



# Let the Data Speak

Osterus is a workforce data analytics company, based in Berlin Germany. We are funded by Entrepreneurs and the venture arm of Porsche and Axel Springer. It is our goal to help M&A professionals, Investors and HR departments understand the value of the employees.

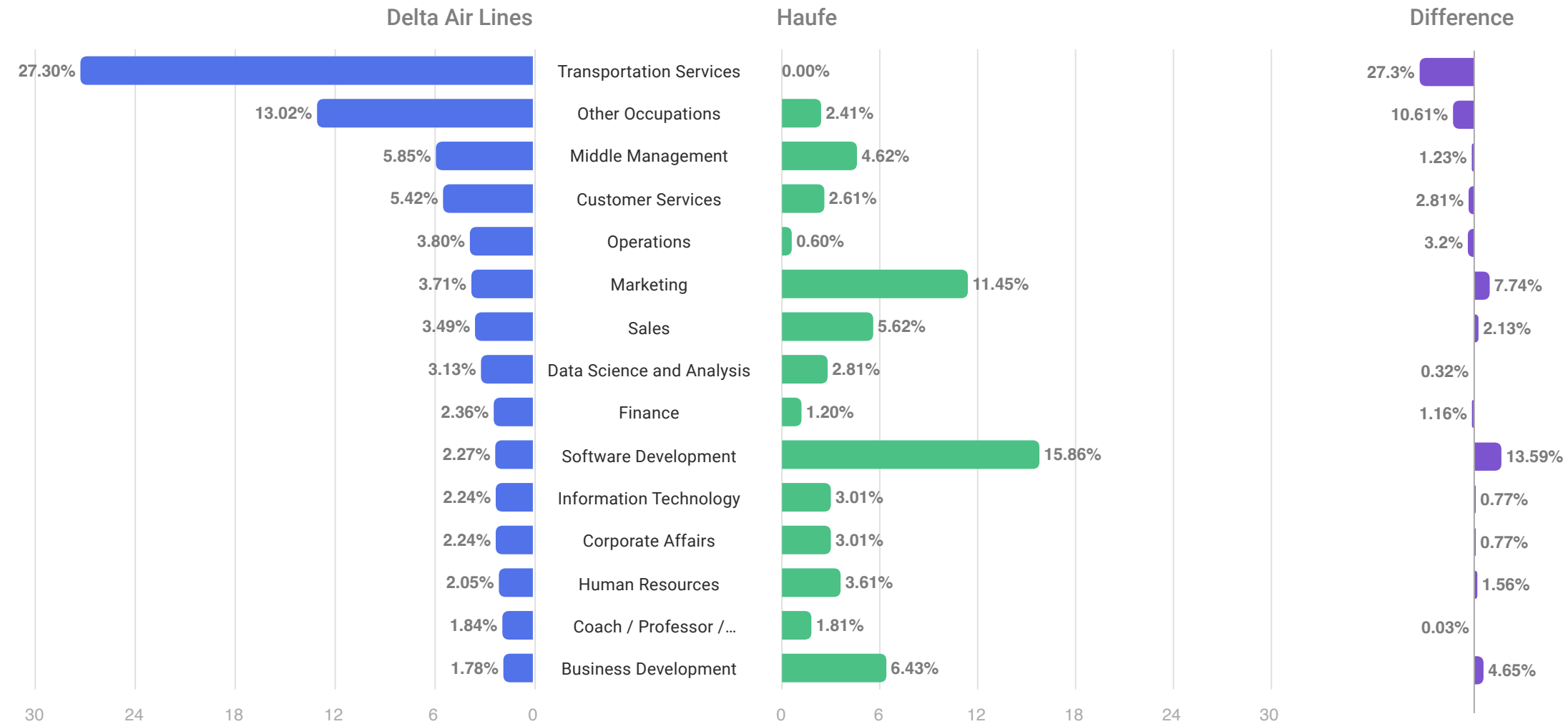
**Workforce Analytics  
Report 2022**

Delta Air Lines vs Haufe



# Employment

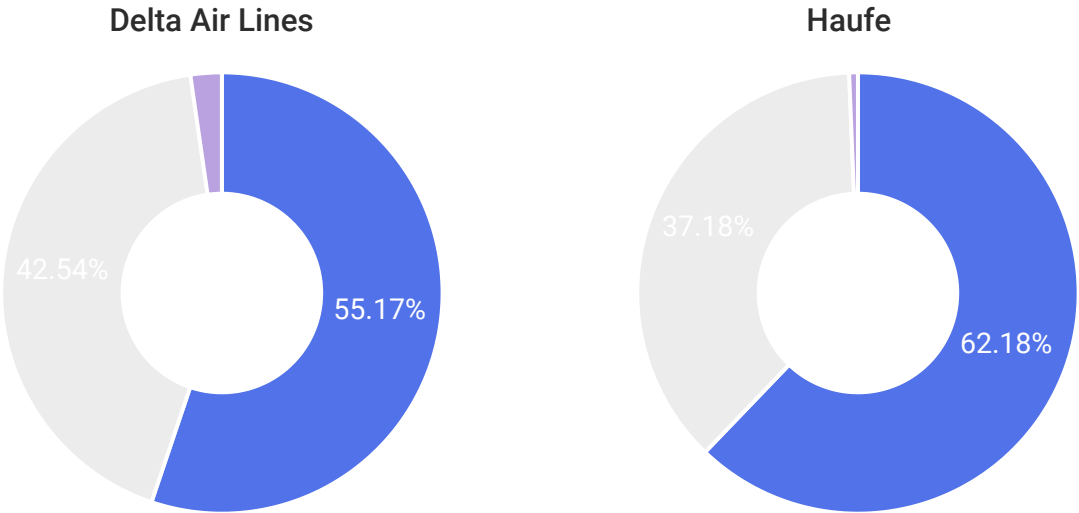
## Job Titles



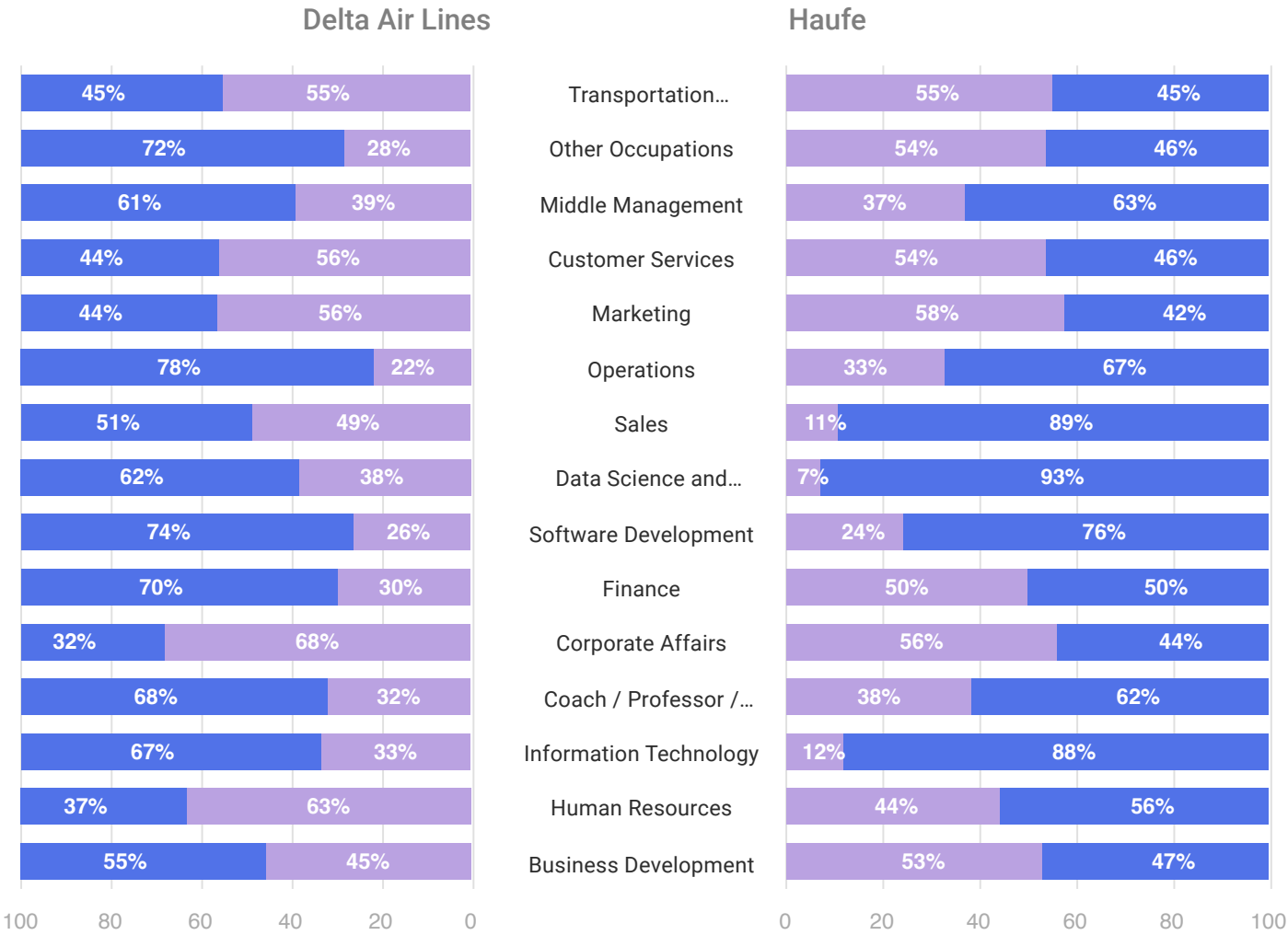
# Employment

Gender Diversity

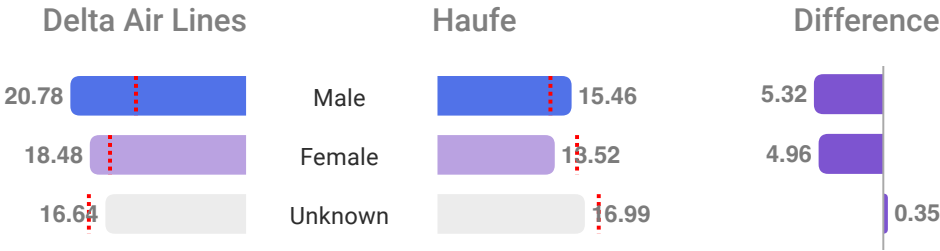
Gender Distribution



Job Titles per Gender

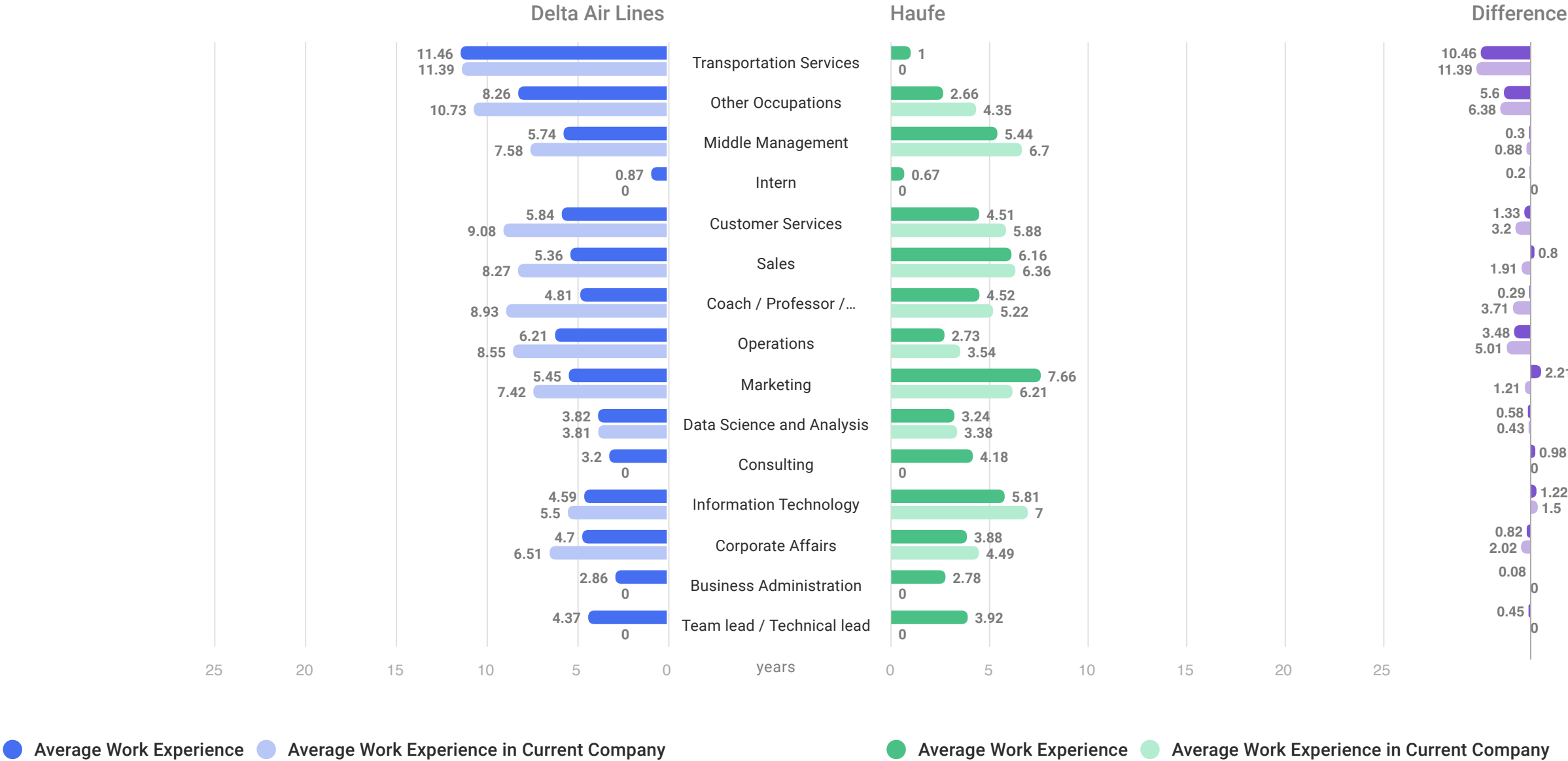


Average Work Experience per Gender



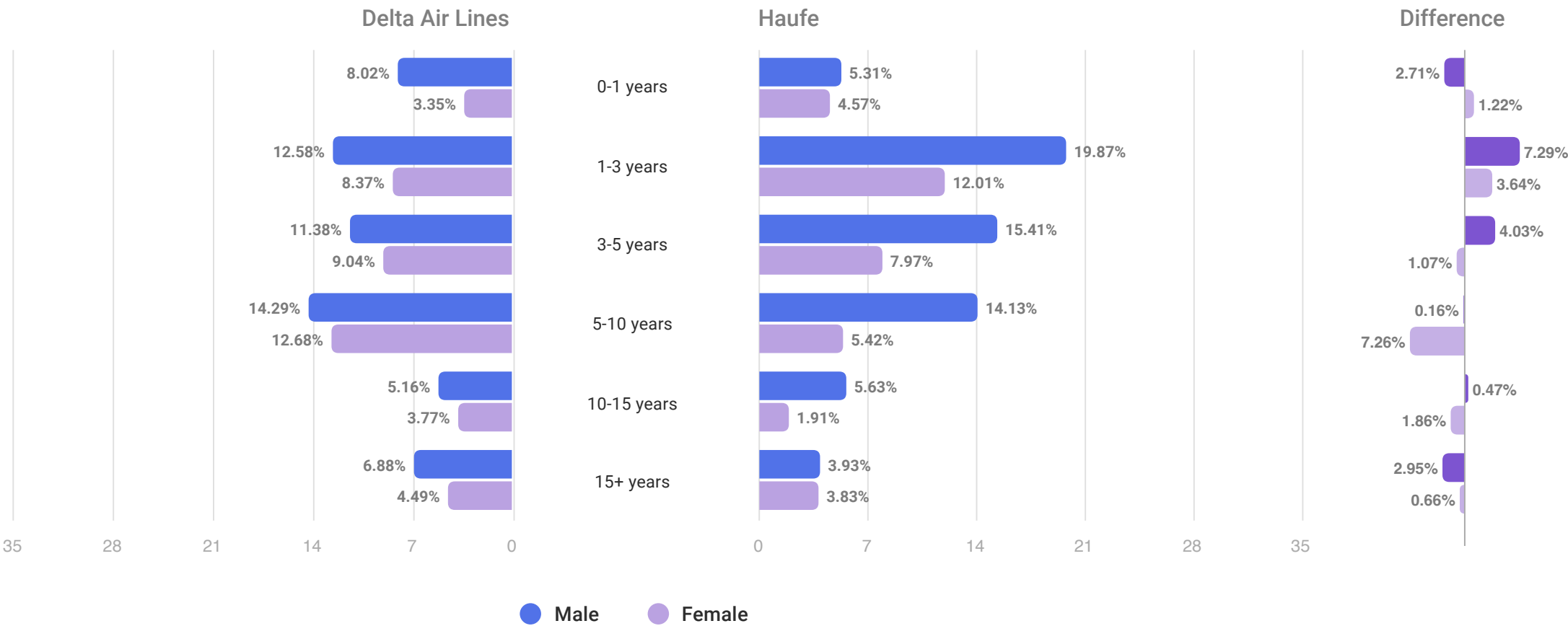
# Employment

Work Experience in Job Titles



# Employment

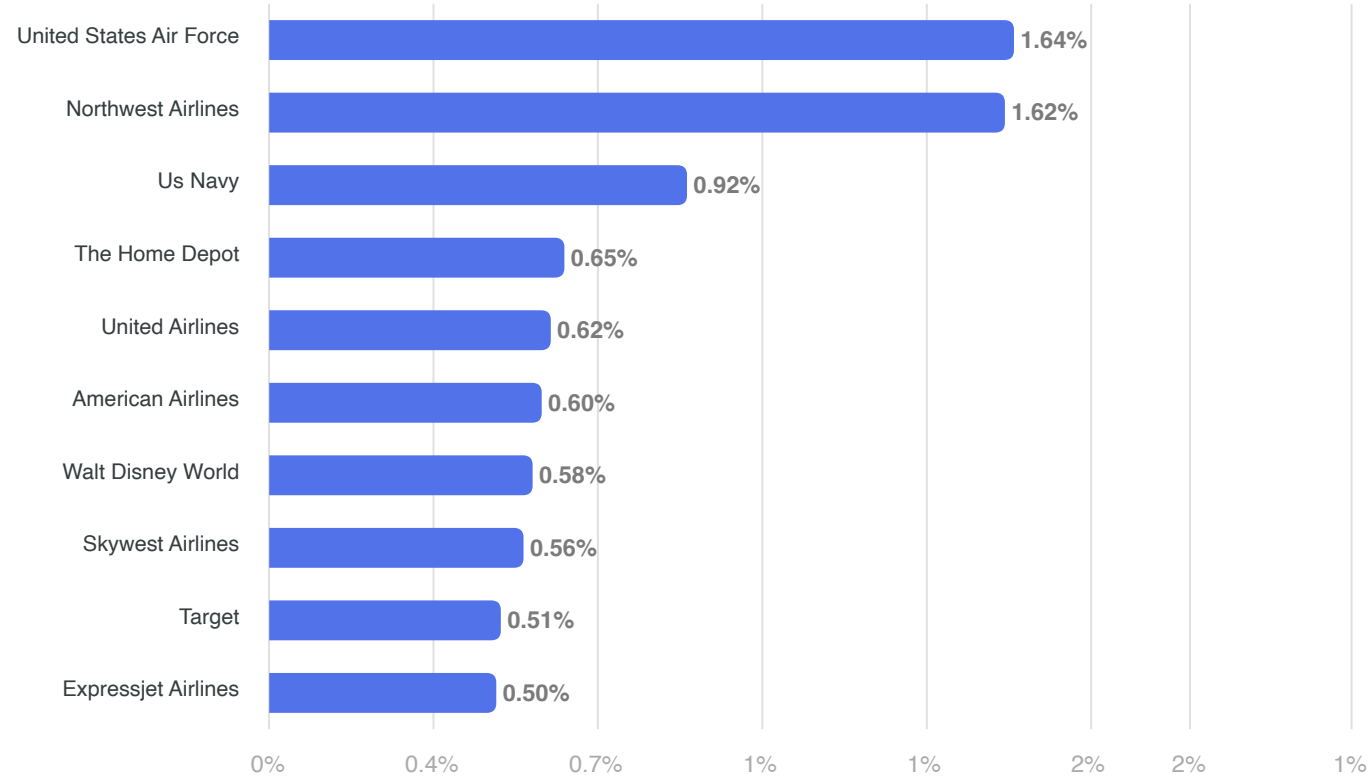
## Work Experience Distribution by Gender



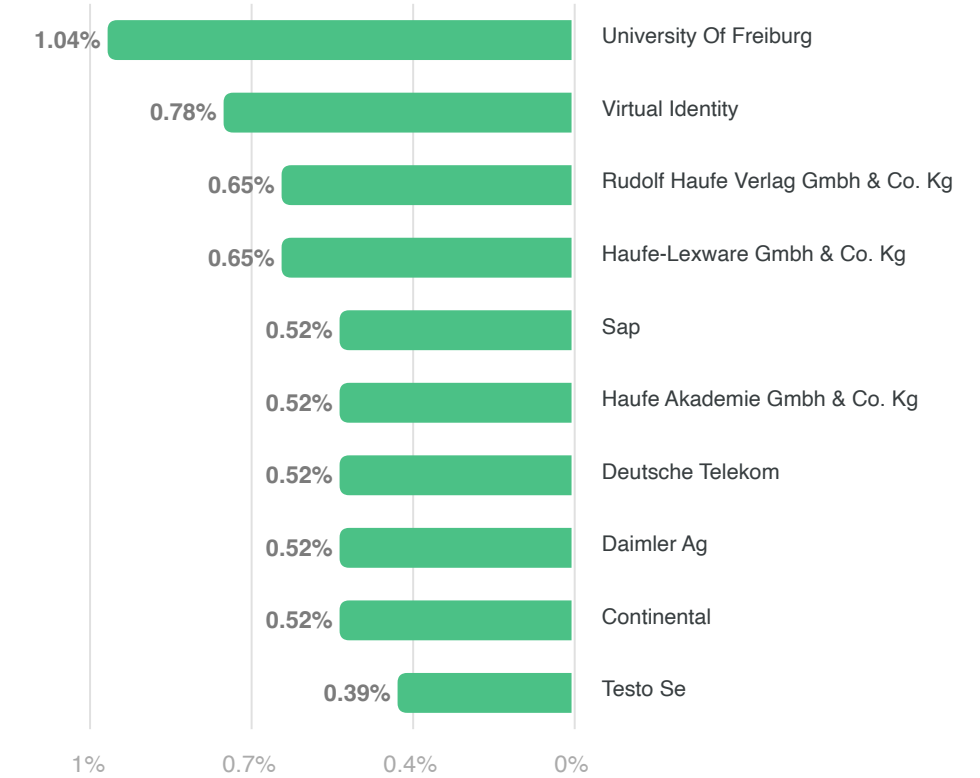
# Employment

## Top Previous Companies

Delta Air Lines

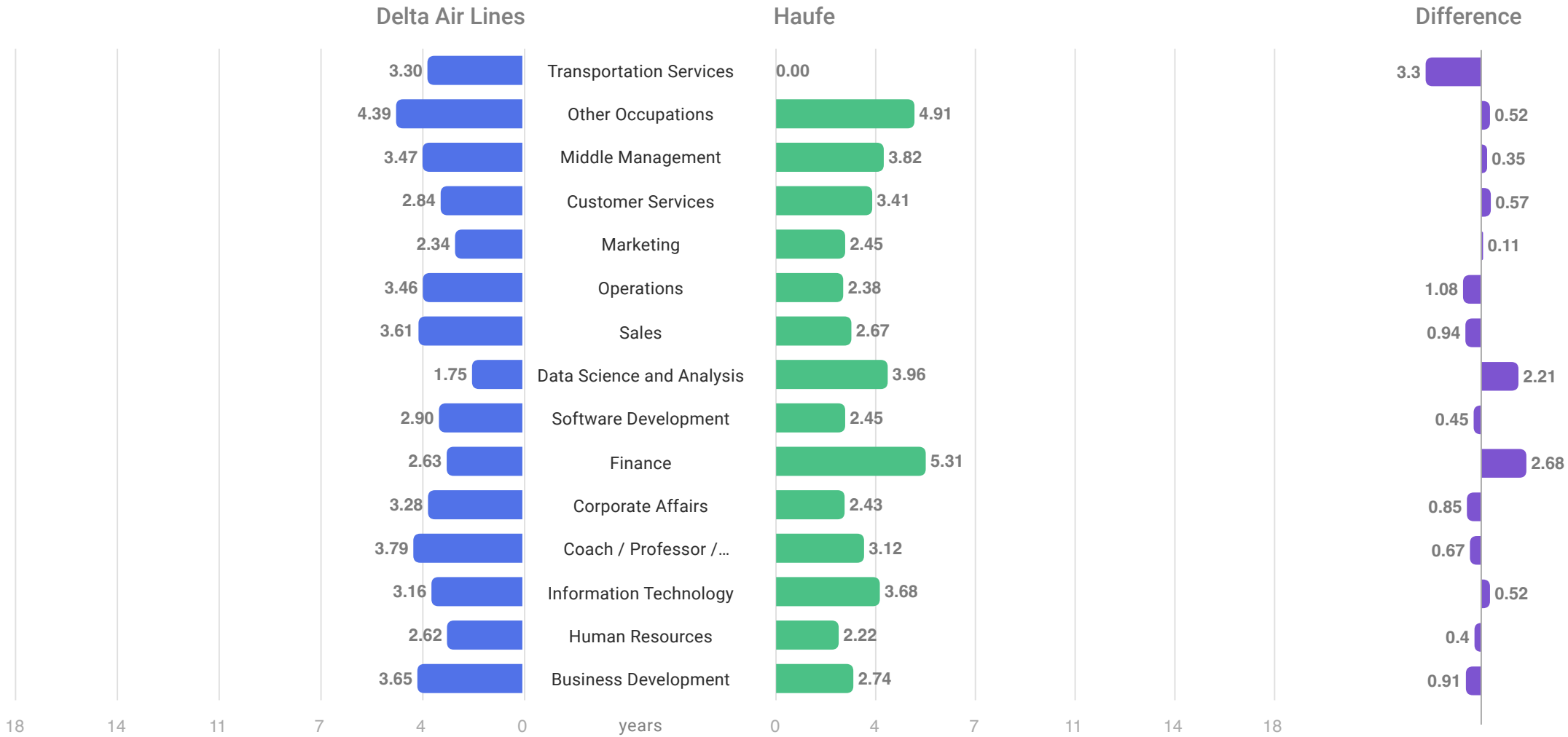


Haufe



# Employment

## Average Retention in Previous Companies in Job Titles

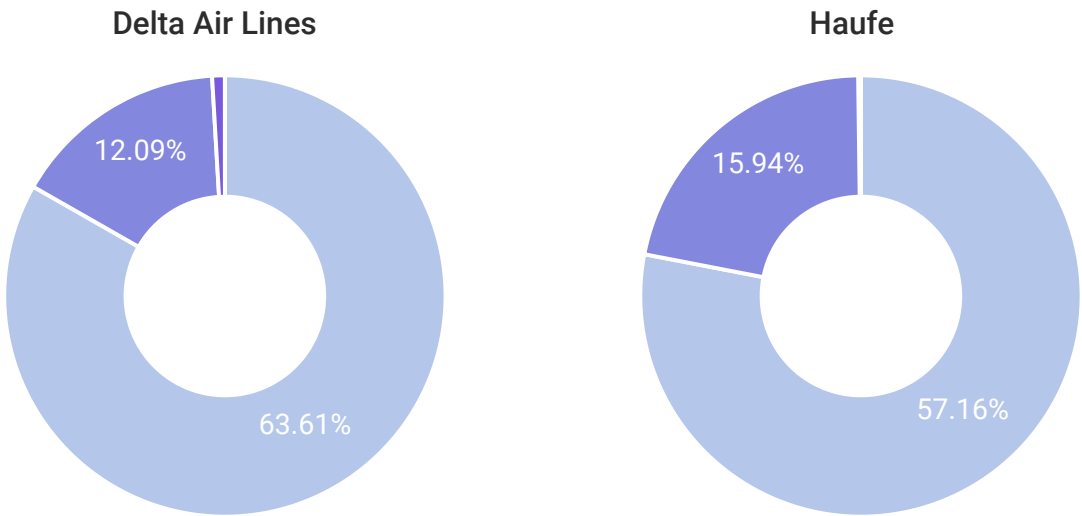




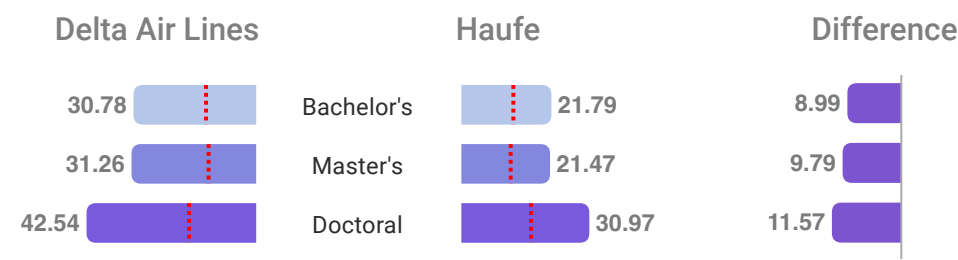
# Education

Degrees

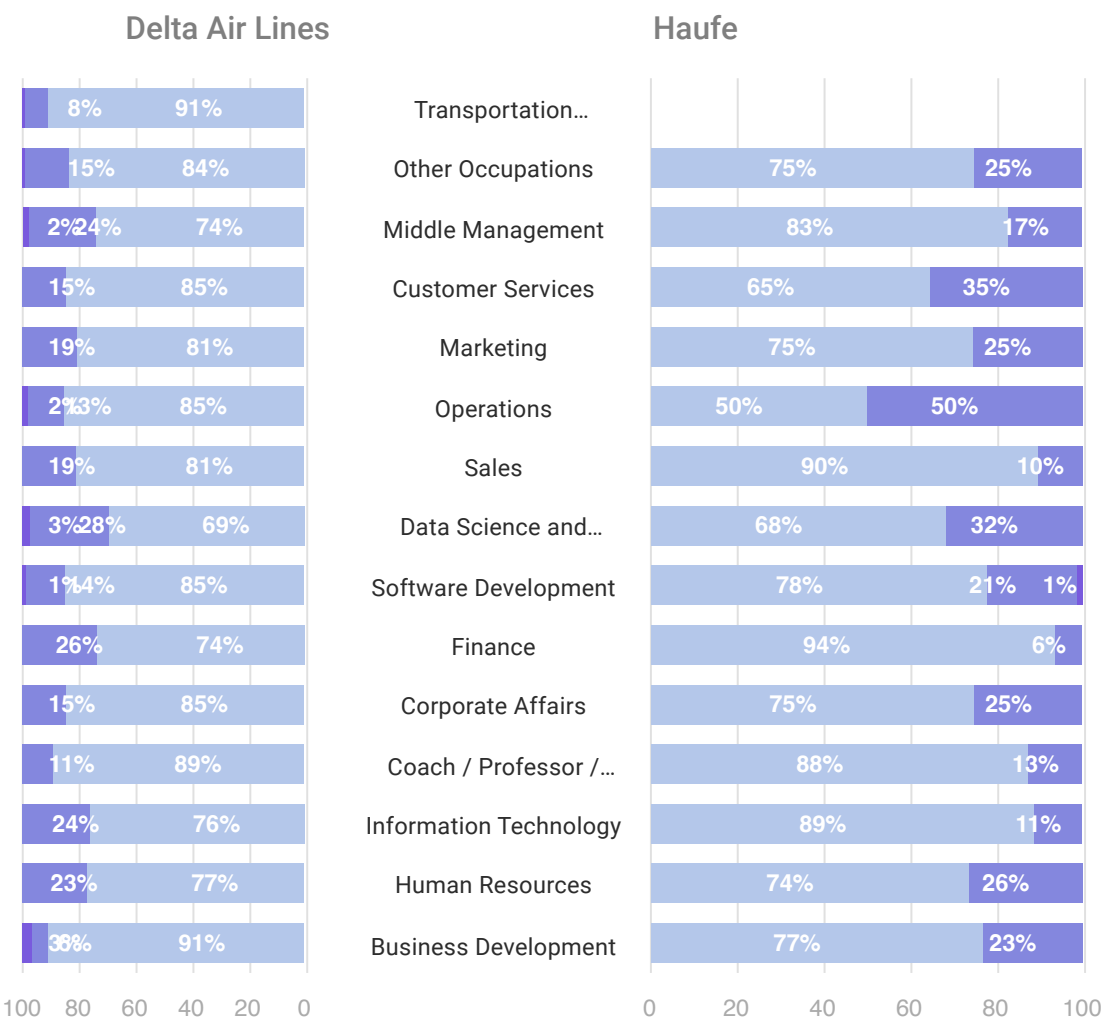
Degree Distribution



Average Work Experience per Degree



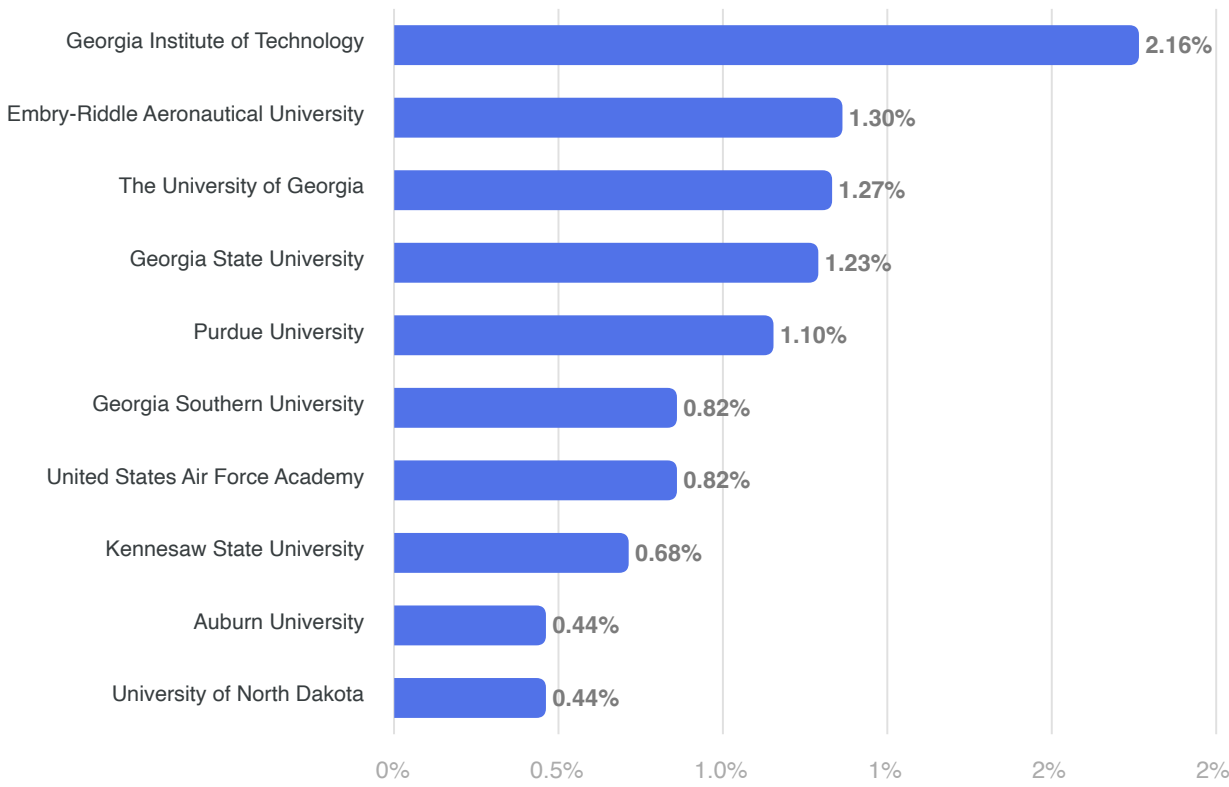
Job Titles per Degrees



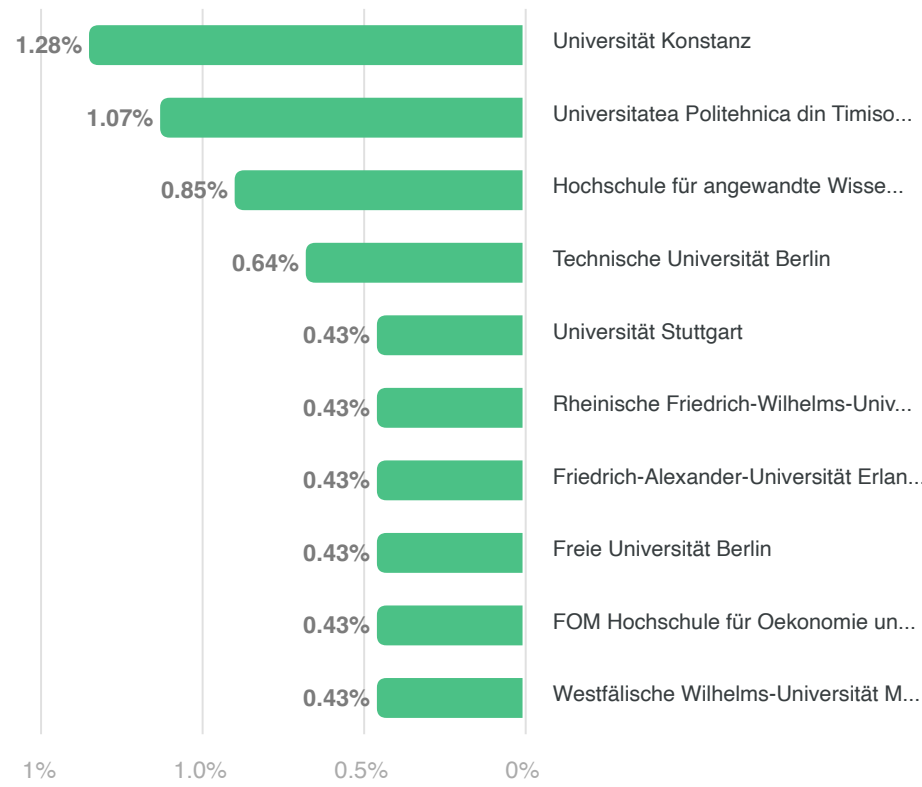
# Education

Top Universities Attended

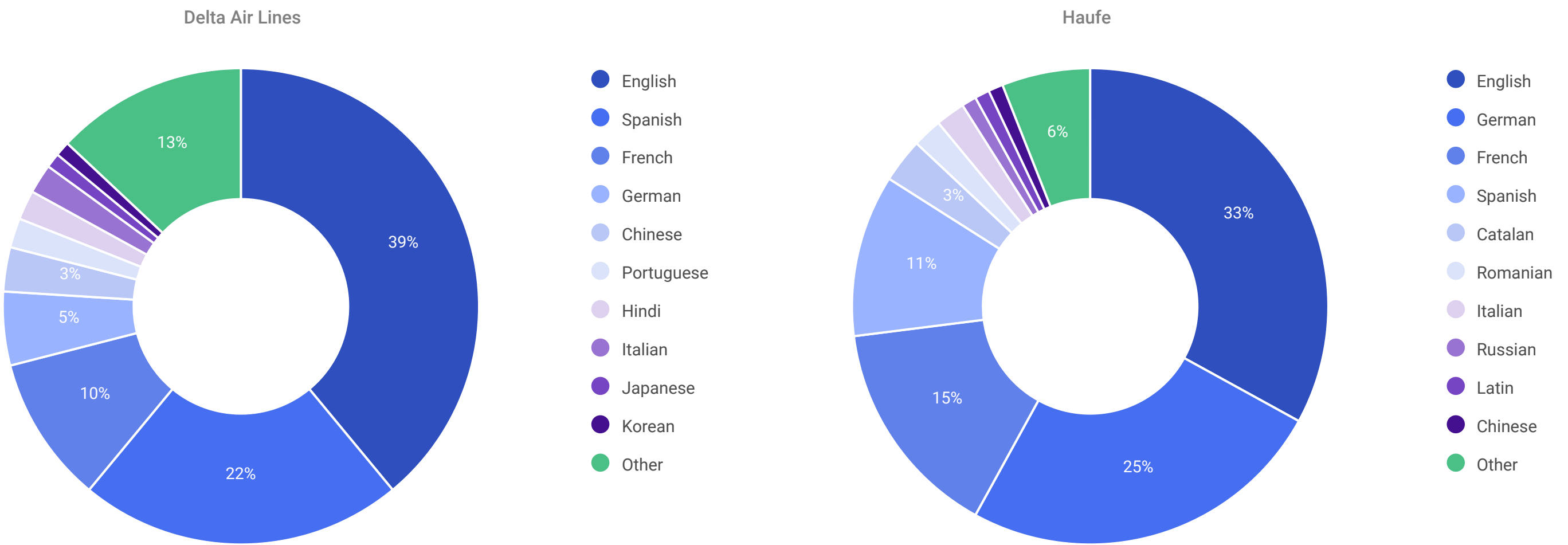
Delta Air Lines



Haufe



# Languages Spoken



# Loyalty Score



\*Loyalty Scores are calculated based on the Score Metrics, where each Score Metric has its own contribution to the overall Loyalty Score. Loyalty Score Metrics in the chart are weighted and listed with the top metric having the highest contribution and the bottom one having the lowest.

# Diversity Score



\*Diversity Scores are calculated based on the Score Metrics, where each Score Metric has an equal contribution to the overall Diversity Score.  
Diversity Score Metrics in the chart are calculated via Shannon Diversity Index, their values normalized and their average represents the Diversity Score..

# Let the Data Speak

**Disclaimer:** All the data collected in Aug 2023. Information on Delta Air Lines and Haufe collected, aggregated, and processed from LinkedIn. Empty profiles and hidden profiles were skipped and duplicates were merged. The number of actionable profiles that were analyzed is above 50% of the companies workforces.

The Delta Air Lines / Haufe report was generated by running aggregated data through the Osterus analysis engine. Data is visualized for easier and clearer assessment. Additional conclusions carefully drawn and worded by the Osterus team.

Osterus's reports can be requested every 4 months, our software can be used to get a clear understanding of Gender, Diversity, Inclusion, and all data points around the workforce. We offer comparisons and actionable insights into the competition and general market.

Use our software to gain direct insights into benchmarking the performance of employees and understanding bias/preferences.

