



Work Shield

The Cutting-Edge Solution for Helping Organizations Resolve

Misconduct From Start to Finish

Why We Need a New Solution



BECAUSE PEOPLE EVERYWHERE KEEP DOING STUPID THINGS

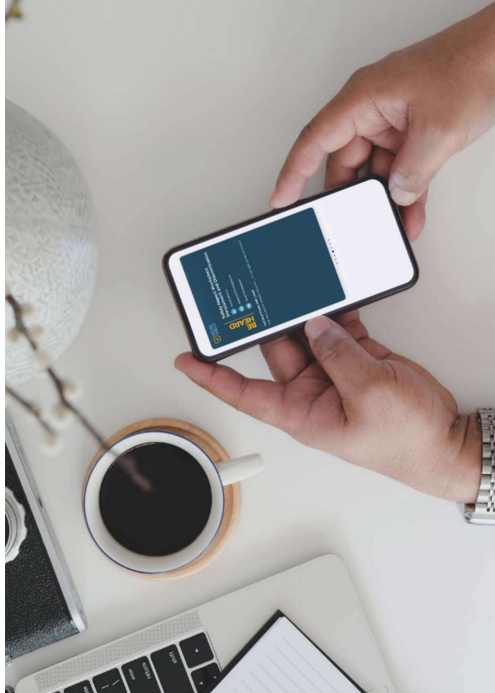
- 61% of companies will experience internal harassment/discrimination issues every year
- 1 in 3 employees have experienced misconduct
- Experts believe claims will increase by 50% in coming year



MISCONDUCT IS THE BIGGEST THREAT TO COMPANIES TODAY THAT HAS NOT BEEN ADEQUATELY ADDRESSED

- Current reporting-only solutions are inadequate because investigations still handled internally
- 75% of employees don't report concerns (fear of retaliation)
- Orgs can be held liable and sued (\$160k = avg cost to defend & settle a claim)
- Misconduct disempowers employees, impedes DE&I, and increases losses





01 Safe and Secure Reporting

An easy, accessible way for individuals to confidentially report concerns directly to Work Shield via mobile device or call center.



02 Impartial Investigations

Our nationwide team of trained legal professionals investigates every incident thoroughly, efficiently, and objectively.



03 Resolution Recommendations

We provide unbiased resolution recommendation(s) to employer based on investigation findings on an average of 5 business days

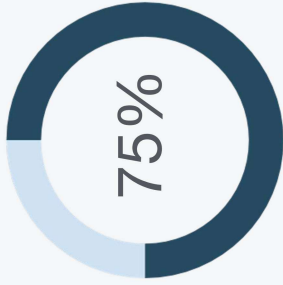
04 Streamlined Management Data & Analytics

Real-time incident updates and notifications with legally-compliant documentation, storage and archive. Plus, detailed analytics that reveal trends, patterns and cultural insights.

Work Shield Protects People, Companies and Cultures – All at the Same Time

PEOPLE

75% of employees don't report misconduct because of fear of retaliation

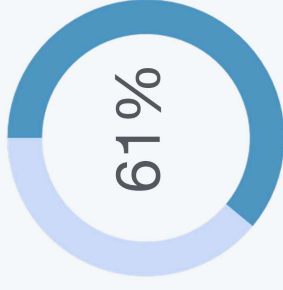


Where we help

- As a third party to manage in entirety, Work Shield removes fear and empowers employees to speak up
- Toxic, and potentially dangerous, behavior, stops sooner

COMPANIES

61% of organizations have an internal harassment or discrimination issue each year

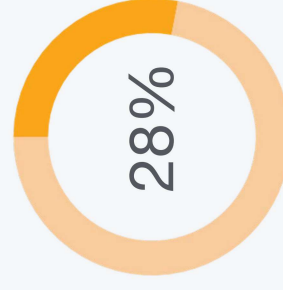


Where we help

- Work Shield is the only EEOC-compliant solution that effectively mitigates risk of liability
- Work Shield lowers incident-related costs, and the risk of hefty legal and settlement fees

CULTURES

Just 28% of employees strongly agree that there is alignment between their company's actions and its stated values



Where we help

- Partnering with Work Shield sends a clear message that you're serious about the well-being and equity of employees
- A building block to support DE&I initiatives
- Improve employee engagement and reduce turnover and absenteeism

Our Track Record

100% SUCCESS


All Work Shield clients have experienced a 100% success rate and every incident reported to Work Shield has been resolved without settlements, fines, penalties or attorneys fees.



270+
ORGANIZATIONS
We have clients across the US, UK and Canada



3
YEARS IN BUSINESS
Work Shield was founded in Dallas, Texas in 2018.










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SETTLEMENTS




What We Protect Against

Organizations that partner with Work Shield know that when harassment, discrimination, or misconduct occurs, they have the best resource in place to protect themselves from liability, their employee(s) and culture.





Title VII Protections (organizations)

-  Race
-  Color
-  Religion
-  Sex (including pregnancy, sexual orientation, gender identity)
-  National Origin
-  Disability
-  Genetic Information (including family medical history)

Title IX Protections (federally-funded schools)

-  Sexual Harassment
-  Sexual Violence
-  Gender-Based Harassment

Additional Protections (all)

-  Bullying
-  Intimidation
-  Ethical Concerns
-  Whistleblower Complaints

For the First Time Effectively Mitigate Corporate Risk of Liability

Affirmative Defense
Work Shield vs Traditional Reporting Solutions



WITH WORK SHIELD,
RISK OF LIABILITY IS
EFFECTIVELY MITIGATED.



Yes.
Third party reporting +
impartial investigations are
considered reasonable.



Yes.
Work Shield Certified legal
professionals ensure resolution is
fair, consistent, and reasonable.



Yes.
On average, we deliver resolution
recommendations in about 5 business days.



WITHOUT WORK SHIELD,
ORGANIZATIONS CAN BE
HELD LIABLE FOR DAMAGES.



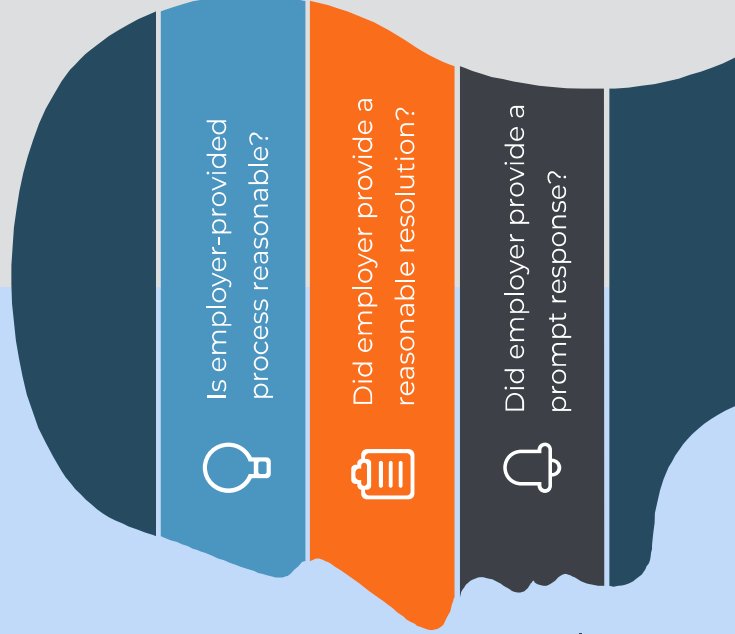
No.
Even with third party reporting in place, if
an investigation is performed internally,
employee may claim fear of retaliation.



Maybe.
Under-qualified and over-worked
internal staff can't always provide
consistent, unbiased resolutions.



Maybe.
On average, employers take 25+ days to
address and resolve an issue internally.



Better Legal Protection

Example A Employee Files Initial Complaint with EEOC

Employee files complaint with the EEOC prior to reporting to Work Shield.

Depending on outcome of EEOC determination: Employee to exhaust employer's administrative remedy by having Work Shield investigate first.

Work Shield provides reasonable resolution and incident closes with no further action.



Work Shield assists client in response to EEOC, explaining our role as a reasonable administrative remedy.

Incident impartially investigated by Work Shield's legal professionals – quickly and thoroughly.

Example B Employee Files Secondary Complaint with EEOC



Employee appeals resolution/outcome to EEOC.



EEOC deems a reasonable and prompt resolution was provided. Complaint dismissed; affirmative defense upheld.

Lower Incident Rates Empower Employees to Expose Misconduct



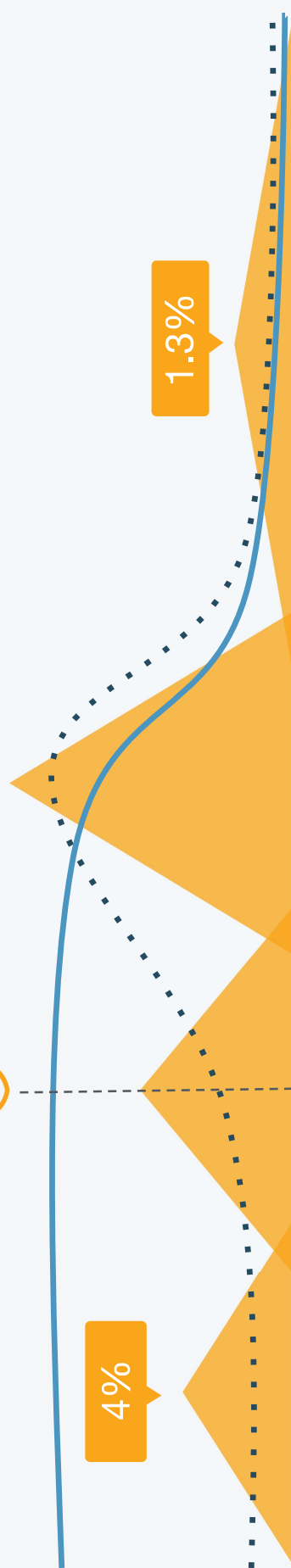
Scenario One

A Known Problem Exists
Incidents decline as misconduct is properly managed and resolved.



Scenario Two

A Known Problem Does Not Exist (at the surface level)
Incidents reported typically increase for a short period of time, indicating that employees accept Work Shield as a reliable and trustworthy resource.



Prior to Work Shield

The national average incident rate is 4% of an employee population; 75% of these go unreported due to fear of retaliation.

Month 2-3

As Work Shield is effectively integrated, toxic behavior begins to decline.

Month 3+

Work Shield is a deterrent to misconduct and cultures are improving. Employees know misconduct will no longer be accepted at any level.

Streamlined

Work Shield records real-time progress of every incident in the Work Shield Portal.

Fully Resourced

Work Shield Certified legal professionals for every account.

Privileged

Ongoing, privileged communications between Work Shield legal professionals and designated contacts.

Consultative

We discuss resolution recommendations to help organization make best decision possible.

More Efficient and Insightful Incident Management



Secure Dashboard

Safe and legally-compliant storage and archive for all incident documentation and communications.



Centralized

All of your incident-related documentation is stored in one, centralized location.



Data and Analytics

Download detailed incident data reports to help identify cultural trends and patterns across multiple locations.



Resource Hub

Onboarding and new employee resources are stored in one location – notices, training videos, and more.



Quantitative and Qualitative ROI



Prior to Work Shield, a client had an average of 41 incidents reported annually. With Work Shield, that number decreased to 17.

▲ 16.9x+
RETURN ON INVESTMENT WITH WORK SHIELD

The average cost to defend and settle an employee claim in \$160,000.

[GET MY ROI >](#)

EEOC Claims Filed **-100%**

Settlement Fees Paid **-100%**

Total Incident Related Costs **-90%**

After partnering with Work Shield for one year, a client saw a 90% reduction in total incident-related costs.

Misconduct is costly. With Work Shield, organizations use resources more effectively and have fewer losses with 10x ROI (or more).

Pricing Model

TITLE VII+

\$4.00

PER EMPLOYEE PER MONTH

- Harassment and Bullying
- Discrimination Due to Race, Color, Religion, Sex, Gender, Sexual Orientation, National Origin, Age, and Disability
- Ethics Complaints*
- Whistleblower Complaints*

Inclusive Pricing. No Hidden Fees.

- ✓ 24/7 Online, Mobile, and Phone Reporting
- ✓ Impartial Investigations by Legal Professionals
- ✓ 6X Faster Resolution Recommendations
- ✓ Legally-Compliant Documentation and Storage
- ✓ Data and Analytics Reporting
- ✓ Privileged Legal Consultations
- ✓ Employee Onboarding Resources
- ✓ Handbook Supplement

Additional Benefits

- ✓ Intake of Ethics and Whistleblower Complaints (delivered to organization)
- ✓ Discounted hourly rate for legal services due to complaint prior to Work Shield
- ✓ Terminated Employees for 18 Months
- ✓ Indemnified UP TO Contract Amount

*Delivered to Organization

“Work Shield quickly resolves conflict, objectively and skillfully, while protecting the integrity of investigations and mitigating reputational risk for all parties. An invaluable solution to problems that have plagued people and institutions for a very long time.”

Laurel Legler,
HR Executive, C4

“The process was very painless and very simple. Work Shield provided us with everything we needed, including information to distribute to our employees. Work Shield even held some training with the directors of the company, it was seamless, and the platform was up and running within a month.”

Christina Blanco
Director of HR, Bottleneck Management



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HIGH SCHOOL
SALESIAN COLLEGE PREPARATORY



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FAMILY



Employees get a real voice.
Organizations get real protection.



WORKSHIELD.COM
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