



INCHCAPE CONFIDENTIAL

HUMAN RESOURCE MANAGEMENT BUSINESS AND TECHNICAL UNDERSTANDING



AgeGroup Query:

Hide in Report View: AgeGroupID

BU Query:

Measure	Expression	Hide in Report View
Count of BU	Count of BU = COUNTA('BU'[BU])	

Date Query:

Measure	Expression	Hide in Report View
Count of Date	Count of Date = COUNTA('Date'[Date])	
MonthIncrementNumber	MonthIncrementNumber = ([Year]-MIN([Year]))*12 +[MonthNumber]	Yes

Create Hierarchy

Year→QtrNumber→PeriodNumber

Employee Query:

Measure	Expression	Hide in Report View
Count of Date	Actives = CALCULATE([EmpCount], FILTER(Employee, ISBLANK(Employee[TermDate])))	
MonthIncrementNumber	Actives SPLY = CALCULATE([Actives],SAMEPERIODLASTYEAR('Date'[Date]))	
Actives YoY % Change	Actives YoY % Change = DIVIDE([Actives YoY Var], [Actives SPLY])	
Actives YoY Var	Actives YoY Var = [Actives]-[Actives SPLY]	
AgeGroupID	AgeGroupID = IF([Age]<30, 1, IF([Age]<50, 2, 3))	Yes
AVG Age	AVG Age = ROUND(AVERAGE([Age]), 0)	
AVG Tenure Days	AVG Tenure Days = AVERAGE([TenureDays])	
AVG Tenure Months	AVG Tenure Months = ROUND([AVG Tenure Days]/30, 1)-1	
Bad Hires SPLY	Bad Hires SPLY = CALCULATE([Sum of BadHires],SAMEPERIODLASTYEAR('Date'[Date])) Bad Hires YoY % Change = DIVIDE([Bad Hires YoY Var], [Bad Hires SPLY])	
Bad Hires YoY Var	Bad Hires YoY Var = [Sum of BadHires]-[Bad Hires SPLY]	
BadHire%ofActives	BadHire%ofActives = DIVIDE([Sum of BadHires],[Actives])	
BadHire%ofActiveSPLY	BadHire%ofActiveSPLY = DIVIDE([Bad Hires SPLY],[Actives SPLY])	
BadHires	BadHires = IF(OR((((HireDate]-[TermDate])*- 1)>=61,ISBLANK([TermDate])),0,1)	
EmpCount	EmpCount = CALCULATE(COUNT([EmplID]), FILTER(ALL('Date'[PeriodNumber]), 'Date'[PeriodNumber] = MAX('Date'[PeriodNumber])))	
EmpCount SPLY	EmpCount SPLY = CALCULATE(COUNT([EmplID]), FILTER(ALL('Date'[PeriodNumber]), 'Date'[PeriodNumber] = MAX('Date'[PeriodNumber])),SAMEPERIODLASTYEAR('Date'[Date]))	

2 | Business Description and Technical Entity Relationship Model

isNewHire	isNewHire = IF(YEAR([date]) = YEAR([HireDate]) && MONTH([date])=MONTH([HireDate]), 1)	
New Hires	New Hires = SUM([isNewHire])	
New Hires SPLY	New Hires SPLY = CALCULATE([New Hires],SAMEPERIODLASTYEAR('Date'[Date]))	
New Hires YoY % Change	New Hires YoY % Change = DIVIDE([New Hires YoY Var], [New Hires SPLY])	
New Hires YoY Var	New Hires YoY Var = [New Hires]-[New Hires SPLY]	
Sep%ofActive	Sep%ofActive = DIVIDE([Seps],[Actives])	
Sep%ofSMLYActives	Sep%ofSMLYActives = DIVIDE([Seps SPLY],[Actives SPLY])	
Seps	Seps = CALCULATE(COUNT([EmplID]), FILTER(Employee, NOT(ISBLANK(Employee[TermDate]))))	
Seps SPLY	Seps SPLY = CALCULATE([Seps],SAMEPERIODLASTYEAR('Date'[Date]))	
Seps YoY % Change	Seps YoY % Change = DIVIDE([Seps YoY Var], [Seps SPLY])	
Seps YoY Var	Seps YoY Var = [Seps]-[Seps SPLY]	
Sum of BadHires	Sum of BadHires = SUM([BadHires])	
TenureDays	TenureDays = IF([date]-[HireDate]<0,[HireDate]-[date],[date]-[HireDate]) TenureMonths = CEILING([TenureDays]/30, 1) -1	
TO %	TO % = DIVIDE([Seps], [Actives])	
TO % Norm	TO % Norm = CALCULATE([TO %], all(Gender[Gender]), ALL(Ethnicity[Ethnicity]))	
TO % Var	TO % Var = [TO %]-[TO % Norm]	

Hide the below columns:

Age
AgeGroupID
BU
Date
EmplID
EthnicGroup
FP
Gender
HireDate
isNewHire
PayTypeID
TenureDays
TenureMonths
TermRate
TermReason

Ethnicity Query: Hide in Report View: EthnicGroup

FP Query:

Gender Query:

Hide in Report View: ID, Sort

PayType Query:

Hide in Report View: PayTypeID

SeperationReason Query:

Hide in Report View: SeperationTypeID

Proposed POWER BI Pages

New Hires Page



Page Setup:

Page Level Filters:

Note: Till 2016, there was an option called Dynamic, now we need to use Page View and Page Size combination.

Visual 1: Line and clustered column chart

Shared Axis: Month

Column Values: New Hires, New Hires SPLY

Line Values: Actives YoY % Change

Visual Level Filters: Ensure all the above fields (All)

Format:

Legend: Position (Top), Title (On), Legend Name (Ethnicity), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Actives YOY % Change (#FD625E), New Hires (#01B8AA), New Hires SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 2: Line and stacked column chart

Shared Axis: Region, VIP

Column Series: Ethnicity

Column Values: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend Name (Ethnicity), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Actives (#A66999), Group A (#374649), Group B (#374649), Group C (#01B8AA),

Group D (#F2C80F), Group E (#5F6B6D), Group F (#BAD4EB), Group G (#FE9666)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (New Hires and Actives by Region and Ethnicity), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 3: Line chart

Axis: Month

Legend: FPDsc

Values: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend Name (FPDesc), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Full-Time (#01B8AA), Part-Time (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (New Hires by Month and FPDesc), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 4: Pie Chart

Details: Gender

Values: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (New Hires by Gender), Font Color (#C8C8C8), Background Color (#777777), Alignment (Left), Text size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 5: Waterfall Chart

Category: AgeGroup

Y-Axis: New Hires

Line Values: Actives

Visual Level Filters: Ensure all the above fields (All)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

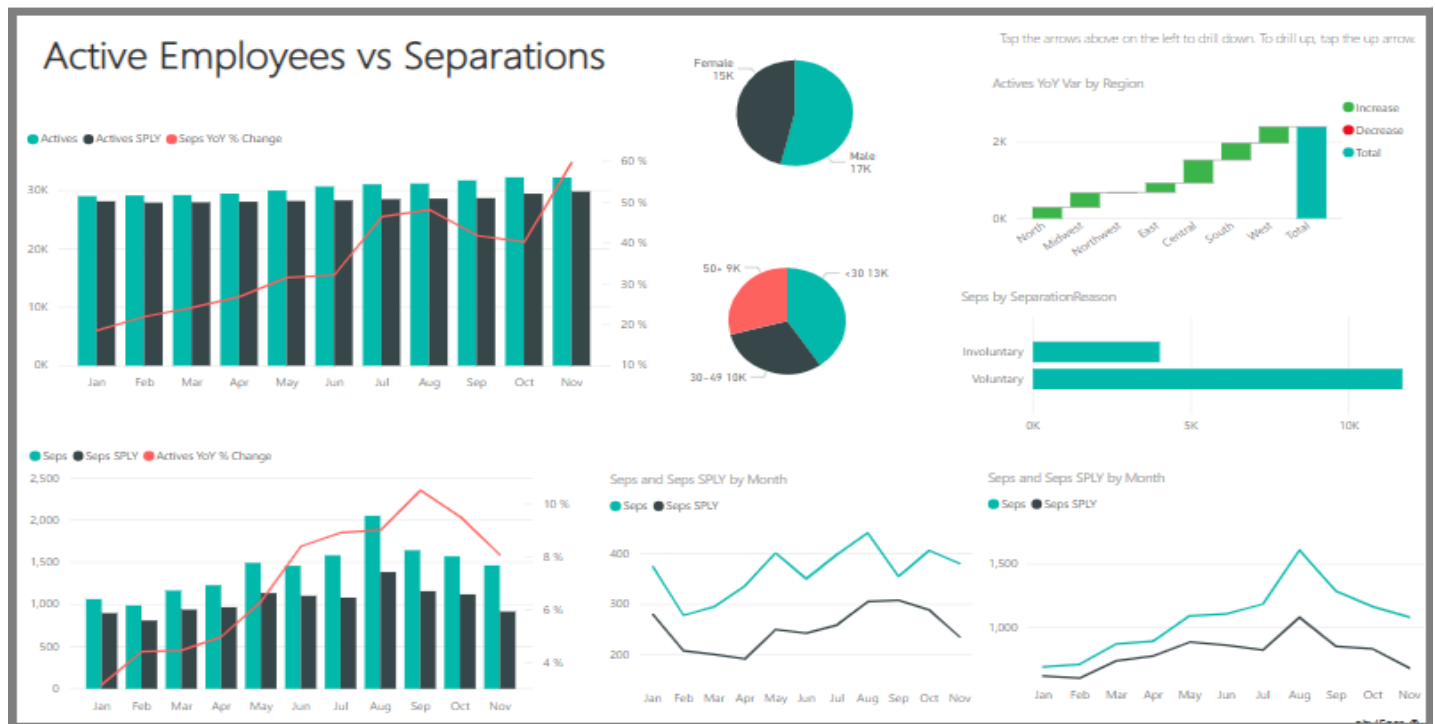
Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Sentiment Colors: Increase (#3bb44a), Decrease (#E81123), Total (#01B8AA)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Active Employees vs Separations page



Page Setup:

Page Information

Name:

Q & A

Page Size

Type:

Page Background

Color:

Page Level Filters:

AGeGroup is (ALL)

Ethnicity is (ALL)

FPDESC is (ALL)

Gender is (ALL)

Month is not (DEC)

Region is (ALL)

SeperationReason is (ALL)

VP is (ALL)

Year is (2014)

Note: Till 2016, there was an option called Dynamic, now we need to use Page View and Page Size combination.

Visual 1: Line and clustered column chart

Shared Axis: Month, Region,VP

Column Values: Actives, Actives SPLY

Line Values: Seps YoY% Change

Visual Level Filters: Ensure all the above fields (All)

Format:

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI),Minimum Category Width (20),Max Size(25%), Inner Padding (20%), Concatenate Labels (On), Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Seps YOY % Change (#FD625E), Actives (#01B8AA), Actives SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 2: Pie Chart

Legend: Gender

Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 3: Pie Chart

Details: AgeGroup

Values: Actives

Visual Level Filters: Ensure all the above fields (All)

Data Colors: <30 (#01B8AA), 30-49 (#374649), 50+ (#FD625E)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 4: Waterfall Chart

Category: Region, VP

Y-Axis: Actives YoY Var

Legend: Position (Right), Title (On), Color (Grey), Font family (Segoe UI), Text Size (8)

Visual Level Filters: Ensure all the above fields (All)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Sentiment Colors: Increase (#3bb44a), Decrease (#E81123), Total (#01B8AA)

Title: Title Text (Actives YoY Var by Region), Font Color (#C8C8C8), Background color (#374649), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 5: Stacked bar chart

Axis: SeparationRegion

Value: Seps

Visual Level Filters: Ensure all the above fields (All)

Y-Axis: Position (Left), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Title (Off)

X-Axis : Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Default color (#01B8AA),

Plot Area: Transparency (50%)

Title: Title Text (Seps by SeparationReason), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 6: Line and clustered column chart

Shared Axis: Month, Region, VP

Column Values: Seps, Seps SPLY

Line Values: Actives YoY% Change

Visual Level Filters: Ensure all the above fields (All)

Format:

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On), Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Y-Axis (Line) : Position (Right), Scale type (Linear), Color (Grey), Text Size (11), Font Family (Segoe UI), Display Units (Auto)

Data Colors: Actives YOY % Change (#FD625E), Seps (#01B8AA), Seps SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 7: Line chart

Axis: Month

Values: Seps, Seps SPLY

Visual Level Filters: Ensure all the above fields (All) **Except SeparationReason is Involuntary**

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Seps (#01B8AA), Seps SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (Seps and Seps SPLY by Month), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 8: Line chart

Axis: Month

Values: Seps, Seps SPLY

Visual Level Filters: Ensure all the above fields (All) **Except SeparationReason is voluntary**

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Seps (#01B8AA), Seps SPLY (#374649)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

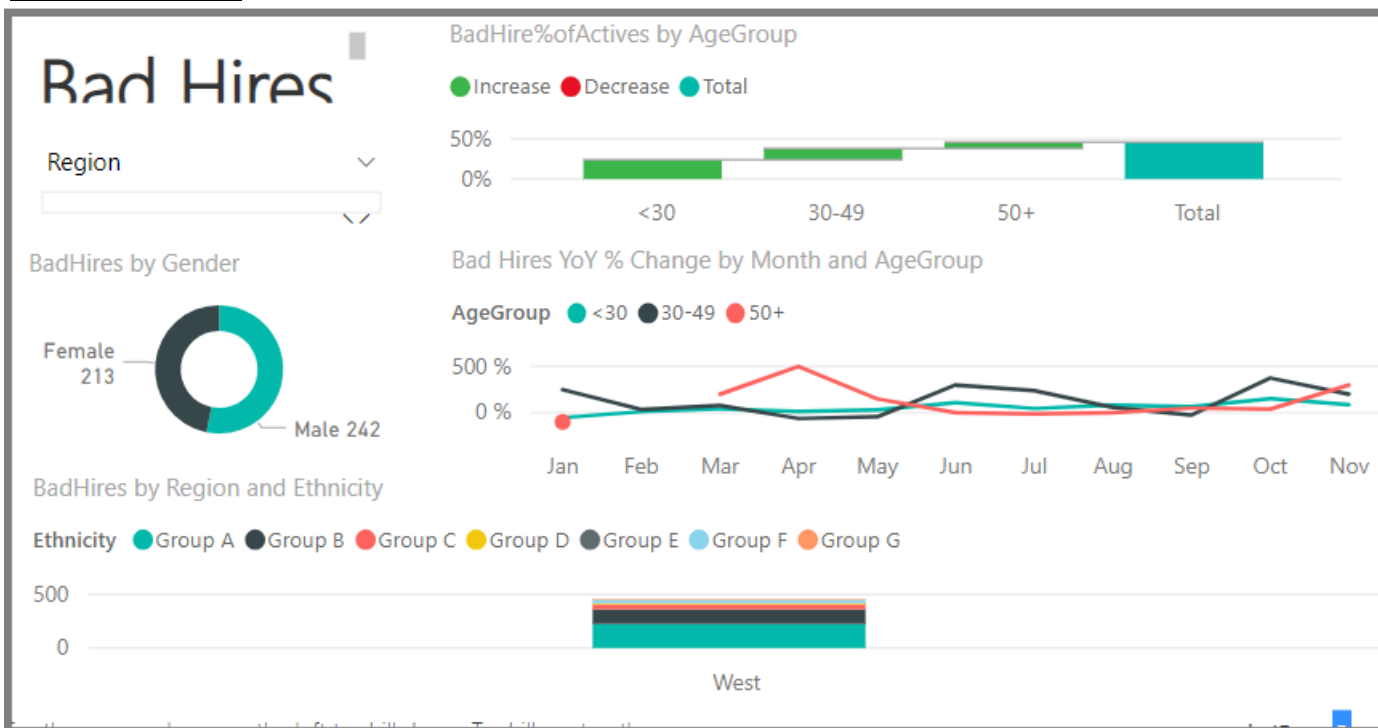
Plot Area: Transparency (50%)

Title: Title Text (Seps and Seps SPLY by Month), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Bad Hires Page



Visual 1: Donut Chart

Details: Gender

Values: BadHires

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (BadHires by Gender), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

General: X Position (17), Y Position (229), Width(278), Height (216)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 2: Waterfall Chart

Category: AgeGroup

Y-Axis: BadHire%ofActives

Legend: Position (Top), Title (On), Color (Grey), Font family (Segoe UI), Text Size (8)

Visual Level Filters: Ensure all the above fields (All)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Sentiment Colors: Increase (#3bb44a), Decrease (#E81123), Total (#01B8AA)

Title: Title Text (BadHire%ofActives by AgeGroup), Font Color (#C8C8C8), Background color (#374649), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 3: Line chart

Axis: Month

Legend: AgeGroup

Values: Bad Hires YoY% Change

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend (AgeGroup), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: <30 (#01B8AA), 30-49 (#374649), 50+ (#FD625E)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (Bad Hires YoY % Change by Month and AgeGroup), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 4: Stacked column chart

Shared Axis: Region, VP

Column Series: Ethnicity

Column Values: Bad Hires

Visual Level Filters: Ensure all the above fields (All)

Legend: Position (Top), Title (On), Legend Name (Ethnicity), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size(25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: Group A (#374649), Group B (#374649), Group C (#01B8AA),

Group D (#F2C80F), Group E (#5F6B6D), Group F (#BAD4EB), Group G (#FE9666)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Title: Title Text (BadHires by Region and Ethnicity), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

New Hires ScoreCard



Page Setup:

Page Information

Name: New Hires Scorecard

Q & A On

Page Size

Type: Cortana

Page Background

Color: White

Page Level Filters:

Year is 2014

Visual 1: Slicer

Field: VP

Visual Level Filters: NO Filters

Format:

General: Outline color (Black, 20% lighter), Outline weight (1), X position (10), Y position (78), Width (276), Height (77)

Selection Controls: Single Select (On)

Slicer Headings: Font Color (Black) Background (Black, 40% lighter), Outline (None), Text Size (9), Font Family (Segoe UI)

Items: Font Color (Black, 20% lighter), Background (Black, 20% lighter), Outline (None), Text Size (9), Font Family (Segoe UI)

Visual Header (On)

Visual 2: Line chart

Axis: Month

Values: New Hires

Visual Level Filters: Ensure all the above fields (All)

General: Responsive (Off), X Position (4), Y Position (166), Width (286), Height (112), High Density Sampling (On)

Legend: Position (Top), Title (On), Color (Grey), Font Family (Segoe UI), Text Size (8), Style (Markers only), Match Line Color (On), Circle Default Icon (On)

X-Axis: Type (Categorical), Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Concatenate Labels (On) Title (Off)

Y-Axis (Column): Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: New Hires (#01B8AA)

Shape: Stroke Width (2), Join Type (Round), Line Style (Solid)

Plot Area: Transparency (50%)

Tile: Title Text (New Hires by Month), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 3: Clustered Column Chart

Axis: FPDesc

Legend: AgeGroup

Value: New Hires

Visual Level Filters: Ensure all the above fields (All)

General: Responsive (Off), X Position (6), Y Position (290), Width (279), Height (160), High Density Sampling (On)

Legend: Position (Top), Title (On), Legend Name (AgeGroup), Color (Grey), Font Family (Segoe UI), Text Size (8)

X-Axis: Color (Grey), Text size (11), Font Family (Segoe UI), Minimum Category Width (20), Max Size (25%), Inner Padding (20%), Title (Off), Concatenate labels (On)

Y-Axis : Position (Left), Scale Type (Linear), Start (Auto), End (Auto), Color (Grey), Text Size (11), Font Family (Segoe UI), Display units (Auto), Gridlines (On), Color (White), Stroke width (1), Line Style (Solid), Show secondary (On)

Data Colors: <30 (#01B8AA), 30-49 (#374649), 50+ (#FD625E)

Plot Area: Transparency (50%)

Tile: Title Text (New Hires by FPDesc and AgeGroup), Font Color (#C8C8C8), Background color (#5F6B6D), Alignment (Left), Text Size (9), Font Family (Segoe UI)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 4: Pie Chart

Details: Gender

Values: New Hires

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Male (#01B8AA), Female (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (New Hires by Gender), Font Color (White), Background Color (Black, 20% lighter), Alignment (Left), Text Size (9), Font Family (Segoe UI)

General: X Position (3), Y Position (467), Width (146), Height (125)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)

Visual 5: Pie Chart

Details: PayType

Values: New Hires

Visual Level Filters: Ensure all the above fields (All)

Data Colors: Hourly (#01B8AA), Salaried (#374649)

Detail Labels: Label style (Category, data value), Color (#777777), Display Units (Auto), Text Size: 9, Font Family (DIN), Label Position (Outside)

Title: Title Text (New Hires by PayType), Font Color (White), Background Color (Black, 20% lighter), Alignment (Left), Text Size (9), Font Family (Segoe UI)

General: X Position (150), Y Position (467), Width (144), Height (125)

Tooltip: Type (Report Page) Page (Auto)

Visual Header (On)