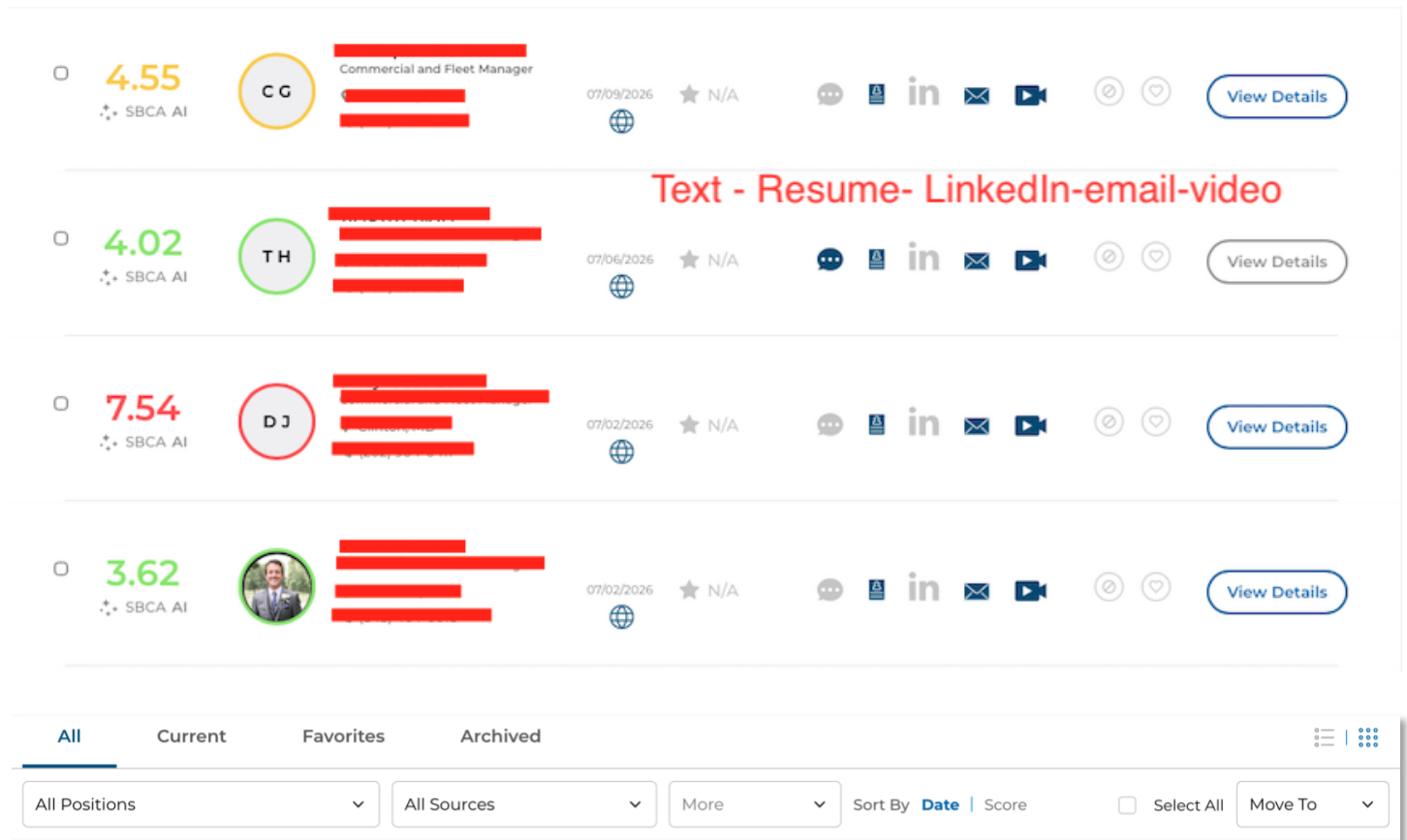


First Choice Hiring’s goal is to help you hire the right person for the job. They create employment ads and post them on multiple job boards for maximum exposure. Applicants take a behavioral assessment, specific to job type, *revealing if they are a good fit for the position* (this is the magic) , and their information appears on a user-friendly dashboard.

Just from the RED- Yellow – Green circles this allows you to focus on the ‘best fit’ for the position.



The dashboard displays four applicant profiles for the position of Commercial and Fleet Manager. Each profile includes a score, a color-coded circle (C, G, Y, R), a name, a job title, a date, a star rating, and social media icons. A red text overlay "Text - Resume- LinkedIn-email-video" is present above the second profile.

Score	Circle Color	Name	Job Title	Date	Star Rating	Social Media Icons	Action
4.55	Yellow (C)	[Redacted]	Commercial and Fleet Manager	07/09/2026	N/A	[Icons]	View Details
4.02	Green (T)	[Redacted]	[Redacted]	07/06/2026	N/A	[Icons]	View Details
7.54	Red (D)	[Redacted]	[Redacted]	07/02/2026	N/A	[Icons]	View Details
3.62	Green (H)	[Redacted]	[Redacted]	07/02/2026	N/A	[Icons]	View Details

Navigation: All | Current | Favorites | Archived

Filters: All Positions | All Sources | More

Sort By: Date | Score

Actions: Select All | Move To

If an applicant does not complete the SBCA behavior assessment, or upload a resume, our software contacts them three more times asking them to complete those steps.

Feel free to click on the icon yourself which will request that information again.

Interpreting the Scores:

The SBCA uses a simple color-coded system:

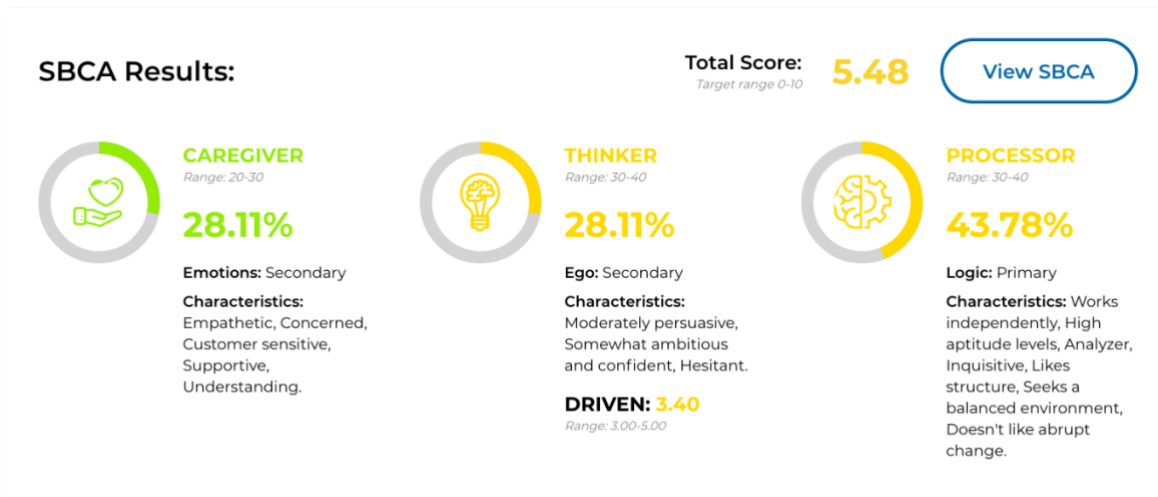
- **Green** – Adapts quickly, requires minimal training
- **Yellow** – Learns at an average pace, may need some guidance
- **Red** – May require more hands-on training to feel comfortable

Important Reminder:

A red or yellow score doesn't always mean a candidate isn't a good fit! It's simply an estimate of how much training they might need or how well they could potentially perform in the role. Always review the full picture, including their resume, experience, and interview performance, before making that final decision.

For more details, click on the top blue bar of the dashboard, select the “...” on the far-right side, and go to “Resources” for additional information and interview questions.

Understanding the SBCA Assessment



The SBCA (“Success Building Candidate Assessment”) is a pre-employment screening tool developed at Wake Forest University exclusively for First Choice Hiring. This behavioral assessment predicts an applicant’s potential for success in a role with 92% accuracy.

How It Works:

Before the interview, you can quickly gauge key qualities like:

- ✓ **Learning speed** – How quickly they pick up new information
- ✓ **Manageability** – How easy or difficult they may be to manage
- ✓ **Training needs** – The level of support they may require

Also Provided are Interview Questions

Interview Questions

Resume Questions

1. Can you describe a time you developed and executed a strategic sales plan that significantly increased revenue across departments at Randy Marion Automotive Group?
2. How have you balanced profitability with market competitiveness when formulating pricing strategies for Isuzu products?
3. What approach have you used to manage inventory levels to ensure product availability while controlling costs?
4. Describe your experience training and mentoring junior sales personnel. What results did you achieve and how did you measure success?
5. How do you compile monthly sales performance reports and what actionable insights have you delivered to management based on those reports?

SBCA Questions

1. Describe a time you negotiated terms with a supplier or client to secure favorable price or service levels while maintaining quality. What data did you rely on, and what was the outcome?
2. Tell me about a period when you had to manage multiple fleet operations and customer commitments simultaneously. How did you prioritize tasks and what metrics guided your decisions?
3. How do you balance empathetic customer service and driver welfare with the need to enforce safety, compliance, and cost controls?
4. Explain your data-driven decision process: which metrics do you monitor for fleet performance, and how do you present findings to stakeholders to gain buy-in?
5. Give an example of a process improvement you initiated in fleet management. What data supported the change, and how did you drive adoption across teams?

The image shows a screenshot of the Grainger Honda website. The top navigation bar includes links for NEW, USED, SELLSIDE, SPECIALS, FINANCE, SERVICE & PARTS, and DEALERSHIP. The main content area features a large banner for "Career Opportunities at Grainger Honda in Savannah, GA" with a phone number (912.461.5937) and a "NOW HIRING!" graphic. To the right, there is a sidebar titled "Applying for a position at Grainger Honda" with a dropdown menu for "Select a Position" listing various roles such as ASE Certified Technician, Accounting Administrator, Administrative Assistant, BDC Manager, BDC Sales Associate, Body Shop Assistant, Body Shop Assistant Manager, Body Shop Estimator, Body Shop Manager, Body Shop Painter, Body Shop Repair Technician, and Cashier. Below the dropdown is a "Phone" field with a "+1" icon and a "I consent to receive text messages from FirstChoice and potential employers." checkbox.

An application can also be placed on your website to attract the best local talent!

Video Conferencing” is available on the dashboard too.

I prefer Google Meet and Calendly to schedule and send reminders and I can share with you how to set that up a proven system.

To get started [contact me click here](#) ,your options are to sign up for a DIY service direct with First Choice of which I have discounted pricing or hire me to screen the candidates and setup interviews with you.

Please contact me to review the above features and answer any questions.

I look forward to working with you!

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229-251-2462