

GCADA Provides a One-Two Punch for Your Hiring Process

Salesperson Employee Selection Predictability Screening

In taking employee screening to the next level, your Association in conjunction with The Omnia Group (Omnia) has developed an Employee Selection Predictability (ESP) program that will allow our members to reduce training costs and turnover while saving time and money. Experts estimate the cost of turnover in a dealership as being between six to twelve months of the individual's pay. Fortunately, ESP if implemented correctly, can lower turnover costs as high as 30-40% in the dealership environment.

Omnia has over ten years of automotive dealership experience and statistical data in providing an inexpensive and independently validated employee selection tool. This tool will identify job candidates who are most compatible with the dealership's sales position and your dealership's environment. This tool will help you "hire the right person the first time."

Their online testing process is specifically tailored to the automotive dealership environment with an emphasis on *salesperson hiring*, which can tell you what a candidate can and cannot do! Many similar nationally recognized programs charge over \$5,000 for set up and more than \$250 per screening test.

GCADA members pay \$25 per online screening with no set up fees!

****Although employee predictability screening may provide you with insight into an applicant's compatibility it should not be used as the only factor in making a hiring decision.*

Lower Prices on Background Screening

The Greater Cleveland Automobile Dealers' Association developed the very successful *GCADA Background Screening Program* that gave members the ability to run background checks on potential employees electronically and for a very competitive price. How could your Association improve on that? **Provide the same level of service for less money.**

Your Association has contracted with a locally based online vendor to provide the following commonly used background screening services at up to a 33% savings:

	<u>New Price</u>	<u>Old Price</u>
✓ Drug Testing at LabCorp or Quest	\$26.00	\$28.00
✓ County & National Criminal (Axxcess Search)	\$ 8.00	\$10.00
✓ County Criminal Search	\$10.00	\$11.00
✓ Axxcess Search w/SST and Single County	\$20.00	\$22.00
✓ Credit History Report	\$ 4.00	\$ 6.00
✓ MVR (Ohio)	\$ 4.00	\$ 4.00

****** Your Association will contact all current Background Screening Service Program participants to provide a new username and password for access into our online service.***

Dealers need to protect themselves, their businesses, and their current employees. This can be accomplished by utilizing both the background screening and ESP programs.

Should you have any questions regarding these programs, please contact Rachael C. Ribar at 440.746.1500 or by e-mail at rribar@gcada.org. If you would like to schedule an appointment with Rachael to set up either of these programs please fax back the attached appointment form.