Decision Science – the future of best practice talent solutions

Hiring goals:

- Accuracy
- Fairness
- Practicality
Highlight the Human for the Human Age

How did companies ‘used to’ get things done? How are the processes and tools they use changing…?

<table>
<thead>
<tr>
<th>Before</th>
<th>Now</th>
<th>Future</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resume + Interview</td>
<td>Applicant Tracking Systems</td>
<td>Ranking vs. simply tracking</td>
</tr>
<tr>
<td></td>
<td>Keywords and GPA cutoffs</td>
<td>Rapid customization</td>
</tr>
<tr>
<td></td>
<td>Personality “tests”</td>
<td>Skills and knowledge tested; layered with aptitude specific to each job</td>
</tr>
</tbody>
</table>
Real percentages make a real difference.

Adding new HR tools is rare...

...and the results make an impact.
Cost of not getting the right fit

**THE TRUE COSTS**

**PERCENT OF RESPONDENTS**

- 41% of companies surveyed say that a bad hire in the last year has cost them at least $25,000.
- 25% of companies surveyed say that a bad hire in the last year has cost them at least $50,000.
SDS Talent Science Tools

Custom online application
Captures all resume-type self report info; tests skills & knowledge

Custom online BVI
The personality fit measure

Consistent criteria applied across all applicants and consistent data collected; eliminates bias and “gut” decisions

HireScore Talent Portal
Real time, sharable ranking and clear reporting and information

Automated Data Management & Reporting
Talent Science Tools for the Human Age

- Immediately assesses and ranks every applicant on skills, experience, behaviors and aptitude specific for the job
- Captures a wider talent pool with ease of application - no resumes!
- Eliminates conscious and unconscious bias
- Relieves burden of needing to make subjective decisions about a candidate’s fit
- Allows staff members to see immediately ranked lists of candidates as they apply, no waiting to go through stacks of resumes

Why just track when you can rank?
Talent Science Tools for the Human Age

- Measures behaviors and aptitude specific for the job
- Helps candidates not only in applying for specific jobs but in understanding where they best fit for types of jobs and industries
- Elevates the student experience
- Helps employers build an enhanced culture as they use SDS for multiple roles
Talent Science Tools for the Human Age

Our HireScore Talent Portal brings everything to the desks/laptops/mobile devices of your teams.

- The baseline score shows each applicant’s ranking for increased odds of success in the exact job.
- Multiple job openings are listed in the main portal, simply click on the title to see students ranked in real time as they apply.
- Offers the ability to easily upload files, store contact information, email applicants, and create instant, professional-looking custom reports for each applicant.
<table>
<thead>
<tr>
<th>Name</th>
<th>Submit Date</th>
<th>Online Application OA Report</th>
<th>BVI Personality</th>
<th>Situational Judgment BVJT Report</th>
<th>Notes</th>
<th>BASELINE</th>
<th>Status</th>
<th>Tag</th>
<th>Actions</th>
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<td>88</td>
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<td>13</td>
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<td>68</td>
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<tr>
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</table>
Employer Advisory Group

The ultimate goal?
- MTU Students
- Employers
SDS Contacts:

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SDS fosters a great fit the first time... every time.

Perfecting our proprietary tools since 2001, we’ve shown that a custom validated employee selection system can reduce turnover by 75% or more. In one case, we even helped a large call center reduce annual turnover from 400% to under 10%.

SDS Reduced Turnover for:

- Large Retail Organization 75%
- Large Petrochemical Organization 82%
- Truck Drivers in a Shipping Organization 75%

Some of our happy clients...