

SCREENING DATA ANALYSIS REPORT



FAROSIAN

The following report was conducted within an entry-level working environment and the goal was to identify the following:

- The number/percentage of 'high risk' individuals
- The nature of the high risk behaviour
- A correlation between an individual's risk score vs:
 - Complaints the individual received
 - Their length of employment
 - Their disciplinary record
 - Productivity points
 - Disciplinary points

FAROSIAN's Social & Digital Media Report Guidelines:

- Not all candidates should be screened
- Short listed candidates (top 3) should be screened
- Social media screening data, information and insights should be used in the decision making process to determine value/ culture fit, risk associated with the candidate

3049 Data Subjects



Duration:
30/01/2018 to 30/11/2018

Data Provided to FAROSIAN:

- Number of complaints
- Resignation reason
- Sick leave taken
- Disciplinary action
- Employment start date
- Employment end date
- "P" points
- "D" points

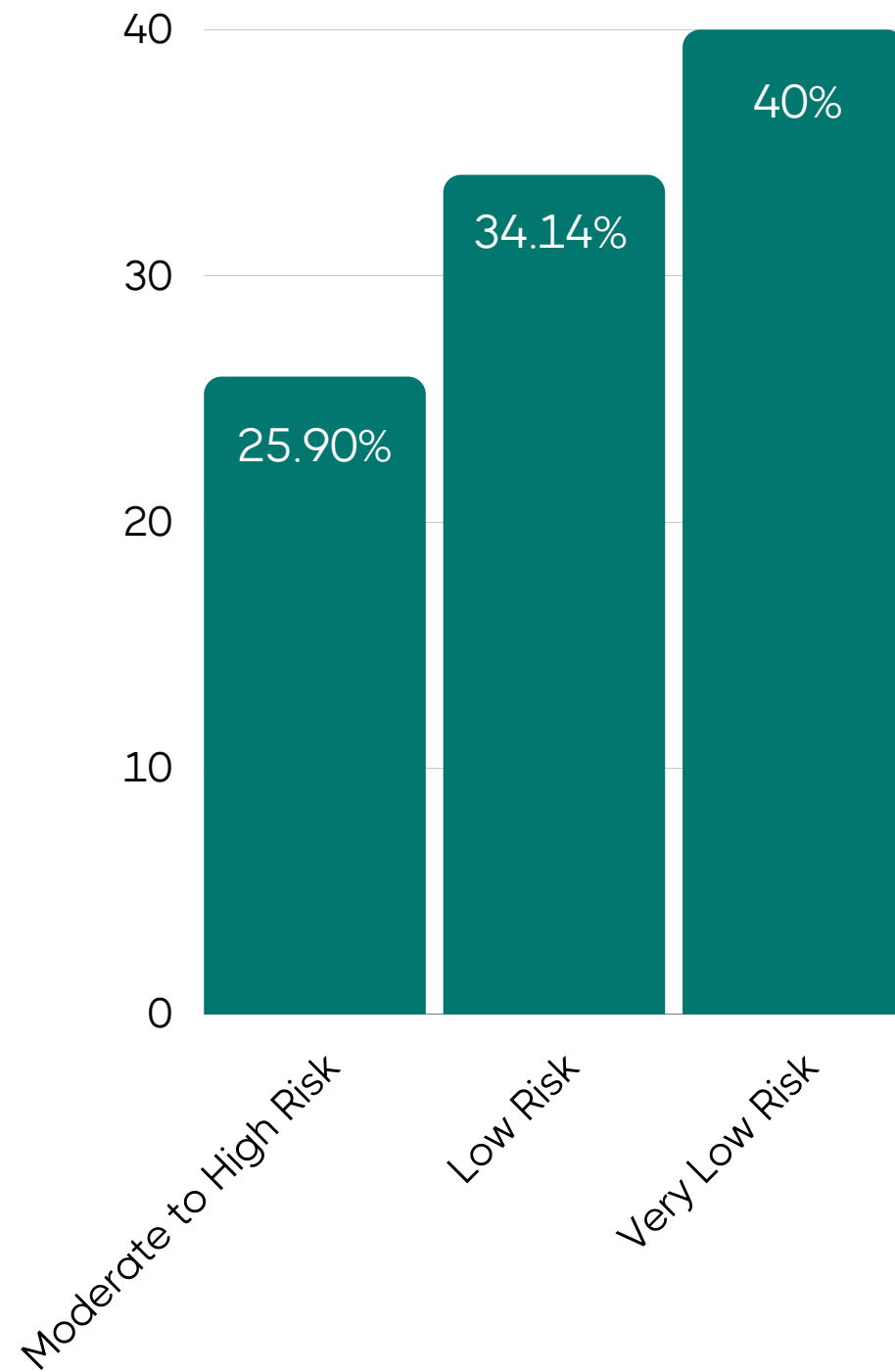
FAROSIAN Extracted Data:

- Overall social media risk score
- Nature of high risk (i.e. racism/ sexism/ homophobia/ etc)
- Platform conduct scoring
- Activity level scoring
- Negative content scoring
- Privacy settings scoring
- Disclosure of confidential information
- Multiple account/s assessment
- Network reach/exposure
- Platform presence

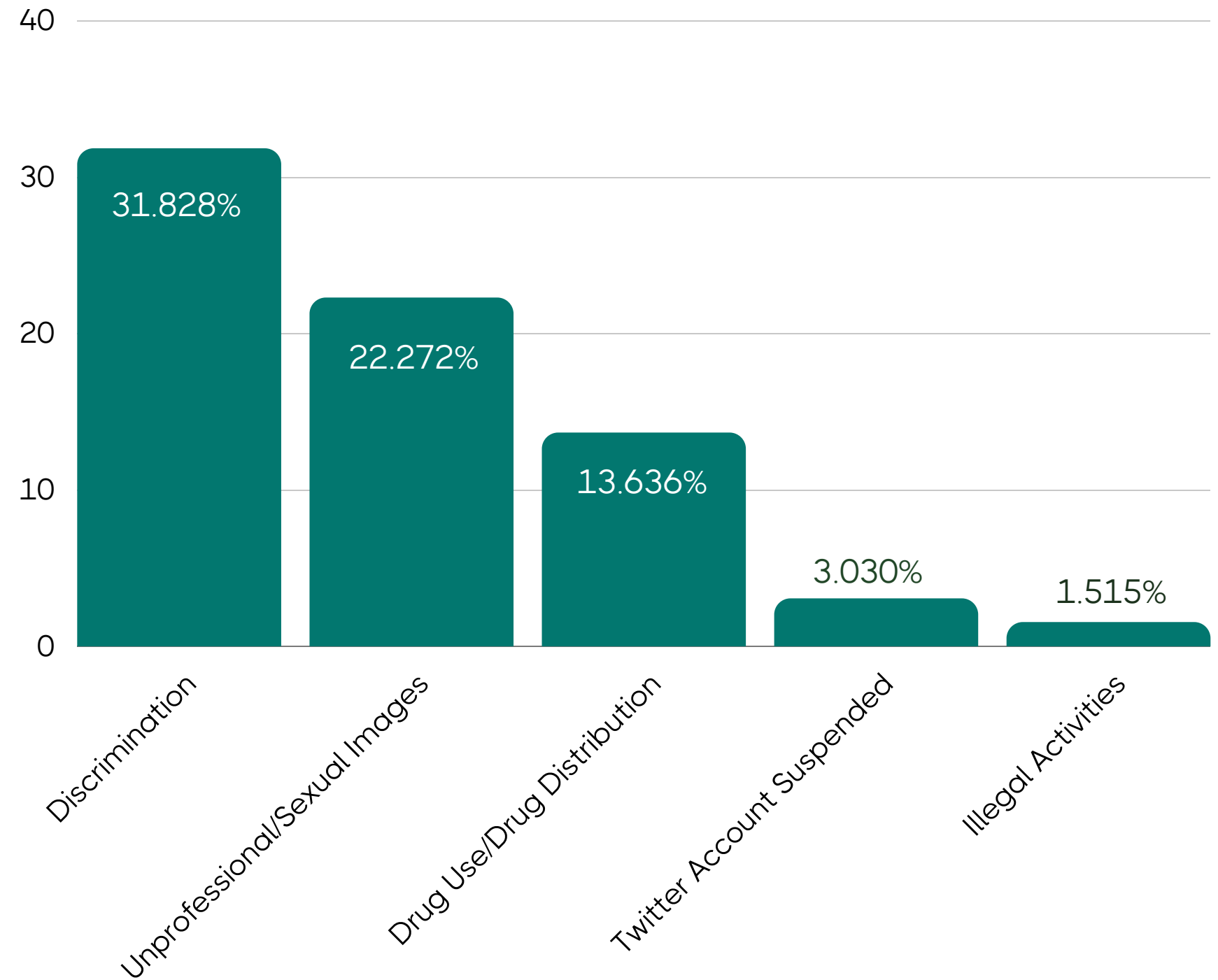
Data Comparisons:

- Social media risk score VS number of complaints
- Analysis of highest risk individuals
- Details of negative content
- Social media risk scores VS employment duration
- Social media risk scores VS disciplinary records
- Social media risk score VS "D" points
- Social media risk score VS "P" points

Employee Social Media Risk Score (%):

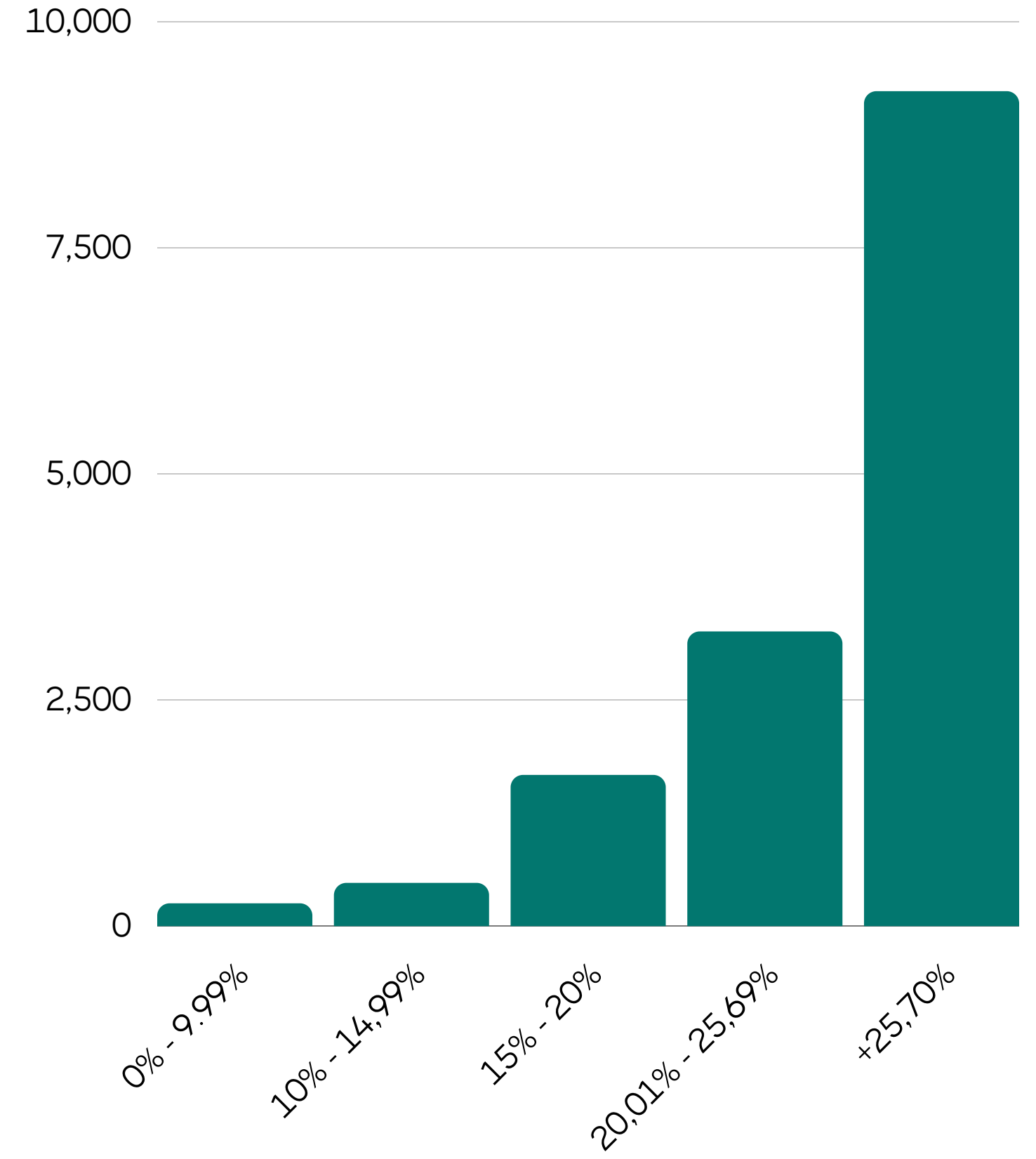


Negative Content Breakdown (%):



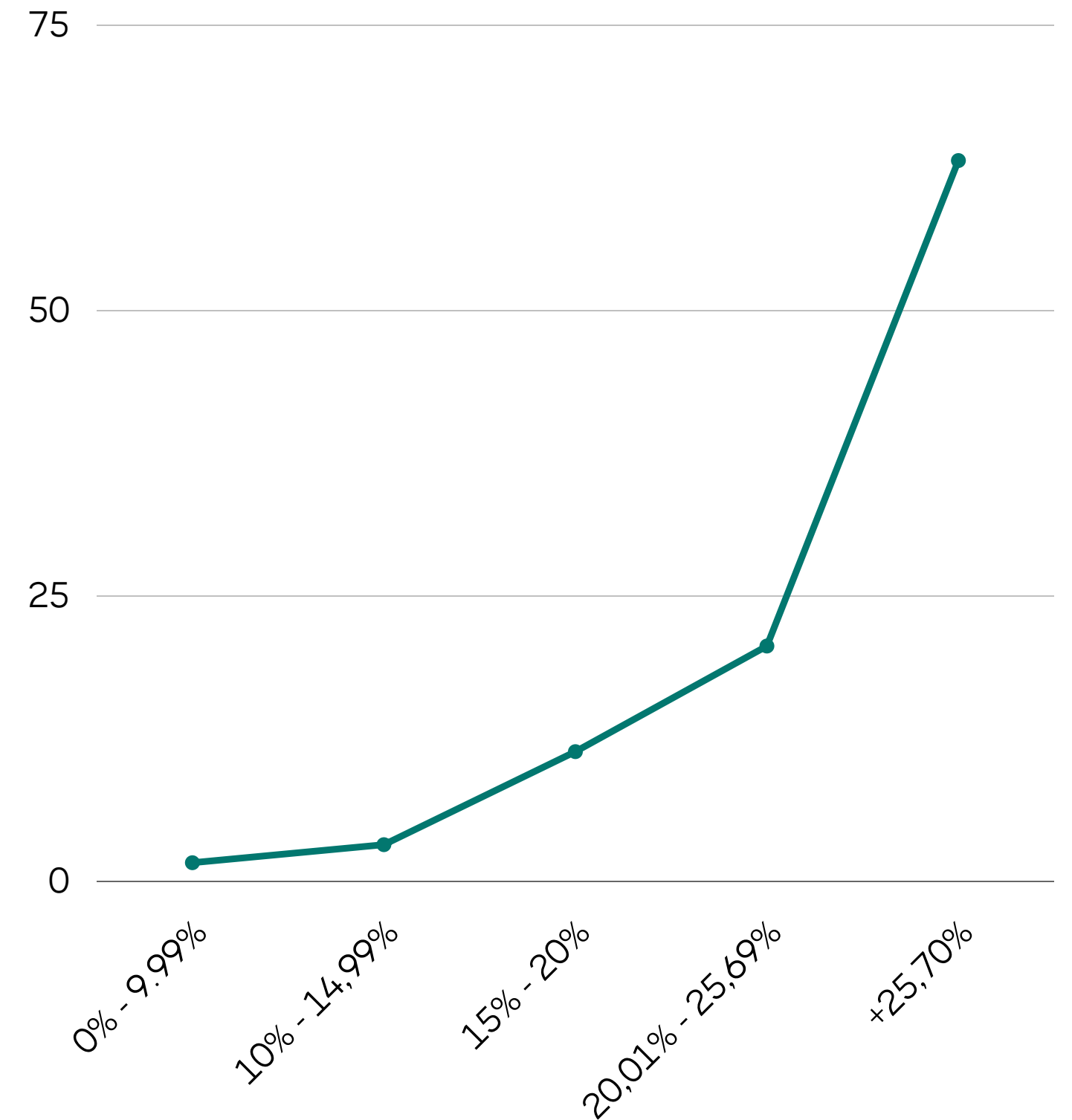
The data sets provided by the client reflects a total of 14 860 complaints were received across all 3049 data subjects.

- Data subjects with a risk score of 0% - 9.99% demonstrated 245 complaints in total
- Data subjects with a risk score of 10% - 14,99% demonstrated 471 complaints in total
- Data subjects with a risk score of 15% - 20% demonstrated 1 665 complaints in total
- Data subjects with a risk score of 20,01% - 25,69% demonstrated 3 252 complaints in total
- Data subjects with a risk score of 25,70% and higher demonstrated 9 227 complaints



The line graph demonstrates that data subjects with elevated social media risk scoring demonstrate a higher probability of incurring customer complaints.

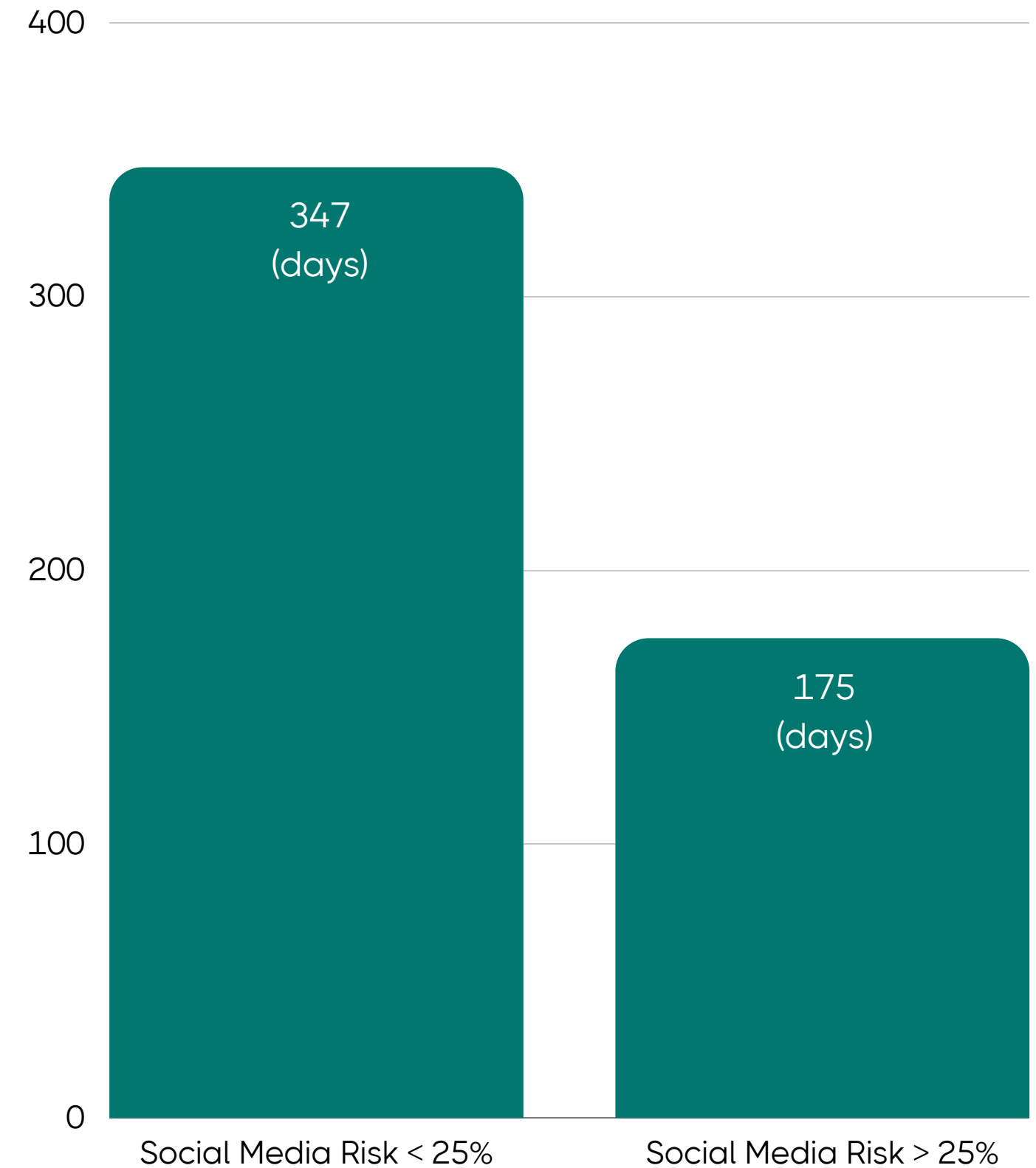
- 9227 complaints are correlated to the 879 highest risk individuals
- 3252 complaints are correlated to 514 data subjects in the 20,01% - 25,68% range of risk of risk
- 1665 complaints are correlated to 642 data subjects in the 15% - 20% range of risk
- 471 complaints are correlated to 793 data subjects in the 10% - 14,99% range of risk
- 245 complaints are correlated to 236 data subject in the 5% - 9,99% range of risk



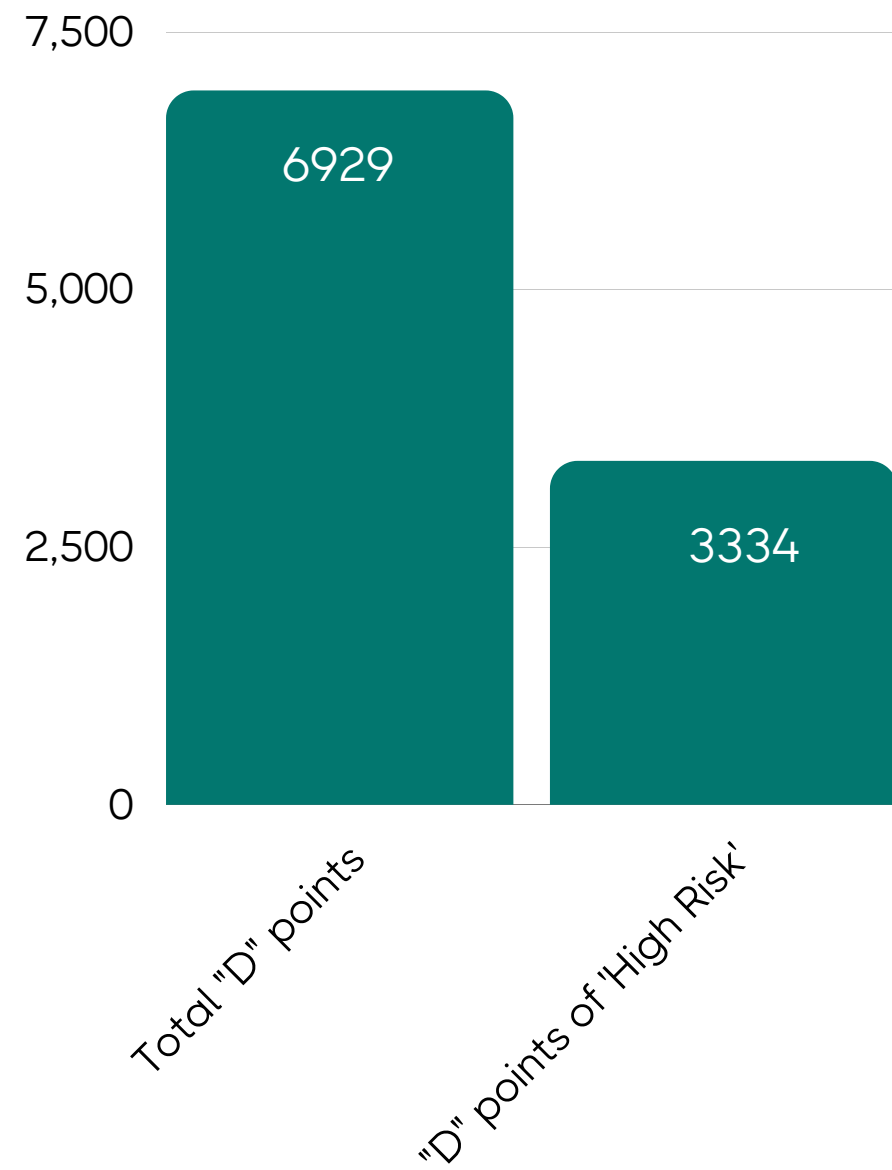
Data subjects with higher social media risk reflect a 45.15% lower tenure in relation to the overall average of all data subjects assessed.

The average employment period of the 879 highest risk individuals is 175 days or 5,83 months. Data subjects with higher social media risk reflect a 45.15% lower tenure in relation to the overall average of all data subjects assessed.

The average tenure of data subjects with a social media risk of 25% or less is 346,95 days or 11,56 months. This is 50,43% higher compared to data subjects with high levels of social media risk.

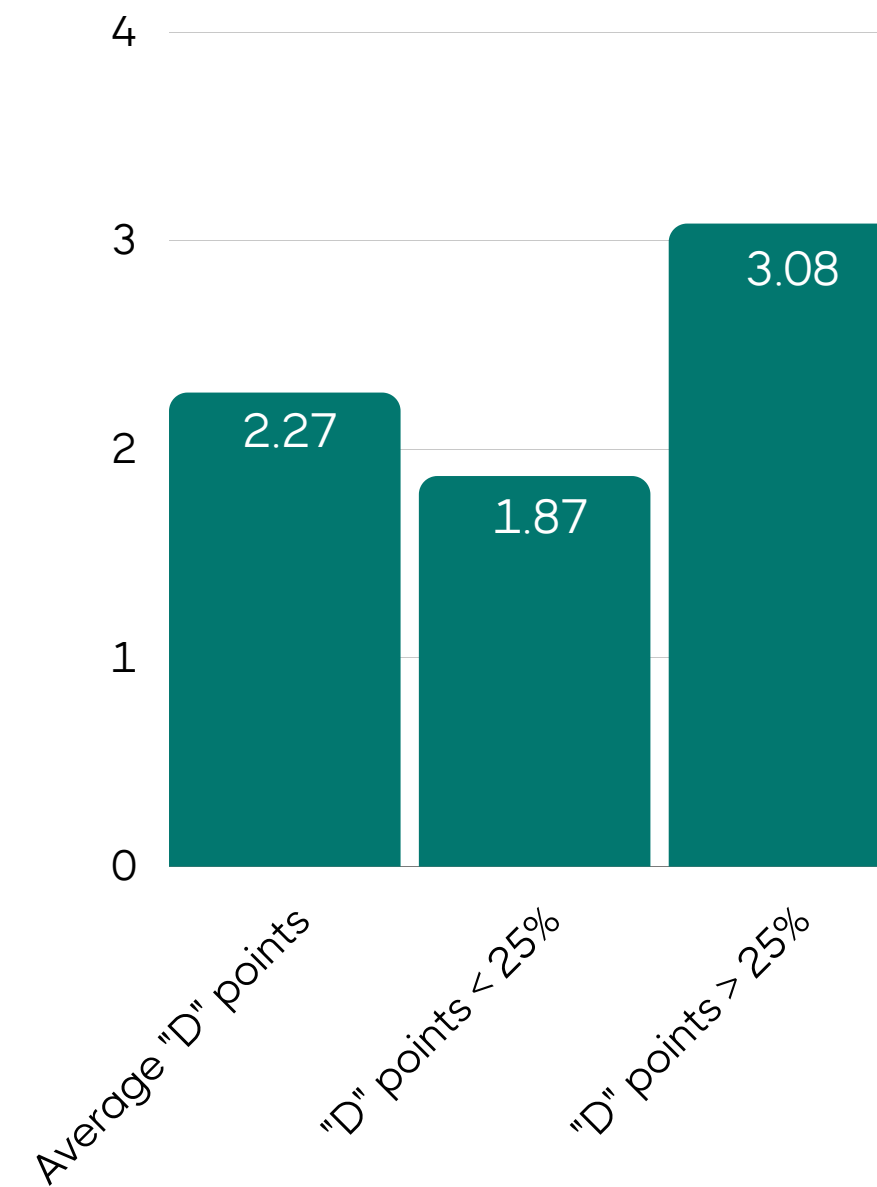


Total disciplinary ("D") points vs disciplinary ("D") points of 88 'high risk' individuals:



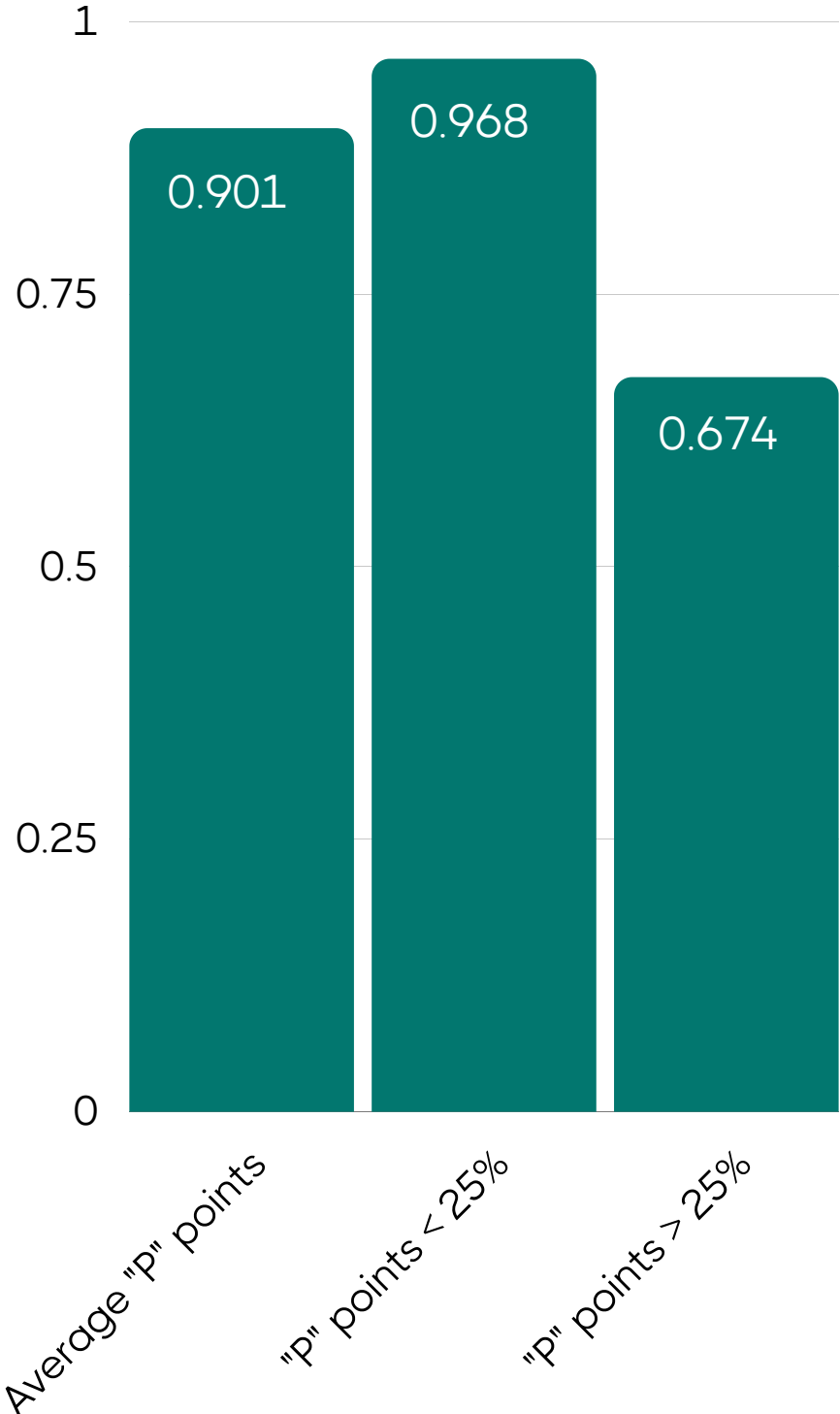
Disciplinary ("D") points vs risk score:

(1.21 points difference in "D" points of high risk vs low risk)



Data subjects with higher social media risk reflect a 0.292 lower performance index in relation to the overall average of all data subjects assessed.

- Variance of "P" score in relation to overall average and above 25% social media risk = 0.2283243217
- Variance of "P" score in relation to those with social media risk below 25% = 0.291997431



Make informed hiring decisions by understanding a candidate's behavioural traits and their potential alignment with existing company culture.

FAROSIAN's Social & Digital Media Screening report will allow an organisation to make more informed hiring decisions, during the pre-interview stage.

Identify high quality candidates quicker, protect the organisation from high risk individuals (discrimination, defamation and illegal activities), build a productive work environment and maintain or improve on an existing company culture.

Recommended Recruitment Guidelines:

- Follow FAROSIAN's report variation guidelines
- Screen top 3 candidates
- Make use of data to assist in decision making
- FAROSIAN to assist in customer success plan
- Annual screening of all current employees

