

Case Study- Tier 3 Full Governance

Mid-Sized Construction
Company (60 Employees)

Flagship Tier 3

Governance → 6.5×

Conservative ROI |

12×–16× Upside ROI

The Problem

One serious incident, a missed safety acknowledgment, an outdated SOP, a lost training record can trigger six-figure OSHA citations, shut down active jobsites, and spike your Experience Modification Rate for years. Most firms don't have a documentation failure. They have a systems failure.

Client Snapshot

A regional construction company with ~60 employees operating multiple job sites. Challenges included inconsistent documentation, slow onboarding, repeated minor incidents, and exposure to high-cost citations.

Their Problem

Before governance, the company faced:

- Outdated or inconsistent documentation across job sites
- Slow new-hire onboarding (40+ hours per employee)
- Repeated minor incidents costing time, labor, and productivity
- High exposure to Cal/OSHA citations
- Difficult renewals due to poor evidence retrieval
- No unified system for incidents or corrective actions

IMPACT

Annual risk exposure: **\$300k-\$600k** in avoidable costs.

PROPOSED SOLUTION

IMPLEMENTATION PLAN

The Solution — Tier 3
Full Governance
(Flagship)

We took full ownership of
the company's
documentation
ecosystem:

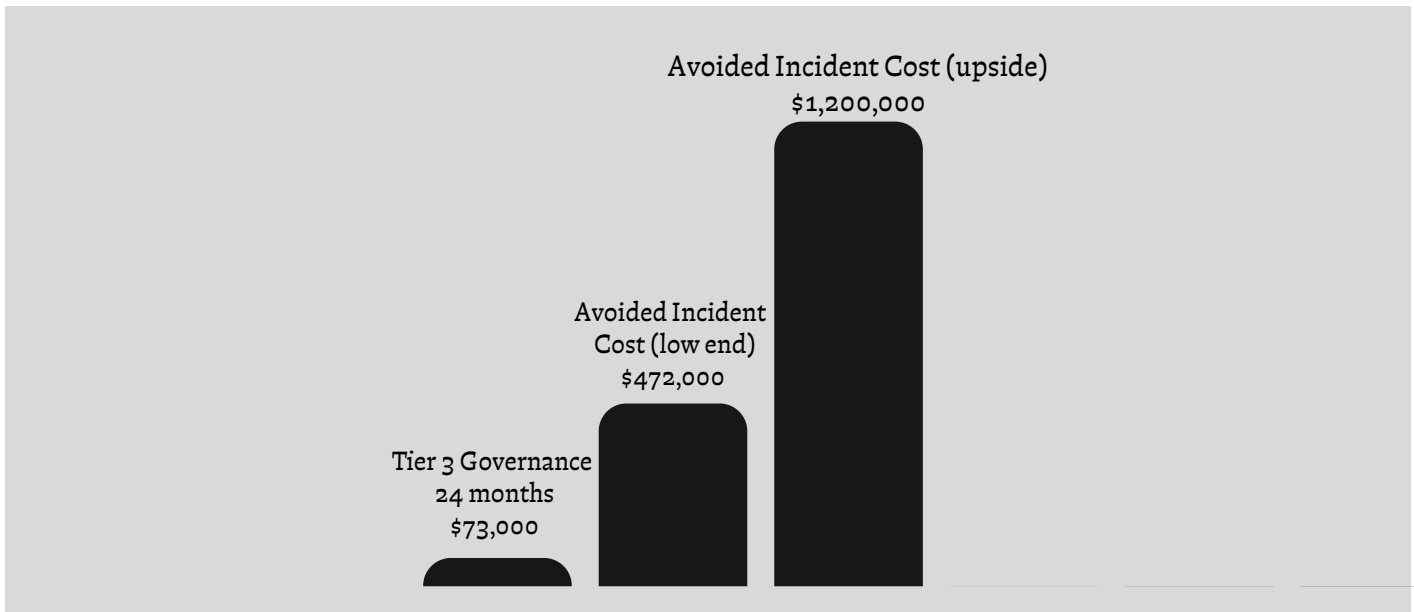
- Core System, SOPs,
Training, Incident
Reporting, Corrective
Action
- Daily monitoring +
weekly governance +
monthly risk reviews
- Quarterly audits +
annual readiness
- Continuous evidence
pipeline with version
control
- Broker-grade reporting
for renewals and claims

- Full system ownership
— not just support

Investment:

- Onboarding cost:
\$25,000
- Monthly Retainer:
\$2,000
- 24-Month Total Cost:
\$73,000

FINANCIAL ANALYSIS



ROI METRICS

Quantified ROI (24 Months)

Conservative Savings

- Avoided serious citation: \$150,000
- Reduced minor incidents (50% reduction): \$200,000
- Faster onboarding (40% faster): \$22,400
- Insurance/bid/renewal improvements: \$100,000

Total Conservative Savings: $\$150,000 + \$200,000 + \$22,400 + \$100,000 = \$472,400$

Net Savings: $\$472,400 - \$73,000 = \$399,400$

Conservative ROI: approx 6.47 times

Upside Scenario (Realistic for Construction)

- One avoided major claim

- Stronger incident reduction
- Lower premiums + better bid acceptance

24-Month Upside Savings: \$1.2M+ Upside ROI: 12x-16x

Timeline of Impact

0-1 Month: Playbook deployed, evidence pipeline live, documentation stabilized.

2-6 Months: Onboarding time drops 40%. Evidence retrieval becomes instant. Minor incidents begin to decline

6-12 Months: Incident frequency cut nearly in half. One avoided citation scenario becomes likely.

12-24 Months: Documentation maturity fewer claims, smoother renewals, stronger bids. ROI fully realized and compounding.

CONCUSSION

SUMMARY

This mid-sized construction company struggled with inconsistent documentation, slow onboarding, repeated minor incidents, and high exposure to costly Cal/OSHA citations. Their annual avoidable risk ranged from \$300k–\$600k due to outdated systems, poor evidence retrieval, and no unified incident or corrective-action process.

They implemented Tier 3 Full Governance, where Grain & Grit Media Co. took full ownership of their documentation ecosystem — including SOPs, training, onboarding, incident reporting, corrective actions, evidence pipelines, version control, and audit readiness. The program included daily monitoring, weekly governance, monthly risk reviews, quarterly audits, and broker-grade reporting.

Over 24 months, the company invested \$73,000 and achieved \$472,400 in conservative savings, driven by an avoided citation, a 50% reduction in minor incidents, 40% faster onboarding, and improved insurance/bid outcomes. This produced a 6.5× conservative ROI, with a realistic upside of 12×–16× (over \$1.2M+ in savings).

Within the first year, onboarding time dropped sharply, evidence retrieval became instant, and incident frequency was cut nearly in half. By year two, the company saw smoother renewals, stronger

bids, and fully audit-ready documentation.

Key outcomes:

- 50%+ reduction in reportable incidents
- 40% faster onboarding
- Avoided six-figure citation
- Clean, audit-ready documentation
- Lower renewal friction and stronger bid competitiveness
- Predictable governance cost replacing unpredictable incident losses

Client testimonial:

"We cut reportable incidents in half, sped up onboarding, and avoided a six-figure citation. The system paid for itself many times over!" — Miguel R., Operations Manager

See what Tier 3
Governance would save
your business — book a
quick call.



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