HRM IMPACT AWARD

COMCAST · WALMART
AMAZON · BANK OF AMERICA

+

Modern Hire

You Don't Have to Be a Leading Global Brand to Hire Like One

Find out how four leading brands saved millions in turnover

and recruiter hours, hired 400K employees in four months,

and upped their candidate experience game.

Case Study: HRM Impact Award Winners + Modern Hire

You Don't Have to Be a Leading Global Brand to Hire Like One:

Best Practices of Four HRM Impact Award Winners

Modern Hire clients have won an unprecedented five Human Resources Management (HRM) Impact Awards from SIOP and SHRM in the last six years. The prestigious annual award recognizes the most successful HR practices and initiatives, as decided by evidence-based, data-driven analyses.

But there's an even bigger story: Any enterprise can benefit from the award-winning hiring technology these leading brands have used to transform their business outcomes. Hiring teams can capture the advantage with Modern Hire's predictive and engaging Virtual Job Tryout®.

Stand on the shoulders of giants with Modern Hire.

COMCAST
+ Modern Hire

- Saved nearly 25K hours in recruiter time
- Achieved high candidate engagement and satisfaction
- Validated strong relationship of assessment with performance and retention

Walmart
Save money. Live better.
+ Modern Hire

- Hired 400,000 new associates in 4 months
- Saved hundreds of millions of dollars annually in employee retention
- Achieved assessment completion rates of >95%

amazon
+ Modern Hire

- Globally scaled hiring for high-volume, high-impact roles
- Delivered innovative, candidate-focused simulation-based assessments
- Significantly increased job satisfaction and retention

Bank of America
+ Modern Hire

- Reduced candidate assessment time by 4,500 hours
- Saved $6.8 million annually in new-hire retention
- Increased new-hire on-the-job performance

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What Makes the Virtual Job Tryout Such a Champion

Predictive Analytics

The Virtual Job Tryout is an advanced job-specific pre-hire assessment—just one component of Modern Hire's intelligent hiring platform. It leverages powerful predictive analytics born of rigorous validation research and hiring and performance data from more than one billion candidate interactions collected over two decades across numerous roles and industries.

Candidate Experience

The Virtual Job Tryout engages candidates in a realistic job preview and exercises that offer a candid look at the benefits and challenges of the job, enabling them to make an informed decision about their fit for the role. Candidates learn about the job and are given the opportunity to showcase their skills, resulting in a more satisfying experience.

Multimethod Measurement

The Virtual Job Tryout goes beyond conventional cognitive and behavioral assessment with innovative exercises that simulate the job, providing evidence of how candidates are likely to perform in a specific environment. Enterprises can identify and select the most qualified, best-fit candidates based on measuring competencies proven to be crucial to on-the-job success.

Accountable and Fair

Modern Hire's PhD-level selection and data scientists are committed to rigorous talent analytics, assessment tool development, the ethical application of AI in hiring, and research to advance the field of talent science. Our processes are built upon exacting methodology and thorough documentation, ensuring fairness and ethical and legal defensibility.

You Don't Have to Take Our Word for It

Find out how Walmart, Amazon, Bank of America, and Comcast partnered with Modern Hire to create and scale high-performing selection tools that:

- Support hiring for extremely high-volume and high-impact roles
- Predict performance and turnover, saving millions annually in new-hire retention
- Deliver an innovative and engaging simulation-based, job-relevant candidate experience

Case Study: HRM Impact Award Winners + Modern Hire

COMCAST + Modern Hire

2021 HRM Impact Award Winner, Future of Work Initiative

Comcast's Future of Work initiative looked positively prescient when the 2020 pandemic arrived. This hiring overhaul aimed to connect Comcast with its candidates in new ways, blending digital ease and human interaction for superior hiring experiences. There were other requirements too: unite diverse hiring across four autonomous divisions in a single solution, and treat all of Comcast customer-candidates fairly and with respect.

Modern Hire's intelligent hiring platform modernized workflows and enhanced hiring experiences, enabling Comcast to:

- Identify and hire the best candidates, with top assessment scorers selling 10% more in their first year
- Screen more efficiently with on-demand interviews, saving 22,000 hours of recruiter time per year
- Reduce recruiter time spent scheduling interviews by 70%

Modern Hire also enhanced Comcast's live video interviewing just in time for the company to engage candidates with live video interviews in Q2 2020. Now, 98% of candidates say they are better equipped to determine if the Comcast role is right for them, and 99% would refer others for Comcast's open positions.

190,000 employees

✓ Achieved high candidate engagement and satisfaction

✓ Validated strong relationship of assessment with performance and retention

Saved nearly

25 THOUSAND HOURS
in recruiter time

31.9 MILLION customers

Case Study: HRM Impact Award Winners + Modern Hire

Walmart Save money. Live better. + **M** Modern Hire

2019-2020 HRM Impact Award, Retail Associate Assessment

As the world's largest retailer, it only makes sense that Walmart would build the world's largest high-volume hiring engine. At the core is its Retail Associate Assessment, built by Modern Hire. Walmart's recruiters use it to efficiently find candidates who will learn the job faster and remain on the job. With Modern Hire, Walmart's annual applicant pool of three million becomes 300,000 new hourly associates each year, 80% of whom will rise to store manager.

With the large overlap between its applicants and customers, Walmart's high-volume hiring has to be personal. Together, Walmart and Modern Hire created a hiring experience that would uphold applicants' loyalty regardless of a job offer.

What do candidates say? Nearly 100% would recommend applying at Walmart to others.

This hiring strategy was key in 2020, when the global pandemic put Walmart's hiring operations and resources to the test. Walmart responded to unprecedented customer demand by hiring an additional 400,000 new employees in four months.

2.3 MILLION
associates in 24 countries

Hired
400,000
new associates in 4 months

220 MILLION customers

"Data suggests the application process is a positive experience for candidates and provides them with greater understanding of the role."

- Josh Allen, Director, Global Selection and Assessment Strategy, Walmart

✓ Saved hundreds of millions of dollars annually in employee retention

✓ Achieved assessment completion rates of >95%

Case Study: HRM Impact Award Winners + Modern Hire

amazon + **Modern Hire**

2018 HRM Impact Award Winner, Fulfillment Center Associates and Customer Service Associate Assessments

Amazon has transformed the technology-enabled consumer experience forever, worldwide. It's no surprise that when the tech giant sought to transform hiring to fuel its growth trajectory, it chose the leading innovator of predictive hiring technology. Together, Modern Hire and Amazon built Amazon's Fulfillment Center Associates and Customer Service Associate Assessments.

With Modern Hire, Amazon's recruiters leverage automation and advanced artificial intelligence technologies that make hiring more effective, efficient, and engaging. Amazon's assessment strategy now aligns with its global reach, ensuring that candidates anywhere in the world can be considered for a career with Amazon.

And they like Amazon's hiring experience: 96% of candidates would encourage others to apply for a job with Amazon. This talent brand power helped Amazon scale hiring by 66%, making 500,000 new hires in 2020 when Amazon became a lifeline during the pandemic.

1.3 MILLION employees worldwide

✓ Globally scaled hiring for high-volume, high-impact roles

✓ Delivered innovative, candidate-focused simulation-based assessments

✓ Significantly increased job satisfaction and retention

300,000-500,000 new hires annually

Case Study: HRM Impact Award Winners + Modern Hire

Bank of America + **Modern Hire**

2015 HRM Impact Award Winner, Universal Fit Pre-hire Assessment

Imagine applying for several similar roles within one organization, would you want to take multiple similar assessments? Or as a recruiter, evaluate multiple assessments for the same candidate? That's the hiring challenge Bank of America solved with its Universal Fit Pre-hire Assessment built by Modern Hire.

The Universal Fit Pre-Hire Assessment creates a streamlined, personal experience for call center and operations role applicants. By putting candidates first, Bank of America's recruiters also gained an evidence-based, objective, consistent method for efficiently advancing the best talent. Bank of America assessed 42,000 applicants within the first year.

The partnership has produced transformative business results for Bank of America's call center and operations, including an annual savings of $6.8 million through new-hire retention.

"The Universal Fit Pre-Hire Assessment is essential in helping us identify the individuals who will perform successfully and provide exceptional customer service. It ultimately allows us to improve the candidate experience, increase new hire retention and improve on-the-job performance."

- Michael Sherman, Global Head of Talent Acquisition, Bank of America

174,000
employees worldwide

Reduced candidate assessment time by
4,500
HOURS

$6.8
MILLION
saved annually in new-hire retention

Modern Hire

Seriously better hiring through better prediction of job performance and fit

Modern Hire's intelligent hiring platform transforms each step of the process with screening, assessment, interview, and workflow automation tools that make hiring more effective, efficient, ethical, and engaging. Modern Hire is differentiated by its advanced selection science and is trusted by more than 700 leading global enterprises and nearly half the Fortune 100.

Find out more about Modern Hire's commitment to seriously better hiring.

modernhire.com

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