



SAFER HIRE

**See The Risk Before Suffering
The Loss**



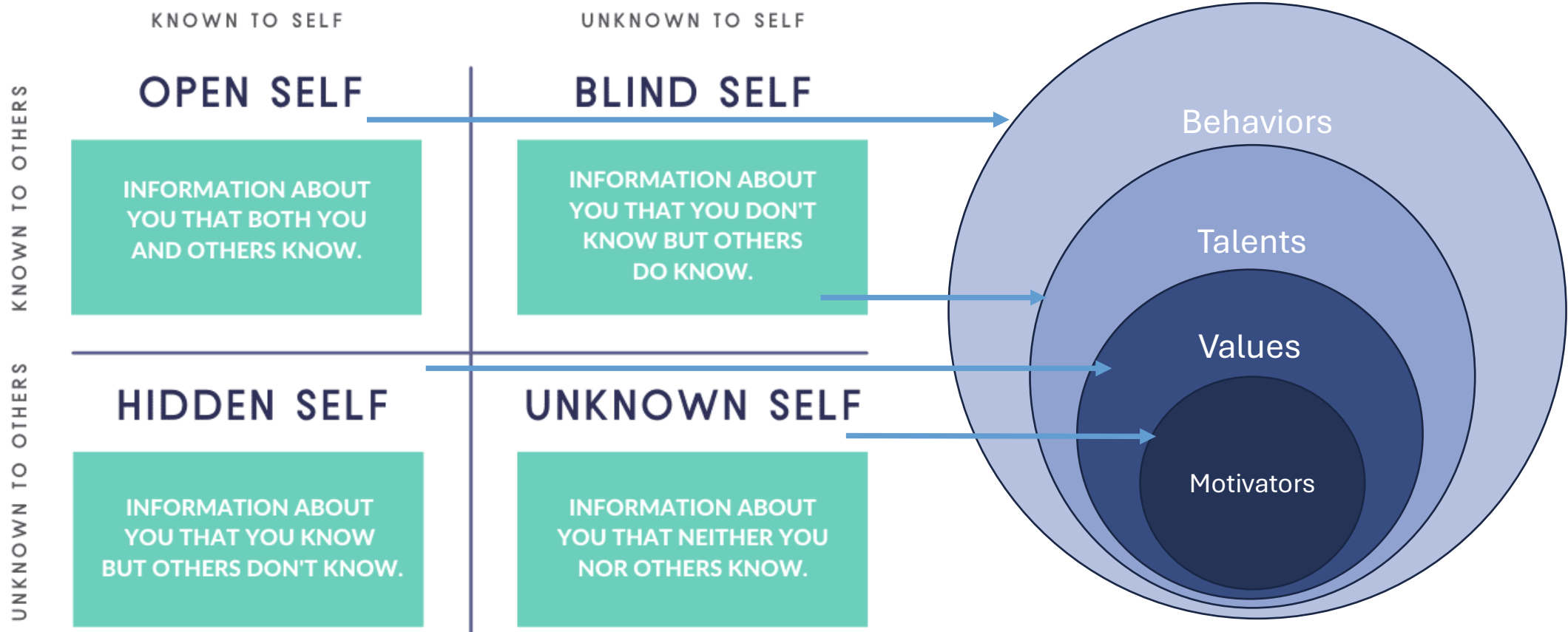
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JOHARI WINDOW



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?



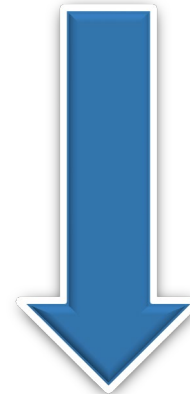
By identifying candidates with an entitlement attitude and skewed values, employers are able to avoid hiring those candidates who are high risk for claims and safety incidents. On average, clients using testing such as Safer Hire see a **reduction in WC claim frequency by 42%, WC claim severity by 15%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

PROVEN RESULTS & BENEFITS



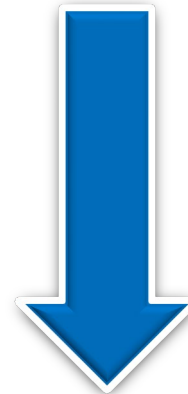
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Reduction in claim
frequency



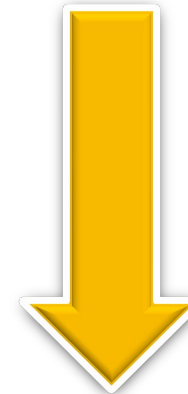
42%

Reduction in
claim severity



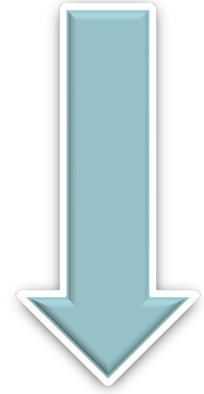
15%

Reduction in
Turnover



30%

Reduction in Auto
Accidents



12%

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
 - Each timeframe frame showed measurable improvement.

SAFER HIRE case study

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 candidates

Solution with Safer Hire:

After being introduced to Safer Hire by their insurance broker, the organization implemented Safer Hire's simple 9 min. pre-hire 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.

Outcome:

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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"Based on the answers we can now see; I 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:



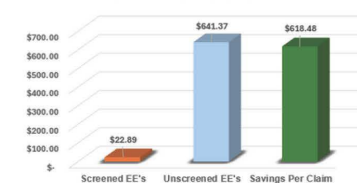
Workers Compensation Claims Reduction

- **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



VALUE PROPOSITION



SAFER  **HIRE**

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



Non-discriminatory

OR



Validated



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

Overt
(Self Admitting)

BEHAVIORAL PSYCHOLOGY

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



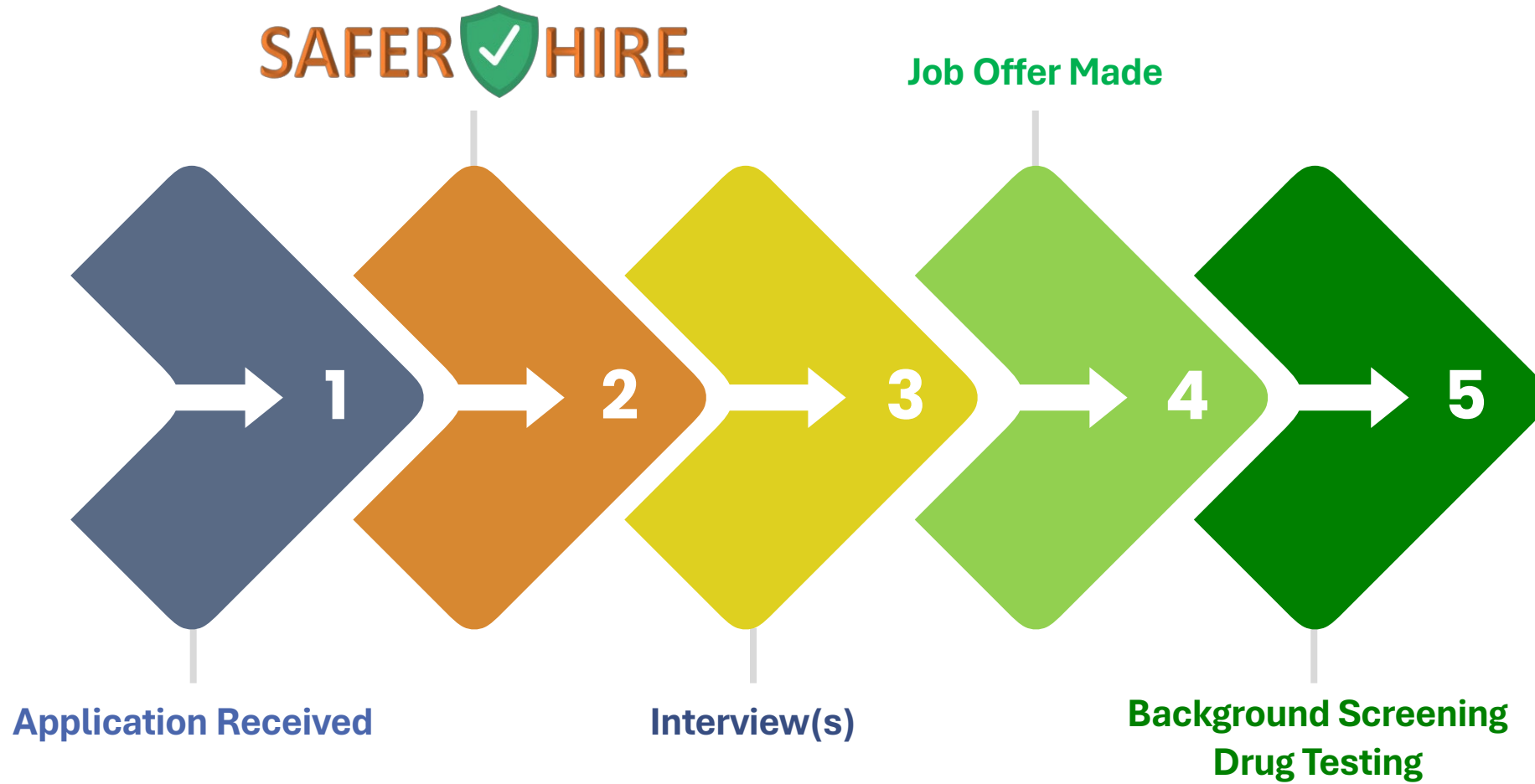
Cognitive Dissonance

Rationalize 'risky' behavior as normal

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

STREAMLINED PROCESS

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FILLER QUESTIONS

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

Completion Status

Do you prefer to work with a team or on your own?

☐ I always prefer to work with a team

☐ I somewhat prefer to work with a team

☐ both are fine

☐ I somewhat prefer to work alone

☒ I always prefer to work alone

Next



Completion Status

How much do you like learning new things while at work?

☐ a lot

☐ quite a bit

☐ somewhat

☐ very little

☒ 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 likely would you be to ignore safety rules and regulations to do your job faster or more easily?

☐ not at all likely, 0% chance

☐ somewhat likely, 25% chance

☐ about as likely as not, 50% chance

☐ very likely, 75% chance

☒ certainly, 100% chance

Next

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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

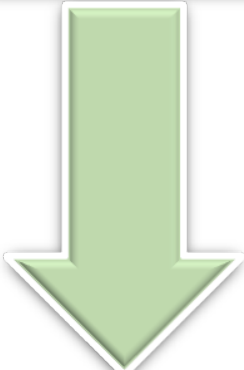
Industry Average
10%



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



SAFER  HIRE

- 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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