
1 ROI Solution for Sexual Harassment & Discrimination

Over last 3 years not one of 350+ clients ever:

- 1) received a right to sue letter from the Government (EEOC/Commission),
- 2) was litigated against or sued,
- 3) paid out any claims, penalties or made any monetary settlement,
- 4) or paid attorneys fees on any issue.

This vetted solution has the highest ROI for addressing Sexual Harassment and Discrimination. It also reduces the associated high stress and anxiety, and eliminating legal action against the employer while reducing business risk.

“Costs less than a cup of coffee per month per employee”

The top 5 unique values of this solution are:

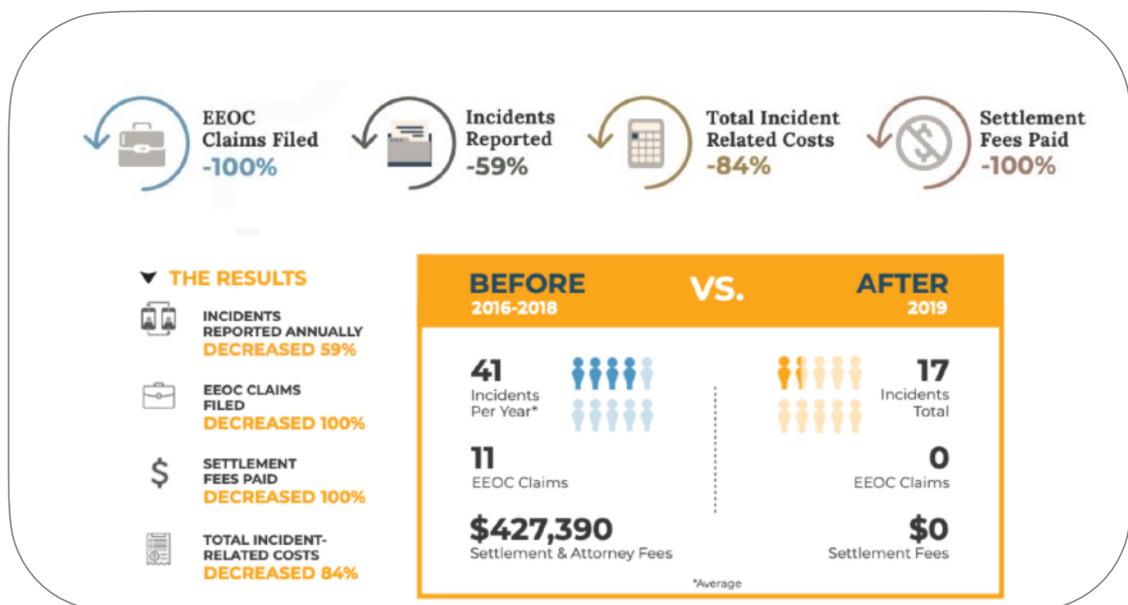
1. It is IMPOSSIBLE for a business, organization, school or govt agency to be sued and/or pay EEOC (Govt) fines. Since the employee needs to exhaust the internal administrative remedies embedded in our EEOC-compliant solution the employer is held harmless under their legal affirmative defense.



As a result:

- A) a plaintiff's attorney CANNOT initiate a legal action, and
- B) a government agency CANNOT issue a fine
- C) This legal doctrine is called Affirmative Defense.
 - To clarify the reason 3rd parties can not sue is the employee has to exhaust the internal administrative remedies compliant with the law and embedded in our solution.
 - With our solution, the employee cannot claim it is "unreasonable" to exhaust the administrative remedy.
 - Our solution ensures a clear path to prompt and reasonable resolution.
2. On average it takes 5 days to solve a workplace incident (intake, investigation and resolution) versus the status quo of 25 days to 30 days which is 600% faster than the national average.
3. Ensuring the subject employee is held accountable and not the Employer/Owners.
4. The number of incidents is reduced by over 60%.
5. \$4 PEPM (per employee per month) - regardless of the number of incidents. That \$48 a year is an all inclusive cost (no hidden fees).

Results for a 941 Employee Automotive Client



Additional value this solution provides:

- 1) By reporting incidents safely and efficiently to an impartial 3rd party Improves your workplace culture, increasing employee morale and retention.
- 2) By handling the reported incidents to a trained and compliant 3rd party avoids opportunistic situations, with a consistent and timely process allowing a bolstered affirmative defense.
- 3) This Creates the ability to budget for a fair and impartial resolution which reduces costs & financial risk.
- 4) This provides reputational protection & avoid reputational risk with our solution for a fraction of the cost you would otherwise pay.
- 5) This solution satisfies K-12 & University DOE 2020 Title IX requirements.

Secure Portal Hosted at Amazon Web Services (AWS)

1. Everything is documented in our portal.
2. It's compliant with all government requirements.
3. Managers that you authorize can log in to the portal to get updated on cases that are pending which saves time and is very convenient.

