

Now, specifically, what I did was talk to one of the top men in a private utility company, and asked him how they did it, the various methods they used, and he was very enthusiastic about psychological testing.

I also talked with a man who had been a general sales manager for an industrial company, and had had to pick salesmen. He thought this had been very useful in the selection of employees. I also discussed it with some other people in the industry, and then we decided to employ, on a trial basis, you might say, two reputable firms, who we checked out——

Mr. HORTON. Did you get approval for that procedure from any higher-up in your agency?

Mr. LUCE. No. I am the head of the agency.

Mr. HORTON. I mean from the Department.

Mr. LUCE. No, it was not required.

Mr. HORTON. So you put it in without any further approval. Was it submitted to the Civil Service Commission?

Mr. LUCE. No, it was not required to be submitted, and it was not submitted.

Mr. HORTON. It was not. So, up to this point, it has not been submitted?

Mr. LUCE. That is correct.

Mr. HORTON. Nor have all of these questions, or the tests that are given been submitted to the Civil Service Commission?

Mr. LUCE. Not by us; no.

Mr. HORTON. Now, you selected two agencies to perform these tests, and there came a time when you decided you would release one agency and use another?

Mr. LUCE. Right. Well, the contract of one expired, and it was a question of whether to renew it.

Mr. HORTON. But you decided not to renew one. I think you said one of the reasons why you stayed with Psychological Service of Pittsburgh was because of their experience in the utility field?

Mr. LUCE. Right.

Mr. HORTON. Isn't there a possibility that they pass this knowledge around among the employees of the Psychological Service of Pittsburgh, so this is how they get their experience and knowledge about their handling of these individual cases?

Mr. LUCE. I am not sure that I understand your question.

Mr. HORTON. I am talking about the employees of Psychological Service of Pittsburgh, the consultants, as you call them, whoever they happen to be. Are they men, or women, or both?

Mr. LUCE. Both, and in this case, Dr. Porter, one of the principal men in this particular organization, has been handling our account. But there are women in the organization, too.

Mr. HORTON. Is he the only one who has given these tests in your organization?

Mr. LUCE. As far as I know. I think that is correct. But to answer your question, how do I know what use they make of the test answers——

Mr. HORTON. That is right.

Mr. LUCE. I have their word for it that these are destroyed. Now, that is the answer to your question. I have confidence in their professional responsibility.