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Vangent Unveils New Pre-employment Risk Management Assessment to Minimize Personnel Selection Risks

Reid Report® Risk Assessment Features Critical New Ethics Scale

Chicago, IL, Nov 29, 2010 – Vangent, Inc., a leading provider of results-oriented human capital and talent management solutions, today announced the release of its newest pre-employment assessment, the ***Reid Report Risk Assessment***, designed to help organizations reduce the risk of unethical and counterproductive behavior across the workforce.

With over 3 million applicant events administered each year, and more than 1,000 clients, Vangent serves a critical role in helping organizations improve the quality and integrity of their workforce. The [Reid Report Risk Assessment](#) marks another milestone in fulfilling the company's brand promise by providing a powerful and universal assessment that evaluates attitudes and behaviors associated with high levels of ethics, reliability, and responsible work habits.

In light of a greater focus on [ethical misconduct](#), workplace security, and employee counterproductivity—especially during periods of economic uncertainty—organizations are placing an increased emphasis on reducing their risks in these areas. “Hiring someone with questionable ethics is like getting a computer virus,” said David Fabianski, Senior Vice President and General Manager of Vangent's Human Capital business. “Once inside its too late to avoid the damage and the impact can be far reaching. Our aim is to help our clients manage this risk proactively by using scientifically valid instruments that provide a reliable and objective assessment of job candidates' core ethical attitudes. Vangent's Reid Report Risk Assessment helps organizations achieve this goal by identifying candidates that can put the organization at risk before they are hired as well as identifying those candidates most likely to demonstrate high levels of ethics and integrity.”

In addition to a new ethics scale, the Reid Report Risk Assessment features these key benefits:

- Revised for universal application across all industries and virtually all organizational positions
- Can easily be integrated into an existing personnel selection program and/or applicant tracking system, or efficiently implemented to anchor a new selection program
- Helps HR, Operations, Safety, Asset Protection, Risk Management, and Ethics/Corporate Governance optimally manage human capital risks that can lead to costly accidents, higher turnover, and poor service
- New/updated social behavior and illicit drug admission items, narratives, and interview questions to increase utility
- Can readily incorporate additional measures related to safety, tenure, service, sales, and other specialty areas

“We see more and more examples in the news of how unethical, counterproductive, and criminal behavior can seriously jeopardize a company's financial status, brand, and security,” added Eric Hutchison, Vice President, Assessment and Hiring Solutions at Vangent, Inc. “The Reid Report Risk Assessment offers organizations a concrete and proactive approach for avoiding or minimizing costly misconduct through a validated and reliable means of personnel selection.”

The [Reid Report Risk Assessment](#) is the newest product in a long line of industry-leading assessments; including the Reid Report 29th Edition, Personnel Selection Inventory (PSI™), and Applicant Potential Inventory (API™), among many others. Vangent, which defined the integrity-based assessments market category in 1947, continues to provide thought leadership to the industry, including chairing both the Association of Test Publisher's Industrial Division and Standards Committee that published the *Model Guidelines for Pre-employment Integrity Testing*. To learn more, please visit http://www.vangent-hcm.com/pdfs/Reid_Report_Risk_Assessment.pdf.

About Vangent, Inc.

With over 8,000 employees worldwide, Vangent, Inc. is a leading global provider of consulting, systems integration, human capital management, and business process services to the U.S. federal and international governments, higher education institutions, and corporations. Through Vangent's Human Capital products and services, thousands of clients have successfully improved their workforce acquisition, development, and advancement. From industry-leading selection and hiring solutions, to best-of-breed learning, organizational development, and talent management solutions, Vangent helps clients achieve the greatest return from their human capital. For more information, please visit www.vangent-hcm.com.

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