



HIRING PROCESS

Your Steps to Success



A NEW CHALLENGE EVERY DAY.™
Daily. Globally. Personally. Professionally.

P&G
experiencePG.com

Our Hiring Process is Rigorous **BECAUSE WE WANT YOU TO SUCCEED**

At P&G, we are proud that we develop talent almost exclusively from within. This means we are not just offering you your first job out of college or university, we are hiring you with the expectation you will grow into one of our future leaders. Maybe even our next CEO. For this reason, our hiring process is very challenging and rigorous. During this process, we learn about you, but you learn about us too. In fact, many successful candidates have told us that going through the process served as a great indicator of the intellectual challenges they would soon face in their P&G career.



Throughout the process, you'll experience standardized assessments and an interviewing framework designed to identify your unique strengths and provide a comprehensive overview of your skills, experiences and abilities. We have utilized

assessments for more than 80 years. We have found we achieve the best match of Company and employee when we use a total assessment process consisting of sound resume screening, multiple interviews, and multiple tests. Our approach is geared towards helping us find the best people. So when you receive that P&G offer, feel confident that you will be successful here (because we are).

So here's how our hiring process works.



YOUR STEPS TO SUCCESS

1. Application

You can search and apply for jobs as well as learn more about P&G and our people at www.experiencePG.com. Once you have submitted your application, you will be contacted regarding next steps.

2. Assessment

P&G uses online assessments to measure skills and accomplishments that generally do not emerge from interviews. These assessments are critical as they help determine if it is equally beneficial for you to continue through the hiring process.

Success Drivers Assessment (Online)

Assesses your background, experiences, interests, and work-related attitudes and measures your compatibility against P&G competencies for defining successful job performance.

Description:

- Online delivery allows 24/7 access
- Take as much time as you need to complete – most applicants take between 20 and 30 minutes
- Available in over 20 languages

Sample Question:

When organizing a work team, you have selected those who:

- Have different strengths
- Have the most technical expertise
- Cooperate with each other
- Follow instructions
- Think like you

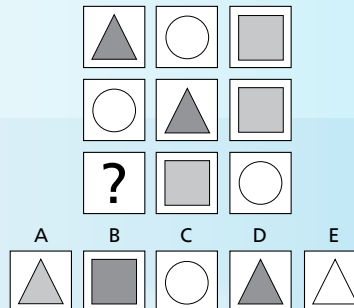
Reasoning Screen (Online)

Depending on your desired position you may be asked to complete the Reasoning Screen. The Reasoning Screen measures your cognitive ability. This is important because the nature of our work is complex and continually changing.

Description:

- Online delivery allows 24/7 access
- 15 questions
- 2 minutes & 30 seconds allowed for each question
- Test takes approximately 30 minutes
- Available in over 20 languages

Sample Question:



Answer: "D"

Reasoning Test (In Person)

Depending on your desired position you may be asked to complete our paper-and-pencil Reasoning Test. The test is delivered on campus or as a part of your final interview. This test measures your reasoning skills using numerical, logic-based & figural reasoning type questions.

3. Initial Interview

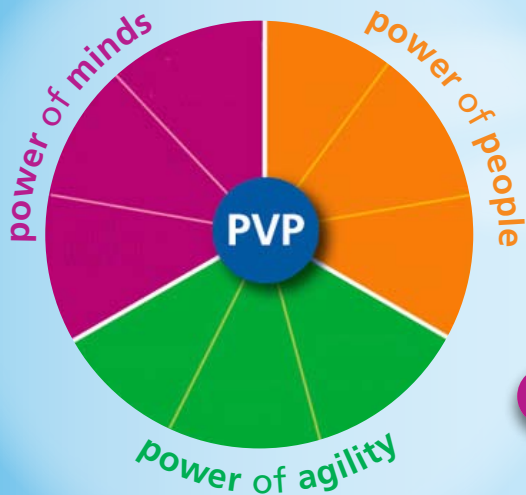
We use behavioral-based interviews to get to know you. The real you. What makes you tick? What have you accomplished so far? This is also your opportunity to find out all about us. We believe two-way communication starts from day one, so ask away.

4. Final Interview

In addition to more behavioral-based interviews, we'll go into greater detail around your skills and capabilities. Taking place either on campus or on-site at P&G, it's also your opportunity to get a more in-depth understanding of our unique culture, values and endless opportunities.

5. Your Offer and Your Future

Congratulations! You've proven you have a lot to offer. We look forward to welcoming you to P&G, where you will work and grow alongside highly talented people, face new and exciting challenges, and touch and improve the lives of the world's consumers every day.



During the entire hiring process, we're looking to see how you relate to, compare with and connect to the following:

The Power of Minds

We want you to display an infinite curiosity and be eager to create, with a healthy disregard for conventional thinking. By continually exploring your profession and the world around you, you form ideas to move our business forward.

The Power of People

Do you look for, value, and leverage the differences around you and then constructively apply them to business problems or solutions? P&G people should always be looking to create an environment of trust where everybody feels free to contribute at their best.

The Power of Agility

We need you to be ready to meet change head-on and to be rigorous in your execution. By doing so, you allow us to transform quickly and win in the marketplace.

Our Purpose, our Values, our Principles (PVP)

At P&G, it's about integrity and character. It's about building trust by being open, honest, straightforward and candid with each other, our customers, consumers and business partners. We do what we say, and we say what we mean. This is what sets P&G and P&G people apart.

Combined, these characteristics are our Success Drivers, the competencies that define how our people succeed in today's business environment.

Learn more about P&G, our people and our hiring process at:
experiencePG.com