



The Goal

Step One SurveyII™ is designed to help you hire honest, dependable, hard-working and drug-free employees! Use it and gain productivity, improve morale and increase profits.

The Problem

A survey of employed people revealed that

- 56% admitted lying to their supervisors
- 41% admitted falsifying records
- 35% admitted stealing from employers
- 31% admitted abusing drugs or alcohol

This is your applicant pool!

American businesses annually suffer \$400 billion in losses because of employee fraud and theft! That's \$9 per employee per day! It is estimated that 36,000 companies are "stolen out of business" every year – by their employees!

Four Critical Areas

Step One SurveyII™ provides the information an employer needs to know about a job applicant's attitude in four critical areas:

- **INTEGRITY** -- Can the applicant be trusted?
- **SUBSTANCE ABUSE** -- Is the applicant drug-free?
- **RELIABILITY** -- Is the applicant dependable?
- **WORK ETHIC** -- Will the applicant be a long-term, hard-working employee?

The Solution

- *Step One SurveyII* -- **It's easy to use!**
- *Step One SurveyII* -- just minutes to take and score.
- *Step One SurveyII* -- includes a structured interview that asks essential questions that should be asked -- but are often overlooked.

Applicants complete the survey, which is scored on the Internet. In minutes, you have a printed, comprehensive report to alert you if applicants admit critical behaviors or express attitudes you might question.

Eliminate these profit-stealing activities:

- *Calling in "sick" to take an unauthorized day off*
- *Being tardy*
- *Leaving work early*
- *Taking home office supplies and other company property*
- *Having another employee punch in or out for them*
- *Shrinkage*
- *Fraud*
- *Theft*

***Step One SurveyII* helps you hire employees who deliver an honest and reliable full day's work for a full day's pay. It is Accurate, Dependable, Easy to Understand, and Cost Effective. Start using *Step One SurveyII*™ in your hiring system TODAY!**

Example: Employee Turnover Cost Analysis and Return on Investment:

- A company has 100 employees.
- Turnover is only 20% per year.
- Employee turnover cost is three month's wages (very conservative).
- Average wage is \$8.00/hr plus 20% benefits.
- Existing yearly employee turnover cost = 100 employees X 20% X \$4,992 (including benefits) = \$99,840 per year.
- The *StepOneSurveyII* can typically reduce employee turnover by at least 20%. The yearly savings is \$19,968. (This does not include the reduction in employee theft and the increase in productivity)
- The yearly cost of using the *StepOneSurveyII* = \$1,080

Your Return On Investment (ROI) =
\$19,968 / \$1,080 = 1,848%!!!

This is why so many organizations are using the Step One SurveyII.