TrueCommerce
Do business in every direction

Org Level 2 (Group)
- [ ] BAU
- [ ] Growth
- [ ] Upgrade

Region
- [ ] APAC
- [ ] EMEA
- [ ] NA

Department
- [ ] Admin/Facilities
- [ ] Executive
- [ ] Finance + Admin
- [ ] Growth Strategy Marketing
- [ ] Growth Strategy Professio...
- [ ] Growth Strategy Sales
- [ ] Growth Strategy Sales Pha...
- [ ] Growth Strategy Worldwid...
- [ ] InfoSec
- [ ] IT
- [ ] Legal
- [ ] Marketing
- [ ] People Team
- [ ] Prod Dev
- [ ] Prod Strategy
- [ ] Sales
- [ ] Services
- [ ] Support
- [ ] Upgrade Finance & Admin
- [ ] Upgrade IT
- [ ] Upgrade Migration Imp Te...
- [ ] Upgrade People Team
- [ ] Upgrade Product Develop...
- [ ] Upgrade Product Strategy
- [ ] Upgrade Professional Servi...

Daily Headcount Update

Region	APAC			EMEA			NA			
Org Level 2 (Group)	Headcount	Terms	Joiners	Headcount	Terms	Joiners	Headcount	Terms	Joiners	He
BAU	**354**			**243**			**487**			
Admin/Facilities	2						2			
Executive				1			9			
Finance + Admin	7			16			17			
InfoSec	1			2			3			
IT	7			13			27			
Legal							1			
Marketing				7			9			
People Team	5			2			7			
Prod Dev	102			29			50			
Prod Strategy	2			12			23			
Sales				35			72			
Services	163			88			190			
Support	67			39			77			
Growth	**10**			**8**			**21**			
Growth Strategy Marketing				2			1			
Growth Strategy Professional Services	6						4			
Growth Strategy Sales				6			12			
Growth Strategy Sales Phase 2							4			
Growth Strategy Worldwide Support	4									
Upgrade	**34**			**10**			**21**			
Upgrade Finance & Admin	1			1			4			
Upgrade IT							1			
Upgrade Migration Imp Team	2						5			
Upgrade People Team	1									
Upgrade Product Development				3						
Upgrade Product Strategy							3			
Upgrade Professional Services	30			6			8			
Total	**398**			**261**			**529**			

Headcount Employee by Product

Product	Value
TC.net - Transaction Mana...	360
OneTime	170
No Primary Platform/Prod...	153
DIC - CIP Platform	83
TrueAuto	82
DA - Datalliance	36
eBroker	36
All Platforms/Products	34
Migration Tooling	31
B2BG - B2BGateway	30
TrueCommerce Home	27
DIC-Web/FulFill/Insight/M	19
ERP Adaptors - TC.net	17
DIC - All products	15
NTL - Netalogue	15
DIC - CIP Monitoring	14
DIC - Alligacom	12
Atlas - MX/Matrix/Fusion	11
DIC - Compello	11
One Cloud Platform	11
NXT - Nexternal	7
DIC - DiOMS	4
DIC - ERP VAR Service	4
DIC - DiCRM/DiCompliance	3
Pack & Ship	3
DIC - TrueAuto	1

Headcount Employee by Department

Department	Value
Services	441
Support	183
Prod Dev	181
Sales	107
IT	47
Upgrade Professional Services	44
Finance + Admin	40
Prod Strategy	37
Growth Strategy Sales	18
Marketing	16
People Team	14
Executive	10
Growth Strategy Professional S...	10
Upgrade Migration Imp Team	7
InfoSec	6
Upgrade Finance & Admin	6
Admin/Facilities	4
Growth Strategy Sales Phase 2	4
Growth Strategy Worldwide Su...	4
Growth Strategy Marketing	3
Upgrade Product Development	3
Upgrade Product Strategy	3
Legal	1
Upgrade IT	1
Upgrade People Team	1

Headcount Employee by Region

- NA: 527 (44.51%)
- APAC: 397 (33.53%)
- EMEA: 260 (21.96%)

Region
- NA
- APAC
- EMEA

Headcount Employee by Type

- BAU: 1084 (91.25%)
- Upgrade: 65 (5.47%)
- Growth

Type
- BAU
- Upgrade
- Growth

Employee ID	Employee Name	Job	Supervisor Name	Org Level 3	Org Level 2
222	Abdella, Lynn	Accounts Receivable Mgr	Smith, Jesse A.	True Commerce	530-Finance & Admin
223	Achezinski, Aaron	Trading Partner Svc, Lead	Hoyle, Rioghnach	True Commerce	610-Professional Servi
226	Amigo, Sara	Revenue Operations Analys	Cordone, Vincenzo	True Commerce	210-Sales
227	Anderson, Jeremy	Director, Operations	Kimball, Lee	Datalliance	610-Professional Servi
230	Baldwin, Amanda	Area Dir, Industrial Whol	Kimball, Lee	Datalliance	650-Worldwide Suppo
231	Balfour, Karlyn	Supvr, Customer Success	Hungate, Jonathan	True Commerce	650-Worldwide Suppo
232	Barth, Barbara	Area Dir, Consmr Pkg Good	Terziyska Rainer, Tzvetislava	Datalliance	650-Worldwide Suppo
235	Bellis, Gregory	VP, PreSales Integrations	Glass, William	True Commerce	210-Sales
237	Berry, Michael J.	SVP, Services	Douglas, Eric	CORP	610-Professional Servi
239	Bikis, Jeff	Sales Executive	Hansen, Amelie	True Commerce	210-Sales
240	Blaisdell, Kathy A.	Customer Success Manager	Stevens, Lori	Nexternal	610-Professional Servi
241	Blas, Luis M.	Customer Success Manager	Hungate, Jonathan	True Commerce	650-Worldwide Suppo
242	Blessing, Zoe	Sr. Design Engineer, Lead	Williams, Craig	Nexternal	430-Product Developn
244	Buckley, Christina L.	Dir, Product Marketing	Ford, Lacey	True Commerce	310-Marketing

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Trend Headcount

Date

| 1/1/2024 | 8/31/2024 |

Region
- [ ] APAC
- [ ] EMEA
- [ ] NA

Org Level 2 (Group)
- Search
- [ ] BAU
- [ ] Growth
- [ ] Upgrade

Department
- Search
- [ ] (Blank)
- [ ] Admin/Facilities
- [ ] Executive
- [ ] Finance + Admin
- [ ] Growth Strategy Marketing
- [ ] Growth Strategy Professio...
- [ ] Growth Strategy Sales

Product
- Search
- [ ] (Blank)
- [ ] All Platforms/Products
- [ ] DA - Datalliance
- [ ] DIC - All products
- [ ] DIC - CIP Platform
- [ ] DIC - DiOMS
- [ ] DIC - TrueAuto
- [ ] DIC-Web/FulFill/Insight/M
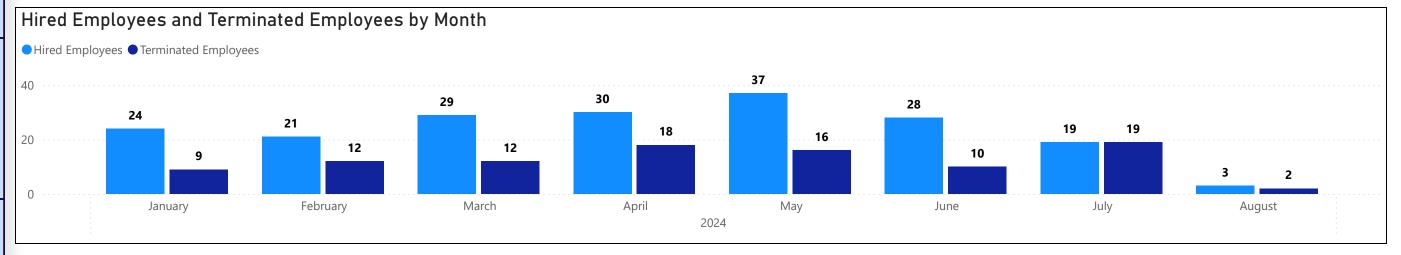- [ ] ERP Adaptors - TC.net
- [ ] No Primary Platform/Prod...

Headcount Employees vs Plan by Month

● Current Employees   ● Headcount Plan

Month	Headcount Plan	Current Employees
January	1153	1108
February	1155	1117
March	1207	1134
April	1211	1146
May	1211	1167
June	1227	1185
July	1237	1185
August	1188	1188

2024

Hired Employees and Terminated Employees by Month

● Hired Employees   ● Terminated Employees

Month	Hired Employees	Terminated Employees
January	24	9
February	21	12
March	29	12
April	30	18
May	37	16
June	28	10
July	19	19
August	3	2

2024

1188
Current Employees

191
Hired Employees

98
Terminated Employees

Monthly Headcount By Department

Year 2024

Org Level 2 (Group)	January	February	March	April	May	June	July	August
BAU	**1072**	**1075**	**1076**	**1077**	**1091**	**1089**	**1082**	**1084**
210-Sales	92	97	96	100	105	104	107	107
310-Marketing	21	20	21	21	19	19	15	16
430-Product Development	182	182	182	181	183	182	181	181
440-Product Strategy	37	37	36	36	37	38	37	37
500-Administration	4	4	4	4	5	5	4	4
515-Legal	1	1	1	1	1	1	1	1
530-Finance & Admin	39	40	40	39	39	38	40	40
540-People Team	12	13	13	14	15	14	14	14
550-IT	50	50	50	50	49	48	47	47
560-Security	6	6	6	6	6	6	6	6
610-Professional Services	440	438	441	438	442	444	441	441
650-Worldwide Support	181	180	179	180	183	183	182	183
xxx-Executive	10	10	10	10	10	10	10	10
Growth	**8**	**14**	**18**	**26**	**28**	**32**	**38**	**39**
212-GS Sales	7	11	13	15	16	17	18	18
222-GS Sales Phase 2							3	4
312-GS Marketing	1	1	1	2	3	3	3	3
612-GS Professional Serv		2	3	6	6	8	10	10
652-GS Worldwide Support			1	3	3	4	4	4
Upgrade	**28**	**28**	**40**	**43**	**48**	**64**	**65**	**65**
710-US Professional Serv	12	12	24	27	27	43	44	44
715-US Migration Imp Team	4	4	4	4	7	7	7	7
Total	**1108**	**1117**	**1134**	**1146**	**1167**	**1185**	**1185**	**1188**

Monthly Headcount By Location

Year 2024

Region	January	February	March	April	May	June	July	August
⊞ **APAC**	**361**	**359**	**374**	**379**	**384**	**398**	**397**	**398**
⊟ **EMEA**	**246**	**247**	**249**	**254**	**258**	**260**	**261**	**261**
⊞ **Belgium**	**3**	**3**	**3**	**3**	**4**	**4**	**4**	**4**
⊟ **Denmark**	**63**	**64**	**64**	**64**	**65**	**64**	**64**	**64**
Copenhagen	58	59	59	59	60	59	59	59
Silkeborg	5	5	5	5	5	5	5	5
⊟ **Germany**	**29**	**29**	**29**	**29**	**31**	**31**	**31**	**31**
Munich	29	29	29	28	30	30	30	30
Remote-Munich			1	1	1	1	1	1
⊞ **Ireland**	**7**	**7**	**7**	**7**	**7**	**7**	**7**	**7**
⊞ **U.K**	**144**	**144**	**146**	**151**	**152**	**154**	**155**	**155**
⊟ **NA**	**501**	**511**	**511**	**513**	**525**	**527**	**527**	**529**
⊞ **Canada**	**48**	**48**	**47**	**47**	**48**	**48**	**46**	**46**
⊞ **U.S**	**453**	**463**	**464**	**466**	**477**	**479**	**481**	**483**
Total	**1108**	**1117**	**1134**	**1146**	**1167**	**1185**	**1185**	**1188**

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Termination Date
1/5/2024 — 7/31/2024

Region
- ☐ APAC
- ☐ EMEA
- ☐ NA

Org Level 2
- ☐ 210-Sales
- ☐ 212-GS Sales
- ☐ 310-Marketing
- ☐ 430-Product Development
- ☐ 440-Product Strategy
- ☐ 500-Administration
- ☐ 530-Finance & Admin
- ☐ 540-People Team
- ☐ 550-IT
- ☐ 610-Professional Services
- ☐ 612-GS Professional Serv
- ☐ 650-Worldwide Support
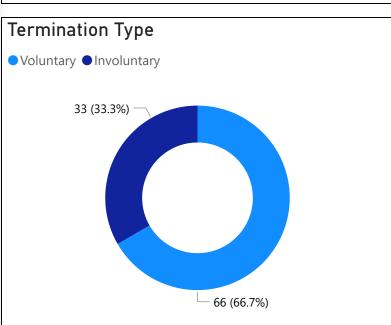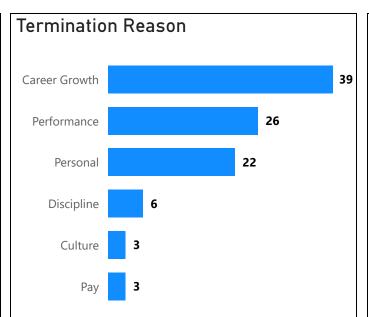- ☐ 652-GS Worldwide Support
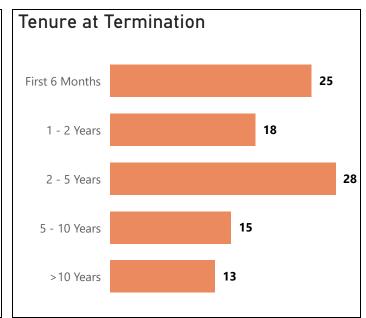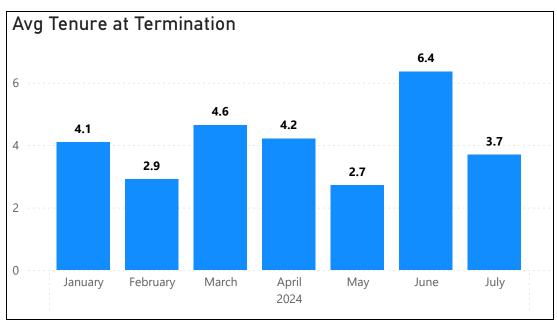- ☐ 710-US Professional Serv

Total Terminations	Voluntary	Involuntary	Avg. Tenure at Termination
99	66	33	4.0

Termination Type
- ● Voluntary ● Involuntary
- 33 (33.3%)
- 66 (66.7%)

Termination Reason
Reason	Count
Career Growth	39
Performance	26
Personal	22
Discipline	6
Culture	3
Pay	3

Tenure at Termination
Tenure	Count
First 6 Months	25
1 - 2 Years	18
2 - 5 Years	28
5 - 10 Years	15
>10 Years	13

Avg Tenure at Termination
Month	Value
January	4.1
February	2.9
March	4.6
April	4.2
May	2.7
June	6.4
July	3.7

Termination Type by Month
Termination Type ● Involuntary ● Voluntary

Month	Involuntary	Voluntary
January	2	7
February	1	11
March	3	9
April	7	13
May	4	12
June	5	6
July	11	8

Termination Reason by Month
Terms Reason Group ● Career Growth ● Culture ● Discipline ● Pay ● Performance ● Personal

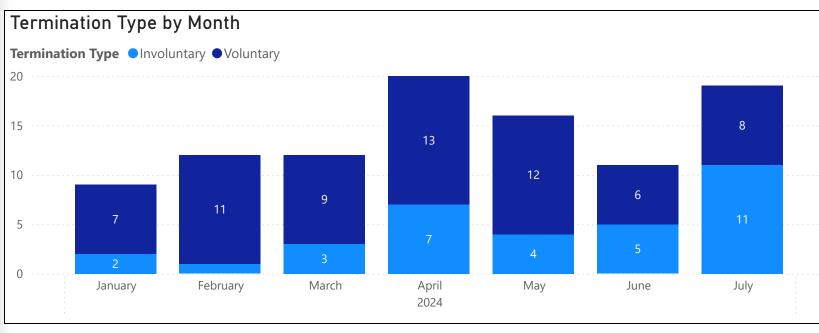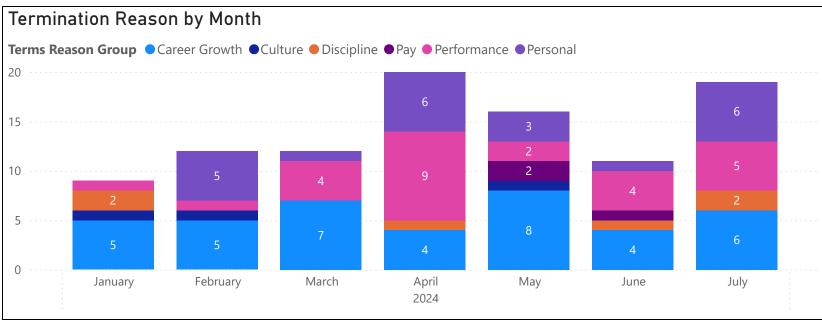| Month	Career Growth	Discipline	Performance	Personal	Pay	Culture
January	5	2				
February	5			5		
March	7		4			
April	4		9	6		
May	8		2	3	2	
June	4		4			
July	6	2	5	6		

Employee Name (Last Suffix, First MI)	Employee Number	Job	Company	Org Level 1	Org Level 2	Org Level 3	Last Hire Date	Last Hire Years	Termination Date	Termination Reason
Ahmed, Ruhul	001174	Account Manager II	DiCentral Corporation	Remote-Columbus	210-Sales	DiCentral	05/23/2022	1.90	04/01/2024	Performance
Ait Salah, Yassin	001607	Product Manager	DiCentral Inc.	Remote CAN	440-Product Strategy	True Commerce	11/28/2016	7.60	07/05/2024	Moving
Amin, Ahmed P.	700104	Application Developer, 2	TrueCommerce (Manchester) Limited	Manchester	430-Product Development	Atlas	05/03/2022	1.80	03/04/2024	Other job
Armstrong, Jacob L.	000834	Integration Specialist I	TrueCommerce, Inc.	Cranberry Twp	650-Worldwide Support	True Commerce	03/15/2021	3.20	06/28/2024	Other job
Blikslager, Gabriele	001678	Office Management	TrueCommerce GmbH	Munich	530-Finance & Admin	DiCentral	07/16/2007	16.70	04/30/2024	Retirement/Early Retire
Bullock, Bruce	000255	Trading Partner Spec III	TrueCommerce, Inc.	Remote-Cranberry	610-Professional Services	True Commerce	01/03/2012	12.50	07/11/2024	Retirement/Early Retire
Caudill, Janel M.	001609	Dir, Digital Marketing	TrueCommerce, Inc.	Remote-Cranberry	310-Marketing	True Commerce	10/24/2022	1.70	07/26/2024	Performance
Chau, Ngoc Thanh	001216	Admin & HR Manager	DiCentral Vietnam	Ho Chi Minh City	540-People Team	DiCentral	09/03/2008	15.70	06/03/2024	Involuntary Termination