

Supreme Court Finds I/O Solutions' Firefighter Exams Fair, Valid and Non-Discriminatory

Chicago, August 10, 2009 --- In its recent ruling in the *Ricci v. DeStefano* case, the U.S. Supreme Court confirmed that the firefighters' promotional exams developed for the City of New Haven, CT. by I/O Solutions, Inc., the leading public safety human resources consulting firm, were fair, valid and non-discriminatory.

The case, which became an issue in the Supreme Court confirmation hearings for Sonia Sotomayor, dealt with the question of whether the exam was discriminatory against minorities and whether its results should be discarded by the City of New Haven. In its ruling, the Court noted that the exam was "painstakingly developed to test relevant material" and that the city could not discard the results of a valid test simply because it didn't like the results.

"The Court affirmed a basic tenet of test development: that validity is the primary objective of a testing process," said Chad Legel, I/O Solutions' president. "The work we did for the City of New Haven, and that we do for all of our clients, resulted in well-developed, valid tools that are able to predict who will succeed on the job without disparate impact on minorities."

In its majority opinion, the Court praised the I/O Solutions' job analysis process,

saying: "At every stage of the job analysis, IOS, by deliberate choice, oversampled minority firefighters to ensure that the results –which IOS would use to develop the examinations – would not intentionally favor white candidates."

"Over 1,000 public safety agencies across 40 states and Canada have used our services to help them meet the requirements of the U.S. Department of Justice that every examination process be valid, reliable, fair and defensible against Title VII and EEOC challenges," Legel added. "The Supreme Court's recent ruling gives our clients full confidence that they are using the best public safety human resource tools in the industry."

About I/O Solutions

I/O Solutions (www.iosolutions.org), headquartered in Westchester, Ill., is a leading public safety human resources consulting firm that develops, implements and validates assessment programs for organizations, primarily fire, police and corrections departments. The firm's services are designed to help identify, hire and promote the best employees while reducing any adverse impact against minority groups.

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