NotMe Solutions Inc.

Make it safe.
Ariel has a vision of a world in which his own children will inherit a workplace environment that is safe, allowing them to freely thrive while accomplishing their own dreams.

Ariel D. Weindling  
Chief Executive Officer

M. LeBaron Meyers  
President & Chief Business Officer

LeBaron is passionate about creating and sharing practical, scalable solutions that protect and empower employees and employers to safely and justly do their best work.
Meet our Leaders

Management and Advisors

Kais Bennaceur  
Chief Technology Officer

Matthew Dougherty  
Director of Customer Experience

Karine Teffah  
Chief Marketing Officer

Peter Heinrich  
Chief Financial Officer

Alex Toubiana  
Chief Product Officer

Dr. Sydney Savion  
Chief Learning Officer for Air New Zealand, #NotMe Advisor

Susan Lovegren  
Former Medallia EVP & Chief People Officer, #NotMe Advisor

Andy Hinton  
Former Google Chief Compliance Officer, #NotMe Advisor

Elena Paraskevas  
President at EPT Legal, #NotMe Advisor

Peter Susser  
Littler Shareholder, #NotMe Advisor
Misconduct reporting today...
Harassment and misconduct is a **debilitating issue**. Yet employees consistently stay **silent** when experiencing or witnessing these **hostile** environments.

*75% of individuals who experience harassment never report it.*
A spectrum of issues

60% of workers age 45 and older have seen or experienced age discrimination.

Nearly 50% of American workers have been affected by workplace bullying.

One in every three women have been sexually harassed at work.

42% of US employees have experienced or seen racism at work.

Source: Glassdoor: US, UK, France, and Germany
In 2019, the average cost of an employee lawsuit is **$300,000**. A single harassment or discrimination lawsuit can cost at minimum **$5,000** in legal fees but can go as high as **$1 million**.

### Legal Costs

Targets of harassment are **6.5 times** as likely to change jobs. Replacing an employee costs **16–20%** of an employee’s annual salary, rising to up to **213%** of salary for experienced managerial.

### Employee Turnover

Those who reported having been harassed or bullied at work are **1.7 times** more likely to have had at least **two weeks** off work than those who had not.

### Absences

The average estimated cost through lost productivity is **$22,500** per person, working in a team affected by any type of harassment.

### Productivity

Sources: EEOC, SHRM, The Academy of Management Journal
The Problem: Trust Gap

Lack of reporting + Late reporting

= Preventable, escalated costly events

- 75% of employees who are harassed do NOT make internal complaints. EEOC
The **Solution**: Democratize reporting

- **Trust** vs. Compliance
- **Speak up** community
- **Safety** for ALL
We are #NotMe

The misconduct reporting platform designed from the ground up to support employees in raising concerns.
Why #NotMe?

Because employees rarely report workplace misconduct internally. They now often share their inappropriate stories on social media.

As a result, employers aren’t in a good position to efficiently prevent and deal with misconduct.
What needs to CHANGE?

1) Give employees their own tool
2) Third Party platform they TRUST
3) Anonymous communication
4) Intuitive, easy process
5) Progress transparency
6) Feedback loop to Listen & Respond
How It Works for Employees

- **Own** your account
- **Report in** 3 minutes
- **Right from** your phone
- **Anonymous** if preferred
- **If experienced or witnessed**
- **Two-way anonymous chat**
How It Works for Employers

- Centralizes, organizes, and prioritizes reports
- Proprietary **scoring system**
- Two-way **anonymous** chat
- Captures trends and repeat offenders
- **Data-driven pulse** on what is happening
We are honored to have Brienne Allan as a #NotMe Ambassador.
Meet our Leaders

#NotMe Ambassadors

Lily Zheng
DEI Organization Consultant, Author of *Gender Ambiguity in the Workplace and Ethical Sellout*

Adaire Byerly
CEO & Founder of Entertainment Mindframe, NLP/CBT/Neuroplasticity Practitioner

Cornell Verdeja-Woodson
Diversity Strategist, Storyteller, Educator

Abby Bolt
Firefighter, Podcast Host for *Up In Flames*
Benefits of a Speak Up Culture:

**Employers:** Save *time, money & energy.*

Reduce:
- Legal costs
- Liabilities
- Time & energy spent on clean-up

Increase:
- Employee productivity
- Talent retention
- Brand loyalty and *trust*

Create a *safer* workplace.

Physically & psychologically.

For *all.*
Join us in making your workplace physically & psychologically safer.

For everyone.