



# ENGINEERING TELEPHONE ABILITY BATTERY (E-TAB) TEST GUIDE

## WHY DO AT&T AND ITS AFFILIATES TEST?

At AT&T, we pride ourselves on matching the best jobs with the best people. To do this, we need to better understand your skills and abilities to make sure that you are indeed the right match for the job. Our ultimate goal is to set you up for success in your career at AT&T (that is, if AT&T is the right match for you). Research has shown that tests provide accurate measures of people's skills and abilities and, therefore, we use tests to identify people who are the best match for the job. Our philosophy is simple...if you succeed in your role, then we succeed as a company.

## WHAT IS THE ENGINEERING TELEPHONE ABILITY BATTERY (E-TAB)?

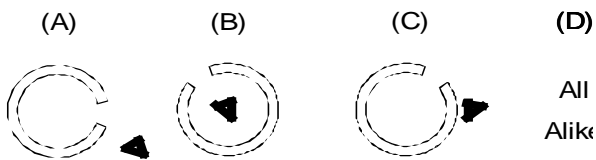
The E-TAB is a series of four timed tests designed to measure your ability to do the job. The entire test takes approximately 35 minutes to complete.

## WHAT CAN I EXPECT TO SEE ON THE TEST?

Each test is described below and some sample items are provided for each to give you an idea of the types of questions you may be asked on the test.

### CARD ROTATIONS TEST

The first part of the E-TAB is the Card Rotations test. Each problem in this test consists of a row of three cards. You will be asked to decide whether the cards are alike or different. All of the drawings could be of the same card, which has been slid around into different positions on the page. A card is different if it would have to be flipped over or made differently to be like the other two. If one card is different, that card's letter is the correct answer. If all of the cards are alike, (D) All Alike, is the correct answer. For example:



The card in column (B) is different from the cards in columns (A) and (C), so choice (B) is the correct answer. Therefore, you would have marked (B) on your answer sheet.

### COMPUTATIONAL FACILITY TEST

The second part of the E-TAB is the Computational Facility test. Following each problem are four suggested answers. You may work each problem in your head or on a piece of scratch paper which will be furnished.



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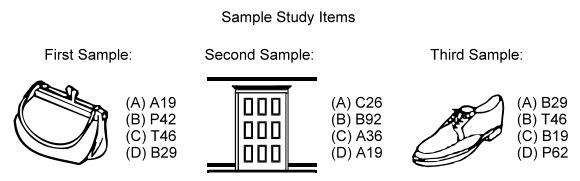
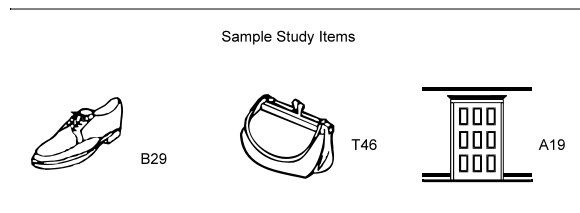
## Sample Problem

- |             |                       |
|-------------|-----------------------|
| 546         | (A) 693               |
| <u>-153</u> | (B) 403               |
|             | (C) 393               |
|             | (D) None of the above |

The correct answer to the sample problem is 393. Therefore, you would have marked (C) on your answer sheet.

## PICTURE-CODE MEMORY TEST

The third part of the E-TAB test is the Picture-Code Memory test. First you will study pictures and their associated codes. Then you will be shown the pictures in a different order. Your task will be to choose the correct code for each picture from the four possible answers and to mark your choice on your answer sheet.



The correct answers are (C), (D) and (A). Therefore, you would have marked these answers on your answer sheet.

## READING ACCURACY TEST

The third test in the E-TAB is the Reading Accuracy test. Each sentence in the test contains clues to the meaning of an underlined word in the sentence. You are asked to complete a statement about the underlined word, choosing the best answer from four suggested answers. Below is a sample sentence:

Because his brother had used his car without permission, John clenched his fist, scowled, and slammed out of the house furiously.

Furiously means

- (A) angrily
- (B) silently
- (C) happily
- (D) gracefully

Since “furiously” means “angrily”, you would have marked (A) on your answer sheet.



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## WHAT CAN I DO TO PREPARE FOR THE TEST?

At AT&T, our goal in testing is not to cause you to fail; rather, our intent is to set our employees up for success. Remember, we succeed when you succeed. All information necessary to complete the E-TAB is provided. There are no specific materials you should study in order to prepare yourself. However, if you pay close attention to the instructions, you will increase your chances of performing well and thus show your aptitude for the job.

It is important that you have an understanding of the material presented in the course or obtained through independent study.

## HOW WILL THIS TEST BE ADMINISTERED?

A member of our Staffing team will provide you with the time and location for your testing session. Try to arrive at the location at least 15 minutes before your scheduled test time to give yourself time to relax before the test begins. You may want to bring a jacket or a sweater in case the temperature in the testing location is not to your liking. Feel free to ask questions before the test begins, and be sure you understand the format of the E-TAB.

## WHAT CAN I DO TO PERFORM MY BEST ON THE TEST?

- ✓ Read questions carefully.
- ✓ Think - reason out your answer.
- ✓ Answer questions you are sure of first.
- ✓ Reject immediately those answers you know are incorrect.
- ✓ Don't change your answers unless an obvious mistake has been detected.
- ✓ Be aware of the time (make a mental note of the time when the test begins and pace yourself accordingly).

## RETEST INTERVALS

If you do not qualify on the E-TAB, do not be discouraged. Perhaps, this would indicate that this position is really not the best match for you. Who knows – perhaps a better, more closely matched opportunity awaits you. If you feel strongly that this is the right position for you, then you may initially retest after six months. Subsequent retests are at one-year intervals. However, please note that test standards are periodically updated to reflect current abilities and skills required for our jobs. Therefore, it may be necessary to meet new test standards should they be introduced prior to your placement on the job.



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## SUMMARY

When you succeed in your job, AT&T succeeds as a company! Successful completion of the E-TAB qualifies you for possible placement into jobs requiring this test. Additional testing may be required for certain positions. See job briefs in your area for additional testing requirements for titles you are interested in.

**Thank you for your interest in starting (or expanding) your career at AT&T!**

**AT&T and its affiliates support and comply with the provisions of the Americans with Disabilities Act (ADA) and other Federal and State laws that specifically assist individuals with disabilities. If you have a limiting disability and need special testing arrangements, please ask your local Employment Office or Placement Bureau personnel for information about the testing accommodation process.**