



## We're on a mission to change the world of work

For too long, we have all relied on the resume as the primary source of information. This habit of screening applicants out of contention based on their education and work history has fed an epidemic of turnover, dissatisfaction, and disengagement, and has hidden from view large segments of the population who are perfectly well-suited to the task but have followed a different pathway.

We know from experience that when people are matched with roles based on their fundamental compatibility with the job itself, magic happens. Work suddenly gets done faster, better and with less effort. They can bring their full selves and all their natural talents to the job and invest in the relationships that lead to great work.

**When the FIT is RIGHT, everyone wins.**

### At the heart of everything we do: sophisticated, patented job matching technology

Fit First® uses sophisticated, patented job-matching technology to measure core behavioral traits – who someone is deep down, and how they naturally interact with the world around them, including their standards, attitudes and behaviors. These are the predictors of 'job fit' and can be used very effectively to match the right people with the right opportunities.

Historically, access to high-powered data analytics and screening tools were the privilege of Fortune 500 giants with deep pockets. We've democratized the science and leveled the playing field by building our proprietary fit-based technology into platforms that are scalable to companies of any size, in any industry. We're proud to be making a difference across multiple fields, helping people at every stage of their journey discover how job fit can transform careers, organizations and the world.



**How is this person likely to behave as an individual?**

Extraversion  
Intensity  
Control  
Decisiveness  
Autonomy  
Ambition



**How is this person likely to interact with others?**

Agreeableness  
Gregariousness  
Cooperativeness  
Tact  
Influence  
Compassion



**How is this person likely to approach their work?**

Conscientiousness  
Acumen  
Assurance  
Resolve  
Reliability



**How is this person likely to embrace change?**

Openness  
Creativity  
Adventurousness  
Teamwork



**How is this person likely to weather challenge and adversity?**

Stability  
Compliance  
Optimism  
Outlook

### Results that speak for themselves

In 2018, an Industry Association whose members are small and mid-sized electrical contractors, confronted a pressing challenge: a dwindling workforce due to high attrition rates and an aging workforce. It was fast becoming an existential risk for their members.

A partnership with Fit First® Technologies resulted in the development of two vital interfaces. On the jobseeker side, applicants were assessed (screened in) not only for their behavioral compatibility with the Electrical Trade, but also for traits like tenacity to predict their likelihood of persevering through a lengthy apprenticeship. Meanwhile, on the employment side, Fit First® developed a unique job-matching board that makes it easy for employers to post job openings and find candidates who are well-aligned with the business.

**The impact of this approach has been astounding. In the four years since its inception:**

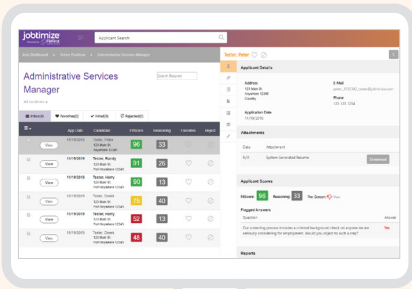
- Hiring far exceeded expectations – 500 apprentices hired; 250 employers participating.
- Satisfaction rates (employers and apprentices) well in excess of 90%
- Attrition reduced from the mid-40% range, to 2.9%
- Diversity hiring increased to 24%

In the words of the Executive Director, 'what we have learned here is that when you are willing to let go of the resume and instead simply look for people who are naturally well-suited to the job, you'll find they are all around you'.

Beyond this, candidates not suited for the Trade discovered their aptitude for other in-demand careers in vital industries such as Agriculture, Engineering, Heavy Equipment Operation, Nursing and more!

## How we deliver our promise to Employers

TalentSorter® is like a pair of x-ray glasses, allowing you to see the real person behind the resume. The full solution offers a simple and elegant Applicant Tracking System with the behavioral elements integrated into the application process itself (so employers get FitScores® and detailed reports on everyone who applies); or we can easily integrate the behavioral elements into a third party ATS.



### Employers:

- Build a company profile using our Applicant Tracking System (ATS), or integrate with your own system.
- TalentSorter® will promote your open positions on top job sites, and accept pre-matched applicants from our database.
- All applicants arrive in your dashboard pre-screened for behavior, knowledge, and skills that specifically match the job.
- Access reports, including a Job Fit Report & Interview Guide specific to each candidate, as well as an Ideal Candidate Report with detailed breakdowns of exactly what to look for.

- Create and post job openings on all major sites
- Candidates apply online, completing the assessment as part of the application process
- FitScore® identifies top candidates based on traits, attitudes and behaviors
- Detailed reports and interview guides, unique to each individual based on each person's fit with the ideal for the job
- Complete reference checks online with ease, without ever making a phone call

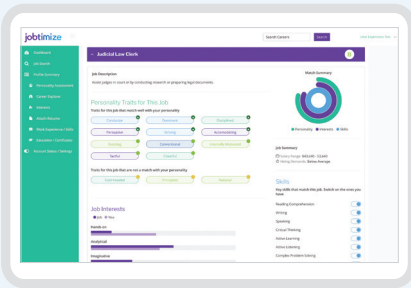
TalentSorter® calculates an applicant FitScore® by evaluating key traits, behaviors and soft skills based on the standards and expectations for the specific role.

### The higher the FitScore®, the likelier the individual will:

- Onboard faster
- Stay longer
- Be productive
- Add value
- Take friction out of the operation

## How we deliver our promise to the rest of the employment ecosystem

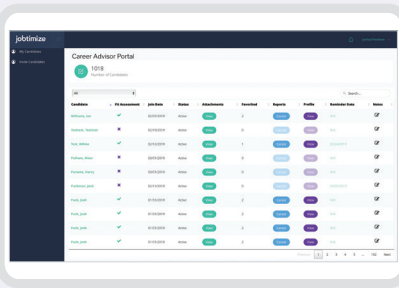
### Jobseekers, students and others looking for the right path forward



### Jobseekers & Students

- Upload your resume or use our resume builder.
- Take the Job Fit Assessment and Interests Inventory to learn about your core behavioral traits and possible career matches.
- See how your Skills and Education factor into jobs that fit you.
- Use the Career Explorer to get a full overview of your Top Job Matches and save your preferences.
- Download your 'Career Planning Report'.
- Target your training for the jobs you match.
- Search live/local job sites (such as Indeed).

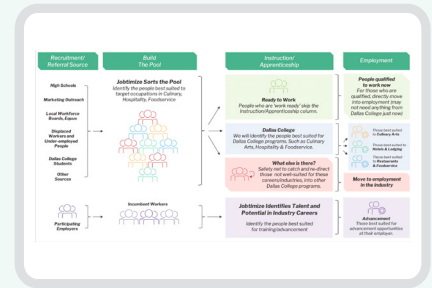
### Career Advisors, Educators, Workforce and Economic Development



### Career Advisors & Educators

- Stay organized with the Jobtimize® 'Advisor Portal' CRM.
- Add, track and move people in your database.
- Record your communication trail and create notes or reminders for you, your team or those receiving your support.
- Jump into your clients' Jobtimize® profile at the click of a button.
- Download and print each client's Career Planning Report.
- Link to employers who have jobs that match your clients.
- View statistical graphs, support tracking, and outcomes for long-term planning.

### Industries seeking to nurture talent pipelines and secure talent pools



### Nurturing & Securing Talent

- We'll create a rich resource that will help people explore your industry.
- Objective, detailed and highly personalized information that will help visitors understand whether there's a fit for them in the industry, and in what types of roles.
- Built-in labor exchange - employers can post jobs easily and promote them to the pre-screened candidates in the database.
- We help you build a talent pool of people who are well-suited to the industry, which is shared, nurtured and developed by the companies in the industry.
- Extend the resources and tools to pipelines of 'future talent' - middle and high schools for example - to help cultivate interest and present 'test drive' opportunities.

For more information, contact us! Together we can build a workforce to be reckoned with.