



# WORK SHIELD CASE STUDY

# MANUFACTURING

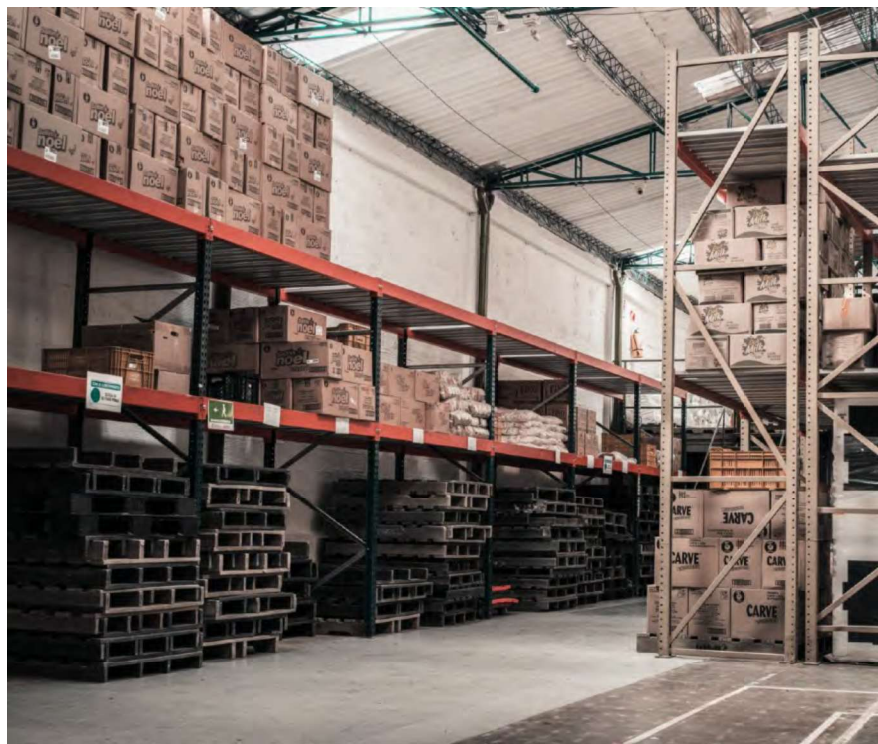
1,275 EMPLOYEES | 165 LOCATIONS

## ▼ THE CHALLENGE

A manufacturing and distribution organization had an increasing and diverse employee population. Management and HR did not think the organization had a problem with harassment or discrimination, but realized the increasing importance of culture, empowerment and safe work environments. The company was also concerned about potential legal and reputation-based risk ramifications should there be a problem.

## ▼ THE SOLUTION

In April 2019, the organization partnered with Work Shield to intake, investigate and provide resolutions to any harassment or discrimination issue, and to improve its culture, empower its employees and mitigate the organization's risk should an incident occur. For the past three years, the organization has experienced increased employee satisfaction, productivity and an overall more inclusive workplace.



## ANNUAL ROI

BASED ON AVG COST OF AN INTERNAL CLAIM, NOT SETTLED

INCIDENT COST WITHOUT WORK SHIELD	.....	\$946,000
TOTAL SAVINGS	.....	\$872,776
RETURN ON INVESTMENT	.....	119x

## ▼ THE RESULTS



INCIDENTS  
REPORTED  
**44**



EEOC CLAIMS  
FILED  
**0**



SETTLEMENT  
FEES PAID  
**0**



AVERAGE DAYS TO  
RESOLUTION  
**4.3**