

Effective Hiring System Deliverables

Professionally developed
Responsive to legal and regulatory requirements

Objective, fair and accurate
English, Spanish and French versions

Base price includes comprehensive training

More efficient applicant processing

Available to applicants 365/7/24

Tracking system continuously updated in real time

Applicant information and status available 365/7/24

Applicants do not have to take time off from work to apply

On average, job seekers complete the entire process in less than 30 minutes

Results are immediately available through comprehensive Internet-based applicant tracking, management and reporting system

On-line management information reports

Access via a toll-free telephone number and/or the Internet; other modes available

No charge for telephone use/time

Invoiced only for applicants fully processed by the system

Job-specific position profiling

Applicants' results are compared to your job

specific profile(s)

Structured interview aids

Structured reference checking aids

Ongoing consultation and support

Manage applicant flow through the entire hiring process in a centralized database

Additional and expanded
HR services are tailored
for specific client needs

PHRST
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800-285-8380-code-14 or 386-439-6341

Effective Hiring System



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

est. 1984

Effective Hiring System

What Is Needed

To reduce the cost of turnover and hiring new employees, organizations have a compelling need to manage the costly effects of terminations, accidents, and unproductive employees, as well as a need to increase the orderly and efficient management of the hiring process. Through PHRST, this pre-employment test provides organizations with cost-effective resources to help achieve these objectives.

State-of-the-Art

This professionally developed, automated system evaluates job candidates based upon your identified prerequisites, knowledge, skill and ability requirements. It provides pre-qualified, interview-ready finalists who are most likely to be productive, long-term employees and it reduces uncertainty and staff time spent with unqualified applicants. This is an efficient, cost effective tool to hire new employees.



Knowledge, Skill & Ability

The System has been in continuous commercial use since 1986, and used by nearly 10,000 organizations worldwide. Research published in professional journals consistently shows the System makes the staffing process more effective by reducing turnover and accidents, decreasing hiring costs and increasing profitability. The cost averages less than 15% of the overall savings.

When, Where & For How Much

The System is available 365/7/24 in English, Spanish and French. It fits easily into your existing hiring process, and takes approximately 48 hours for set-up. The System includes use of an Internet-based applicant tracking, management and reporting system, as well as structured interview and reference checking aids. The basic System is \$25.50 per applicant. Additional customized features are also available.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.