This workbook and related data is provided by Obvience.

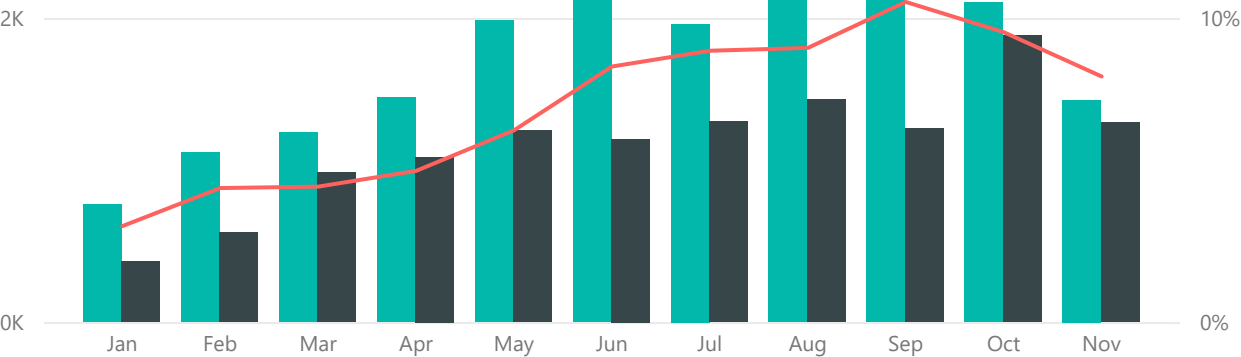obviE^n^ce
the science of making things obvious

Obvience is an ISV and an Intellectual Property (IP) Incubator focused on Microsoft Business Intelligence. obviEnce works closely with Microsoft to develop best practices and thought leadership for jump-starting and deploying Microsoft Business Intelligence solutions.

New Hires

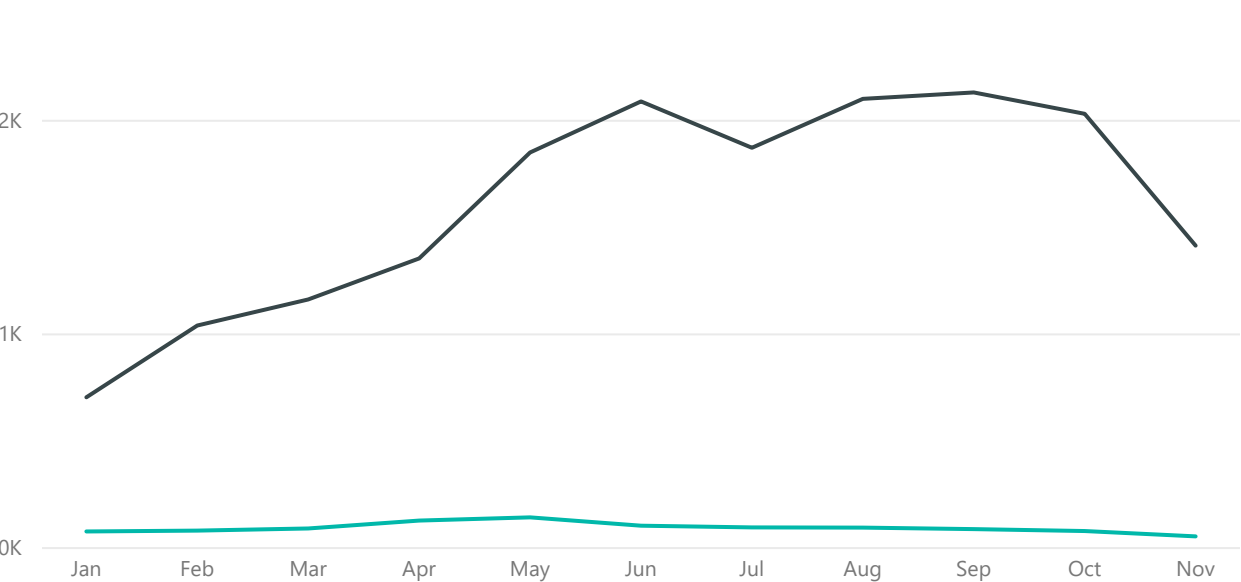Legend (top-left chart): ● New Hires ● New Hires SPLY ● Actives YoY % Change

Ethnicity ● Group A ● Group B ● Group C ● Group D ● Group E ● Gro
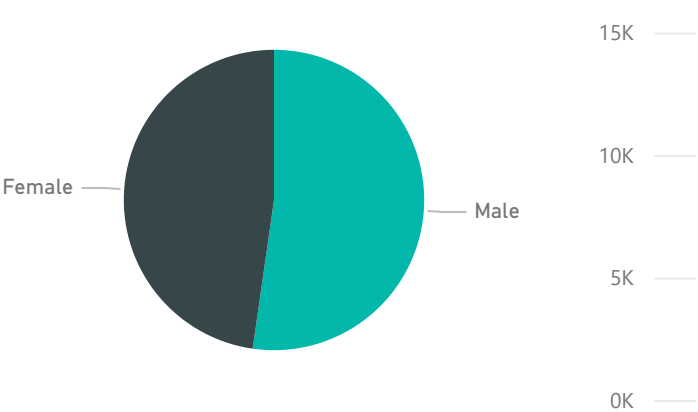
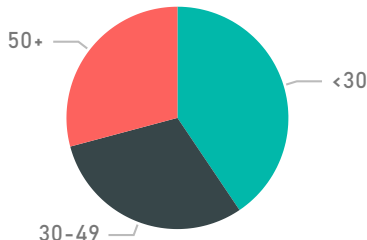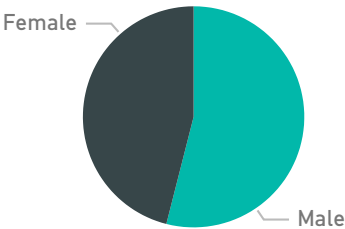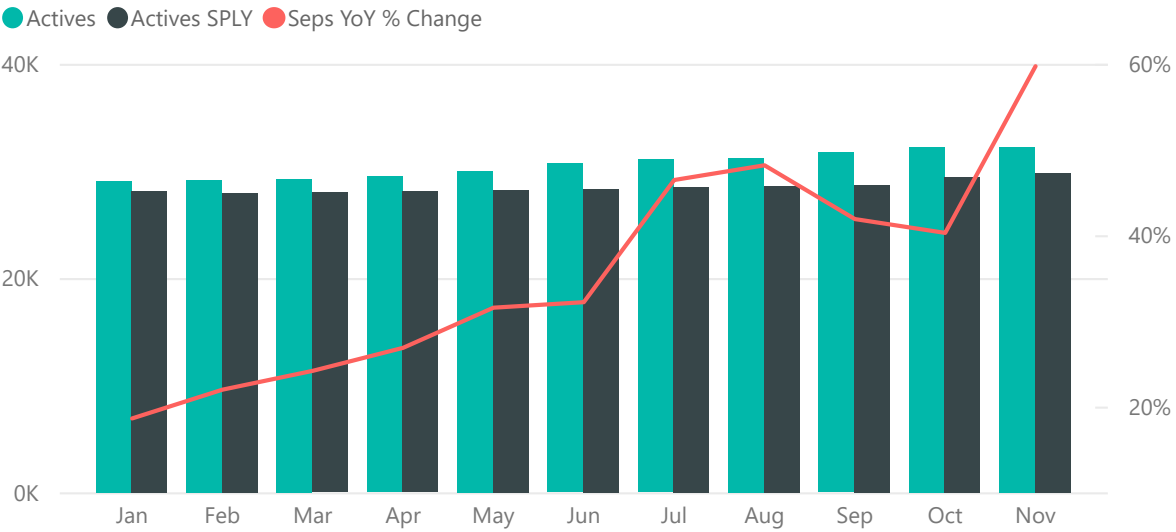Tap the arrows above on the left to drill down.

New Hires by Month and FPDesc

FPDesc ● Full-Time ● Part-Time

● Increase

New Hires by Gender

Female — Male

Active Employees vs Separations

Legend (top-left chart): ● Actives ● Actives SPLY ● Seps YoY % Change

Legend (bottom-left chart): ● Seps ● Seps SPLY ● Actives YoY % Change

Pie chart (top): Female, Male

Pie chart (bottom): 50+, 30-49, <30

Actives YoY Var by Region

Legend: ● Increase ● Decrease ● Total

Categories: North, Midwest, Northwest, East, Central, South, West, Total
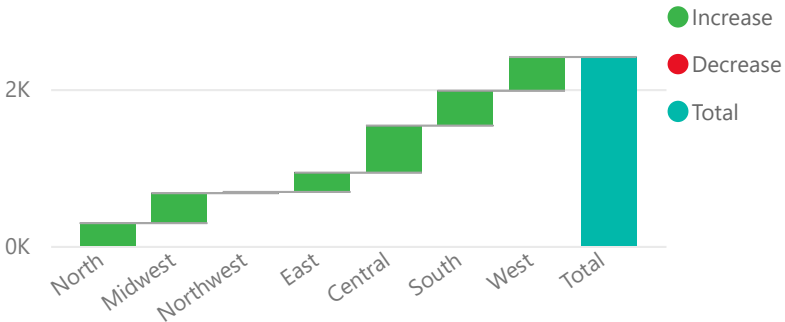
Seps by SeparationReason

Involuntary
Voluntary

Axis: 0K, 5K, 10K

Seps and Seps SPLY by Month

Legend: ● Seps ● Seps SPLY

Months: Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov

Seps and Seps SPLY by Month

Legend: ● Seps ● Seps SPLY

Months: Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov

obviEnce ©
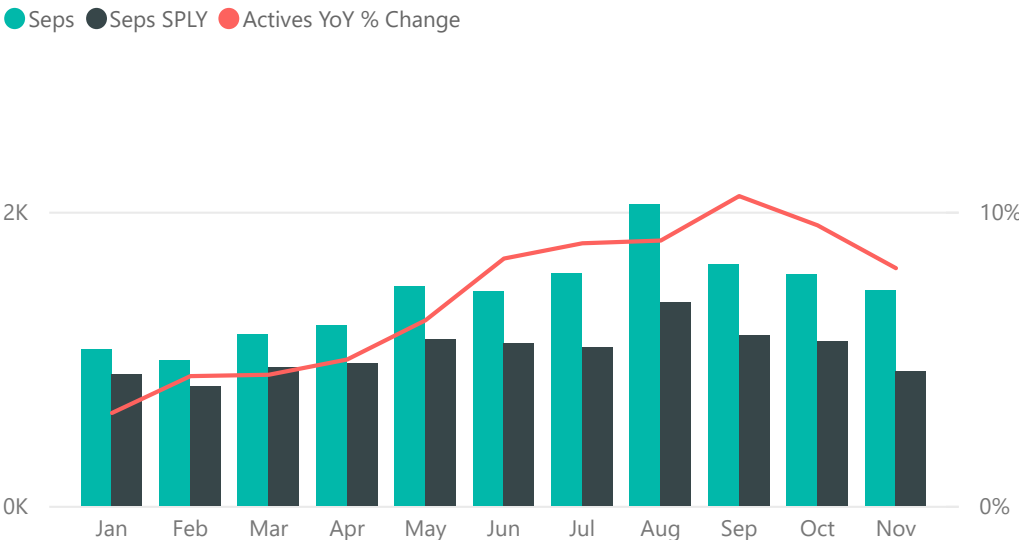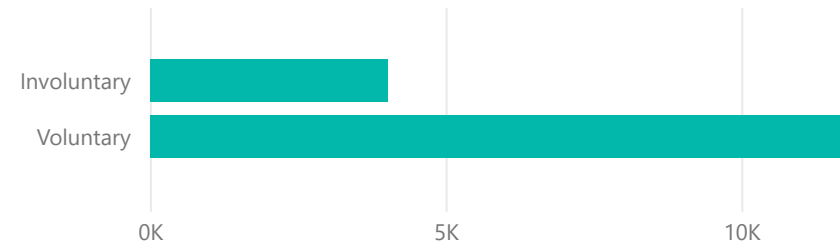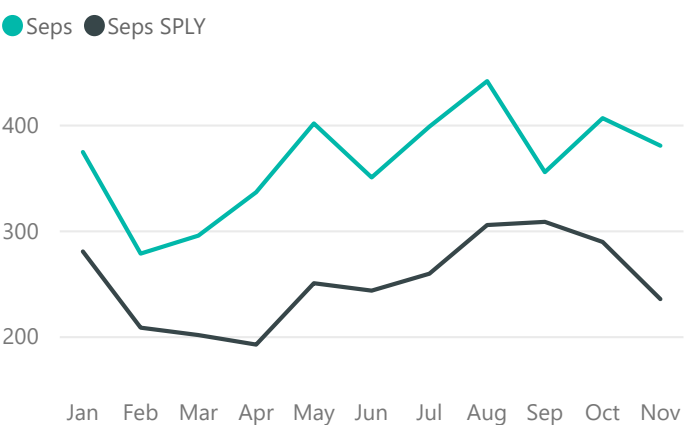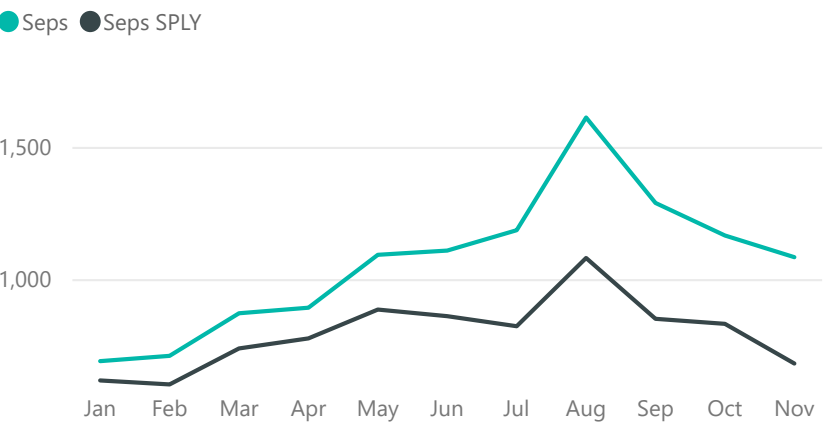
Bad Hires

(<60 day employment)

Region

All ▼

BadHire%ofActives by AgeGroup

● Increase ● Decrease ● Total
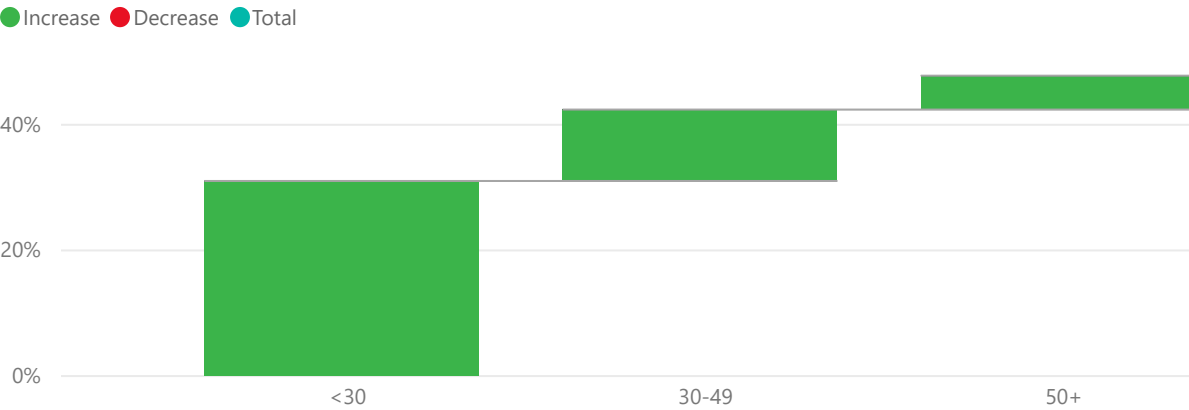
BadHires by Gender

Female — Male
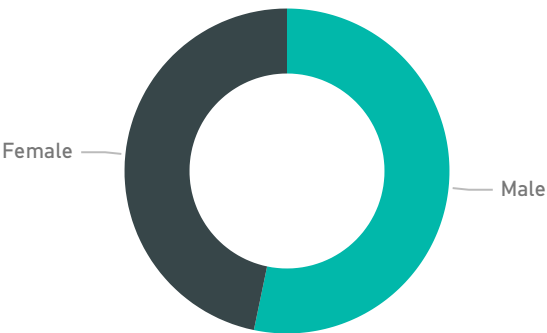
Bad Hires YoY % Change by Month and AgeGroup
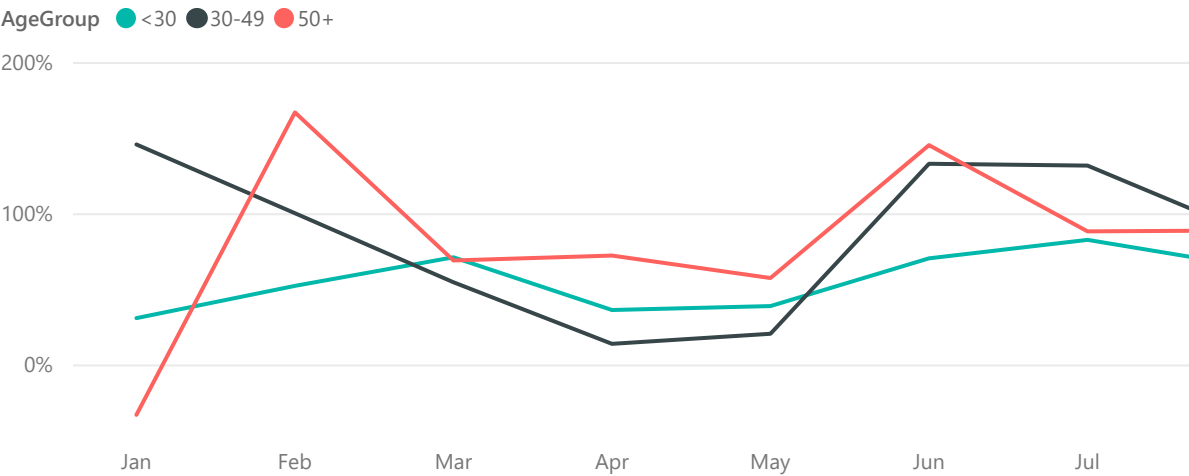
AgeGroup ● <30 ● 30-49 ● 50+

BadHires by Region and Ethnicity

Ethnicity ● Group A ● Group B ● Group C ● Group D ● Group E ● Group F ● Group G

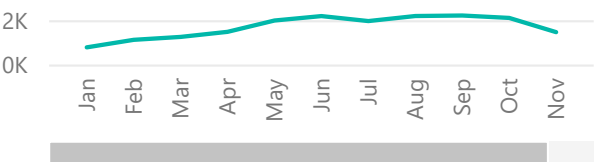# New Hires

for
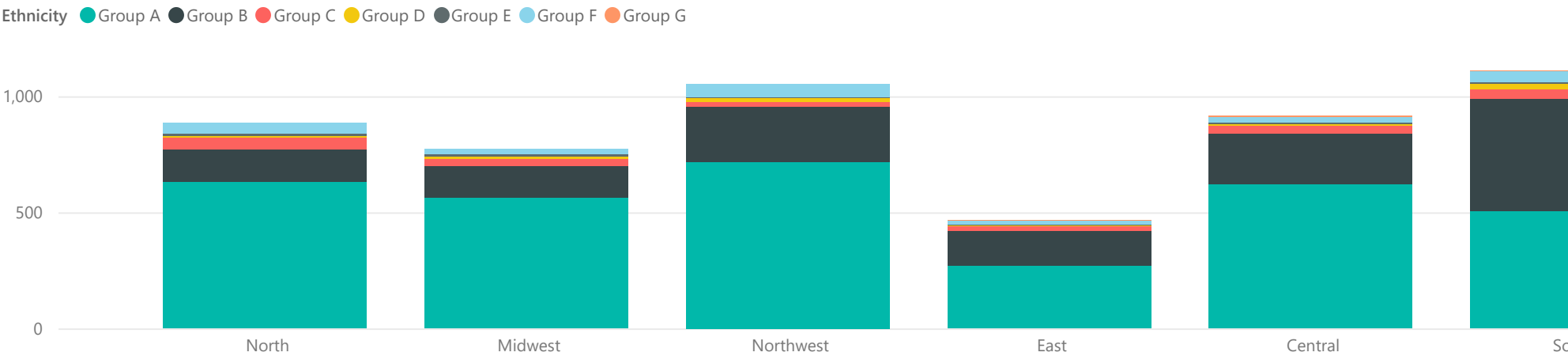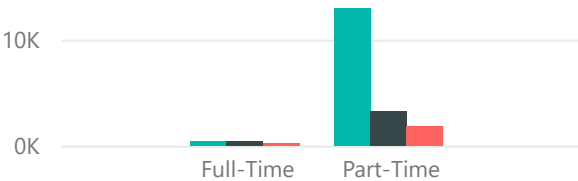
All

New Hires by Month

New Hires by FPDesc and AgeGroup

AgeGroup ● <30 ● 30-49 ● 50+

New Hires by Gender

Fe...   Male

New Hires by PayType

Salaried

Hourly