



## Cornell Employee Integrity Testing Study Shows 846% ROI for Employers, Backs Merchants Pre-employment Integrity Test Delivering Big Reductions in Workers Comp Payouts

*The Merchants Challenge--Businesses Can't Lose: Merchants Will Reduce Workers Comp by 60% or Mutually Agreed Upon Amount Via the Merchants Pre-employment Integrity Test or Fees Are Returned!*

**Phoenix, March 23, 2010**— After delivering over four million Merchants Pre-employment Integrity Tests and achieving average workers' compensation savings of 60% for large employer-clients, results from a recent Cornell University study on pre-employment integrity testing shows an 846% ROI for employers who use the Merchants Pre-Employment Integrity Test, further supporting what Merchants clients have known and enjoyed for over 30 years. Merchants' successes for employers with its integrity test have been so consistent that the company has instituted the "can't-lose" Merchants Challenge which reimburses a client's fees if Merchants doesn't achieve mutually agreed upon workers compensation savings\*^.

"Cornell University's independent research associated with driving down workers comp rates via integrity testing is proving—again—that the basis of Merchants Pre-employment Integrity Test is powerfully effective and pays back employers with huge returns. This is the second Cornell study that unequivocally validates the financial benefits of testing prospective employees for integrity and hits squarely with our in-marketplace client data that includes an average savings of 60% in workers compensation rates," said Russ Johnson, Merchants CEO.

Besides eliminating potential high-risk employees, who are very likely workers comp claimants, the Merchants Pre-employment Integrity Test reduces the hiring of job candidates who are likely to: steal, display hostile and harassing behaviors, use excessive sick days and who will add to the unemployment payouts by companies and agencies. Merchants Pre-employment Integrity Test is both validated and non-discriminatory exceeding compliance requirements and job applicant test results are emailed to hiring decision-makers instantly for on-line users.

Merchants Pre-Employment Integrity Test is based on cognitive dissonance--the justifying of high-risk behaviors by individuals. The Merchants Pre-employment Integrity Test has been in use for 30+ years, takes 15 minutes or less to administer and is available 24/7 in 21 languages. The simple turn-key implementation of the Merchants Pre-employment Integrity Test among human resource or other employees engaged in the hiring process includes training that takes less than an hour.

### **\*30-day No-cost Trial-The Merchants Challenge & Guarantee**

Merchants is offering to qualified organizations a 30-day no-cost trial. During the 30 days, Merchants will provide limited use of the Merchants Pre-employment Integrity Test at no cost. In addition, Merchants is offering a "can't-lose" challenge and guarantee. If Merchants does not achieve mutually agreed upon savings in workers compensation rates for an organization, Merchants will refund the fees paid to Merchants, less any client savings resulting from use of the test and reduced workers comp rate savings.

### **About Merchants Information Solutions**

Merchants Information Solutions, the exclusive provider of the **Merchants Pre-employment Integrity Test** which is proven to reduce worker compensation rates an average of 60%, is a national leader in background screening for employers and residential communities as well as a leader in ID Theft Restoration Affinity programs. Honored to have as company national spokespersons **Jerry Colangelo** and **Harvey Mackay**, Merchants was founded nearly a century ago and is dedicated to delivering world-class identity theft and background screening solutions. Merchants is the only **NATIONAL SINGLE-SOURCE PROVIDER** of all recognized background screening tools and services for employers and multi-housing communities.



## About the Cornell University Study

Results cited herein in reference to Cornell University are from Cornell Hospitality Quarterly 2009, by Michael C. Sturman and David Sherwyn. The research is entitled: **The Utility of Integrity Testing for Controlling Workers' Compensation Costs**. The link to the study is: <http://cqx.sagepub.com/cgi/content/abstract/50/4/432>

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