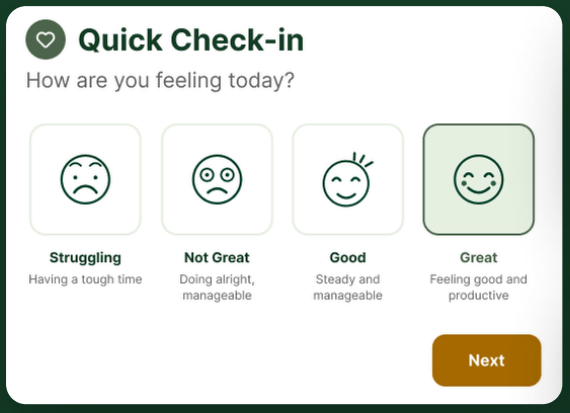
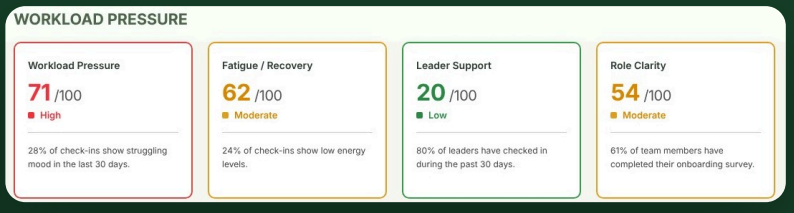
WORKFORCE OPERATIONAL INTELLIGENCE FOR CONSTRUCTION

Your EAP covers your payroll. WatchWell covers your site.

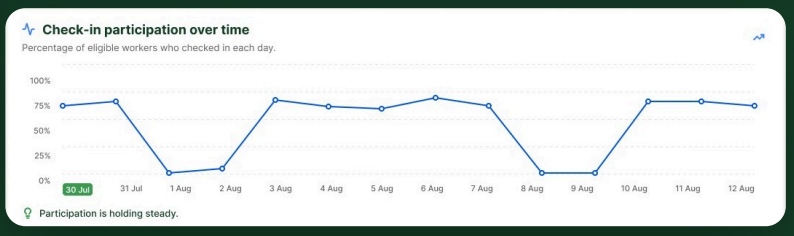
WatchWell gives a principal contractor one view of how the workforce on a project is holding up, including the subcontractor crews it does not employ, and a time-stamped record of what was done about it.



1 · Worker checks in



2 · Leaders see where to look



3 · Track what changed

Screens show sample data.

01

Visibility

One view of how crews are tracking across the whole site: your own people and your subcontractors.

02

Intelligence

Check-ins roll up into patterns and early warnings by project and crew, in plain English.

03

Record

Follow-ups and actions are time-stamped, so there is a record of what was seen and done.

HOW IT WORKS

From a two-tap check-in to a record of what you did about it.

01 Signal
A daily check-in: two taps on a good day, three at most.

02 Index
Rolled up into the Workforce Pressure Index, 0–100.

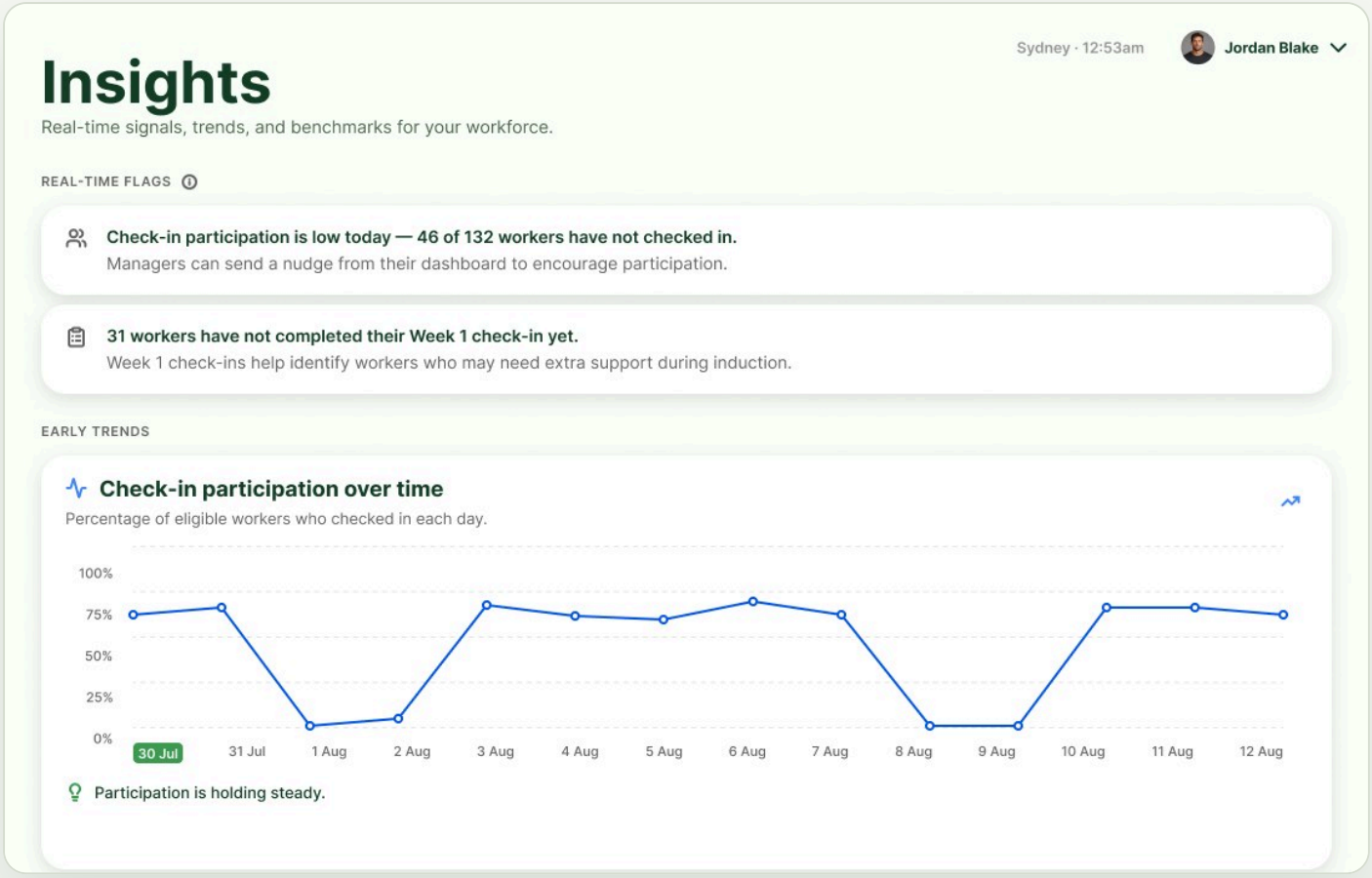
03 Insight
Patterns and early warnings, by project and crew.

04 Action
A planned response to each trigger. A person decides.

05 Record
Time-stamped follow-ups show whether pressure eased.

IDENTIFY THE IMPACT

REVIEW THE SOLUTION



Insights. Flags and participation trends, so leaders see where to look first. Screens show sample data.

2 taps

The daily check-in on a good day. Three at most, and never an assessment.

0–100

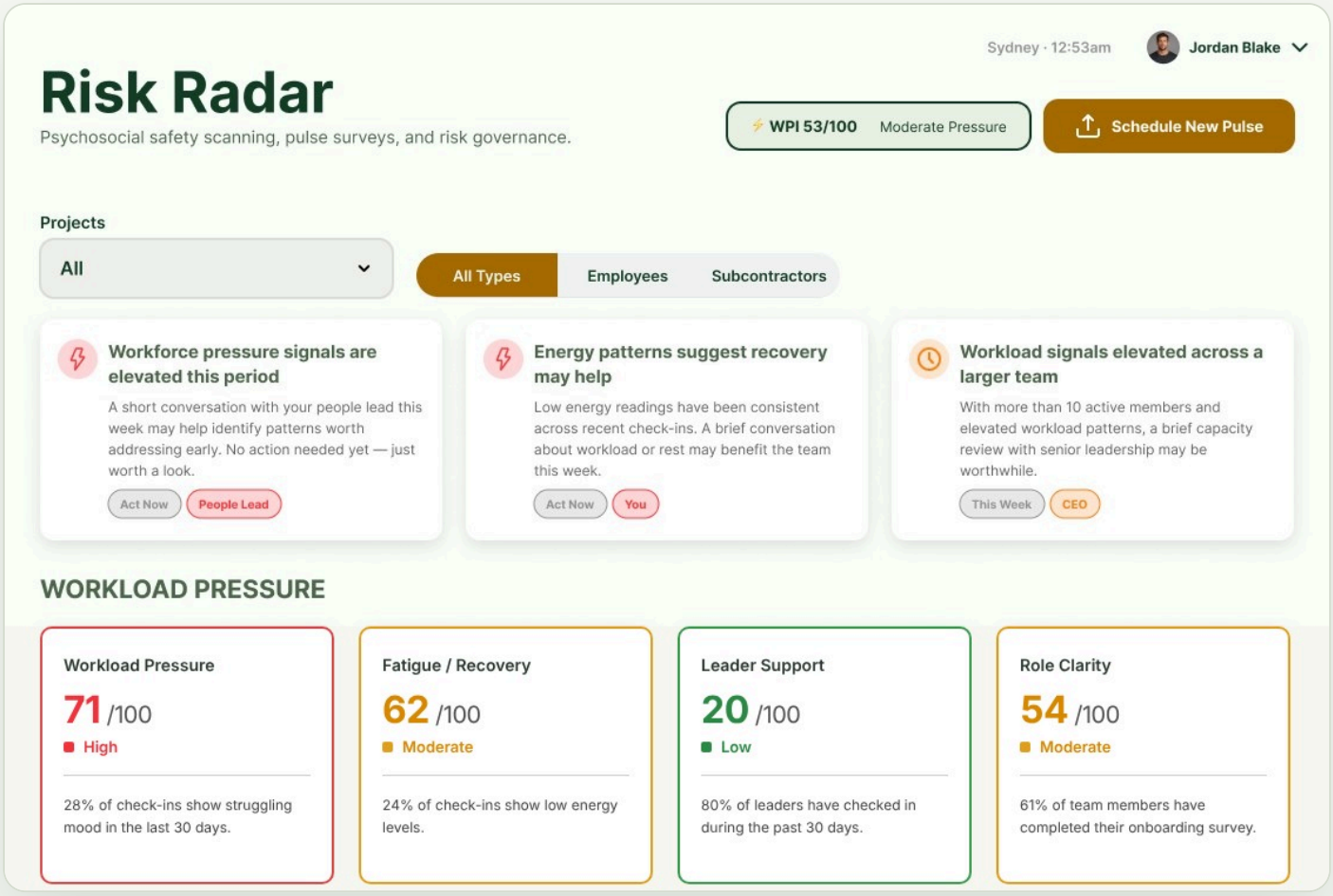
Workforce Pressure Index, pilot-stage. Green below 50, amber 50–69, red 70 and above.

5+

Identity-protected and aggregated. Nothing is shown below groups of five.

WHAT LEADERS SEE

Early warning, in the language of the program.



Risk Radar. Where pressure is building, filtered by project, employees or subcontractors, with a suggested next conversation for each signal. Screens show sample data.

Risk Radar

Continuous early warning of where pressure is building, between periodic psychosocial risk assessments.

Recommendations

Each trigger has a planned response, routed to the right person at the right level. A leader always decides.

Record of action

Follow-ups and action plan items are time-stamped today. A record that can only be added to arrives with the pilot-ready build.

Results by site

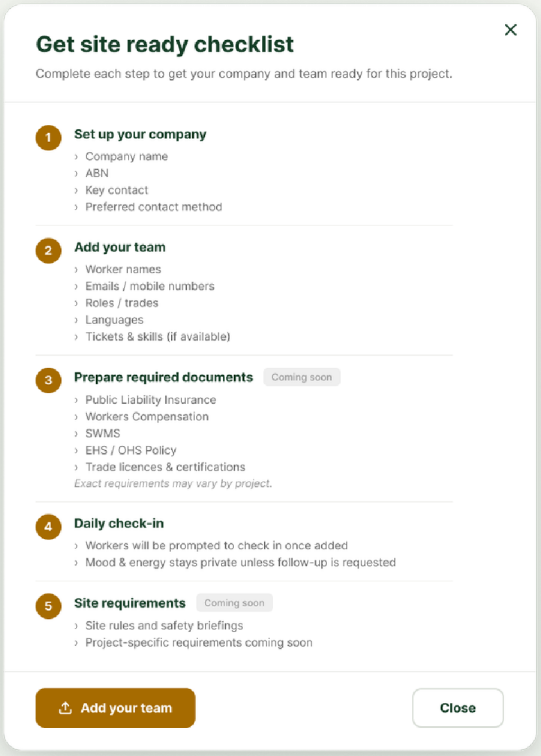
Results by project, site and crew, so leaders can see where to look first and whether a response made a difference.

THE WHOLE SITE

One view of the whole site, whoever employs the crew.

Most workforce tools are sold to one employer for its own staff. On a construction site most of the workforce belongs to someone else, and every company brings its own systems. WatchWell gives the principal contractor one view across all of them.

1. **Loaded at set-up.** Your staff and your subcontractor crews go in from one template at the start.
2. **Check in like everyone else.** Workers check in on their own phone, so nothing has to connect to each company's systems to see one picture of the site.
3. **Answers in group totals.** Subcontractor results are de-identified by default. Managers see check-in answers as group totals, never below five.



PRIVACY BY DESIGN

Answers go into group totals, never below five.

Results are identity-protected and aggregated. Nothing is shown below groups of five (eight for emotional intelligence results). Below that floor WatchWell reports nothing, rather than a number that could mislead or identify someone. Names appear in two places: a list of who hasn't checked in today, with no answers, and, when a worker asks for a check-in, their name and how they answered that day.

WITHOUT A PRIVACY FLOOR

"Severe pressure"

Three check-ins from a ten-person crew produce a score that reads like a crisis, and could point to the individuals behind it.

WHAT WATCHWELL SHOWS

Not reported

Too few people to report safely. No score, no trend, and a plain next step: lift participation and the read comes back.

Withheld values show as nothing, never as zero. A zero would say "nobody here is struggling", which is worse than saying nothing at all.

WHO WE ARE

Built from twenty years on Australian sites.

Founder David Montgomery has spent more than twenty years servicing Tier 1 builders and major projects through Scaffad, Spike Design and Baaka. Working alongside site teams, he kept seeing the same pressures go unseen until they showed up in the program. WatchWell is his answer: an industry that is already improving, given the visibility to keep improving.

David Montgomery
Founder

Shalil Sant
Chief Technology Officer

Jong Chung
Chief Financial Officer and co-founder

SPECIALIST PARTNERS

- **Emotional intelligence assessment**
- **Psychosocial risk assessment**
- **Emotional intelligence coaching**
- **Mental Health First Aid training**

Delivered through established specialist providers. Partner results in the platform are pilot-stage.

WHERE WE ARE TODAY

Platform	Demonstrable from December 2026. Our first pilot is planned for early 2027.
First project	Start on one live project, sized with you, covering your own people and the subcontractor crews on it. The fee is set from your cohort: how many people, and who they are.
Fit	Works alongside your safety systems; integrations are scoped per client. With a pilot client we map the systems in use across the site and design the fit together.

WHY NOW

12%
of serious workers' compensation claims are mental health conditions.
Safe Work Australia, 2025

35.7 wks
median time off work for those claims.
Safe Work Australia, 2025

Every
state and territory now regulates psychosocial hazards at work.
In force from 1 December 2025

About WatchWell's recommendations

WatchWell aggregates signals from check-ins, assessments, training engagement, and completion data to surface patterns that may otherwise go unseen. The recommendations and insights produced are directional, not clinical or scientific. They are designed to give leaders a better picture of team and individual engagement, and to prompt human judgment — not to replace it.

WatchWell

Let's talk about starting on your next project.

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