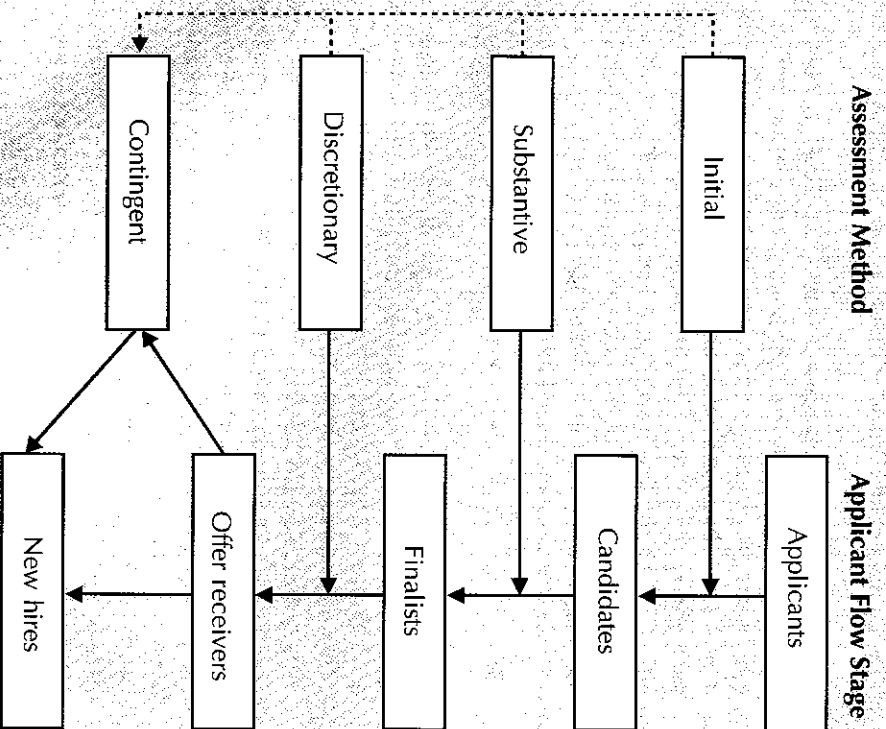


EXHIBIT 8.3 Assessment Methods by Applicant Flow Stage

select these individuals. Contingent methods are sometimes used, meaning the job offer is subject to certain qualifications, such as the offer receiver passing a medical exam or drug test. Use of contingent methods, in particular drug testing and medical exams, will be reviewed in Chapter 9. Finally, some offer receivers become new hires when they decide to join the organization.

INITIAL ASSESSMENT METHODS

Initial assessment methods, also referred to as preemployment inquiries, are used to minimize the costs associated with substantive assessment methods by reducing the number of people assessed. Predictors typically used to screen candidates from