

10-Step Hiring Process

This process applies to **ALL HIRES**—part-time warehouse clerks to senior leaders—because we expect even our newest team members to become our company's future leaders.

1 **Resume Review**

Overview of professional experience

2 **Phone Interview**

Initial personal introduction

3 **Skills Test**

Demonstrate what you know

4 **Step-One Survey**

Online assessment of work experiences

5 **PXT Select Assessment**

Online, whole-person assessment

6 **Department Manager Interview**

Deep dive into AV skills and work experiences

7 **Reference Checks**

Phone interview of all recent supervisors

8 **Leadership Team Interview**

Conversation with all of EA's leaders

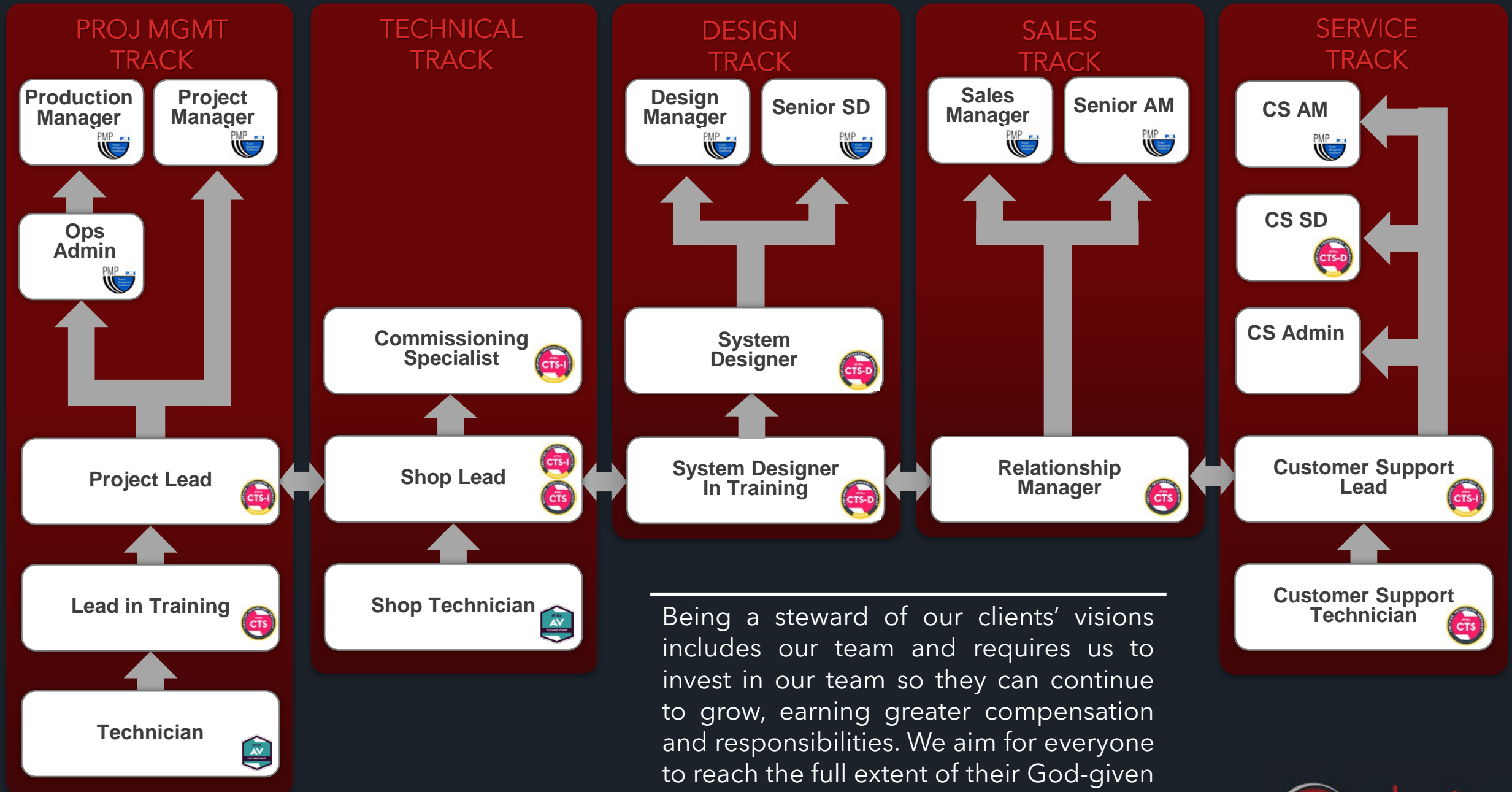
9 **Ownership Dinner**

Getting to know you on a more personal level

10 **Background Check & Drug Screen**

Company and Client requirement

Career Paths That Work



Being a steward of our clients' visions includes our team and requires us to invest in our team so they can continue to grow, earning greater compensation and responsibilities. We aim for everyone to reach the full extent of their God-given potential at EA.