



REAL-TIME RISK ALERTS

KNOW THE INSTANT AN EMPLOYEE
BECOMES A THREAT

ENDERA

THE PREFERRED SOLUTION WHEN IT MATTERS MOST



Originally developed to help the FBI screen flight school applicants after 9/11, today Endera:

- Monitors more than **26 THOUSAND** public data sources
- Processes **6 BILLION** data points for **22 MILLION** people daily
- Is trusted to safeguard **41 CRITICAL GOVERNMENT POPULATIONS**

DIVERT, DETER & DETECT INSIDER THREATS



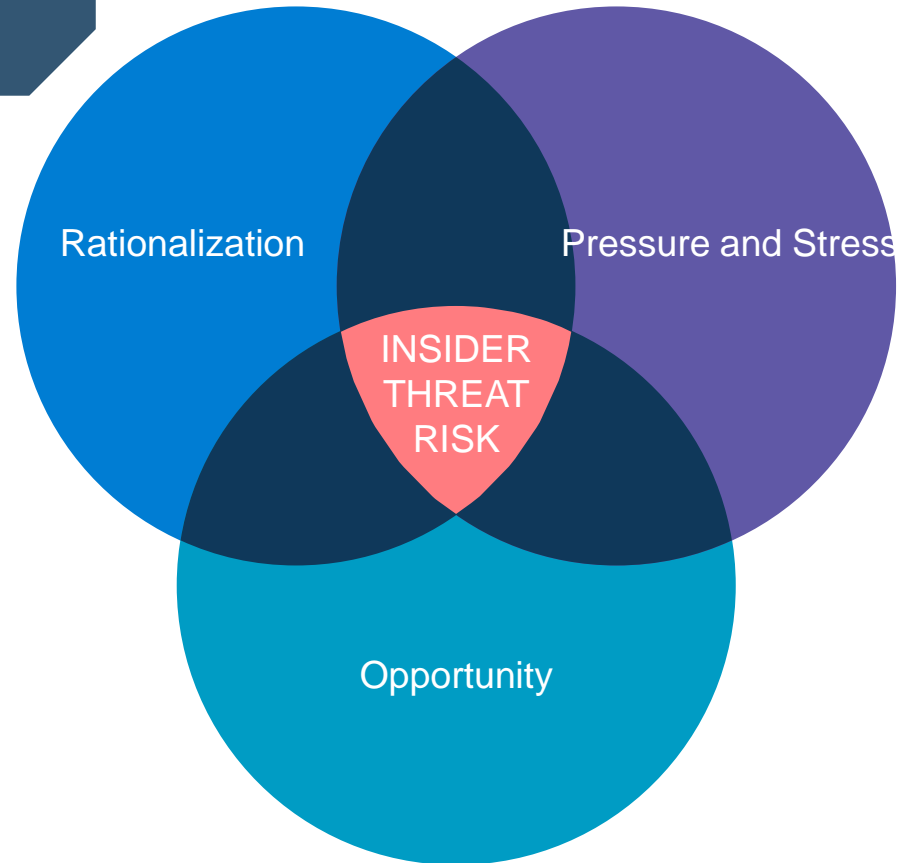
Avivah Litan, Gartner

“About 80% of insider threats can be caught using rules and monitoring employees’ behaviors and the pressures they face in their personal lives.”

EXTERNAL BEHAVIOR AND THE FRAUD PYRAMID

Pressure, rationalization, and opportunity are the three components that lead to fraud by insider threats.

External events like arrests and bankruptcy create intense pressure that can drive employees to rationalize fraudulent behavior.





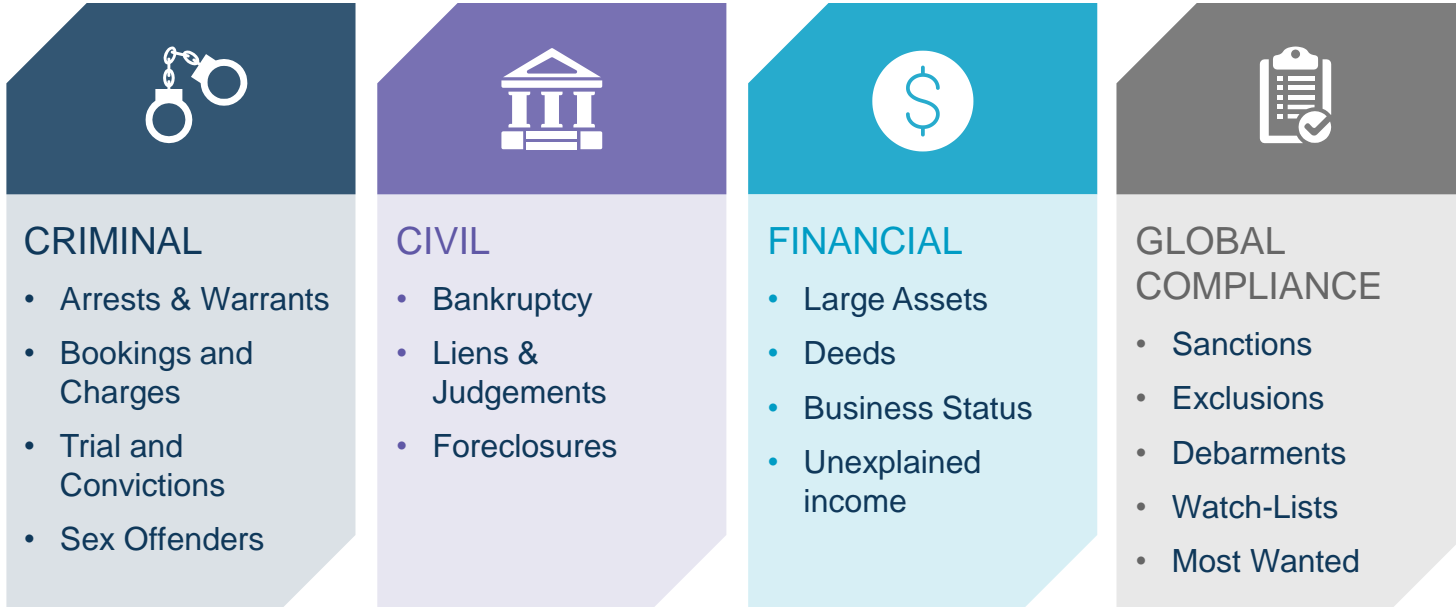
HOW REAL-TIME RISK ALERTS WORK

AN UNBELIEVABLY EASY 2-STEP PROCESS

ENDERA

STEP #1: CHOOSE WHAT YOU WANT TO MONITOR

Endera continuously scans thousands of federal, state, and county public data sources. You have full control over what data you choose to monitor. ([See data list.](#))



STEP #2: LOAD EMPLOYEE ROSTER, WAIT FOR ALERTS

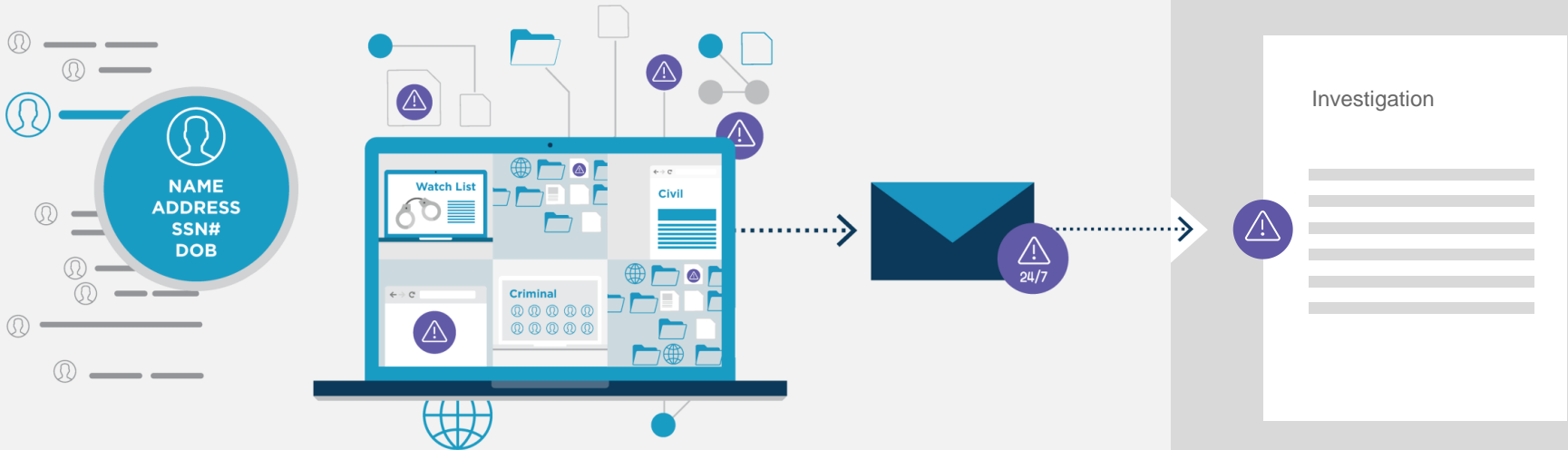
An employee roster is loaded into the continuous monitoring system



System provides 24/7 scanning of thousands of external data sources



Employer receives real-time, secure alerts for further investigation



No IT Implementation • No Maintenance Burden • No Increase in Expenses

NAVY YARD SHOOTING

On September 16th, 2013 Aaron Alexis fatally shot 12 people and injured 3 others during a mass shooting at the Washington Naval Yard

1. 2004: Alexis charged with malicious mischief for attempting to shoot out a car's tires in Seattle, WA
2. 2008: Alexis granted secret-level clearance in March
3. 2008: Alexis was arrested in September for disorderly conduct in DeKalb County, GA
4. 2010: Alexis was arrested in Fort Worth, TX for discharging a firearm in his home
5. 2012 an HP subcontractor called "The Experts" hires Alexis and runs a background check that returns only a minor traffic violation

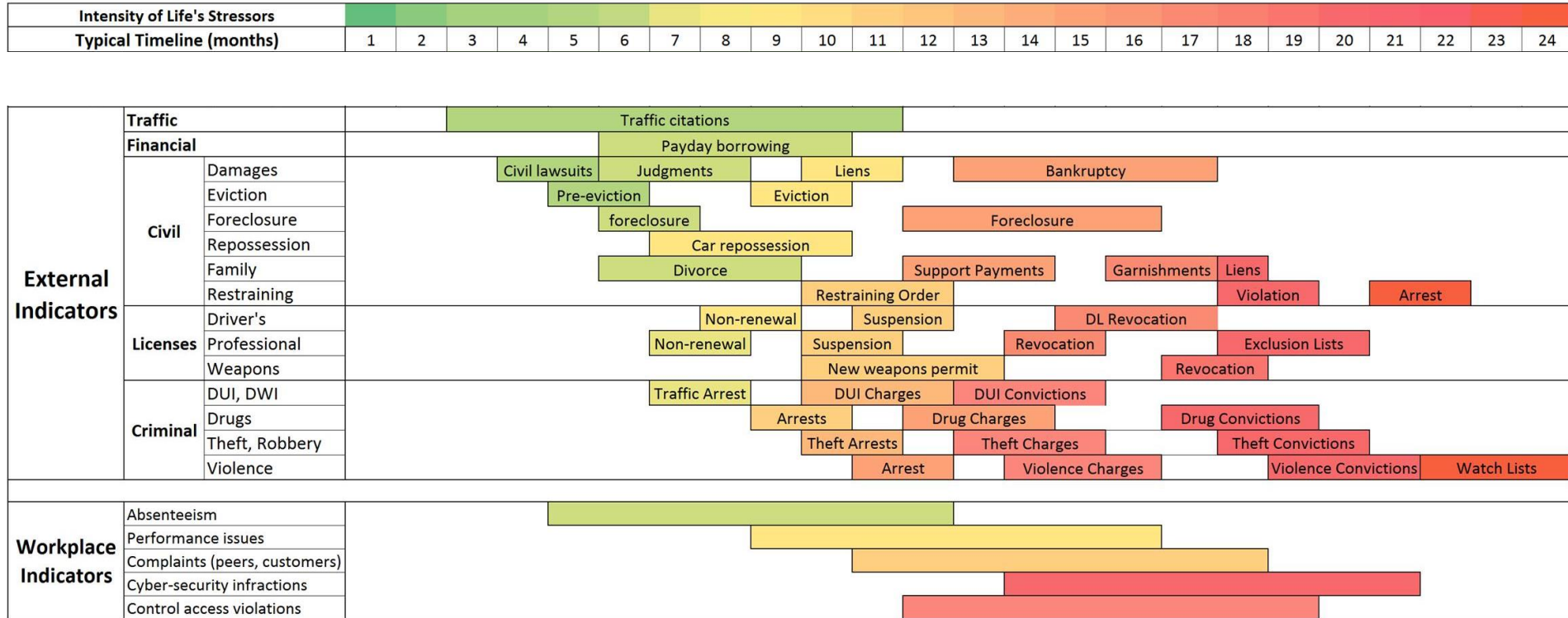


Bernard Grucza, the Regional VP of Loss Prevention stole over \$223,000 in cash and merchandise and murdered a fellow employee when caught mid-burglary

1. Living well beyond his means, had several luxury cars and a mansion
2. Filed for Bankruptcy 4 years before the murder
3. 6 months before the murder he had a restraining order filed against him
4. 2 weeks before he got a DUI



Risk Indicators Over Time



The Cost of Failing to Act

Endera risk alerts have never led to a single wrongful termination suit, but if you are still concerned consider this:

\$36 Billion: Total costs associated with Workplace violence every year

Half of all Employers: with 1,000 or more employees in the US will have an incident of workplace violence this year

\$3 Million: Avg. cost of insider threat event

\$1 Million: Avg. cost of negligent retention suit

16%-30% of Annual Salary: Estimated cost to replace a single employee

RISK BY LOCATION

INSIGHTS

Sites can be ranked by relative risk, by category or combinations of categories:

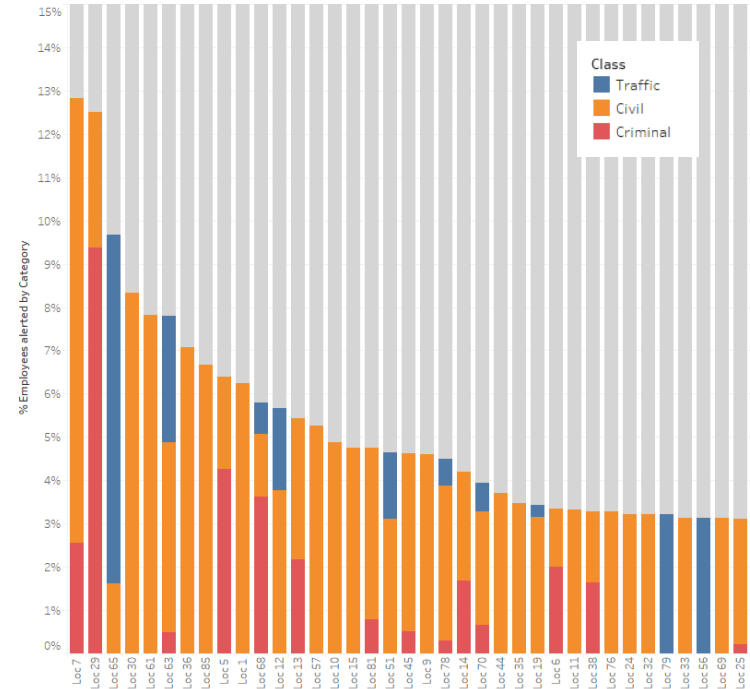
Categories Considered	Risk Ranking				
	1 (most risky)	2	3	4	5
Criminal	Loc 29	Loc 5	Loc 68	Loc 80	Loc 7
Criminal & Civil	Loc 7	Loc 29	Loc 30	Loc 61	Loc 36

INSIGHTS

The percent of employees with out-of-state criminal alerts varies widely and is substantial (weighted average 48%)

Location #	Employees with Criminal Alerts		Employees Alerted "Away"	
	#	%	#	%
Loc 39	92	0.4%	43	47%
Loc 53	30	0.33%	28	93%
Loc 74	18	0.31%	6	33%
Loc 41	18	0.53%	5	28%
Loc 78	13	0.30%	2	15%
Loc 22	12	0.30%	2	17%
Loc 16	8	0.11%	6	75%

Proportion of Employees Alerted by Location
Criminal, Civil & Traffic Alerts



Contractors are Twice as Risky as Employees

Real-world data based on an analysis of over 125,000 employees and contractors.

6.3

For
Employees

**Criminal Alerts Per
1,000 Employees
(12-month period)**



11.1

For
Contractors

**Criminal Alerts Per
1,000 Contractors
(7-month period)**



RISK BY STATION – CRIMINAL “AWAY” ALERTS

Employees with Out-of-State Criminal Alerts (for stations with more than 10 employees alerted)

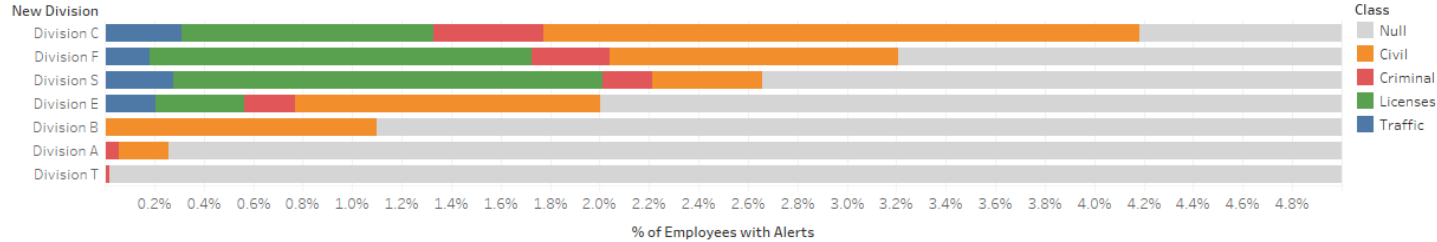
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INSIGHTS

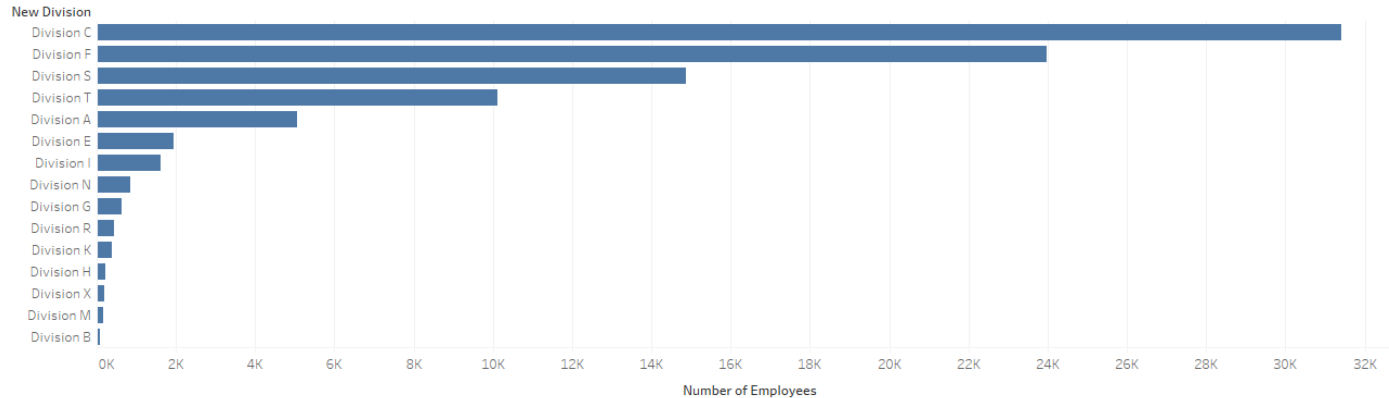
- The percent of employees with out-of-state (out of station's state) criminal alerts varies widely (15%-93%)
- This percent is substantial (weighted average 48%)

RISK BY DIVISION

Proportion of Employees Alerted by Division & Category



Divisions by Number of Employees

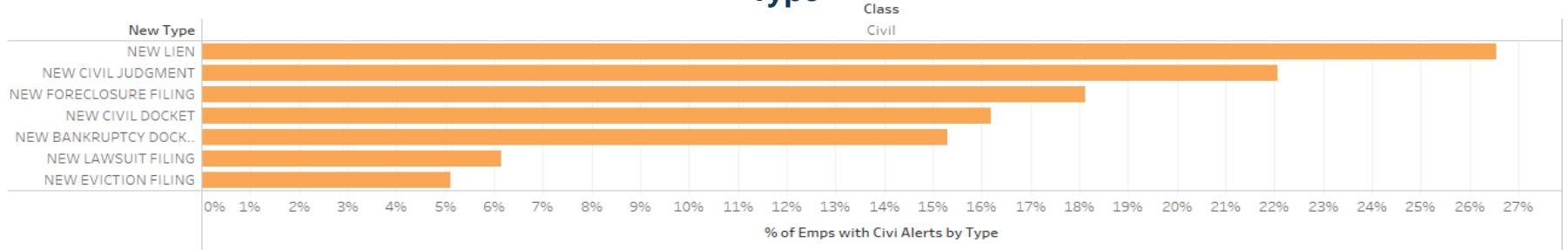


INSIGHTS

- Divisions, regardless of Site, can be ranked by risk.
- Some large divisions have relatively low risk and vice versa.

OTHER RISK INSIGHTS: CIVIL ALERTS

Overall Proportion of Employees with Civil Alerts by Type



INSIGHTS

- Liens, Judgments, and Foreclosures are the 3 most common civil alerts (by number of employees) across XYZ.
- Civil alerts tend to be earlier indicators than criminal alerts for life stressors.
- For individuals that have criminal and civil events – Endera sees the chronological progression from civil to criminal offenses.

CASE STUDIES

ENDERA



PROVEN RESULTS: DEFENSE CONTRACTOR

“

The day after we launched my day was filled with meetings of employees self-reporting.”

- Enrolled **86 cleared employees**
- **Customized Alerts** to only report on violations the 13 adjudicative guidelines
- Detected **4 major alerts in first 120 days**
- Correctly verified and matched all alerts
- Lead to a cultural shift in self-reporting particularly among off site employees



First 120 day RESULTS: DEFENSE CONTRACTOR

Bookings/Arrests

- DUI
 - Had not been self reported
 - Employee was enrolled in assistance program and self reported
 - Able to save their clearance
- Domestic Violence
 - 2 unreported arrests, no charges
 - Employee had taken “sick leave” when in holding
 - Would have lost clearance at their next re-evaluation which would have been mid-contract

Other

- Identity Theft
 - Employee was unaware of the theft
 - Was able to get everything reported and start to repair the damage to their credit

Lead to

- Cultural shirt
 - FSO reported a significant increase in self-reports including self-reports even for events not covered by Endera alerts, like foreign travel
 - Security was able to work with HR to help target education programs and employee assistance

PROVEN RESULTS: GLOBAL AIRLINE

“

Endera alerts us of criminal conduct so we can get out in front and respond as needed.”

- Enrolled **60,000 employees**
- Monitored **thousands** of sources
- Detected **11,000+ events** in 120 days
- Prioritized 1,771 events **as critical**



First 120 day RESULTS: GLOBAL AIRLINE

Bookings/Arrests

- Felony Theft
- Burglary
- Drug Possession
- Intent to distribute
- False imprisonment
- Second degree assault
- Criminal damage to property
- Receiving stolen property
- Assault and battery
- Cruelty to children
- Strangulation

Criminal Charges

- Criminal felony
- Rape
- Assault
- Theft
- Burglary
- Property Crimes
- Drug Violation
- DUI
- Felony narcotics possession
- False impersonation, forgery

Death Records

- 14 Recorded Deaths

A blue-tinted photograph of an office environment. In the foreground, three women are smiling and looking at a laptop screen. In the background, other office workers are visible at their desks with computers and papers. The overall atmosphere is professional and collaborative.

ENDERA

Q&A

See what a day in the life of an Endera user is like.
Contact us today to schedule a web demo.

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