

Employee Safety as a Core Part of Resilience

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Agenda



- Alert Media shares threat landscape (data, trends, experiences)
- Case Study – WAB Q2 26 incidents
- Discussion
- Q&A

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The Cascade Effect in Today's Threat Landscape

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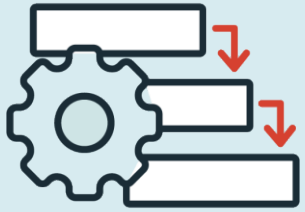
Disruptions Don’t Take Turns



Threats Have Converged



Scenarios Can Overlap



Impacts Often Cascade



What Is the Cascade Effect?

A chain of events that occurs as a direct or indirect result of a primary event.

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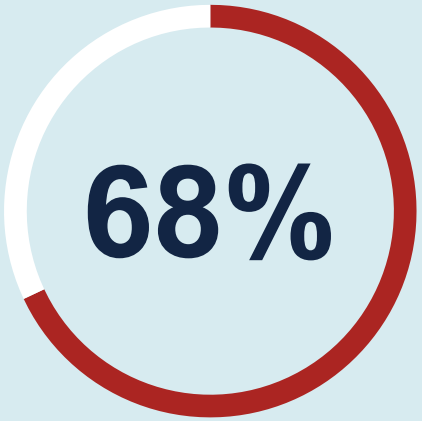
THE DATA

How Are Employees and Employers Thinking About Today's Threats?

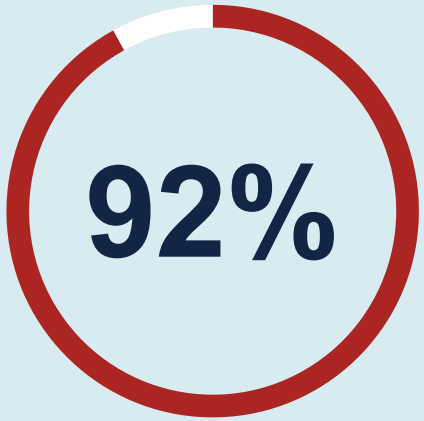
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LEADERS SAY:

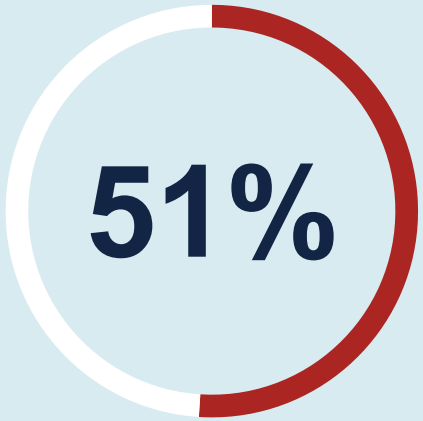
Today's Threat Environment Demands Greater Maturity



of leaders say the risk environment is **as or more dangerous than last year**.



of organizations have experienced **at least one direct operational consequence** tied to readiness gaps.



of leaders are **not entirely confident they can manage new threats** in real time.

AlertMedia

Source: The Security Maturity Benchmark Report From AlertMedia

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EMPLOYEES SAY:

We Don’t Feel Completely Safe at Work



1 in 4 employees *(26%)* admit their workplace safety fears have skyrocketed within the last few years.



1 in 4 employees *(26%)* say something about their job makes them afraid.



More than half *(56%)* admit they don’t feel completely safe at work.



Half of employees *(51%)* report that their expectations for safety have increased in recent years.

AlertMedia

Source: The State of Employee Safety Report From AlertMedia

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Which of the following prevents you from feeling safe at work?

% of employees reporting they don't feel completely safe at work (n=3,022)



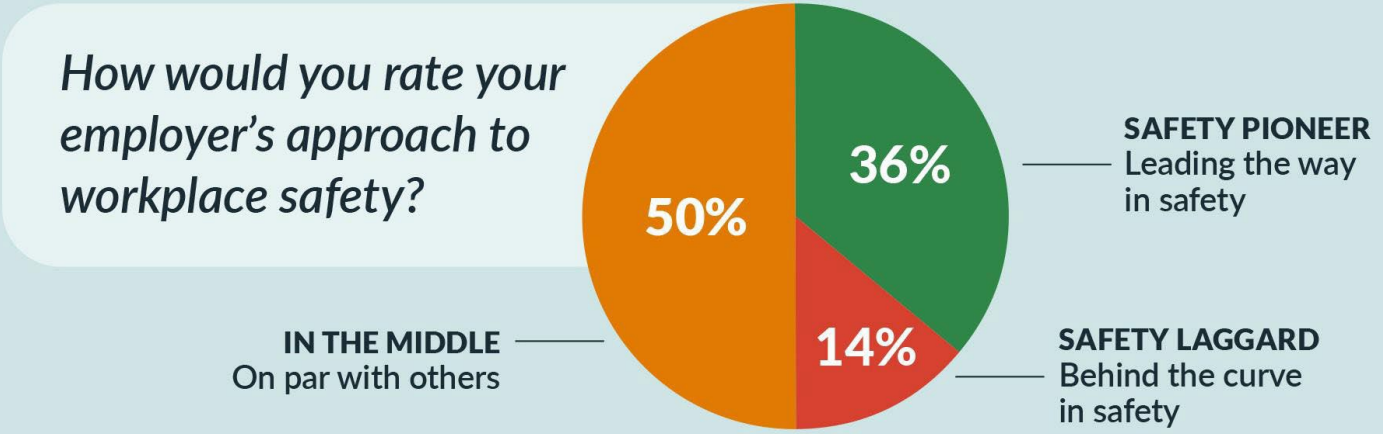
AlertMedia

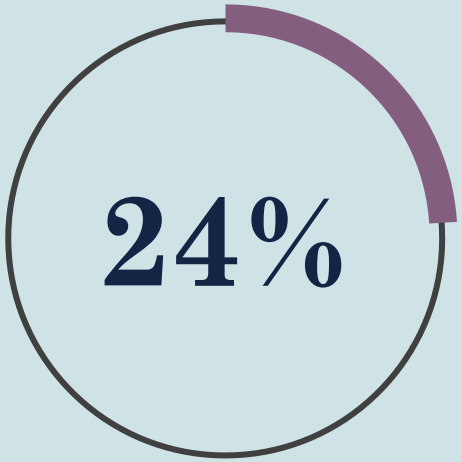
Source: The State of Employee Safety Report From AlertMedia

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Employers Fall Short of Employee Expectations





*employees believe their employer is **NOT doing all they can** to keep them safe.*

Duty of Care for the Current Landscape and Workforce

- How are we ensuring the physical safety of our dispersed workforce?
- How are today's risks impacting my
- ability to provide Duty of Care?
- How are we supporting employee health and well-being during these challenging times?





TIPS AND BEST PRACTICES

How to Improve Your Company's Safety Culture

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Embed Safety Into Company Culture



Make Safety a Core Value



Provide Mental Health Resources



Engage Employees in Safety Conversations

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Prepare Your Employees for Emergencies



Implement Employee Safey Surveys



Enhance Safety Trainings and Drills

Improve Employee Perceptions of Safety Efforts



Communicate Safety Initiatives Consistently



Be Clear and Transparent



Form a Safety Committee

Rethinking Duty of Care in 2026



Remote Workers



Lone Workers



Business Travelers



Commuters

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A Case Study:
Western Alliance Bank

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Inside the Evacuation Zone

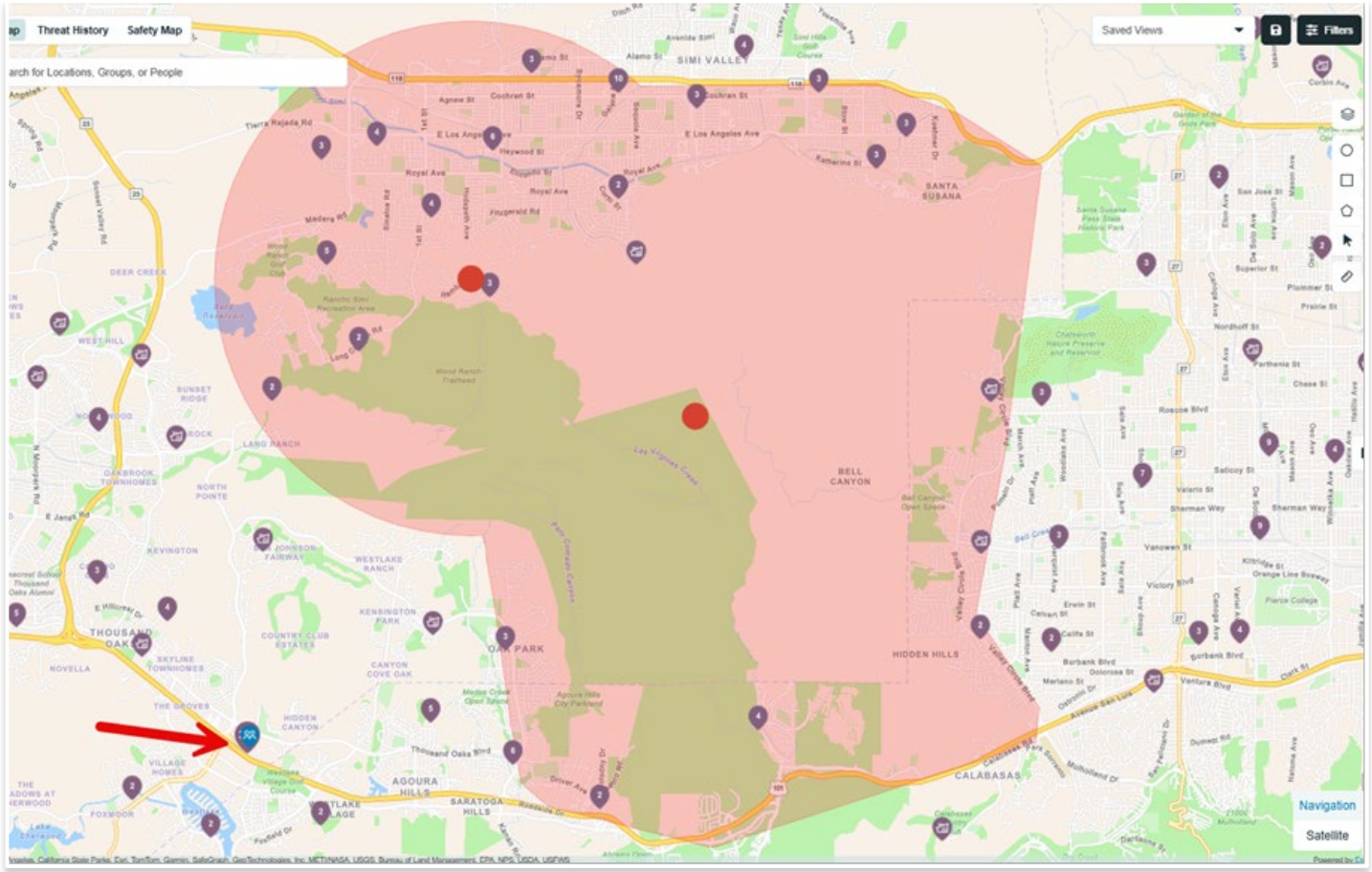
Sandy Fire threatens homes, triggers evacuations near Simi Valley, California

News coverage, Q2 2026



WHAT YOU ARE LOOKING AT

- Evacuation zone
- Active fire
- Employee homes
- Our office



Screenshot from our employee notification tool during the incident

60 colleagues' locations inside the zone. The office was not in danger.

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What We Actually Changed

Our response to the top four barriers identified in AlertMedia's national employee survey

WHAT THE INDUSTRY SURVEY FOUND	WHAT WE DID
High stress levels 	Reached out proactively, before anyone had to ask
Poor communication 	Targeted alerts to staff in the affected area, their managers, then a company-wide follow-up
Lack of support from leadership 	Told people plainly: we see this, and we're tracking it with you
My own mental health struggles 	Named the manager as the path for leaving early, childcare, connectivity

Data Used: AlertMedia's "State of Employee Safety" Report and not Western Alliance employee feedback nor a reflection of our culture.

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DISCUSSION 1 OF 3

Which of the four is hardest for you to reach?

FROM EARLIER

Remote Workers

Off-site, outside any company facility

Lone Workers

Alone or isolated, no colleague nearby

Business Travelers

On the road or overseas, unfamiliar places

Commuters

In transit, outside most safety plans

No wrong answer — Share so we can support you or learn along with you.

DISCUSSION 2 OF 3

During an incident, who needs to know beyond the people affected?

FROM EARLIER

WHAT WE GOT RIGHT

Reached everyone in the evacuation zone directly, and pointed them to their manager for anything specific.

WHAT WE MISSED

Because the message was so targeted, the rest of the company had no idea any of it was happening.

Downstream teams still depended on that group while it was short-staffed.

DISCUSSION 3 OF 3

What is the one gap you would close first?

FROM EARLIER

51%

of leaders are not entirely confident they can manage new threats in real time.

24%

of employees believe their employer is not doing all it can to keep them safe.

Sources: AlertMedia Security Maturity Benchmark and State of Employee Safety reports


QUESTIONS

CONNECT WITH ME

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THANK YOU
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