

W O R K P L A C E S T R A T E G I E S



E F F E C T I V E L Y M A N A G I N G R I S K F O R Y O U R O R G A N I Z A T I O N

 **STEELE.**

E N T E R P R I S E R I S K M A N A G E M E N T S O L U T I O N S



BUSINESSES IN TODAY'S COMPETITIVE MARKETS ARE FACED WITH A GROWING SPECTRUM OF CONCERNS.

FOR MORE THAN TEN YEARS, THE STEELE FOUNDATION HAS HELPED COMPANIES STRATEGICALLY MANEUVER THROUGH THE COMPLEX RISKS ASSOCIATED WITH EMPLOYEE MISCONDUCT AND HUMAN BEHAVIOR.

BY OFFERING A BROAD RANGE OF SPECIALIZED RISK MANAGEMENT SERVICES, THE STEELE FOUNDATION HAS BEEN ABLE TO SUCCESSFULLY BRING CLOSURE TO IMMEDIATE CRISES AND PREPARE ITS CUSTOMERS FOR FUTURE CHALLENGES.

WE RECOGNIZE THAT PROTECTION IS ABOUT MORE THAN NUMBERS; IT'S ABOUT PEOPLE. WE INVOLVE ALL STAKEHOLDERS IN REACHING THE SOLUTION. WE LISTEN IN ORDER TO UNDERSTAND THE PROBLEM AND THE CONCERNS SURROUNDING IT, AND WE ARE A COMMITTED PARTNER IN FINDING THE RIGHT SOLUTION...THE FIRST TIME. OUR WORKPLACE STRATEGY GROUP STANDS READY TO ASSIST YOUR COMPANY.





THREAT OF WORKPLACE VIOLENCE ... WHAT ARE YOUR OPTIONS?

AN EMPLOYEE IS TERMINATED FOR INSUBORDINATION. The supervisor of the former employee receives threats, as does your corporate office. Police take a report of the threats and advise you to call should anything happen. What are the appropriate steps to take to protect your employees and mitigate liability?

What resources are available to your company? The Steele Foundation is able to respond with flexible options that will help provide solutions that balance your immediate concerns with your long-term goals.

This is an event that many companies are facing more frequently; however, the resources to proactively counter such risks have been limited. The response to a workplace crisis has traditionally been an increase in visible security that is sometimes accompanied by the counseling services of the organization's employee assistance program.

How long should the increased security remain? When is the threat really over?

The Steele Foundation's workplace strategy group provides immediate resources necessary to make informed and proactive decisions.

WHAT ARE THE CURRENT ISSUES THAT YOUR COMPANY IS FACING?

- Desire to develop a program that addresses aggression in the workplace
- Meeting various compliance issues or mitigating liability
- Preparing for a termination
- Planning a company restructuring or downsizing
- Evaluating aberrant communication or managing a threat
- Responding to domestic violence
- Concerned about how to protect your company and employees after a termination

THE STEELE FOUNDATION'S RISK MANAGEMENT APPROACH combines the academia and hands-on experience of a threat assessor, a workplace security specialist, and when determined necessary, highly trained executive security staff. We will tailor a solution specific to your company's corporate culture and goals utilizing, when necessary, resources within the following core services:

- BEHAVIORAL ASSESSMENT
- THREAT MANAGEMENT
- PHYSICAL SECURITY MEASURES
- EXECUTIVE PROTECTION
- CRISIS MANAGEMENT
- INVESTIGATION SOLUTIONS
- TRAINING AND EDUCATION
- BUSINESS RECOVERY
- VULNERABILITY ASSESSMENT
- HUMAN RESOURCE STRATEGIES

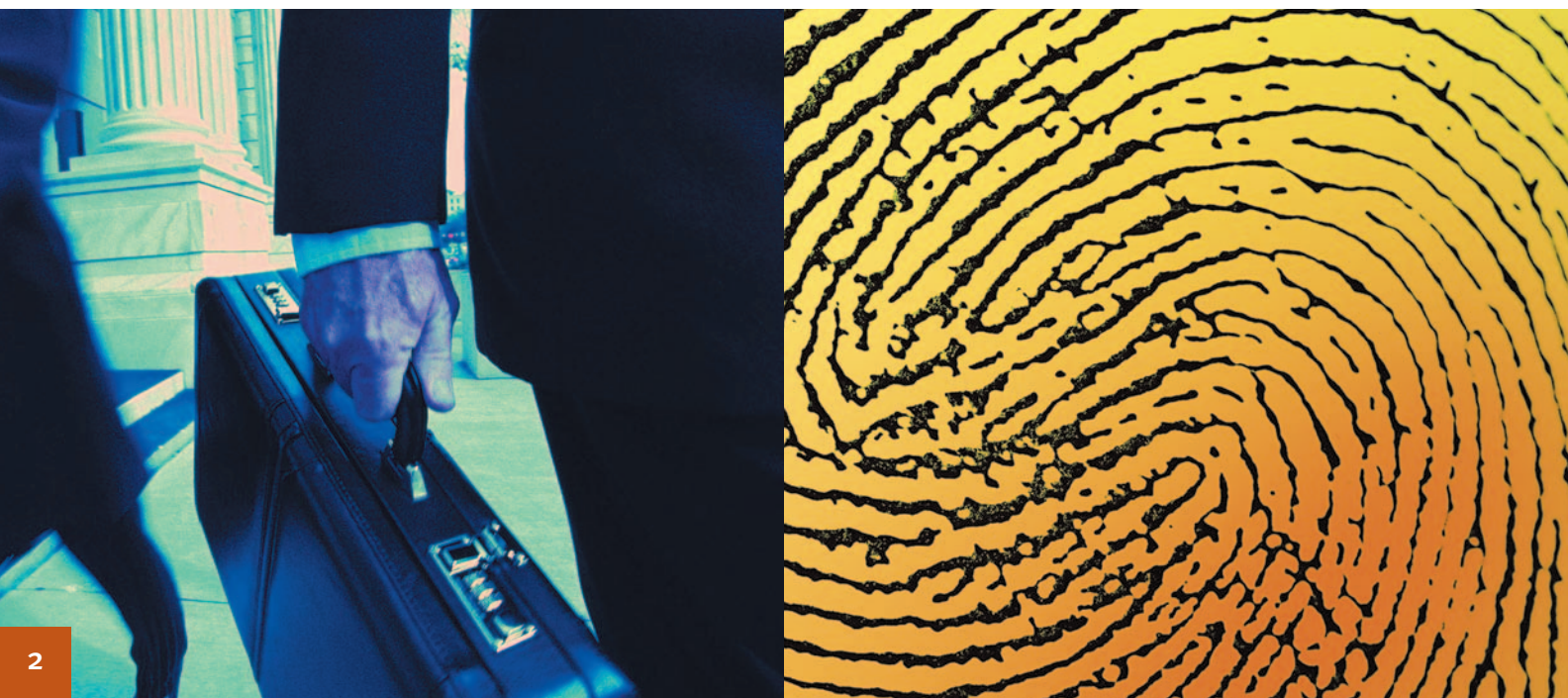
Our global footprint allows for an immediate response, often within hours, with strategic and defined objectives that will mitigate liability, protect company investment and minimize adverse exposure. Each of our offices and companies possess proven experience and continuity in providing a full scope of enterprise risk management solutions.

A STRATEGY TO BRING CLOSURE. The Steele Foundation is able to quickly implement a strategic range of services that provides proven advice and informed guidance to bring closure to a potential crisis. Our workplace strategy teams are organized, responsive and innovative.

AS AN IMMEDIATE RESPONSE, OUR TEAMS WILL:

- **IDENTIFY** the threat and assess its ability to affect your company
- **IMPLEMENT** measures necessary to safeguard employees and assets
- **DEVELOP** and assist in implementing the measures needed to bring incident closure

ab•er•rant _a-ber-ent adj 1 : to go astray 2 : turning away from what is right, true 3 : deviating from what is normal or typical - n. an aberrant person or thing





PROACTIVE PARTNERING WITH CLIENTS

THE STEELE FOUNDATION'S APPROACH TO BUSINESS sets it apart from other companies in the industry. We are a self-managed, result driven professional service firm. Our focus is in transcending the industry's project driven business model through cultivating long term proactive relationships with our customers. The cornerstone of our growth and achievements in our industry is The Steele Foundation's ability to produce positive results by managing multitask projects. Our management teams reflect proven experience in engaging different resources to work together as a team and to become more competitive and effective in achieving results. We promote synergy, quality, and continuity.

The Steele Foundation positions itself as a partner with each of its customers; ensuring personalized attention and a dedicated resource to work as a member of your company's internal team. As part of your internal team, The Steele Foundation effectively mitigates the risks associated with day-to-day business by acclimating ourselves with and truly understanding the dynamics of your company's corporate culture. By having a total solutions partner at your fingertips, it allows you to focus on your core business, and increase productivity by freeing up valuable resources. Through our use of on-line client utilization tools and effective workplace strategies management, The Steele Foundation streamlines the process of providing a true proactive partnership.

THE STEELE FOUNDATION POSITIONS ITSELF AS A PARTNER WITH EACH OF ITS CUSTOMERS; ENSURING PERSONALIZED ATTENTION AND A DEDICATED RESOURCE TO WORK AS A MEMBER OF YOUR COMPANY'S INTERNAL TEAM.

part•ner•ship\ pärtnr-ship n 1 : mutual cooperation and responsibility between individuals or groups for the achievement of a specified goal

THREAT MANAGEMENT

THE STEELE FOUNDATION ASSISTS COMPANIES in assessing and managing threats at a tactical and strategic level. Expectations on how to handle these types of cases are often unclear to corporate managers. The Steele Foundation works with management to clarify concerns and provide guidance on how to best handle a threat so that there is a defined plan to bring closure to an incident. Rather than relying on non-human indicators, The Steele Foundation bases each assessment of a human threat on human behavior. Utilizing the largest forensic behavioral science group in North America, our team is able to provide insight of a threat based on behavioral indicators supported by forensic experience.

A competent and thorough threat management program is the combination of behavioral, investigative and operational activities designed to identify, assess and manage persons who may pose a threat of violence. This threat assessment approach is a fact-based method of evaluation that has been developed, refined and used by The Steele Foundation in its day-to-day operations.

The Steele Foundation is able to develop a threat management program, which will define your company's position and practices as they relate to any aberrant behavior manifested in a work setting. We help you determine the critical risks which your company may face and develop recommendations for reducing your risk exposure.



WORKPLACE AGGRESSION STRATEGY — PROGRAM DEVELOPMENT

THE STEELE FOUNDATION DESIGNS COMPREHENSIVE WORKPLACE STRATEGIES PROGRAMS that protect a company in its daily operations. Through hands-on experience and corporate insight, we provide recommendations for altering, refining, or developing a workplace strategy program. When implementing and designing a specific program, our methodology provides for specification of the unmet need and determination of the program objectives. The Steele Foundation’s workplace strategy team performs target analyses of those areas, which the program may impact. The Steele Foundation specifies procedures that provide maximum assurance that the program objectives are being met.

The most successful programs reflect the business model and philosophy of the company. The Steele Foundation works with management to better understand the company’s current and developing corporate culture. It is critical that the program being designed complements management’s objectives while providing a framework of policies and procedures. Considerations are given to existing communication channels, management chains, geographic responsibilities within the culture, and desired communication groups at local and corporate levels.

The Steele Foundation designs reporting and response procedures that can be easily implemented in remote locations and one that can be reviewed by Corporate on a periodic basis to provide feedback on the effectiveness of existing intervention strategies and prevention efforts.

A workplace strategy program should be a living program within your organization. The Steele Foundation ensures that the changes within your company, such as corporate policy changes, organizational restructuring, or social needs are met.

THE STEELE FOUNDATION APPROACHES

THE TOPIC OF REPORTING ABERRANT BEHAVIOR ON THE PREMISE THAT **“VIOLENCE DOESN’T JUST HAPPEN, IT DEVELOPS LIKE A STORM.”**

WE DESIGN A REPORTING PROCEDURE THAT PROVIDES AN EARLY WARNING SYSTEM SO **YOUR COMPANY IS PREPARED FOR A POTENTIAL DISASTER.**

REGULATORY COMPLIANCE

THE U.S. PUBLIC COMPANY ACCOUNTING REFORM AND INVESTOR PROTECTION ACT OF 2002 (SARBANES-OXLEY) makes a public company's senior management and advisors individually accountable for the accuracy of its financial performance reporting (Sarbanes-Oxley does not affect private companies). Most observers would agree that the Sarbanes-Oxley Act (SOA) is the single most important piece of legislation affecting corporate governance, financial disclosure and the practice of public accounting since the US securities laws of the early 1930s.

This Act requires public companies, through their audit committees, to provide procedures for the confidential, anonymous submission of employees’ concerns about accounting or auditing matters.

The Steele Foundation’s EthicsAlert service is a confidential, hot-line and web application for employees to report illegal or unethical activities 24 hours a day, 7 days a week globally. It is the only hotline service supported by experienced risk management professionals who can help report and respond quickly to workplace issues like:

- CRISIS MANAGEMENT SUPPORT
- VIOLATIONS OF GOVERNMENTAL REGULATIONS
- FRAUD AND CONFLICTS OF INTEREST
- FALSIFICATION OR DESTRUCTION OF COMPANY RECORDS
- WORKPLACE VIOLENCE
- SUBSTANCE ABUSE
- DISCRIMINATION
- SEXUAL HARASSMENT
- RELEASE OF PROPRIETARY INFORMATION

It takes more than a hotline to get results; it takes employee cooperation and education. The combination of feedback and communication is a powerful model for performance improvement. Our interactive communication materials are designed to drive employee participation in the reporting process, as well as help prevent issues and incidents from happening in the first place.

THE MOST EFFECTIVE CRISIS INTERVENTION is acting prior to an actual incident. We believe that proactive intervention and education is the key to preventing a crisis from occurring or in minimizing its affects. Crisis management training is a necessary element to a well-balanced crisis intervention program. This advanced, multidisciplinary training is intended for your company's Crisis Responders (usually consisting of Human Resources, Legal, EAP and Security representatives), who coordinate the management of reported threats and/or incidents. The Steele Foundation faculty are experienced in behavioral case-work and are skilled practitioners in mediation, conflict resolution, crisis counseling, security and safety matters, best practices and threat assessment.

The Steele Foundation will promote the acceptance and administration of your company's workplace strategy policy throughout your organization through training and education. We present modules for management/ supervisors and employees. The training curriculum is tailored to fit the specific needs of each group in accordance with your corporate philosophy and culture. Participants are normally provided with an introduction and overview of the problems associated with workplace aggression. Participants are given a historical overview of the increase in workplace aggression; are introduced to the most common behavioral problems in the workplace; and are exposed to measures on how to manage such behavior.

EXECUTIVE SECURITY

PROVIDING EMPLOYEES A SENSE OF SECURITY and peace of mind will help to maintain a normal working environment during the challenging times of downsizing, corporate restructuring or a threat in the workplace. The presence of physical security can often affect the atmosphere in your company. The Steele Foundation provides a discreet yet assertive executive security presence, either armed or unarmed, depending on the threat level and corporate environment. We recognize that in a corporate setting being discreet and unobtrusive is paramount. Our agents have good common sense and are well versed in corporate etiquette. We pride ourselves on our ability to understanding the dynamics of our customers' corporate culture.

Our executive security professionals are familiar with the responsibilities of corporate security and recognize and respect the nature of the assignment. We value each relationship and are diligent in protecting the confidential nature of the association.

In the private sector where resources may be limited, The Steele Foundation is skilled in maximizing available assets. Our organization offers innovative and flexible executive security applications that will minimize change in the workplace. We are able to provide an unmatched level of continuity and experience that your organization can expect, regardless of location or culture.

dan•ger•ous \ _ danj-(e-)res adj 1 : full of danger; likely to cause injury, pain 2 : unsafe, perilous
threat•en•ing \ _ thret-ninj vt 1 : indicating a threat, menace, or something impending



**THE STEELE FOUNDATION HAS STRATEGICALLY DEVELOPED ITS RESOURCES TO BE ABLE TO WORK
IN CONCERT WITH CLIENTS REGARDLESS OF LOCATION.**

**SERVICES ARE PROVIDED 24 HOURS/DAY, 365 DAYS/YEAR THROUGH 18 OFFICES GLOBALLY,
INCLUDING MEXICO CITY, HONG KONG, LONDON AND LOCATIONS ACROSS THE UNITED STATES.**

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 **STEELE**

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