

Why Hire Success?

Because the closest anyone comes to perfection is on a Resume.

A Guided Tour of The Hire Success System



Will You Hire on First Impressions?



Decisive

Patient



Outgoing

Detailed



Compassionate

They all have great resumes, professionally developed and printed, and not a flaw to be found. They may all have experience in your industry. But can you tell who has the right personality for the job you're trying to fill?

Sure, you can call their references, but has anyone ever given you a negative reference to call? Don't let your first impressions be your only guide. The Hire Success Employment Testing System offers a Comprehensive Personality Profile as well as professionally developed basic academic Aptitude Tests, like Math, Spelling, Grammar, Vocabulary and familiarity with Computer software and terminology.

SIMPLE

The Profile Form consists of 100 Adjectives. Applicants enter a value of 1-5 based on the degree the adjective describes them at work. Clarification of each adjective is available by simply clicking on the word. A popup box explains the word and puts it in context. Most applicants can complete the test in 5 to 10 minutes.



Developing Baseline Overlay Files



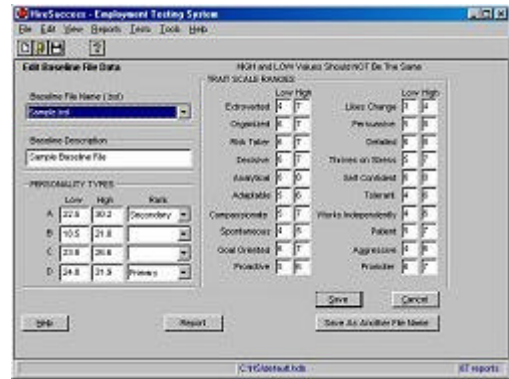
Have you ever said to yourself “...if I could just find another Mary, everything would be great”? We’ve all had a Mary, or Bob; that unique employee who just always seemed to instinctively know what was needed and got the job done right the first time, every time.

When that special person turns in his or her resignation or retires, how do you go about the job of replacing them? Sure, there are a lot of people “qualified” to fill their position, but none ever seem to measure up to high standards you became accustomed to and hope to achieve with every employee. Or perhaps, that special person is still with your company, but growth means you have to find 3 more just

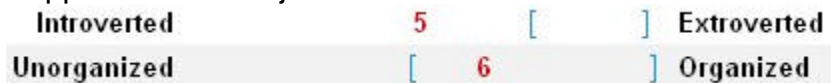
like him or her and find them by next week. Hire Success has a solution that can help. It is called the “Baseline Overlay”.

DEVELOPING A BASELINE OVERLAY

With Hire Success, all you need to do is test your employees to gather the personality data in the Hire Success database. With the click of the mouse, select the most successful employees in a particular job that have not only the background, education and experience needed, but the personality to excel in that job with your company.



Hire Success will automatically analyze any number of people and calculate the statistical range (+/- one standard deviation from the mean) for each data element on the Personality Profile. You can easily view, print and even edit the ranges to meet your specific needs. You may even suppress the ranges on any trait that may not be applicable for the job.



Baseline files can be displayed on each Hire Success Summary Report as an Overlay. Brackets easily show when a Trait Scale value is inside or outside the Baseline Range (see above). The Baseline Range for the Primary and Secondary Personality Types are displayed so the Interviewer can quickly and easily see the key information in a glance.

STRENGTH	TYPE	BASELINE RANGE
A = 34%	Director	P 31% to 35%
B = 24%	Socializer	
C = 26.3%	Thinker	S 26% to 30%
D = 15.6%	Supporter	

BENEFITS OF USING BASELINES

- Each Baseline Overlay is based on people you know who have demonstrated success with your company, not some homogenized group of people in similar positions from all over the country. What is really important is knowing the traits that mark success in your company and with your customers.
- Baseline Overlays keep the selection process objective and on-target.
- Helps to quickly identify applicants with the right personality traits quickly, so you can prioritize your interviews and arrange to interview the people with the best chance of success first. Don't choose from the applicants that still remain after the best have accepted other positions while you were setting up interviews. Identifying the best candidates quickly can increase your chance of hiring the next superstar.
- Developing Baselines on your least successful employees in a job can also help identify traits you may choose to avoid and provide contrast for the key employee Baseline Overlay.
- Baseline Overlays are easily updated as better and better employees are hired over time.



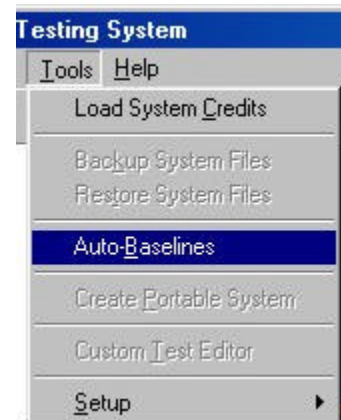
"Not only has your service enabled us to make more well rounded hiring decisions; but the insight it has provided us with regard to our current staff has been remarkable."

Marika Hamilton
Director of Human Resources
Britannia, Inc

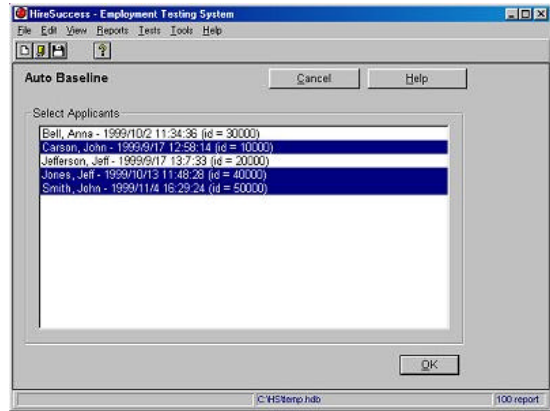
THREE SIMPLE STEPS TO CREATING A BASELINE OVERLAY

The Hire Success Software makes creating Baseline Overlay files as easy as a few mouse clicks. Here's how it works:

1. Test existing employees with the Hire Success Personality Profile. Each employee's data is saved in the Hire Success System Database and can be reused and reprinted as often as you need
2. Simply Choose the "Auto Baselines" Option from the Tools menu in our Free Software.
3. Select any number of employees from the database who are successful in a particular job and possess the personality traits you are hoping to find in a new applicant.



That's all there is! Hire Success does the rest automatically by analyzing all the employees you selected. (See illustration on right.) Next, Hire Success finds the median value for each data element plus and minus One Standard Deviation. The Baseline Overlay file is saved to your hard drive and is immediately available to use on any Hire Success Personality Profile Report, including reprints of people already tested!



There's nothing complicated about it and virtually anyone can use the Hire Success Software to begin building Baseline Overlays for every position in your company. Plus, there is **NO EXTRA COST** for having Hire Success develop the Baseline Information!!

Ask your Hire Success Authorized Representative how you may be able to **test your current employees FREE** and develop Baseline Overlay's at no cost to your company.

Test Administration Options

Hire Success offers the greatest flexibility in test administration options so companies of all sizes and locations can easily and efficiently administer our tests. These options include:

- **Online over the Internet**
- **Paper and Pencil**
- **Using our Free Software**

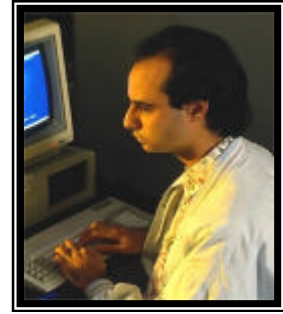
(Internet Accessible Computer Required to Administer Tests)



USING THE INTERNET

The most popular option is the Internet. Hire Success will setup and maintain a **FREE** customized testing web site for your company, tailored with your company's Name and Contact Information. Alternately, if you want to have the test administered from your existing web site, Hire Success will provide your Webmaster with Free HTML forms to include on your site.

Simply direct applicants and employees to the web site 24 hours a day, 7 days a week. Each person completes the online form. When finished, they press the "Submit" button and their answers are immediately e-mailed to any email account you designate.



BENEFITS

- No waiting for reports to arrive. Reports can be on the interviewer's desk before the applicant arrives for the interview.
- Remote offices, or managers in the field can easily administer the Hire Success tests regardless of location. All they need is a computer or laptop with Internet access.
- No expensive overnight delivery costs for paper based tests. No hard to read fax forms that are prone to misinterpretation.
- Hire Success Software automatically reads e-mail form and does all data entry. This is not only fast and easy, but it virtually eliminates data entry and transcription errors that could lead to inaccurate information on the report.

USING THE SOFTWARE

Hire Success software is FREE. It may be downloaded from the Internet and installed on any Windows® 95/98/ME//NT/2000/XP/Vista system or network. There is no license fee and no additional cost for multiple network workstations. Even future upgrades and enhancements are Free!

The software automatically generates an HTML Test form which can be used immediately or saved on your computer or network so tests can be administered from any computer on your network. The HTML form can also be emailed to applicants or added to your company's web site.



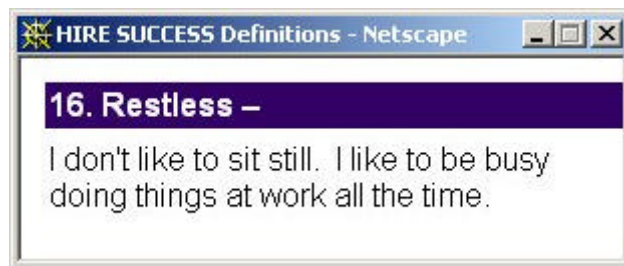
ENGLISH, SPANISH OR OTHER LANGUAGES

<input type="checkbox"/> Escéptico	<input type="checkbox"/> Influyente
<input type="checkbox"/> Firme	<input type="checkbox"/> Intranquilo
<input type="checkbox"/> Inspira	<input type="checkbox"/> Imprevisible
<input type="checkbox"/> Sincero	<input type="checkbox"/> Apoya

Hire Success may be administered in several languages including English and Spanish. (See screen excerpt from the Spanish test on the left.) Applicants simply enter a number between 1 and 5 depending on how the adjective describes them at work. Other languages include: French, Japanese and Malay.

INSTANT HELP

If an Applicant is unsure of any adjective, they can click on the word and see a definition and use of the word in context. All Hire Success test forms and even the Reports are interactive because all are in HTML format. Further, HTML is fully compatible with all computer platforms including PCs, Macintosh, UNIX, Mobile Devices, etc.



REPORT AVAILABILITY & DISTRIBUTION OPTIONS

Hire Success offers several options to make reports available to managers who may need immediate access to the information. All Reports generated by Hire Success are in HTML format, the same file format as the pages you see on the Internet. This makes it easy to distribute a report or reports to managers regardless of their physical or geographic location. Where traditionally, reports would have to be faxed, mailed or even sent via expensive overnight express mail, Hire Success provides options for delivery via e-mail or even the Internet or a company Intranet.

VIEWING & PRINTING REPORTS

The Hire Success Software generates reports in HTML format and each report is viewed using the computer's Internet Browser, like MS Internet Explorer® or Netscape Navigator®, for example. Reports may be printed from the Browser for traditional paper distribution. However, HTML Reports may also be saved to a network (Intranet) or Published to the Internet allowing Managers to have immediate access to the reports even using Internet accessible laptop computers while in the field. Reports can be easily attached to e-mail messages using simple tools like Adobe Acrobat®, or similar tools, making reports available to people within your organization quickly, easily and with little or no cost.



E-MAIL AN INTERNET OPTIONS

Remote and branch offices with access to the Internet can administer tests from any Internet Ready computer. Hire Success provides customers with a FREE testing web site accessible by any Internet ready computer. Applicants can take tests from home, libraries, or from computers in your remote offices with no special software. Test forms are e-mailed to your office immediately for processing and distribution to managers who need the information for prioritizing and conducting interviews. Access to key information has never been faster or easier than with Hire Success.

Company History and Contact Information

Hire Success was developed by Decision Support Technology, Inc., a software development and consulting company founded in 1988. DST specialized in the development of Expert Systems applications.

Development of the Hire Success system began in late 1997 and was first introduced to the market in early 1999. Since that time, several thousand companies world-wide have selected Hire Success for their Employment Testing needs.



The company has been built on a foundation of excellent customer service and support. Calls are answered by real people, not computers, and your questions are promptly answered by support staff within seconds of placing your call.

Our software and manuals can be downloaded in a matter of minutes from our Internet site. It is not uncommon to have a new customer using Hire Success software, complete with a custom testing Internet site within 15 minutes of placing an order. We value your time and make every effort to make every contact with Hire Success a pleasurable experience. For more information about Hire Success, please contact us at:

Hire Success

9465 Counselors Row, Suite 200
Indianapolis, Indiana 46240

Phone Toll-Free from Within the U.S. and Canada at:

1-877-582-TEST (8378)

Or from Any Location at: **(317) 848-7980**

E-Mail:

Success@HireSuccess.com

Web Site:

www.HireSuccess.com