



HOW FAYETTE IS SETTING A NEW STANDARD IN SANITATION EMPLOYEE COMPLIANCE

In contract sanitation, every shift matters and so does every person on that shift. But ensuring the right people are hired, verified, and working legally and safely is more complex than it sounds, especially in a specialized and dynamic industry like ours. Compliance, legal risk, and workforce integrity all begin with onboarding, and for too long, the tools available have left room for error.

That's why Fayette has taken a significant step forward by implementing FINDD, a digital workforce management platform that centralizes hiring, automates compliance, and provides full legal oversight from day one. We are proud to be the first and **only third-party contract sanitation provider** in our space using this platform, and that gives us, and our customers, a powerful advantage.

With FINDD, we're not just filling roles faster. We're setting a new benchmark for what legal, compliant, and transparent hiring should look like in the food sanitation industry.



COMPLIANCE YOU CAN SEE AND TRUST

Before implementing FINDD, the onboarding process across the industry often relied on manual steps at the site level. It typically included scanned documents, emailed ID photos, and varying training practices, which could sometimes lead to delays or missed details. In some cases, legal teams didn't have full visibility until after employees had already started working. These gaps created potential risks and made it more difficult to ensure complete and consistent compliance from day one.

FINDD eliminates those gaps. Every applicant goes through the same standardized, digitized process. They apply using their own device, upload identification, take a selfie for future biometric clock-ins, and complete the necessary forms in their preferred language. The platform walks them through each step to ensure the process is accurate and user-friendly, even for those with limited digital experience.

As soon as documents are submitted, they are automatically routed to corporate HR and legal teams for real-time review. Every submission is time-stamped, stored securely, and cannot be

altered at the site level. This gives us the assurance that every employee is properly documented and verified before their first day on the job.

FINDD also helps us meet compliance requirements in states with complex labor laws. The system is programmed to account for jurisdiction-specific rules and onboarding checklists, ensuring nothing is skipped or forgotten. Whether it's reverification timelines or document expirations, FINDD sends automatic alerts so our teams can act early.

The biometric photo verification feature adds another layer of protection. Each time an employee clocks in, the system captures a new photo and matches it to the one taken during onboarding. If there is no match, the system flags the issue immediately. This prevents badge sharing and identity fraud while creating a full audit trail for every clock-in.

With this structure in place, compliance isn't just something we check. It is something we build into every part of our process.

LEGAL OVERSIGHT BUILT INTO THE PROCESS

FINDD has redefined how legal teams support frontline operations. Traditionally, legal review of employment documents happened after the fact. If something was missing or incorrect, it was often caught too late. With FINDD, review and approval by our General Counsel and HR teams are integrated directly into the onboarding workflow.

As soon as an applicant uploads documents, those files are visible to corporate legal for verification. There is no waiting for emails or printing. Photos are clear, ID scans are legible, and everything is stored in a secure platform with restricted access and version control.

This gives Fayette the confidence to know that everyone entering a facility is who they say they are, is legally authorized to work, and has been properly vetted by professionals, not just by site staff under pressure to fill shifts.

FINDD also eliminates the ability for any part of the process to be overridden or skipped. Field managers can assist with onboarding, but they cannot bypass corporate approval or modify documents. This separation between operations and legal helps protect everyone involved. It reduces liability, ensures consistency, and builds a stronger foundation for compliance in every facility we support.



The transparency this platform provides is also a game-changer for audits. Whether we are working with our own compliance team or a third-party auditor, FINDD gives us a digital trail of every step in the hiring process. We know exactly who

reviewed what, when, and what actions were taken. That level of documentation helps us remain accountable and gives our customers peace of mind.

SMART AUTOMATION THAT WORKS FOR EVERYONE

While compliance and legal oversight are at the heart of FINDD, the platform's automation and efficiency also deliver important benefits for operations and employee experience.

Before FINDD, it could take several days to move a candidate from application to shift-ready. Now, it can happen in just a few hours. Job seekers can apply from their own phones, complete all steps on their own time, and receive support from any trained team member. This flexibility helps us recruit faster and reduces the administrative burden on already busy site leaders.

FINDD also creates a shared view of staffing needs across teams. HR, legal, and operations leaders can all access the same dashboards, track progress, and identify gaps before they affect production. Whether it's monitoring application flow, reviewing onboarding status, or watching for trends like absenteeism or turnover, this real-time visibility helps us act proactively instead of reactively.

For employees, FINDD is more than just a tool for hiring. It becomes a portal to manage their work experience. Team members can log in to view pay stubs, PTO balances, benefits, and tax forms. This transparency helps them stay informed, reduces HR inquiries, and contributes to higher employee satisfaction and retention.

The biometric clock-in system also connects directly to payroll and compliance tracking. It reduces errors, ensures accurate timekeeping, and simplifies reporting. Managers no longer need to

spend time investigating punch records or chasing down missing forms. The complete data is all there and connected to the right systems for easy tracing.

FINDD allows our corporate teams to stay plugged in to every site, regardless of time zone or shift. We are no longer limited by geography or dependent on manual updates. Our teams can provide real-time support around the clock, ensuring a seamless experience for both the employee and the customer.

At Fayette Industrial, we believe in building systems that support the right way to work. FINDD isn't just a tool for convenience. It is a strategic investment in compliance, risk reduction, and workforce integrity. It helps us hire smarter, protect our customers, and empower our people from the very first step.

In an industry where shortcuts often become the norm, we've chosen to build something better. Our approach is proactive, not reactive. Our processes are designed for accuracy, not speed alone. And our teams are connected in a way that strengthens every layer of our service. Customers working with Fayette never have to wonder if their sanitation partner is doing the right thing. They know we are, because we've built the oversight, the systems, and the accountability to prove it.

This is the future of workforce compliance in sanitation. And at Fayette Industrial, we're not waiting for it—we're leading the way.