



NotMe Solutions Inc.

Make it safe.

CERTIFIED
#NotMe
CULTURE

Meet our Leaders

Who We Are



Ariel D. Weindling

Chief Executive Officer

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.

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

Littletr 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.

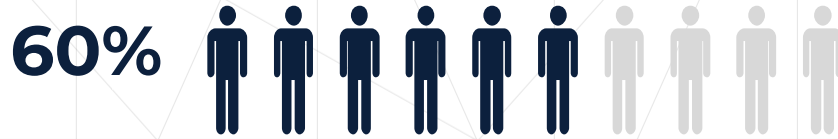
75%

Misleading Silence

75% of individuals who experience harassment never report it.

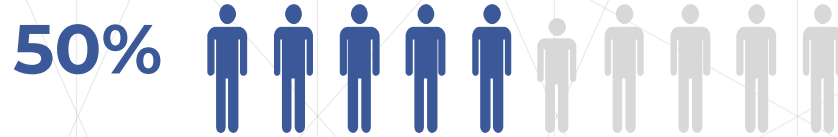
A spectrum of issues

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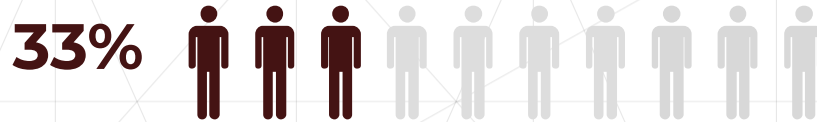
Age Discrimination

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



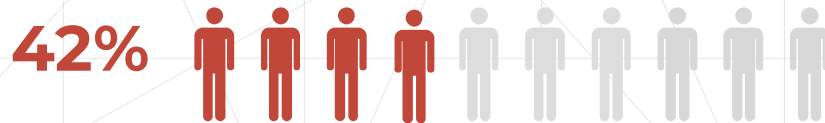
Workplace Bullying

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



Harassment

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



Workplace Racism

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

Source: Glassdoor: US, UK, France, and Germany

Costly to Organizations

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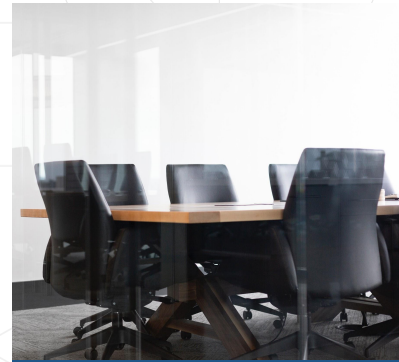
Legal Costs

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**.



Employee Turnover

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.



Absences

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.



Productivity

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

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

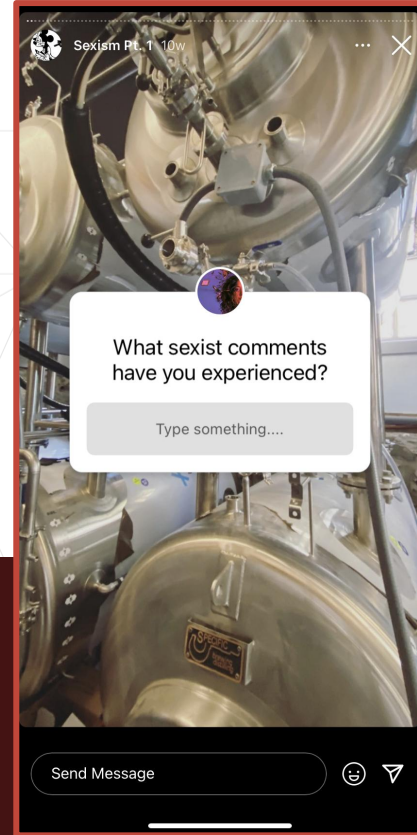
The misconduct reporting platform designed from the ground up to support employees in raising concerns.



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.



Instagram -
@ratmagnet 63k

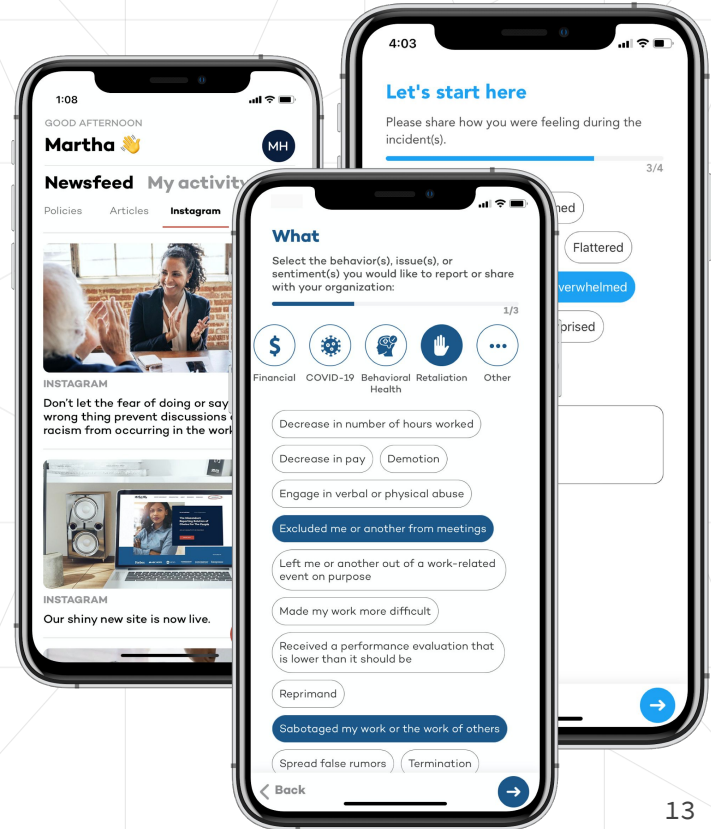
What needs to CHANGE?

- 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

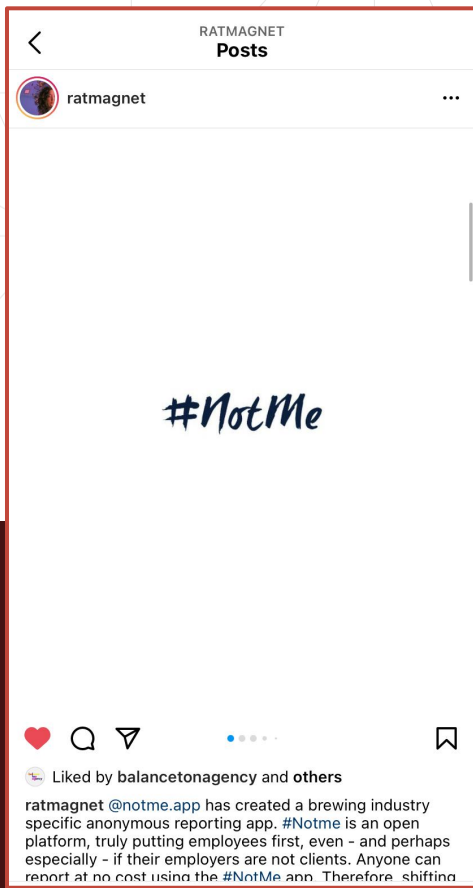


- Centralizes, organizes, and prioritizes reports
- Proprietary **scoring system**
- Two-way **anonymous** chat
- Captures trends and repeat offenders
- **Data**-driven **pulse** on what is happening



Brienne Allan

Instagram - @ratmagnet



Beer Industry Ambassador

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*



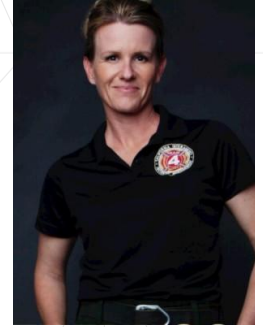
Adaire Byerly

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.**

