

The Cognos HR Scorecard : Measuring Success in Talent Management


Name : BHUVANESWARI R
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Analytics

Details

Fields

Properties

Create

2/13

Table

Related

Compare

Analytics

Details

Fields

Properties

1

RecruitmentSo...and MarriedID

Anderson, Linda

2

EngagementSurvey

Data relationships

RecruitmentSource, MaritalStatusID, EmploymentStatus, Employee_Name and MarriedID

Employee_Name	RecruitmentSou...	EmploymentSta...	MarriedID	MaritalStatusID
Adinolfi, Wilson K	LinkedIn	Active	0	0
Ait Sidi, Karthik...	Indeed	Voluntarily Ter...	1	1
Akinkuolie, Sarah	LinkedIn	Voluntarily Ter...	1	1
Alagbe,Tiina	Indeed	Active	1	1
Anderson, Carol	Google Search	Voluntarily Ter...	0	2
da	LinkedIn	Active	0	0
by	LinkedIn	Active	0	0
Athwal, Sam	Employee Refer...	Active	0	4
Bachiochi, Linda	Diversity Job Fair	Active	0	0
Bacung, Alejaru...	Indeed	Active	0	2
Baczanski, Rach...	Diversity Job Fair	Voluntarily Ter...	1	1
Barbara Thomas	Diversity Job Fair	Voluntarily Ter...	1	1

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Search content

Analytics

Details

Fields

Properties

Cards

11

Salary by PerformanceScore, PerfScoreID, Position and PositionID

12

DOB, State, Em...ofHire and Sex

Data relationships

Fully Meets | 3 | Production Technician II | 20

Salary: 2,861,516

PerformanceScore - PerfScoreID - Position - PositionID

Exceeds | 4 | IT Support | 14

Fully Meets | 1 | Production Techni...

Needs Improvement | 2 | Sales M...

Fully Meets | 3 | Software Enginee...

Fully Meets | 3 | Shared Services ...

PIP | 1 | Network Engineer | 15

PIP | 3 | Area Sales Manager | 3

Fully Meets | 3 | Software Enginee...

Fully Meets | 3 | Production Mana...

Needs Improvement | 2 | Softwar...

5,754,537

2,861,516

Details

Across all values of PerformanceScore - PerfScoreID - Position - PositionID, the sum of Salary is over 21 million.

Salary ranges from nearly 52 thousand, when PerformanceScore - PerfScoreID - Position - PositionID is Exceeds|4|IT Support|14, to almost 5.8 million, when PerformanceScore - PerfScoreID - Position - PositionID is Fully Meets|3|Production Technician I|19.

Salary is unusually high when PerformanceScore - PerfScoreID - Position - PositionID is Fully Meets|3|Production Technician I|19, Fully Meets|3|Production Technician II|20 and Fully Meets|3|Area Sales Manager|3.

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The screenshot displays the IBM Cognos Analytics interface. On the left, a sidebar contains a 'Cards' section with a card titled 'EngagementSurvey' showing a value of '1.28K'. Below this is a 'Data relationships' section with a diagram showing a central node connected to three other nodes. The main area features a large card for 'EngagementSurvey' with the value '1.28K' prominently displayed. To the right of the main card, a 'Details' panel shows the text: 'The overall number of results for EngagementSurvey is 311.' The top navigation bar includes the IBM Cognos Analytics logo and a search bar. The bottom of the image shows a Windows taskbar with various application icons and a system tray with the date and time.

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HR_Data exploration

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=i51CAB6033B1B4A36BC5D1618C1E28BF2&objRef=i51CAB6033B1B4A36BC5D1618C1E28BF2&options%5Bdisable...

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Search content

Analytics

Details

Fields

Properties

Create

13/13

Table

Related

Compare

12

Salary by Perfo... and PositionID

13

DOB, State, Em...ofHire and Sex

Data relationships

DOB, State, Employee_Name, DateofHire and Sex

Employee_Name	Sex	DOB	State	DateofHire
Adinolfi, Wilson K	M	07/10/83	MA	7/5/2011
Ait Sidi, Karthik...	M	05/05/75	MA	3/30/2015
Akinkuolie, Sarah	F	09/19/88	MA	7/5/2011
Alagbe,Trina	F	09/27/88	MA	1/7/2008
Anderson, Carol	F	09/08/89	MA	7/11/2011
Anderson, Linda	F	05/22/77	MA	1/9/2012
Andreola, Colby	F	05/24/79	MA	11/10/2014
Athwal, Sam	M	02/18/83	MA	9/30/2013
Bachiochi, Linda	F	02/11/70	MA	7/6/2009
Bacong, Alejand...	M	01/07/88	MA	1/5/2015
Baczinski, Rach...	F	01/12/74	MA	1/10/2011
Barbara, Thomas	M	02/21/74	MA	4/2/2012

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The screenshot displays the IBM Cognos Analytics web interface. The top navigation bar includes the IBM logo, the title 'HR_Data exploration', and a search bar. The main content area features a large visualization titled 'SpecialProjectsCount' with a value of 311. To the left, a sidebar contains two bar charts: 'Term by TermReason' and 'DateofTermina...by TermReason'. Below these charts is a 'Data relationships' section showing a network diagram. On the right, a 'Details' panel indicates 'No details found'. The bottom of the image shows a Windows taskbar with various application icons and a system tray displaying the date and time.

IBM Cognos Analytics with Watson | HR_Data exploration

Search content

Analytics | Details | Fields | Properties

SpecialProjectsCount 311

Term by TermReason

DateofTermina...by TermReason

Data relationships

No details found

No details were found for this visualization.

Activate Windows

Go to Settings to activate Windows.

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HR_Data exploration

us3.ca.analytics.ibm.com/bi/?perspective=explore&id=i51CAB6033B1B4A36BC5D1618C1E28BF2&objRef=i51CAB6033B1B4A36BC5D1618C1E28BF2&options%5Bdisable...

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Analytics

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SpecialProjectCount

Termd by TermReason

7

DateofTermina...by TermReason

Data relationships

Termd by TermReason

Termd (Sum)

Another position

Fatal attraction

Learned that he is a gangster

N/A-StillEmployed

attendance

Career change

Gross misconduct

hours

maternity leave - did not return

medical issues

military

more money

no-call, no-show

performance

relocation out of area

retiring

return to school

unhappy

TermReason

Details

Over all values of **TermReason**, the sum of **Termd** is 104.

Termd ranges from 0, when **TermReason** is N/A-StillEmployed, to 20, when **TermReason** is Another position.

Termd is most unusual when the values of **TermReason** are Another position, unhappy, more money, Fatal attraction, Learned that he is a gangster and more.

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Termd by TermReason

TermReason	Termd (Sum)
Another position	20
Fatal attraction	9
Learned that he is a gangster	7
N/A-StillEmployed	4
attendance	9
Career change	7
Gross misconduct	1
hours	7
maternity leave - did not return	7
medical issues	4
military	4
more money	11
no-call, no-show	4
performance	4
relocation out of area	5
retiring	4
return to school	5
unhappy	14

Details

Over all values of **TermReason**, the sum of **Termd** is 104.

Termd ranges from 0, when **TermReason** is N/A-StillEmployed, to 20, when **TermReason** is Another position.

Termd is most unusual when the values of **TermReason** are Another position, unhappy, more money, Fatal attraction, Learned that he is a gangster and more.

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Create

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Pie

Related

Compare

Zip by Employee_Name, CitizenDesc and RaceDesc

Employee_Name - CitizenDesc - RaceDesc

Bachiochi, Linda | US Citizen | Bla...

Billis, Helen | US Citizen | White

Burke, Joelle | US Citizen | Black o...

Cole, Spencer | US Citizen | Black ...

Foss, Jason | US Citizen | Black or ...

Garcia, Raul | US Citizen | White

Gonzalez, Maria | US Citizen | White

Kirill, Alexandra | US Citizen | White

Mangal, Debbie | US Citizen | White

Medeiros, Jennifer | US Citizen | W...

4

Zip by Employee... and RaceDesc

5

LastPerforman...nd Department

Data relationships

Clukey, Elijian | US Citizen | White

Zip (Count distinct): 1

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HR_Data exploration

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Search content

Analytics

Details

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Cards

1

RecruitmentSource, MaritalStatusID, EmploymentStatus, Employee_Name and MarriedID

2

EngagementSurvey

Data relationships

RecruitmentSource, MaritalStatusID, EmploymentStatus, Employee_Name and MarriedID

Employee_Name	RecruitmentSou...	EmploymentSta...	MarriedID	MaritalStatusID
Adinolfi, Wilson K	LinkedIn	Active	0	0
Ait Sidi, Karthik...	Indeed	Voluntarily Ter...	1	1
Akinkuolie, Sarah	LinkedIn	Voluntarily Ter...	1	1
Alagbe,Trina	Indeed	Active	1	1
Anderson, Carol	Google Search	Voluntarily Ter...	0	2
Anderson, Linda	LinkedIn	Active	0	0
Andreola, Colby	LinkedIn	Active	0	0
Athwal, Gam	Employee Refer...	Active	0	4
Bachiochi, Linda	Diversity Job Fair	Active	0	0
Bacong, Alejand...	Indeed	Active	0	2
Baczinski, Kach...	University Job Fair	Voluntarily Ter...	1	1
Barbara, Thomas	Diversity Job Fair	Voluntarily Ter...	1	1

Details

No details found

No details were found for this visualization.

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HR_Data exploration

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Column

Related

Compare

Create

8

Termd by TermReason

9

EmpSatisfactio...formanceScore

Data relationships

Termd by TermReason

Termd (Sum)

TermReason

TermReason	Termd (Sum)
Another position	20
Fatal attraction	1
Learned that he is a gangster	1
N/A-StillEmployed	0
attendance	7
career change	9
gross misconduct	1
hours	8
maternity leave - did not return	3
medical issues	3
military	4
more money	11
no-call, no-show	4
performance	4
relocation out of area	5
retiring	4
return to school	5
unhappy	14

Details

Over all values of **TermReason**, the sum of **Termd** is 104.

Termd ranges from 0, when **TermReason** is N/A-StillEmployed, to 20, when **TermReason** is Another position.

Termd is most unusual when the values of **TermReason** are Another position, unhappy, N/A-StillEmployed, to 20, when **TermReason** is Another position.

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Search content

Analytics

Details

Fields

Properties

Cards

7

DateofTermina...by TermReason

8

Termd by TermReason

Data relationships

Absences and DaysLateLast30 by Employee_Name

Measures

Absences

DaysLateLast30

Adinolfi, Wilson K

Beak, Kimberly

Bunbury, Jessica

Cierpiszewski, Carol...

Davis, Daniel

Dunne, Amy

Forrest, Alex

Gonzalez, Cayo

Hendrickson, Trina

Johnson, George

Langford, Lindsey

MacLennan, Samuel

Moran, Patrick

Osturnka, Adeel

Punjabhi, Loui's

Rose, Ashley

Smith, Joe

Sullivan, Timothy

Valentin, Jackie

Winthrop, Jordan

0

2

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20

Values 5

Details

Absences ranges from 1, when Employee_Name is Adinolfi, Wilson K, to 20, when Employee_Name is Bates, Norman.

DaysLateLast30 ranges from 0, when Employee_Name is Adinolfi, Wilson K, to 6, when Employee_Name is Delarge, Alex.

The total number of results for DaysLateLast30, across all Employee_Name, is 311.

Over all values of Employee_Name, the average of DaysLateLast30 is 0.4148.

The total number of results for Absences, across all Employee_Name, is 311.

Over all values of Employee_Name, the average of Absences is 10.24.

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HR_dashboard

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Search content

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Analytics

Filters

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Tab 4

DOB, EmpID, State, Employee_Name, DateofHire and Sex

Employee_N...	EmpID	Sex	DOB	State
Adinolfi, Wils...	10026	M	07/10/83	MA
Ait Sidi, Karth...	10084	M	05/05/75	MA
Akinkuolie, S...	10196	F	09/19/88	MA
Alagbe,Trina	10088	F	09/27/88	MA
Anderson, Ca...	10069	F	09/08/89	MA
Anderson, Lin...	10002	F	05/22/77	MA
Andreola, Col...	10194	F	05/24/79	MA
Athwal, Sam	10062	M	02/18/83	MA
Bachiochi, Li...	10114	F	02/11/70	MA
Bacong, Aleja...	10250	M	01/07/88	MA
Baczinski, R...	10252	F	01/12/74	MA

RecruitmentSource, MaritalStatusID, EmploymentStatus, Employee_Name and MarriedID

Employee_Name	RecruitmentSou...	EmploymentSta...	MarriedID	MaritalStatusID
Adinolfi, Wilson K	LinkedIn	Active	0	0
Ait Sidi, Karthik...	Indeed	Voluntarily Ter...	1	1
Akinkuolie, Sarah	LinkedIn	Voluntarily Ter...	1	1
Alagbe,Trina	Indeed	Active	1	1
Anderson, Carol	Google Search	Voluntarily Ter...	0	2
Anderson, Linda	LinkedIn	Active	0	0
Andreola, Colby	LinkedIn	Active	0	0
Athwal, Sam	Employee Refer...	Active	0	4
Bachiochi, Linda	Diversity Job Fair	Active	0	0
Bacong, Alajed	Indeed	Active	0	2

EngagementSurvey

SocialProjectsCount

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HR_dashboard

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Analytics

Filters

Tab 1

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Tab 4

EngagementSurvey

SpecialProjectsCount

1.28K

EngagementSurvey

311

SpecialProjectsCount

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Analytics

Filters

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Tab 4

Zip by Employee_Name, CitizenDesc and RaceDesc

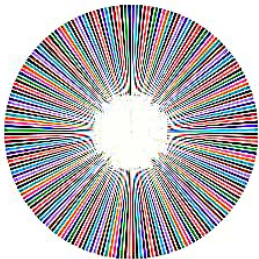
Employee_Name - CitizenDesc - RaceDesc

Bachiochi, Linda | US Citizen | Bla...

Billis, Helen | US Citizen | White

Burke, Joelle | US Citizen | Black o...

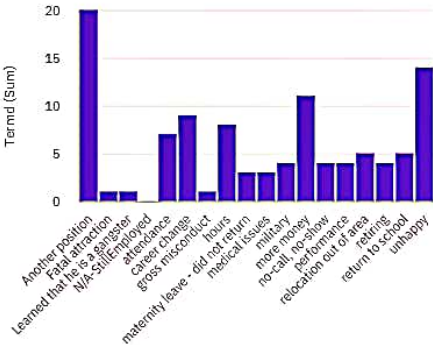
Cole, Soencer | US Citizen | Black ...



LastPerformanceReview_Date, HispanicLatino, MaritalDesc, State, ManagerID, Employee_Name, ManagerName, DateofHire, DeptID, FromDiversityJobFairID and Department

Employee_N...	Department	DeptID	ManagerName
Adinolfi, Wils...	Production	5	Michael Alb...
Ait Sidi, Karth...	IT/IS	3	Simon Roup
Akinkuolie, S...	Production	5	Kissy Sullive
Alagbe,Trina	Production	5	Elijah Gray
Anderson, Ca...	Production	5	Webster Bu
Anderson, Lin...	Production	5	Amy Dunn
Andreola, Col...	Software Engi...	4	Alex Sweetv


Termd by TermReason



TermReason	Termd (Sum)
Another position	20
Rate attraction	1
Learned that he is a gangster	1
N/A still employed	7
after change	9
gross misconduct	1
maternity leave - did not return	8
hours	3
medical issues	3
more money	4
military	11
no-call, no-show	4
performance	4
relocation out of area	4
return to school	5
unhappy	14

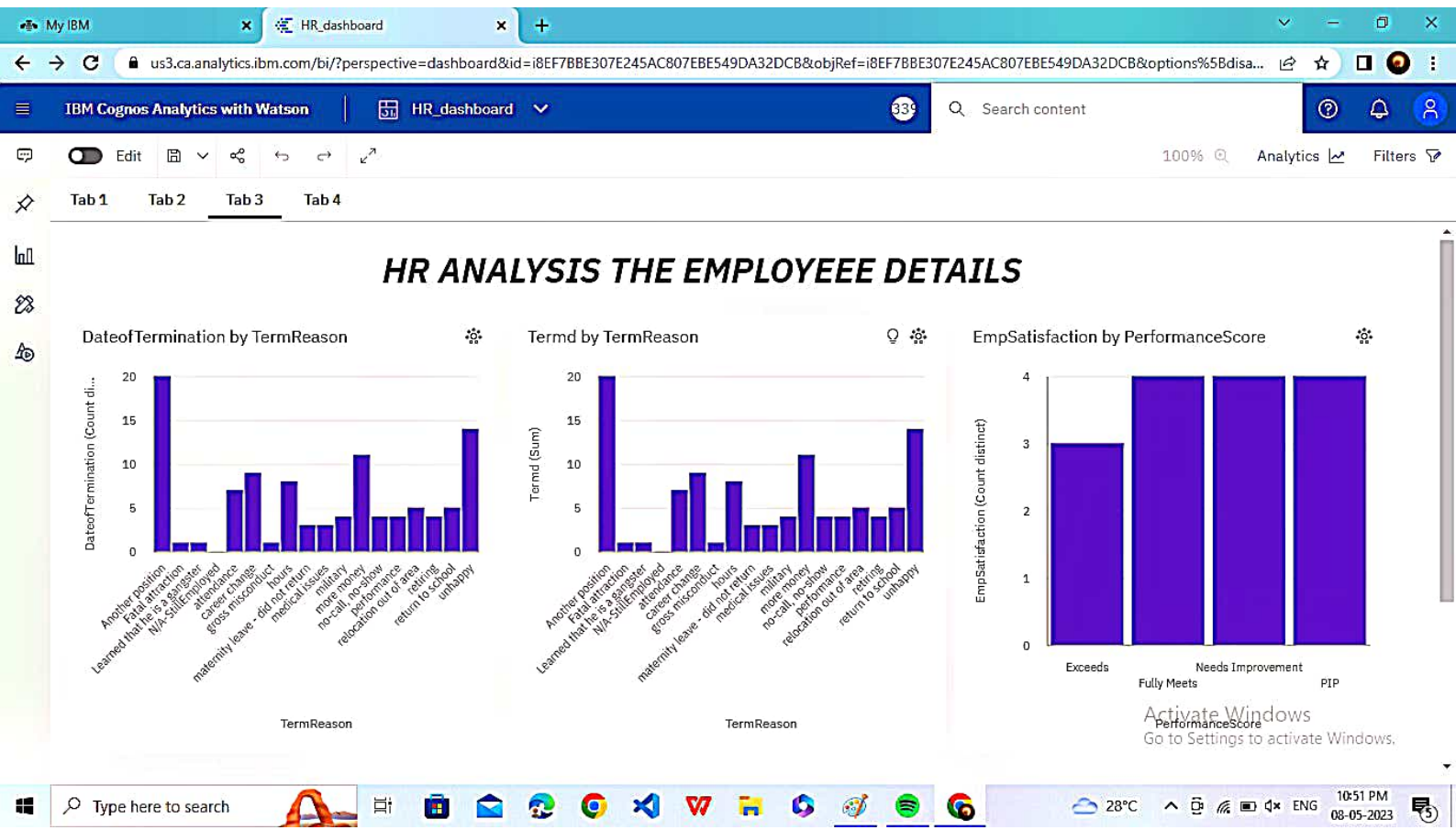
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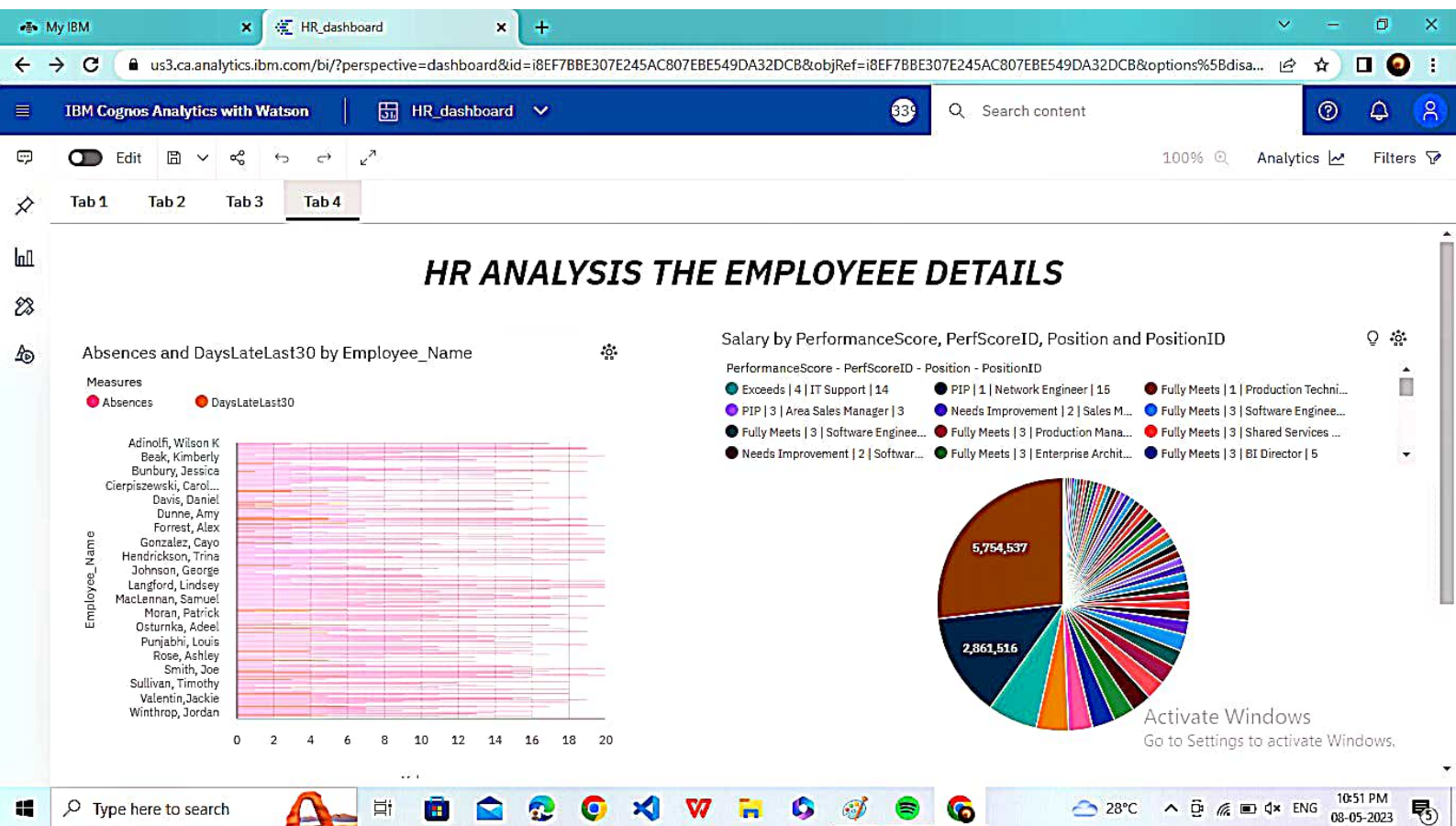
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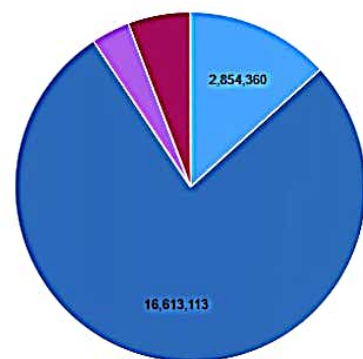
REPORT

HR ANALYSIS THE EMPLOYEE DETAILS

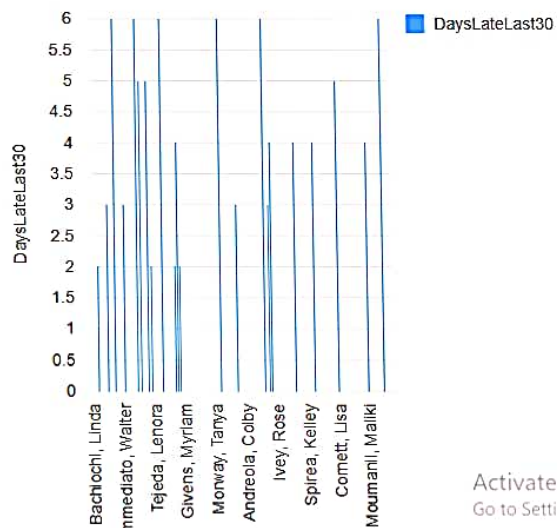
EMPLOYEE SALARY

PerformanceScore

- Exceeds
- Fully Meets
- PIP
- Needs Improvement

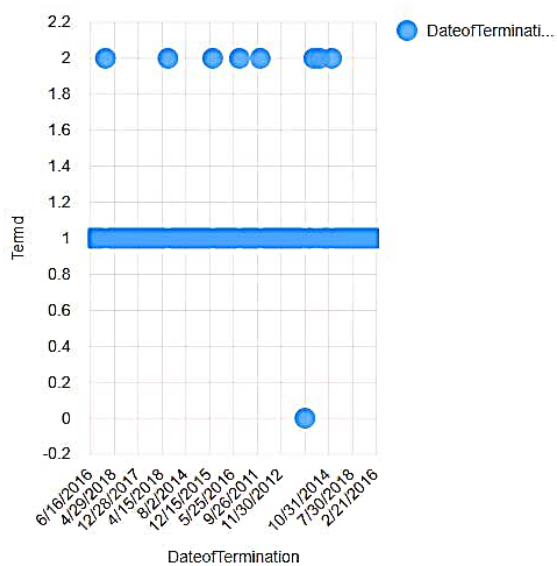


working days

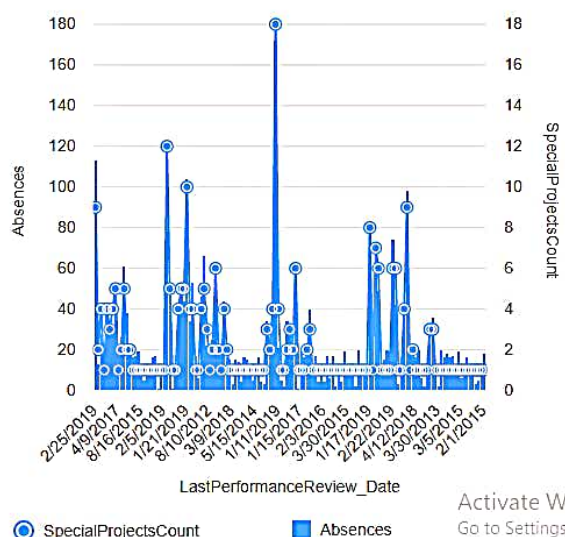


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TERMINATED EMPLOYEE DETAILS



EMPLOYEE DETAILS



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STORY


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HR ANALYSIS THE EMPLOYEE DETAILS



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Salary is unusually high when PerformanceScore - PerfScoreID - Position - PositionID is Fully Meets[3]Production Technician I[19, Fully Meets[3]Production Technician II[20 and Fully Meets[3]Area Sales Manager[3].

Production Manager has a Salary of almost 1.1 million for ManagerID 2.

4 ManagerID accounted for 9% of 3 Salary compared to 7% for 4.

12 ManagerID accounted for 12% of 19 Salary compared to 11% for 20.

Across all values of PerformanceScore - PerfScoreID - Position - PositionID, the sum of Salary is over 21 million.

Salary ranges from nearly 52 thousand, when PerformanceScore - PerfScoreID - Position - PositionID is Exceeds[4]IT Support[14, to almost 5.8 million, when PerformanceScore - PerfScoreID - Position - PositionID is Fully Meets[3]Production Technician I[19.

Salary by PerformanceScore, PerfScoreID, Position and PositionID

PerformanceScore - PerfScoreID - Position - PositionID

Exceeds | 4 | IT Support | 14

PIP | 1 | Network Engineer | 15

Fully Meets | 1 | Production Techni...

PIP | 3 | Area Sales Manager | 3

Needs Improvement | 2 | Sales M...

Fully Meets | 3 | Software Enginee...

Fully Meets | 3 | Software Enginee...

Fully Meets | 3 | Production Mana...

Fully Meets | 3 | Shared Services ...

Needs Improvement | 2 | Softwar...

Fully Meets | 3 | Enterprise Archit...

Fully Meets | 3 | BI Director | 5

Fully Meets | 3 | Principal Data Arc...

Needs Improvement | 2 | Producti...

Fully Meets | 3 | Sales Manager | 21

Exceeds | 4 | Area Sales Manager |...

Exceeds | 4 | IT Manager - Suppor...

Fully Meets | 3 | Data Architect | 7

Exceeds | 4 | Production Manager ...

Needs Improvement | 2 | Producti...

Fully Meets | 3 | Administrative As...

Needs Improvement | 2 | IT Mana...

Exceeds | 4 | Director of Operation...

Exceeds | 4 | IT Director | 12

5,754,537

2,861,516

381,860

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Scene 2 of 9

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▪ ManagerID 18 has the highest Total Absences but is ranked #10 in Total DaysLateLast30.

▪ ManagerID 12 has the highest Total DaysLateLast30 but is ranked #5 in Total Absences.

▪ Over all values of Employee_Name, the average of Absences is 10.24.

▪ Over all values of Employee_Name, the average of DaysLateLast30 is 0.4148.

▪ Absences ranges from 1, when Employee_Name is Adinolfi, Wilson K, to 20, when Employee_Name is Bates, Norman.

▪ DaysLateLast30 ranges from 0, when Employee_Name is Adinolfi, Wilson K, to 6, when Employee_Name is Delarge, Alex.

Absences and DaysLateLast30 by Employee_Name

Measures

Absences

DaysLateLast30

on K

erly

sica

line

niel

Amy

Alex

Jay

ring

Ma

ng

Joseph

neph

rick

de

ouis

hley

Joe

athy

ckie

dan

2 selected

Absences: 31

Prev scene

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Scene 3 of 9

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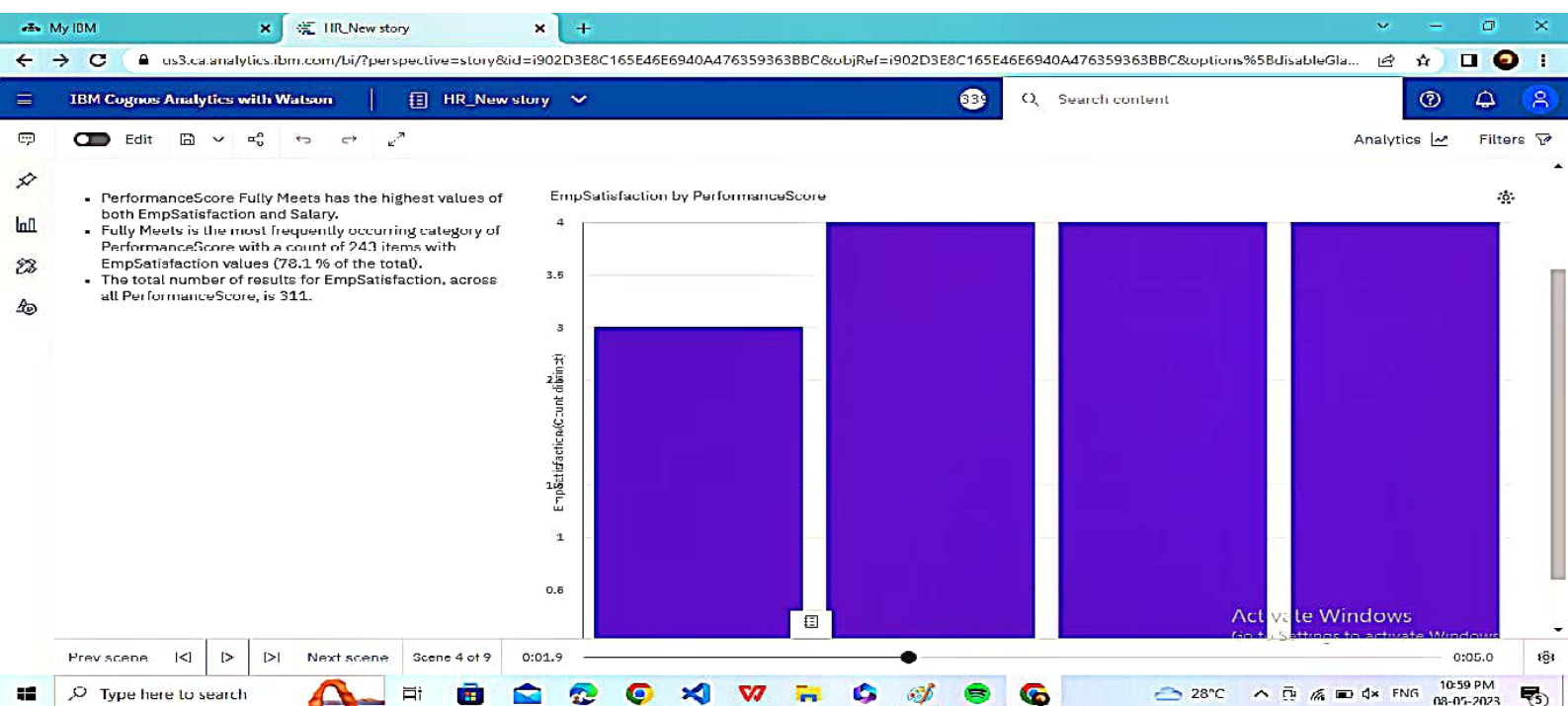
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TermReason N/A-StillEmployed has the highest Total Salary but is ranked #18 in Total Termd.

TermReason Another position has the highest Total Termd but is ranked #2 in Total Salary.

Over all values of TermReason, the sum of Termd is 104.

Termd ranges from 0, when TermReason is N/A-StillEmployed, to 20, when TermReason is Another position.

Termd by TermReason

TermReason	Termd (Sum)
N/A-StillEmployed	20
Another position	1
...	...
...	1
...	7
...	9
...	1
...	8
...	3
...	3
...	4
...	11
...	4
...	4
...	5
...	4
...	5
...	14

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Scene 5 of 9

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Analytics

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▪ The overall number of results for SpecialProjectsCount is 311.

SpecialProjectsCount

311

Prev scene

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Scene 7 of 9

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Analytics

Filters

US Citizen has the highest Zip due to 18 ManagerID.

16 ManagerID has the highest Zip at 22, out of which US Citizen contributed the most at 20.

The total number of results for Zip, across all Employee_Name - CitizenDesc - RaceDesc, is 311.

Zip by Employee_Name, CitizenDesc and RaceDesc

Employee_Name - CitizenDesc - RaceDesc

Bachiochi, Linda | US Citizen | Bla...

Foss, Jason | US Citizen | Black or ...

Mangal, Debbie | US Citizen | White

Pham, Hong | US Citizen | Asian

Singh, Nan | US Citizen | White

Valentin,Jackie | US Citizen | Two ...

Billis, Helen | US Citizen | White

Garcia, Raul | US Citizen | White

Medeiros, Jennifer | US Citizen | W...

Rhoads, Thomas | US Citizen | Whi...

Sullivan, Kissy | US Citizen | Black ...

Zima, Colleen | US Citizen | Asian

Burke, Joelle | US Citizen | Black o...

Gonzalez, Maria | US Citizen | White

Motlagh, Dawn | US Citizen | White

Robinson, Alain | US Citizen | Blac...

Szabo, Andrew | US Citizen | White

Barbossa, Hector | US Citizen | Bla...

Cole, Spencer | US Citizen | Black ...

Kirill, Alexandra | US Citizen | White

Ngodup, Shari | US Citizen | Black ...

Sewkumar, Nori | US Citizen | Asian

Terry, Sharlene | US Citizen | Black...

Blount, Dianna | US Citizen | White

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Scene 8 of 9

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Filters

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▪ The overall number of results for EngagementSurvey is 311.

EngagementSurvey

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Next scene

Scene 9 of 9

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THANK YOU