



Visier Embedded Analytics

Solve your biggest workforce problems

Improve retention, diversity, and cost impact with data insights



Your customers need your help to manage their most important resource: their people. Managing headcount, retaining the best people, driving diversity and inclusion initiatives, and ensuring advancement opportunities for employees are all critical ingredients of success in today's business climate. Your customers need data to make informed decisions as they manage and scale their workforces to meet the changing needs of the market.

How Visier helps your customers manage their workforce

Solve top-of-mind challenges for both employees and organizations with analytics. Exiting employees often cite a higher salary and wanting to feel valued as reasons for their departure - and these exits are especially problematic when high performers leave. Meanwhile, organizations face greater pressure to invest in ensuring pay equity across their workforces. Our prebuilt analyses help answer questions on where to optimize workforce spend.

Your customers will be able to:

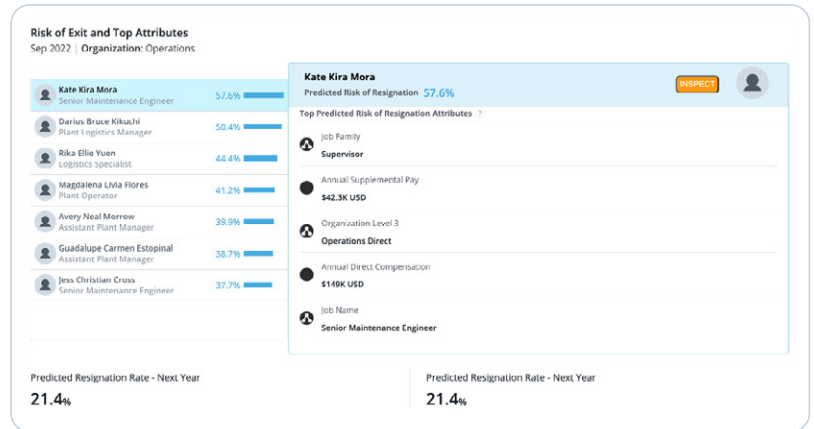
- Predict risk of exit for individual employees
- Forecast the impact of retention on the organization
- Benchmark against similar organizations on retention, demographics, and other key metrics
- Model employee movement in and around their organization
- Answer demographic questions on demand



Answer your customers' burning questions

Who is likely to leave the organization next?

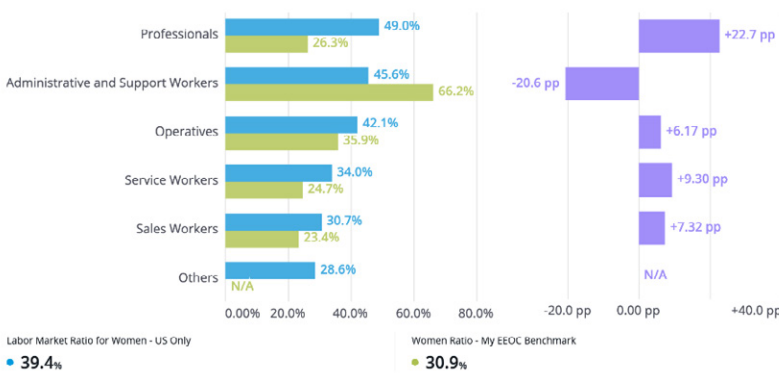
Visier's predictive models forecast risk of exit for employees at the individual and group level. This information is used to target interventions to keep key employees.



How does gender diversity at the organization compare to the EEOC Benchmark?

The Equal Employment Opportunities Commission publishes statistics on labor participation of women. If the percentage of women at your organization falls significantly below the benchmarked ratio, that's a red flag that demands attention.

Employee Ratio for Women Compared to The EEOC Benchmark
 Dec 2022 | EEOC Benchmark Location Comparison: United States

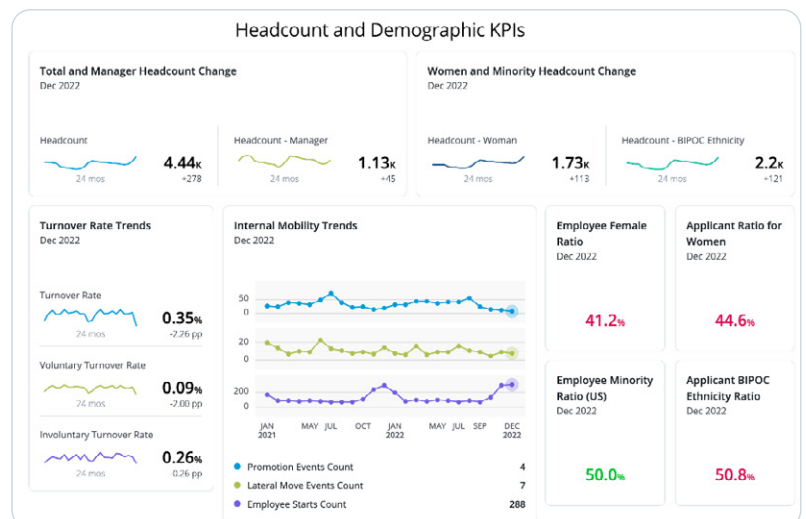


How does our diversity representation compare to similar organizations?

With Visier Benchmarks, you can compare your demographics to similar organizations so you always know how you're doing against your goals and the market.

What are the vital statistics of my workforce?

With Visier's easy-to-understand data visualizations, you have instant knowledge of how many people are employed, who's on which team, and how many starts, exits, and internal movements have occurred in the last six months.





Core HR data that surfaces actionable insights

Core employee record data is a treasure trove of value that can be mined to solve specific, high-value problems for a variety of your customers. Aligning the core data you collect from your customers to Visier's standardized data model immediately unlocks insights and workflows around a variety of topics that are relevant to managers, HR, and executives. Our pre-built analyses help answer questions around all the structural management issues that keep the team up at night.

Topic	Example Metrics	Example Insights
Employee Attrition	Exit Count Turnover Rate Trailing 12 Months Predicted Resignation Rate for Next Year Involuntary Turnover	How are employee exits trending? What is driving turnover? How does our resignation rate compare to others in our industry?
Employee Diversity	Woman Ratio Ethnic Minority Ratio Disability Ratio Veteran Ratio	Are women underrepresented? Which teams have the greatest diversity gaps? How does movement for diverse employees compare to the overall workforce?
Career Mobility	Internal Movement Rate Movement Out of Selected Population Total Incoming Employee Count Predicted Internal Moves Rate	Which teams have the highest churn relative to incoming talent? How much talent is predicted to move out or within this team in the next 12 months? How do employee starts compare to exits for each team? Is the gap widening?

Why embed with Visier?

Visier Embedded Analytics provides the technology, market expertise, and partnership that product leaders need to bring analytics muscle to their product, provide data insights to their customers, and drive revenue with analytics.

With Visier, you can:

- **Bring your vision to life.** We work with you to provide a great product for your customers with user experience alignment and contextual analytics.
- **Offer a product powered by award-winning analytics.** We have over 10 years of analytics experience and knowledge from over 15 million employee records.
- **Go faster and further.** We support you to accelerate your revenue growth from design to build, deploy, and go-to-market.
- **Let us do the heavy lifting.** We give you an “analytics business in a box” so you can focus on your core competency instead of building people analytics from a blank slate.