

Wonderlic Inc.  
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## About Wonscore™ from Wonderlic

Created for growing businesses, Wonscore is a SaaS pre-employment testing platform that provides an easier, faster way to hire better employees. Wonscore assesses candidates in three areas proven to predict job performance: cognitive ability, motivation and personality. The powerfully simple result is a single score that quickly identifies those candidates most likely to succeed in a specific job.

By providing insight into key factors that help predict job success, Wonscore also helps organizations lower hiring costs, reduce turnover and boost productivity. Employers can pre-screen applicants to determine which candidates are worth pursuing before they review a single resume.

Drawing on decades of research, Wonscore from Wonderlic has developed job profiles for more than 900 jobs across all major industries. Fully mobile-optimized, Wonscore is accessible on any device, at any time. An intuitive interface makes it easy to see which candidates' strengths best align with a position's requirements. Testing is entirely online, and setup is simple — employers can start testing in minutes.

### Wonscore™

#### QUICK FACTS

The first and only self-service, SaaS pre-employment testing solution

Assesses candidates in 3 key areas scientifically proven to help predict job success

Results in a single, easy-to-compare score

Designed for growing businesses

## 3 tests. 1 score. Better hires.

Wonscore assesses and ranks potential employees in three areas scientifically proven to predict job performance:



## About Wonderlic

Since 1937, Wonderlic Inc. has been helping organizations hire smarter and grow faster. Located in Vernon Hills, IL, this privately held company provides businesses, government agencies and schools with a comprehensive library of highly regarded assessments for each phase of the hiring and student selection processes. In its 80+ year history, Wonderlic has delivered over 200 million assessments for more than 75,000 organizations.

## Wonderlic.

### QUICK FACTS

Privately held company in business for 80+ years

Has delivered more than 200 million assessments

Used by more than 75,000 organizations

Founding member of the Association of Test Publishers

Committed to socially and environmentally responsible business practices

Headquartered in Vernon Hills, IL

## Wonderlic Timeline

### 1930–1950

- E.F. Wonderlic begins distributing the world’s first short-form cognitive ability test, the Wonderlic Personnel Test (WPT), from his home.
- Applied Psychology publishes E.F. Wonderlic’s first study on the scientific analysis of job applicant abilities as a continuing business practice.
- During World War II, the U.S. Navy uses the WPT to select candidates for pilot training and navigation.
- The National Industrial Conference Board (now known as The Conference Board) publishes E.F. Wonderlic’s second study on the scientific analysis of job applicant abilities as a continuing business practice.

### 1950–1970

- E.F. Wonderlic publishes the first normative study of job applicant test scores.
- E.F. Wonderlic and Associates Inc. is established.
- The second normative study of job applicant test scores is published, setting the standard for the decennial publication of WPT data that continues to this day.

### 1970–2010

- The third decennial study released by Wonderlic conclusively demonstrates that the WPT measures employee job performance potential without regard to race or nationality.
- Tom Landry of the Dallas Cowboys begins using the WPT to forecast player performance. The NFL still uses the test in its annual Scouting Combine as a pre-draft assessment of player cognitive skills.
- Wonderlic addresses the needs of postsecondary trade and technical schools by revising the WPT for education. This new test, called the Wonderlic Scholastic Level Exam, is one of the most popular student assessments on the market today.
- The fourth decennial study released by Wonderlic establishes the relationship between median job applicant scores and minimum scores required for acceptable job performance.

### 2010 AND BEYOND

- Wonscore™ from Wonderlic is introduced as the first cloud-based, self-service pre-employment testing platform, giving growing businesses access to a powerfully simple “single score” result for any job candidate.

## Executive Profiles



### **Charles F. Wonderlic, Jr.**

#### **President and CEO**

Mr. Wonderlic is a widely recognized authority on the development and implementation of employment and educational assessment solutions. Over the past 28 years, his vision, entrepreneurial spirit and commitment to quality have helped his organization earn the trust and confidence of over 75,000 employers and career educators worldwide.

He is an active speaker who has shared his views about the importance of preparing and selecting “job-ready” workers at numerous keynote addresses and industry presentations, and on national television programs including Dateline, Lifetime, CNNfn and 20/20.

Charles is an active community leader who currently serves on the board of directors for Career Education Colleges and Universities and previously served on the boards of the Association of Test Publishers (chairman), Crisis Ministries and the District 128 Foundation for Learning. Additionally, he is a mentor for College of Charleston MBA students.

Charles received his bachelor's degree from Miami University and his MBA from Lake Forest Graduate School of Management.



### **Rebecca Callahan**

#### **Vice President of Product**

As Wonderlic’s Vice President of Product, Rebecca Callahan drives product innovation that truly helps growing businesses identify and hire the best talent. Rebecca is responsible for Wonderlic’s holistic product vision and the development of cohesive strategies for Wonderlic’s product portfolios. She leads the intersection of Wonderlic’s product, research and technology teams with a deep focus on innovation and the expansion of Wonderlic’s value propositions. Before joining Wonderlic, Rebecca was Head of Product for Hogan Assessments where she was responsible for setting and leading product strategy across their product portfolio.

Beyond her product development role, Rebecca has extensive experience implementing strategic talent management initiatives for organizations worldwide. She is also an experienced facilitator in training, strategy, and team building, and has enjoyed working with organizations to select and retain engaged and high-performing leaders.

## Executive Profiles (continued)



### **Dr. David Arnold**

#### **General Counsel**

Dr. Arnold is involved with legal issues concerning privacy, negligent hiring, employment testing and equal employment matters. He also serves as general counsel for the Association of Test Publishers. In this capacity, David has testified before various legislative committees on issues related to testing.

David's prior background includes HR-related positions with Supermarkets General Corporation, the University of Nebraska, the City of Omaha, United Airlines, Reid London House and NCS Pearson.

He is an active member of the American Bar Association's Section of Labor and Employment Law and the Society for Industrial and Organizational Psychology (SIOP). He has also served as chairperson of the American Psychological Association's Committee on Legal Issues and currently serves on the State Affairs Committee of SIOP. David has written over 100 articles regarding testing and employment law/legislation and spoken frequently to various HR and other trade groups regarding these topics. In 2009, he was the recipient of the "Award for Professional Contributions and Service to Testing," presented by the Association of Test Publishers.

David holds a J.D. from Loyola University Chicago School of Law and a Ph.D. in industrial psychology from the University of Nebraska.