Q1: Absences Dashboard

Absences are mostly impacted by Manager Name, Number of Special Projects and the Department

Absences Rate

Special Project Count

8.736

Change:0.00%

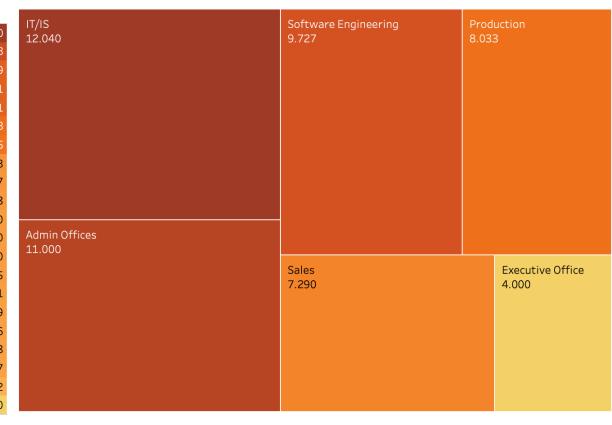
Overall Average:8.736

	Special Projects Count									
Department	0		4		33		46		296	
Admin Offices					•	33				
Executive Office		0								
IT/IS										296
Production				4						
Sales		0								
Software Engineering								46		

Manager Names

Department

Manager Name		IT/IS
Eric Dougall	16.00	12.040
Brian Champaigne	13.38	
Peter Monroe	11.79	
Jennifer Zamora	11.71	
Brandon R. LeBlanc	11.71	
Alex Sweetwater	10.78	
Simon Roup	10.35	
Ketsia Liebig	8.48	
Janet King	8.37	
Kissy Sullivan	8.23	
Webster Butler	8.00	
Kelley Spirea	8.00	Admin Office
Elijiah Gray	8.00	11.000
David Stanley	7.95	
Brannon Miller	7.91	
John Smith	7.79	
Amy Dunn	7.76	
Michael Albert	7.73	
Debra Houlihan	7.67	
Lynn Daneault	6.92	
Board of Directors	5.00	



Q2: Attrition Dashboard

The major fields that affect the attrition rate are the managers, departments and types of recruitment.

Attrition by Manager Name

Attrition Rate

Amy Dunn 8 13 Board of Directors 2 Brandon R. LeBlanc 5 1 1 Brannon Miller 16 6 Brian Champaigne 8 8 David Stanley 15 6 Debra Houlihan 2 1 Elijiah Gray 14 1 7 Eric Dougall 4 1 5 Janet King 13 1 5 Jennifer Zamora 6 1 1 John Smith 11 1 2 4 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8		Employment Status				
Amy Dunn Board of Directors Brandon R. LeBlanc Brannon Miller Brian Champaigne David Stanley Debra Houlihan Elijiah Gray Eric Dougall Janet King Jennifer Zamora John Smith Kelley Spirea Ketsia Liebig Kissy Sullivan Lynn Daneault Michael Albert 13 14 15 16 16 17 18 18 18 18 19 10 10 10 10 10 10 10 10 10	Manager Name	Active	Terminated for	Voluntarily Ter		
Board of Directors 2	Alex Sweetwater	6	1	2		
Brandon R. LeBlanc 5 1 1 Brannon Miller 16 6 Brian Champaigne 8 6 David Stanley 15 6 Debra Houlihan 2 1 Elijiah Gray 14 1 7 Eric Dougall 4 1 5 Janet King 13 1 5 Jennifer Zamora 6 1 1 John Smith 11 1 2 4 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Amy Dunn	8		13		
Brannon Miller 16 6 Brian Champaigne 8 6 David Stanley 15 6 Debra Houlihan 2 1 Elijiah Gray 14 1 7 Eric Dougall 4 3 1 5 Jennifer Zamora 6 1 1 2 John Smith 11 1 2 4 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Board of Directors	2				
Brian Champaigne 8 David Stanley 15 6 Debra Houlihan 2 1 Elijiah Gray 14 1 7 Eric Dougall 4 3 1 5 Jennifer Zamora 6 1 1 5 Jennifer Zamora 6 1 1 2 4 Kelley Spirea 16 2 4 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Brandon R. LeBlanc	5	1	1		
David Stanley 15 6 Debra Houlihan 2 1 Elijiah Gray 14 1 7 Eric Dougall 4 3 1 5 Janet King 13 1 5 Jennifer Zamora 6 1 1 John Smith 11 1 2 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Brannon Miller	16		6		
Debra Houlihan 2 1 Elijiah Gray 14 1 7 Eric Dougall 4 3 1 5 Janet King 13 1 5 Jennifer Zamora 6 1 1 John Smith 11 1 2 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Brian Champaigne	8				
Elijiah Gray 14 1 7 Eric Dougall 4 4 Janet King 13 1 5 Jennifer Zamora 6 1 1 John Smith 11 1 2 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	David Stanley	15				
Eric Dougall Janet King Jennifer Zamora John Smith Kelley Spirea Ketsia Liebig Kissy Sullivan Lynn Daneault Michael Albert A	Debra Houlihan	2		1		
Janet King 13 1 5 Jennifer Zamora 6 1 1 John Smith 11 1 2 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Elijiah Gray	14	1	7		
Jennifer Zamora 6 1 John Smith 11 1 2 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Eric Dougall	4				
John Smith 11 1 2 Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Janet King	13	1	5		
Kelley Spirea 16 2 4 Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Jennifer Zamora	6		1		
Ketsia Liebig 16 1 4 Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	John Smith	11	1	2		
Kissy Sullivan 10 2 10 Lynn Daneault 12 1 Michael Albert 13 1 8	Kelley Spirea	16	2	4		
Lynn Daneault 12 1 Michael Albert 13 1 8	Ketsia Liebig	16	1	4		
Michael Albert 13 1 8	Kissy Sullivan	10	2	10		
	Lynn Daneault	12	1			
	Michael Albert	13	1	8		
Peter Monroe 13	Peter Monroe	13		1		
Simon Roup 9 4 4	Simon Roup	9	4	4		
Webster Butler 8	Webster Butler	8	·	13		

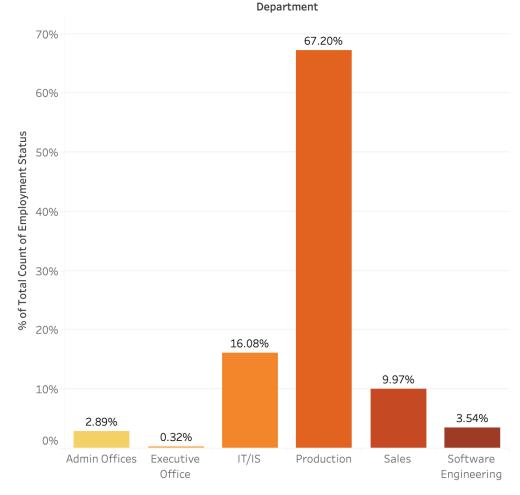
Attrition By Recruitment Source

Employment Status

Recruitment Source	Active	Terminated for Cause	Voluntarily Terminated
CareerBuilder	12	1	10
Diversity Job Fair	13		16
Employee Referral	26	3	2
Google Search	19	5	25
Indeed	66	4	17
LinkedIn	58	3	15
On-line Web applic			1
Other	1		1
Website	12		1

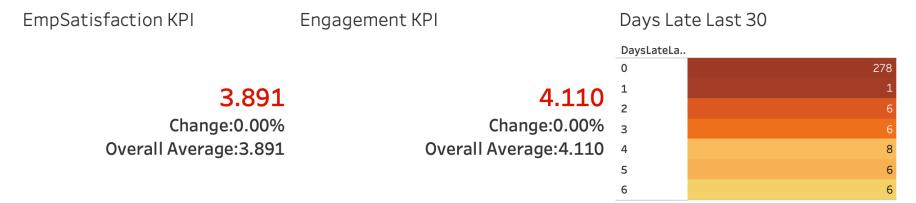
33.44%

Attrition by Department



Q3: Engagement Dashboard

Employees with lower performance score results, less punctuality and that are less satisfied with work, are more likely to have a lower engagement score.



Engagement Score by EmpSatisfaction and Performance Score



Q4: Gender Pay Gap

Overall, there's not much of a gender pay gap, with an exception of a few in specific positions.

Gender Pay Gap

Years in post (bin)

All

F

M

Pay Gap: 4.02%

Average Male Salary:67,787 Average Female Salary:70,629

Gender Pay Gap by Department, Position

