

# SAFER HIRE case study

## LANDSCAPING CONTRACTOR WITH SEASONAL HIRING SAVES \$181,733 IN THEIR FIRST 10 MONTHS USING SAFER HIRE



### Summary

#### Company Challenge:

This client provides commercial and residential landscaping services working directly with facility/property managers, municipalities, landscape architects, general contractors and homeowners to create and maintain unique and sustainable environments.

This client is 100% employee-owned and looks for all ways to invest in the employees as people and professionals. They were challenged with seasonal hiring and maintaining a good work comp mod and premiums in a traditionally high exposure industry.

#### Solution with Safer Hire:

This client implemented Safer Hire, designed to identify candidates who are high risk for claims and safety incidents based on their skewed values and sense of entitlement.

#### Outcome:

This client hires approximately 200 employees per year and screens roughly 400 applicants per year. Based on the measurable success they were having they could see they were no longer hiring those specific applicants with an "entitlement" mentality who were causing many of their problems.

Avoiding job applicants with an "entitlement" mentality BEFORE they were hired quickly created measurable, positive trends affecting the company's bottom line.

#### In just 10 months, the client realized:

- Reduced work comp claim costs.
- Fewer terminations for poor behavior.
- Compounded long-term savings.

#### Contact Information:

Luke Slabaugh  
LSLABAUGH@profitablehires.com  
602.332.5853  
www.saferhire.com



### Key Findings

#### Overall Candidate Results

- Avoided 125 potential bad hires for counter productive self-admissions in the categories of:

Theft  
Safety  
Hostility

Dishonesty  
Substance Abuse

**27% of these applicants made admissions in more than one category.**

#### Turnover Analysis

- Prior to Safer Hire - Terminations for poor performance, excessive absences, & other negative behaviors.

**Turnover Savings of \$181,733 in their first 10 months using Safer Hire.**

#### Workers Compensation Claims Severity Reduction

- **64% reduction** in overall claim costs
- **\$282,651 of savings** to the carrier in 1st year.

This has given them a strong position to request discounts and credits at renewal time for utilizing Safer Hire.

#### Workers Compensation Claims Frequency Reduction

Prior to Safer Hire Implementation:

- 32 claims in prior year
- 16 claims during first year of Safer Hire usage
- 0 claims were from Safer Hire screened candidates

**"We avoided an obvious bad hire within our first three screens!." – SH Client**



**Disclaimer:** Most clients cover their annual investment in the first month when they avoid their first one or two bad hires.