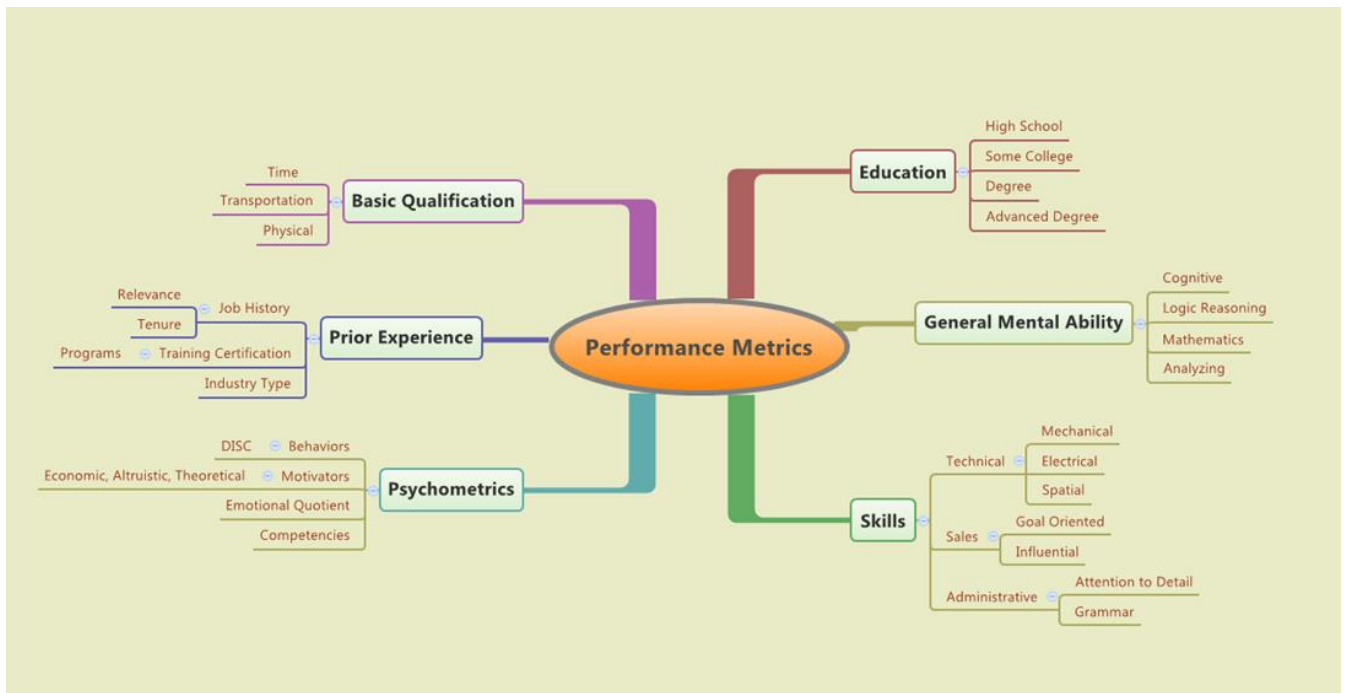




The ITN “Online Interview” Difference

ITN uses an online interview questionnaire to help you gain insights into the applicants that are applying for your open position. While many career websites are using AI technology to help identify good candidates, **ITN** has several key points of difference:

1. We use a multi-attribute model related to locally validated performance metrics (see illustration below). This means we use AI to identify what are the important attributes as they relate to specific performance measures by job, such as tenure, attendance, miles driven, sales and so on.

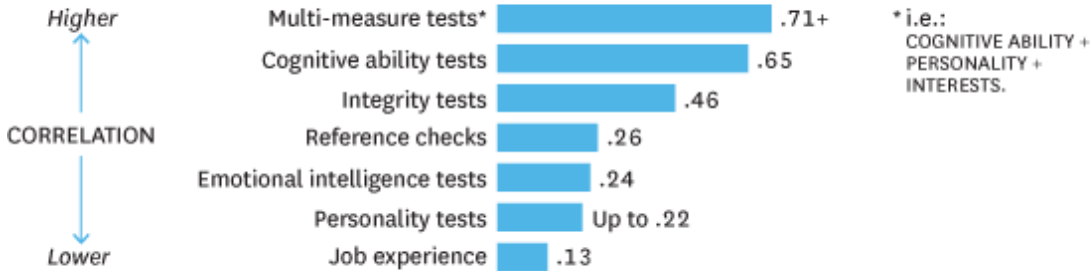


2. Research across multiple academic groups clearly show that multiple measures have a greater power of predicting a good hire than interviewing or single measures.



THE MOST EFFECTIVE HIRING SELECTION PRACTICES

And those that don't work so well, based on validity coefficients ranging from 0 to 1. The higher the number, the higher the correlation between test scores and predicted job performance.



SOURCE BASED ON DATA SHARED BY FRANK L SCHMIDT IN A NOV 6, 2013 ADDRESS TO PTCMW AS AN UPDATE TO: SCHMIDT, F. L. & HUNTER, J. E. (1998).

HBR.ORG

3. Our job applicant considerations include psychometric attributes such as behaviors, motivators, competencies along with skills testing. ITN has a library of skills test that can be customized to fit individual job needs based on our modeling and the jobs performance requirements and metrics.
4. ITN also has a large database of psychometrics by job type and an advisory board of Ph.D. psychologists with extensive experience in the field.
5. Our process is built on an automated software platform. One click provides access to candidate prioritization, online questionnaire insights and skill test scores. The more you use the system the smarter it gets.
6. Our data is locally validated for reliability, validity and no adverse impact.