



Hays Companies – HireAbility™

Improve Hiring Decisions and Reduce Risk

HireAbility™ is a pre-hire behavioral screening tool designed to prevent job applicants who engage in high risk behaviors such as drug and alcohol abuse, theft, hostility and lying from being further considered in the hiring process.

HIREABILITY™ RESULTS

One bad hire can cost your company thousands of dollars. With HireAbility™ Employers quickly see an overall improvement in the quality of their new hires and major impact on a host of employment risks that impact earnings. Benefits of implementing HireAbility™ include:

- Significant reductions in workers' compensation losses
- Reduced employee turnover
- Less workplace violence/bullying
- Reduced employee theft/shrinkage
- Instant results - accelerates the hiring process
- Improved workforce quality
- Fewer negligent hiring suits
- Reduced absenteeism
- Fewer unemployment insurance claims
- Improved auto liability expenses
- Identification of applicants with an "entitlement mentality"
- Less FMLA utilization
- Reduction in non-occupational disability losses

PREVENT THESE HIRING CONSEQUENCES - THE PROBLEM -

THEFT

- 25-40% of all employees steal from their employers¹
- Employee theft costs employers over \$50 billion on an annual basis²
- 55% of theft perpetrators are in a management position³

DRUG & ALCOHOL ABUSE IN THE WORKPLACE

- Drug and alcohol related abuse by employees totals \$100 billion a year⁴
- They use 3 times as many sick days, are 4 times more likely to be in an accident, and 5 times more likely to file for workers' compensation
- Nearly 75% of adult illicit drug users are employed, as are most binge and heavy alcohol users, representing 15% of the workforce

FAKING / DISHONESTY

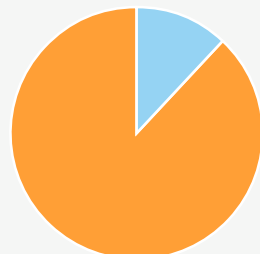
- 55% of all resumes or applications contain outright lies⁵
- The National Insurance Crime Bureau estimates workers' compensation fraud accounts for 25% of all insurance fraud, or \$7.2 billion annually

VIOLENCE

- 2 million cases of workplace violence per year⁶
- Workplace violence costs \$121 billion with nonfatal assaults costing \$876k lost workdays⁷
- Violence accounted for 780 fatalities in 2012⁸

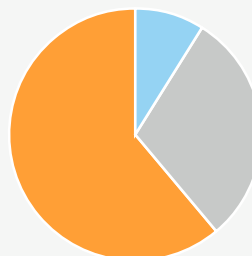
MEASURING HIRING RISK

The following graphs show average passing rates for the four scales. Candidates ranking high-risk in any category, or multiple categories, should not be considered for employment.



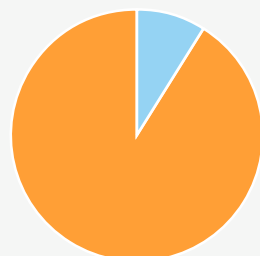
Theft Scale	
High	12%
Low	88%
Totals	100%

High Theft Low Theft



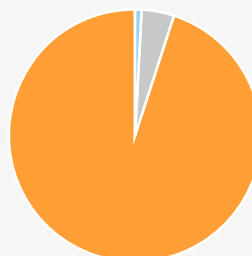
Faking Scale	
High	9%
Moderate	30%
Low	61%
Totals	100%

High Moderate Low



Drugs Scale	
High	9%
Low	91%
Totals	100%

High Drugs Low Drugs



Hostility Scale	
High	1%
Moderate	4%
Low	95%
Totals	100%

High Moderate Low

HOW HIREABILITY™ WORKS

Job candidates complete a 10 minute online survey available in 15+ languages. Employers are immediately provided with Pass / Fail results thus accelerating the hiring process.

EEOC COMPLIANT

HireAbility™ is both validated, non-discriminatory and exceeds federal and state regulatory guidelines. HireAbility™ has proven to be fully compliant with all state and federal guidelines including the EEOC.

HireAbility™ helps save time and money in many ways. Don't risk hiring the wrong person, call your Hays representative today for information on how to get started.

- Sources:
1. According to the U.S. Department of Commerce
 2. <http://www.referenceforbusiness.com/small/D-4Eq/Employee-Theft.html>
 3. American Society of Employers
 4. <http://alcoholism.about.com/cs/work/a/aa990120.htm>
 5. JJ Keller & Associates 2012 report
 6. OSHA
 7. National Institute for Occupational Safety & Health
 8. According to the U.S. Bureau of Labor Statistics

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