



SECURITY SERVICES, INC.

# WEISER SECURITY'S TURNOVER STRATEGY

Turnover is a frequent issue in the security industry. This is why Weiser Security has made it a top priority to keep it to a minimum.

**HOW?** With Innerview™, our proprietary, pre-employment screening profile created by ourselves.



## INNERVIEW STOPS HIGH TURNOVER

When officers are properly placed in a job that is suited to them, they are more engaged and most likely to remain at the post.

81.5% of our officers have been with Weiser for one year or more.

## PROPER PLACEMENT DRIVES PERFORMANCE AND LOWERS TURNOVER

There are two elements that Innerview reviews that are key for a suitable placement: *Public Contact* and *Activity Level*.

### PUBLIC CONTACT

Some people are better suited to deal with people, others are not. This could be because of such things as:

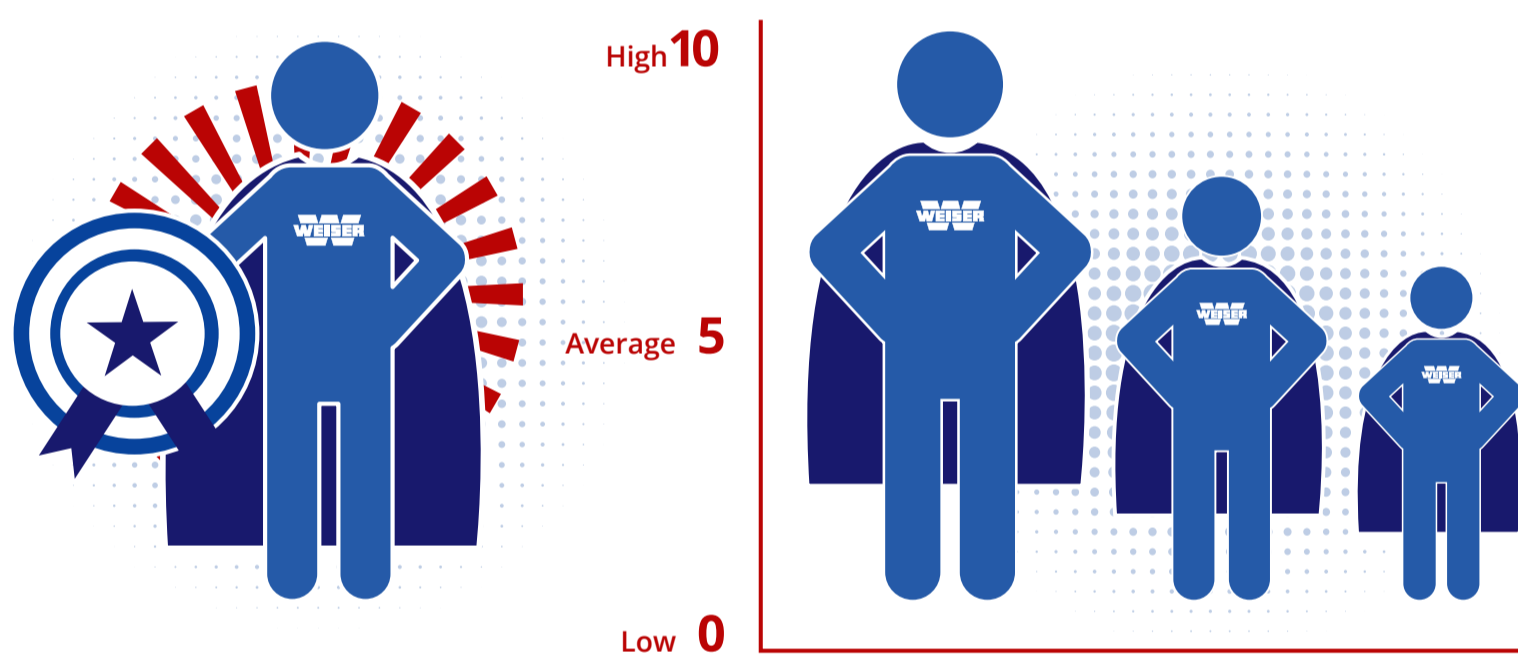
- ✓ Temper
- ✓ Not having customer service attitudes
- ✓ Affiliation drive
- ✓ Emotional control
- ✓ And more

### ACTIVITY LEVEL

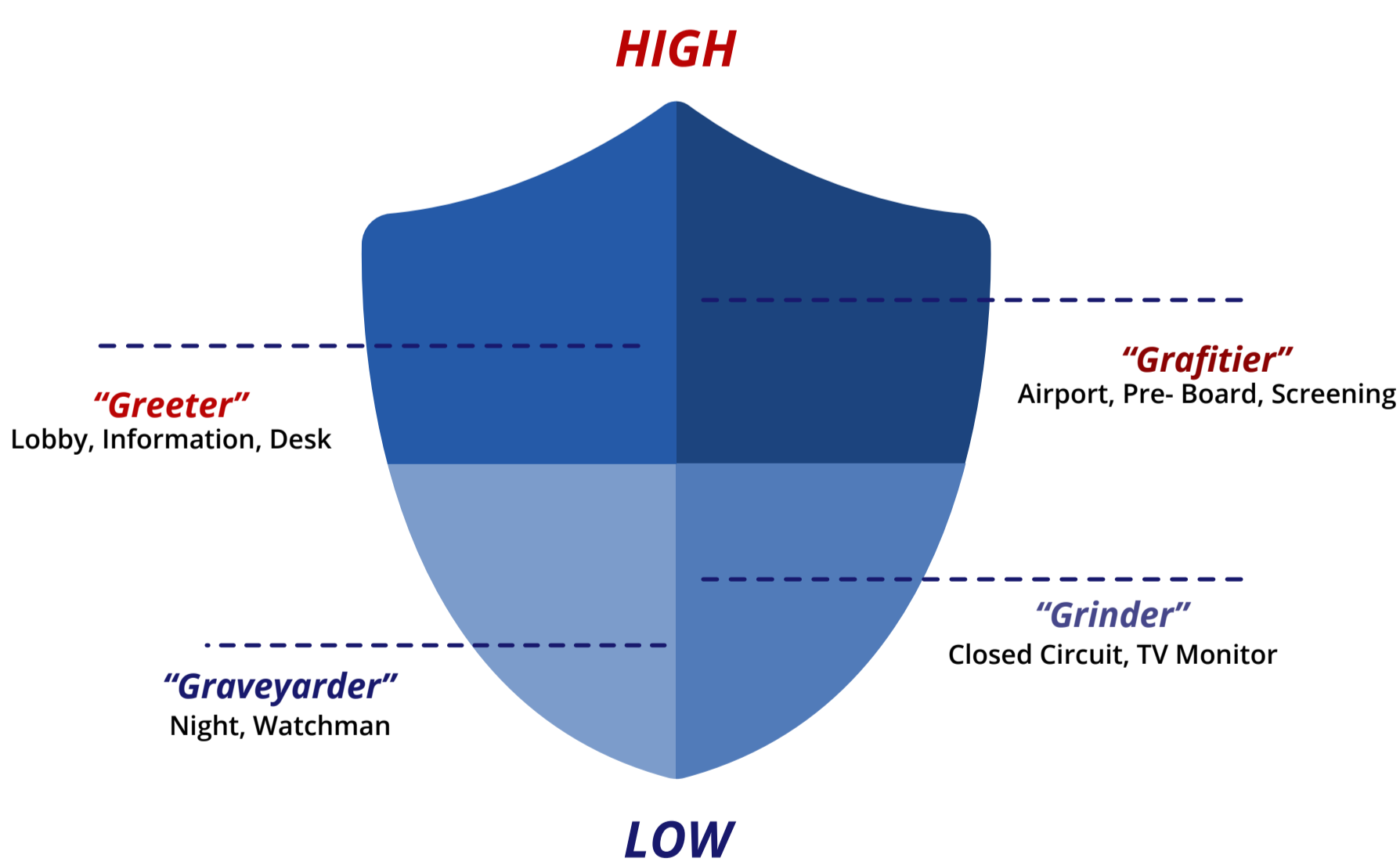
It relates to:

- ✓ Attention to detail
- ✓ The high or low level of activity
- ✓ Responsibilities
- ✓ Number and difficulty of tasks
- ✓ Etc

## AGAIN, WE RATE THE PERSON AND POST ON A 10 SCALE.

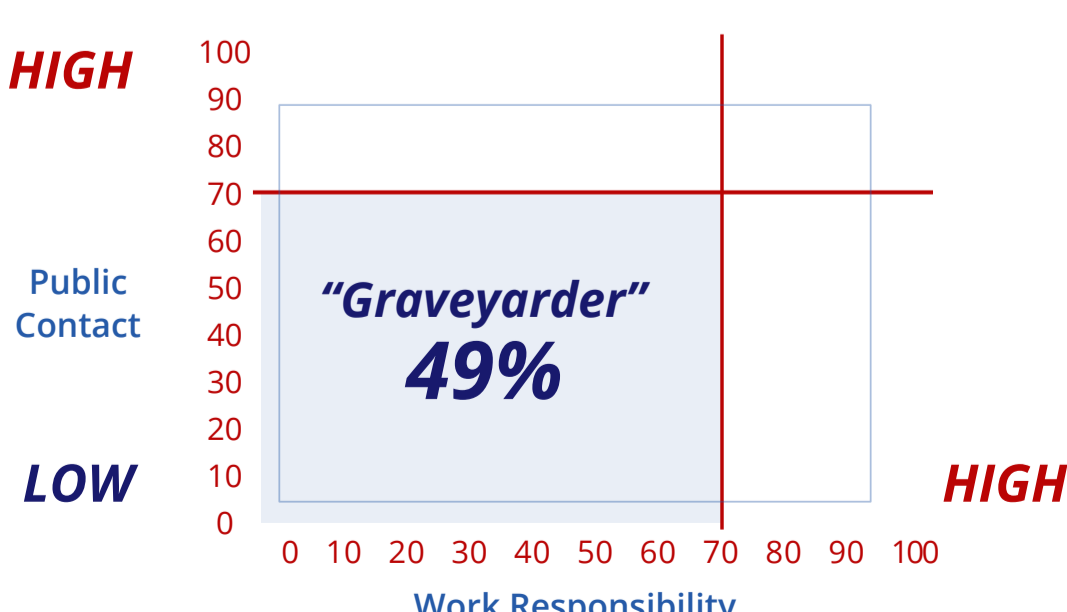


We put the two scales together, and we end up with four security officer types



For example

49% of all applicants for security officer positions should not be dealing with people nor should they be assigned with responsibilities with high activity or attention to detail. When those 49% are assigned to a Grafitier position, turnover averages by 613%.



Every one of our competitors place their people with a role of the dice. For them it's a crapshoot. At Weiser Security, we have a crystal ball, our own scientific profile, validated on security officers in the workplace. It shifts the odds of success in our favor.