

PRESS RELEASE FOR IMMEDIATE RELEASE

HR Acuity™ Releases Results of its Fourth Annual Employee Relations and Workplace Investigation Survey

~ Fourth annual survey cites continuing increase in EEOC workplace harassment claims, steps employers are taking to mitigate financial and reputational risks ~

Chatham, N.J. (January 12, 2012) — HR Acuity™, a leading provider of employee relations and workplace investigation solutions, is pleased to present the results of its fourth annual Employee Relations and Workplace Investigation Survey. The survey provides organizations with benchmarks and insight into the ways in which organizations manage their employee relations and workplace investigation processes, track and store information about employee issues and investigations, and mitigate risks associated with employment issues.

More than 500 primarily mid- to senior-level Human Resources professionals participated in the survey this year, which was offered online. The strong participation rate in this survey continues to emphasize the demand for this type of benchmarking throughout different sized organizations in the private, public and not-for-profit sectors.

The economy has continued to be a challenge for all organizations since the inception of this survey in 2008. Inevitable layoffs or restructurings have forced HR and senior executive leadership to rethink inadequate or non-existent processes and to identify new ways to manage employee performance, maintain or enhance productivity, and mitigate risks inherently associated with these types of organizational changes. At the same time, the EEOC continues to report a record number of charges of discrimination (99,947 in fiscal year 2011, which ended September 30th), while also delivering historically high relief through administrative enforcement - more than \$364.6 million in monetary benefits for victims of workplace discrimination.

Results obtained from the survey demonstrate that required processes and procedures, along with some type of formal training to ensure proper documentation of employee issues and investigation proceedings, provide more consistent and appropriate recording of these issues. Commitment to a structured and consistent process, standardized forms and templates and the use of a centralized electronic repository for documentation significantly impact an organization's overall ability to track and manage employee issues and mitigate risk.

Deborah Muller, founder and president of HR Acuity™, commented, “Given the continued state of the economy and the record number of discrimination cases reported by the EEOC, organizations must begin treating employee relations as a strategic priority that impacts both liability and employee productivity. Those who take a proactive stance by employing centralized models, standard processes, and case management systems, report having a significantly higher level of confidence in the completeness and defensibility of their investigation documentation. Ultimately, these employers will have better results when it comes to defending their actions because they have held their leaders accountable for compliance to these procedures.”

For additional information, or to request a copy of the HR Acuity 2011 Employee Relations and Workplace Investigation Survey, visit HR Acuity’s website at <http://www.hracity.com>.

About HR Acuity™

HR Acuity™, LLC, is the leading provider of employee relations and workplace investigation solutions. HR Acuity designed and developed HR Acuity™ On-Demand, an award winning web-based application that minimizes an organization’s legal and financial risks by facilitating the consistent documentation of day-to-day employee relations issues and, when required, providing the HR Acuity proprietary five-stage methodology for conducting workplace investigations into allegations of misconduct. HR Acuity offers additional services that include neutral third-party workplace investigations, employee relations strategy and planning, investigation training, and certification programs and coaching. For additional information, visit the company’s website at www.hracity.com.