



The World's First People Focused Platform as a Service

A new age is upon us. The last 25 years have been about using the transactional data stack that developed around customers to build experiences that delighted customers leading to improved business results. The next 25 years is the Age of the Employee, requiring the same level of investment and focus to elevate the decision-making capabilities of people managers while bringing business results and enabling people to thrive in the process.

As this shift continues to accelerate, product leaders, application developers, system integrators, or data engineers like you in the people intelligence technology space must identify the quickest, most cost-effective, and smartest ways to deliver on the everchanging need for people intelligence.

Alpine by Visier is the first open innovation platform that empowers visionaries like you to focus on innovating for growth and differentiation. It lets you build, embed and deploy enterprise-class people analytic applications faster, more securely and more reliably by tapping into the full stack of people analytic capabilities that power over 25,000 organizations today.

With Alpine you can:

- **Compose** powerful people applications with the most complete people-centric services and APIs. Forecast, plan, analyze, visualize, share, secure, and capture people-centric stories and decisions in your application.
- **Enrich** applications with new people data, harmonize across datasets, and standardize existing data. Understand what good looks like by bringing the benchmark benefits of over 15M continuously updated employee records to your application.
- **Model** the nuance of how people engage, develop, and progress by integrating people data from anywhere into the most powerful people-data modeling engine. From describing a hiring workflow to defining inclusion and belonging, gain the advantages of modeling meant for the real world complexities of people.
- **Scale**, secure, and manage sensitive people data throughout its lifecycle. The world's only complete lifecycle management for secure, multi-user development with metadata merging and integrated promotion to production support.
- **Extend** or embed the world's most powerful and widely used people analytics application - Visier People. Access a single API, or build your own application from the ground up, or gain the speed and simplicity advantages by simply extending Visier People.



Unlock a new world of possibilities

Developers and organizations that build on Alpine are able to access a portfolio of modular services that can be consumed programmatically and embedded into third-party applications and workflows. Whether you are a product leader, application developer, system integrator, advisory service, or a data engineer, **Alpine** enables you to build and bring to market enterprise-class people applications faster by embedding a powerful array of platform services.

For example:

Product leaders

Drive revenue by adding value to existing offerings

Partner with us to transform your product and drive revenue by tapping into our 13+ years of experience and save months—if not years—of development time. Whether you're a product leader or engineering manager who needs architecture and data to enrich your solution or a full analytics module, our platform has a solution for you. Think of us as extension of your product and GTM teams and use our expertise in building applications for:

- Core HRIS analytics
- Talent acquisition and ATS analytics
- L&D analytics
- Payroll analytics
- Talent management analytics
- Skills analytics and more



"Insperity People Analytics (powered by Visier) opens impactful dialogue in the sales process and helps our business performance advisors and consultants illustrate the depth of Insperity's technology ecosystem, and how our people-centric service offering differentiates Insperity from other PEOs."

Dave Wallis, Director of Analytics and Information Strategy



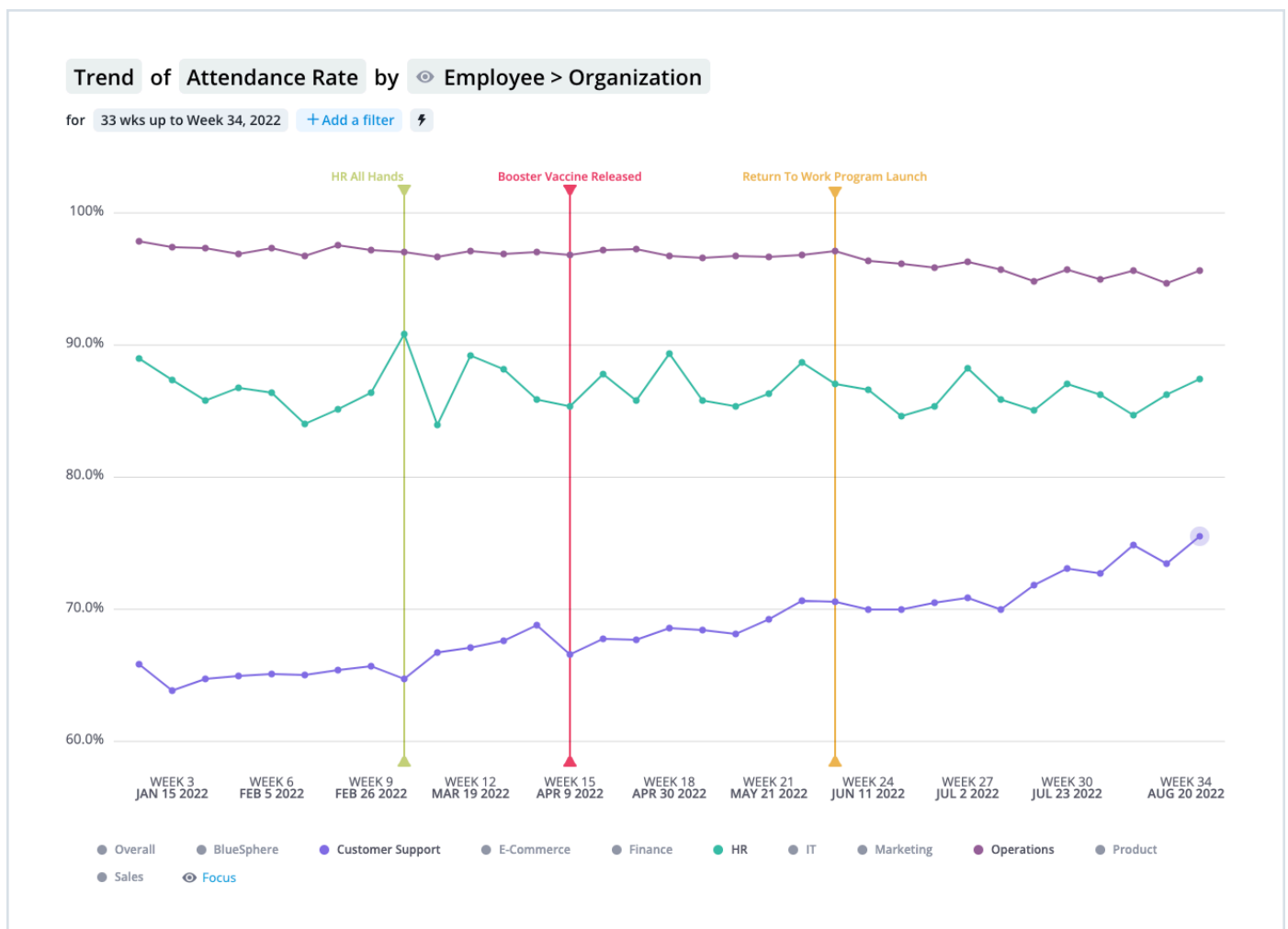
System integrators

Combine people and business data

The C-suite increasingly expects HR and people analytics teams to make the connection between people and real business. Partner with us to integrate people data with operational data to unlock new insights for improving productivity and driving growth. For example, combine badge scan or virtual presence data with HR data to unlock valuable insights into the impact of return-to-office initiatives on key employee metrics such as engagement, turnover, and performance.

Combine badge scan or virtual presence data with people data to improve return to office and hybrid work initiatives:

- Measure impact and effectiveness of Return to Office initiatives
- Assess and reduce compliance risks down to the employee level
- Track and optimize office space utilization and inform real estate planning





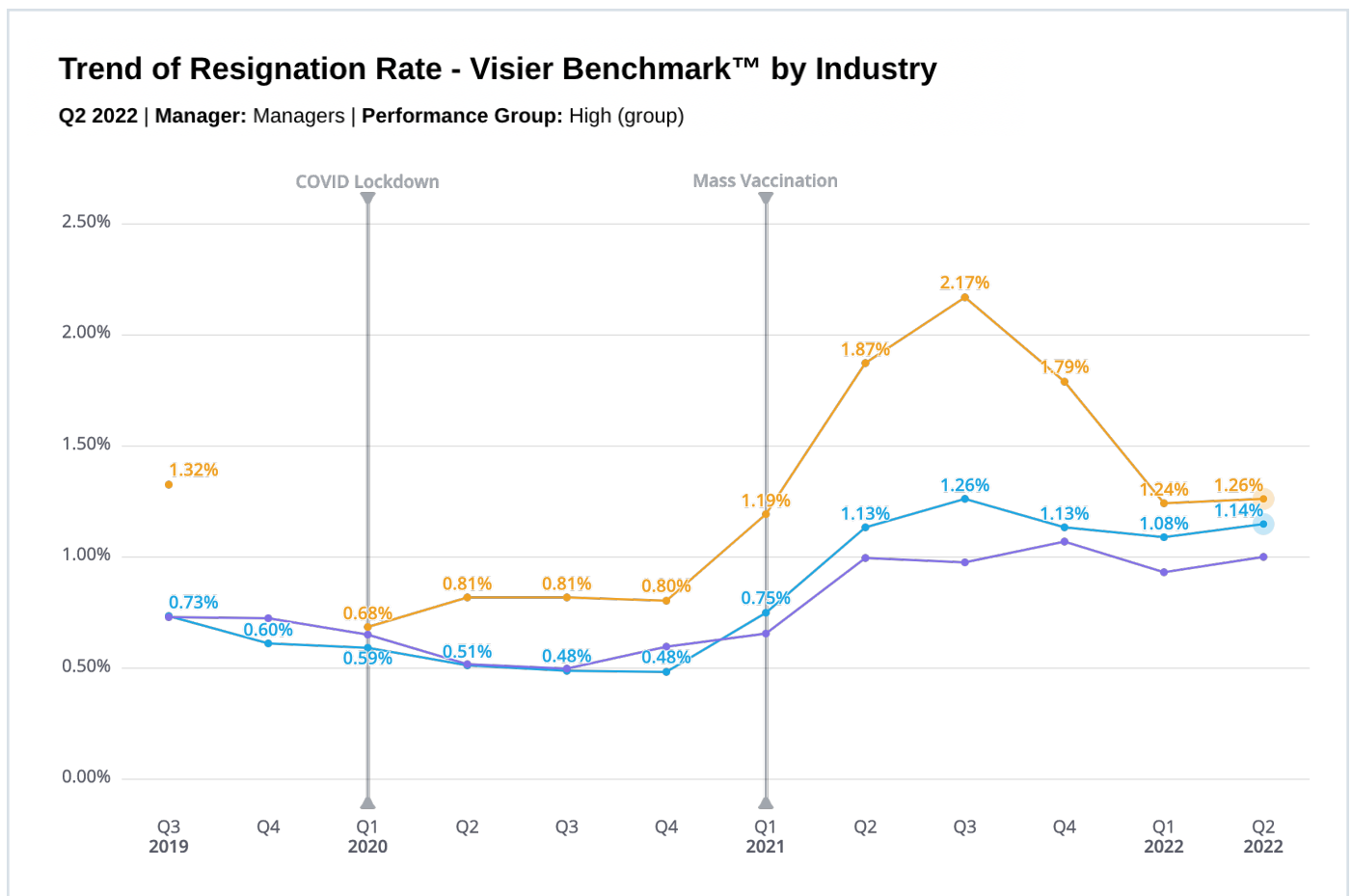
Advisory, consulting services & data engineers

Enrich your applications and services with new people data

Many organizations struggle to find relevant data to benchmark their performance against. However, when they do find relevant data it is, in many cases, stale and not very applicable. Whether you are advisory, consulting services, or a data engineer, you can enrich your applications with the world's most detailed and up-to-date people benchmarks.

Visier Benchmarks enables users to compare data about their own workforce to confidentially source benchmark data from Visier Customers.

- 23+ million data points available
- 15M active employee records (and growing)
- Broken into categories such as turnover, compensation, and worker composition
- Are updated quarterly across region, or employee demographics, including ethnicity





Application developers

Build better people apps, faster

Build people-centric applications faster with less code and at lower cost with Alpine. Built-in solutions and services for common people intelligence use cases make it easy to build and scale new applications to respond to business demands quickly. For example, Visier People for Jira is a custom application built for development leaders. It leverages the power of Visier's platform to enable managers to see how their people and teams are performing. Whether they are allocating resources, understanding the impact of individual developers, or taking an objective look at who performers are, Visier People for Jira is a powerful custom application for unlocking the full potential of development teams.

Insights Visier People for Jira provides includes:

- How productive is my team?
- Who are my highest performers?
- How have employee exits affected productivity?
- How long does it take for new developers to become productive?

How much time do new hires take to become productive?

New hires will take some time before becoming fully productive members of your software team. This is true whether they are experienced hires or new graduates.

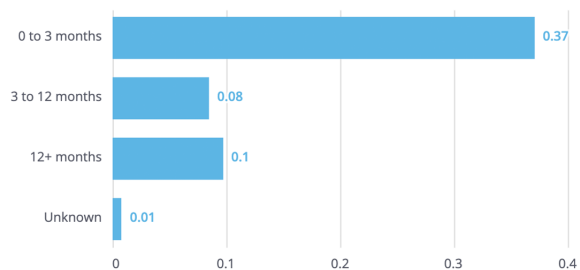
To explore the ramp-up experience of new hires, and decide how to support them in accelerating their journey, click the analysis linked below.

How long does it take new hires to ramp up their productivity? →

Explore the onboarding experience of new developers as they ramp up to become fully productive members of your software team.

Story Point Velocity by Ramp-Up Tenure Range, TTM

Nov 2021 - Oct 2022



Issue Velocity (Story Points / Days In Progress) (Exclude under • 0.2 hrs | Minimum Minutes In Progress • 15)

• 0.09





Become part of the **Alpine** ecosystem

We believe the next 25 years will be about the employee and there is no shortage of problems to be solved. We certainly can't do it alone. It'll take an entire ecosystem of innovators with the creativity and courage to envision something better for the world. Join the Alpine ecosystem today and continuously innovate to meet change as it happens and realize new business value.

Want to see how Visier embeds within your product?
Our embedded analytics team is excited to meet you.

Visit <https://www.visier.com/demo/embedded/>

