



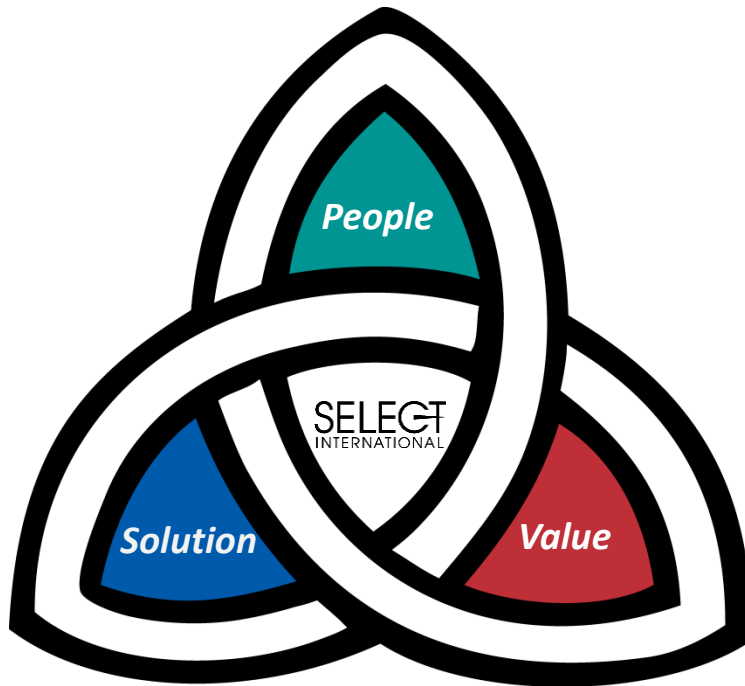
Cottingham & Butler

RoadWorthy®
ASSESS • HIRE • DRIVE

SecureFit®
SAFE • DEPENDABLE • PRODUCTIVE

Cottingham & Butler

ASSESSMENTS OFFERED



Cottingham & Butler has partnered with Select International so that we can offer discounted pre-employment assessments to our clients. These assessment tools are extremely effective at identifying key risk factors and motivational fit for specific positions.

Our assessments include RoadWorthy® for local, regional and long haul drivers, and SecureFit® for dock/warehouse workers.

REPRESENTATIVE CLIENTS



MULTIPLE DEPLOYMENT OPTIONS

Select International's multichannel deployment options allow clients to give assessments to applicants & employees on almost any device, anywhere, anytime



Advantages:

- Maximizes the potential pool of applicants
- Quickly screen large pools of applicants to efficiently identify top candidates, saving clients' time and resources
- Testing "on the go"
- Assessment experience becomes cheaper, faster, "better"

ROAD *WORTHY*® TOOL

Road*Worthy* is a web-based applicant assessment

- Job relevant questions
- Non proctored
- Categorizes applicants by risk factors
- Screens out as much as 20% of applicants
- Always available

Road*Worthy* measures:

- Accident and Violation Risk
- Road Rage and Aggression Risk
- Volatility and Impulsivity Risk
- Attitude and Abrasiveness Risk
- Unreliability Risk



THE BENEFITS OF ROAD *WORTHY*® FOR CLIENTS

Road*Worthy* Drivers Are:

- Safer – Less prone to accidents
- Economical – More productive and cost conscious
- Dependable – More reliable and diligent
- Professional – Increased focus on customers and service



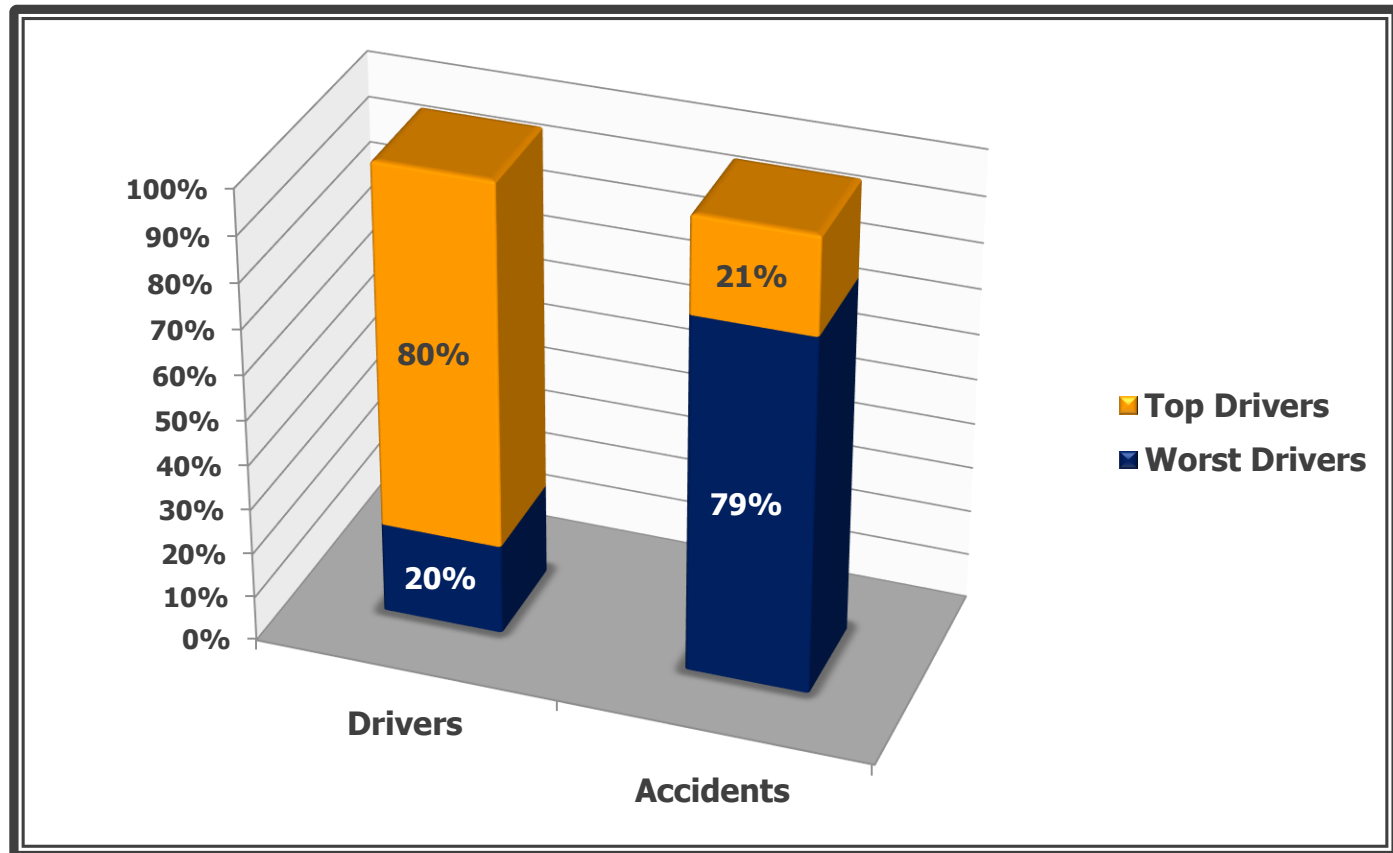
ROAD WORTHY®

Instructions: Please read each behavioral statement below and rate how often you demonstrate that behavior.

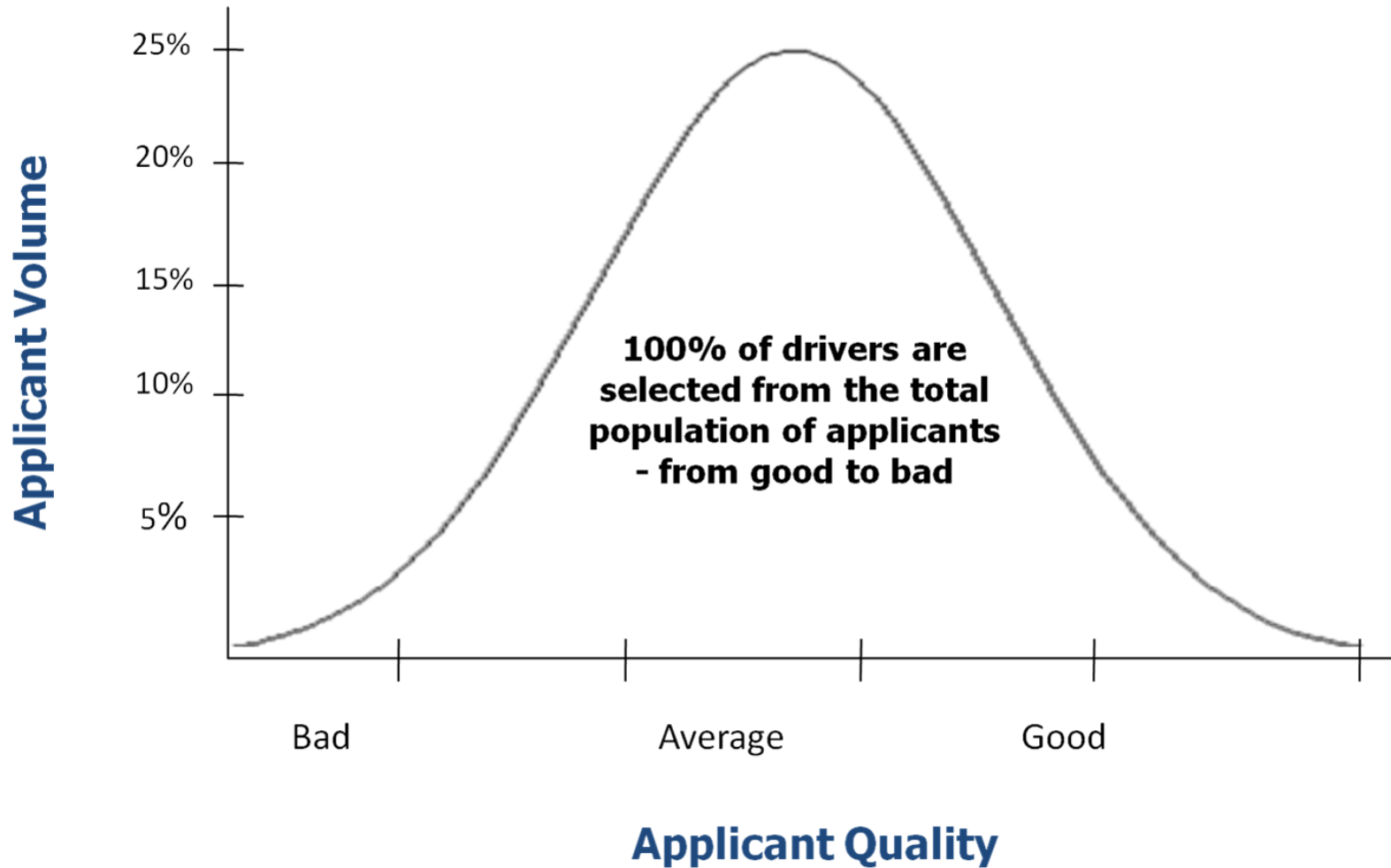
Never	Rarely	Once in a while	Sometimes	Often	Always	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Drive 10 miles or more over the speed limit
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Drive through a yellow light
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Shout at other drivers
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Get angry at other drivers
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Make gestures at other drivers
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Help co-workers when they need it
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Skip work without notice
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Show up late to work
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Follow-through on commitments
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Do what you say you will do
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Regularly drive long distances

THE PROBLEM

20% of drivers account for almost 80% of the accident incidents and turnover.



THE CURRENT CHALLENGE

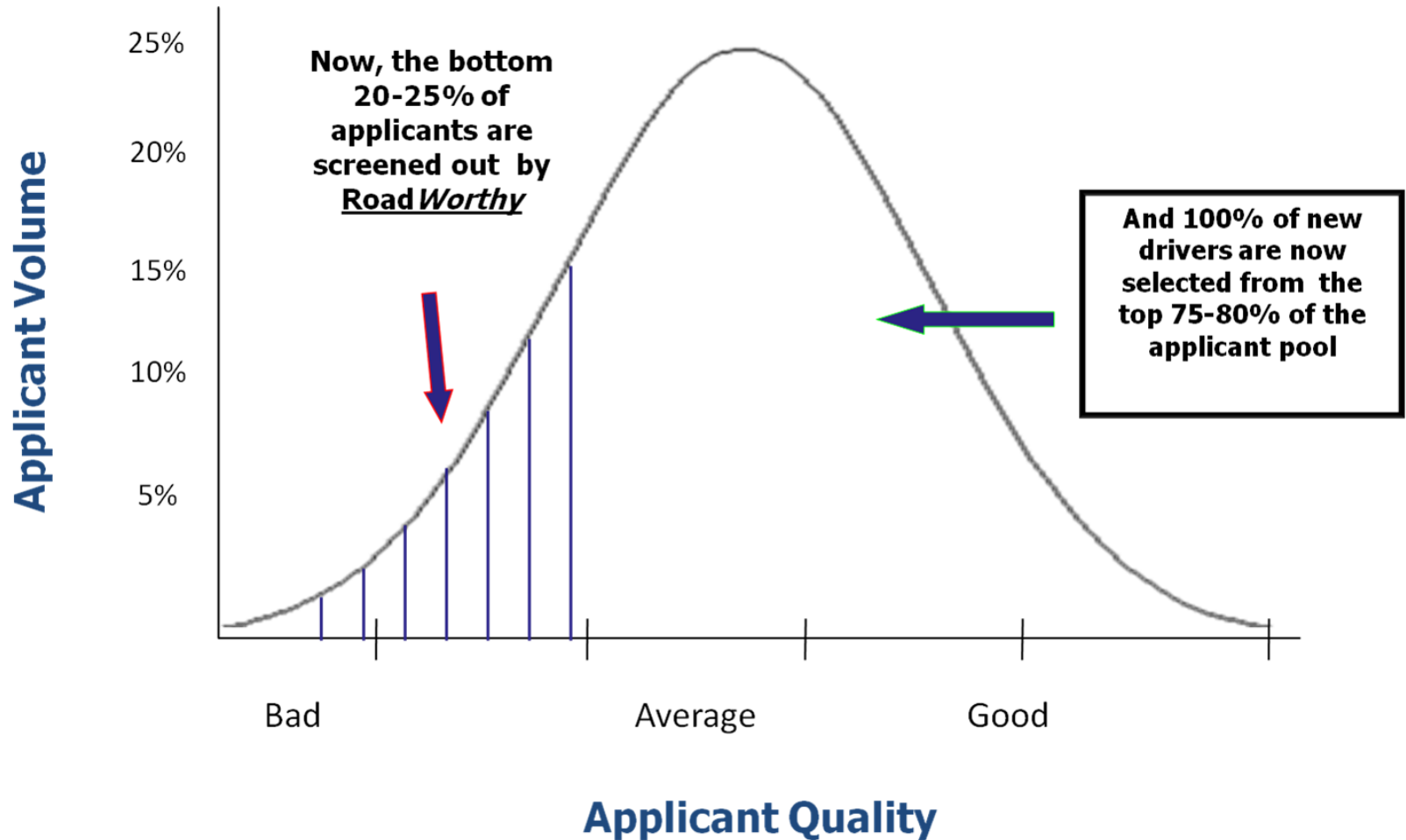


VALUE PROPOSITION

Focus 100% of your active recruiting efforts within the top 75-80% of your applicant population, so you can:

- Seat better drivers faster
- Identify high-risk drivers
- Reduce driver turnover
- Increase confidence in your selection decisions
- Automate the screening process

THE CURRENT CHALLENGE



RoadWorthy

Name	Candidate, Joe
ID	Joe.candidate@selectintl.com
Test Date	February 20, 2015
Position	RoadWorthy
Location	Demo Facility
Client	Demo

Recommendation	
Long Haul/Over-the-Road	Not RW Potentially RW RW
Route/Multi-stop	Not RW Potentially RW RW
Short Haul/Regional	Not RW Potentially RW RW

RW=RoadWorthy

Risk Factors

Risk Factor	Description	1	2	3	4	5	6	7	8	9	10	Rating	Probe Question
ABSENTEEISM / TARDINESS RISK	Likely to be Absent	1	2	3	4	5	6	7	8	9	10	Unlikely to be Absent	If you were to establish an attendance policy for your own organization, what do you think is fair? Tell me about a time when you were impacted by someone else's poor attendance.
ACCIDENT & VIOLATION RISK	Unlikely to Follow Safety Guidelines	1	2	3	4	5	6	7	8	9	10	Takes Safety Precautions	Tell me about a time when you witnessed someone performing their job unsafely. Describe the situation, any actions that you took and the final result.
ATTITUDE & ABRASIVENESS RISK	Difficult to Work With	1	2	3	4	5	6	7	8	9	10	Easy to Get Along With	Tell me about a time when you thought you were treated unfairly at work. How were you treated unfairly? Describe the situation, any actions that were taken and the end result.
ROAD RAGE & AGGRESSION RISK	Is Easily Frustrated	1	2	3	4	5	6	7	8	9	10	Stays Calm	From time to time, we all get frustrated with other drivers on the road. Tell me about a time when you became frustrated with another driver. What was the situation? What did you do? What was the result?
TURNOVER RISK	Likely to Turnover	1	2	3	4	5	6	7	8	9	10	Unlikely to Turnover	Describe your job or career goals. What interests you about this position or company and how does it fit in with your goals?
UNRELIABILITY RISK	Unreliable	1	2	3	4	5	6	7	8	9	10	Very Reliable	Tell me about a time when you went out of your way to help your boss or work team to achieve a goal or deadline. Describe the situation, your actions and the final result.
VOLATILITY & IMPULSIVITY RISK	Acts Before Thinking	1	2	3	4	5	6	7	8	9	10	Thinks Before Acting	Describe a time when you were upset about something at work and you had to bury your feelings about a situation in order to handle it effectively. Why were you upset? How did you handle it? What was the result?

Motivational Fit

Motivator	Description	Scale	Needs
PERSONAL INTERACTION	Loner, uncomfortable around others	←----- ----- -----▲-----→	Needs interaction, comfortable with others
TIME AWAY FROM HOME	Prefers to be on the road for extended amounts of time	←-----▲----- ----- -----→	Prefers to return home daily
TOLERANCE FOR LONG DISTANCES	Needs regular breaks and stops	←----- ----- -----▲-----→	Can drive long distances without needing a break
WORK SCHEDULE	Flexible, unpredictable	←▲----- ----- -----→	Stable, predictable

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