

# Intermountain Farmers Association

### Client-at-a-Glance

Intermountain Farmers Association (IFA) has been serving the needs of agriculture since 1923. From its humble beginnings in Gunnison, Utah, IFA has grown to an operation that includes more than 25 outlets in five states. Its mission is to provide professional products and services to the agricultural community by supplying feed, garden supplies, pest management, soil testing, fertilizer, and other assorted farming related products and services.

### Testing Supplies Farmers Co-Op with Reliable Employees

Intermountain Farmers Association (IFA) operates nurseries, mills, farm service centers, distribution centers, and garden centers in five states across the northwest; offering everything from garden plants and fertilizer, to livestock feed and pest management services for both consumers and over 300 independent business owners.

As a co-op with 400 employees working in 25 outlets, IFA treats employees with respect and fairness and provides opportunities for growth and development in a safe working environment.

Bryan Coulter, Director of Retail Operations, uses the Wonderlic Personnel Test (WPT) to measure a candidate's ability to learn specific jobs, solve problems, and apply knowledge to new situations, and the Wonderlic Hay Aptitude Test Battery to measure whether candidates can recognize and work with complex numerical sequences—critical skills for people working with large amounts of inventory.

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“The heart of our business is inventory management,” Coulter says of his reliance on the Wonderlic Hay Aptitude Test Battery number tests.

The IFA team is constantly managing inventory to make sure every product line is appropriately stocked and shipped on schedule. Dozens of product lines get cycled through on different schedules—some monthly, others quarterly, or annually, and are all tracked through software programs that link stock to shipping and receiving.

Coulter relies on his employees to make sure the inventory process doesn't break down, and the Wonderlic Hay Aptitude Test Battery give him the confidence he seeks. **“By using the Hay Aptitude Test Battery, we can isolate people who have the ability to work with numbers,” he says.**

Along with the Wonderlic Hay Aptitude Test Battery, Coulter uses the Wonderlic Personnel Test to measure candidates for key positions. He is so confident in how the Wonderlic tests work that he will not fill any key position at IFA without first putting the candidates through testing. “Wonderlic tests take the bias out of hiring,” he says. “It's a practical approach to screening and it gives us the upper hand.”

