

# Layered Voice Analysis (LVA) Technology

- ◆ Integrity Testing
- ◆ Fraud Prevention
- ◆ Risk Management

- ◆ Pre-employment and periodic employee screening
- ◆ Forensic investigation

## What is LVA?

LVA uses a patented technology to identify various types of stress, cognitive processes and emotional reactions of an individual by analysing key vocal properties in his or her speech. The technology is able to identify brain activity through mathematical modelling of voice variations and irregularities. It uses a series of complex signal processing algorithms to identify different emotional levels and make determinations regarding an individual's veracity, deceptive motivation, criminal intention and general credibility.

In real time or using recorded material, LVA software processes 129 vocal parameters in order to detect and measure minute involuntary changes in the speech waveform and create the foundation for identifying the speaker's emotional profile. LVA technology ignores what a subject is saying and focuses only on changes in the brain activity that are reflected in the voice

LVA was developed in Israel, originally for security purposes, by Nemesysco who provide voice analysis solutions for both defence and civilian markets for purposes of truth verification, to expose malicious intentions and to provide risk assessments.

## LVA in practice

LVA technology products are available for the following primary purposes:

- ◆ pre-employment screening of prospective employees, especially candidates for positions involving confidentiality, secrecy, handling of money or other high value items, protection duties or operation in secure environments
- ◆ periodic screening of employees in positions of trust
- ◆ investigation into incidents of fraud, theft or other corporate crime
- ◆ access control into secure or sensitive environments.

The most common application is to identify in prospective or current employees any propensity for inappropriate behaviours under the following headings:

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|-------------------------------|-------------------------|
| ◆ company loyalty             | ◆ bribery and kickbacks |
| ◆ confidentiality and secrecy | ◆ fraud and deceit      |
| ◆ honesty                     | ◆ drug usage            |
| ◆ loyalty                     | ◆ alcohol abuse         |
| ◆ theft from the workplace    | ◆ gambling.             |

LVA technology reduces the risk inherent in making recruitment decisions and reduces the cost of the recruitment process by enhancing its speed and efficiency. The testing process is fully computerised and the Risk Analysis Profile report is immediately available as hard copy or pdf file for e-mailing.

## Some case histories and referrals

LVA technology has been adopted around the world in a number of sectors. Existing international clients for Nemesysco LVA products include:

- ◆ HBOS Bank
- ◆ Israeli Ministry of Defense
- ◆ Provident Insurance
- ◆ Santander Bank
- ◆ South African Police Services
- ◆ UK Department for Work and Pensions
- ◆ UK municipal housing authorities
- ◆ US Department of Defense.

In East Africa, security companies have been amongst the early adopters, while banks, insurance firms and mining houses – for example – stand to gain obvious benefits.

## About us

TACK has partnered with MM Global who has been exclusively licensed by Nemesysco, under the approval of the Israeli Ministry of Defense, to offer LVA products in East Africa. MM Global is based in Tanzania and is operated by team of experts in voice analysis and forensic investigation. In turn, MM Global has appointed TACKAfrica to deliver LVA solutions to clients in Kenya. TACKAfrica is based in Nairobi, Kenya, where it has operated for more than 40 years. The company provides a wide range of human resource and business advisory services.

### Other TACK services

- ◆ Corporate training and team building
- ◆ Recruitment
- ◆ Performance management systems
- ◆ Strategic planning
- ◆ Event management and facilitation

## Fees, terms and conditions

### PRE-EMPLOYMENT AND PERIODIC SCREENING

Executive, professional and board level	US\$300
Middle management	US\$200
Front line and junior grades	US\$150

Rates negotiable for volume commitments.

### FORENSIC INVESTIGATION of fraud, theft and similar issues

Daily fee irrespective of number of suspects	US\$1,500
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### FORENSIC ANALYSIS

of open or covert discussions, business negotiations, on-line, off-line or recorded	US\$ on application
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The fee will be based on either a percentage value of the negotiated deal or an agreed flat rate. Please contact us for further information and clarification.

### TERMS AND CONDITIONS

Fees are applicable for tests conducted in Nairobi and may be subject to additional reimbursable costs of transport and consumables. VAT is applicable. For tests carried out elsewhere, costs of travel, accommodation and subsistence will be charged in addition.

One-off tests are payable in full in advance. For multiple tests, 50% of the quoted fee and costs is due on confirmation with the balance due on presentation of the reports.

Contract fee rates and credit terms are available on request.

### EXCLUSION OF LIABILITY

Our reports and profiles are provided in good faith and based on our best professional judgement. Facts contained in our reports are based on information provided and on our observations at the time of the examination. In some instances it may not be possible to verify such information. TACKAfrica, its partners, members and employees do not accept any liability for any loss or damage of whatsoever nature and howsoever arising from or in connection with the contents of our reports whether by way of an alleged breach of contractual obligation or an alleged breach of any legal duty. The client further agrees that it will not pursue any such claims.

We advise that psychometric data based on LVA should not be used in isolation to make decisions regarding the hiring, suspension, dismissal or prosecution of employees without reference to further information and investigation.

## Contacts

0722 512016 or 0733 596441 E-mail [admin@tackafrica.com](mailto:admin@tackafrica.com)