



What is iQualify?

The iQualify Selection System is a comprehensive recruiting solution. The iQualify system uses the latest Internet technology combined with professional consultants to source, pre-qualify, phone interview, test and background check your candidates. The iQualify system allows you to outsource the initial screening and selection process so you can spend more time on qualified candidates. iQualify implementation is according to your specifications and will include ...

Client Assignment and Position Scenario Development:

Each client is assigned to a Recruiting Consultant (RC) that works with you through the lifecycle of the project. Your RC develops a position scenario that will be the basis of the iQualify screening technology.

Candidate Sourcing:

Your RC will develop a targeted recruiting message and place that message in the venues that will produce the most qualified candidates. If your position(s) are specialty positions, your RC will recommend other venues that may be outside the scope of our core service offerings but vital to recruitment success.

Customized 3-Tiered Pre-Screening:

The system asks the candidates pre-qualifying questions based on the hiring criteria for your position. Candidates can access these response methods **24 hours a day, 7 days a week**. The system rates and ranks the answers to determine the candidates' suitability for the position. Candidates who fail to meet the criteria are not advanced to the next phase in the process. Likewise, successful candidates are moved to the next phase of the process.

Project Summary includes...

- ◆ **Candidate Scoreboard:** *Summary of all your applicants.*
- ◆ **Project Summary Data including:**
 - ◇ *Sourcing Analysis*
 - ◇ *Skills and Experience Analysis*
- ◆ **Documentation:** *resumes, test results, background check reports on final candidates*

The iQualify selection system includes...



Phone Interviews:

The phone interview phase of the iQualify Selection System consists of a structured, behavioral based interview conducted by an RC. These interviews are designed to identify the candidates who exhibit past behaviors that predict future success in your position. Our consultants are specialists in identifying the probable successful candidates for your job, based on the candidates' answers to the questions.

Testing:

The iQualify Selection System offers you the opportunity to integrate testing into your selection process. Tests are delivered, administered and scored using the Internet resulting in quick turnaround and accurate results. You may choose from a standard selection of validated work behavior, personality and job-related assessments, or your own tests can be integrated into the process.

Background Checks:

Once you have selected your top candidates, the iQualify Selection System can be used to verify the information that has been provided by the candidate. Our packaged background checking services allow you to choose the information that is most critical for your position. Standard features included are employment and education verifications. Optional features are also available.

Project Summary:

When your project is complete you receive the iQualify project summary. The summary provides you with a detailed analysis of your project including information on candidate ranking and sourcing, along with a skills and experience analysis.



Phase 1: Candidate Sourcing
Immediate * 24/7 Access * Consistent Process

Your RC will place your position(s) on the appropriate job boards including our proprietary database, niche job boards, and always two of the top ten job boards.

Phase 2: Customized 3-Tiered Pre-Screening

Tier 1, Basic Information: Describes Company Business and Position Responsibilities, and Collects Candidate Biographical Information

Tier 2, Minimum Qualifications: A series of “min quals” that eliminate unqualified candidates and screen-in candidates that have the right stuff.

Tier 3, Behavioral Based Screening: Questions to draw out experiences relevant to job performance.

Candidates who fail to meet the criteria are not advanced to the next phase in the process and receive a regrets message.

Phase 3: Phone Interviews

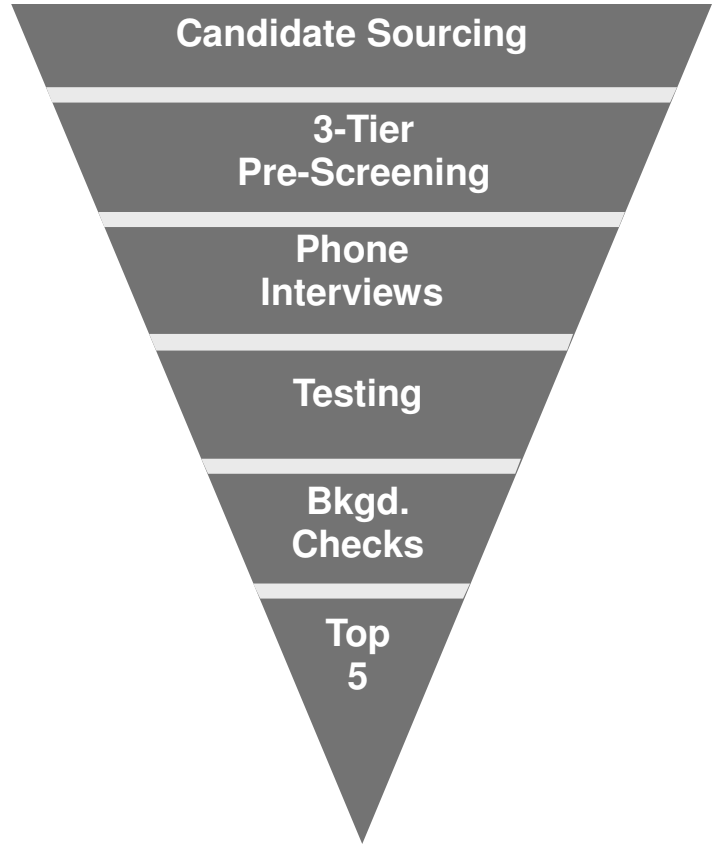
Structured, behavioral based interviews identify candidates exhibiting past behaviors that predict future success in your position. Interviews will be conducted by our team of skilled professional interviewers.

Phase 4: Testing or Assessment

We provide our standard employee reliability testing which identifies seven critical work behavioral skills, such as:

- Substance abuse
- Courtesy
- Emotional maturity
- Conscientiousness
- Trustworthiness
- Long-term job commitment
- Safe job performance

You may implement your own pre-employment testing, if you choose to do so.



Pool of Candidates—	500
Candidates following 3-tier screening—	200
Phone Interviews—	50
Pre-Employment Assessments—	25
Background Checks—	25
Presented to Company—	5

Phase 5: Background Checks

The final stage of the iQuality process is our standard background checking feature that includes employment and education verifications.

Features and Benefits

It's comprehensive... The iQualify process allows you to outsource all of the components of your prescreening process to one source. The iQualify system initiates your candidate sourcing, prescreens applicants, conducts the initial phone interview, tests candidates and completes the background check.

It's fast... The iQualify system produces qualified candidates in a fraction of the time that it takes using conventional methods of recruiting.

It's cost-effective... The iQualify system delivers an effective solution to your recruiting needs at a cost that is less than traditional recruiting methods.

It's customized... The screening criteria is based on **your** hiring criteria. You decide which components of the iQualify system are necessary for your position.

It's professional... The iQualify system projects a positive image of your company to your candidates. The recruiting consultants (RC) assisting you and your candidates are highly trained in screening, interviewing and background checking.

It allows you to make multiple hires, without additional fees... Whether you hire 1 candidate or 5 candidates, your costs are the same.

What is your true cost per hire using internal resources? When you consider your recruitment manager and recruiter's salaries, administrative support, hiring manager's time sorting through qualified and unqualified candidates, supplies, advertising, technology and third party vendors—the US Department of Labor estimates it at one-third of the new hire's annual base salary.

Cost Analysis

SHRM Benchmarking Study (all positions) *	\$ 7,123
Professional Recruitment Firm (25%) **	\$12,500
Saratoga Institute ***	\$12,032
US DOL (33%) **	\$16,500

iQualify per assessment only \$ 3,500

iQualify in Action!

Case Study: HR Manager, \$50K salary
Number of Hires: 2

Day 1: The client contacts RMS to begin the iQualify process for two HR manager's positions. The selection criteria are identified and the sourcing process begins.

Days 2-3: The **sourcing** process produces 450 candidate inquiries for the position. The **candidates are screened** using the iQualify web-based system. Based on the screening criteria 114 meet the minimum criteria. Of those 114, 44 are high potential candidates who are scheduled for a phone interview with an RC.

Days 4-8: **Behavioral based phone interviews** are conducted by RC and 23 candidates are selected for further evaluation. These candidates are asked to complete a **web-based work behavior assessment** and provide information to allow the RC to perform a background check including education and employment verifications.

Days 5-10: The candidates complete the on-line work behavior assessment while RCs **perform the background checks**.

Day 11: **RMS delivers the final report** to the client. This report identifies the top 5 candidates for the position, and summarizes all of the activity for the search. The client receives complete documentation of the process including resumes, test result, and background check reports.

The client interviews the top five candidates and hires two of those candidates at a net cost per hire of \$1,750.

* This figure can vary widely based upon position, specialty and geography.

** Based upon a \$50,000 managerial position.

*** Saratoga Institute, Barbra Davidson, Principle. Internal and external exempt positions. Your most expensive portion of CPH, not included in this figures, may be the **empty desk cost**.

Recruitment Management Solutions • P.O. Box 1155 • Lima, Ohio 45802

Phone: 419-224-0106 • Fax: 419-222-1206 • Email: Info@RMSchulte.com

<http://www.RMSolutionsOnline.com>