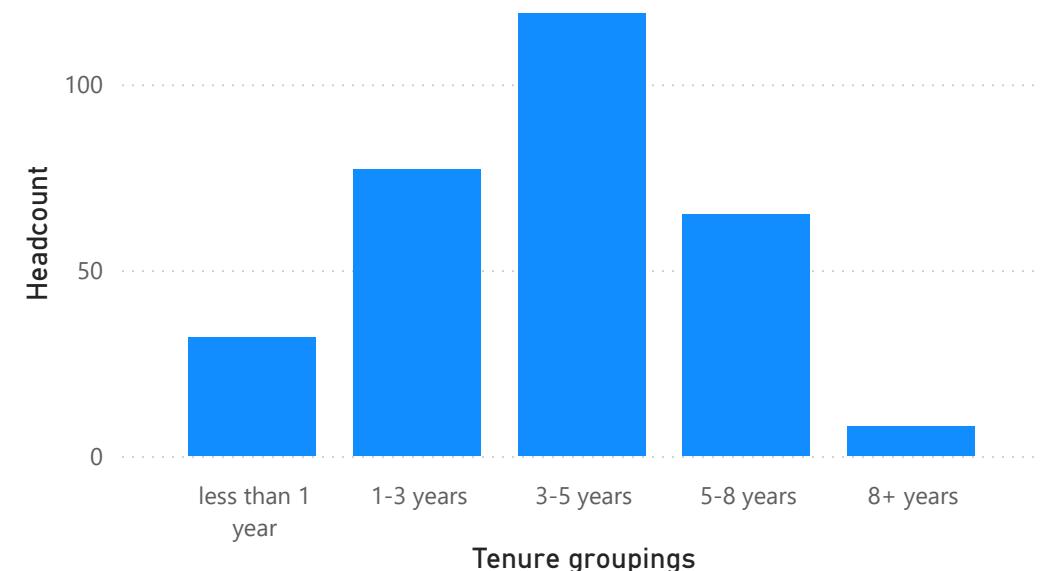


Dental Magic - Organization Overview

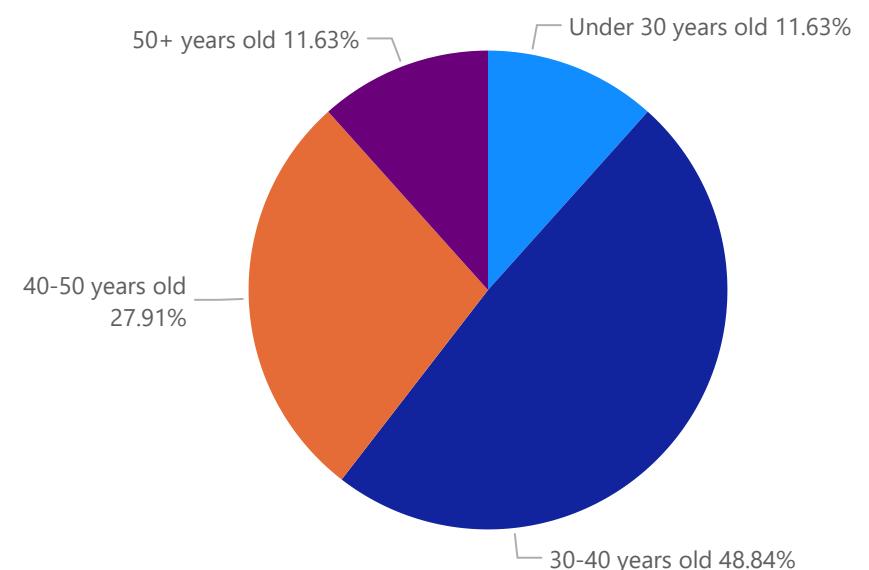


Position	Headcount	Annual labour cost	Avg tenure (yrs)	Avg age
Accountant I	3	\$167,440	5.40	31.67
Administrative Assistant	2	\$79,164.8	1.40	31.00
Area Sales Manager	23	\$2,643,680	5.03	38.65
CIO	1	\$135,200	7.60	38.00
Database Administrator	7	\$531,648	2.83	35.71
Director of Operations	1	\$124,800	8.90	35.00
Director of Sales	1	\$124,800	3.60	52.00
IT Director	1	\$135,200	6.60	37.00
IT Manager - DB	1	\$128,960	4.80	45.00
IT Manager - Infra	1	\$131,040	5.80	31.00
IT Manager - Support	1	\$133,120	3.90	47.00
IT Support	4	\$236,870.4	6.53	38.75
Network Engineer	8	\$684,528	2.85	34.88
President & CEO	1	\$166,400	5.40	63.00
Production Manager	9	\$1,003,600	4.97	39.89
Production Technician I	73	\$2,890,180.8	4.73	39.14
Production Technician II	23	\$1,198,579.2	4.51	36.09
Sales Manager	2	\$228,800	3.55	30.50
Shared Services Manager	1	\$114,400	1.90	33.00
Software Engineer	6	\$652,038.4	4.23	34.00
Software Engineering Manager	1	\$56,160	6.30	51.00
Sr. Accountant	2	\$145,392	5.85	35.00
Sr. Network Engineer	2	\$225,056	2.85	46.00
Total	174	\$11,937,057.6	4.61	38.13

Distribution of tenure



Distribution of age groups



Dental Magic - Terminations analysis



Termination year

All ▾

Department ▾

All ▾

Performance Score ▾

All ▾

State ▾

All ▾

Reason For Term	January	February	March	April	May	June	July	August	September	October	November	December	Total
Another position	3	1	1	2	2	2	1	3	2		3		20
attendance	1			1	1			1	2		1		7
career change	1			1	1	1		1	3		1		9
gross misconduct		1											1
hours		2			1	1			2	1	2		9
maternity leave - did not return		1		2									3
medical issues				1	1					1			3
military					1	2		1					4
more money	2	1		3	1	1			1		2		11
no-call, no-show		2	1										3
performance					2				2				4
relocation out of area				1		1	1			1	1		5
retiring	1	1						1			1		4
return to school				1				1		2	1		5
unhappy	1		2	2	3	1	1		6				14
Total	9	9	2	13	10	12	3	9	20	4	8	3	102

Dental Magic - Hiring



\$5.74M

spent on terminated ee

84K

Total recruiting costs

Year

All

Position

All

Department

All

Employee Source	90-day meets	Exceeds	Exceptional	Fully Meets	N/A- too early to review	Needs Improvement	PIP	N/A- to
Billboard		1		1			1	
Careerbuilder								
Company Intranet - Partner				1				
Diversity Job Fair	1	2	1	6			2	
Employee Referral	4		2	6		3		
Glassdoor	2			2		1		
Information Session				1		1		
Internet Search				1			1	
MBTA ads			1	1				
Monster.com	1			7				
Newspaper/Magazine				1				
On-campus Recruiting						1		
On-line Web application								
Other		2		2				
Pay Per Click								
Pay Per Click - Google	2			6		2		
Professional Society		1	1	2				
Search Engine - Google Bing Yahoo				2				
Social Networks - Facebook Twitter etc				2				
Vendor Referral	2			5		2		
Website Banner Ads	1			4		2		2
Word of Mouth								
Total	13	6	5	50		12	4	2

Dental Magic - Diversity



Position ▼

All ▼

Department ▼

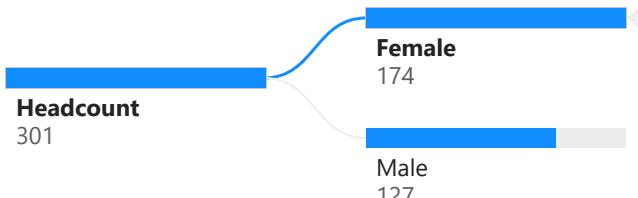
All ▼

Performance Score ▼

All ▼

State ▼

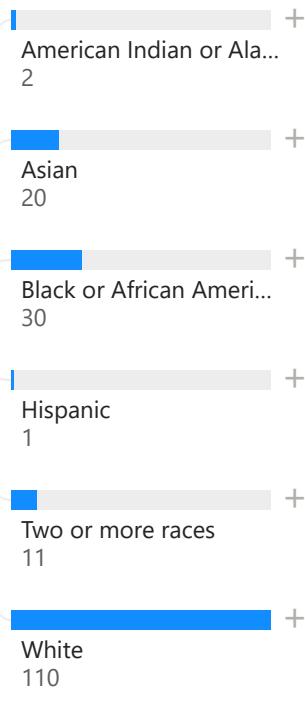
All ▼



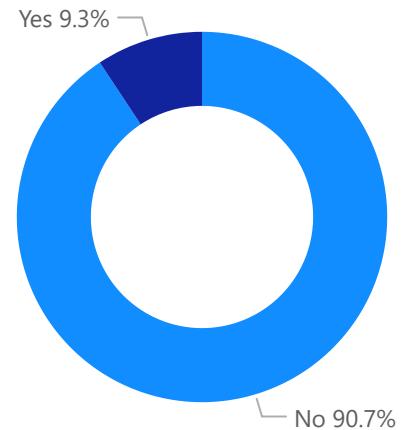
Sex □

Female

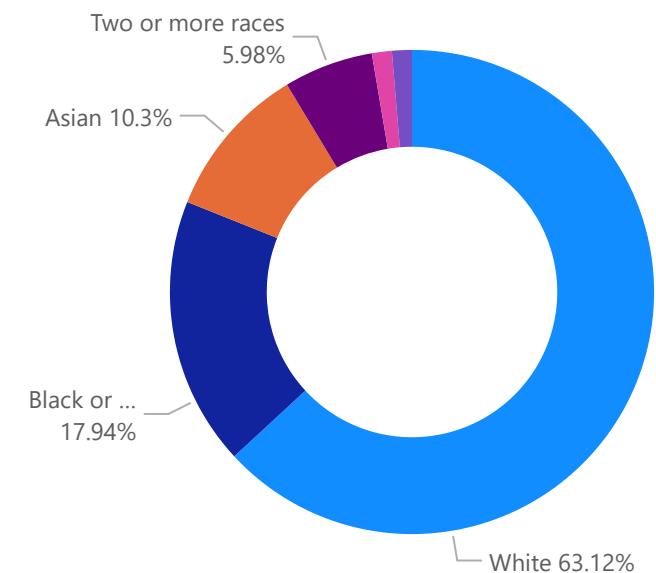
RaceDesc □



Breakdown hispanix/latinx



Racial breakdown



Dental Magic - Performance



Employment Status ▾

Active
Terminated

Performance Score	Avg of Teeth whitening/Day Wk 1	Avg of Teeth whitening/Day Wk 2	Avg of Daily Error Rate	Avg of 90-day Complaints
N/A- too early to review	8.12	8.80	1.32	0.48
PIP	10.43	9.57	1.29	0.86
Needs Improvement	5.36	5.82	2.09	1.00
90-day meets	8.78	10.06	1.39	0.11
Fully Meets	9.61	10.45	0.73	0.26
Exceeds	12.18	12.64	0.36	0.14
Exceptional	12.50	13.50	0.50	0.25
Total	9.49	10.23	0.90	0.32

Top employees in week 1

Total of teeth whitening Employee Name

19	Anderson, Linda
19	Jeannite, Tayana
18	Lundy, Susan
18	Walker, Roger
74	

Top employees in week 2

Total of teeth whitening Employee Name

19	Anderson, Linda
19	Johnson, George
19	Robinson, Cherly
18	Faller, Megan
18	Girifalco, Evelyn
18	Monkfish, Erasmus
18	Pelletier, Ermine
18	Rhoads, Thomas
18	Smith, Joe

Employees with high error rate

Employee Name Sum of Daily Error Rate

DiNocco, Lily	4
Gilles, Alex	4
Lunquist, Lisa	4
Maurice, Shana	4
Oliver, Brooke	4
Wallace, Theresa	4
Total	24