PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2006 CIRCUIT COURT CLERK WORKFORCE

			MALE					FEMALE				
Job Category		**TOTAL**	**B**	**W**	**H**	**A/PI**	**AI/AN**	**B**	**W**	**H**	**A/PI**	**AI/AN**
Officials/Administrators		2 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 100%	0 0%	0 0%	0 0%
Professionals		10 100%	0 0%	4 40%	0 0%	1 10%	0 0%	0 0%	5 50%	0 0%	0 0%	0 0%
Technicians		The Circuit Court Clerk's Office does not have any employees in this job category										
Protective Services	Sworn (Security Chief)	1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
	Non-Sworn	The Circuit Court Clerk's Office does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		100 100%	0 0%	8 8%	2 2%	0 0%	0 0%	3 3%	79 79%	8 8%	0 0%	0 0%
Skilled Craft		The Circuit Court Clerk's Office does not have any employees in this job category										
Service/Maintenance		The Circuit Court Clerk's Office does not have any employees in this job category										

8/1/06

KEY

B - Black
W - White
H - Hispanic
A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2006 CIRCUIT COURT CLERK UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE White	MALE Black	MALE Hispanic	MALE Asian	MALE American Indian	FEMALE White	FEMALE Black	FEMALE Hispanic	FEMALE Asian	FEMALE American Indian
OFFICIALS/EXECUTIVE Workforce #/% CLS #/% Utilization %		0% 59.3% -59.3%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	100% 29.8% 70.2%	0% 1.4% -1.4%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		40% 41.2% -1.2%	0% 1.4% -1.4%	0% 2.3% -2.3%	10% 1.6% 8.4%	0% .1% -.1%	50% 47.1% 2.9%	0% 1.9% -1.9%	0% 2.4% -2.4%	0% 1.4% -1.4%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	100% 64% 36%	0% 8.1% -8.1%	0% 6.8% -6.8%	0% .5% -.5%	0% 0% 0%	0% 16.2% -16.2%	0% 1.9% -1.9%	0% 1% -1%	0% .5% -.5%	0% 0% 0%
	NON-SWORN Workforce #/% Civ. Labor Force #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		8% 25.9% -17.9%	0% 1.4% -1.4%	2% 5% -3%	0% .7% -.7%	0% .1% -.1%	79% 52.8% 26.2%	3% 3.5% -.5%	8% 8.9% -.9%	0% .7% -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

8/1/06

Office of the Circuit Court Clerk

16th Judicial Circuit
Kane County

DEBORAH SEYLLER
Circuit Court Clerk
Fax (630) 208-2172

P.O.Box 112
Geneva, IL 60134-0112
Telephone (630) 232-3413

Date: September 7, 2006

To: Ellen Burmeier

From: Kathleen Vermaat – Circuit Clerk's H.R.Mgr. KM

Re: EEOP

Attached you will find the reports, etc that you requested on the EEOP for the Circuit Clerk's office.

Please feel free to call me if additional information is needed. I can be reached at (630) 232-3435

Circuit Clerk's Office

Part 1 - During the 2005 fiscal year there has been the following number and types of disciplinary action that have taken place.

Male

Category of Discipline	Sanction Imposed	Total	W	B	H	A/PI	AI/AN
Attendance	Oral Written	1	1	0	0	0	0

Female

Category of Discipline	Sanction Imposed	Total	W	B	H	A/PI	AI/AN
DL – unlicensed/uninsured	5 day suspension and assigned to office duties only for one year	1	1	0	0	0	0
Work performance/Job Duties	Written warning	3	2	0	1	0	0
Professional Conduct	Verbal Written	1	1	0	0	0	0
Violation of Intranet/Internet Usage Policy	Verbal Written	1	1	0	0	0	0
Attendance – probationary employee	Termination	2	2	0	0	0	0

W=White B= Black H=Hispanic A/PI = Asian/Pacific Islander AI/AN = American Indian or Alaskan Native

Circuit Clerk's Office

Part 2 - During the 2005 fiscal year there has been the following applications made for promotion or transfer.
Note - ***Denotes employee who was promoted and/or transferred

Male

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
None	0					

Female

Promotion or Transfer	# Of Applicants	W	B	H	A/PI	AI/AN
Promotion	2	1		1***		
Promotion	9	8 (1***)		1		
Transfer	2	1***	1			
Transfer	1	1***				
Transfer	1	1***				

W=White B= Black H=Hispanic A/PI = Asian/Pacific Islander AI/AN = American Indian or Alaskan Native

Circuit Clerk's Office

Part 3

The main assignments for the Deputy Clerk Office/Clerical positions in the Circuit Clerk's Office compasses around a high volume of work ranging from data entry, filing of records, working w/the public, court personnel, etc., processing payments, and many other daily office duties.
When hiring for these positions a number and name perception matching test is administered. E.F. Wonderlic and Associates, Inc validate these tests. The applicants have four (4) minutes in which to complete each test working as fast as they can without making mistakes. (See attached copies of each test) High scores on these tests indicate an ability to work with numbers rapidly and completing accurate work. While low scores indicate either a difficulty in quickly recognizing the differences in number pairs, or a carelessness that would produce error-prone work. While majority (60 – 70%) of the hiring decision is based on the interview questions with each applicant and how they answer the interview questions and present themselves, the tests results represent approx. 30-40% of the hiring decision. The Circuit Clerk's Office has obtained questions asked in the interview process in researching the contents from the edition of "Hiring the Best" book by Bob Adams, Inc.

When hiring for any of the professional area's (Managers, Supervisors, etc.) additional interview questions are added which have also been obtained from the book "Hiring the Best". Depending on the management position we are interviewing for, additional items could be expected from the applicant(s). I.E. If the open position is for a Supervisor, one of the assignments could be to compete a discipline write-up for an employee having an attendance problem.

Circuit Clerk's Office

Part 4 – Utilization Analysis Narrative and Goals Objectives to Achieve

In the Office/Clerical category, the results indicate underutilization of white males, which is listed as -17.9%.

In the Official/Executive category, the results indicate underutilization in white males, which is listed as -59.3%. This category includes one Elected Circuit Clerk Position and one Chief Deputy position, which will result in high percentages of some areas.

In the Protective Services (sworn security chief) category, the results indicate underutilization in Black and Hispanic males, which is listed as –8.1% for the black category and –6.8% for the Hispanic category. This category includes only one position, which is the Chief of Security position, which will result in high percentages of some areas.

The Circuit Clerk's Office is located on a very busy highway and the flow of applications being handed in from applicants remains high, where additional applications are not needed to be obtained from the County's H.R. Dept.

The following steps will be taken by the Circuit Clerk's Human Resource Manager to address the underutilization as stated above for the Office/Clerical underutilization of white males:

** Obtain applications from the County's H.R. Dept
** Begin posting of all job openings on the county website
** Seek new methods to recruit male employees (I.e. community college's in the area or other organizations that reach the target population, etc.)
** Check into future career job fairs in the area and attend as needed
** Our office presently offers and will continue to offer employees the opportunity to attend classes, seminars, etc. to gain knowledge for future advancement or to improve their skills for their present position.

Our Office continues to post the proper EEOC posters, etc. in view for all employees to review.

PRACTICE EXERCISE FOR THE NAME FINDING TEST

FORM C

For
Left Handed
People

DIRECTIONS

This is a practice sheet for the next test.

Since this test has to be done in a special way you will now be told just how to do it.

NOW PLEASE LISTEN TO THE INSTRUCTIONS.

After you have heard the instructions do these sample problems.

SAMPLE PROBLEMS

Now that you have been told how to do this test, please look at this name.

Charles R. Allen

Study the spelling of the last name of Allen and the initials, C. R. Now turn the page and check the third name from the top, since this is the only one in the list which is exactly the same.

Each name is spelled in four different ways on the other side and these spellings are listed together. Thus you will find the first name in the first four lines; the second name in the second four and so on down the page.

NOW, TRY TO FIND THESE NAMES. Work quickly but carefully.

Douglas T. Alberta

John P. Ahern

Gerald H. Bartlett

Leonard T. Becket

© 1971 Aptitude Test Service, Inc.
Reproduction in any manner, in whole or in part, in English or in other languages, is prohibited.
All rights are reserved.
© 1953, Edward N. Hay
Printed in the United States of America

Aptitude Test Service, Inc.

P. O. Box 16 Golf, Illinois 60029

D HERE WITH
HAND-BACK UP

_____ Alan, C. R.

_____ Allan, C. R.

_____ Allen, C. R.

_____ Allen, C. B.

_____ Allberto, D. J.

_____ Alberta, D. T.

_____ Alberto, D. T.

_____ Alberta, D. J.

_____ Aherne, J. T.

_____ Ahern, J. T.

_____ Ahern, J. P.

_____ Aherne, J. P.

_____ Bartlett, G. H.

_____ Bartlet, G. H.

_____ Bertlet, G. H.

_____ Berttlet, G. H.

_____ Becket, T. L.

_____ Beckit, L. T.

_____ Beckett, L. T.

_____ Becket, L. T.

GRAS
RIGHT

NAME FINDING TEST

For Left Handed People

FORM C

NAME _____ DATE _____

Do these problems the same way you did the practice problems. Work QUICKLY and CAREFULLY.

DO NOT TURN THE PAGE UNTIL YOU ARE TOLD TO DO SO.

1. Ralph W. Abele
2. Michael N. Addio
3. Norman P. Adkin
4. Brian E. Aherne
5. Noel W. Ayers
6. Olaf S. Bailie
7. Theodore I. Ballentine
8. George C. Barber
9. Clarence G. Blankburn
10. James I. Burton
11. Daniel E. Callahan
12. Andrew T. Christensen
13. Thomas R. Conelly
14. Mark N. Daves
15. Nimrod M. Deveny
16. Frank E. Donnely
17. Jack S. Fraser
18. Ira T. Gagen
19. Fred E. German
20. Kenneth X. Hallanan
21. Noble M. Hutcheson
22. Paul E. Kieser
23. Samuel J. McDougall
24. Tom Y. Mullens
25. Christian O. Parrot
26. Arthur B. Peirce
27. Stephen T. Phillip
28. Bruce E. Rayvis
29. Basil E. Reilly
30. David R. Summers
31. Emil F. Thomsen
32. Lionel P. Welch

© 1971 Aptitude Test Service, Inc.
Reproduction in any manner, in whole or in part, in English or in other languages, is prohibited.
All rights are reserved.
© 1953, Edward N. Hay
Printed in the United States of America

E. F. Wonderlic & Associates, Inc.
P. O. Box 7
Northfield, Illinois 60093

312/446-8900

GRASP HERE WITH
RIGHT HAND-BACK UP

Column 1

_____Abel, R.W.
_____Abele, R.M.
_____Abele, R.W.
_____Abell, R.W.
_____Addio, N.M.
_____Addis, M.N.
_____Addie, M.N.
_____Addio, M.N.
_____Adkin, P.N.
_____Aikins, N.P.
_____Adkins, N.P.
_____Adkin, N.P.
_____Ahrens, B.E.
_____Ahern, B.E.
_____Aherne, E.B.
_____Aherne, B.E.
_____Ayres, N.W.
_____Ayers, W.N.
_____Ayers, N.W.
_____Ayer, N.W.
_____Baillie, O.S.
_____Bailey, O.O.
_____Bailie, O.S.
_____Bailie, O.O.
_____Ballentyne, T.I.
_____Ballentine, I.T.
_____Ballantyne, T.I.
_____Ballentine, T.I.
_____Barber, C.G.
_____Baraber, G.C.
_____Barbier, G.C.
_____Barber, G.C.

Column 2

_____Blackburn, C.G.
_____Blankburne, C.G.
_____Blankburn, C.G.
_____Blankburn, G.C.
_____Bruton, J.I.
_____Burten, I.J.
_____Burton, J.I.
_____Burton, I.J.
_____Callaghan, D.E.
_____Calaghan, D.E.
_____Callahan, E.D.
_____Callahan, D.E.
_____Christensen, T.A.
_____Christiansen, A.T.
_____Christensen, A.T.
_____Christianson, A.T.
_____Connelly, R.T.
_____Conelly, R.T.
_____Conelly, T.R.
_____Connely, T.R.
_____Davies, N.M.
_____Davis, M.N.
_____Daves, N.M.
_____Daves, M.N.
_____Deveny, N.M.
_____Deveney, M.N.
_____Devenney, M.N.
_____Deveny, M.N.
_____Donelley, F.E.
_____Doneley, F.E.
_____Donnely, F.E.
_____Donnely, E.F.

Column 3

_____Fraser, J.S.
_____Frazer, J.S.
_____Frazier, J.S.
_____Fraser, S.J.
_____Gagan, I.T.
_____Gagen, T.I.
_____Gegan, I.T.
_____Gagen, I.T.
_____German, E.F.
_____Garman, F.E.
_____German, F.E.
_____Gorman, F.E.
_____Hallanan, K.X.
_____Halahan, K.X.
_____Hallahan, K.X.
_____Hallanan, X.K.
_____Hutcheson, N.M.
_____Hutchison, N.M.
_____Hutchesen, N.M.
_____Hutcheson, M.N.
_____Kisser, P.E.
_____Kieser, P.E.
_____Keiser, P.E.
_____Kieser, E.P.
_____McDougald, S.J.
_____McDougall, J.S.
_____McDougal, S.J.
_____McDougall, S.J.
_____Mullen, T.Y.
_____Mullens, T.Y.
_____Mullins, T.Y.
_____Mullens, Y.T.

Column 4

_____Parott, C.O.
_____Parrott, C.O.
_____Parrot, C.O.
_____Parrot, O.C.
_____Peirce, B.A.
_____Pierce, A.B.
_____Peirce, A.B.
_____Pearce, A.B.
_____Phillip, T.S.
_____Phillips, S.T.
_____Phillip, S.T.
_____Philipps, S.T.
_____Rayvis, E.B.
_____Raynis, B.E.
_____Rayves, B.E.
_____Rayvis, B.E.
_____Reiley, B.E.
_____Reilly, E.B.
_____Reilley, B.E.
_____Reilly, B.E.
_____Summers, D.R.
_____Summers, R.D.
_____Sommers, D.R.
_____Somers, D.R.
_____Thompson, E.F.
_____Thomsen, E.F.
_____Thomson, E.F.
_____Thomsen, F.E.
_____Welch, P.L.
_____Welsh, L.P.
_____Welch, L.P.
_____Walsh, L.P.

Sample! Do not destroy

PRACTICE EXERCISE FOR THE NAME FINDING TEST

FORM C

For Right Handed People

Read Aloud

DIRECTIONS

This is a practice sheet for the next test.

Since this test has to be done in a special way you will now be told just how to do it.

NOW PLEASE LISTEN TO THE INSTRUCTIONS.

After you have heard the instructions do these sample problems.

SAMPLE PROBLEMS

Now that you have been told how to do this test, please look at this name.

Charles R. Allen

Study the spelling of the last name of Allen and the initials, C. R. Now turn the page and check the third name from the top, since this is the only one in the list which is exactly the same.

Each name is spelled in four different ways on the other side and these spellings are listed together. Thus you will find the first name in the first four lines; the second name in the second four and so on down the page.

NOW, TRY TO FIND THESE NAMES. Work quickly but carefully.

Douglas T. Alberta

John P. Ahern

Gerald H. Bartlett

Leonard T. Becket

© 1971 Aptitude Test Service, Inc.
Reproduction in any manner, in whole or in part, in English or in other languages, is prohibited.
All rights are reserved.
© 1953, Edward N. Hay
Printed in the United States of America

GRASP HERE WITH LEFT HAND-BACK UP

Aptitude Test Service, Inc.

P. O. Box 16 Golf, Illinois 60029

_____ Alan, C. R.

_____ Allan, C. R.

_____ Allen, C. R.

_____ Allen, C. B.

_____ Allberto, D. J.

_____ Alberta, D. T.

_____ Alberto, D. T.

_____ Alberta, D. J.

_____ Aherne, J. T.

_____ Ahern, J. T.

_____ Ahern, J. P.

_____ Aherne, J. P.

_____ Bartlett, G. H.

_____ Bartlet, G. H.

_____ Bertlet, G. H.

_____ Berttlet, G. H.

_____ Becket, T. L.

_____ Beckit, L. T.

_____ Beckett, L. T.

_____ Becket, L. T.

NAME FINDING TEST

For Right Handed People

FORM C

NAME _____ DATE _____

Do these problems the same way you did the practice problems. Work QUICKLY and CAREFULLY.

DO NOT TURN THE PAGE UNTIL YOU ARE TOLD TO DO SO.

1. Ralph W. Abele
2. Michael N. Addio
3. Norman P. Adkin
4. Brian E. Aherne
5. Noel W. Ayers
6. Olaf S. Bailie
7. Theodore I. Ballentine
8. George C. Barber
9. Clarence G. Blankburn
10. James I. Burton
11. Daniel E. Callahan
12. Andrew T. Christensen
13. Thomas R. Conelly
14. Mark N. Daves
15. Nimrod M. Deveny
16. Frank E. Donnely
17. Jack S. Fraser
18. Ira T. Gagen
19. Fred E. German
20. Kenneth X. Hallanan
21. Noble M. Hutcheson
22. Paul E. Kieser
23. Samuel J. McDougall
24. Tom Y. Mullens
25. Christian O. Parrot
26. Arthur B. Peirce
27. Stephen T. Phillip
28. Bruce E. Rayvis
29. Basil E. Reilly
30. David R. Summers
31. Emil F. Thomsen
32. Lionel P. Welch

© 1971 Aptitude Test Service, Inc.
Reproduction in any manner, in whole or in part, in English or in other languages, is prohibited.
All rights are reserved.
© 1953, Edward N. Hay
Printed in the United States of America

GRASP HERE WITH LEFT HAND-BACK UP

Aptitude Test Service, Inc.

P. O. Box 16 Golf, Illinois 60029

Column 1

_____Abel, R.W.
_____Abele, R.M.
_____Abele, R.W.
_____Abell, R.W.
_____Addio, N.M.
_____Addis, M.N.
_____Addie, M.N.
_____Addio, M.N.
_____Adkin, P.N.
_____Aikins, N.P.
_____Adkins, N.P.
_____Adkin, N.P.
_____Ahrens, B.E.
_____Ahern, B.E.
_____Aherne, E.B.
_____Aherne, B.E.
_____Ayres, N.W.
_____Ayers, W.N.
_____Ayers, N.W.
_____Ayer, N.W.
_____Baillie, O.S.
_____Bailey, O.O.
_____Bailie, O.S.
_____Bailie, O.O.
_____Ballentyne, T.I.
_____Ballentine, I.T.
_____Ballantyne, T.I.
_____Ballentine, T.I.
_____Barber, C.G.
_____Baraber, G.C.
_____Barbier, G.C.
_____Barber, G.C.

Column 2

_____Blackburn, C.G.
_____Blankburne, C.G.
_____Blankburn, C.G.
_____Blankburn, G.C.
_____Bruton, J.I.
_____Burten, I.J.
_____Burton, J.I.
_____Burton, I.J.
_____Callaghan, D.E.
_____Calaghan, D.E.
_____Callahan, E.D.
_____Callahan, D.E.
_____Christensen, T.A.
_____Christiansen, A.T.
_____Christensen, A.T.
_____Christianson, A.T.
_____Connelly, R.T.
_____Conelly, R.T.
_____Conelly, T.R.
_____Connely, T.R.
_____Davies, N.M.
_____Davis, M.N.
_____Daves, N.M.
_____Daves, M.N.
_____Deveny, N.M.
_____Deveney, M.N.
_____Devenney, M.N.
_____Deveny, M.N.
_____Donelley, F.E.
_____Doneley, F.E.
_____Donnely, F.E.
_____Donnely, E.F.

Column 3

_____Fraser, J.S.
_____Frazer, J.S.
_____Frazier, J.S.
_____Fraser, S.J.
_____Gagan, I.T.
_____Gagen, T.I.
_____Gegan, I.T.
_____Gagen, I.T.
_____German, E.F.
_____Garman, F.E.
_____German, F.E.
_____Gorman, F.E.
_____Hallanan, K.X.
_____Halahan, K.X.
_____Hallahan, K.X.
_____Hallanan, X.K.
_____Hutcheson, N.M.
_____Hutchison, N.M.
_____Hutchesen, N.M.
_____Hutcheson, M.N.
_____Kisser, P.E.
_____Kieser, P.E.
_____Keiser, P.E.
_____Kieser, E.P.
_____McDougald, S.J.
_____McDougall, J.S.
_____McDougal, S.J.
_____McDougall, S.J.
_____Mullen, T.Y.
_____Mullens, T.Y.
_____Mullins, T.Y.
_____Mullens, Y.T.

Column 4

_____Parott, C.O.
_____Parrott, C.O.
_____Parrot, C.O.
_____Parrot, O.C.
_____Peirce, B.A.
_____Pierce, A.B.
_____Peirce, A.B.
_____Pearce, A.B.
_____Phillip, T.S.
_____Phillips, S.T.
_____Phillip, S.T.
_____Philipps, S.T.
_____Rayvis, E.B.
_____Raynis, B.E.
_____Rayves, B.E.
_____Rayvis, B.E.
_____Reiley, B.E.
_____Reilly, E.B.
_____Reilley, B.E.
_____Reilly, B.E.
_____Summers, D.R.
_____Summers, R.D.
_____Sommers, D.R.
_____Somers, D.R.
_____Thompson, E.F.
_____Thomsen, E.F.
_____Thomson, E.F.
_____Thomsen, F.E.
_____Welch, P.L.
_____Welsh, L.P.
_____Welch, L.P.
_____Walsh, L.P.

Hay Aptitude Test Battery

NUMBER PERCEPTION TEST

Form A

Name: _____ Date: _____

DIRECTIONS

Compare each pair of numbers. If the two numbers are exactly the same, place a check mark (√) in the space provided in the column marked "Same." If the two numbers are different, leave the space blank.

SAMPLE PROBLEMS

				Same
1.	7384	---	7384	√
2.	25961	---	25967	

The two numbers in Example 1 are exactly the same. Therefore, a check mark has been placed in the space provided in the column marked "Same." Since the numbers in Example 2 are different, the space has been left blank.

Below are 15 pairs of numbers for you to complete as a practice exercise. Work as fast as you can without making mistakes. Work down the column. Do not skip. REMEMBER: Check the pairs of numbers that are the same. Go ahead.

			Same
6984	---	6984	
92058	---	92058	
7623	---	7613	
819	---	891	
1359	---	1359	

			Same
28496	---	28496	
196	---	197	
50471	---	54071	
387051	---	387051	
4607	---	4607	

			Same
5438	---	5438	
63925	---	63952	
97555	---	97556	
47613	---	47613	
2516	---	2616	

Do the problems on the next two pages in the same way. If you make a mistake, cross it out - it is quicker than trying to erase. Work QUICKLY and CAREFULLY.

Do Not Turn The Page Until You Are Told To Do So

Published by E. F. Wonderlic Personnel Test, Inc., 820 Frontage Road, Northfield, IL 60093, 312/446-8900. All rights reserved, including the right to reproduce this text or any part thereof in any form, in English or in any other language, by photocopy, offset, mimeograph or in any other way, whether the reproductions are sold or are furnished free for use. Printed in U.S.A. © 1947 Edward Hay. © 1971, 1984 E. F. Wonderlic Personnel Test, Inc.

CATALOG # ATS-NP

Work down each column. Check the pairs of numbers that are the same.

				Same
1.	8718	---	8718	_____
2.	25012	---	25012	_____
3.	845	---	854	_____
4.	4838	---	4838	_____
5.	3890	---	3830	_____
6.	29423	---	24923	_____
7.	50176	---	50176	_____
8.	7403	---	7103	_____
9.	20861	---	20867	_____
10.	84697	---	84697	_____

				Same
11.	2148	---	2148	_____
12.	52463	---	52463	_____
13.	2058	---	2058	_____
14.	495558	---	495568	_____
15.	71463	---	71463	_____
16.	6063	---	6065	_____
17.	32582	---	32582	_____
18.	37869	---	37896	_____
19.	2114	---	2114	_____
20.	3760	---	3760	_____

				Same
21.	92406	---	92506	_____
22.	87214	---	78214	_____
23.	9384	---	9384	_____
24.	91704	---	91704	_____
25.	8777	---	8775	_____
26.	3972	---	3972	_____
27.	21031	---	21031	_____
28.	34285	---	34205	_____
29.	94875	---	94785	_____
30.	9254	---	9524	_____

				Same
31.	93025	---	93205	_____
32.	67128	---	67128	_____
33.	7149	---	7149	_____
34.	5612	---	5672	_____
35.	139754	---	149754	_____
36.	99806	---	99806	_____
37.	5737	---	5737	_____
38.	3291	---	3921	_____
39.	50927	---	50927	_____
40.	10357	---	10375	_____

				Same
41.	6374	---	6734	_____
42.	456391	---	456391	_____
43.	16928	---	16982	_____
44.	301	---	301	_____
45.	1043	---	1443	_____
46.	3082	---	3087	_____
47.	14089	---	14089	_____
48.	2985	---	2985	_____
49.	6324	---	6324	_____
50.	305791	---	350791	_____

				Same
51.	25813	---	29813	_____
52.	6917	---	6917	_____
53.	267135	---	267135	_____
54.	43065	---	40365	_____
55.	2683	---	2683	_____
56.	7901	---	7901	_____
57.	13763	---	13673	_____
58.	7529	---	7592	_____
59.	98548	---	98548	_____
60.	8730	---	8703	_____

				Same
61.	9514	---	9541	_____
62.	6031	---	6031	_____
63.	36045	---	36045	_____
64.	44489	---	44789	_____
65.	79491	---	79419	_____
66.	897286	---	897286	_____
67.	872	---	872	_____
68.	58934	---	58943	_____
69.	6423	---	6432	_____
70.	4763	---	4763	_____

				Same
71.	2845	---	2845	_____
72.	2223	---	2223	_____
73.	49307	---	49307	_____
74.	159473	---	159473	_____
75.	9106	---	9108	_____
76.	13568	---	13586	_____
77.	18462	---	18462	_____
78.	42810	---	42810	_____
79.	8065	---	8605	_____
80.	306291	---	306291	_____

				Same
81.	4152	---	4152	_____
82.	1728	---	1728	_____
83.	8656	---	8656	_____
84.	63245	---	63295	_____
85.	691204	---	691204	_____
86.	513928	---	513928	_____
87.	3814	---	8314	_____
88.	4270	---	4720	_____
89.	5618	---	6518	_____
90.	50614	---	50604	_____

				Same
91.	21759	---	21759	_____
92.	60518	---	60518	_____
93.	970685	---	970658	_____
94.	7569	---	7569	_____
95.	15389	---	15384	_____
96.	86426	---	86462	_____
97.	219	---	216	_____
98.	183694	---	183649	_____
99.	493016	---	493013	_____
100.	9422	---	9422	_____

Work down each column. Check the pairs of numbers that are the same.

				Same
101.	213777	---	213776	_____
102.	152194	---	152194	_____
103.	67218	---	62718	_____
104.	4906	---	4906	_____
105.	76120	---	76120	_____
106.	810734	---	817034	_____
107.	1328	---	1238	_____
108.	62960	---	62969	_____
109.	2654	---	2564	_____
110.	25222	---	25722	_____

				Same
111.	96348	---	96348	_____
112.	955378	---	953578	_____
113.	673523	---	673523	_____
114.	3777	---	3772	_____
115.	80687	---	80687	_____
116.	76319	---	76139	_____
117.	950167	---	950167	_____
118.	8604	---	8604	_____
119.	1838	---	1883	_____
120.	9253	---	9243	_____

				Same
121.	40186	---	40186	_____
122.	829	---	829	_____
123.	149653	---	149635	_____
124.	16270	---	12670	_____
125.	34653	---	34653	_____
126.	7560	---	7560	_____
127.	137045	---	137045	_____
128.	56439	---	56349	_____
129.	84234	---	84234	_____
130.	399920	---	399220	_____

				Same
131.	827	---	872	_____
132.	5648	---	5684	_____
133.	159836	---	159836	_____
134.	59888	---	59889	_____
135.	1083	---	1083	_____
136.	60784	---	60748	_____
137.	6504	---	6504	_____
138.	286581	---	286518	_____
139.	7451	---	7451	_____
140.	40915	---	40951	_____

				Same
141.	9317	---	9313	_____
142.	72149	---	72194	_____
143.	592173	---	592173	_____
144.	3706	---	3706	_____
145.	2893	---	2983	_____
146.	95814	---	95841	_____
147.	16235	---	16235	_____
148.	6241	---	6214	_____
149.	37629	---	37629	_____
150.	84756	---	84756	_____

				Same
151.	43605	---	43605	_____
152.	906	---	960	_____
153.	5652	---	5625	_____
154.	7546	---	7546	_____
155.	12940	---	12948	_____
156.	25794	---	25994	_____
157.	3389	---	3389	_____
158.	296814	---	296814	_____
159.	3407	---	3470	_____
160.	57816	---	57861	_____

				Same
161.	30469	---	30469	_____
162.	6705	---	6705	_____
163.	3511	---	3151	_____
164.	75038	---	75035	_____
165.	968203	---	968202	_____
166.	315482	---	315482	_____
167.	5423	---	5421	_____
168.	197	---	197	_____
169.	2687	---	2687	_____
170.	76502	---	76502	_____

				Same
171.	802176	---	802176	_____
172.	4965	---	4365	_____
173.	64856	---	64586	_____
174.	82169	---	82169	_____
175.	9354	---	9354	_____
176.	1849	---	1844	_____
177.	28741	---	28741	_____
178.	5398	---	5398	_____
179.	43980	---	43890	_____
180.	3170	---	3180	_____

				Same
181.	222	---	222	_____
182.	378092	---	378029	_____
183.	40973	---	40973	_____
184.	4195	---	4195	_____
185.	75182	---	75128	_____
186.	8542	---	8452	_____
187.	580761	---	580761	_____
188.	5861	---	5861	_____
189.	7286	---	7286	_____
190.	62714	---	62741	_____

				Same
191.	50261	---	50261	_____
192.	2905	---	2950	_____
193.	86213	---	86231	_____
194.	625849	---	625894	_____
195.	8777	---	8776	_____
196.	28035	---	28035	_____
197.	73182	---	73182	_____
198.	95000	---	95005	_____
199.	3940	---	3940	_____
200.	15552	---	15522	_____