



Pre-Hire 360[®]

FEEDBACK REPORT



CANDIDATE

Thessaly Olive



POSITION

Temporary Employment Services



SURVEY

Administrative Professionals, v2



CANDIDATE IP ADDRESS

162.193.84.163



CANDIDATE ASSIGNED TO

Sara Mendenhall



DATE

Tuesday, January 10, 2017



REPORT HISTORY

Report Generated: January 10, 2017 - 12:59PM



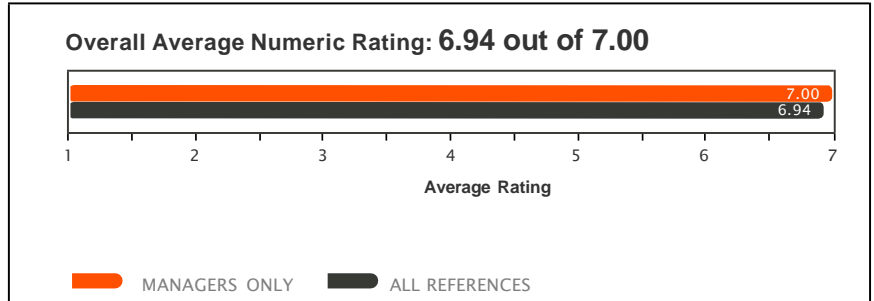
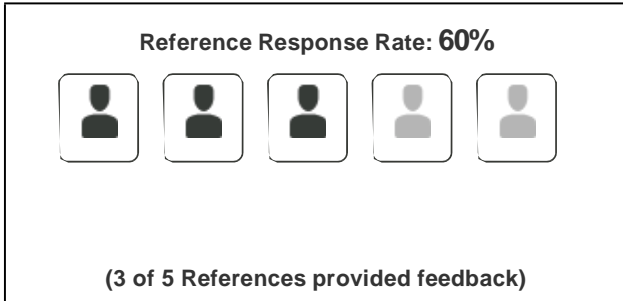
Note: The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. To preserve confidentiality of reference responses, this report should not be shared with the Candidate.

SKILLSURVEY

About SkillSurvey: SkillSurvey provides solutions that address critical points in the Candidate lifecycle to help talent management professionals contribute to their organization's business results by allowing them to obtain and apply more reliable, valid and compliant data to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science and talent analytics, providing the customer with the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by References on a Candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at www.skillsurvey.com.

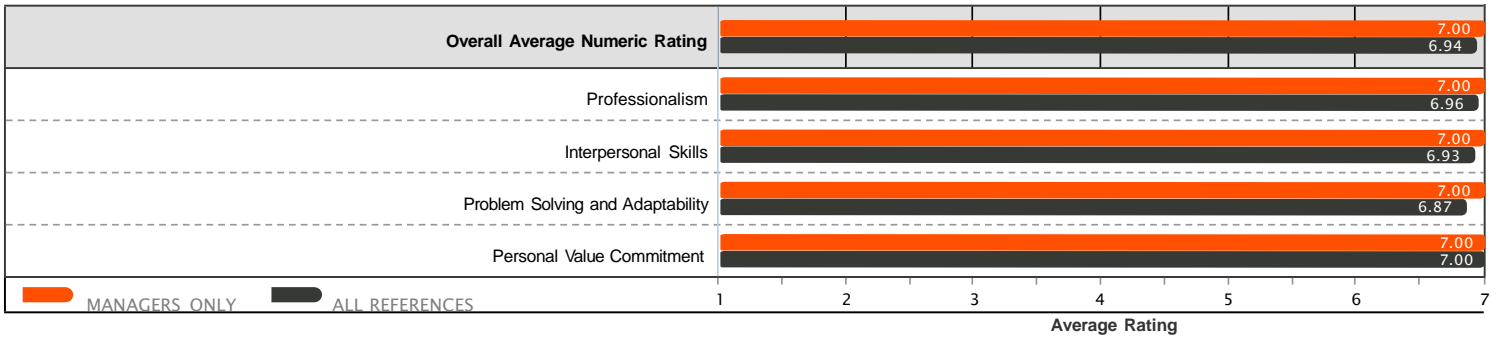
PREDICTIVE ANALYTICS

Numerous criterion-related validity studies conducted by the SkillSurvey analytics team who followed tens of thousands of new hires for an average of 21 months reveal that two factors - Reference response rate and overall average numeric rating - are statistically predictive of turnover for cause within a year of hire. These two factors are shown below.



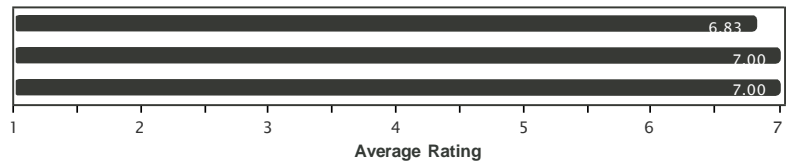
COMPETENCY CLUSTER SUMMARY

The Candidate's References rated him/her on job-specific behaviors which are grouped into a Competency Cluster. Below is a summary of the average ratings for each Competency Cluster. The job-specific behaviors that make up each Competency Cluster can be found in a later section of this report. If at least two of the Candidate's managers provided feedback, a "Managers Only" bar (in orange) is displayed.



AVERAGE RATING BY REFERENCE

The feedback from each Reference is presented in order by average numeric rating (shown at the end of the bar).



REFERENCE COMMENTS

Each Reference had the option of entering open-ended text comments on the Candidate's work-related areas for improvement and strengths. A horizontal line separates comments provided by different References. **Note:** comments are verbatim as provided by References.

WORK-RELATED STRENGTHS:
1. Knowledge of work: Thessaly brings extensive experience in office management and day to day operations. 2. Highly flexible and eager to learn: She can join any kind of team and become an effective team player. 3. Effective decision maker and problem solver.
1. Thessaly is proficient in all aspects of technology and independently learns new systems (and technology), without being asked, in order to create reports or other tools to better assist her manager and the job position. 2. Thessaly is willing to help other colleagues in different departments, at all levels, no matter what is outstanding with her own tasks & priorities; willing to assist and go the extra mile under tight time constraints, which may cause her to stay late to get her own work finished. 3. Always positive and worked with a smile on her face every day; and not involved in "office drama" or other negativity.
Cooperation, Communication, Dedication.

WORK-RELATED AREAS FOR IMPROVEMENT:
1. Improve the networking skills: Expanding the communication across various levels of the organization would benefit Thessaly's performance. 2. Advanced training in a few areas: Examples include modern solutions for project management, accounting, etc. 3. Take up more leadership opportunities.
1. Always keeps professional life separate from home life. 2. Sets realistic expectations with managers trying to force a "deadline" which might not be realistic and causes her more unnecessary stress. 3. Don't try to do everything for everyone but rather teach and let that person attempt to do task.
I have no comments.

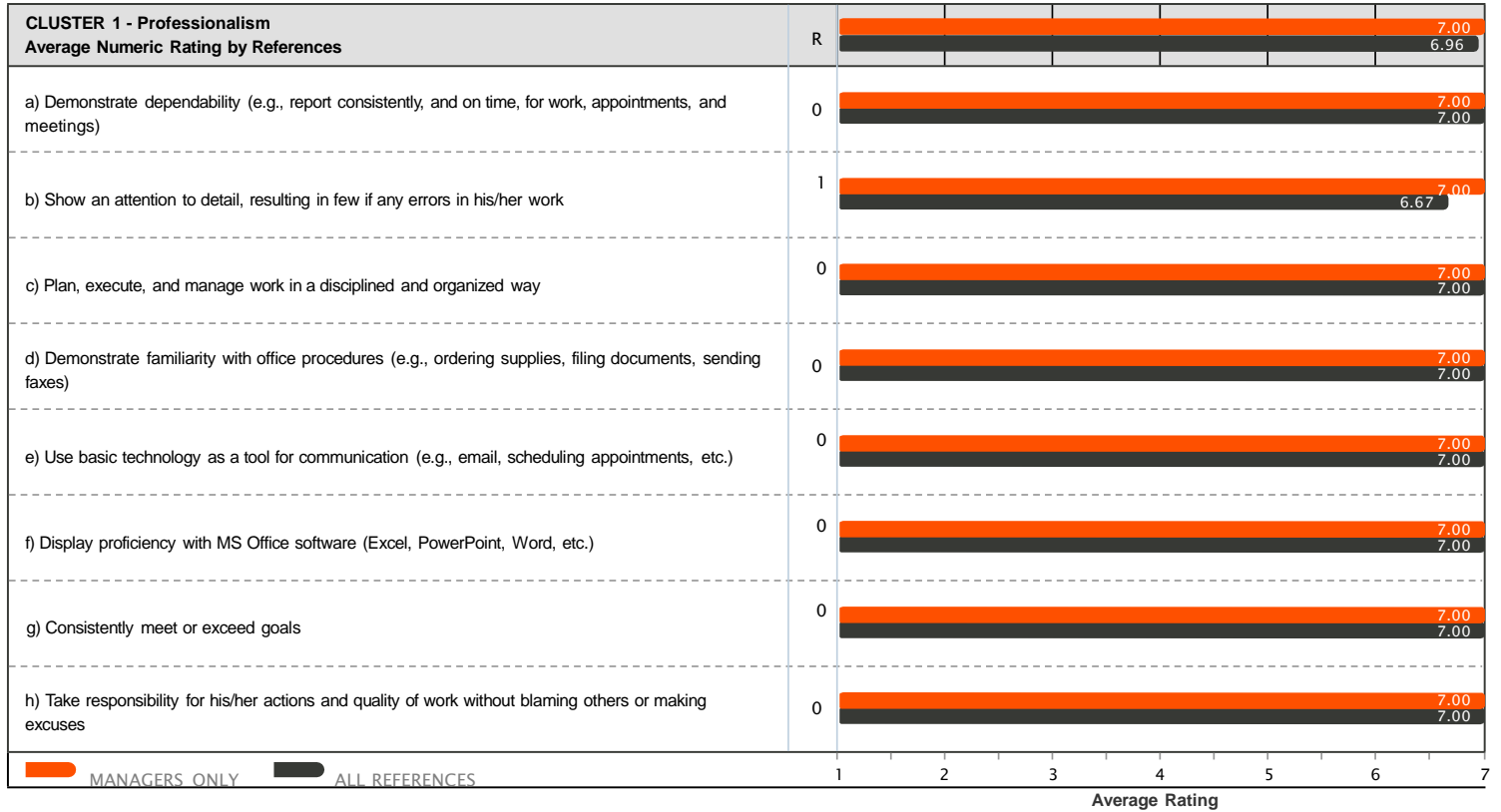
TIMELINE

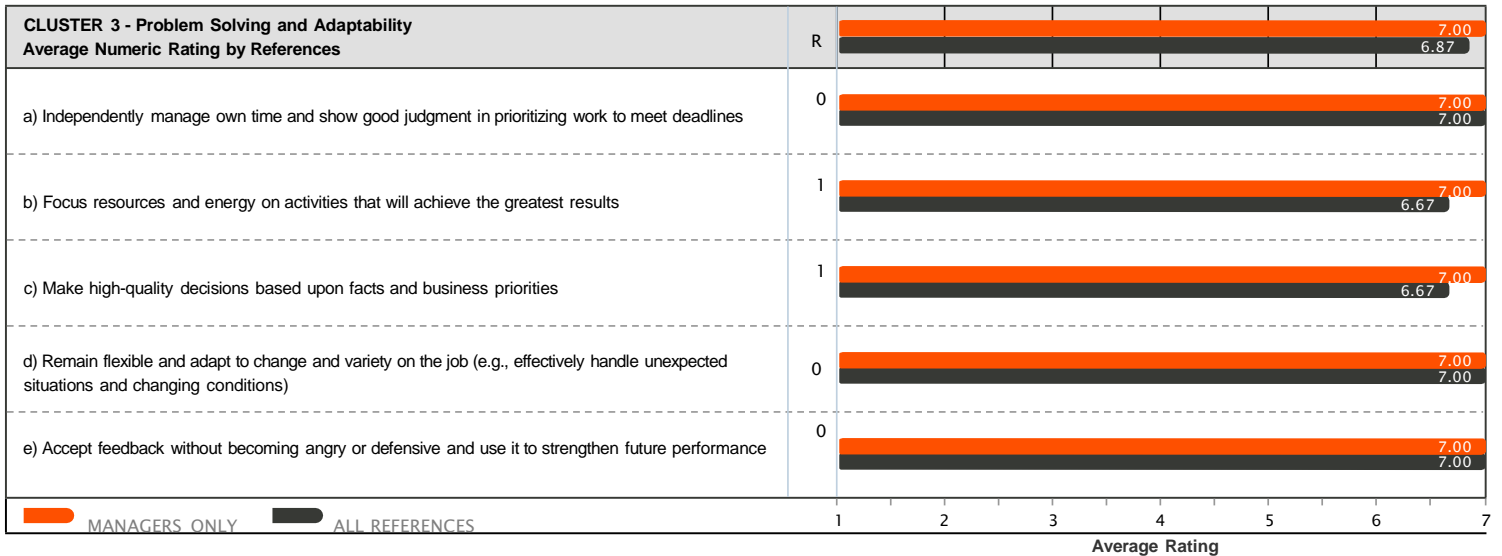
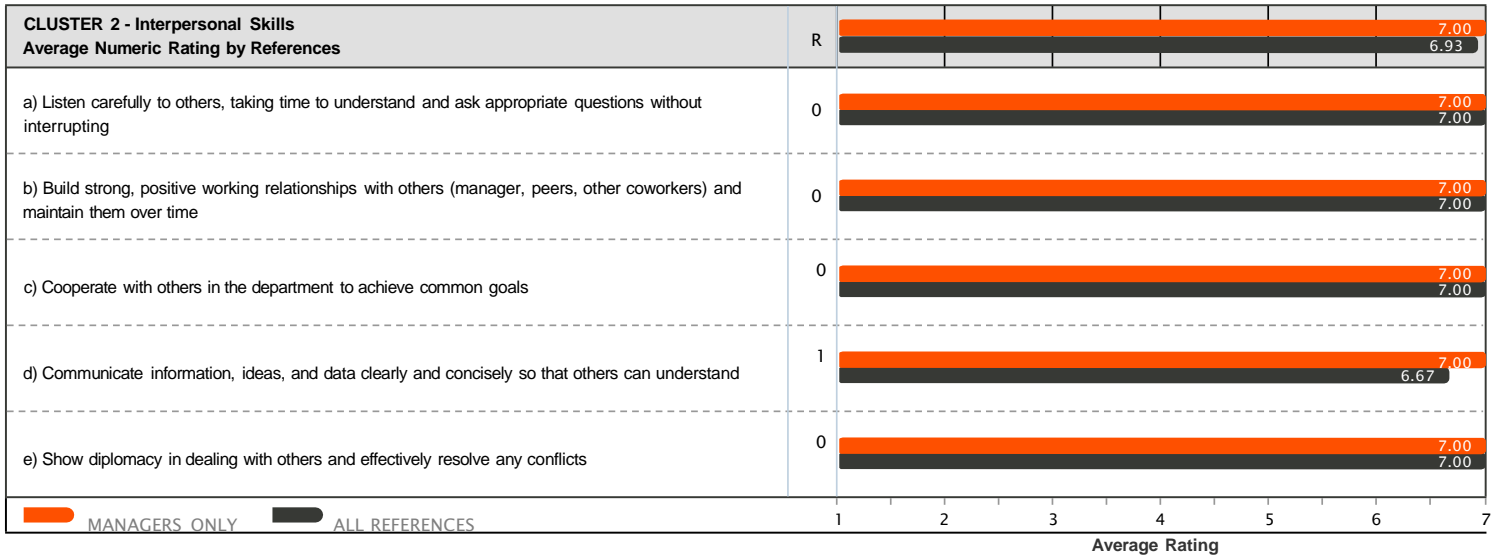
User Submitted Candidate: January 09, 2017 - 05:56PM (CST)	Candidate Submitted References: January 10, 2017 - 10:56AM (CST)
Candidate Response Time: 0.71 Business Days 0.71 Calendar Days	Median Reference Response Time: 0.02 Business Days 0.02 Calendar Days
Report First Ready to be Finalized: January 10, 2017 - 12:33PM: 0.78 Business Days	Report First Finalized: January 10, 2017 - 12:59PM: 0.79 Business Days

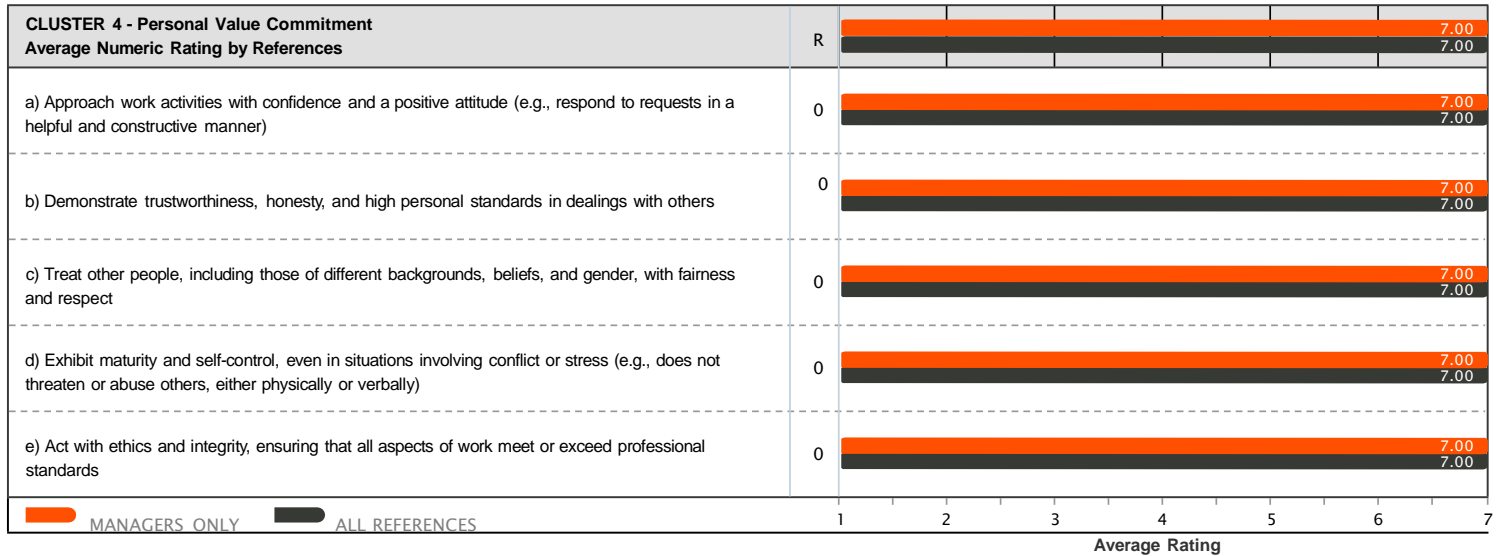
BEHAVIORAL QUESTIONS BY COMPETENCY CLUSTER

The section shows the average numeric ratings by competency cluster, such as "Interpersonal Skills". If at least two of the Candidate's managers submitted feedback, a "Managers Only" bar (in orange) is displayed.

The number in the column labeled "R" next to the behavioral question shows the range or difference between the highest and lowest rating submitted by the References for the behavior. Example with 3 References: Reference 1 rated a '7' on a behavior, Reference 2 rated a '6' on this same behavior, and Reference 3 rated a '5' on this same behavior. R = 2 (highest rating submitted minus lowest rating submitted, or 7 - 5 = 2).







ADDITIONAL REFERENCE FEEDBACK

This section shows the responses by References to the following two questions.

1. "Were you involved in the decision to hire this person at your company?"

Yes: 3/3 (100%)
No: 0/3 (0%)

*Based on responses from over 1 million References, 35.1% answered 'yes' to this question.

2. "Would you work with this person again in the future?"

Yes: 3/3 (100%)
No: 0/3 (0%)

*Based on responses from over 1 million References, 99.2% answered 'yes' to this question.

REFERENCE CONTACT INFORMATION

Candidates initially submit information about their References, such as the nature and duration of their work relationship with them. If a Reference has changed any information supplied by the Candidate, the text of the information that was changed will appear in **red font** in this section. You may choose to discuss any text in **red font** with the Candidate.

The symbols indicating survey completion status of the Reference are as follows:

- Solid green checkmark (✓): the Reference submitted his/her survey feedback responses prior to the time that the report was finalized by the end user.
- Hollow checkmark outlined in black (⏸): the Reference submitted his/ her survey feedback responses after the Candidate report was finalized, so this Reference's feedback is not included in the report. Re-finalize the report to include this Reference's feedback.
- The word "NO" in red font (**NO**): the Reference has not submitted his/her survey feedback responses.

MANAGER ✓	MANAGER	MANAGER ✓
<p>Mr. Percy Noir (Dr. / Mr. Percival Noir) Company: Mantis & Pray Reference Job Title: Head of Operations Relationship: Manager Phone#: Work: 858-000-0000 Email: pnoir@mantisandpray.com IP Address: 12.175.71.50 Completed: 1/10/2017 11:19:12 AM (0 Business day, 0 Calendar day) Candidate Job Title: Dates: 08/04/2016 To 01/10/2017 (0 years, 5 months) Address: San Diego, California United States Does Reference/Referee want to be informed of professional development opportunities?: No</p>	<p>Mr. Brandonwell Stark Company: Knope, Patel, Hollis & Golightly Reference Job Title: Attorney Relationship: Manager Phone#: Work: 419-000-0000 Email: brandonw@starkandassociates.com IP Address: Completed: (NO) Candidate Job Title: Dates: 11/01/1989 To 08/25/1990 (0 years, 10 months) Address: Bucyrus, Ohio United States</p>	<p>Ms. Sojourner Templeton (Mrs. Sojourner Templeton) Company: Tigris & Euphrates, Inc. Reference Job Title: Vice President/General Counsel Relationship: Manager Phone#: Work: 614-000-0000 Email: soj.templeton@cbc-companies.com IP Address: 68.22.157.31 Completed: 1/10/2017 12:33:47 PM (0 Business day, 0 Calendar day) Current Company: CBC Companies, Inc. Candidate Job Title: Dates: 08/14/2003 To 06/14/2005 (1 year, 10 months) Address: Columbus, Ohio United States Does Reference/Referee want to be informed of professional development opportunities?: No</p>

NON-MANAGER	NON-MANAGER ✓
<p>Ms. Catt Bengali Company: League of Bodhisattva Reference Job Title: Special Projects Administrator Relationship: Peer (or Colleague) Phone#: Work: 614-000-0000 Email: cattbengal@lobodhisattva.com IP Address: Completed: (NO) Candidate Job Title: Dates: 08/26/1990 To 02/23/1993 (2 years, 6 months) Address: Columbus, Ohio United States</p>	<p>Mr. Oswald Gauge Company: Angkor Wat, LLC. Reference Job Title: Manager Surface Mine Planning Relationship: Coworker Phone#: Work: 304-000-0000 Email: ogauge@aw.com IP Address: 198.190.186.6 Completed: 1/10/2017 11:20:05 AM (0 Business day, 0 Calendar day) Current Company: Arch Coal, Inc. Candidate Job Title: Dates: 11/10/1997 To 06/20/2002 (4 years, 7 months) Address: Morgantown, West Virginia United States</p>

Does Reference/Referee want to be informed of professional development opportunities?: No

REFERENCE IP ADDRESS HISTORY

Nair, Greg

IP Address	Date	Action
198.190.186.6	01/10/2017 11:07AM	Email Link Clicked
198.190.186.6	01/10/2017 11:20AM	Survey Completed

Nair, Praveen

IP Address	Date	Action
12.175.71.50	01/10/2017 10:57AM	Email Link Clicked
12.175.71.50	01/10/2017 11:19AM	Survey Completed

Temple, Susan

IP Address	Date	Action
64.109.101.134	01/10/2017 11:11AM	Email Link Clicked
54.234.104.113	01/10/2017 11:11AM	Email Link Clicked
88.198.43.235	01/10/2017 11:11AM	Email Link Clicked
54.224.150.109	01/10/2017 11:11AM	Email Link Clicked
64.109.101.134	01/10/2017 11:28AM	Email Link Clicked
68.22.157.31	01/10/2017 12:16PM	Email Link Clicked
54.70.39.15	01/10/2017 12:17PM	Email Link Clicked
46.4.35.199	01/10/2017 12:17PM	Email Link Clicked
54.188.32.237	01/10/2017 12:17PM	Email Link Clicked
68.22.157.31	01/10/2017 12:33PM	Survey Completed