

Fossil Apprentice Program Selection Process

Total Value	Criteria	Descriptions	Values by Criteria	Employee "A"	Employee "B"	Employee "C"	Employee "D"
50	Testing performed by ARC	Written Assessment	Max value 50				
40	8 successful or unsuccessful Tasks - 5 points for each successful task	Practical Assessment	Max value 40				
20	10 questions - Attachment 1 provided by Management	Technical Interview	Max value 20				
20	5 questions - Attachment 2 provided by Management	Non-Technical Interview	Max value 20				
20	BA degree - 10 pts Technical School - 10 pts Technical Program - 5 pts AA degree - 5 pts	Training records	Max value 20				
10	MASS Test	MASS Test recommended at IC level*	Max value 10				
Calculated	Seniority	Employee Company Seniority	1 point for each year of service				

* Applicants who have previously taken the MASS test may take the test again in an attempt to increase their score and receive the ten (10) bonus points.

Technical Questions

Attachment 1

Use this space to add any additional questions that coincide with the basic and desired qualifications on your Selection Decision Worksheet. Assign a rating for each question ranging from 0-2 (0 = Does Not Meet Expectations, 1 = Meets Expectations, 2 = Exceeds Expectations) along with a weight of 1 = Important.

Record the ratings on the Interview Score Sheet at the end of this document.

Question	Rating (0-2)	Weight 1
1.)		
2.)		
3.)		
4.)		

5.)		
6.)		
7.)		
8.)		
9.)		
10.)		

Non-Technical Questions

Attachment 2

Use this space to add any additional questions that coincide with the basic and desired qualifications on your Selection Decision Worksheet. Assign a rating for each question ranging from 0-2 (0 = Does Not Meet Expectations, 1 = Meets Expectations, 2 = Exceeds Expectations) along with a weight of 2 = Very Important.

Record the ratings on the Interview Score Sheet at the end of this document.

Question	Rating (0-2)	Weight 2
1.)		
2.)		
3.)		
4.)		
5.)		