Step One Survey II[®]

	SOS
Thomas	Step Our Survey II Interview Appart Threads
monia	Part Two - Applicant's Attitudes
Step Or	
Interview	This report previous information nuclear from Antipule Techno (Integrity), Substance Advant, Extended on and Work Ether). Each antipulation of previous alternative and prepional a strength. The previous application strength.
Annual Teles	Section 2 - Address Section
	integrity - Advances in most and charalphorphy acceptable in the weakplots
	Theman approximate international freedomics on decisit, and an enter the second
	Substance Abuse - Annules to and adultance alone in the endplote
	Control product concerning for allow of Dept indicates use for complete, Determine manifolder i densit depending on the structure.
	Reliability - Antonio reasoning following provident, desing with industry figure and vesting protectly with other is for weights:
	Conservable: The service of a set of a set of the service of a set of the set
ABC Com 123 Main Anylows	Won the - boar is the rate of west and appropries approach point and go a fee webging
	A result attends is segmented by Denner resconing where your should report their attends.
	The Partners Income Science
-	The Datastics from the assumed to value for ecopicitie range.
	4 Production Streaments for

Our **Step One Survey II**[®] (SOSII) is a brief pre-hire assessment that measures an individual's basic work-related values. It is used primarily as a screening tool early in the candidate selection process.

This assessment provides valid insight into an applicant's work ethic, reliability, integrity,

propensity for substance abuse, and attitudes toward theft —including property, data and time.

Why assess employees with SOSII?

It's a startling fact – employee theft and fraud averages \$9.00 a day per employee! That's about \$2,000 per employee subtracted from your bottom line every year. While all employees have opportunities to steal, an employer's risk increases as people advance to upper levels of responsibility. High ranking executives have been known to embezzle tens of thousands – even millions of dollars. Could there be a better reason to hire people worthy of your trust?

SOSII helps organizations reduce hiring risk in a quick and cost effective manner. It is a scientifically designed assessment tool that helps answer these questions:

- "Can this applicant be trusted?"
- "Is this applicant drug free?"
- "Is this applicant dependable?"
- "Will this applicant be a long-term, hard-working employee?"

In many organizations, it is the first screen that all applicants must pass before proceeding in the hiring process.

Did You Know?

- 95% of employers are victims of theft.
- 17% of violent crimes occur in the workplace.
- 30% of job applications contain false information.



How does the SOSII assessment work?

Most of our clients require job candidates to take the SOSII online, but paper and pencil is also available when this is not possible. An HR administrator simply forwards a link to job candidates. The assessment does not need to be monitored, so the candidate can take it from any computer with Internet access. The system instantly scores the assessment and informs the hiring managers where they can access the results.

What's the next step?

Please contact your authorized Profiles International business partner for a brief demonstration.



MEASURES	Attitudes regarding: • Personal integrity • Substance abuse • Reliability • Work ethic
PROVIDES	 Information about a candidate's: Past employment Employment-related problems Illegal substance use Theft of an employer's money, property, data, etc. Computer/Internet/E-mail abuse
TIME TO TAKE	20 minutes
USED FOR	 Reducing employee theft and fraud Reducing loss of confidential information, trade secrets, and computer data Reducing drug testing costs Reducing absenteeism and tardiness Reducing lost time due to unauthorized computer, Internet, and e-mail usage Selecting honest, hard working employees who show up for work
REPORTS	Interviewing ReportQuick Check Report
VALIDATION STUDIES	1996, 1997, 1998, 1999, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2009
ADMINISTRATION	Internet or Paper/Pencil
SCORING	Internet

Contact Information Profiles, Inc. 952-975-1955 profiles@profilesincorporated.com



www.profilesinternational.com © 2010 Profiles International 3.10v5 ofiles Sales Assessment[™] F rkplace Engagement Survey

Profiles Sales Indicator" Profiles Managerial Fit