



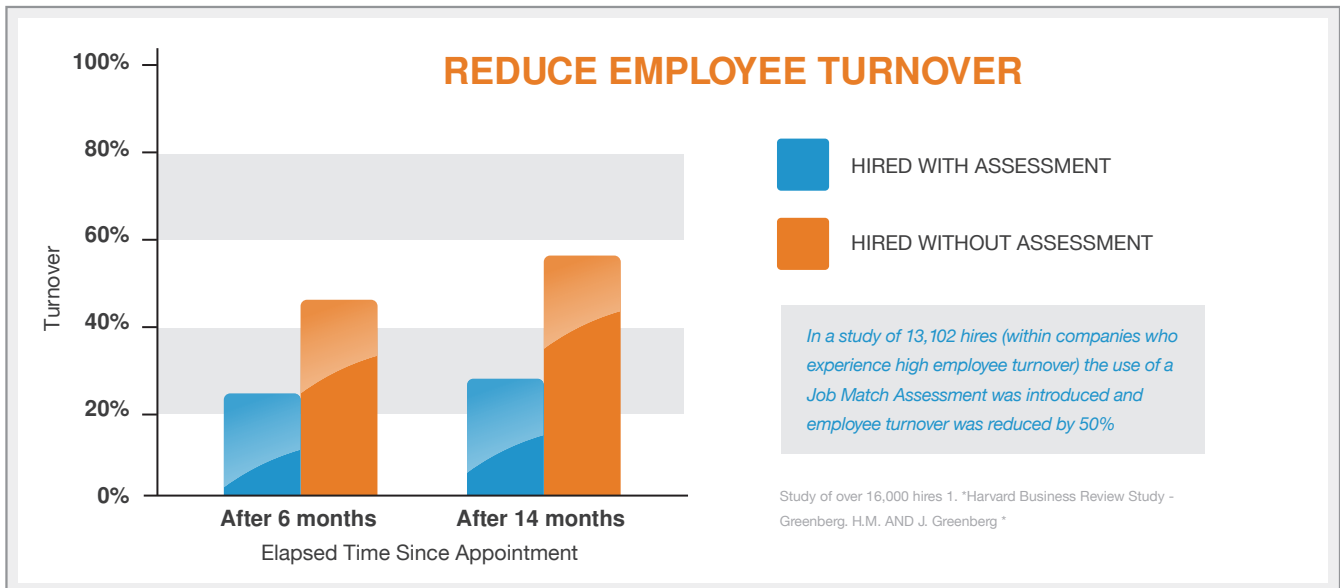
Increasing hiring success rate, enhancing development of existing employees, and helping to plan for the future.

How Prevue Works

Prevue works by letting you assess candidates and employees using valid and reliable Prevue Assessment(s). Prevue can then produce a variety of reports comparing someone’s assessments results against the jobs in your company. These reports help your organization with all aspects of the HR decision-making process, including hiring and retention, development and coaching, and succession and career planning.

The Prevue Benchmark Advantage

Our solutions leverage the strength of Prevue Benchmarks: customized “job fit” profiles that describe the ideal candidate characteristics for the positions in your organization. Many assessment products tell you something about the individual being assessed. Very few tell you how that individual matches up with a particular position within your organization.



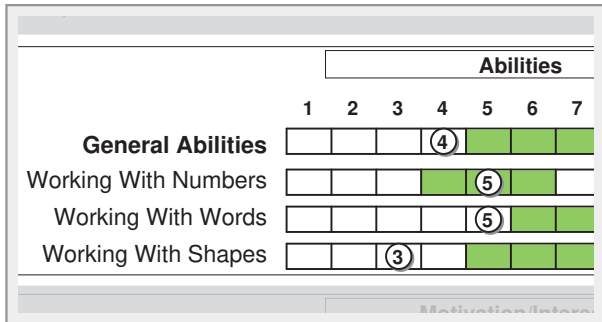
- **Prevue can help your organization improve its hiring success by up to 75%.**
- **Considerable reductions in employee turnover costs between 20 and 50%.**

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Using a variety of Assessments will help reduce the number of selection errors made and will boost the effectiveness of your decision making.

US Department of Labor

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Step 1 of the Prevue hiring process: Test People



Prevue Abilities Test

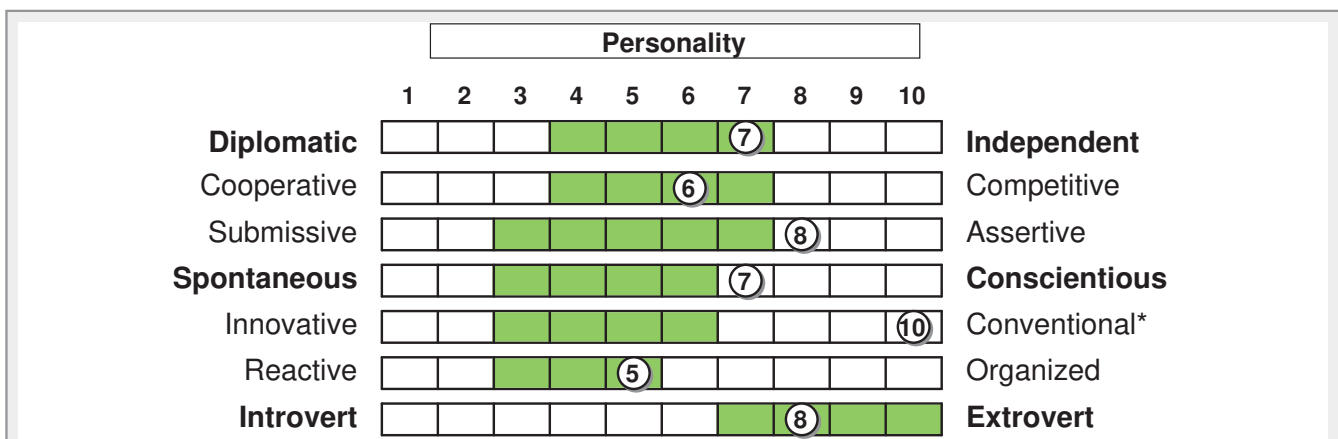
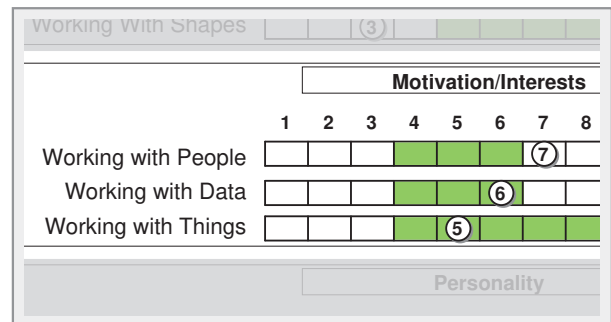
Often referred to as General Mental Ability, Cognitive Reasoning or learning speed this test measures a job candidate's abilities described in terms of:

- Working with Numbers
- Working with Words
- Working with Shapes

Prevue Interest Inventory

Provides an assessment of a candidate's areas of interest described in terms of their interest in:

- Working with Data
- Working with People
- Working with Things

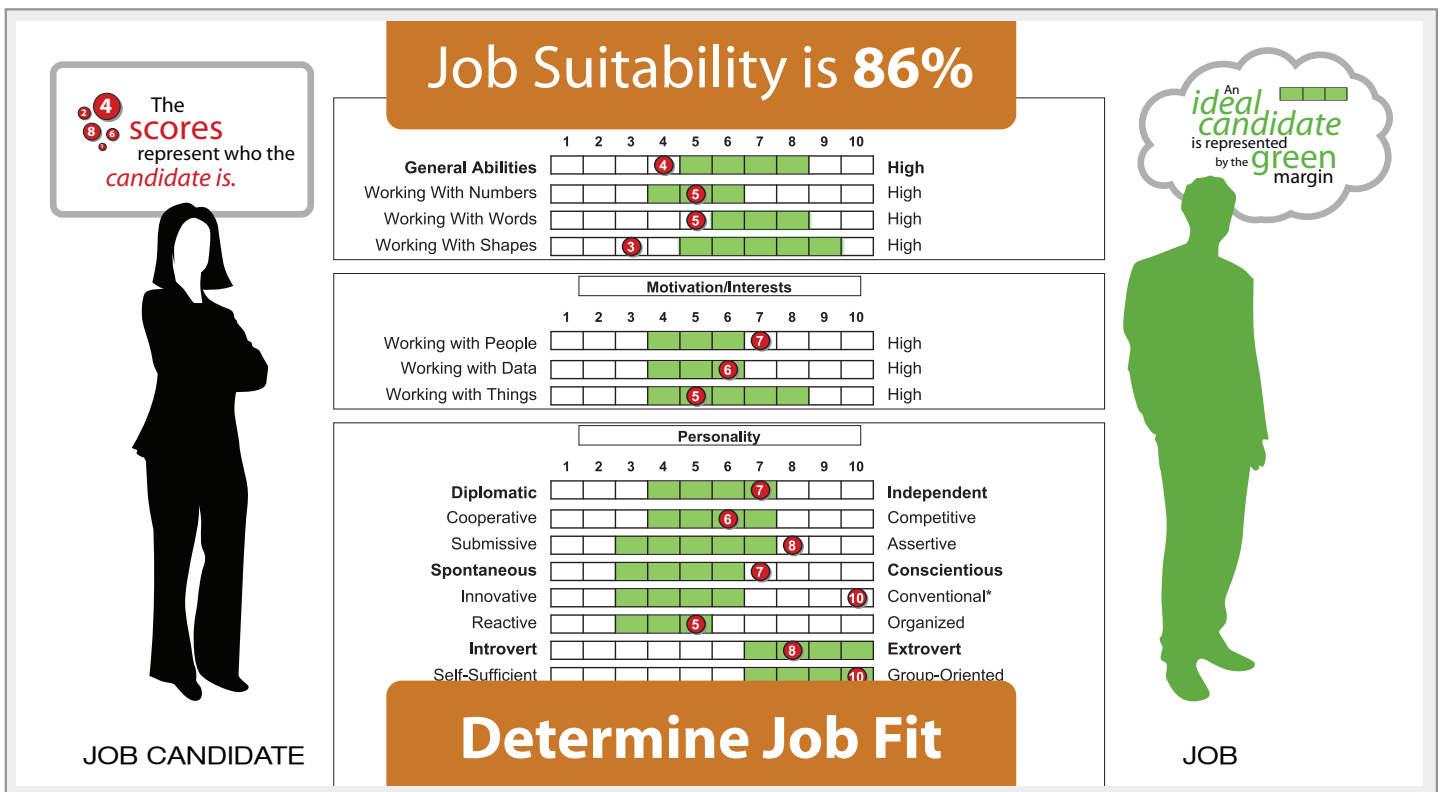


Prevue Personality Inventory

The Personality Assessment is based upon recognized personality scales for occupational assessment instruments. These are the major scales of Independence, Conscientiousness, Extraversion and Stability, (ICES). Each of these major scales is constructed from two sub-scales or minor scales, details of which are contained in the Prevue Assessment Technical Manual.

Step 2 of the Prevue hiring process: Compare People to Jobs

All of our reports are delivered via the web through the PrevueOnline system. Using this system candidates are email invited to take one or all three tests, and their results are sent to you immediately upon test completion.



The PrevueOnline system automates the job analysis process and defines the ideal Abilities, Interests and Personality characteristics for any given position(s). The resulting outline of the ideal candidate for the job is called a Job Benchmark represented by the shaded areas in the above graph.

Individual's scores, denoted by the circled numbers, are mapped against a job benchmark to produce a job suitability score.

Step 3 of the Prevue hiring process: Decide who to Hire

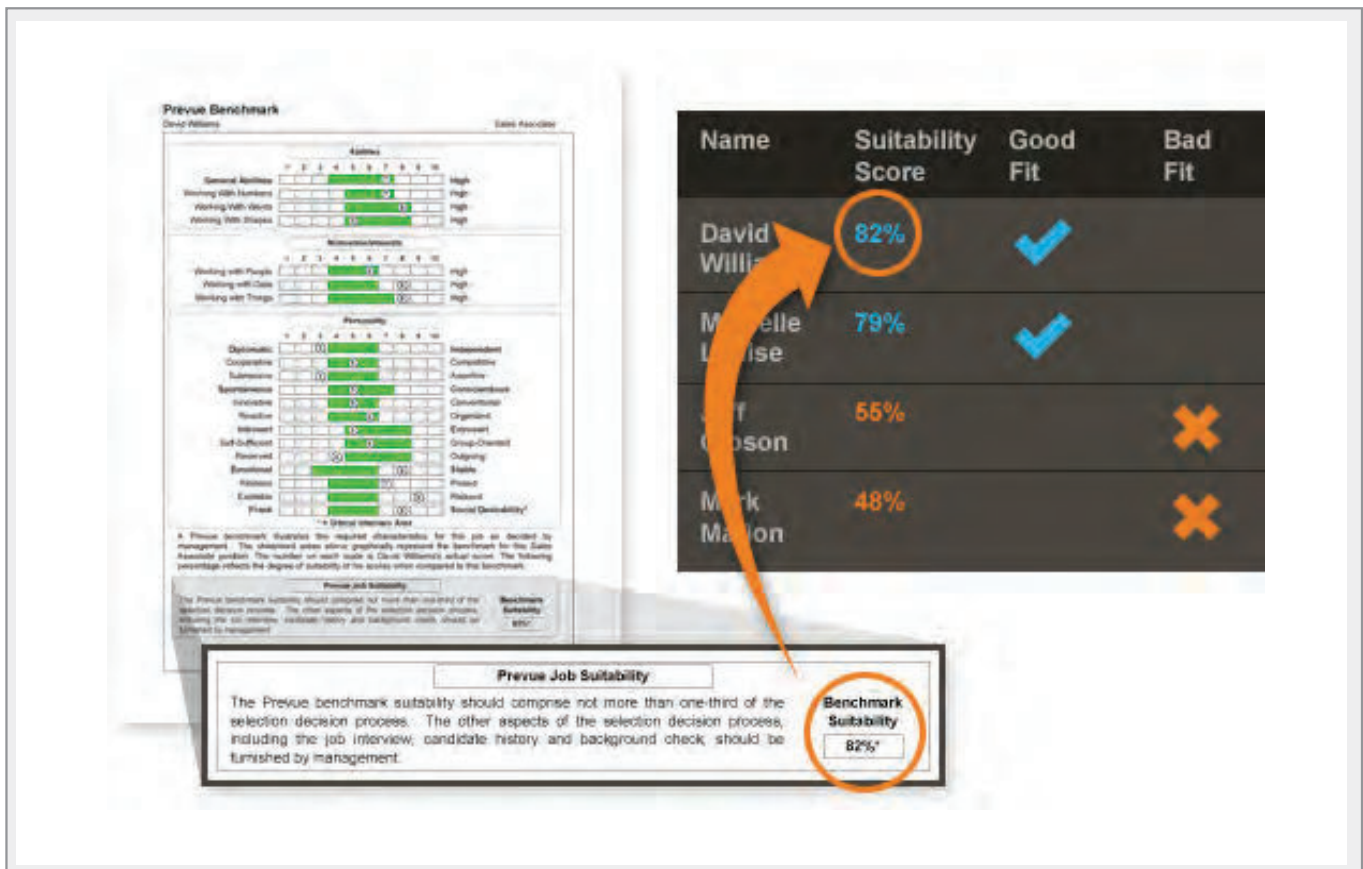
A persons test scores are mapped against the job requirements.

A Prevue Selection report:

- Graphically showcases a person’s Job Fit
- Provides targeted interview questions
- Provides detailed candidate description

Companies who use the Prevue Selection report to Screen and Hire candidates will:

- Increase Hiring Success by 30%
- Reduce Employee Turnover up to 50%



Name	Suitability Score	Good Fit	Bad Fit
David Williams	82%	✓	
Martelle Louise	79%	✓	
Jefferson	55%		✗
Mark Mason	48%		✗

Prevue Job Suitability

The Prevue benchmark suitability should comprise not more than one-third of the selection decision process. The other aspects of the selection decision process, including the job interview, candidate history and background check, should be furnished by management.

Benchmark Suitability
82%*



HIRE intelligently • DEVELOP effectively • PROMOTE wisely.

Companies who use the Prevue system for Hiring and Coaching experience an increase in their hiring success rate ,a reduction in overall turnover and an increase in employee productivity. Read what our customers our saying about our services, and get in touch to see how we can do the same for you.

“Prevue Assessments are a great tool to help ensure we get the right person for each of the positions we are hiring for. Our turnover for hard to fill positions is down significantly well worth the investment.”

LORI HOWE
Director, People Potential /
Scotia Dealer Advantage

“Prevue Assessment’s profile service is an integral part of our hiring process. The feedback that we receive assists us in making the best employee hiring decisions. I highly recommend them!”

CHRIS IRVING
The Supplies Guys

“We have been using Prevue Assessments to hire all our sales staff for now going on to our third year. We don’t hire anyone without first measuring their Job Fit using this excellent HR tool.”

STEVE GLOVER
Senior Vice President, Compugen

“Compared against any other instrument on the market, Prevue wins hands down” Dr. Ira Wolfe Principal Success Performance Solutions“

DR. IRA WOLFE
Principal Success Performance Solutions

*“We have screened over 3,000 job applicants economically and efficiency **with** the Prevue Assessment In doing so the Prevue adds a valuable second opinion to our entire recruiting and selection program.”*

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Skillstorm Inc.

Call us today at
480.503.2945
or visit us at
www.hiresmart.com

