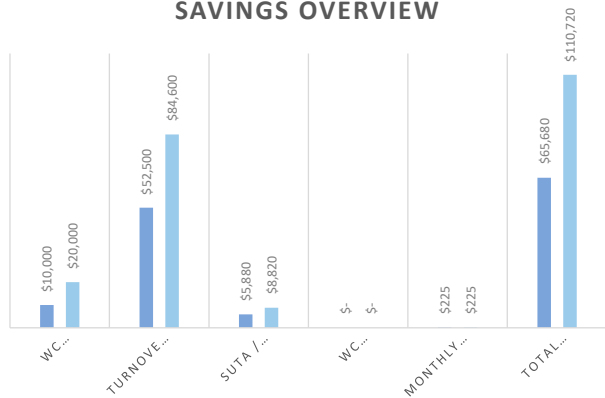


Return On Investment Analysis



Data Input	Input Values
Total Employee Count (optional)	300
Annual Turnover Rate (optional)	20%
Estimated New Hires Annually (required)	60
Work Comp Annual Premium	\$ 100,000
Work Comp Mod	1.0
Work Comp Claims Paid aka Loss Pic <i>*only use if company pays for claims directly</i>	
Company Net Profit Margin	20%
Safer Hire Monthly Subscription	\$ 225
Annual Savings with Safer Hire	\$ 110,720
Sales Needed to Pay for Current Unrealized Savings	\$ 553,600

SAVINGS OVERVIEW



Savings Summary

Projected Savings of Safer Hire	Conservative	Expected
WC Premium Savings	\$ 10,000	\$ 20,000
Turnover Savings	\$ 52,500	\$ 84,600
SUTA / FUTA Savings	\$ 5,880	\$ 8,820
WC Savings by Reducing Size of Claims Paid <i>*only use if company pays for claims directly</i>	\$ -	\$ -
Monthly Safer Hire Subscription	\$ 225	\$ 225
Total Annual Savings	\$ 65,680	\$ 110,720
Three Year Value	\$ 197,040	\$ 332,160



Luke Slabaugh
Business Development
Safer Hire LLC
602.332.5853
Lslabaugh@profitablehires.com
saferhire.com

We help our clients see the risk before suffering the loss:

- Reduce number of work comp claims on average by 42%
- Reduce size of work comp claims on average by 15%
- Reduce employee turnover on average by 30%
- Reduce at-fault auto accidents by 13.4%

Analysis Detail

WC Savings by Reducing Size of Claims Paid	Conservative	Expected
Current Cost WC Loss Pic / Claims Paid	\$ -	\$ -
Estimated Reduction on WC Claims Paid	10%	15%
Estimated Savings on WC Claims Paid	\$ -	\$ -
Estimated ROI on WC Claims Paid	\$ (2,700.00)	\$ (2,700.00)
Savings Per \$1 Invested	\$ (1.00)	\$ (1.00)
ROI Percentage	0%	0%

Turnover Savings	Conservative	Expected
Number of New Hires Annually	60	60
Turnover Cost Per New Hire (SHRM estimate)	\$ 3,500	\$ 4,700
Current Cost of Turnover	\$ 210,000	\$ 282,000
Expected Reduction in Turnover	25.0%	30.0%
Estimated Turnover Savings	\$ 52,500	\$ 84,600
Turnover ROI	\$ 49,800	\$ 81,900
Cost Saving Per \$1 Invested	\$ 18.44	\$ 30.33
ROI Percentage	1944%	3133%

SUTA / FUTA Savings	Conservative	Expected
Total Number of Hires Annually	60	60
FUTA Cutoff	\$ 7,000	\$ 7,000
Current FUTA Rate	7.0%	7.0%
Expected Reduction in Turnover	20.0%	30.0%
Savings on FUTA	\$ 5,880.00	\$ 8,820.00
SUTA Savings Per \$1 Invested	\$ 2.18	\$ 3.27
ROI Percentage	218%	327%

WC Premium Savins	Conservative	Expected
Current Mod	1.0	1.0
Current Cost WC Premium	\$ 100,000	\$ 100,000
New Mod	0.9	0.8
Projected WC Premium	\$ 90,000	\$ 80,000
WC Premium Savings	\$ 10,000.00	\$ 20,000.00
Cost Saving Per \$1 Invested	\$ 3.70	\$ 7.41
ROI Percentage	370%	741%

**All values are estimates for illustration purposes only*

Turnover Costs Breakdown¹⁰

DIRECT COSTS

Separation Costs

- Exit Processing
- Administrative Time
- Separation/Benefit Pay
- Vacation/Sick Pay
- Unemployment Tax

Replacement Costs

- Communication of Vacancy
- Pre-Employment Administration
- Selection Interviews
- Testing, Background Checks & Exams
- Relocation Expense

Training Costs

- Orientation
- Formal Training
- Materials
- Equipment
- On-the-job Instruction

Lost Productivity

- Performance Differences
- Lost Business
- Lost Institutional Knowledge
- Decreased Survivor Productivity & Morale
- Risk of Legal Action, Labor Strikes
- Damage to Company Reputation

INDIRECT COSTS