TRACTION Guest.

The value of workforce security.

Analyzing the value and benefits of next generation Visitor Management solutions.

The evolution of Visitor Management.

The evolution from simple visitor management point solutions to broader Workforce Security Platforms is happening, as businesses address increasingly complex security problems that touch on broader stakeholder groups. Single Visitor Management Systems (VMS) can solve entry problems, however, enterprise organizations require a more robust system in place to handle health, safety and security issues for employees, contractors and visitors.

Traditional VMS point solutions were limited in their scope, however, modern Workforce Security Platforms directly provide, or can integrate across, multiple functions to offer a solution of greater value. Reducing the total spend on software, management, automation, customizations and maintenance, allows for increased investment in other areas of need.

estimated security spend equating to less than 1% of overall company budgets. With improved demonstration of benefits, however, this can double or triple over time. Additionally, while ratios may vary by industry and business priority, historically, security teams have allocated 20% for access control, 15% for mass notification systems, 10% for VMS, and 5% for other systems such as intelligence.

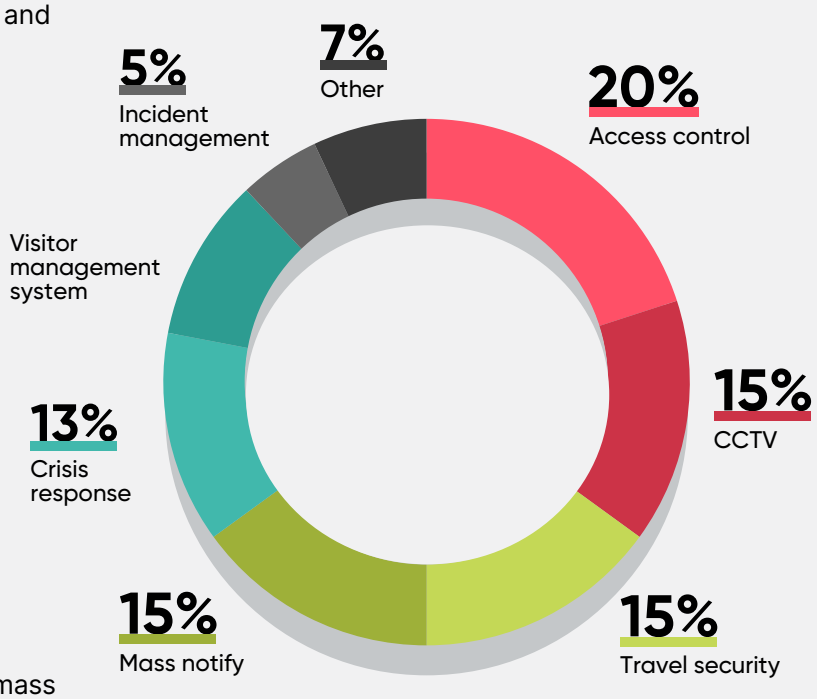


Chart source: Security Executive Council

A security organization does not always need to barter for a larger budget. Instead, it can optimize the application of its existing systems and resources, and deploy better solutions.

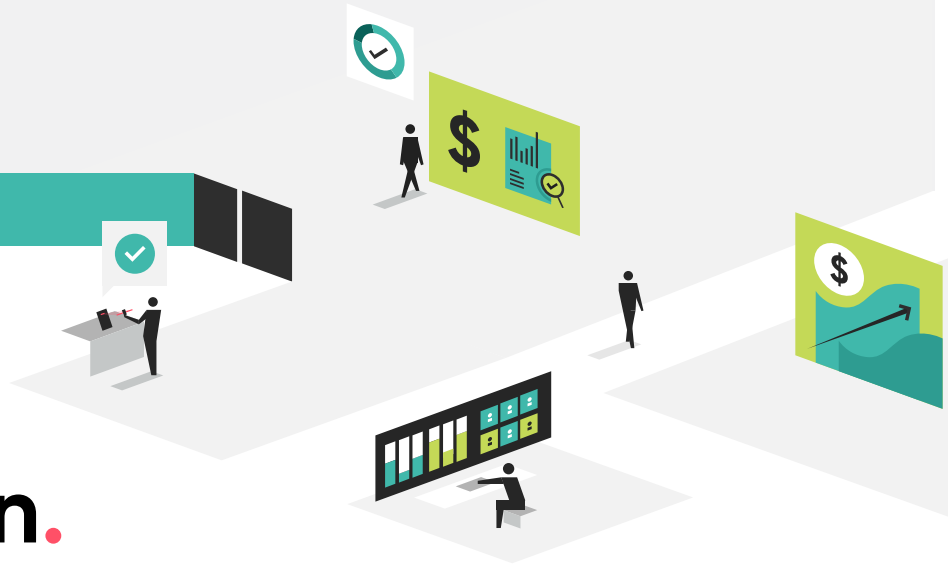
In this report, we outline what constitutes a modern workforce security management solution (encompassing visitor management), explore the typical costs involved in such a deployment, and define the benefits—both tangible and intangible—an organization can expect upon implementation.

As you read this information, consider your own organization's needs and possible investment opportunities. While we offer industry benchmarks and general guidelines, the specific costs and benefits will vary by organization. But perhaps the biggest consideration is not the cost of action to implement, but the cost of inaction. Is your organization willing to settle when it comes to protecting its most important asset—the workforce?

The Workforce Security imperative.

The leap from a Visitor Management System to a Workforce Security Platform is happening as a result of businesses needing a platform solution to solve their complex security problems. With different guests coming into a facility including employees, contractors and contingent workers and visitors, each with unique compliance requirements.

Visitor management is no longer simple log-in journals, but should support broader security goals with deep integration to access control systems, watchlist providers, space booking solutions, and much more. Security professionals need the ability to build visitor experiences for each unique stakeholder, at each unique location, leveraging best-in-class capabilities, to protect the modern, hybrid workforce.



The ROI calculation.

Before undertaking a new technological or organizational change, it is essential to consider the return on investment associated with the initiative. When implementing a new workforce security solution, executive decision-makers need to know exactly where the money is being spent and what cost benefits can be expected. This exercise can be broken down into two basic components: the investment and the return.

Historically, organizations have focused on point solution VMS offerings that addressed administrative efficiencies. These often resulted in more direct, but lower value returns.

We will focus more broadly on systems that address workforce security, the evolving category that encompasses next generation Visitor Management Systems, as well as, Health/Safety Controls, Critical Outreach/Alerts, and Auditing/Analytics capabilities. As this is a new approach, many of the benefits are still being explored by leading organizations and require blue-sky thinking. As such, while we will reference the broader workforce security benefits, our calculations will anchor itself, where possible, in industry-established, historical, Visitor Management (VMS) deployment data.

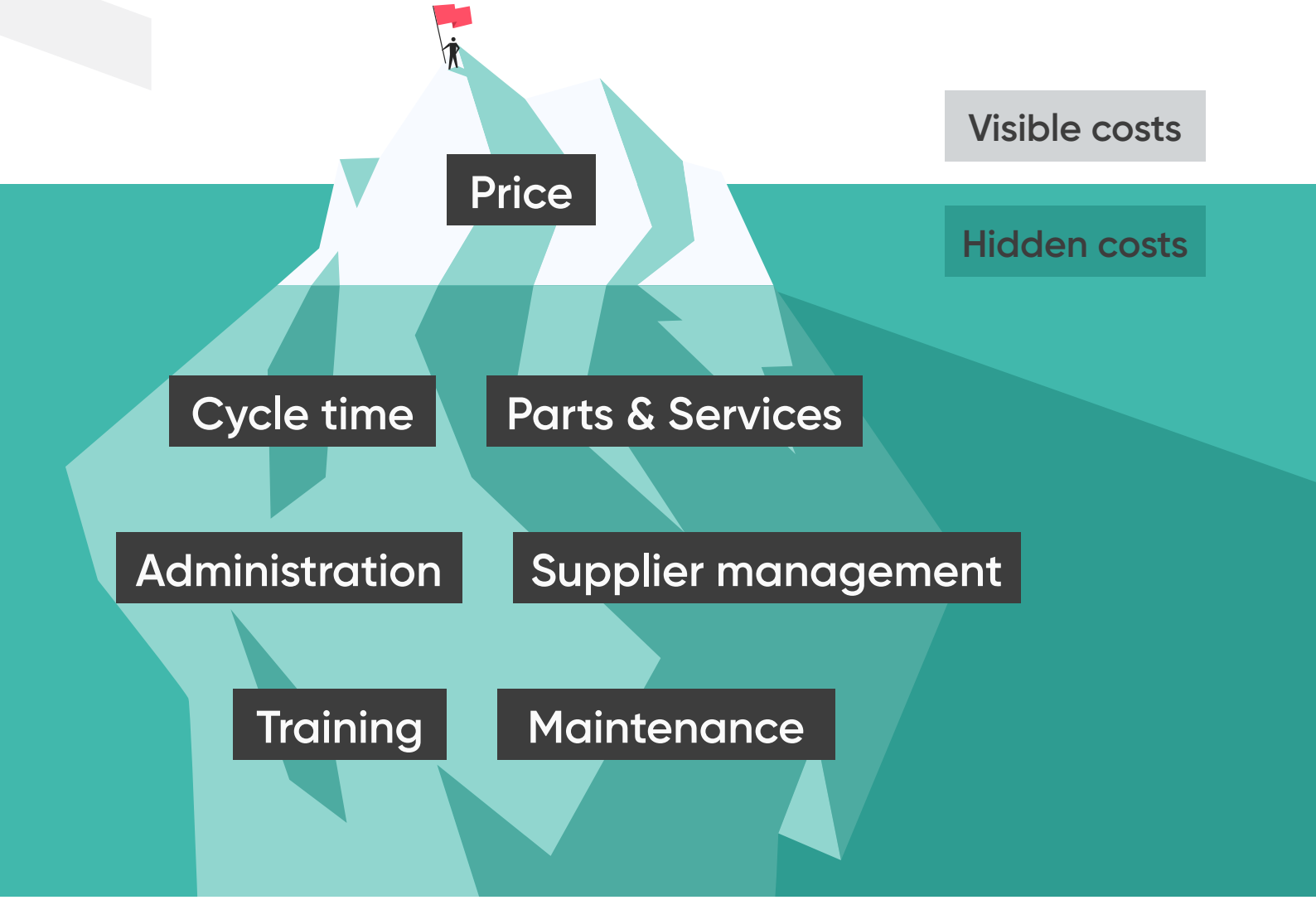
The investment.

Quantifying the resources and investment needed to implement a new solution can seem daunting. After all, some costs may be unforeseen and are intangible. However, it is crucial to understand the total investment of an initiative before getting started.

An easy way to begin is by listing the organization's needs and cross-checking this list against the investment. Consider the specific license level that incorporates your organization's

"must-haves" which can range from SMS text message alerts to region-specific data ownership. Be clear when discussing your organization's needs with your solution provider, so you fully understand all of the associated costs.

Next, you will want to consider implementation costs, including the time, money and staffing required to roll out a Visitor Management System. Your provider should be able to provide you with a project plan and estimated timeline, so you can allocate these resources accordingly. Take note of any training or onboarding services provided by the vendor, either included or as an add-on.



Lastly, don't forget the cost of hardware that will need to be included in your VMS rollout. Items such as tablets, printers, stands, electrical cabling, etc., that will be required. A healthy estimate for entry-level hardware is approximately $700 per station, but this will vary by the complexity of the station, number of stations/kiosk per location, and the use of mobile/flexible stations.

It's important to note, this ROI calculation focuses solely on Software-as-a-Service (SaaS). That is to say, software infrastructure items such as management, backups, upgrades—and the requisite system hardware, are covered by the VMS service provider. These tangible costs, while significant, are not the buyer's responsibility in a SaaS model, and therefore not included in investment calculations, as with standard legacy systems.

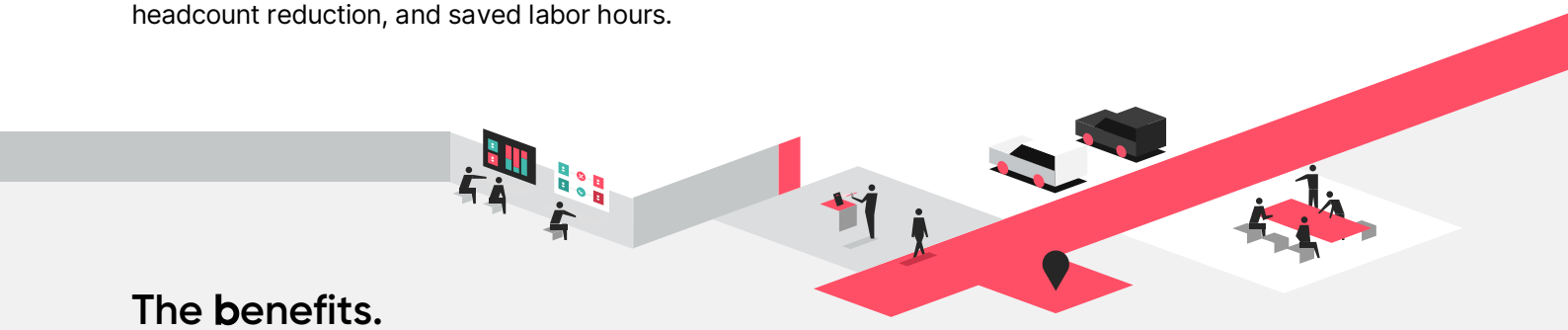
The return.

Like the investment costs, returns can vary widely based on an organization's size, industry, and aforementioned "must-haves." Not only are there quantifiable savings, but most organizations find value-added benefits from intangibles including reduced opportunity-costs and risk of inaction, etc. These often prove more significant when evaluating potential ROI of a robust workforce security program.

Upon completion of a VMS implementation, organizations should expect some early savings. These can be broken down into two general categories: Administrative and Strategic benefits. The administrative benefits are tactical in nature, and will often be clear and quantifiable. For example, consider reduction in administrative costs, headcount reduction, and saved labor hours.

Strategic benefits can be more abstract, however, as they have the most potential for broad application. Many of these are represented as the 'hidden costs' below the waterline on the iceberg. For example, standardization across all locations reduces training costs, and the need to manage multiple processes/systems simultaneously. Additionally, a flexible 'low-code' system requires minimal outside support to make changes to support adjustments in guest management protocols, therefore mitigating additional costs.

In the next section, we will explore the specific benefits a company can expect from their VMS.



The benefits.

1 Operational efficiencies

The primary function of a Visitor Management System is to take the manual processes associated with visitor sign-in tasks and automate them. In a manual process, an employee is responsible for pre-registration, data entry, issuing visitor badges, notifying hosts, etc. When these processes are automated, the employee executing these tasks is no longer needed to perform those functions. The cost-savings, in this case, can be expressed as the following function:

Reception check-in benefits

Daily visitors		Manual check-in and data entry time in hours		Work days in a month		Hourly pay rate		Number of locations		Cost
20	x	0.1h	x	22	x	$ 20.0	x	5	=	$ 4,400

Hypothetical scenario

An organization with 5 locations whose receptionists earn $20/h and host an average of 10 visitors/day/site could see an administrative savings of = $2200/month

Example: 10 x 0.1h x 22 x $20 x 5 = $2,200/month

Parallel to the reduction in administrative costs is the reduction of time invested in the manual system by the employee. This is where opportunity cost comes into play. The time an employee may spend filing out documents for policy auditing, tracking down hosts, or manually gathering data with a traditional check-in system, is time that the employee could be allocated to other business-critical tasks. Using the following formula, we can see the time spent on tasks related to manual registration as an opportunity cost.

Host transaction benefits

Monthly host transactions		Time to process each visitor		Hourly pay rate		Number of locations		Monthly visitor transaction cost
200	x	0.25h	x	$ 100.0	x	5	=	$ 25,000

Hypothetical scenario

Includes the time required to manual transact/perform the host duties

Example: 150 x 0.25h x $100 x 5 = $18,750

Furthermore, human executed tasks are subject to errors, causing further inefficiencies within a system. With a VMS, 75%* of users experience increased efficiency when signing visitors in, and 84%* of companies see an increase in operational efficiency.

Finally, organizations realize efficiencies in direct processes that may rely on security operations resources, but may not be directly owned by the security function. These might include:

- **Parking management:** Receptionists or security officers no longer manage the distribution of parking permits.
- **Deliveries management:** Reducing manual touchpoints and number of paid personnel required to handle packages.
- **Host notification:** When a visitor arrives, the host can be immediately notified without the need for human/manual intervention.
- **Space booking:** Offices, conference rooms, and other shared spaces are managed through an automated workflow system.

These benefits should be calculated and communicated to other stakeholders to garner additional support (or cost sharing) as you build your business case.

*Source: 2020 Visitor Management Report

Non-security administrative savings

(Parking management, deliveries management, space booking, etc.)

Number of staff		Hourly pay rate		VMS-impacted tasks categories		Hours per task		Work days in a month		Cost
3	x	$ 20.0	x	2	x	3h	x	22	=	$ 7,920

Hypothetical scenario

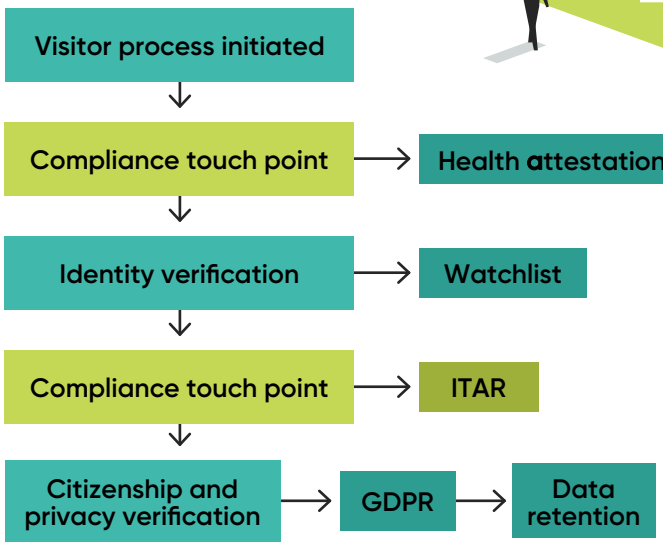
If administrative staff a 3 sites spend an hour and a half per day dealing with parking a deliveries and are paid an average of $20/hour, there is an administrative savings potential of 3960/month

Example: 3 x $20 x 2 x 1.5h x 22 = $3,960/month

❷ Cost of non-compliance

Corporations have a legal, moral, and financial duty to adhere to all regulatory compliances regarding visitor management. The cost of non-compliance can cause irreparable harm to a business. Infractions could lead to fines, legal action, seizures, and damage to brand reputation, not to mention the legal and compliance resources required to address these issues. An integrated workforce security solution has the power to mitigate these potential impacts.

Compliance touch-point workflow



Example workflow showing basic functions of a VMS noting which regulations are addressed

A robust workforce security implementation leveraging next generation VMS capabilities can address the various compliance touch-points in a number of ways, as illustrated in the diagram below:

A visitor is added to the VMS prior to check-in	● The VMS automates privacy permission protocols. ● The local or cloud-based hosting complies with regional laws
Visitor completes any necessary legal docs before their visit	● With the VMS: waivers, H&S protocols, NDAs, or other documents can be completed by the visitor remotely and signed upon entry ● This not only saves time, but mitigates the risk of these documents getting lost in the case litigation is brought against the corporation
Visitor has arrived and positively identifies themselves with the VMS	● The guest's confirmed information is scanned against custom and third-part watchlists ● Unwanted persons are easily identified and prohibited from entering
A custom badge is printed for the approved visitor	● When enabled, a printed visitor badge creates consistency around visual visitor identification ● This satisfies regulatory requirements for ITAR, PCI DSS, FSMA and C-TPAT
In the case of emergencies, a guest log is readily available	● A VMS provides a real-time log of all signed-in guests that can be used during emergency evacuations to provide to first responders ● This drastically reduces the chances of companies being held liable
All of the data submitted in the previous steps is centrally stored	● Visitor logs are evidence that visitor policies and risk assessment procedures had been carried out as defined by the International Organization for Standardization (ISO) ● Downloadable data from the VMS qualifies as audit-ready records

Ultimately, calculating the compliance benefits of a successful VMS deployment will be based on your organization's risk tolerance, applicable regulations, and current codification (and auditability) of procedures. When considering the value of compliance, the following chart provides useful contextual examples.

Applicable compliance requirements list		Average fine/costs		Incidents		Potential compliance costs
1	x	$ 1,000,000	x	2	=	$ 2,000,000

Examples of fines

- **GDPR** fine—approximately $2,372,000 USD or 4% of annual revenue—whatever is larger
- Cost of **ITAR** issues—up to $1,000,000 USD per violation + jail time and/or revoked business license
- California Consumer Privacy Act (**CCPA**), violations may incur fines of $2,500 per infraction of unauthorized use of customers' confidential information
- **PCI DSS**—Up to $100,000/month
- **FSMA**—Court actions, seizures, suspension of facility's food registration

3 Reduction of major risk incidents

As discussed, visitor identification is enabled within the VMS when a guest's information is compared to a provided watchlist. When integrated with an access control system, this can mean anyone without access provided by the VMS won't be able to enter the building. In the rare case of a physical emergency or active threat, real-time notifications and alerts can be sent to occupants informing them of the security breach.

The real-time notification and alerting functions extend to all guests, meaning the ability to message non-employees, such as visitors, is included. This eliminates the cost associated with employing any exclusive notification tools. A VMS also has the ability to take emergency notifications one step further. For example, if there is an active fire situation, a PDF map of the campus can be sent to everyone, outlining the nearest emergency exit.

A similar alerting process can be used when it comes to health-related concerns. Requiring visitors to complete a health screening questionnaire before arriving, asking them to confirm they are not showing symptoms of an illness such as COVID-19. If they don't meet the health requirements, they are denied entry.

Furthermore, a VMS offers various contactless sign-in benefits: no receptionist removes in-person transmission, mobile check-in reduces shared contact surfaces, and scheduled appointment notifications can limit the number of waiting area guests.

Cost considerations of a major incident

Incident direct costs		Lost productivity		Reputation damage		Potential cost
$ 300,000	+	$ 10,000	+	$ 30,000	=	$ 340,000

Average major incident from $250,000 to $1,000,000 USD

4 Reduction of human capital loss

One of the most notable benefits of a VMS is the enhanced sense of physical safety it provides to your most critical resource, the workforce. Recent focus on high profile security concerns has created pressure on organizations and security leaders to deliver actionable plans, as to how they plan to keep visitors and employees safe. A VMS is a great opportunity to extend an organization's Duty of Care to all guests, not just employees. Your VMS deployment needs to extend the safety to include contingent workers, contractors, etc. This is key, especially when it comes to addressing stakeholder concerns and enacting safety protocols.

When it comes to quantifying human capital, retention is key. Employees want to work for an employer that takes their health and safety seriously. For example, 90.6% of employees would take action if their employer failed to create a safe on-site work environment. When considering a new job, potential candidates may ask for concrete evidence as to steps being taken by the organization to ensure their safety. Consider the turnover and hiring costs associated, if your security plan isn't up to par with modern workforce expectations.

90.6%

of employees would take action if their employer fails to create a safe onsite work environment.

Source: Traction Guest 2020 Visitor Management Report

Addressing the personal comfort and safety expectations of emboldened employees shows an organization's willingness to invest in its staff. Providing a workplace where all occupants feel safe is critical now more than ever.

The loss of productivity due to risk-related resignations may include:

- Cost of coverage: Loss of daily productivity for covering open roles (33% of covering employee cost) x days vacant x # of employees lost per month
- Costs to recruit/hire: hiring managers x management average salary x hours/day on recruitment
- Costs to onboard and train: 3 months (industry average) x 33% productivity shortfall x employee salary + fixed training costs

The above costs will be typically mitigated by ~5% through the implementation of an effective safety/security program and the prominent promotion throughout the employee base.

Can your organization afford the replacement time due to churn?
Reduce churn by providing a safe and secure environment for everyone, everywhere.

Industry	Mean vacancy duration (average days to hire)
Construction	12.7
Resources	17.9
Leisure and Hospitality	20.7
Wholesale and Retail	24.6
Warehouse, Transport and Utilities	24.9
Professional and Business Services	25.2
Non-farm	28.3
Education	29.3
Manufacturing	30.7
Other Services	31.2
Information	33
Government	40.9
Financial Services	44.7
Health Services	49

Source: DHI Group Hiring Indicators

5 Access to centralized visitor data

There is real value in having centralized, easy access to visitor data. We've discussed how this data can be crucial in risk mitigation regarding health and safety for employees, legal and compliance inquiries, or reducing human error. However, it's also important to note how this system of record can also be used to drive your business.

With a VMS, and a true workforce security platform, you will know more about your visitors and facility usage than ever before.

- Number of submitted health attestation
- Percentage of pre-registered visitors vs on site check-ins
- Host vs non hosted guest
- Volume of contractors by agency
- Impact list for new building management access control system

The who, where, when, why, and how of visitor activity is now accessible at your fingertips.

Not only are you learning more about your existing visitors, but you're also gaining valuable insights about your facilities. Track visitor traffic, spot trends in wait times, and address the source of operational inefficiencies with accurate, real-time data. The volume of available data can be overwhelming, but a robust workforce security tool helps you make sense of it all, preparing for executive reporting, or compliance audits, as required.

Number of locations		Data extraction/analysis time per location		Average hourly rate of employee		Frequency of reporting		Monthly cost savings
20	x	1.25h	x	$ 100	x	5	=	$ 12,500

Hypothetical scenario

10 different locations with employees earning $100, taking up 75 minutes to extract/ analyze data for reports 5 times per month would save $6,250.

Example: 10 x 1.25h x $100 x 5 = $6,250

6 Flexible platform development

With more advanced platforms, protocols are hosted as replicable journeys on a centralized tool. This means that the VMS can be scaled up or down per location, per device, since everything is managed remotely. If you decide that one site requires SMS text notifications, roll that feature out to that specific location within hours, not weeks. Modern Visitor Management Systems can provide flexibility, scalability, and standardization that modern enterprises need.

Compare this with the rollout and upkeep required of an existing, legacy security system. Legacy systems require constant hardware updates and frequent IT support visits. This costs you time and money. The SaaS model of a VMS eliminates these costs. All updates are handled remotely, reducing potential downtime and empowering your office to run on your schedule.

Let's dive deeper into this automation and explore it from a change management perspective. The automation associated with enterprise VMS, in terms of automated adjustments to functions, allows organizations to reimagine security in a DIY manner. With point VMS solutions, you're looking at a singular solution meant for a singular use, i.e. at an entry point to regulate guest entry.

These point systems serve a purpose, but what happens when you want to add a question to your entry questionnaire, flag a watchlist, or adjust an alert. It requires you to pay for an added module, and/or requires you to get a security integrator involved, all costing you valuable time and money.

Low-code, cloud-based VMS solutions remove the integrator piece of the puzzle because they are typically not needed. You're provided with a powerful platform from which you can automatically push out any desired change.

- New mandatory health attestations
- Requirements for pre-visit (at home) registration
- New locations, workflows, or access control systems

Simply drag and drop, copy and paste, to create a new experience. No need to buy a new tool or hire an integrator. You are the designer of your own visitor management destiny.

Average integrator cost per hour		Hours per call		Average system charges per year		Annual development cost
$ 170	x	10h	x	40	=	$ 68,000

Hypothetical scenario

Average integrator cost of 150/h with a 10h call and 20 requests annually would cost $30,000. Note the number of hours per call may vary greatly. A more accurate calculation might break these into 2 cohorts (minor vs. major) at ~5x differential.

Example: $150 x 10h x 20 = $30,000

7 Standardization

If there is anything you take away from this report, let it be that the value of a comprehensive workforce security solution is the sum that is greater than its parts. You are using a single platform and using it to standardize various processes across an entire organization. This is something not previously possible with point VMS solutions. In this case, a VMS serves the purpose of visitor control and visitor control only. A robust workforce security solution has multiple features that offer the flexibility to meet regional requirements, organizational needs, departmental needs, and more. For you, the user, this means lower IT, operational, contracting, implementational, and onboarding costs. You, not an IT or a security professional, have a high-level overview of the ongoings of your company. This is not something a single point system can provide on its own.

That's not to say workforce security is a swiss-army knife and can do it all. The value add is its ability to integrate with other security tools.

Leveraging the workforce security platform as a synergy point between your disparate systems allows you to unleash value and potential that would otherwise be unrealized. It's all about maximizing your workflows in ways that save you

time and money while increasing the safety of all building occupants. It's what you make of it, so lean into the new digital transformation and embrace the new generation of workforce security.

While studies in the field of standardization are still emerging, the available research shows an average performance improvement of 61% (defined as reduced process time, reduced cost, and improved quality) with cost improvements of 30.5%. The key takeaway here is by doing things consistently across your organization, you deliver a consistent, efficient, cost-effective, and high quality user experience.

Ignoring process improvements, analyzing only cost savings

VMS cost including personnel		Number of sites/stations		Cost improvement		Standardization cost savings
$ 10,000	x	5	x	30.5%	=	$ 15,250

Hypothetical scenario

Fully loaded VMS site cost of $15,000 for a company with 10 locations and an improvement or 30.5% would result in $45,750 project cost reduction through standardization

Example: $15,000 x 10 x 30.5% = $45,750

8 Enterprise automation

Separate from the tactical and administrative automation previously discussed, modern solutions workflows can be developed to produce greater efficiencies for security operators, administrators, functional leaders, and other stakeholders. One example would be a contractor entering a facility who is based in a country of concern that could violate export control regulations. When this country is chosen during the registration process, a watchlist flag occurs, witch initiates the proper workflows, triggers and notifications. This could include an additional vetting process, to the host and compliance team, which presents the contractor with an additional NDA that gets automatically stored and issues a badge that provides the restricted level of access required. Each month, this information will be tabulated into a report that is available for future auditing, if needed.

Imagine this process without the automation. The organization places the burden of flagging the country of concern on the receptionist or security officer processing the contractor. They must then make notification to the proper personnel and provide the right version of the NDA paperwork to the individual. Additionally, the issuing badge must be confirmed in the system to have the right restrictions. Finally, the documents must be collected, filed and maintained.

Number of manual processes/touchpoints		Average process time		Average occurrences per month		Number of locations		Average security operator salary		Enterprise automation cost
4	x	3h	x	25	x	10	x	15/h	=	$ 45,000

Contractor process requires three manual process: safety video, background screening, and NDA. Average time = 20 minutes per process

Example: 3 x 2h x 25 x 10 x $15/h = $22,500 per month

9 Corporate and departmental branding

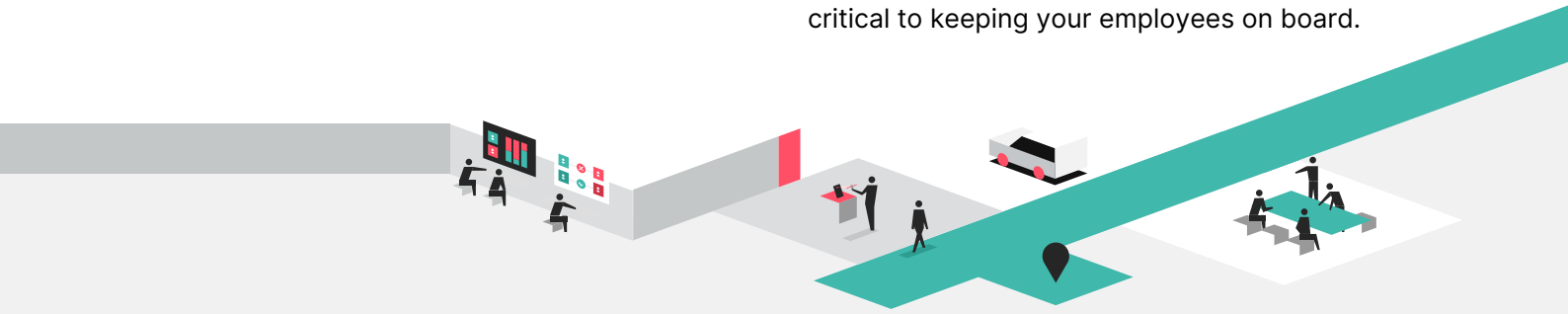
Brand identity and reputation are the cornerstones of any company. A consistent, methodical, efficient, secure entry process says a great deal about the organization's commitment to security.

VMS offers organizations multiple opportunities to reinforce and execute their brand messaging, tangibly. Branded invitations with maps, directions, host information, and legal documents can be sent ahead of a visit. A check-in can be expedited with ID scanners and the information transferred to required parties, before a visitor enters the lobby. Check-in experiences can be personalized to the visitor type with a video introduction and statement of values, on a branded login screen design.

Brand perception extends to having good privacy policies and being transparent in how personal information is collected and managed. The process of being presented with waivers and confidential information and user agreements at time of sign-in, is evidence of awareness of its wider repercussions. Additionally, being viewed as non-compliant to privacy regulations could cause irreparable reputational damage. Establishing trust is key to customer relationship management.

Internally, a comprehensive VMS adds an authoritative tone to the organization. It sets the stage for future interactions, by giving the visitor experience a formal feel and making it easier for administrators to act upon policies. For example, if a visitor has to be turned away for whatever reason, the organization is empowered to do so because there is physical evidence and an official process in place to back up the action. Enacting this sort of “zero-trust” policy makes security a part of corporate culture.

Like many aspects of the workplace, COVID-19 has further amplified this point. Research shows that 90.6% of employees would explore new jobs or resign if employers fail to create a safe in-office work environment. Employee retention is an ever present challenge, without the additional workplace safety factors added to the equation. Creating a safe and secure work environment is critical to keeping your employees on board.



10 Other benefits

As you may have discovered throughout this report, the benefits (and costs) associated with a robust workforce security program are many, but vary greatly by organization. While initial administrative efficiencies may be easy to calculate, the more intangible benefits and risk factors may represent a larger, but hidden, value to security.

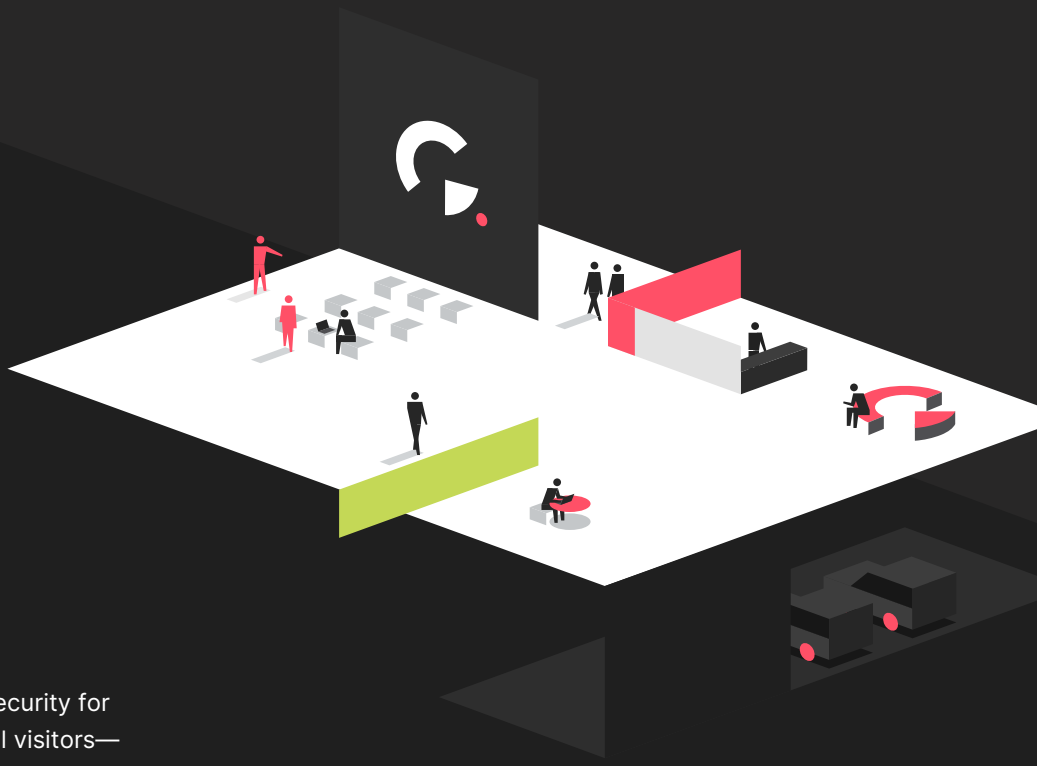
We encourage you to think broadly about your workforce security deployment and the value you expect from the visitor management component. By integrating additional tools into your VMS solution including waivers and confidential information user agreements is evidence of awareness of its wider repercussions. Additionally, being viewed as non-compliant to privacy regulations could cause irreparable reputational damage.

We hope the above indicators provide a baseline for business justification and program investment. Challenge your vendors, and challenge yourselves to reimagine your approach to safety and security with the modern tools available to compliment your workforce security tech stack.

Enterprise value and benefits calculations table

ROI category	Formula	Your calculation
Operational efficiencies – Reception check-in benefits	Number of daily visitors **x** manual check-in and data entry in hours **x** work days in a month **x** hourly pay rate **x** number of locations **=** monthly cost reduction/savings	
Operational efficiencies – Host transaction benefits	Number of host transactions per month **x** time required to process each visitor **x** average hourly rate of employee **x** number of locations **=** monthly cost reduction/savings	
Operational efficiencies – Non-security administrative benefits	Number receptionist or equivalent administrative staff **x** average administrative wage **x** number VMS-impacted task categories **x** number hours/task **x** number working days/month **=** monthly cost reduction/savings	
Cost of non-compliance	Applicable compliance requirement **x** number likely infractions **=** compliance costs Risk mitigation through effective workforce security programs: 20%-30% Compliance cost **x** mitigation factor **=** benefit	
Reduction of major risk incidents	Applicable cost of major incident **+** reputational and other intangible costs **x** number likely incidents **=** risk cost Risk mitigation of effective workforce security: 10%-20% Number likely incidents **x** cost of incidents **x** mitigation factor **=** value cost avoidance	
Reduction of human capital loss	Cost factors may include: ● **Cost of coverage =** loss of daily productivity for covering open roles (33% of covering employee cost) **x** days vacant **x** number of employees lost per month ● **Costs to recruit/hire =** number hiring managers **x** management average salary **x** number hours/day on recruitment ● **Costs to onboard and train =** 3 months (industry average) **x** 33% productivity shortfall **x** employee salary **+** fixed training costs Typically the above will be mitigated by ~5% through an effective safety/security program presence. Total cost of resignations **x** number resignation **x** reduction due to safe/secure site branding	

Access to centralized visitor data	Number of locations **x** data extraction/analysis time per location **x** average hourly rate of employee **x** frequency of reporting **=** monthly cost savings	
Flexible platform development	Average hourly integrator charge **x** number of hours per call **x** average system changes per year **=** annual development costs savings	
Safe & secure workplace environment	Loss of daily productivity for covering open roles (33% of employee cost) **x** days vacant **+** costs to recruit/hire **+** costs to onboard and train **x** number of employees lost per month **=** cost of monthly turnover Risk mitigation of effective workforce security = 10%-15% Turnover costs **x** mitigation factor **=** value cost avoidance	
Standardization	Cost of legacy/disparate/built-in visitor management tools **x** number sites/stations **x** 30.5% **=** standardization cost savings	
Enterprise automation	Number of manual processes/touchpoints **x** average process time **x** average number of occurrences per month **x** number of locations **x** average security operator salary **=** enterprise automation cost	
Corporate and departmental branding	Brand and reputational value calculations are complex and nuanced. Security leaders should engage their CMO to discuss the impact of security incidents to gain value estimations and additional stakeholder support.	
Other organizational benefits		
Benefits		



About us.

Traction Guest ensures safety and security for employees, contractors and essential visitors—wherever they work—through its Workforce Security Platform. The platform provides the most advanced enterprise visitor management system (VMS), health and safety controls, critical outreach and alerting, as well as analytics and auditing functionality.

The company's low-code technology, SecureFlow, allows non-technical users to build sophisticated automations, integrated across multiple heterogeneous systems. This reduces the friction security leaders experience with current options and allows enterprises to reimagine their procedures and adapt processes, in real time, with drag-and-drop simplicity.

Ideal for today's hybrid workplace, Traction Guest facilitates multi-layered screening and approvals so that security processes can be finely tuned for unlimited locations, types of workplaces, and roles. Enterprise organizations can now easily codify duty of care best practices to keep people safe in a rapidly changing environment.

A broad ecosystem of technology partners, integrators and customers leverage Traction Guest's API-driven platform to develop feature-rich solutions aimed at solving complex security, safety and compliance challenges for enterprises around the world.

Traction Guest helps businesses across dozens of industries demonstrably enforce workforce safety and security procedures so that workers can connect and collaborate with confidence.

Their unique platform is designed to overcome the limitations of disaggregated point solutions which put businesses at risk.

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