



converus® NEWSLETTER

EyeDetect® EyeDetect+®

August 2022

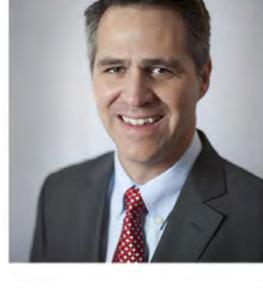
Message from Converus President and CEO

EyeDetect Wows Law Enforcement at Recruiting Event with its Fast-Tracking Capability & Money Saving Benefits

Hi,

We just returned from the [10th Police Recruitment & Retention Summit](#), held in Las Vegas on Aug. 24-26. It was a fantastic event. (More on that in a moment.)

Next week we'll attend the [56th Annual APA Seminar](#) on August 28 to September 2 in Orlando, FL. If you plan to attend, stop by our exhibit and say hi.



Police Recruitment Event

The top challenges we heard at this recruiting event for law enforcement agencies were:

- We've had fewer candidates than ever.
- We can't find good people.
- If we find a good candidate, it takes too long to hire them — and we lose them to a neighboring agency.

A typical police recruiting process goes like this:

1. Post a job.
2. Receive applications.
3. Select applicants that meet qualifications.
4. Run comprehension and physical agility tests.
5. Conduct a background check.
6. Conduct interviews.
7. Conduct a psych and medical exam.
8. Conduct a polygraph or voice stress (VS) exam.
9. Extend job offer (if applicant passes).

Unfortunately, this process has *two major problems*.

First, if the applicant fails the polygraph late in the process, you waste significant time and money on candidates you can't hire.

Second, if you have 100 applicants in the hiring process, and 25% (a conservative percentage) fail the polygraph, you've spent \$70,000 on 25 applicants you can't hire.

See the breakdown in the chart on the right.

Background: 40hrs x \$48*/hour = \$1,920
Interviews: 4hrs x \$72*/hour = \$288
Psych & Med: 5hrs x \$80*/hour = \$400
Poly or voice stress: 3hrs x \$56*/hour = \$168
Cost per Candidate = ~\$2,776
\$2,776 x 25 applicants = \$69,400
(*Hourly rates include benefits.)

Add an Effective Pre-Screening Tool

The solution is simple: Add EyeDetect as a **pre-screening** tool on the front end, like so:



If the applicant passes EyeDetect, they are likely to get through the other steps and pass the polygraph. If the applicant fails EyeDetect and polygraph is required in the process, run a polygraph immediately after EyeDetect to avoid potential wasted effort on the other steps.

If the applicant also fails the polygraph, disqualify them. If the applicant passes the polygraph, continue to the other steps in the process.

After our presentation, we heard some attendees comments:

"I really like this concept of pre-screening." "This is exactly what we need." "We have to outsource because we lost our polygraph examiner." "We used to outsource, but the examiner just retired."

For those without a polygraph examiner, get quickly trained to use [EyeDetect+](#), the automated polygraph.

Besides the cost savings, other benefits of using EyeDetect as a pre-screening tool include:

- Quickly fast-track and hire candidates... before neighboring agencies do.
- Run EyeDetect tests inhouse — whenever you need to.
- With a scoring algorithm, reliability (consistency) is 100%.
- Follow-up with a polygraph or voice stress test, if needed.
- Adjust base rates for each test topic to reduce false positives.
- Reduce risk. Don't hire someone with a "history."
- Combine EyeDetect with polygraph to get 98-99% outcome confidence in test results.

These days, the agency with the fastest hiring process usually gets the best applicants. Meet your hiring goals using EyeDetect as a pre-screening tool.

New Service Partners

A warm welcome to our new Converus Service Partners:

- 72 Hill Group (Ohio)
- CA Parsons Consulting, LLC (Missouri)
- SPIA Services, S de RL de CV (Mexico)
- William Taylor (Philippines)

We continue to attract the best of the best in the credibility assessment industry. (Want to become a Converus Service Partner? Click [here](#).)

Click your email "forward" button to send this email to others interested in credibility assessment. And please share industry news with us! We'd love to hear from you. Email: info@converus.com.

Todd Mickelsen
President and CEO
[Converus Inc.](#)

New Law Enforcement Ad

You Need to Change Your Hiring Process. NOW.

EyeDetect®
The eyes don't lie™

EyeDetect, an automated employee screening lie detection technology, quickly identifies the most qualified law enforcement candidates on the front end. That means you can:

- ◆ Increase your chances of hiring the most qualified, sought-after candidates.
- ◆ Save the time, money and resources spent on unhireable applicants.
- ◆ Quickly assess which candidates would be eligible for additional coaching to produce a stronger candidate pool.
- ◆ Find candidates that lie to get the job — because they'll lie to keep the job.

EyeDetect tests can easily be run in-house by your staff in just a few minutes. Accuracy scientifically validated by peer-reviewed research studies.

Currently used by 70 U.S. public safety agency customers.

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Upcoming Events

Free EyeDetect Standard & Advanced Training

Date: November 1-3, 2022 (3 days)
Time: 11 a.m. to 3:30 p.m. Eastern Time - each day

[Click to register or see the agenda](#)
(online using MS Teams)

This course will also be offered in Spanish on November 15-17. [Click to register or see the agenda](#).



About Converus

Converus provides scientifically validated credibility assessment technologies. EyeDetect®, which detects deception by measuring involuntary eye behavior, is a fast, accurate, affordable, noncontact, scalable, and fully automated option to polygraph. EyeDetect+ is the world's first automated polygraph, making the testing process impartial, accurate, and less intrusive (than a traditional polygraph). It assesses credibility by monitoring and recording ocular activity plus physiological activity similar to a traditional polygraph. Customers worldwide use the EyeDetect product line for screening and investigations to help protect countries, corporations and communities from corruption, crime and threats. Converus is headquartered in Lehi, Utah, USA. Visit: converus.com

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