

## OPERATOR RECRUITMENT AND SELECTION

### THE RECRUITMENT AND SELECTION PROCESS

Researchers recommend three stages to a recruitment and selection program; structured interviews, assessment of work history and pre-employment testing. GBI has spent a number of years testing and refining the use of the Vienna Test System which is a tool used in psychomotor testing.

### WHY HAVE AN OPERATOR RECRUITMENT AND SELECTION PROCESS ?

Recruiting the right people for the job is imperative for all businesses. All operators are different with varying performance capabilities. GBI has the capability to test prospective employees to ensure that they are suitable for the position and to identify what support may be needed to assist them to perform to their potential.

### WHAT TESTING DOES GBI DO?

For pre-employment testing, GBI uses the Vienna Test System (VTS). A Two-Hand Coordination Test and Time Movement Anticipation Test which are the best predictors of dragline operator productivity.

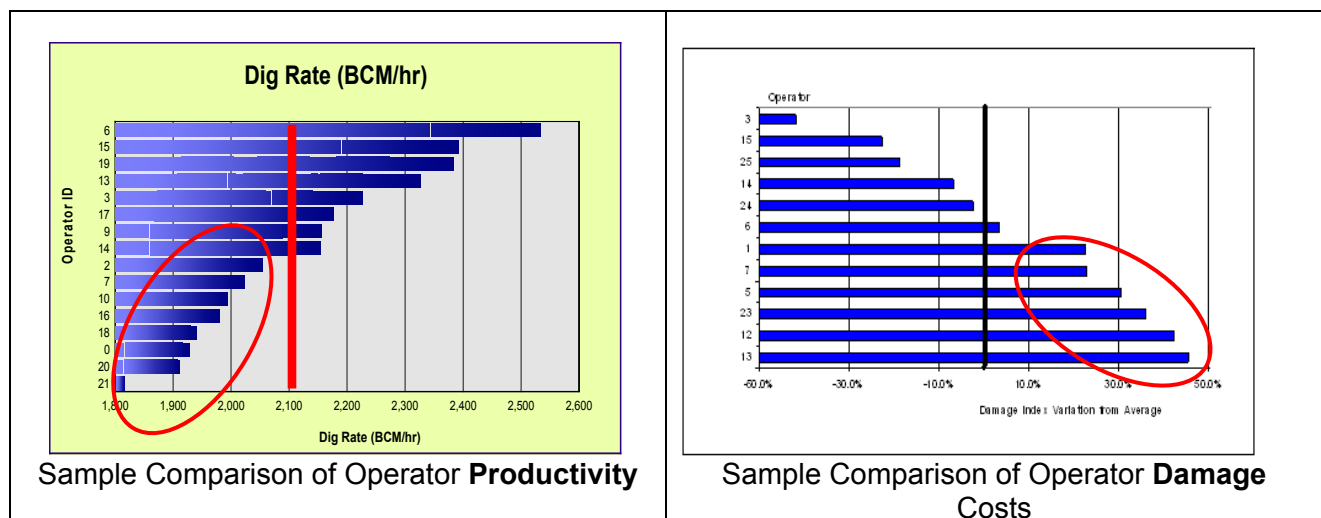
### CAN YOU ACCURATELY ASSESS OPERATORS' PERFORMANCE?

The reliability of the Two-Hand Coordination Test and Time Movement Anticipation test is excellent. Age has a negative impact on operator performance. On average a person will lose 0.75% productivity per year of age. (The average operator at 30 years of age will be 14% more productive than the average operator at 50 years of age.)

GBI has developed an exclusive formula which can accurately predict productivity from Vienna Test System results. This can then be used to predict what performance capability a person may have after they are trained.

### THE GBI DIFFERENCE

The successful GBI formula is our own intellectual property and is therefore unique to GBI. GBI has 700 years of mining data available and, our staff have over 150 years of mining intelligence. All analysis will be personally delivered to your site by one or more of our operations, IT or engineering people. They will advise you on what the results mean for you. All GBI work carries an absolute guarantee.



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