

Best Return on Investment

ABC Company | 2,000 Employees | 1,460% Return

Data Points Used

The following data points are used in determining the ROI for your company. Outside of your data points, and our vetted Provider PEPM Cost, these data points are based on national averages.

# of Employees	2,000
vetted Provider PEPM Cost	US\$3.00
Avg. HR Salary	US\$75,000
Avg. Inside Counsel	US\$125,000
Avg. Outside Counsel (per hour)	US\$400
Avg. Turnover Cost (including lost production, training, recruiting, etc.)	US\$15,000
Avg. Internal HR Hours Spent on Issue	20
Avg. Internal Counsel Hours Spent on Issue	15
Avg. External Counsel Hours Spent on Issue	10
Avg. Internal Settlement Costs (all-in cost)	\$40,000
Average EEOC Response Cost: Non-Settlement (all-in cost)	\$50,000
Average EEOC Response Cost: Settlement (all-in cost)	\$80,000
Avg. Litigation Cost	\$125,000
Avg. Title VII Issues Per Company (internal + reported issues)	4% or (80)
25% of the National Avg. Per Company	20



The ROI Results: *For Just One Incident Per Month!*

The national average incident rate is 4%. Using an example of 2,000 employees you would thus multiply 2,000 employees by 4% which equals 80 incidents annually or 6.7 incidents monthly to get the national average.

▶ Since the table below assumes 1 incident per month (12 incidents annually) **the table understates the actual incident rate by 85%. To get to the average of 80 incidents requires multiplying the values in rows 2 and 4 below by 670%.** Regardless if you have 1 case or 100 cases the cost is \$4 PPM (\$4 per person monthly) as shown in row 3.

		Internal Claim (not settled)	Internal Claim (Settled)	EEOC (not settled)	EEOC (settlement)	Litigation
1	Claims per month	1	1	1	1	1
2	Average Costs (without Our Partner)	\$21,163	\$40,000	\$50,000	\$80,000	\$125,000
3	Monthly Fee	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
4	ROI%	164%	400%	525%	900%	1,460%

In the table above there are a total of three (3) areas in which our vetted Provider provides an ROI calculation. These three include "Internal Claim," "EEOC Claim" and "Litigation". With both the "Internal Claim" and "EEOC Claim," there are two (2) subcategories: "Settlement" and "Non-Settlement." These values are based on the national averages and on existing client data.



Notes re: Page | ROI

The return on investment calculations provided above are calculated based on the following assumptions:

- This assumes 3 issues are addressed on average each month. We both know that may not be reasonable given the size of the company. However, it demonstrates the ROI achieved with Our vetted Provider on just 3 issues per month.
- The hours spent on internal issues total 35 hours for internal employees, 10 hours for external counsel. This represents a loss of productivity, too.
- The employer cost of the internal claim (not settled) is calculated by taking the cost of the hours (as applicable), plus the turnover cost.
- The "all-in" costs includes internal and external expenditures.
- The ROI does not take into consideration the savings achieved from reduced EPLI and D&O claims or deductible savings.
- The ROI does not take into consideration the extra production value that the HR and inside counsel (as applicable) achieve when these issues are handled via a third-party.
- The ROI does not take into account the value of not being in tomorrow's headline (which is PRICELESS)!

How Does our vetted Provider Create Value Beyond ROI?

Our vetted Provider believes there are two main aspects to solving the workplace harassment and discrimination pandemic.

- 1) You have to remove the employer from handling the investigative process, and
- 2) Remove the fear of reporting.

Most companies attempt to "remove employee fear" by implementing "anonymous" reporting tools and ethics hotlines. And where do those complaints go? The complaints are typically reported to HR, legal, or the executives. Are they the right ones to handle this issue? No since this this creates legal liability for the company.

- ☑ You can only remove the "employee fear" if you take care of the first step: we protect the employer by removing the employer from both the intake AND investigation aspects.
- ☑ That is why with Our Partner, we have a third-party portal and reporting system that removes the employer and allows for a culture of respect, inclusion and diversity. Does this mean there will be zero issues in any company? Of course not.
 - ▶ There will always be those "bad" hires or simply put - mistakes. But having a culture of respect will make sure that those "bad" hires or mistakes do not drive company profits down by running away valuable employees and harming company culture.

Want To Learn More?

