

CEO MESSAGE | TODD MICKELSEN

With profound sadness, Converus announces the passing of Dr. John Kircher, Converus Chief Scientist and Emeritus Professor at the University of Utah, on November 18, 2025. Read more [here](#).



Protect Your Organization in the New Era of Risk

Hi,

Workplace investigations are not just a compliance task anymore. They are a **critical risk mitigation strategy** to protect your organization's financial health, legal standing, and culture.

In today's working landscape, HR and security leaders must be prepared for increasingly sophisticated threats, including large-scale fraud, theft of assets or confidential information, and systemic misconduct. The integrity of your business hinges on your ability to respond quickly, safely, and objectively.

Objectivity Challenge

A key challenge in any investigation is overcoming the potential unreliability of traditional interview methods. Data show that even trained interviewers often detect deception at a rate of 54%, which is barely better than chance. This makes findings prone to human error and bias.

Relying solely on testimony or subjective interpretation of body language is a vulnerability that can lead to flawed investigations, costly lawsuits, and damaged morale.

Non-Invasive Credibility Assessment

Modern, automated tools are essential. EyeDetect and VerifEye offer the objective data point that is often missing:

- **Objective Data:** They generate a quantifiable **Credibility Score** by measuring involuntary changes in eye behavior—an objective response tied to changes in cognitive load when a person attempts to conceal information.
- **Non-Invasive:** Our systems use eye trackers or cameras, making the experience less intimidating, faster (**10 to 30 minutes**), and fully automated.
- **Defensible:** With reported accuracy levels up to 89%, these solutions help investigators quickly focus resources on the highest-risk areas of an investigation and provide a neutral, objective data point to **support or contradict testimonial evidence**, ensuring a fact-based conclusion.

Compliance Note for U.S. Entities

While our technology provides a clear advantage, its use must conform to the law. We strongly advise all clients to establish a firm, written protocol—approved by legal counsel—that mandates voluntary participation in testing and ensures the results are used only as a corroborating data point, never as the sole basis for an employment action, in strict adherence to the Employee Polygraph Protection Act (EPPA) exceptions for ongoing investigations.

Integrating Converus solutions into a procedurally sound, multi-phase investigation workflow is the **future of corporate security**. We are proud to partner with you to enhance the accuracy, efficiency, and legal defensibility of your internal investigations.

Thank You

Thank you for your continued interest in Converus products and commitment to building more trustworthy organizations worldwide.

Sincerely,

Todd Mickelsen
President & CEO

P.S. - Forward this email to others interested in the world's most advanced credibility assessment technologies. If you have industry news or would like to share your experience using EyeDetect or VerifEye, we'd love to hear from you. Email info@converus.com.

NEW RESOURCES



Managing Workplace Investigations

[READ MORE](#)

How to Identify, Prevent and Manage Employee Fraud

[READ MORE](#)

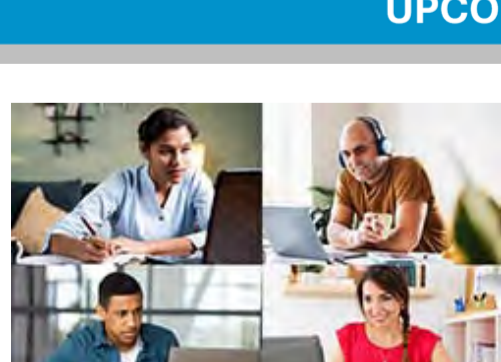
NEW SERVICE PARTNERS

A warm welcome to new Converus Service Partners:

- Intellegos, Ltd. (Slovenia)
- McFarland Polygraph and Eye Detection (TX)
- RS Consultores (Mexico)
- Qudo Buana Nawakara (Indonesia)

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

UPCOMING EVENTS



WORKSHOPS

Take advantage of a new training option from Converus. Join us on a free, 60-minute Teams call with a Converus expert to discuss specific topics. Learn more [here](#).

ABOUT CONVERUS

Converus provides scientifically validated credibility assessment technologies. **VerifEye®** (U.S. patent pending) is the world's first mobile app to help organizations or individuals accurately verify the truth about a person — including background, identity, creditworthiness and claims — in about 10 minutes. **EyeDetect®**, which detects deception by measuring involuntary eye behavior, is a fast, accurate, affordable, noncontact, scalable, and fully automated option to polygraph. **EyeDetect+®** (U.S. patent pending) 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 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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