



**WE PROTECT**  
**COMPANIES**  
**CULTURES**  
**TEAMS**



# OUR STORY ... SO FAR



**At Work Shield, we manage workplace harassment and discrimination reporting, investigations and resolutions from start to finish. We manage incidents more efficiently and effectively, empower employees and mitigate employers' risk.**

While practicing law and running a practice focused on human resources, ERISA, benefits and employment matters, we discovered a broken process of how harassment and discrimination incidents are reported and how they are managed. We figured out that by

creating an impartial third-party to manage incidents from start to finish, we can protect both companies and their employees at the same time. Fewer incidents happen. Cultures improve. And companies have better legal protection. Among other good things!

## WE ARE PASSIONATE AT WHAT WE DO

---

*From religious discrimination to sexual harassment, employees are affected every single day by inappropriate behavior. We don't think that's okay. So we set out to find a way to make it better, for everyone.*



## WHO WE REALLY ARE

Based in Dallas, Texas, our management team is a dedicated group that has covered a lot of ground over the years. We are lawyers and mechanical engineers, software developers, business owners and entrepreneurs.



## WHAT WE DO

For the first time, comprehensive workplace harassment and discrimination management, investigations and resolutions. We offer a safe reporting platform for employees. And our top-notch group of legal professionals expertly manage all Title VII incident investigations and resolution recommendations without bias and with great care. All for a flat, monthly, per employee fee.



# WE OFFER YOU

## THE FIRST AND ONLY SOLUTION OF ITS KIND



WE ARE DRIVEN BY OUR VISION TO FOSTER  
POSITIVE AND OPEN WORKPLACE CULTURES  
COMPRISED OF INTEGRITY AND TRUST.

### CORE COMPETENCIES

- ✓ SAFE REPORTING  
PLATFORM
- ✓ EXPERIENCED  
INVESTIGATIONS
- ✓ RESOLUTION  
RECOMMENDATIONS







# HOW WE DO IT

01

## INCIDENT REPORTED

Employee reports incident to Work Shield through our online portal or call center. We are available every day of the year.

02

## CONNECT WITH EMPLOYER

Work Shield notifies employer of reported incident and verifies employee status.

03

## CONNECT WITH EMPLOYEE

Our skilled and caring professionals conduct interviews with all relevant parties using a conversational tone.

04

## RESOLUTION AND RECOMMENDATIONS

Our team provides multiple options on the best course of action and delivers a certified recommendation to the employer in about five days.



# WHY WE DO IT

EVERYONE HAS THE  
RIGHT TO FEEL SAFE AND  
PROTECTED AT WORK



THAT'S WHY WE CREATED  
THE FIRST AND ONLY  
SOLUTION THAT PROTECTS  
EMPLOYEES, EMPLOYERS  
AND CULTURES AT THE  
SAME TIME.



# LOOK WHAT WE CAN DO FOR YOU

*At Work Shield, we believe everyone has the right to feel safe and protected at work. That's why we created the only way to*

*manage workplace harassment and discrimination that protects both employers and employees.*



## EMPOWER EMPLOYEES

Employees have a stronger voice with a safe, immediate and impartial platform to ensure concerns are heard, investigated and resolved without the fear of retaliation.



## MITIGATE CORPORATE RISK

Our skilled Work Shield-certified legal professionals work towards preventing incidents from escalating to resignations, legal action and bad press.



## PRESERVE CULTURE

Work Shield partners with employers to foster a positive and open workplace culture comprised of integrity and trust.



## PRESERVE PROFITABILITY

Empowering your employees with Work Shield encourages a healthy culture of mutual respect and trust, increasing employee engagement and long-term retention.



## STRENGTHEN AFFIRMATIVE DEFENSE\*

With a third-party reporting and investigative process in place, employers bolster affirmative defense and reduce liability exposure.



## IMPROVE PRODUCTIVITY

Our Work Shield-certified legal professionals efficiently and effectively manage and resolve incidents from start to finish, with as little disruption to the workplace as possible.

*\*See next page for specifics.*



# POWERFUL LEGAL PROTECTION

Work Shield significantly reduces employers' risk of legal suits and EEOC charges.  
Have confidence knowing that Work Shield can bolster affirmative defense and provide a more defensible position.

## AN EFFECTIVE AFFIRMATIVE DEFENSE



*An employee failed to exhaust the employer's reasonable administrative remedy to address a Title VII workplace harassment or discrimination issue.*



*An employer provided a reasonable and prompt resolution to address the reported behavior.*

## (WITH) WORK SHIELD

vs

## (WITHOUT) WORK SHIELD

As a third party, Work Shield is considered a reasonable administrative remedy, and removes any "unreasonable" argument by an employee.



The EEOC provides that it is unreasonable for an employee to exhaust a remedy that requires reporting to a supervisor/HR/hotline and an internal investigation ensues.

With Work Shield, if an employee files a claim with the EEOC without using Work Shield first, the claim will be rejected.



An employee may file a claim directly with the EEOC, often leading to investigations and costly legal and settlement fees.

Work Shield's experienced legal professionals provide multiple reasonable resolution recommendations.



Internal incident management is often handled by under-qualified and over-worked staff who aren't able to adequately address issues.

On average, Work Shield's solution takes about five days from incident intake to resolution.



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

CASE STUDY

04

# AUTOMOTIVE CO.

941 EMPLOYEES | 16 LOCATIONS



## ▼ THE CHALLENGE

Between 2016 and 2018, Company had 124 harassment or discrimination incidents and paid out \$427,390 in settlement and attorney fees. Company was not able to continue effectively managing incidents internally, and the impact to its bottom line and culture was becoming costly.

## ▼ THE SOLUTION

In January 2019, Company partnered with Work Shield to intake, investigate and provide resolution to all harassment issues. The Company turned to Work Shield to improve its culture, lower incident rates and effectively manage incidents when they occur.

## ▼ THE RESULTS



INCIDENTS  
REPORTED ANNUALLY  
**DECREASED 59%**



EEOC CLAIMS  
FILED  
**DECREASED 100%**



SETTLEMENT  
FEES PAID  
**DECREASED 100%**



TOTAL INCIDENT-  
RELATED COSTS  
**DECREASED 84%**

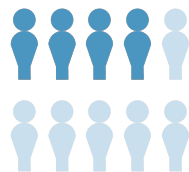
**BEFORE**  
2016-2018

**VS.**

**AFTER**  
2019

**41**

Incidents  
Per Year\*

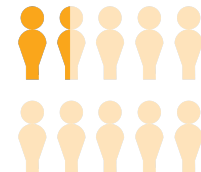


**11**

EEOC Claims

**\$427,390**

Settlement & Attorney Fees



**17**

Incidents  
Total

**0**

EEOC Claims

**\$0**

Settlement Fees

\*Average





# TOO SMART TO IGNORE

## OUR BOTTOM LINE IMPACT

### 01 //

In 2019, every Work Shield-certified company did not face an EEOC charge.

### 02 //

In 2019, every company that did face an EEOC charge was not Work Shield-certified.

### 03 //

In 2019, partners who implemented the Work Shield solution saw an average ROI of 10:1.





# TRUTH IN NUMBERS



**EMPLOYEES WHO HAVE  
EXPERIENCED HARASSMENT**

**1 IN 3**

**COMPANIES WHO WILL HAVE AN  
INTERNAL HARASSMENT OR  
DISCRIMINATION ISSUE EACH YEAR**

**80%**

**COMPANIES FACING A  
GOVERNMENT CHARGE EACH  
YEAR (EEOC OR COMMISSION)**

**1 IN 5**

**AVERAGE COST TO DEFEND OR  
LITIGATE A CLAIM**

**125K**

## YOU SHOULD KNOW

Despite open-door policies and anonymous reporting hotlines, studies show that **75% of all workplace harassment incidents go unreported.**

The fact is, employees are less likely to report incidents when reporting and investigations are handled internally. Employees fear retaliation and they are often concerned their employer will not respond appropriately.

When harassment goes unreported or isn't handled properly, it keeps happening. With serious cultural and financial consequences for both employees and companies:

- Low Morale
- Absenteeism
- High Turnover
- Bad Press
- Decreased Productivity
- Costly Legal Fees



# AMAZING PEOPLE WORKING AS A TEAM



**WE WORK TOGETHER TO HELP  
YOUR COMPANY FIND A CLEAR  
PATH TO RESOLUTION.**



***Our combined experiences as attorneys, software developers,  
business owners and entrepreneurs helped us develop the first and  
only solution of its kind.***

We partner with a top-notch group of legal professionals who expertly manage all incident investigations and recommendations. We also have the

support of a rock-star advisory board that reigns from the likes of Google and Frito-Lay, as well as the managing partner of Haynes and Boone, LLC.



# THE BEST IN THEIR FIELDS

**JARED POPE**  
CEO



As an entrepreneur, attorney and business owner, Jared leads our dedicated team and works with partners to ensure successful outcomes.

**TODD KIRBY**  
CTO



Todd uses his extensive background in IT with several large companies to keep our team running smoothly and effectively.

**MURREY WANSTRATH**  
CFO



Murrey's financial guidance offers both day-to-day fiscal management as well as long-term financial planning and growth strategy management.

**JENNIFER POPE**  
Chief People Officer



Jennifer's background as an attorney fueled her desire to help others. She keeps us all on track and well-positioned to promote our partners' success.

**TRAVIS FOSTER**  
Chief Legal Officer



An experienced entrepreneur and attorney with a mechanical engineering background, Travis shares his wealth of capital knowledge and strategies for growth.

**ZACH PETERS**  
Business Development



As an entrepreneur and business owner, Zach leads our business development team with enthusiasm and commitment.



# INCLUSIVE PRICING

*Our services are offered for a **per employee, per month fee**. So employers know exactly what the cost for workplace harassment and discrimination protection will be every month.*



**SEXUAL HARASSMENT  
ONLY**

**\$2**

**VII**

**FULL TITLE VII**

**\$4**

**From sexual harassment to religious discrimination, we have you covered.**

Title VII protection includes bullying and unfair treatment due to race, color, religion, sex, gender, sexual orientation, national origin, age and disability.

**Our monthly fee is inclusive of all Work Shield services.**

- Employee On-boarding and Training
- Online and Phone Reporting 24.7.365
- Incident Intake
- Policy Plan Review and Alignment
- Incident Investigations
- Resolution Recommendations

**Our fee also includes access to our cost-effective Work Shield-certified legal professionals.**

Take advantage of access to our highly-trained and specialized Work Shield-certified legal professionals who work towards finding a clear path to resolution for employers and employees.