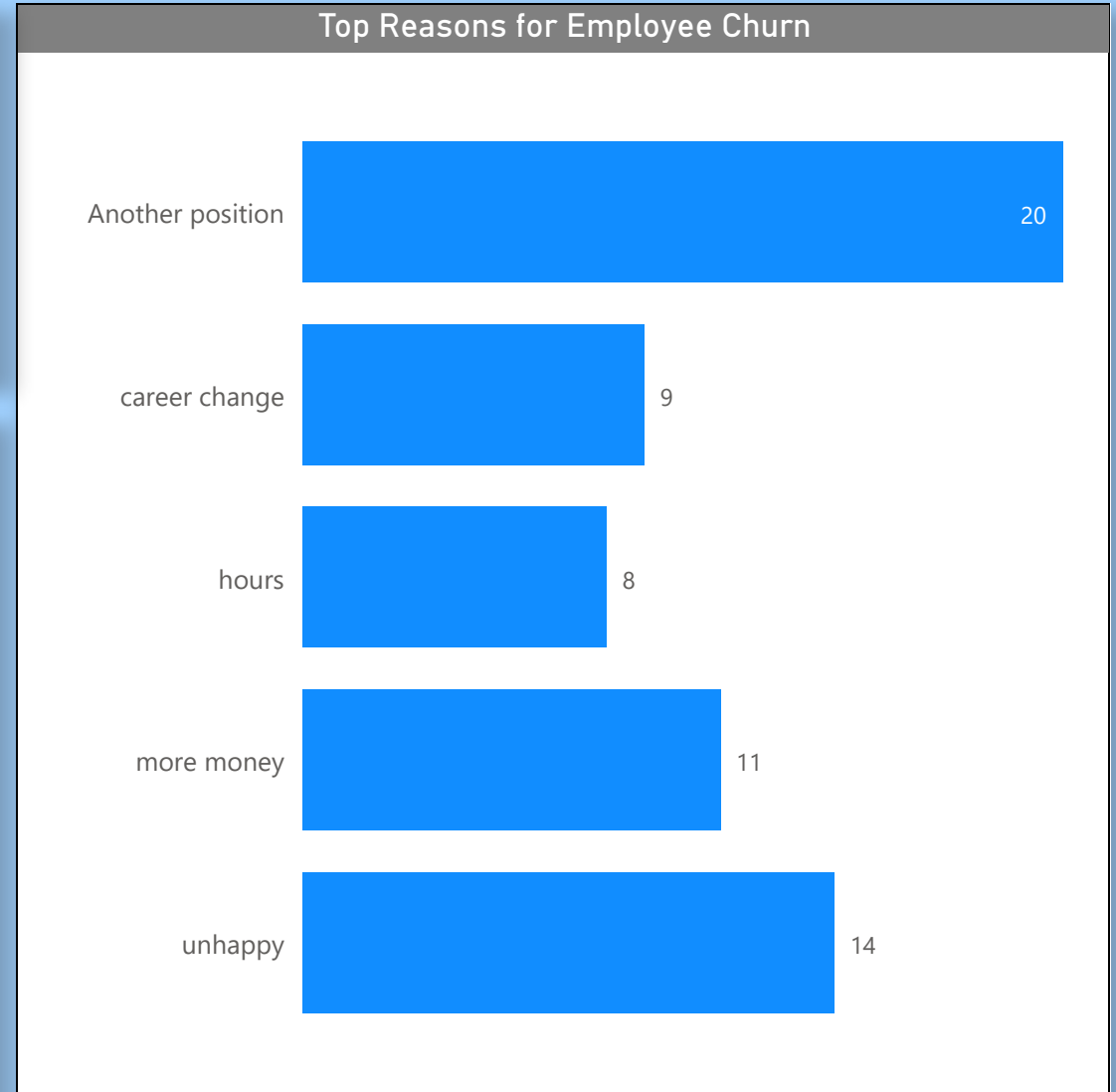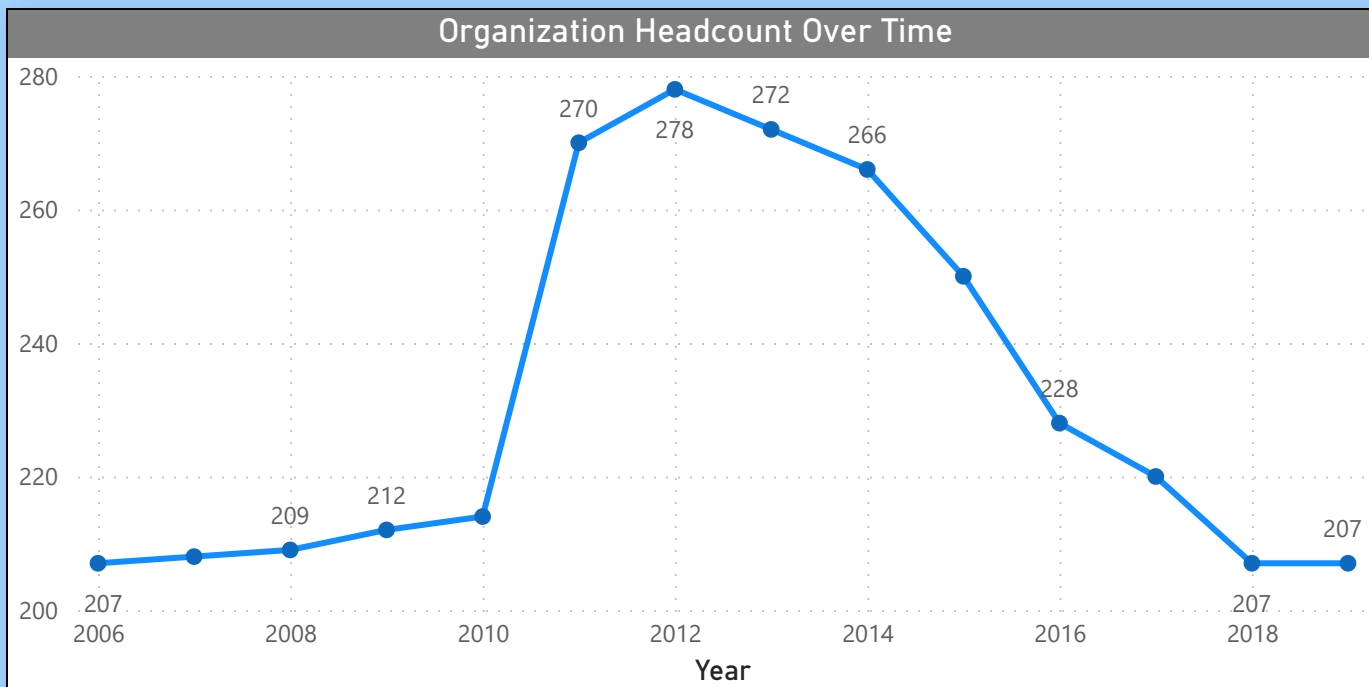|			
207	**135**	**176**	**28**
Total Active Employees	Total Male Employees	Total Female Employees	Count of States

Department	Absences Male Employees	Absences Female Employees	Total Absences	Absentee Rate
Production	450	740	1190	37.37%
IT/IS	224	200	424	13.32%
Sales	156	149	305	9.58%
Admin Offices	32	23	55	1.73%
Software Engineering	5	46	51	1.60%
Executive Office		10	10	0.31%
Total	**867**	**1168**	**2035**	**63.91%**

Top Reasons for Employee Churn

Another position — 20
career change — 9
hours — 8
more money — 11
unhappy — 14

Organization Headcount Over Time

2006: 207
2008: 209
2009: 212
2011: 270
2012: 278
2013: 272
2014: 266
2016: 228
2017: 220
2018: 207
2019: 207

Year

Department Table

Department	Total Employees	Tardiness Rate	Avg Salary	Total Salary
Executive Office	1	0.00%	$250,000.00	$250,000
IT/IS	40	5.43%	$94,512.08	$3,780,483
Software Engineering	7	0.00%	$93,262.57	$652,838
Admin Offices	7	0.00%	$77,315.29	$541,207
Sales	27	13.18%	$68,640.78	$1,853,301
Production	125	27.91%	$60,446.69	$7,555,836

Average Satisfaction

3.89 (0.00 – 5)

Average Engagement

4.12 (0.00 – 5.00)
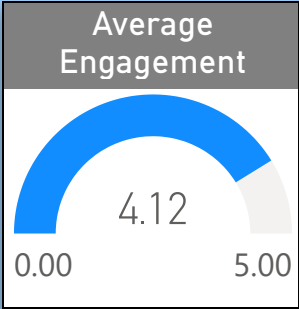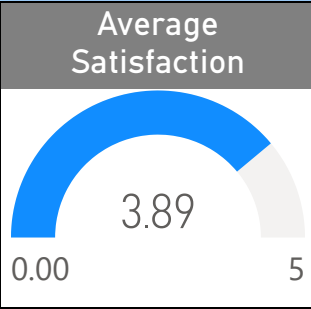
Position Table

Position	Total Employees	Avg Salary
Production Technician I	85	$56,061.02
Production Technician II	31	$65,108.06
Area Sales Manager	23	$64,243.00
Production Manager	9	$73,198.89
IT Support	8	$63,684.38
Data Analyst	6	$89,405.83
Software Engineer	6	$95,857.67
Sr. Network Engineer	5	$93,070.80
BI Developer	4	$95,465.00
Network Engineer	4	$58,186.00
Accountant I	3	$63,507.67
IT Manager	3	$145,602.67
Senior BI Developer	3	$84,802.67
Database Administrator	2	$101,849.50
Sales Manager	2	$69,360.50
Sr. Accountant	2	$102,859.00
Administrative Assistant	1	$51,920.00
BI Director	1	$110,929.00
CIO	1	$220,450.00
Data Architect	1	$150,290.00
Director of Operations	1	$170,500.00
Director of Sales	1	$180,000.00
IT Director	1	$178,000.00
President & CEO	1	$250,000.00
Shared Services Manager	1	$93,046.00
Software Engineering Manager	1	$77,692.00
Sr. DBA	1	$100,031.00

Employee Performance Scores

- Fully Meets: 161
- Exceeds: 29
- PIP: 9
- Needs Improvement: 8
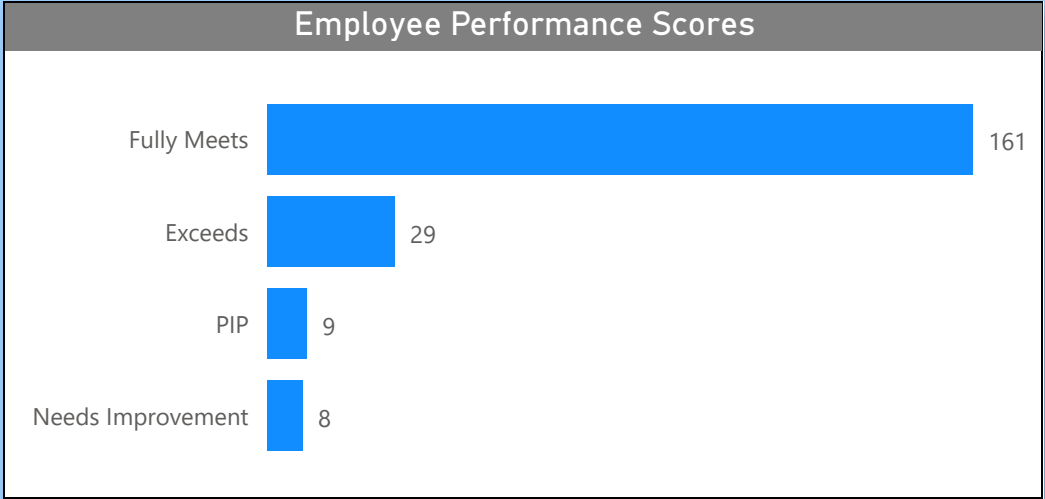
Employee Demographics

- American Indian or Alaska Native — 3 Total Employees
- Asian — 20 Total Employees
- Black or African American — 51 Total Employees
- Hispanic — 1 Total Employees
- Two or more races — 8 Total Employees
- White — 124 Total Employees

Employee Gender by Department

Legend: Total Male Employees, Total Female Employees

- Production: Male 50, Female 75
- IT/IS: Male 21, Female 19
- Sales: Male 15, Female 12

Average Salary

$70.69K