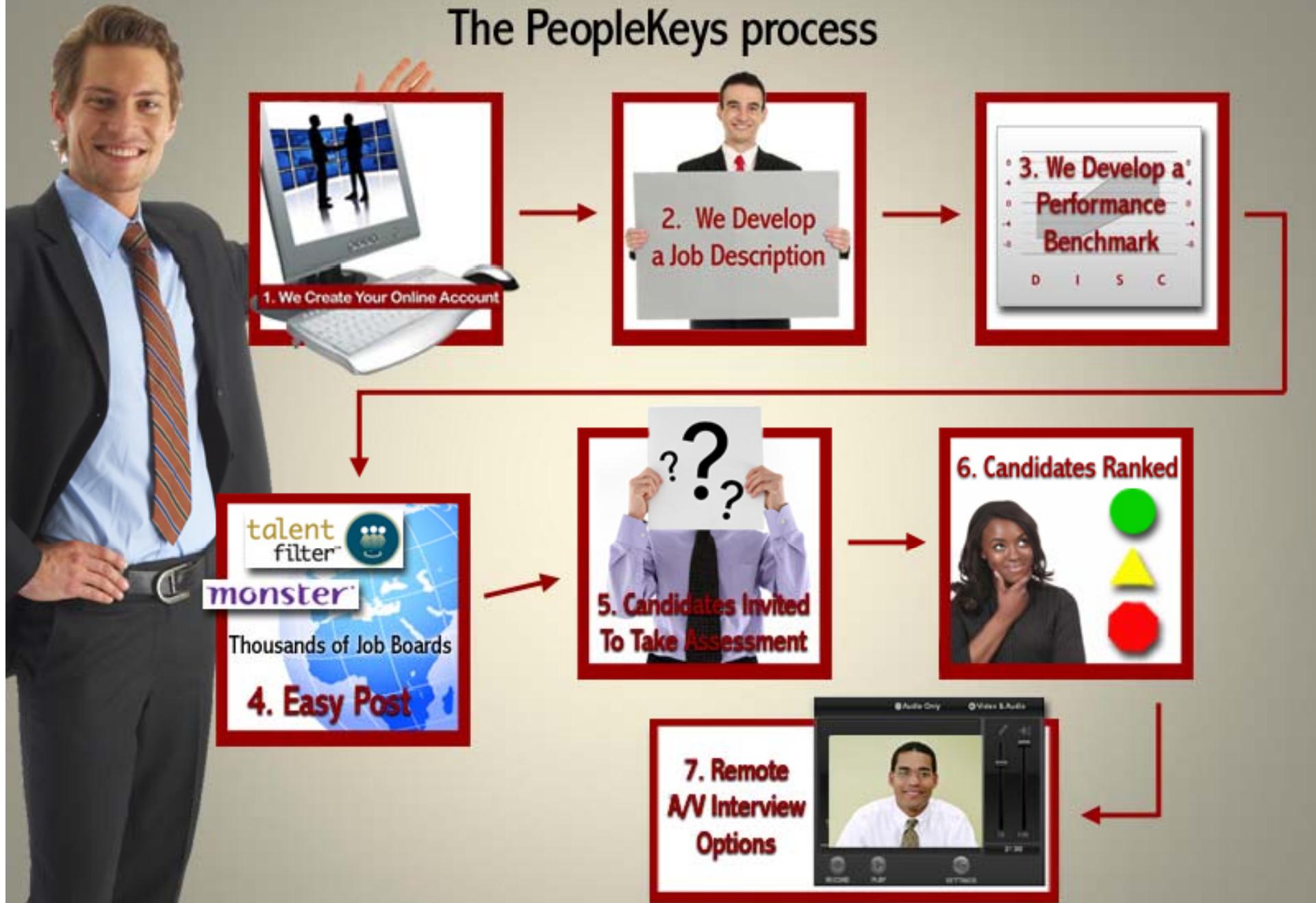


The PeopleKeys process

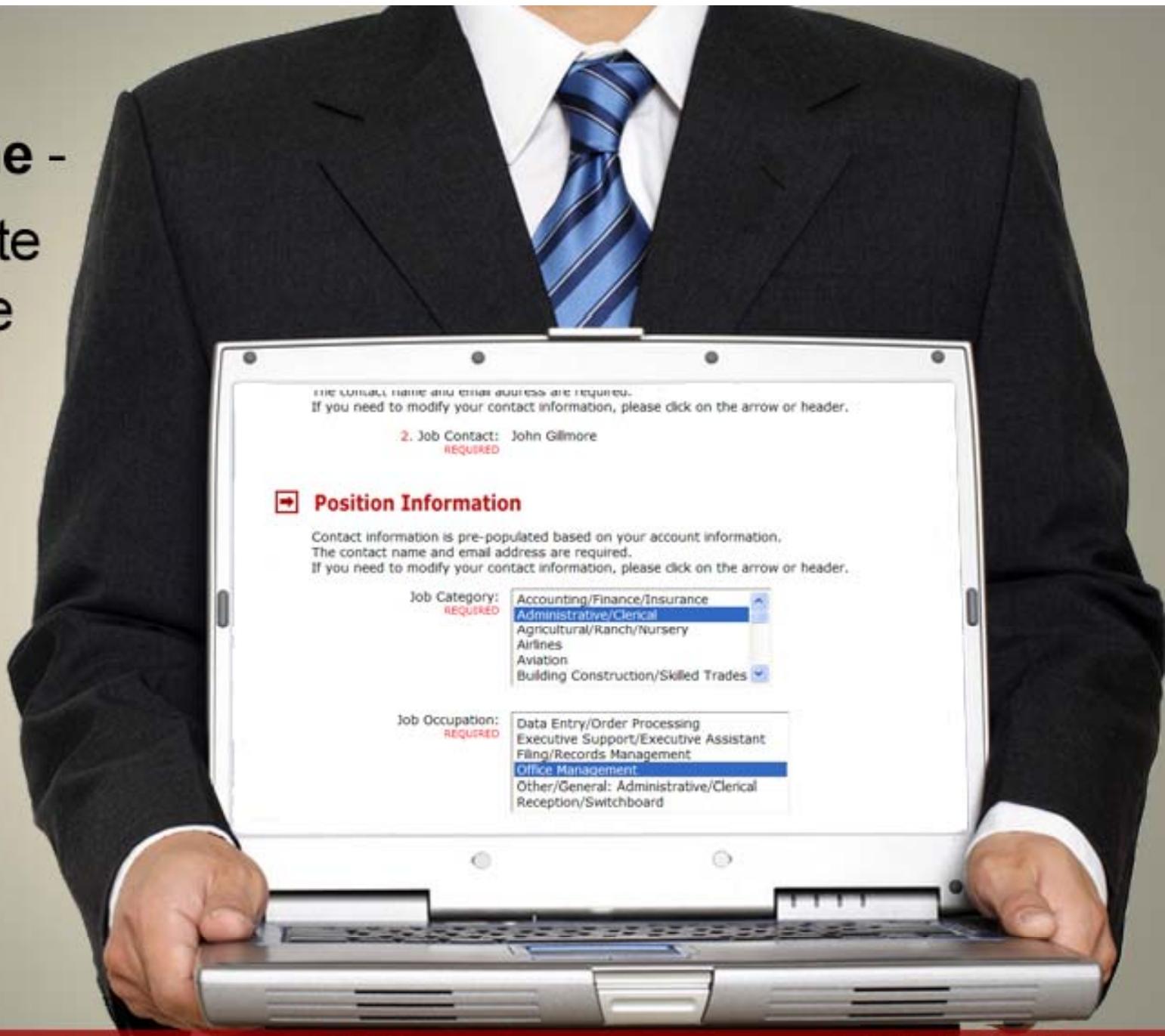


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Step One -
We create
an online
account
based
on your
needs

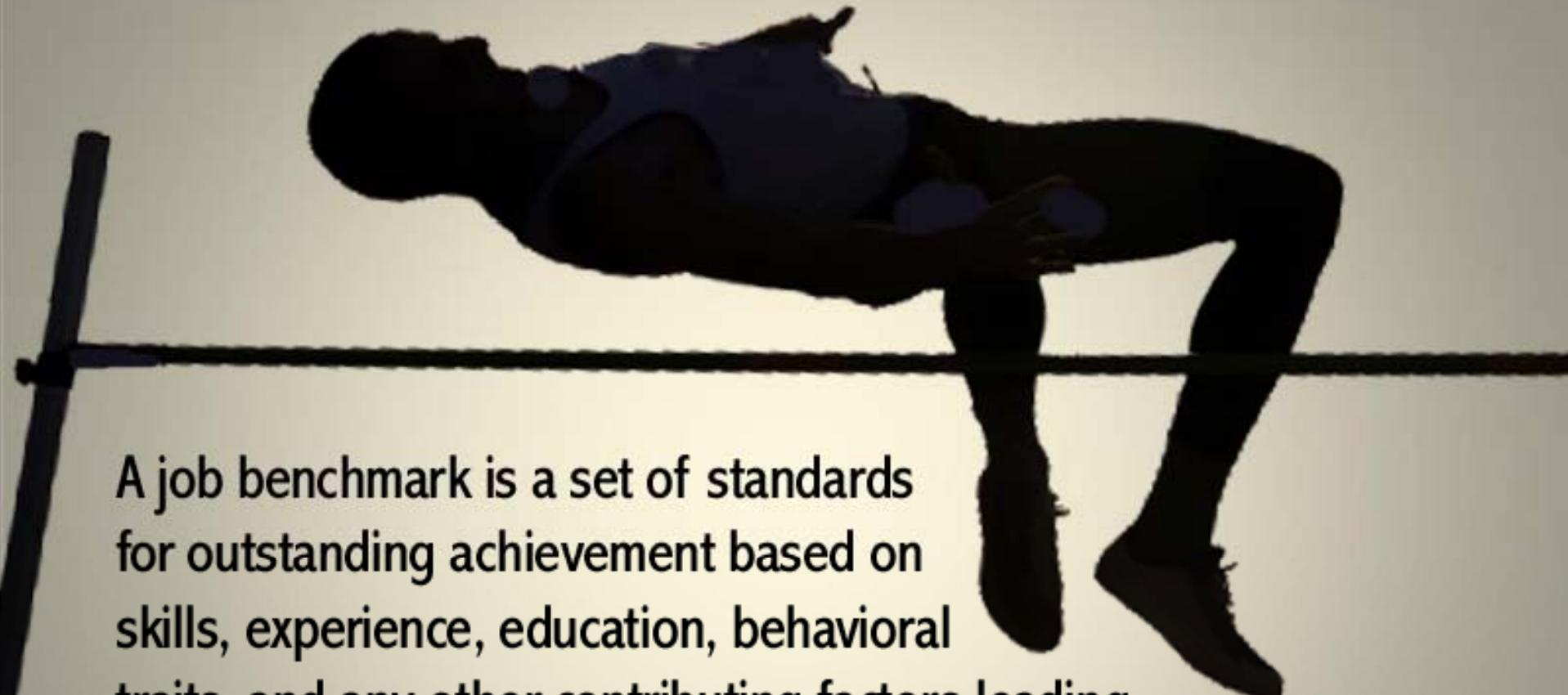


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Step 2 - We develop your performance benchmark



A job benchmark is a set of standards for outstanding achievement based on skills, experience, education, behavioral traits, and any other contributing factors leading to outstanding job success.

It is the "bar" candidates are measured against.

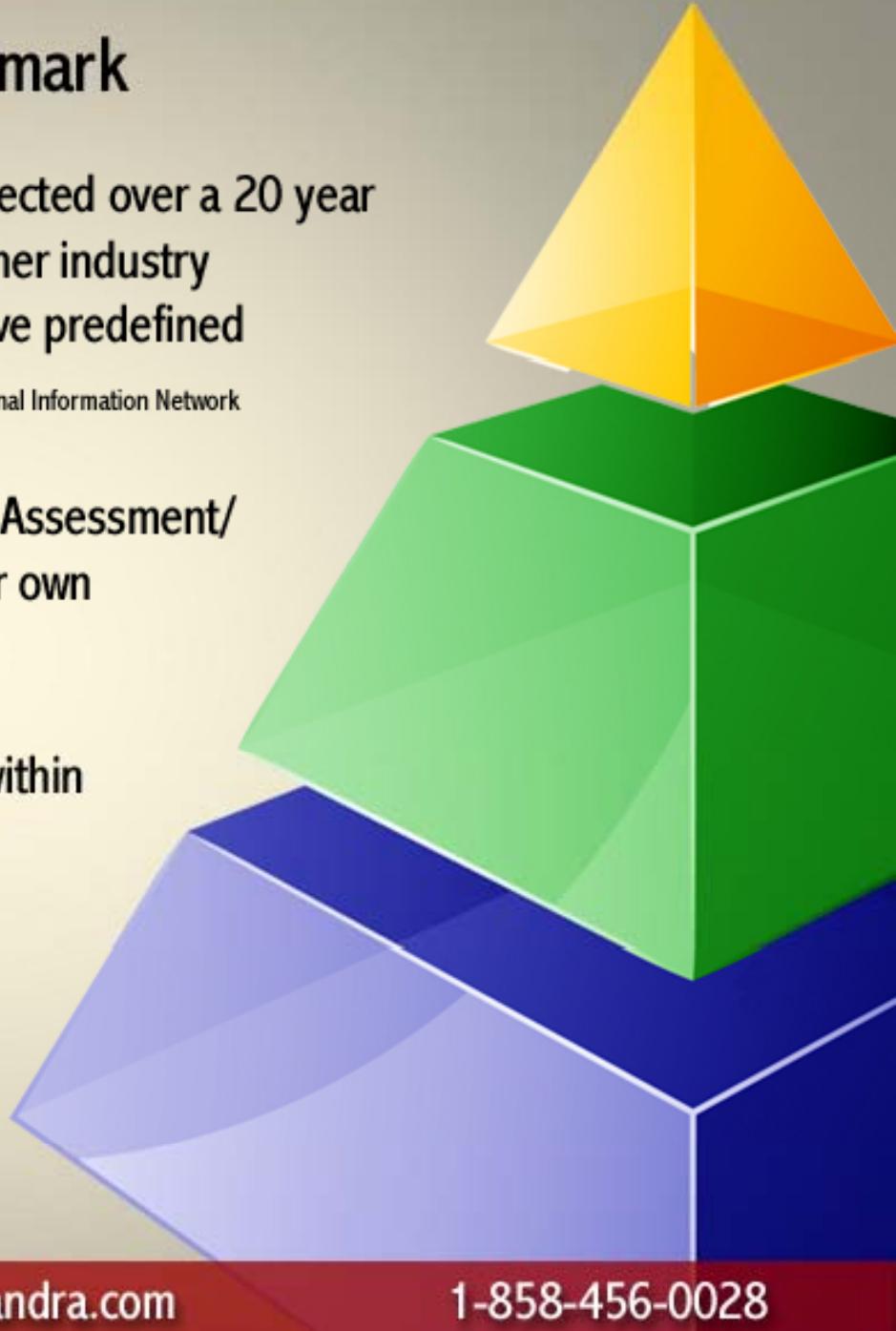


There are 3 ways to set a benchmark

Industry Databases – Peoplekeys has data collected over a 20 year history of job profiles plus uses ONET* and other industry databases which meet EEOC guidelines. We have predefined benchmarks for over 1200 occupations. *Occupational Information Network

Occupational Keys – A Proprietary Peoplekeys Assessment/Survey that managers can use to describe their own “ideals” for job success.

Custom Benchmarks – Actual Top Performers within the company are assessed and a correlation is made between skills and behaviors common to all the top performers. This method is the most reliable overall and leads to the highest success rates in retention, performance, and replication.



Peoplekeys can also combine ALL THREE for proprietary benchmarks specific to your company and position. These can be used for hiring and for targeted training; taking each employee up “one level” in performance.

Candidate Overall Match Legend:

- Green circle = Good match on assessed category
- Yellow triangle = Possible match on some categories, however, there are notable essential categories, however, there are notable non-essential categories
- Red circle = Poor match on essential categories, however, there are notable non-essential categories

Individual Assessments Score Legend:

- Black dot = High score = candidate overall matches well with assessed categories
- White dot = Moderate match on assessed categories
- Grey dot = Low score = No notable match on assessed categories

Print Legend:

- Print icon = Print analysis
- Print icon with red border = Print analysis + conditions general
- Print icon with blue border = Print position requirements in assessed categories

Candidate Results
John Nkembi (Job: Sales Rep)

Candidate's Style Identified by Keyword: Persuader

Assessment	Description	Score	Job	Notes	Match
Public Perception	High	24/24	Sales Rep		Good match on assessed categories
Minor Perception	Medium	18/24	Sales Rep		Possible match on some categories, however, there are notable essential categories, however, there are notable non-essential categories
Self Perception	High	24/24	Sales Rep		Good match on assessed categories

Contact Information:

Individual Assessments Score Legend:

- Black dot = High score = candidate overall matches well with assessed categories
- White dot = Moderate match on assessed categories
- Grey dot = Low score = No notable match on assessed categories

Print Legend:

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DISC

VALUES

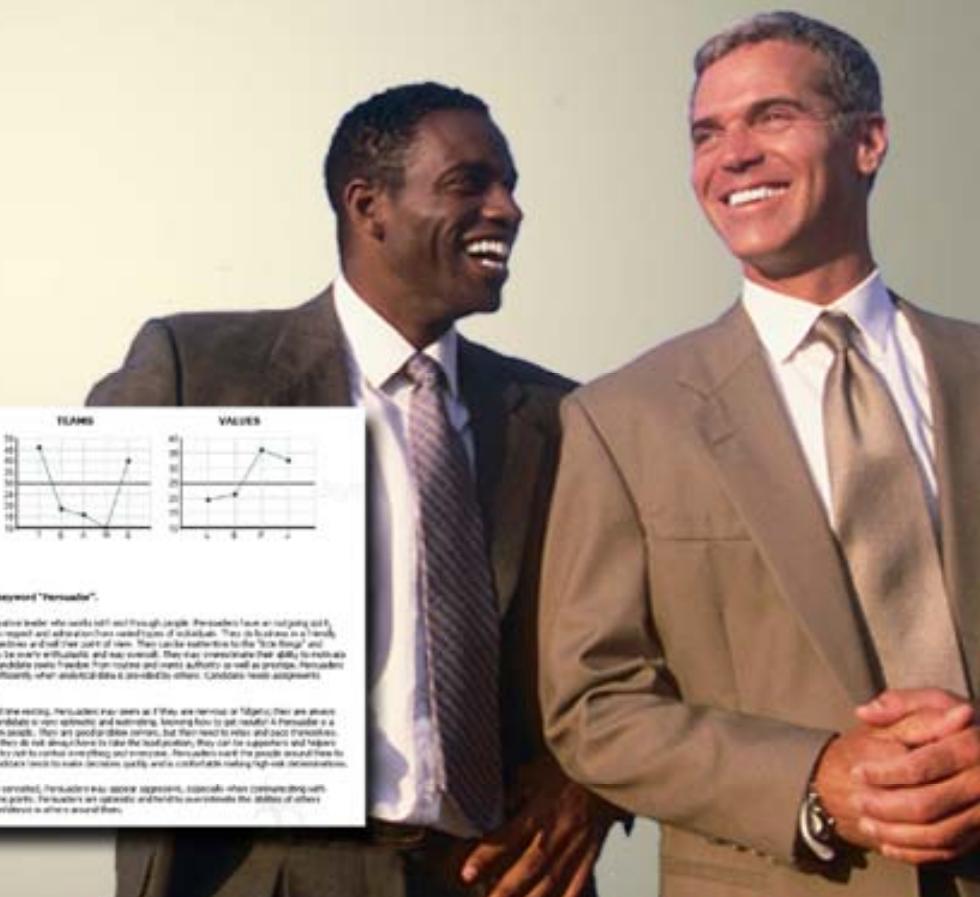
TAEMES

Candidate's style is identified by the keyword "Persuader".

Candidates who are Persuaders have an outgoing and outgoing personality and the ability to gain respect and admiration from most types of individuals. They do business in a friendly way, while striving to win others to their objectives and often their point of view. Then, once committed to the "big things" and details, Persuaders will act decisively and have conviction. They may overestimate their ability to motivate people and underestimate their own need for support and encouragement. Candidates need to avoid being critical or defensive, as well as presenting themselves as a variety of activities and even more efficiently when working with others. Candidates need assignments requiring visibility and challenges.

To be a Persuader, Candidates have to be a hard-line negotiator. Persuaders fear powerlessness. If they are nervous or frightened, they are anxious and afraid in the middle of more assertive Candidates to demonstrate their own strength and authority. They have to get results. A Persuader is a good communicator and has a true interest in people. There are good decision makers, but then need to listen and build relationships. Persuaders could be mediocre mediators that then do not always have to take the lead positions, they can be supporters and helpers too. Persuaders need to be in roles and try not to control everything and every person. Persuaders want the greater overall flow for communication efficiency and effectiveness. Candidates have to make decisions quickly, while conducting meeting high-level discussions.

(Those named for offices as overqualified or unqualified, Persuaders have assertive approaches, especially when communicating with people who like the first impressions of the first points. Persuaders are optimistic and tends to overestimate the abilities of others because of their high-trust, optimistic and confident in others around them.)



Step Three - Each Job is posted on premium and free board sites

**We also
search over
77,000,000
online
resumes**

Job Description

The Administrative Assistant will provide support for the Staffing Team and report to the Recruiting Director. Responsibilities for Staffing Team function include but are not limited to:

- Support interview scheduling
- Update advertising and budget logs, help write and place ads
- Assist with reference and background checks
- Use existing online systems for tracking, filtering, assessments, etc
- Prepare and send out new hire information
- Maintain requisitions as well as enter resumes and notes
- Strong communication skills to act as a liaison

Candidates wishing to apply for this position may click the link below to begin the process.

Job Skills

Any HR experience with an emphasis in recruiting/staffing is a plus. This is a fast paced environment and candidates must be able to multi-task as well as have a high level of organizational skills. Must be skilled in MS Word, Excel and Outlook as well as have a solid foundation with the Internet. Strong verbal and written communications are essential to this position.

Step Four - Candidates are automatically invited to complete the online assessment(s)

Signed In ► beeps@gmail.com
Selected Account ► PeopleKeys Corporation

Choose Language: English(US) ▾

Home Assessments Settings Help Sign Out

Take Assessment Step 1 of 3

Welcome to the online assessment center for the **PeopleKeys Corporation** account.



- Depending on your organization, after clicking "Next" you may proceed to a page where you will enter your name, address and contact information. This information is strictly used for your organization to contact and/or identify you.
- You will then proceed through a series of assessments. Enter the first response that comes to mind for each question/statement in each assessment.
- Depending on your selected assessment sequence, there could be anywhere from 1 to 10 sections for you to complete.
- For many questions/statements, there are no right or wrong answers. Do not deliberate too long on any question. Each section should be completed in no longer than 7 to 10 minutes.
- Some sections are multiple choice and require you to choose a correct answer. You will be aware of these sections as you encounter them.
- Upon completion of your last assessment, you may be directed away from this website to another of your organization's choosing. When this happens, you have completed all of the necessary assessments.

Next >>>

Step Five - We provide simplified results that are easy to review.
 We pick the right performance measures and assessments and
 provide information assuring you will make the **best** hire **every** hire.

Name	Test Date	OVERALL	Temperament	Team Focus	Work Values	Math	Typing	Computer	View Report	Contact Information
Jane Sample	6/21/2004 4:17:33 PM	 50/54	 8							
John Smith	3/1/2004 4:48:33 PM	 46/54	 10							
Paula Woods	3/1/2004 4:15:28 PM	 40/54	 11							
Ron Zook	3/6/2004 7:43:27 PM	 21/54	 3							

Step 6 – ***Optional upgrades*** include remote Audio/Video interviewing. Automate the process of introducing your position and even conducting the first interview

Welcome John

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[Don't Have a Webcam?](#)
[How Does It Work?](#)
[Benefits](#)
[How To Prepare](#)

[Practice Recording](#)
[Having Trouble?](#)

Job Posting

Peoplekeys

Staffing Administrative Assistant

Job Number: **PEO2620**

New Wilmington, Pennsylvania, United States

Additional Information:

You have been invited to participate in the next step in our hiring process. Based on your submitted resume and your assessment results we believe that you would be a good candidate for this position. Be aware that this is the first step in the interview process. Once you have submitted your answers, you will be contacted by a representative.



Interactive Introduction

You may start your application now to submit your resume to the employer and preview the questions. You can return to this application as many times as you like until you have submitted it to the employer. Once an application has been submitted to an employer, you cannot make further changes to your answers.

After an application has been submitted, you may withdraw the application at any time.

All applications are **confidential** and can only be seen by the employer that has posted the position for a limited time.

[Start Application](#)

We allow a combination of Audio/Video or Text based questions and answers

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[Benefits](#)
[How To Prepare](#)

[Practice Recording](#)
[Having Trouble?](#)

Question List

Peoplekeys

Staffing Administrative Assistant

Job Number: **PEO2620**

New Wilmington, Pennsylvania, United States

Listed below are the questions you need to answer to complete your application. For the audio and video media formats, you will be given a maximum of 1 minute to respond. You will be able to review your responses before submitting them. For text responses, you will simply need to type your response.

Once you have completed your responses to all of the questions, click on the "Submit Application" button to allow employers access to your resume and answers.

	Question	Media Type	
1	Why do you believe that you would be successful in this position?	Audio	Answer Question
2	Describe your comfort level with web-based technology including e-mail, instant messaging and online search and job posting.	Video	Answer Question
3	How would you describe your ability to work independently and manage multiple projects?	Video	Answer Question
4	How has your past work experience prepared you for this position?	Text	Answer Question
5	What are your salary expectations for this position?	Text	Answer Question

[Submit Application](#)

A candidate can set themselves apart in this step of the process

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[How To Prepare](#)

[Practice Recording](#)
[Having Trouble?](#)

Answer

Describe your comfort level with web-based technology including e-mail, instant messaging and online search and job posting.

The Video Advantage:

- Differentiate yourself in less than 1 minute
- Show what you can offer beyond your resume
- Get priority viewing from the recruiter
- Demonstrate your interest in the position

[Click here to write your answer](#)





Small sample of our client list

U.S. Department of the Treasury

Walmart

Kodak

American Water Works

United States Air Force Academy

Keller Williams Realty

Lexus Of North Hills

Manpower

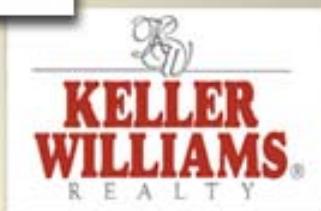
Seneca Foods

United Air Lines

Integrity / Hosanna Music

Santek Environmental

Careerbuilder



Compare with Typical Headhunters who charge 20-30% of the Yearly Wage being offered. For a \$50k employee that is \$10-\$15k you would spend for a Headhunter placement that is probably less qualified. We offer a better hire at a fraction of the cost.



PLATINUM PACKAGE

RECRUITMENT, BENCHMARKING, ASSESSMENT

- Two months of unlimited access
- Automated resume viewing
- Nationwide search
- 100 hiring assessments
- 10 background checks
- Interview questions
- Standard benchmarks
- Resume search
- Job postings
- Custom benchmarks - \$400 additional cost
- Remote interviewing - \$400 additional cost

\$2,995



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