



AppliTrack  
HR solutions in the cloud



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AppliTrack is a collection of online HR solutions designed to make finding the right talent efficient and intuitive. These tools give you the power to track and recruit applicants, handle personnel in a paperless environment, and utilize research-based prescreening tools to effectively select the right people for your organization. AppliTrack exists so you can have more freedom to focus on people, not process.



HR FILES



RECRUITING



SELECTION

WEB-BASED HIRING

PAPERLESS PERSONNEL FILES

PRESCREENING TOOLS



## SELECTION

It would be nice to know how an applicant would fit into your current system by being able to accurately gauge performance before the hiring begins.

With **AppliTrack Selection** you can do just that. We have created prescreening tools to accurately predict on-the-job performance. Based on responses of known, high-performing, employees we can correlate how well an applicant will do based on their responses to the same assessments.

With that knowledge in hand you can begin to draw a more detailed view of your applicant pool. This affords you the ability to make sure the one you hire fits your goals, your values, and your vision.

Currently, we offer many off-the-shelf prescreening tools for you:

- TeacherFit
- TeacherFit SE (Special Education)
- JobFit
- AdminFit
- Hospitality
- Healthcare
- Manufacturing

For more information visit:  
[www.AspexSolutions.com/selection](http://www.AspexSolutions.com/selection)

### Dive Deeper

Use the Candidate Summary and Interview Reports to effectively position applicants who score favorably on the assessments.

**Interviewer Report**

Candidate: Sample Applicant ID: tryad@aspex.com  
 Date Tested: 12/15/2008 12:00:00 AM

Job Requirement	Score Level
Fairness and Respect	High
Concern for Student Learning	High
Communication	High
Communication and Persuasion	High
Planning and Organizing	Average
Cultural Competence	High
Overall	High

**Fairness and Respect**

1. Describe a time when you had to deal with a difficult student or parent. What did you do to resolve the situation? Describe your role and explain the process that you followed. (10%)
2. Describe a time when you had to deal with a difficult student or parent. What did you do to resolve the situation? Describe your role and explain the process that you followed. (10%)

**Concern for Student Learning**

1. Describe a time when you had to deal with an applicant in need of help. How did you help the applicant? Describe your role and explain the process that you followed. (10%)
2. Describe a time when you had to deal with an applicant in need of help. How did you help the applicant? Describe your role and explain the process that you followed. (10%)

**Candidate Summary Report**

Candidate: Sample Applicant ID: tryad@aspex.com  
 Date Tested: 12/15/2008 12:00:00 AM

**Score Summaries**

Job Requirement	Score Level	Graph
Fairness and Respect	High	High
Concern for Student Learning	High	High
Communication	High	High
Communication and Persuasion	High	High
Planning and Organizing	Average	Average
Cultural Competence	High	High
Overall	High	High

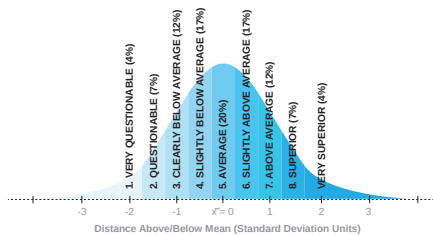
**Description of Scores**

Assessment Section and Score Interpretation	Score
<b>Fairness and Respect:</b> Scores for fairness to extend to all individuals, high with integrity and respect for each individual are essential. High scores indicate a strong ability to resolve conflicts and address differences among people, resulting in a fair outcome.	8
<b>Concern for Student Learning:</b> Scores in this range mean that the individual places great value on teaching others fairly and with respect. The individual believes that sharing information, providing feedback and support that should be understood and respected, and in the appropriate areas with honesty and integrity, and respects and accepts the responsibility as a teacher. The individual scores well in the top 25% in this area.	
<b>Communication and Persuasion:</b> Scores for communication and persuasion are essential. High scores indicate a strong ability to resolve conflicts and address differences among people, resulting in a fair outcome.	
<b>Concern for Student Learning:</b> Shows ability and organizes interacting with them and teaching.	

### How are applicants scored?

According to our research, 90% of applicants that score a 7, 8, or 9 are rated as effective performers once on the job.

Stanine Descriptions and Percentage of Scores in Each



Images are for illustrative purposes only.

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AppliTrack is designed to be easy and intuitive. It tracks and records a paperless, web-based prescreening process to find the right people for your organization. It exists so you can focus on people, not

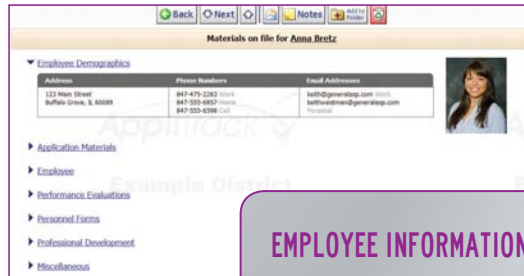


HR FILES



### A paperless environment

HR Files handles all forms, from payroll to employee forms. It is all in one place. "Filing" has never been this easy.



EMPLOYEE INFORMATION  
DATABASE

AUTOMATE  
"PAPERWORK"

DOCUMENT  
MANAGEMENT

SEARCH/SORT/FILTER  
EMPLOYEES

## HR FILES

We don't like clutter. You won't see overflowing filing cabinets in our office. It frees us of paper and allows us to manage and sort all of our documentation in a paperless environment.

We knew that you could benefit from this as well. So we developed **AppliTrack HR Files**. Now you can manage all employees, and the paperwork associated with employee management, in an automated and paperless manner.

So what does that do for you?

- Design customized document workflows.
- eForms can replace paper and PDF artifacts.
- Build and maintain your automated employee demographic database.
- Flexible system and document permissions to customize district user security for role changes or turnover.

It's almost overwhelming how much freedom and customization comes in a paperless environment. Of course, we feel it is exciting and we want you to share that same feeling.

For more information visit:  
[www.AspexSolutions.com/hrfiles](http://www.AspexSolutions.com/hrfiles)



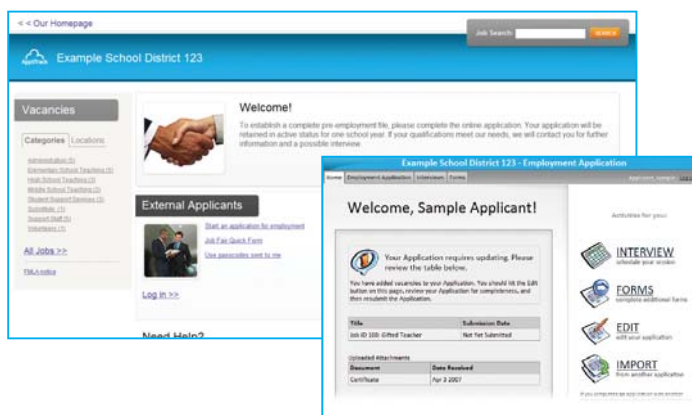
HR FILES

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Beautiful things are easy to use

We develop with simplicity in mind, because we exist to make your HR processes more focused, efficient, and as a tool to help you find the right talent for your needs.



RECRUITING

We developed **AppliTrack Recruiting** as an all-in-one, online solution built to fit your needs. Our system is highly customized and efficient allowing you to focus on people and not process.

AppliTrack Recruiting gives you control over all aspects of your applicant tracking.

- Reduce time and errors with auto filters for quick screening.
- You have the ability to generate detailed reports with real-time data.
- Pull and compare applicants across multiple vacancies.

We have also developed tools that allow you to create applicant watch lists. We have even integrated social media outlets like Facebook, LinkedIn, and Twitter so you can post vacancies in many different market spaces.

Our goal is to help you create an automated progression through the HR pipeline and we feel that is a goal you share.

For more information visit:  
[www.AspekSolutions.com/recruiting](http://www.AspekSolutions.com/recruiting)

**99.9%** Retention rate

**1900+** Clients and Growing

“AppliTrack has enabled us to further our commitment to seek and find the best candidates for our organization. Our commitment to providing the best possible service has been enhanced through the use of AppliTrack in securing highly-qualified and talented individuals. We have also drastically reduced our advertising costs through the services of AppliTrack.”

**Dr. Greg McGann**  
Director of Human Resources

**2-TIME** Inc. 500|5000 honoree

**98%** Customer Satisfaction

## HR Technologies in the Cloud

Aspex Solutions exists to make world-class technologies that help organizations focus on people, not process.

Aspex Solutions is dedicated to helping organizations obtain economical, high-value, software systems that enable a single person to help and work with many people at a time while still maintaining a human touch. All of our systems are cloud based and come with lifetime service agreements.





**HR Technologies in the Cloud**  
**[www.AspexSolutions.com](http://www.AspexSolutions.com)**

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