

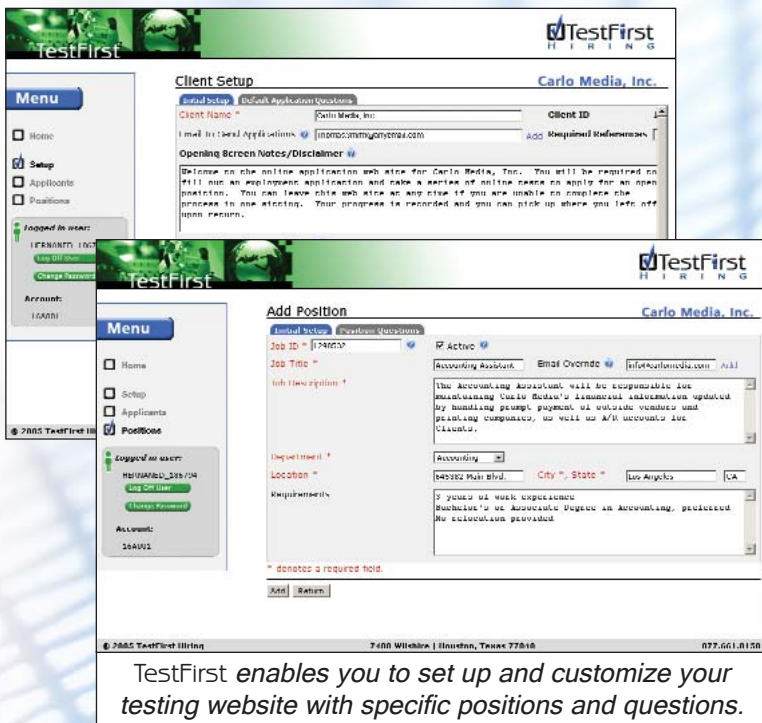
Test. Evaluate. Hire.

What is TestFirst Hiring?

TestFirst Hiring provides economical personality screening to assist you in finding applicants that are well-suited for both your organization and the position. TestFirst is an effective, cost-efficient means to hiring better employees through an improved screening process.

Test.

Customizable. The TestFirst screening process enables you to adapt your application procedures based on each position. Every position requires specific personality traits for a person to succeed. TestFirst provides your company with an administrative Client Website where you set up, control, and supervise questions, positions available, and applicant results.



TestFirst enables you to set up and customize your testing website with specific positions and questions.

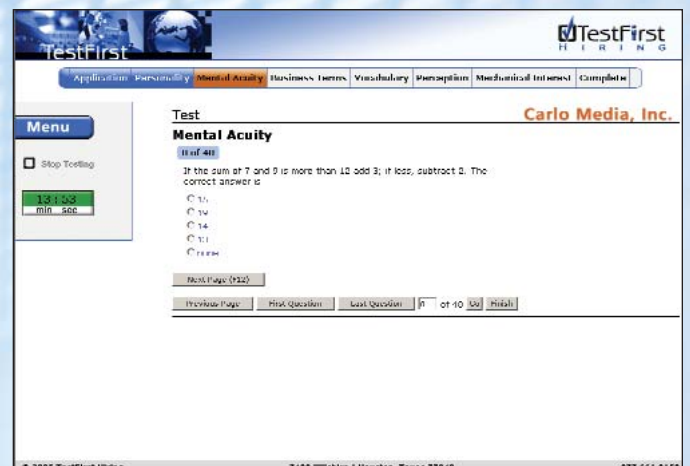
Flexible. The entire application and screening process can be performed from any computer connected to the Internet, giving every applicant the opportunity to apply anywhere, and whenever it is most convenient for him or her.

Automated. As soon as the applicant completes the test (approximately one hour) his or her test results are instantly emailed to your managers for review and evaluation. All the results and reports are maintained and stored electronically, which helps eliminate the risk of misplacing paperwork during the hiring process.

Evaluate.

Accurate. Each applicant is assigned a unique password that he or she can use to log into the testing website, reducing the risk of any manipulation of the test results. The customizable and detailed nature of both the screening test and the applicant reports enable you to match the best applicants with specific positions.

Comprehensive. The screening test is thorough and analyzes different aspects of an applicant's personality.





Based on the applicant's results, TestFirst instantly produces a detailed report that evaluates the applicant's responses in various categories:

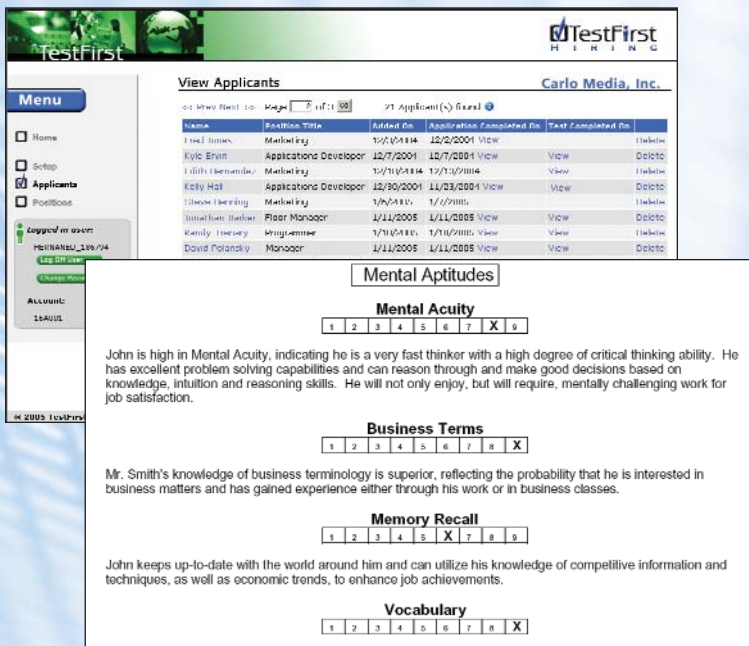
Mental Aptitudes

- Mental Acuity
- Business Terms
- Memory Recall
- Vocabulary
- Numerical Perception
- Mechanical Interest

Personality Dimensions

- Energy
- Flexibility
- Organization
- Communication
- Emotional Deviation
- Assertiveness
- Competitiveness
- Mental Toughness
- Questioning/Probing
- Motivation

The TestFirst report also reveals the candidate's strengths and weaknesses, and categorizes and compares these to the skills needed to be successful in the open position. From this information, you can determine whether an applicant is suitable for a sales or customer service position, based on his or her personality.



View Applicants Carlo Media, Inc.

NAME	BUSINESS TITLE	Added On	Application Completed On	Test Completed On	Details
Frank Jones	Marketing	10/09/04	12/2/2004	View	Details
Ryley Evans	Applications Developer	12/7/2001	12/7/2001	View	Details
William Hernandez	Marketing	12/10/2004	12/17/2004	View	Details
Edby Hall	Applications Developer	12/30/2001	11/23/2001	View	Details
Sharon Harding	Marketing	1/2/2005	1/2/2005	View	Details
James Lee Walker	Floor Manager	1/11/2005	1/11/2005	View	Details
Kentley Thersberg	Manager	1/10/2005	1/10/2005	View	Details
David Polandky	Manager	1/11/2005	1/11/2005	View	Details

Mental Aptitudes

Mental Acuity
1 2 3 4 5 6 7 **X** 9

John is high in Mental Acuity, indicating he is a very fast thinker with a high degree of critical thinking ability. He has excellent problem solving capabilities and can reason through and make good decisions based on knowledge, intuition and reasoning skills. He will not only enjoy, but will require, mentally challenging work for job satisfaction.

Business Terms
1 2 3 4 5 6 7 8 **X**

Mr. Smith's knowledge of business terminology is superior, reflecting the probability that he is interested in business matters and has gained experience either through his work or in business classes.

Memory Recall
1 2 3 4 5 **X** 7 8 9

John keeps up-to-date with the world around him and can utilize his knowledge of competitive information and techniques, as well as economic trends, to enhance job achievements.

Vocabulary
1 2 3 4 5 6 7 8 **X**

At the end of each section, the report produces suggested interview questions that would be most applicable for the specific applicant and for each section of the personality test. Reports not only give you an insight into your applicants' personalities and skills, but they also enable interviewers to ask the right questions that will most effectively capture the applicant's best qualities.

Hire.

Confident. After reviewing the in-depth report produced for each applicant, you will know more about the person's personality and interests, enabling you to make a more educated decision in the hiring process.

Cost-Efficient. This low-cost screening test is priced at only a few dollars per applicant, which is a bargain compared to the cost of high turnover due to poor hiring decisions.

Future. Other valuable information the report provides is a list of motivational techniques for the newly-hired applicant. Once the candidate is hired and begins working with your company, you will know what motivates that specific person, based on his or her strengths and weaknesses. You will also know whether this employee has leadership potential, and can then prepare him or her for a future position within the company.

The long-term benefits of TestFirst include reducing turnover rates and increasing productivity. Since applicants are more appropriately matched with job positions and the existing team members, they are happier and more productive on the job.

TestFirst enhances your overall hiring process, from testing and evaluating, to hiring and beyond. Our low-cost screening solutions help you hire better employees for improved productivity.

Better Hiring...

...TestFirst.

