



*Avoid costly
hiring mistakes*

*Make better
decisions, faster
and for less
money with
Total-APS*

It's extremely difficult and time consuming to make objective accurate decisions about hiring. The Total Applicant Processing System (Total-APS™) provides customized career web sites designed for businesses to efficiently manage their entire recruiting, selection and hiring processes.

Total-APS distills complex, critical information into easy to understand formats using customizable filtering questions, screening and selection assessments and interview questions that produce a score.

Selection Tests:

- **FirstView** – Indicator of basic job fit by category. “The right fit.”
- **CBI** – Assessment of honesty and integrity as well as potential for drug use, aggression, sexual harassment and computer abuse. Avoid costly mistakes.
- **TotalView** – Uncover hidden abilities, interests and personality traits before you make a hiring decision.

**A “bad hire” can
cost your company
anywhere from
\$5,000 for an
entry level to
\$40,000 for a
sales position**

Total-APS

Flexible • Objective • Comprehensive • Affordable

Increase productivity! Reduce Turnover! Improve Retention!