

American Tescor, LLC *(A division of Merchants Information Solutions, Inc.)*

Frequently Asked Questions

- 1. What is Tescor screening?** The Tescor Survey, a job applicant screening tool, was developed by Industrial/Organizational psychologists at Portland State University. Tescor identifies applicants who are high risk in the areas of theft, substance abuse, hostility & faking. Tescor Screening has been used by companies nationwide for almost thirty years.
- 2. How are survey results interpreted?** Applicants are scored as either Qualified or Not Qualified. This eliminates the need to interpret scores at the branch hiring locations. However, management can review an applicant's full scale scores and disclosures on our password protected website at any time.
- 3. What does a Not Qualified result mean?** An applicant who does not qualify on the Tescor Survey has either: a) Admitted to current, illegal drug use b) Disclosed theft behaviors during the past two years; c) Exhibited hostile/angry responses on the Survey or d) Tried to "fake" the survey. Many applicants reveal high-risk behaviors on multiple scales such as theft and drugs
- 4. Why would applicants disclose these High Risk behaviors?** Individuals involved in ongoing, risky behaviors (like theft and/or illegal drug use) eventually rationalize their behavior. After a while, they come to believe there is nothing wrong with their aberrant conduct. The Tescor Survey obtains a high level of honest disclosures from the applicant. In fact, over 90% of all applicants screened by Tescor tell the truth about their high risk behaviors.
- 5. Is Tescor screening 100% foolproof?** There is no such thing as a perfect screening tool. But our research shows that Tescor identifies the vast majority of High Risk applicants.
- 6. How is the program administered?** Employers may use either the Internet or our small, portable Tescor Data Recorders. In either case, the survey is self-administered utilizing electronic formats. Applicant scores can be reviewed by authorized personnel at our password-protected HR Magnet website.
- 7. How long does it take?** Most applicants can complete The Tescor Survey in about 15 minutes. Results are received immediately – expediting the hiring process.

To learn more about how our behavioral psychological assessment can increase both your productivity and earnings, please contact Si Lamm, Director of Sales, at 1.503.697.6551, or visit us at www.americantescor.com.

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8. What about foreign applicants? The Tescor Survey is written at the 5th grade reading level and available in 20 foreign languages. Applicants who are illiterate or blind have the option of using audio versions in either English or Spanish.

9. Where should Tescor screening be inserted in the hiring process? We recommend placing Tescor right after your Job Application Form and our short Informed Consent Form are completed. Why spend any more time and money on confessed drug abusers, thieves, or violent individuals?

10. Is Tescor screening legal? Yes. Federal and state hiring guidelines require screening tools to be either validated or non-discriminatory. Tescor is both, exceeding the legal requirements. Massachusetts and Rhode Island utilize special Tescor editions to comply with their particular state regulations. Throughout our nearly 30 year history, there has never been an action filed over the use of the Tescor Survey.

11. Can the Tescor Survey be used on current employees? No. Tescor screening was developed and validated for new hires only.

12. Can applicants be screened on weekends and “after hours?” Definitely. Tescor screening is operational 24/7/365.

13. What are the primary benefits of Tescor screening? Companies using Tescor screening increase their earnings through significant reductions in their workers’ compensation losses, reduced Short Term Disability claims, as well as decreased turnover and reduced employee theft. The High Risk individuals identified by Tescor are the ones who come to the workplace with an "entitlement mentality." The overall quality of the workforce is improved when high-risk job candidates are culled from the applicant pool. Tescor increases productivity, morale, and profitability.

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