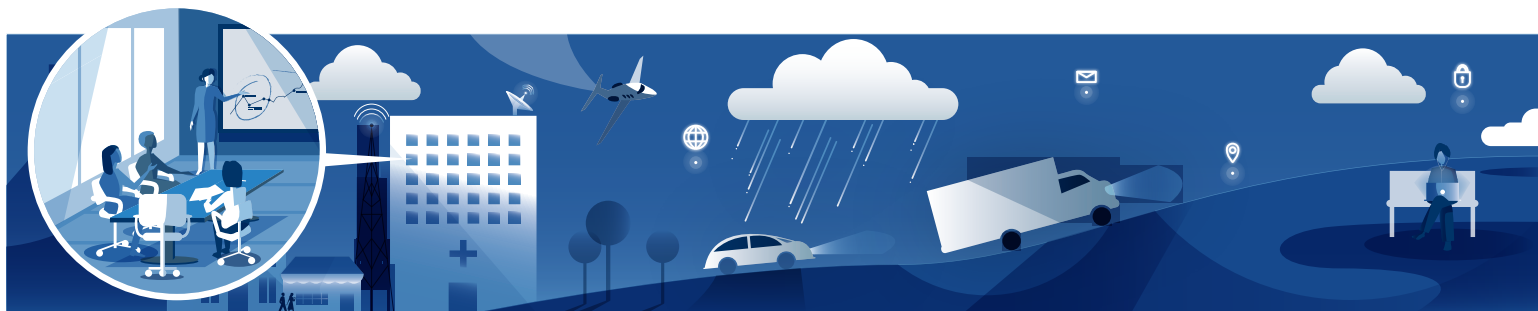


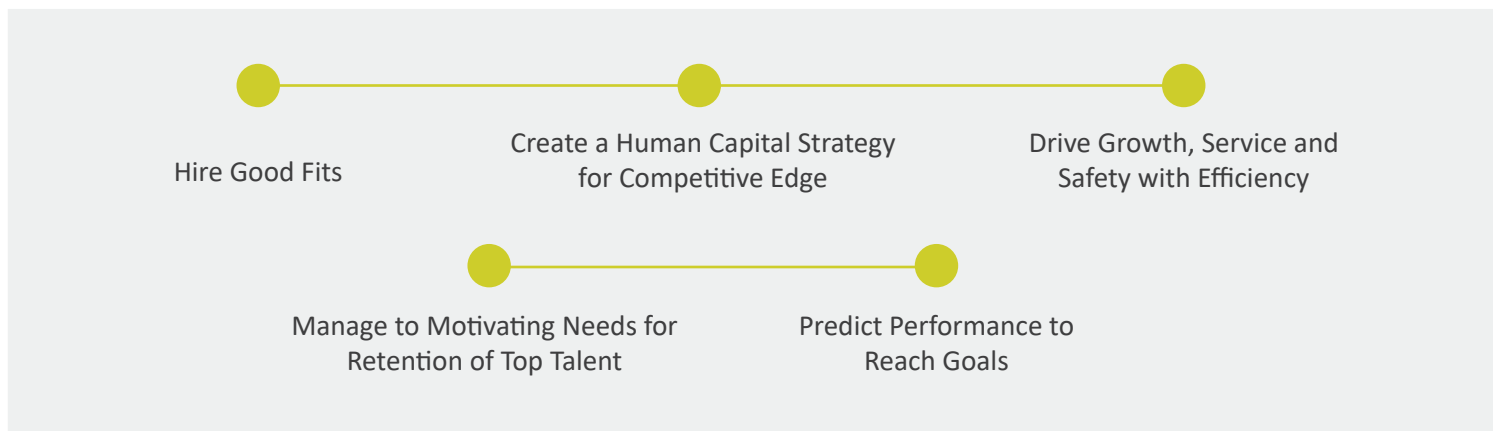
THE POWER OF PEOPLE IN YOUR RISK MITIGATION STRATEGY



Imagine what being able to reduce workforce turnover, productivity issues and liability claims could do for your bottom line. BKS has partnered with MVP-Results to incorporate science-based insights from The Predictive Index® into your holistic protection strategy. This latest tool in our Risk Mitigation suite of services improves outcomes by deploying behavioral data to improve worksite safety, hire the right candidates for the job, manage employees to their highest potential and supercharge your culture.

WHY MVP-RESULTS?

MVP-Results helps companies who believe in the power of people to hire the right candidates and manage them more effectively. The right people in the right jobs, managed by effective leaders yields maximum results at minimum cost. MVP-Results uses Predictive Index® (PI) which is a powerful assessment tool that enables employers to evaluate the natural inclinations, behaviors and work styles of current and potential employees. The outcomes of a data-driven approach to maximizing efficiency and safety at every level include:



IS IT RIGHT FOR YOUR BUSINESS?

More than 9,000 businesses worldwide, including BKS Partners, use The Predictive Index® as a driver in their workforce strategies. Our in-house Risk Mitigation experts are now utilizing PI data delivered through MVP-Results to help clients invested in the power of the people reduce many avoidable risks within their employee population.

Current businesses using PI include:

- 92 of the US *Fortune* 500
- 80 of the Global 500
- 25 of the Top 100 Companies to Work For



USES OF THE PREDICTIVE INDEX®



— Select, hire and onboard only the candidates that best fit the role.



— Create a culture of low turnover by learning how to keep employees engaged.



— Give your team insights into best ways to manage change, communicate and understand each other.



— Identify those with a natural ability to lead and learn how to develop them.



— Identify performance issues caused by job-fit gaps and mismatched management.

WHAT KIND OF RESULTS CAN BE ACHIEVED?

0
LOSSES

— A three-year study of distributorships showed reductions in both vehicle losses and workers' compensation losses, down to zero in year three, when drivers are a right fit for the job.

M&A
ALIGNMENT

— In nursing, clients report drops of over 15 percentage points in turnover and vacancies, resulting in reduced recruitment, training and education costs to maintain safety and compliance standards.

15% ↓
TURNOVER

— An energy company handled multiple mergers and acquisitions without compromising service and safety standards by using behavioral and workforce analytics to align cultures.

↑
SAFETY
RANKINGS

— In a recent Heavy and Tractor-Trailer Truck Driver validity study, significant correlations were found between specific, measurable behavioral traits and key performance indicators, including longer job tenure, fewer preventable and non-preventable accidents, fewer DOT shutdowns, fewer moving violations, and a better composite safety ranking.

NOT SURE IF IT'S RIGHT FOR YOUR COMPANY?

MVP-Results offers a complimentary Executive Briefing, including a Job Assessment, ten free Behavioral Assessments for employees in that role, calculations of turnover costs and safety analytics/case study insights.



Baldwin Krystyn Sherman Partners (BKS-Partners) is an award-winning independent insurance brokerage firm providing private risk management, commercial risk management, employee benefits and Vitality™ programs to clients wherever life takes them throughout the U.S. and internationally. One of the largest privately held firms in Florida, BKS-Partners takes a holistic and boutique approach to insurance architecture and risk management. Learn more at www.bks-partners.com.

“The Predictive Index® is a registered trademark of Predictive Index, LLC and is used here with permission in conjunction with MVP-Results, a PI Certified Partner.”