



See The Risk Before Suffering The Loss

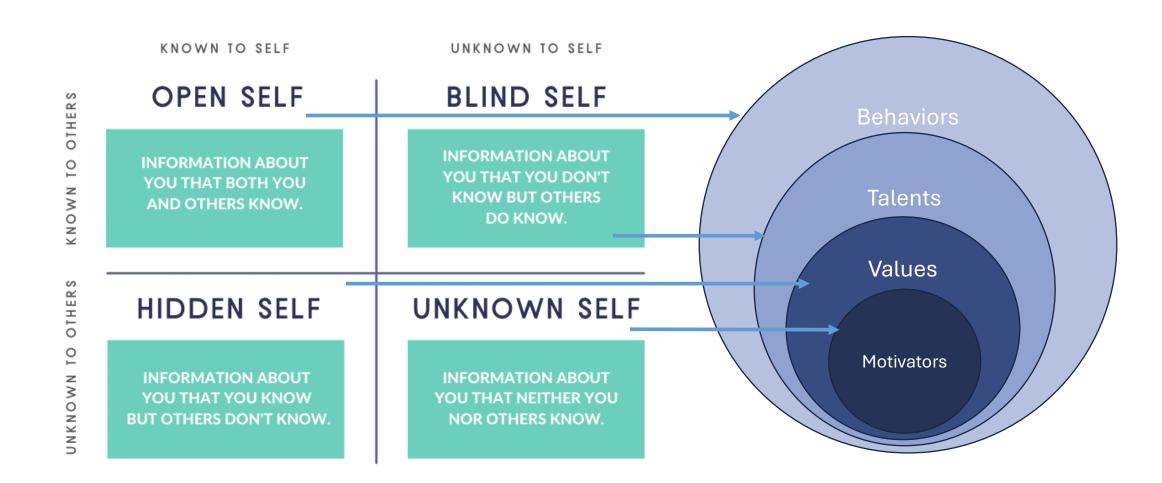


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JOHARI WINDOW







WHAT IS SAFER HIRE?

Safer Hire is a **highly-reliable**, **cost-effective Pre-Claim Risk Management Tool.** Used to identify candidates who are high risk for claims and safety incidents. Organizations are then able to avoid making costly hires.

HOW DOES IT WORK?



By identifying candidates with an entitlement attitude and skewed values, employers are able to avoid hiring those candidates who are high risk for claims and safety incidents. On average, clients using testing such as Safer Hire see a reduction in WC claim frequency by 42%, WC claim severity by 15% and employee turnover by 30%. Average Return on Investment is 8:1!

PROVEN RESULTS & BENEFITS







Average Return on Investment is

8:1

2024 STUDY:

National Roofing Company

- **Data Overview**
 - October 2023 October 2024
 - 897 Candidates screened
 - 26% of candidates were flagged as "high risk"
- WC Claims Reduction of first year employees
 - 83% reduction in frequency of claims
 - **86% reduction** in average claim costs
 - **ROI** exceeding 40:1
- Turnover Analysis
 - Client studied 10, 30, 60 & 90 day turnover rates
 - Fach timeframe frame showed measurable improvement.





NATIONAL ROOFING COMPANY SAVES OVER \$312K IN FIRST YEAR BY WORKING WITH SAFER HIRE



Summary

Company Challenge:

A National Roofing company faced frequent workers' compensation claims, including both real and fraudulent cases, and struggled to identify safety-oriented

Solution with Safer Hire:

After being introduced to Safer Hire by their insurance broker, the organization implemented Safer Hire's simple 9 min. prehire screen with great success. Eliminating candidates with an "entitlement mentality" early on helped reduce the cost of downstream expenses, such as physicals, background checks and drug testing.

The roofing company reduced employee wc claims, employee turnover and improved the overall quality of their workforce BEFORE they could incur costs, enabling them to create a safer, more reliable workforce.

The client realized the following benefits:

- · Reduced work comp claim costs.
- Lower turnover rates.
- Compounded long-term savings.

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know we have insight into applicants we never had before." — SH Client

Key Findings

Overall Candidate Results

Data Overview (Oct 2023 - Oct 2024):

- . 897 candidates screened using Safer Hire.
- . 26% of candidates flagged as "high-risk" due to admissions to risky behaviors, including:









Workers Compensation Claims Reduction

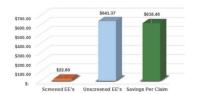
- . 83%reduction in frequency of claims
- . 86% reduction in the average claim costs
- . ROI Exceeding 40:1 in cost savings.

Cost of Claims Overview:

• \$641.37 - Average claim cost (unscreened employee)

- \$22.89 Average claim cost (screen employee)
- . \$618.48 Average savings per claim!

Cost of Claims Overview



Turnover Analysis

The team analyzed turnover at several different time intervals: 10 days, 30 days, 60 days and 90 days.

At all intervals, voluntary turnover was higher among untested hires than among tested hires. This ranged from 106% higher turnover at 10 days to 26% higher turnover at 90 days.

This suggests that Safer Hire is very effective at reducing early voluntary turnover in new hires.

Disclaimer: Most clients cover their annual investment in the first month when they avoid their first one or two bad hires.



2024 STUDY:

National Medical Janitorial Services

Control Group Study

- 29 Locations Utilizing Safer Hire
- 54 Locations did NOT use Safer Hire

Testing Period

November 2023 – December 2024

Data Overview

- Safer Hire Locations had a 68% reduction in WC Costs
- Non-Safer Hire Locations had a 29% reduction in WC Costs
- Litigation in Testing locations decreased from 20% to 4%

Realized Savings To Date in Testing Locations: \$572,000









Hiring Consistency

☐ Consistent Process Placement

□ Consistent Candidate Questions

☐ Consistent Results on Responses

Operational Efficiency □ Focus on Top Candidates

☐ Increase Speed to Hire

☐ Improve Candidate Experience

Quality of Hire

□ Decrease Turnover (especially Involuntary)

☐ Reduce WC Claims (Frequency & Severity)

☐ Improve Company Culture

☐ Higher Customer Satisfaction

Legal Compliance Validated

■ Non-Discriminatory



COMPLIANT & VALIDATED

EEOC requires that a test must be *either* non-discriminatory or validated to be compliant



OR



Non-discriminatory

Validated



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November 8, 20

We are writing to provide our professional assistament of the Safer Hire survey, defined as an overt pre-tile test. We have developed his sets based on the Horthom Guidaries and here of modeulars and here a through uncertainting of the psychometric properties of the test. As PhDs in Industrial and Organizational Psychology and Capitational Psychology (SPDP), our exercise for industrial and Organizational Psychology (SPDP), our exercise for industrial and Organizational Psychology (SPDP), our exercise for industrial and Organizational Psychology (SPDP), our exercise for industrial page assessment tests and examining the validity and adverse impact of tests. Certained, we have more than 50 years of experience in the second organization of the SPDP (SPDP) and the second of tests and the SPDP (SPDP) and the SPDP (SPDP) are second or of the SPDP (SPDP).

Based on validity studies we have run. Safe life a unrey demonstrates of inferior-related wildly in reducing workers, compensation desire, the fedial value of those addits, and counterproductive work behavior. Our grift research demonstrated the RGI for overall pre-life tests, such as Safer life, in reducing workers compensation dains to be between 750-10076. Results of these studies have been published in the pear-related abound by flamines and Psychology (Copper, Statuthers, & GIII stanz, 2021). When developing the Safer life survey, we also demonstrated criticism related wildly in preciding all reported workers compensation claims and claim toos, so well as actidients and counterproductive work behaviors. Further, we have established construct validity by demonstrating that Safer life correlates with personally impressures of consectionations, and peaches, and those riskresults are consistent with the extensive academic life about on over the testing, Based on hundreds of published scalars, we know that these tests demonstrate greenfalled validity in preciding and unpreciding and part preciding a writer producting of published scalars, we know that these tests demonstrate greenfalled validity in preciding a writery of

Finally, after anyloging test responses from three separate plict studies, we have found no consistent evidence of adversar impact with the sider if the survey. That is, there are not consistent grader, racial, or either difference in test past races that would suggest adverse impact. Papels over the age of 40 are not disadvantaged by this test, and in fact pass at a slightly higher race from popple unlerd or pass.

Our validity and adverse impact studies were conducted in accordance with the standards of the Uniform Cultielines on Employee Selection Procedures. Construct Identification, data analyses, interpresation, and conclusions were all guided by professional practices that underlie the Uniform Guidelines and our academic research standards.

The EBC/ requires that assessment tests demonstrate no adverse impact, and if they do, they must have demonstrate measures as the state of the state

Sincerely yours,

and the same

Stephen Gilliland, PhD University Professor Claremont Graduate University Fellow SIOP Jerel Slaughter, PhD Eller Professor of Management University of Arizona



5 FACTORS & ENTITLEMENT

"I'm better than everyone else, the rules don't apply to me, and I'm owed something just because I showed up today."



- Counter-Productive Behaviors
- Skewed Value Systems
- Entitlement Attitude





BEHAVIORAL PSYCHOLOGY

"Why would anyone tell you these things while they are applying for a job!?"



Cognitive Dissonance

Rationalize 'risky' behavior as normal

- I only steal sometimes
- Everyone hits when angry
- Everyone uses some illegal drugs

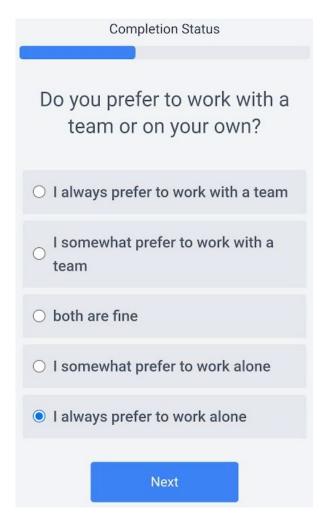
STREAMLINED PROCESS SAFER THIRE





FILLER QUESTIONS

 Filler questions make the survey feel like part of the application and/or the start of the interview process





Completion Status
How much do you like learning new things while at work?
○ a lot
O quite a bit
○ somewhat
O very little
o not at all
Next

SAFETY AWARENESS

- Is this person safety motivated?
- How willing are they to follow safety procedures at work?
- Entitled individuals feel they know better and are unlikely to follow safety requirements and procedures





Completion Status How important do you feel it is to follow company safety procedures at work? Extremely important Very important Moderately important A little important Not at all important Next

OPERATIONAL EFFICIENCY





Failed Drug Screen

Quest Diagnostics Average 4.2%



Our Clients Average .7%

Failed Background Screen

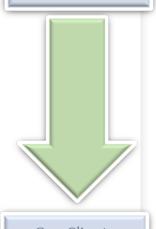
Industry Average 10%



Our Clients Average .3%

Total Rejection Rate

Industry
Average 12%



Our Clients Average 1%



FAST FACTS

- WHAT TO LOOK FOR?
- <9 min., 55 questions
- 5th grade reading level
- English, Spanish, + 90 optional languages
- Online, Pass/Fail results
- Mobile Optimized
- Abandonment Rate: < 3%
- Integration Capability
- 80% Passing Rate
 - 1 or 2 out of 10 will tell you, "If you hire me, I will do these things."



Avoid that 10 - 20% that cause 90% of your problems.



MEMIC BENEFITS





- No Set-Up Fees
- No Training Fees
- No Long-Term Commitments
- Preferential Pricing Structure
 - 25% Reduction off Retail Pricing
- No Costs for Case Studies

THANK YOU! QUESTIONS & ANSWERS



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