



## HEAD COUNT

4.037

+14% Y.o.Y

## NEW HIRES

307

+14% Y.o.Y

## TERMINATIONS

238

+32% Y.o.Y

## TURN OVER

7.3%

+10% Y.o.Y

## ENGAGEMENT SCORE

8

9 on the last review

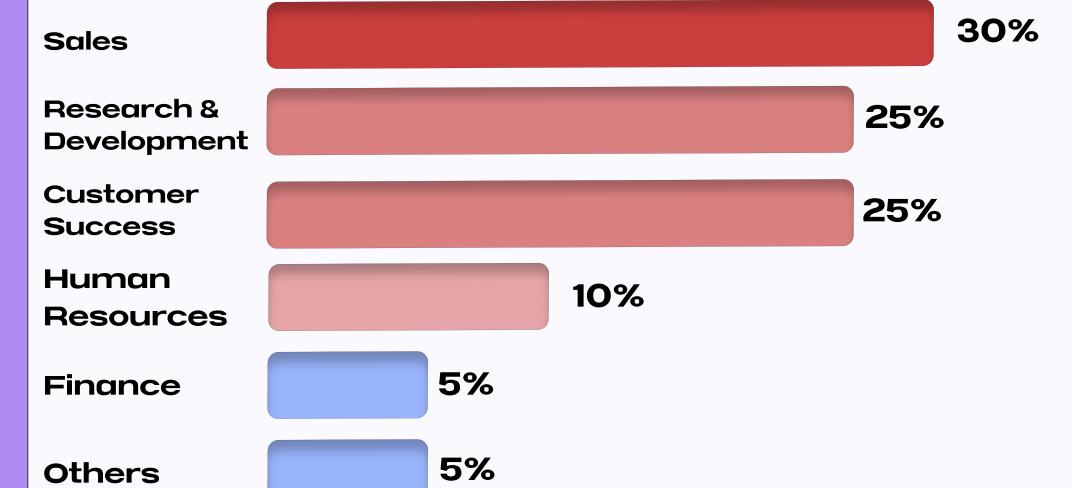
EXECUTIVE VIEW

HEAD COUNT ANALYSIS

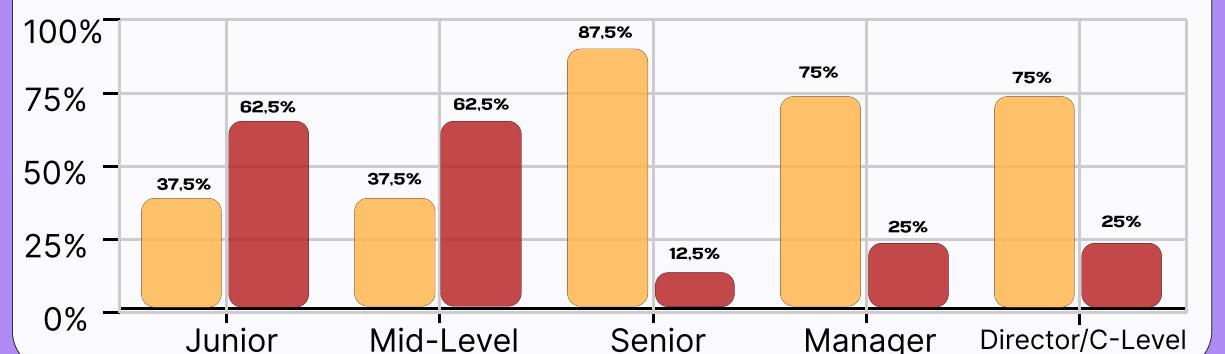
RECRUITMENT INSIGHTS

ENGAGEMENT &amp; PERFORMANCE

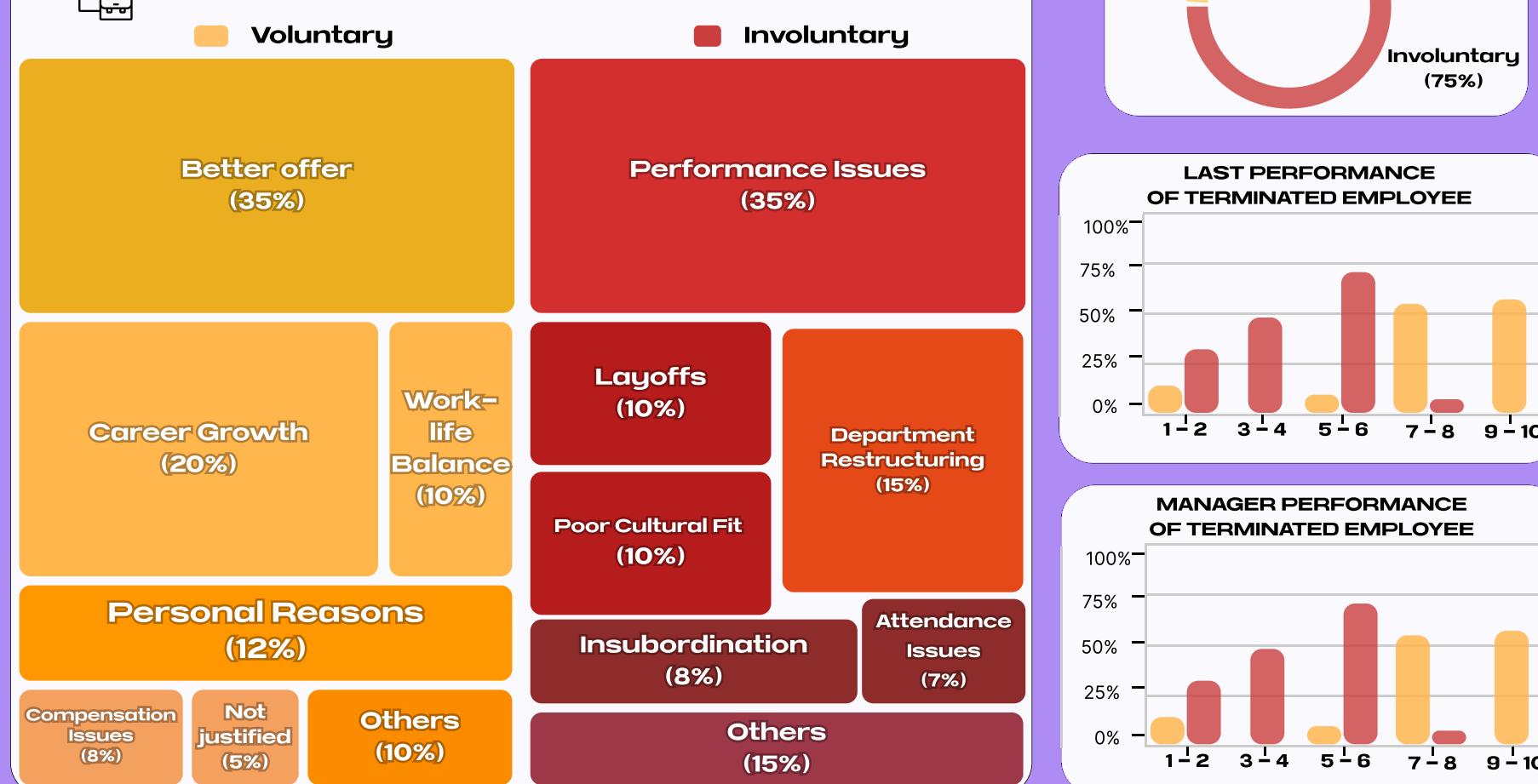
## TURNOVER BY DEPARTMENT



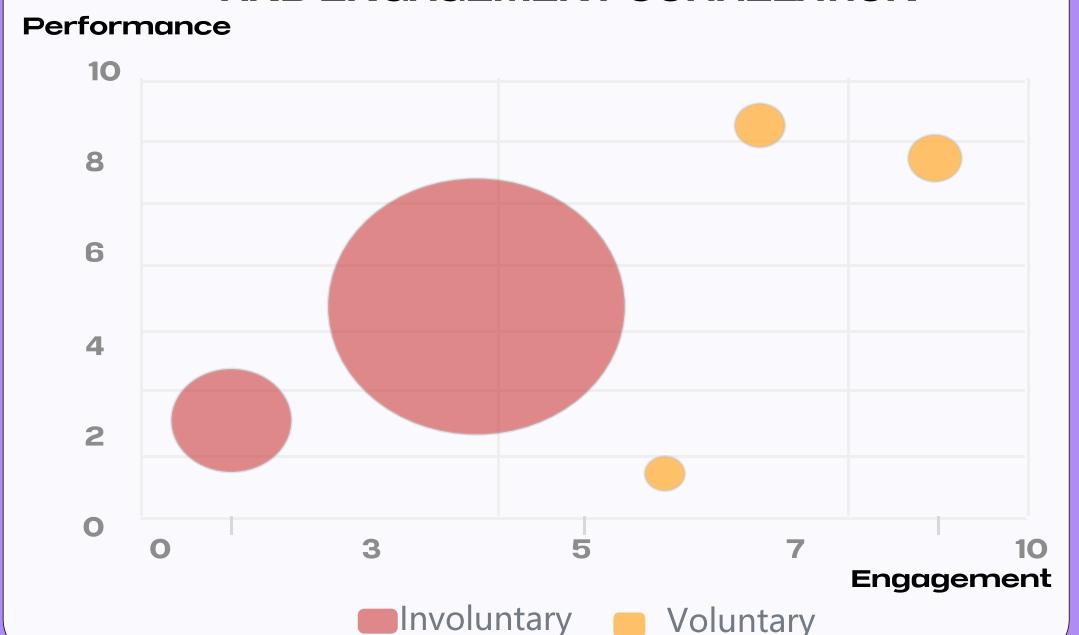
## TERMINATION REASON PROPORTION BY SENIORITY



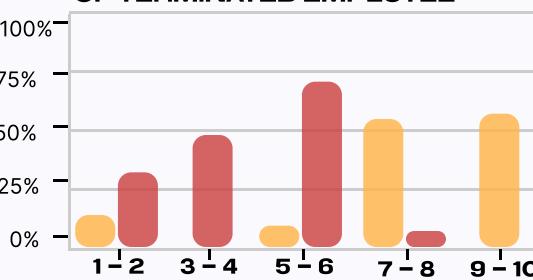
## TREEMAP OF TERMINATION REASON



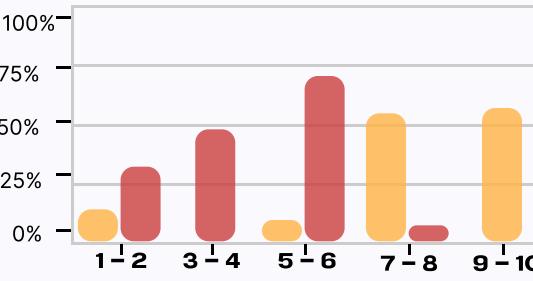
## BUBBLEPLOT OF PERFORMANCE AND ENGAGEMENT CORRELATION



## LAST PERFORMANCE OF TERMINATED EMPLOYEE



## MANAGER PERFORMANCE OF TERMINATED EMPLOYEE



## HEAD COUNT

**4.037**

+14% Y.o.Y

## NEW HIRES

**307**

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## TERMINATIONS

**238**

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+10% Y.o.Y

## ENGAGEMENT SCORE

**8**

9 on the last review

EXECUTIVE VIEW

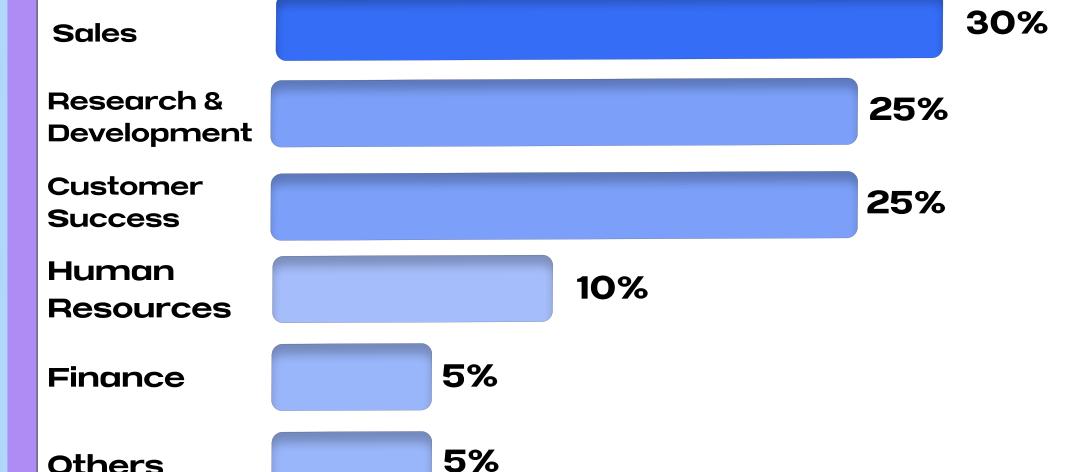
HEAD COUNT ANALYSIS

RECRUITMENT INSIGHTS

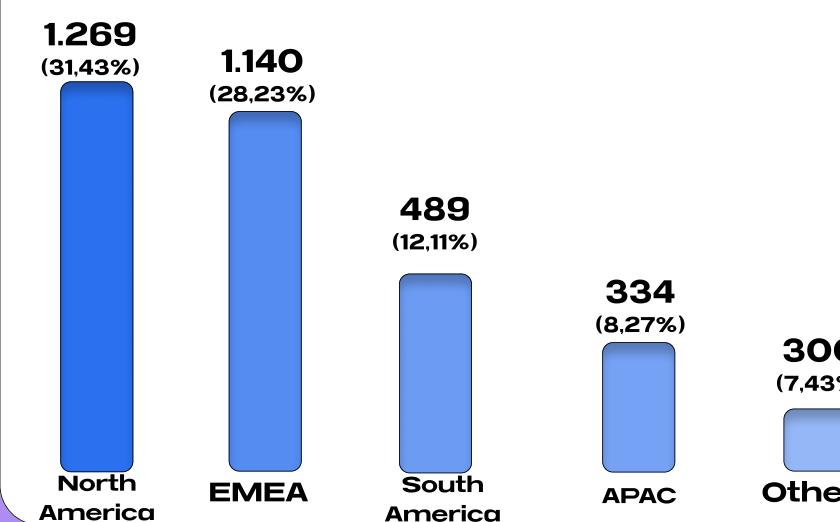
ENGAGEMENT &amp; PERFORMANCE



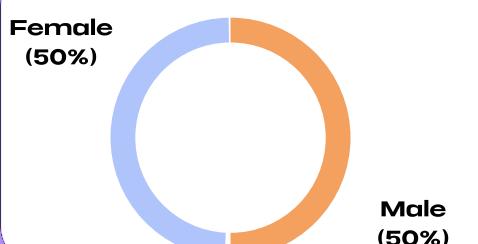
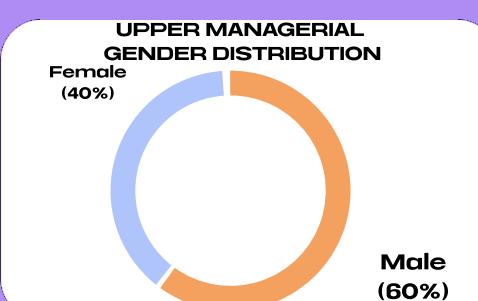
## HEAD COUNT BY DEPARTMENT



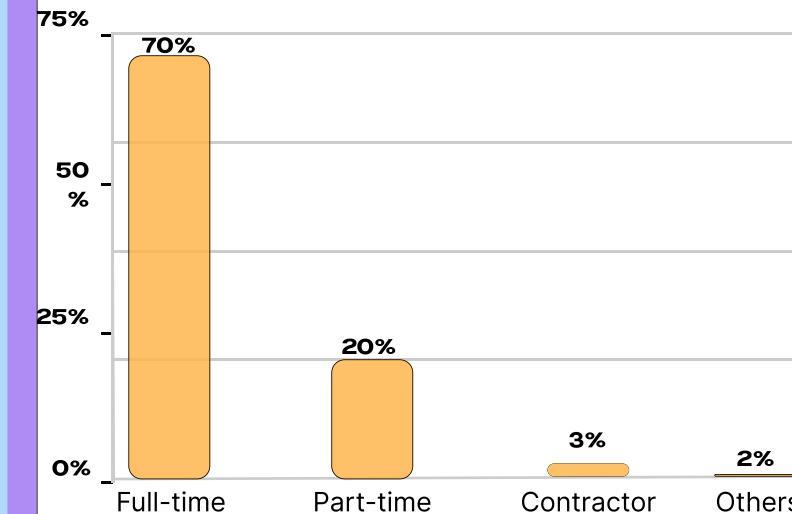
## EMPLOYEES DISTRIBUTIUTION PER REGION



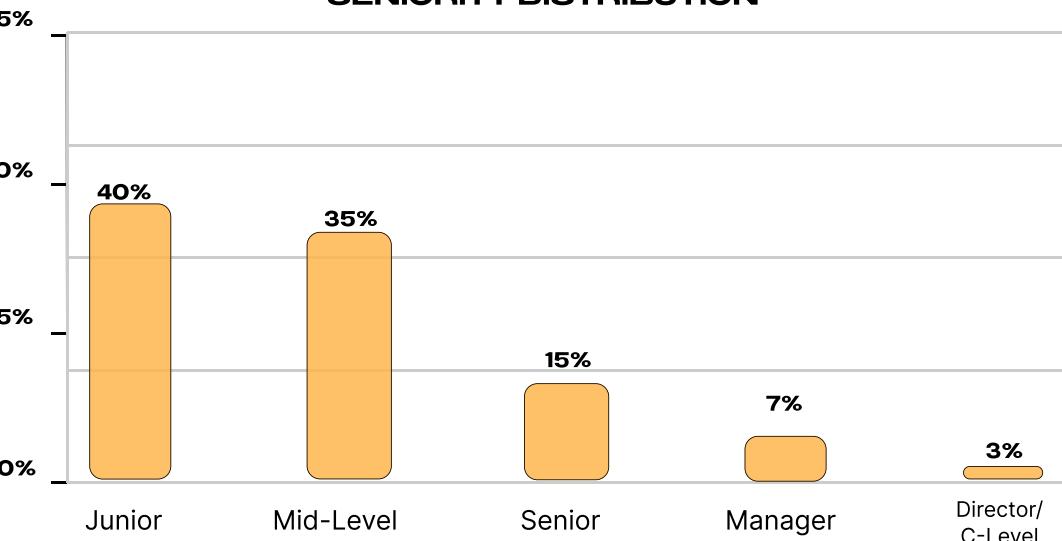
## LEGAL GENDER DISTRIBUTION

AVG. SPAN OF CONTROL  
**4 Direct Reports.**Highest Span of Control:  
Customer Support (7)Lowest Span of Control:  
Sales (2)

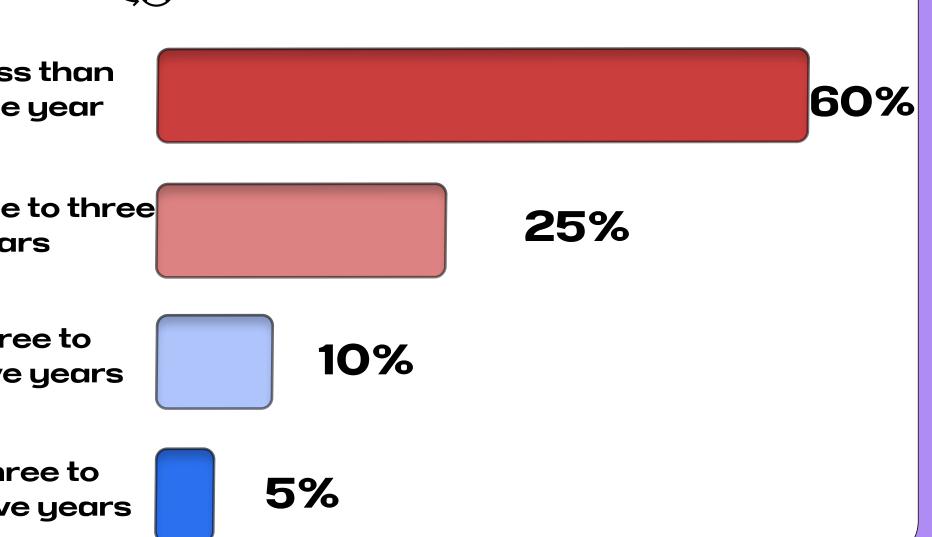
## EMPLOYEE TYPE DISTRIBUTION



## SENIORITY DISTRIBUTION



## EMPLOYEE TENURE





## HEAD COUNT

4.037

+14% Y.o.Y

## NEW HIRES

307

+14% Y.o.Y

## Candidates on Pipeline

238

+32% Y.o.Y

## Acceptance Rate

87.3%

+10% Y.o.Y

## TIME TO HIRE

21 days

0% variation M.o.M

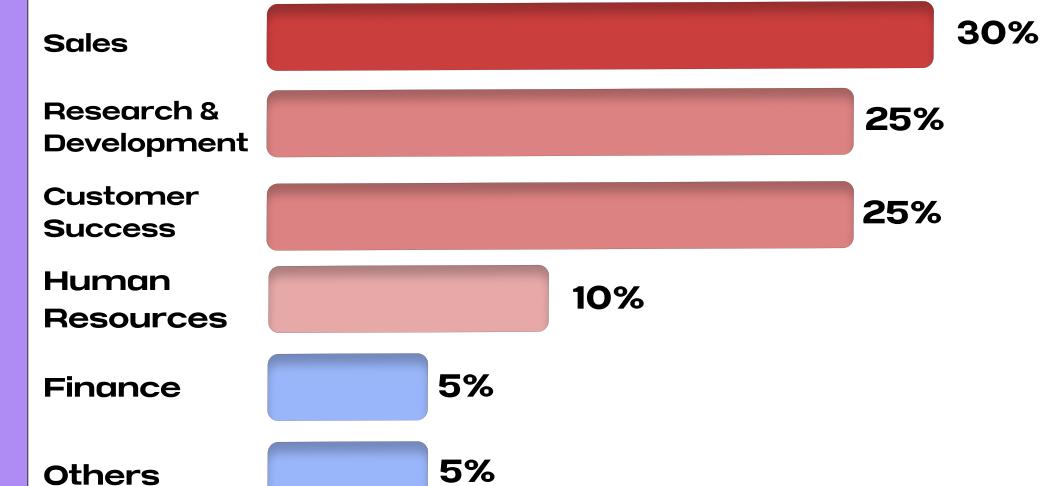
## EXECUTIVE VIEW

## HEAD COUNT ANALYSIS

## RECRUITMENT INSIGHTS

## ENGAGEMENT &amp; PERFORMANCE

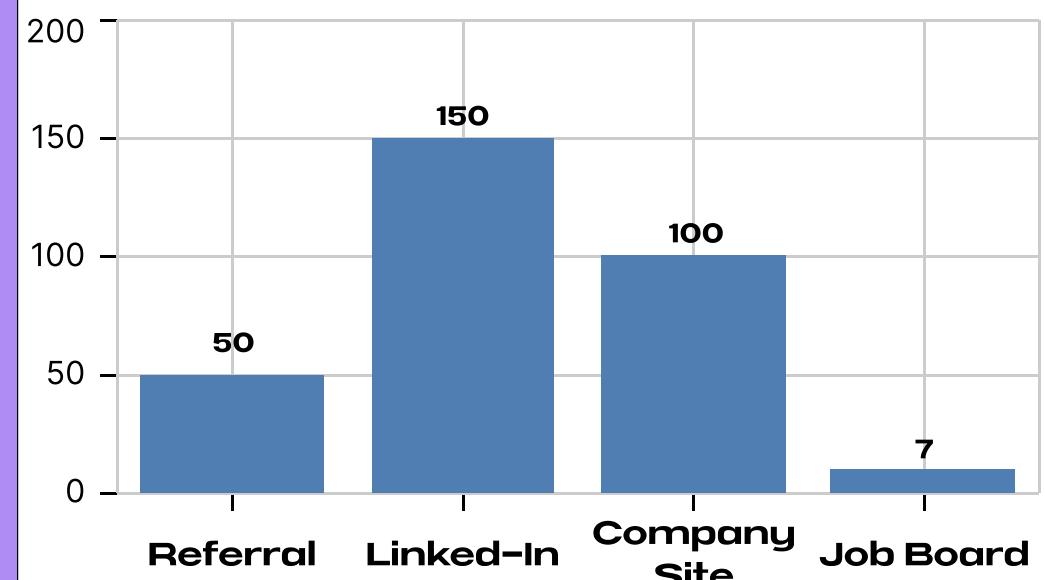
## OPEN POSITIONS BY DEPARTMENT



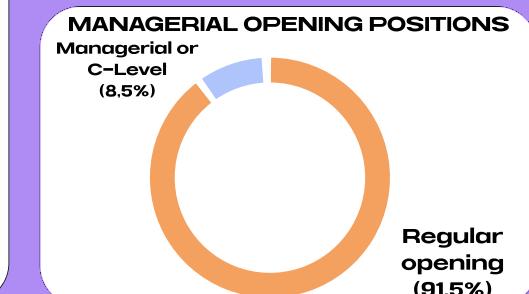
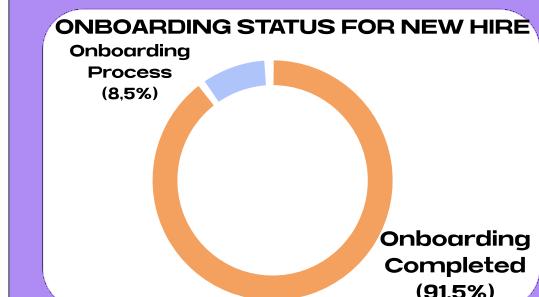
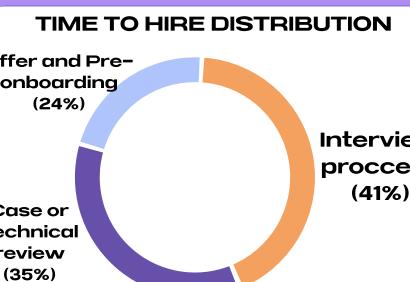
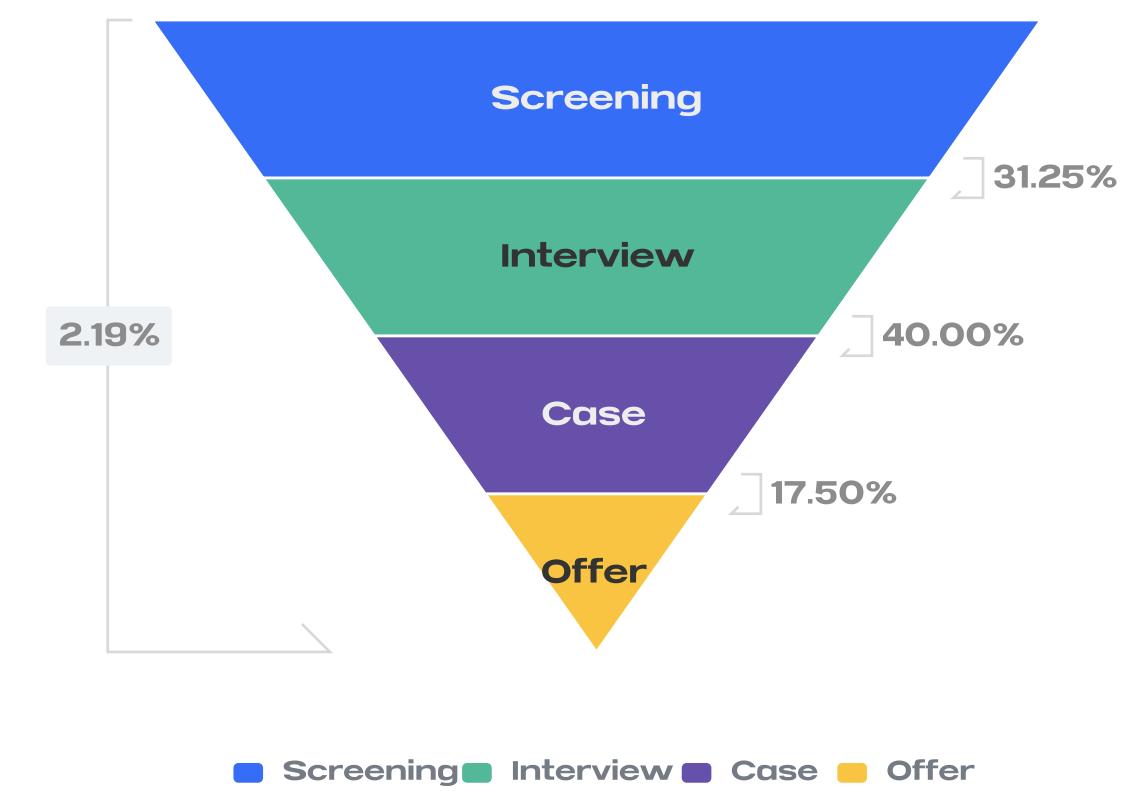
## OPEN POSITION BY QUARTERS



## DISTRIBUTION OF HIRING SOURCE



## CANDIDATES ON HIRING PIPELINE


■ Screening ■ Interview ■ Case ■ Offer

## HEAD COUNT

**4.037**

+14% Y.o.Y

## EVALUATED LAST CYCLE

**3600**

+14% Y.o.Y

## EXCLUDED FROM LAST CYCLE

**437**

+32% Y.o.Y

## NEXT CYCLE

**June 1st**

Once per Quarter

## ENGAGEMENT SCORE

**8**

9 on the last review

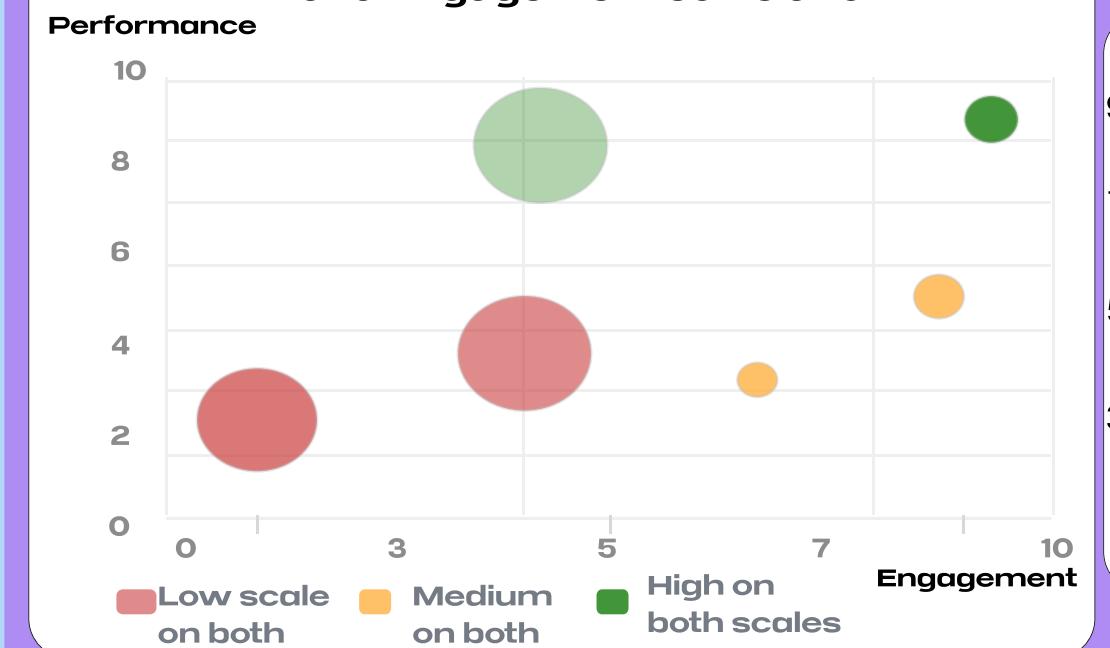
## EXECUTIVE VIEW

## HEAD COUNT ANALYSIS

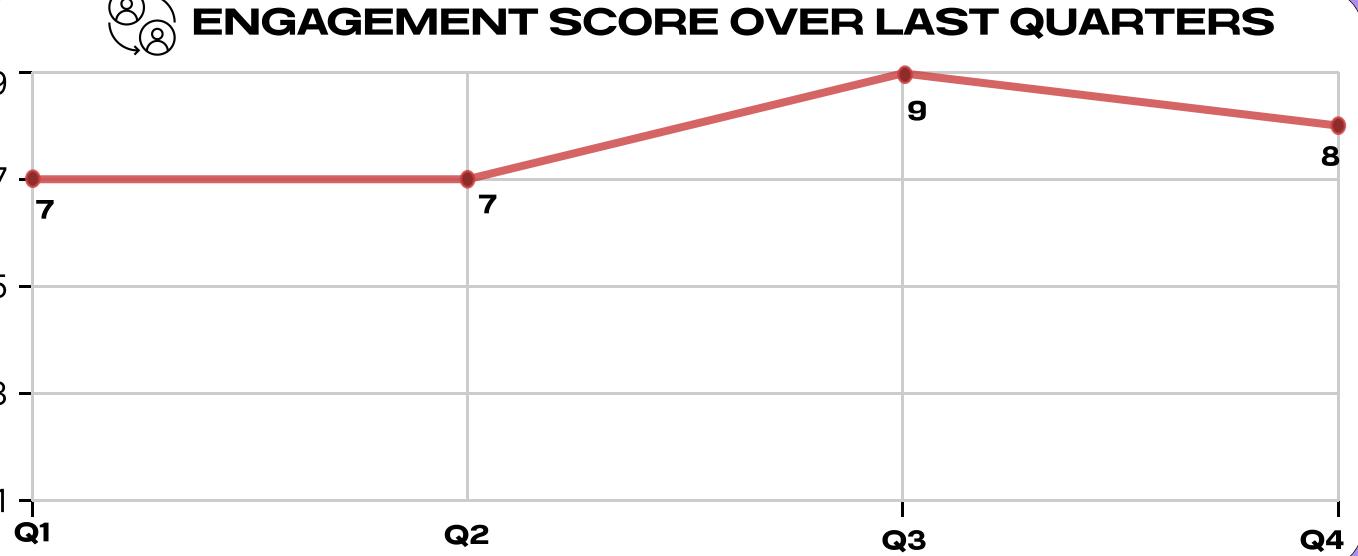
## RECRUITMENT INSIGHTS

## ENGAGEMENT &amp; PERFORMANCE

## Bubbleplot of Performance and Engagement correlation



## ENGAGEMENT SCORE OVER LAST QUARTERS



## REQUIRED ATTENTION BASED ON PERFORMANCE RATING

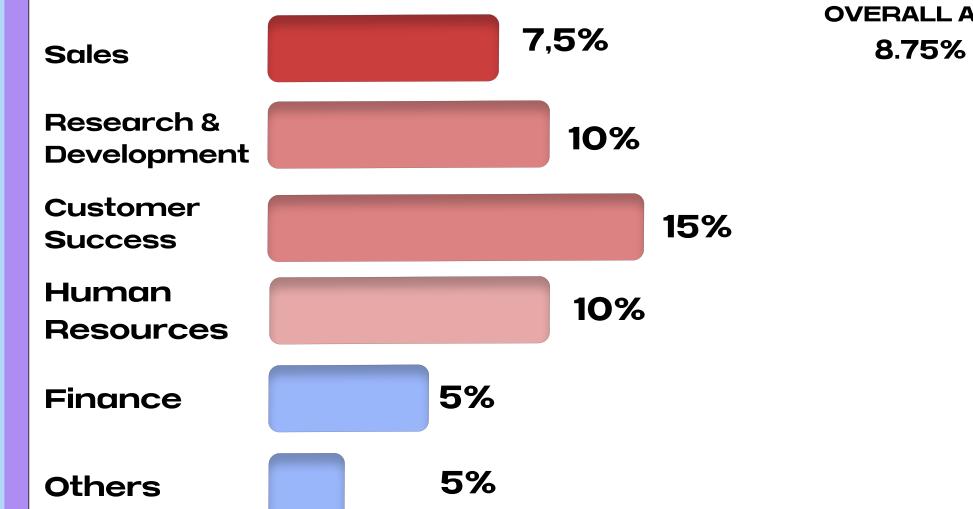
Possible PIP (24%)  
Not Action Required (41%)

Case for promotion or Gratification (35%)

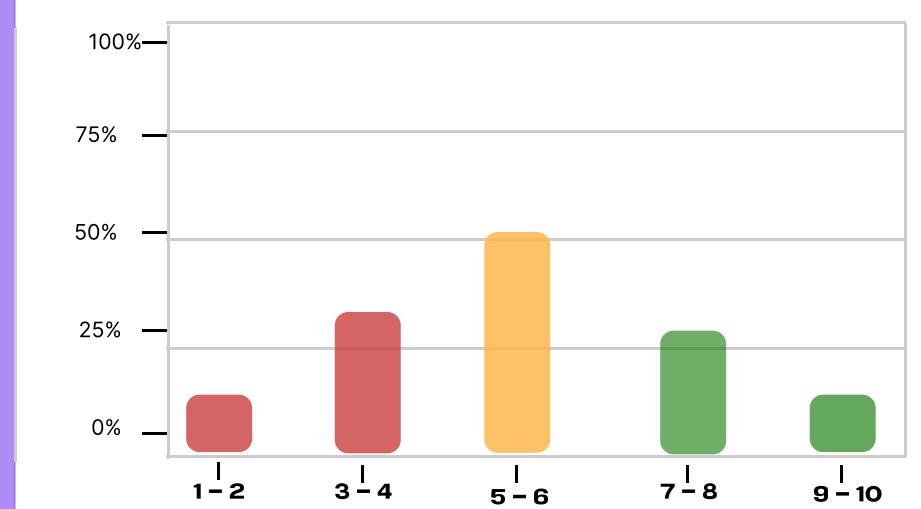
## EMPLOYEES UNDER PIP PROGRAM

PIP in Progress (4.5%)  
Not Under PIP Program (93.5%)

## HIGH-PERFORMERS BY DEPARTMENT



## EMPLOYEES PERFORMANCE DISTRIBUTION



## MANAGERS PERFORMANCE DISTRIBUTION

