



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.

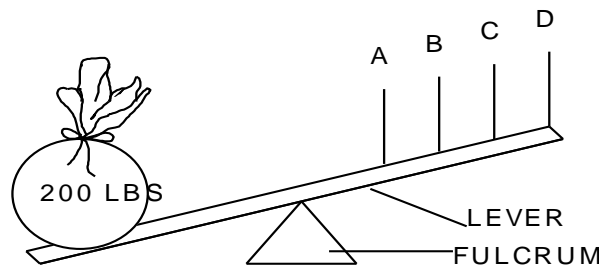
WHAT IS THE TECHNICAL/MECHANICAL TEST-FIELD II (TMTF II)?

The TMTF II consists of 50 items that assess your ability to solve problems of a technical, logical and mechanical nature. The test draws on the kind of reasoning needed for certain technician jobs. The test takes approximately 50 minutes to complete.

WHAT CAN I EXPECT TO SEE ON THE TEST?

Below are some sample questions:

SAMPLE QUESTION 1



Q. In the preceding diagram, it would be easiest to lift the weight by applying pressure at point:

- A. A
- B. B
- C. C
- D. D

A. The correct answer is D.



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SAMPLE QUESTION 2

- A square can not be next to a diamond but must be next to a triangle
 - A triangle can not be next to a circle
 - A circle can not be next to a circle
 - A diamond must be next to a circle

Q. Which of the following does not break the above rules?

- A.

B.

C.

D.

A. The correct answer is B.

SAMPLE QUESTION 3

Q. How many 2-inch square blocks can fit inside the figure below?



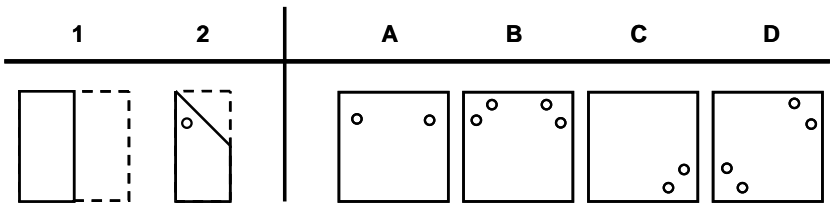


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- A. 20
- B. 50
- C. 100
- D. 200

A. The correct answer is B.

SAMPLE QUESTION 4



Q. The two figures on the left represent a square piece of paper being folded twice. In the second figure, a small hole has been punched through the entire paper. Which drawing on the right shows where the holes are after the paper has been unfolded?

- A. A
- B. B
- C. C
- D. D

A. The correct answer is B.

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. The best way for you to succeed on a given test is to adequately prepare.

Here are some tips to help you prepare:

- ✓ Gather resources (books, articles, other materials, etc.) that cover the areas measured in this test
- ✓ Study the information carefully
- ✓ Have someone quiz you on the material prior to your testing date
- ✓ Seek out others who have knowledge in this area and may be able to assist you
- ✓ Get a good night’s rest the night before your testing session
- ✓ Eat a well-balanced meal an hour before testing



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

FOR EMPLOYEES ONLY: You may contact the AT&T Career Development Resource Center located on OneStop at <http://hronestop.att.com> >> Your Career Matters >> Career Development >> Test Preparation to inquire about study guides, textbooks, and/or general course information that may help you prepare for the test.

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 TMTF II.

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 TMTF II, 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 retest you may retest at six-month 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.



TECHNICAL/MECHANICAL TEST-FIELD II (TMTF II)



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SUMMARY

When you succeed in your job, AT&T succeeds as a company! Successful completion of the TMTF II 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.