Trusted...

Wonderlic, Inc. has helped thousands of clients select and keep the talent they need to achieve their corporate goals. We are particularly well-known for our employment assessments (more than 130 million individuals have taken Wonderlic tests.) Beyond testing, Wonderlic provides a wide range of HR services to businesses of all sizes, in virtually every industry in the U.S., Canada and around the world.

# Respected...

Wonderlic supports the entire employment process, from automated recruitment tools to exit interviews. We deliver solutions that make it easy for hiring managers and supervisors to attract, qualify and develop their people.

Wonderlic

## Unique Solutions, Proven Results

Wonderlic understands that each stage in the employment cycle offers its unique challenges and opportunities for improvement, yet the causes and solutions may begin at any stage and affect all of the others. Clients count on Wonderlic to offer unique solutions to their everyday problems in the following areas:

Wonderlic offers **recruiting programs** that reduce costs; manage applicant flow from multiple recruitment sources; and automatically pre-qualify job candidates.

Wonderlic services include **retention programs**, including surveys which effectively measure employee and/or customer satisfaction. This information is a vital part of any strategic retention planning process.



Wonderlic provides **selection programs** that measure critical job competencies in an objective and consistent manner, to quickly and accurately identify the best person for the job.

Wonderlic designs **development programs** that utilize a 360° review platform to analyze current employee behavior and help to align individual productivity with corporate goals.

# Recruitment

"Clients who follow our Recruiting Results process can quickly eliminate unqualified and uninterested candidates from their applicant pool."

*Wonderlic provides you with reliable, customized screening products that deliver a positive applicant experience.*



Usually, when people think of effective recruiting they think about proper ad placement. At Wonderlic we take a structured approach to managing applicant flow and reducing recruiting expenses. Using telephone and Internet technologies, along with our recruiting process expertise, we deliver customized solutions that prescreen candidates and help you manage applicant volume through a private user database.

The Wonderlic automated prescreening process allows you to:

- Filter job applicants quickly and effectively
- Reduce recruiting process expenses
- Provide a positive applicant experience
- Document EEOC information
- Minimize discrimination complaints
- Store applicant information in a single database

# Development

"Wonderlic's complete online 360° performance review platform gathers feedback from managers, peers, direct reports and even clients."

*Wonderlic solutions measure performance and help you get the most from the talent you have hired.*



A staff member's development impacts overall employee morale, customer satisfaction, and even your bottom line. Training programs are often prescribed, but you have to know where employees are now before moving them to the next level. Wonderlic solutions focus on improving performance by aligning individual efforts with job requirements and corporate objectives. And unlike most training classes, our process includes constructive guidance that helps employees change.

Wonderlic's 360° evaluation solutions offer:

- Convenience for all employees to receive valuable input
- Efficient 360° review process management
- Consultation and recommendations for strategy alignment
- Data analysis, measurement, and custom reports
- Action plan development and execution assistance

# Selection

"Wonderlic Hire Results takes the guesswork out of selecting the right people. Wonderlic Consulting provides the expertise and training to get the job done right...the first time."

*In addition to standard solutions, Wonderlic experts design customized competency-based assessments for clients with specialized needs.*



Selecting qualified people that fit your company's style can be a challenge. Wonderlic's approach to identifying the right employees is simple – create an effective selection process with objective employment assessments and interview practices. Our solutions include process consultation and time-tested scientific tools that measure a wide range of personality traits, skills and ability.

Wonderlic Selection solutions help you:

- Focus on qualified candidates
- Implement testing across multiple locations
- Measure your hiring process effectiveness
- Customize testing for individual jobs
- Manage your applicant pool
- Continuously improve your selection process

# Retention

"Wonderlic provides complete Survey Systems...everything from Marketing, Survey Development, Data Collection, Analysis and Reporting."

*Wonderlic integrates New Hire, Exit Interview, and Employee Opinion information into your recruiting and selection processes.*



To improve retention, you need to understand what employees value most and react accordingly. You need accurate feedback, timely execution, and objective communication. Wonderlic systems capture critical feedback at various stages of an employee's career and link the data to corporate strategies. We provide process expertise and cost-effective solutions that are easy to integrate into your current HR practices.

Wonderlic Survey Systems offer:

- Customized content
- Efficient collection of new hire, employee opinion, and customer satisfaction information
- Response flexibility – online, telephone, fax or mail.
- Independent survey process management
- Powerful, easy-to-interpret reporting

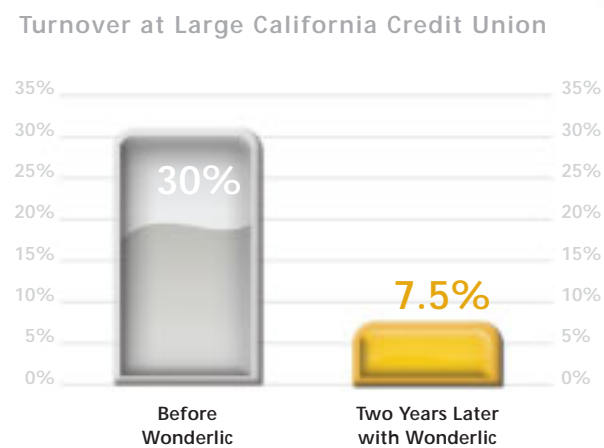
## Does Your Current Process Deliver Quantifiable Results?

Many companies state that employees are their most valuable assets, yet they invest more time and money evaluating the purchase of office equipment than they do selecting and developing their people...  
Primarily because equipment costs are tangible and visible.

As in any important decision, you need to measure the impact each investment has on your business. When it comes to employees, you need a solid understanding of your hiring, turnover and productivity costs to guide those investments.

Wonderlic provides repeatable solutions and practical tools to help you capture the costs and the return on investment (ROI) associated with your hiring process.

Turnover Reduction



## Wonderlic

"Turnover has dropped to 11 percent annually, in an industry that averages 30 percent. That drop saved the company \$300,000 in recruiting costs."

*Training & Project Manager,  
Leading Surgical Instrument  
Manufacturer*

"Accidents have dropped dramatically and turnover is down 10 to 15 percent annually. We are having a really good year."

*HR Manager,  
Large Midwestern Transportation  
and Warehousing Service Provider*

"The high quality of the work we get from our employees is the direct result of hiring the right people for the job. We think the return on the investment in Wonderlic testing is well worth it."

*Senior Marketing Manager,  
Leading Canadian Consumer  
Electronics Company*

"When we make better hiring decisions, we spend our time rewarding good performance not dealing with problems. I will be a proponent of testing forever."

*Asst. VP of HR,  
California Credit Union*

Whether building a selection process for specific jobs; designing and implementing an employee satisfaction survey; or creating a customized competency test, Wonderlic has the answer.

## Our Process Ensures Success

At Wonderlic, we recognize that your employment challenges never stop...once you solve one problem, another almost always surfaces. Our four-step approach to delivering repeatable solutions is designed to help us understand your challenges and provide complete solutions, rather than quick patches.

1

### Process Review

We start by discussing your current processes, gathering specific job information, and consulting with your staff to fully understand your HR and related corporate goals. We meet with hiring managers and supervisors to get to the root of your employment practice concerns.

GETTING STARTED

2

### Analysis and Recommendations

We then analyze the effectiveness, efficiency and financial impact of your current practices, and compare that information with "best practices" to recommend the strongest and most cost-effective combination of standardized and customized products, services and technologies to meet your goals.

FINDING ANSWERS

3

### Solution Implementation

Once a solution is selected, Wonderlic works with you to ensure the proper installation and use of our solutions. We provide a range of implementation options - from standard Online products, to fully installed solutions where our products are integrated into applicant tracking and HR information systems.

CHANGE RESULTS

4

### Ongoing Measurement

Wonderlic provides a host of support and consulting services to help you continuously strengthen and improve your HR processes. Upon project commencement, we establish clear objectives so you can measure real results while using our products. Our reports provide powerful information to help you make the right hiring and promotion decisions.

ROI



 **Wonderlic**