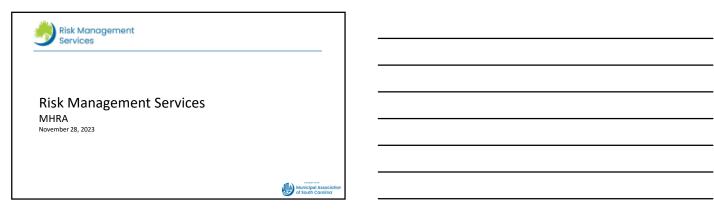
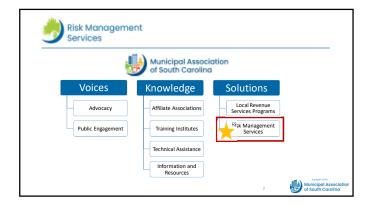
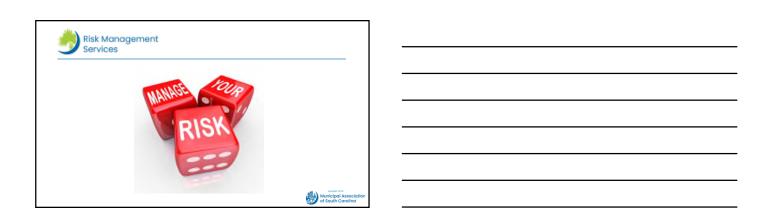
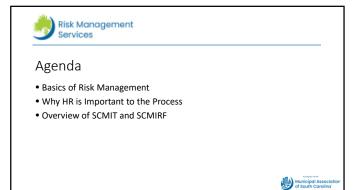
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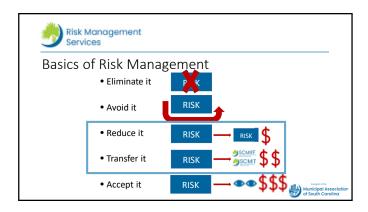














## Root Cause Analysis of Most Costly Claims

- Poor hiring practices
- Lack of onboarding programs
- Lack of written policy and procedures
- Lack of training/re-training
- Failure to address a problem employee performance





## Practices to Reduce Risk

- Implement good hiring practices
- Implement a good onboarding program
- Have written policies and procedures
- Have a good training and education program
- Teach leaders how to manage employee performance
- Recognize and reward good behaviors



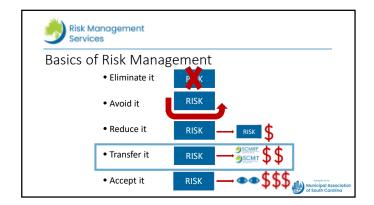
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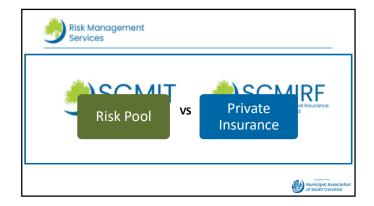


## Why is HR important to this process?

- You may wear the "risk manager" hat
- You have a big picture view
- Help others see risks and opportunity areas
- Others may need your support

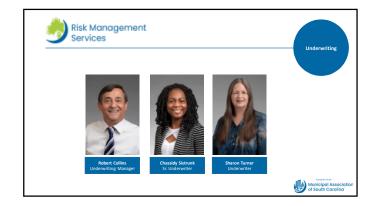




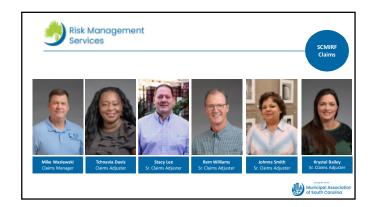










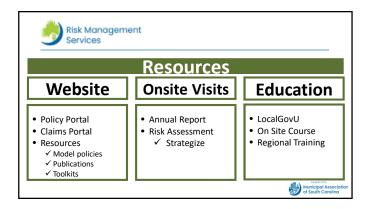


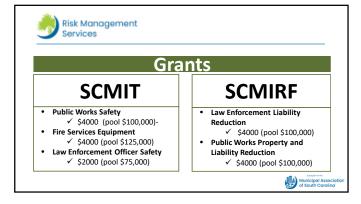




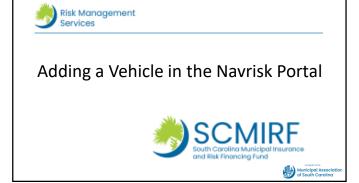








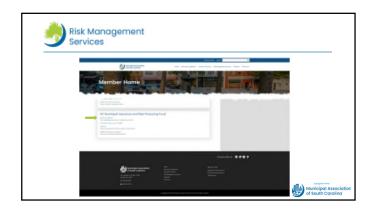


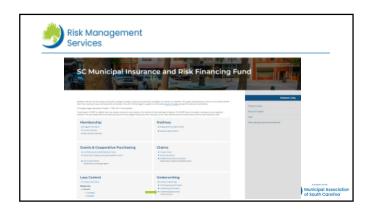




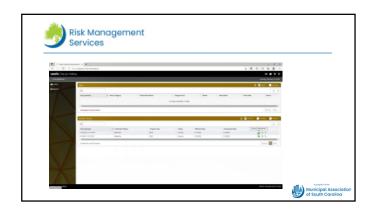


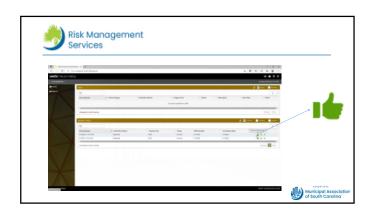


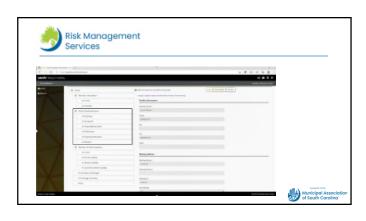


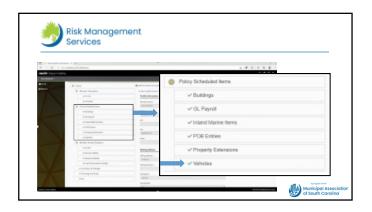








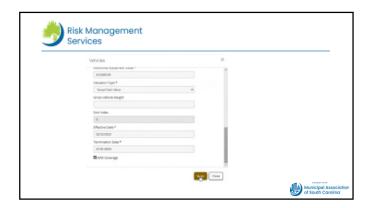




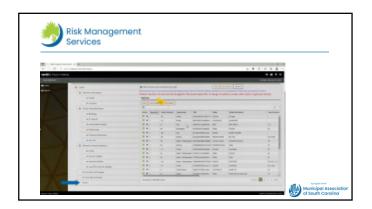


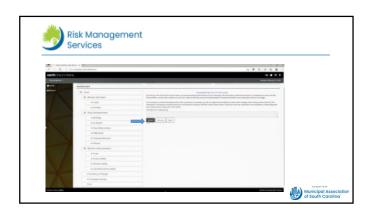
















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