

## CAPABILITY STATEMENT

### CORE COMPETENCIES / EXPERTISE

- Patented Web-based Software Application, NalikaH, formerly known as LinkLine® (Patent #6,985,922, B1). NalikaH is a case management and tracking software designed for intaking and tracking various types of employee complaints.
- Bashen Corporation's ("Bashen") Special Investigators conduct **neutral** investigations of employees' complaints of discrimination, harassment, workplace misconduct, and employee relations. Our reports provide unvarnished and corroborated facts.
- Bashen was the architect of meticulous telephonic and electronic investigations when law firms and other investigators insisted that all investigations should be done in-person. Telephonic and electronic investigations are now considered effective and a Best Practice – and very safe, especially during the Corona Virus pandemic.
- Effective EEOC and State Agency Charge management and resolution.
- Training includes but is not limited to Anti-Harassment, Diversity and Inclusion, Unconscious Bias, Generations Apart, Cultural Awareness, Transgender and the Workplace, Workplace Sensitivity, and more.
- ADR Mediations business unit - *Conflict Bridge Mediations*™.

### DIFFERENTIATORS

- **Bashen is a Minority, Woman-Owned Business**, which greatly enhances an organization's credibility and standing with its employees, the public, and shareholders (when applicable). A collaboration with Bashen demonstrates an organization's commitment to combat discrimination and promote equal opportunities for employees, which is essential during this critical period.
- Bashen was founded in 1994 with one mission: To be an elite technology and human resources consulting firm with a market niche in providing EEO compliance solutions.
- Impressive, diverse client history includes General Motors, Goodyear Tire and Rubber Company, Sodexo, Comerica Bank, New Jersey Transit, Denny's, Shoney's, Cargill, Verizon, Pacific Gas & Electric, Fireman's Fund Insurance, Travelers' Insurance, Department of Homeland Security, Centers for Medicare & Medicaid Services, USDA, ICE, TSA.
- Flat fee service model.
- Bashen's leadership team has over 60 years of EEO compliance and business experience.
- Our team is vetted by Homeland Security under Public Trust.
- Twenty-seven years of unparalleled expertise: over 100,000 matters investigated and effectively managed including the *Lilly Ledbetter* case; over 800,000 individuals trained; over 1000 mediations conducted.
- Bashen's Investigators are attorneys, diverse, and impartial factfinders. We are Subject Matter Experts.

### INNOVATION

- Janet Bashen founded VoxRah Technologies, a Public Benefit Corporation, which will soon launch an App that will enable employees and employers to effectively report, manage and resolve claims of discrimination and harassment. The App also offers many other useful and exciting features. Stay tuned...

### PAST PERFORMANCE

- Inc. 500, Elected to *Women's Leadership Board*, Harvard Kennedy School, Ebony Magazine's, *Power 100*, Black Enterprise feature, and many more.
- Repeatedly awarded private sector and federal sector multi-year contracts.
- Outstanding client testimonials.



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### PAST PERFORMANCES



**100% small, woman, black owned  
business**