The Former President of the Association for Psychological Science Joins Cangrade

Cambridge, MA. – January 23, 2012 – Cangrade (www.cangrade.com) announced today that Dr. Mahzarin R. Banaji, has joined the company's board of advisors. Mahzarin Banaji is the Richard Clarke Cabot Professor of Social Ethics at Harvard University. Dr. Banaji's research on unconscious bias has received wide attention both in academia and in the world of business, government, law, and medicine, and has garnered her numerous recognitions: In 2005, Dr. Banaji was elected fellow of the Society for Experimental Psychologists, in 2008 to the American Academy of Arts and Sciences and in 2009 was named Herbert A. Simon Fellow of the American Academy of Political and Social Science. She is also a fellow of the American Association for the Advancement of Science and the Association for Psychological Science (of which she was President in 2010-2011). Her career contributions were recognized by a Presidential Citation from the American Psychological Association in 2007 and the Carol and Ed Diener Award for Outstanding Contributions to Social Psychology in 2009.

"Dr. Banaji has provided invaluable counsel and guidance as an unofficial advisor to Cangrade, and we couldn't be happier that she decided to join us in an official capacity," said Steve Lehr, Cangrade's co-founder and Chief Science Officer. "While at Harvard University, I've worked with Dr. Banaji for several years, and she is one of the most inspiring and insightful people I have ever known," said Lehr.

"What Steve and the Cangrade science team have built is incredibly inspiring, it is nothing short of a revolution in hiring. Not only are the assessments that we developed powerful in predicting future job performance, fast and easy to complete, but they also reduce the potential for unintentional discrimination in the hiring process. Cangrade has some of the best minds in the world working on making the world a better place to work," added Michael Burtov, Cangrade's co-founder and CEO.

Dr. Banaji studies human thinking and feeling as it unfolds in social contexts, with a particular focus on mental systems that operate in implicit or unconscious modes, relying upon multiple methods including cognitive/affective behavioral measures and neuroimaging. Her work addresses how we unconsciously assess ourselves and others and how this can lead people to be unintentionally biased when making important judgments and decisions. With her colleagues Anthony Greenwald and Brian Nosek she maintains an educational and research website: http://implicit.harvard.edu that hosts a variety of tests to provide an experience of implicit or unconscious biases. To date, over 14 million tests have been completed by participants, with specialized sites for 39 countries. Mahzarin speaks regularly to governmental agencies, nonprofit groups and corporations about the limitations on decision-making in selection and promotion and how to improve workplace assessment and evaluation.

More information is available on Cangrade's website: www.cangrade.com/advisors

About Cangrade
Cangrade is a data-driven hiring automation and candidate evaluation platform. Our team of experts spent years researching millions of data points from over 200,000 employees at over 500 Companies and consulted with over 8,000 of our users to develop a breakthrough platform that predicts employee success.Cangrade's signature offering enriches a job-candidate's application with complex information about personality, skills, motivation and job fit combined into a simple "Candidate Grade"- which is proven to be one of the most predictive pre-employment evaluations commercially available.

HIRE BETTER.