



CEO MESSAGE | TODD MICKELSEN

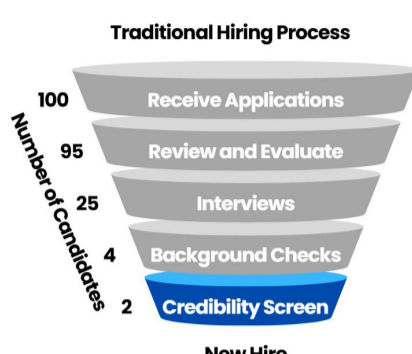
See How Early Credibility Screening Can Cut Hiring Costs by Up to 40%

Hi,

Hiring is more expensive and riskier than ever—but it doesn't have to be. **Converus helps organizations improve hiring outcomes by assessing credibility and risk early**, before time and money are wasted on the wrong candidates.

Why Hiring Needs to Change

- The [Society for Human Resources Management \(SHRM\)](#) reports the **average cost per hire exceeds \$4,700 USD**
- Poor hires drive up hidden costs: **turnover, lost productivity, rehiring**
- Most hiring processes assess credibility after interviews and reviews, which is too late.



Front-Load Credibility to Reduce Risk

Leading organizations are moving credibility screening to the **front of the hiring process** with [VerifEye®](#) that enables applicants to self-administer a test from their mobile phone.

Early screening helps teams:

- Identify trustworthy candidates faster
- Reduce wasted interviews and subjective decisions
- Focus resources on candidates most likely to succeed
- Cut **cost per hire by 25–40%**



VerifEye's Annual Unlimited-Use License enables scalable, predictable hiring.

- Unlimited candidate screening and no per-test fees
- Unlimited monitoring tests on existing employees
- Flat-rate pricing based on organization size

Contact your Converus representative or email info@converus.com to learn more. In 2026, hiring efficiency and decision confidence matter more than ever. With early credibility screening, organizations can hire faster, smarter—and with greater certainty.

Best,

Todd Mickelsen
President & CEO

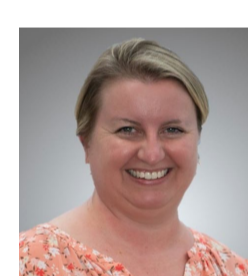
P.S. - Forward this email to others interested in the world's most advanced credibility assessment technologies. If you have industry news or would like to share your experience using EyeDetect or VerifEye, we'd love to hear from you. Email info@converus.com.

LEADERSHIP UPDATES



Steve Fitzgerald
Chief Marketing & Operating Officer

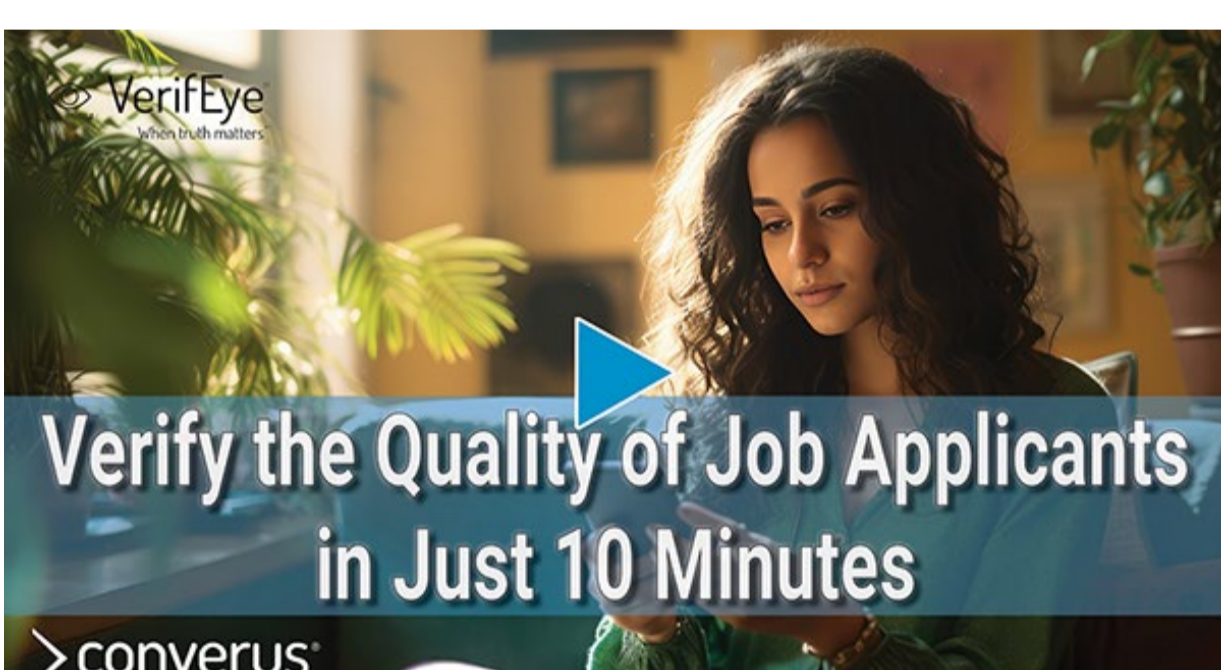
We're excited to welcome **Steve Fitzgerald** as Converus' new **Chief Operating and Marketing Officer**, bringing deep leadership experience and a strong growth focus. [Read the press release.](#)



Andrea Webb, PhD
Advisory Board

We're also pleased to introduce **Dr. Andrea Webb** as a new member of our **Advisory Board**, adding world-class expertise in human signals and cognitive recognition. [Read the press release.](#)

VERIFEYE VIDEO



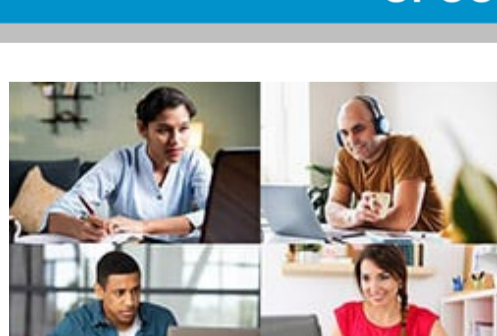
NEW SERVICE PARTNERS

A warm welcome to new Converus Service Partners:

- PT Qudo Buana Nawakara (Indonesia)
- Travalex, (Mexico)
- Vánume, (Mexico)

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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