



Thank you for reviewing our employment testing system. We have spent over 15 years developing and fine-tuning the 18 tests and over 140 features included in the system. Many of our competitors have chosen to copy us but none as yet compare.

The Plus-32 system is designed to evaluate job applicants and current employees. Hiring the wrong applicant can cost thousands of dollars not to mention the headaches.

Each test may be taken from a hard copy sheet, which may be faxed or emailed to the applicant or taken directly from the computer. The system is loaded on your computer and all tests are scored and produced from your computer. This method assures a quick turnaround and a cost effective method of testing. Applicants may fill out the hard copy and fax or email it back to you for scoring *before* the interview so your team knows more about the applicant than their best friend and if the applicant “fits” the position. You may also place the tests on your website or Lan for the applicant to take.

Using the Plus-32 is as simple as 123 and the learning curve is just minutes before running your first report. All test information is saved so producing a saved report is quick and simple. Reports may be printed to your printer, screen, a PDF file for Emailing or a html file for web publishing.

Multiple databases may be utilized for each department, office or incase of a consultant, each client. The system can be set up to run on a standalone PC or on your network. It works with Microsoft’s Win95, 98, NT, 2000 and XP.

Each system includes a Management Book, which explains all the features, tests and how to read the reports. The reports are in plain English so everyone can understand and evaluate them. Also, reports may be printed in different formats so only the information you need is seen.

The system also includes the test sheets in Microsoft Word format so you may add your company logo and any other information you need. The personality profile has templates for 6 different languages and the personality report prints in English or Spanish.

Companies worldwide from Jordan in the Middle East to companies in South America, Africa, China and Canada use the Plus-32 to hire the right applicant the first time, every time.

Support is free because if you don’t succeed neither do we. We have support centers in 6 different countries to help you hire right. Our 15 plus years in this business allows us to provide valuable insight to your hiring problems. We have helped thousands of companies turn around poor performing departments or branches.

The Plus-32 system is cost effective starting at just \$299.00. Why pay more for another test that has less information and may not be accurate? Fast, Accurate and cost effective is the way most of our clients view the Plus-32 system. The 18 different tests talk the same language and interface with each other to provide a complete picture of the applicant. Why use a profile test from one company and a sales test from another when they are not formatted the same and don’t speak the same language and terms?

The Plus-32 tests:

The profile tests:

The flagship of our system is the personality profile. The report provides 8 to 18 pages of the applicant's character and talent traits along with a complete description on each and what you may expect from the applicant. Page 2 is a chart and when utilized with the benchmark program, will show how the applicant measured up to your best people. This feature, which we designed in 1993, is one of the most copied features on the market today. If you have good employees in a department doing a good job, doesn't it make sense to hire the same type of person for that department? With the benchmark program you can. The good employees test results are automatically placed into a benchmark file. When a new applicant report is run, it's run against the benchmark file to see how close the scores and personality types are. This will allow you to see in seconds if the applicant you are looking at "fits" the position and department. Place a different personality type with different traits into that department and you lose production, morale and maybe some good employees. The benchmark program works so well almost every other company has copied it into their program.

The personality profile as well as our other 4 profiles uses the same 60-word profile sheet. This is a list of 60 adjectives which the applicant selects a 1-2 or 3 to describe themselves at work. The profile sheet is non-threatening and very easy to administer.

Business partner. Find the perfect business partner to work with. Compare strengths and weaknesses to see how well you will work together.

Life partner. Used to help couples with relationship problems.

Employer profile. This profile is used to evaluate an existing employee that may be having problems or for a performance

review. Reviewing the report with the employee may solve some of your problems.

Employee profile. This profile is used to help an applicant survive the interview based on their character and talent traits. Used by many schools to teach interviewing skills.

Sales Aptitude test. The Sales Aptitude test tests applicants in 11 different areas and provides insight as to what kind and type of salesperson they are. You will know what level of sales ability they are at and where they need training. You will also know if they would be better at inside or outside sales, hard close or soft sell and 10 general questions about what they expect from you and the company. This blunt and factual report will provide all the information you will need on your next sales hire.

Custom Aptitude Test. The Custom Aptitude test is a multiple-choice test that you may customize for your company. There are up to 60 questions per test with up to 5 answers. Included with the system, a Math test, Spelling test, Vocabulary test, MSWord test, Telemarketing test and a Windows test. All tests may be edited for your own use or you may design a custom test for any area of knowledge you need. Don't take the applicants word they know how to use your software, run a machine or fix your product, test them first.

I.Q. test. The I.Q. test will show how well an applicant can reason and resolve problems. Studies have shown the higher the I.Q., the longer the employee will stay with the company and a higher level of performance.

Memory Retention test. The Memory Retention test was designed to test an applicant's ability to learn and retain information. Studies have shown people are either good with words *or* numbers. Think about that statement. The next time you spend big \$\$ for a seminar or training session, you may wish to split the group up

into 2 classes. One that retain numbers well and the other that retain names well.

Team Design. The Team Design program is used to form a team for a project. Entering the applicants Team Design number from the personality profile and the positions open on the team, will produce a report showing which team member is better positioned for each position. This is a full in-depth report and shows no favoritism towards any one member unlike a personal selection. The report is also used to qualify 2 or more applicants for the same position that may look equal on other reports.

How it Works

The Plus-32 system may be downloaded from our website at www.plus32.com The system will install with 6 free credits. A credit is used each time a *new* report is run. Test people you know well to see how accurate and fast the system is. When the 6 credits are used, simply call us to load more credits into your system via phone. It takes less than 2 minutes. Updates are always free as well as support.

Our website has over 50 pages of information and a list of other companies that can help you in your HR quest. We invite you to call with any questions Monday – Friday 9AM to 5 PM E.S.T. 1-800-671-1868 or Email us at <mailto:brgs@mindspring.com> .

"I have been a user of another testing system and after using your system I realized I get the same results at a lesser cost. I was able to set up the system in under ten minutes. I actually ran 3 tests just minutes after I received my access code".

Jim Heilborn, Heilborn Associates

Benicia CA

"Using your testing system, I hired two employees in 1997. Your test told me one would not work out and I disagreed. Guess which person is working great and which one is gone? The test was correct. I'm now convinced of the value of your test and will continue to use it as long as I am hiring people."

Herman Novak, Executive Vice President

Penske Plastics Composites, Inc

"I have never found a system this useful and on target. At first I asked myself, How could 60 simple questions that takes 20 minutes to complete tell me anything ? So I took the test. The results were right on target. The results were right about all my strengths and weakness. Nothing is 100% but this is a close to 100% as it gets. I can truly say your system is tops".

**Larry R. Fichter, Agency Manager
Jefferson Pilot Life Insurance**

"This system is an excellent tool for both hiring and promoting employees. It is by far the best program we have reviewed (that's why we purchased it). I will never again hire another person without first running them through these tests. It costs so much when we hire the wrong person and in many cases it is difficult to get rid of them. The best insurance is to hire right the first time and your system allows us to do just that. The system has paid for itself many times over".

Ed Bouver, President, GSC/Xerox

Manitoba Canada

See the many other testimonials on our website along with our validation study and a legal opinion of the system meeting all EEOC requirements. If you are doing the "hire and hope" method, you are using the most expensive hiring method today. Hire right the first time with the Plus-32 system.

What you should know and ask before purchasing a testing program or system

1. How long has the software been on the market? **Plus-32 – 16 years**. You can't write a world-class software program in a few months. Even Microsoft with all their resources will tell you that. Do you really wish to be their "test" as to if it works?
2. How many years of design and testing did they do before releasing it? **Plus-32 Personality profile –3 years**. A test that will decide the fate of another person needs to be tested over and over again to insure it is accurate and does not harm the applicant or the employer. These testing periods last years and are reviewed by many people not just the developer and his staff in the course of a few months. Our whole system has over **16** years of testing to ensure the tests are accurate and meet all EEOC requirements, which means you don't have to worry.
3. How many satisfied clients are using the program today? **Plus-32 –over 3800 worldwide**. We said "**clients**" not users. Sure their mom, dad, brother, sister and all their relatives are using the tests but do they have nationally known companies using it and will these companies back up their claims? If you need nationally known companies that will say our Plus-32 system works and can back up our claims, call us and we will be happy to furnish you with international satisfied clients. ([Click to see what our clients say](#))
4. What is their guarantee? **Plus-32 –30 days no questions asked**. One company we know of, won't even let you see their poorly programmed "testing system" before you purchase it because they know you would not purchase it if you actually viewed the poorly written software and user interface. They also have a money back guarantee but try to get your money back.(surprise). Make **sure** you can evaluate the **software** before you spend the \$\$\$\$. We allow you to view, run and evaluate our system before you spend one penny.
5. How many support people do they have? **Plus-32 –28 worldwide**. If you need support, you need it now and should not have to make 10 calls just to catch the **support/salesperson** in between sales calls. We provide **free** support (with real people answering the phones) and our motto is "if you don't succeed, neither do we". Their motto must be "Profits at any cost"
6. What version is your current program? **Plus-32 –5.1.1** We have had over 58 updates since 1986 We started with a DOS program and went to version 8.2. We started over with a Windows program with version 1.0. You should never be talked into being a beta tester and pay for it. Versions lower than 2.0 are known to contain many bugs and flaws. Even after 16 years we still find minor flaws that need to be corrected. With one "employment testing system" we tested, our **programmers** could not get the system to work.
7. What are their backgrounds in testing? Some of them were **our dealers** and others were just **our salespeople** that thought they could write their own program in a few months and compete with us. This is the **only** testing background they have. If they claim to have a Doctor on their staff, ask them what degree this doctor holds and what are this doctors accomplishments. You will be surprised (when and **if** you hear the correct answer). **The Plus-32 system** has had many renowned industrial psychologists, business professionals and CEO's reviews, test and help in developing our system. Our **clients** give us the feedback needed to enhance the program so you will find using the system is as easy as 1,2,3.
8. If they claim to have an "**employment testing system**" ask how many tests are in their current system? One company we know of that would like to be us has just **one**. You can't call it a **system** with just one test (that works). **Plus-32 –has 18 different tests** and the ability to custom design hundreds more

9. How many features does their program offer? The ***Plus-32 has over 140*** features/programs to make it one of the most flexible systems on the market today. We service hundreds of different types of companies worldwide that need the flexibility to use our system to their way of doing business. From Micro Warehouse in Lakewood NJ. to the Bank of Masraq, Dubai, in the Middle East, our system meets their business needs.
10. And last but not least, is their program on a CD, networkable, and can you have different types of setups in different locations? With the ***Plus-32 you can*** and we will work with you to insure you have just what you need. Will they, can they?

The more you know, the better we look

Phone 1-800-671-1868