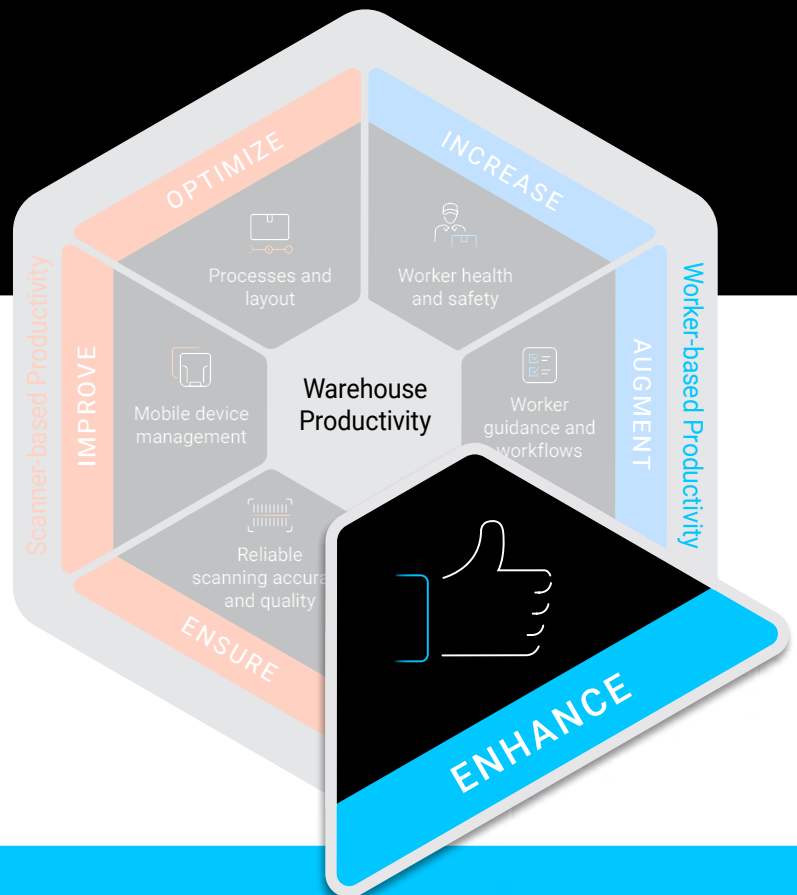


Where productivity starts

Enhance employee satisfaction & retention

Six solutions paths to warehouse productivity

Investment in any individual path is a strong lever for productivity improvement. Together, they optimize the building blocks of barcode scanning: speed; accuracy; worker satisfaction.



Becoming the preferred warehouse workplace

Worker satisfaction is a strong lever in hiring and retaining existing workers. When frontline workers can move about more easily and naturally in their workflows, operations managers can expect fewer injuries, higher productivity, and significantly lower attrition.

Less scanning errors

33%

reduction in scanning errors

Cool ergonomic technology

74%

workers would trade pay for better scanning technology

Focus on workers

95%

worker approval rating using ProGlove

Satisfy & retain your workers

There are three components to attracting and retaining a professional workforce:

1. Pay
2. Benefits
3. Working environment

The first two are off the table. We are in the business of working with you to create greater satisfaction within the work environment and less attrition. We believe that major strides in speed and accuracy are at-hand, within the ubiquitous need for barcode scanning.

Everything gets scanned and it is the workers that do the scanning. The scanning tool that is often used is fondly referred to as a “brick on a stick” because it is so heavy and unwieldy, and can lead to repetitive motion injuries. Nothing is more frustrating to an on-floor worker than technology that makes it harder and riskier, which contradicts our goal of satisfaction.

***The brick on a stick may weigh up to 10x as much as our wearable scanners. Over the course of a shift this may be as much as lifting an additional [1.5 tons](#) cumulative, or the weight of a compact car.**

Employees know when another warehouse adopts technology that makes their lives easier. If the pay and the hours are about equal, satisfaction is a powerful draw.



What workers want

Beauty, they say, is in the eye of the beholder, and here, satisfaction is in the voice of the worker. What are the elements that would increase their satisfaction?

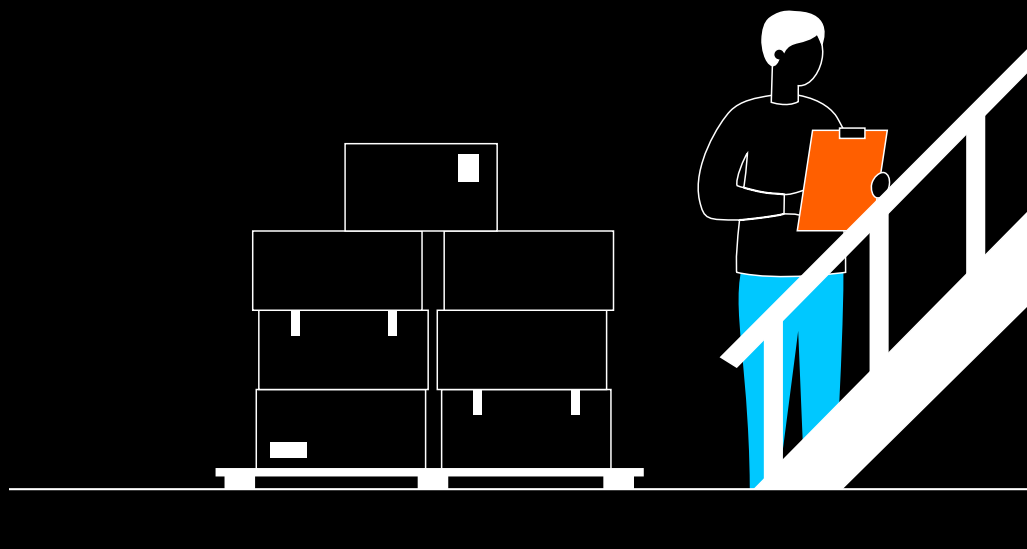
A recent [survey*](#) asked 500 on-floor warehouse workers what would make the warehouse a more satisfying and preferred work environment. Here's what they said:

74%

of workers are willing to trade pay for better tech to do their jobs

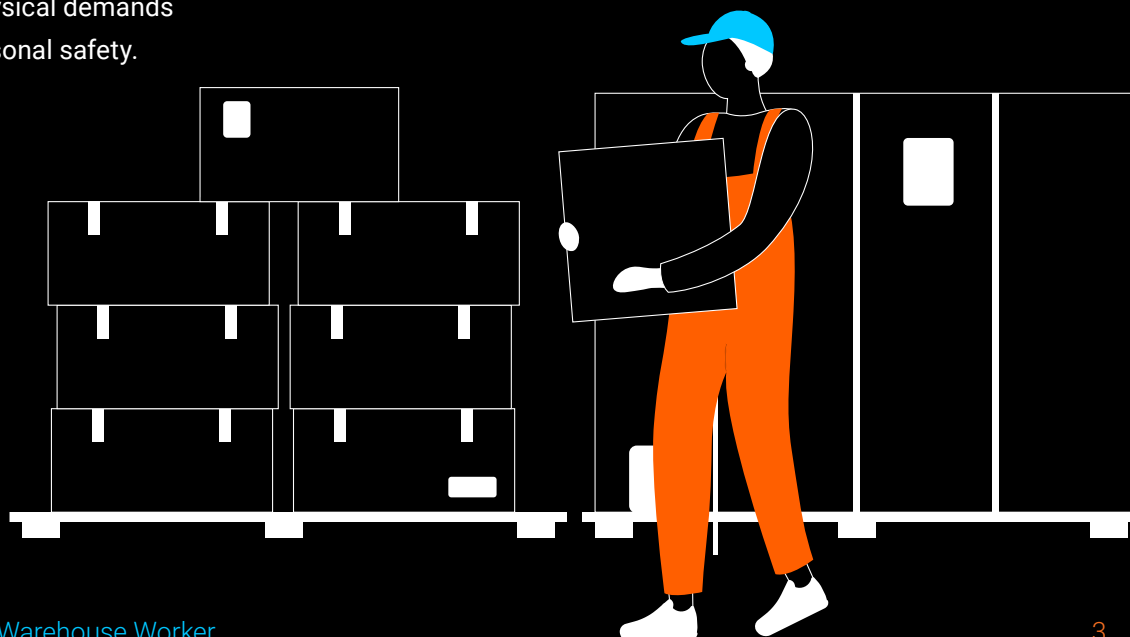
90%

believe tech is a critical driver in employee attraction and retention.



Workers clarified the most valuable benefits of technology to them:

- Increased performance
- Enhanced accuracy
- Decreased physical demands
- Increased personal safety.



*Source: [Voice of the Warehouse Worker](#)

Turnover undermines productivity

The U.S. [Bureau of Labor Statistics](#) puts the current annual warehouse turnover rates at 43%.

Progress in productivity requires a stable, skilled, and experienced workforce. The current rate of attrition undermines all such efforts, and can cost companies hundreds of thousands of dollars a year. Warehouse management loses in both today's dollars and tomorrow's opportunity.

When frontline workers can move about more easily and naturally in their workflows, operations managers can expect fewer injuries, higher productivity, and significantly lower attrition.

Both the perception and reality of a transformed shop floor environment can be an advantage in hiring and retaining workers. When workers have the new tools and technology, and perceive a new and improved work environment, it generates a "word of mouth" advantage in a highly competitive recruiting landscape.

ProGlove customers report:

20%

gain in
warehouse
productivity

33%

fewer errors

6 seconds
saved per scan



Helping workers achieve



ProGlove comes with a strong point of view on how and where productivity begins. We have focused our work and our innovation on the potential of the individual worker.

“The human workforce is the center of our universe. We develop integrated hardware and software solutions that can interact with the worker to guide them through their day. Our technology can generate data that will help management to improve workflows, as well as worker satisfaction, safety, and contribution. We aspire to be the innovators, the disruptors that usher in a new era of logistics quality and productivity.”

Ilhan Kolko, CPO, ProGlove

From our unique focus on the individual worker, we have developed advanced technology that is much more accurate, and a scanner device that is lightweight and hands-free. Workers get:

- An ergonomic, safer way to scan that integrates with workers’ natural motion for less exertion and fewer injuries
- The “cool factor” of enjoying using the latest and greatest technology
- A 33% reduction in scanning errors

ProGlove customers report a

95%

worker approval rating.

Our devices bring transparency to the shop floor through two-way communication. This can be as simple as OK / NOK feedback after the scan or as complex as information on the next activity. This also opens the door to:

- Gamification inserts a little fun into the day, to engage and reward workers, to increase satisfaction and motivation, while easing the drudgery of the shift. For instance, tasks are assigned (achievable) quantifiable objectives such as points or numbers and are tracked individually and/or collectively. Workers might earn recognition, rewards, or perhaps a badge or certification.
- Empowerment to control their own performance, and encouragement to find other solutions to optimize productivity.



“We chose ProGlove because it was easy to install, proved to work flawlessly during the pilot and our employees were very satisfied with it.”

DOMINIK BIRTH-RUSZCZYNSKI
 Head of Lean Logistics and Technology Management, Volkswagen

Employee retention checklist

- Realize that the work environment is critical to worker satisfaction and retention.
- Employee attrition is too high and undermines productivity.
- Barcode scanning is central to operations, and an area where satisfaction can be increased. Current scanners (brick on a stick) are heavy and require exertion to use.
- Workers want technology that helps them do a better job – easier, safer, faster.
- ProGlove’s ergonomic, lightweight, wearable scanners get a 95% worker approval rating.

Ready to work smarter?

Visit ProGlove.com to see how ProGlove addresses 6 individual paths to increased warehouse productivity.

1. Worker health & safety
2. Worker guidance & workflows
3. **Employee satisfaction & retention**
4. Reliable scanning accuracy & quality
5. Mobile device management
6. Processes & layout

