

FOR IMMEDIATE RELEASE

STUDY PROVIDES FURTHER DOCUMENTATION THAT INTERVIEWS ARE COMMONLY DISCRIMINATORY

LIBERTYVILLE, IL July 7, 2009– A study titled “Race-Ethnic Employment Discrimination in Upscale Restaurants: Evidence from Paired Comparison Testing” by Bendick, Rodriquez, Jayaraman and the Restaurant Opportunity Center-United was recently released.

According to the study, when white and race-ethnic minorities with equal qualifications applied simultaneously for waiter/waitress jobs in New York City fine dining restaurants, minorities were only 54% as likely as whites to receive a job offer.

Some of the other discriminatory actions included:

- interviews granted (white – 81.4% vs. minority – 60.5%)
- average interview length (white – 11.1 minutes vs. minority - 9.2 minutes)
- information given on next steps (white – 81.2% vs. minority – 62.9%)

The findings of this study emphasize the need for objectivity in the hiring process. Employers should ensure that their interviews are standardized and their interviewers are adequately trained. Additionally, as recently indicated by the U.S. Supreme Court’s opinion in *Ricci v. DeStefano*, which was released at the end of June 2009, employers can use pre-employment testing to help bring consistency and fairness to the hiring process because valid, standardized assessments are blind to race.

At Wonderlic, we have helped companies build consistent hiring processes for decades. Our hiring solutions are reliable and standardized, helping employers hire and retain the best employees. According to Wonderlic’s General Counsel, David Arnold, Ph.D., J.D., “testing provides the most objective measurement of job applicant knowledge, skills and abilities. This measurement provides an accurate and fair means to compare different applicants to each other and to the requirements of the job.”

Structured face-to-face interviews can be a valuable part of the hiring process, but should be paired with objective information from pre-employment testing to help bring greater consistency and legal defensibility to the hiring process.

About Wonderlic

Wonderlic provides proven and practical solutions that help organizations recruit, select, develop and retain top performing employees. For more than 70 years, Wonderlic has helped organizations predict job applicants’ ability to succeed in the workplace. More than 20,000 organizations have utilized Wonderlic Solutions to help pre-qualify over 150 million job candidates.

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