



hierarchy-driven workforce analytics.

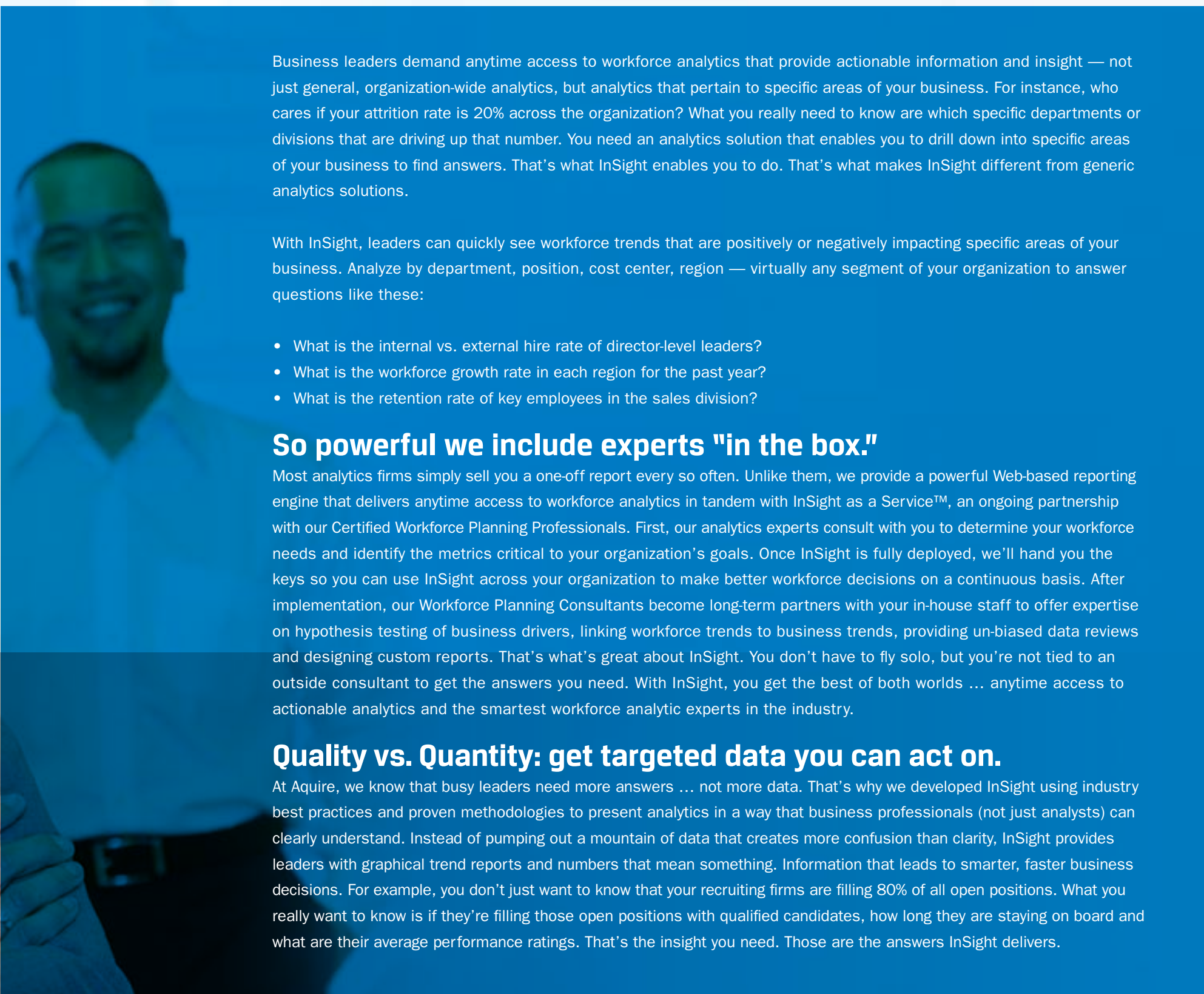
- Pre-configured, fast-to-implement, hosted software
- Forecast key trends with predictive analytics
- Analytics and trends viewable by span of control
- Metrics shown in context of organization structure
- Employee movement analysis by layer or position
- Consulting services for custom workforce plans

acquire **InSight**[™]

 **acquire**[™]
wisdom within



Acquire InSight.™
**The 100% hierarchy-driven
workforce analytics solution.**



Business leaders demand anytime access to workforce analytics that provide actionable information and insight — not just general, organization-wide analytics, but analytics that pertain to specific areas of your business. For instance, who cares if your attrition rate is 20% across the organization? What you really need to know are which specific departments or divisions that are driving up that number. You need an analytics solution that enables you to drill down into specific areas of your business to find answers. That's what InSight enables you to do. That's what makes InSight different from generic analytics solutions.

With InSight, leaders can quickly see workforce trends that are positively or negatively impacting specific areas of your business. Analyze by department, position, cost center, region — virtually any segment of your organization to answer questions like these:

- What is the internal vs. external hire rate of director-level leaders?
- What is the workforce growth rate in each region for the past year?
- What is the retention rate of key employees in the sales division?

So powerful we include experts "in the box."

Most analytics firms simply sell you a one-off report every so often. Unlike them, we provide a powerful Web-based reporting engine that delivers anytime access to workforce analytics in tandem with InSight as a Service™, an ongoing partnership with our Certified Workforce Planning Professionals. First, our analytics experts consult with you to determine your workforce needs and identify the metrics critical to your organization's goals. Once InSight is fully deployed, we'll hand you the keys so you can use InSight across your organization to make better workforce decisions on a continuous basis. After implementation, our Workforce Planning Consultants become long-term partners with your in-house staff to offer expertise on hypothesis testing of business drivers, linking workforce trends to business trends, providing un-biased data reviews and designing custom reports. That's what's great about InSight. You don't have to fly solo, but you're not tied to an outside consultant to get the answers you need. With InSight, you get the best of both worlds ... anytime access to actionable analytics and the smartest workforce analytic experts in the industry.

Quality vs. Quantity: get targeted data you can act on.

At Acquire, we know that busy leaders need more answers ... not more data. That's why we developed InSight using industry best practices and proven methodologies to present analytics in a way that business professionals (not just analysts) can clearly understand. Instead of pumping out a mountain of data that creates more confusion than clarity, InSight provides leaders with graphical trend reports and numbers that mean something. Information that leads to smarter, faster business decisions. For example, you don't just want to know that your recruiting firms are filling 80% of all open positions. What you really want to know is if they're filling those open positions with qualified candidates, how long they are staying on board and what are their average performance ratings. That's the insight you need. Those are the answers InSight delivers.

it's all about anytime access to actionable analytics.

InSight's hierarchy-driven analytics enable you to segment your data the way you need to, when you need to — not on someone else's schedule. With other software solutions you're limited to pre-determined analytic options and reports. InSight allows you to continuously track and evaluate the effectiveness of strategic workforce initiatives and decisions. With InSight you gain the ability to keep your business goals and workforce investments in complete alignment. And because every analytic is tied to the hierarchy of your organization, every leader in the company will have the insight they need to optimize the performance of their specific area of responsibility.

You have access to the insight you need. Now pass it on.

InSight produces information that leaders can quickly grasp and act upon easily. Yes, we give you pie charts and bar graphs, but we add an organizational layer to analytics that provides you with the context you need to make the numbers truly meaningful. Plus with InSight's secure reporting engine you can provide managers across the organization with analytics that only pertain to their span of control. This enables them to delve into the information they need to manage and monitor the impact of their workforce decisions. With the ability to analyze workforce trends side-by-side with critical business, industry, or economic events, your leadership will know what specific events are driving critical metrics in every area of your workforce. And with our unique talent pipeline visualization reports, you'll not only be able to track employee movement across the organization, but throughout any segment of the company. This powerful set of analytics enables you to analyze key trends related to headcount, hiring, turnover and more at virtually any level of the organization.



Forecast Workforce Trends

Predictive analytics let you forecast all KPI's and metrics for any given time period. The unique side-by-side trend display lets you compare and contrast critical workforce trends in specific business areas using solid lines for historical trends and dotted lines for forecasts.



Launch from a Secure Homepage

InSight offers users secure access to context-sensitive information from a configurable homepage. Users can view trends over time under Trend Analysis, see a snapshot view using Org Chart reports, visualize talent movement with the Talent Pipeline and use Custom Reports for one-click access to custom reports and dashboards.

InSight gives you the who, the what and ... the why.

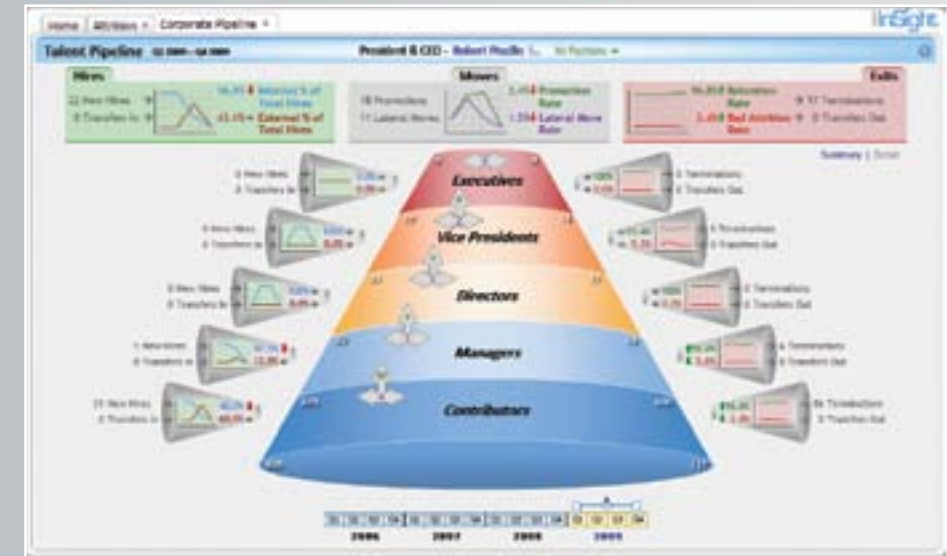
When you see changes in workforce trends, you not only need the who and the what, but more importantly the ... why? Why is this critical metric or goal trending in a specific direction? By allowing you to correlate specific business events and initiatives with workforce analytics, InSight allows you to visualize cause and effect relationships so that answers to the question “why?” become readily apparent.

For example, let’s say you changed your benefits plan at the beginning of the year. Did that event impact voluntary attrition within the last six months? Did it affect employee retention in specific areas of the company? InSight has the answers. Maybe you see that your recruiting costs have increased by 30% quarter over quarter. But why? Well, with InSight you’ll quickly be able to see that the increase can be attributed to a recruitment outsourcing investment that was made in Q3. How has that impacted the average time to fill open positions? How many positions have they filled since the recruiting firm was brought on board?

Maybe you see that sales department turnover is down 20% from last year. InSight would be able to show you that the reduction in turnover started nine months ago after you launched your new employee on-boarding program. These and many more answers are made readily available through InSight.

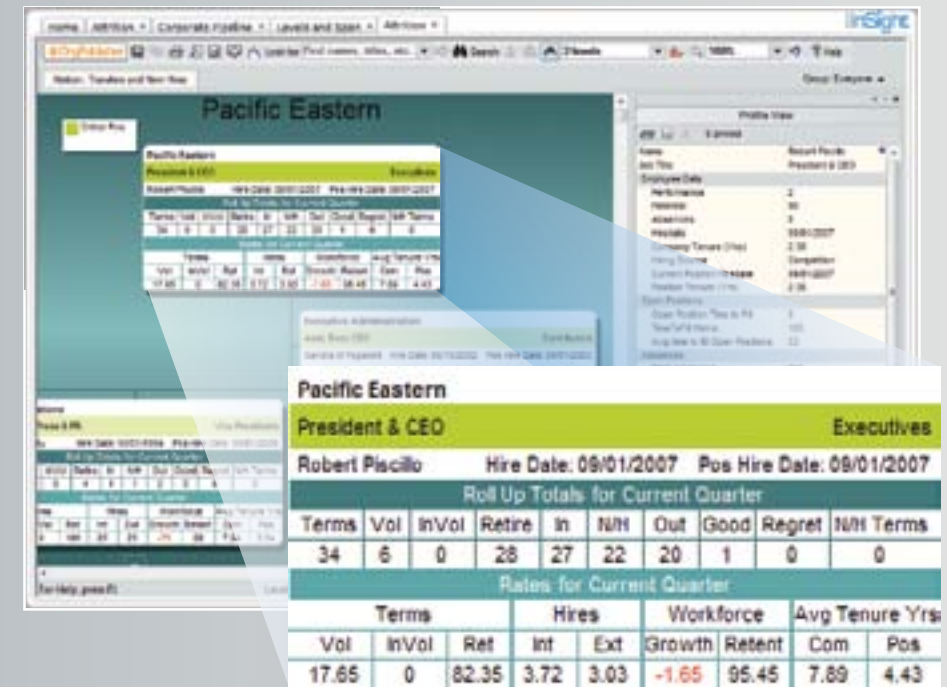
Improve workforce decisions. Improve your bottom line.

The difference between InSight and general analytics tools is obvious. It’s all about the hierarchy. It’s about moving from generic workforce analytics that tell you very little ... to highly focused analytics that tell you a whole lot. It’s about truly understanding which workforce investments are paying off, which business decisions are making a positive impact on the bottom line and those that are not. So at the end of the day, you really don’t need analytics. You need InSight to drive optimal workforce performance.



Track Employee Movement

InSight’s dynamic Talent Pipeline feature enables you to track employee movement (positive and negative) throughout your organization. Analyze and manage trends in promotions, transfers, terminations, new hires, etc. for specific areas of your business (by position, department, division, organizational layer and more).



Analyze Critical Metrics

Intuitive legends tied to color-coded metrics allow you to quickly analyze critical workforce information within the context of your company’s reporting structure.

Decision Support Portal

- Create manager-specific secure workforce dashboards
- Access specific analytics with a single click
- Tab through reports and dashboards quickly

Data Visualization

- Automatically create searchable and printable org charts
- Display configurable core metrics in enterprise-wide org chart
- Highlight thresholds via conditional formatting
- Visualize and compare every manager's span of control
- Compare every span of control with average for that organizational level or hierarchy
- Filter every metric by any subset of the workforce
- Create bar charts and pie graphs with automatic legends
- Export to Microsoft® Excel and PowerPoint

Employee Movement Analysis

- Visualize each area's promotions, transfers and exits with unique Talent Pipeline
- Monitor employee movement in specific groups such as role, department, span of control, etc.
- View trends in hiring and terminations for every definable area

Predictive Analytics

- Assess all key trends using industry-leading predictive model
- Conduct forecasting for any given time period
- Compare actual results to forecasted models

Trend Reporting and Analysis

- Configure trend views based on workforce trends
- Filter metrics by any subset of the workforce
- Visually compare workforce trends for every company subgroup
- Annotate business events to track executive decisions and resulting ROI
- Capture and track workforce planning goals

Core Metrics and KPIs

Core metrics and key performance indicators that are supported and can be filtered by groups and points in the organization:

- Recruiting: external hire rate, new hire rate, average time to fill vacancies
- Internal Movement: internal hire rate, promotion rate, transfers
- Human Capital Effectiveness: retention rate, terminations, new hire turnover, tenure, workforce growth rate, absenteeism rate
- Finance: all workforce costs, cost-per-hire, revenue and profits per employee

InSight can be additionally configured to accommodate further metrics and KPIs.

InSight as a Service™ Ongoing Optimization

Continuing partnership with Certified Workforce Planning Professionals (CWPP) who:

- Guide configuration and delivery of Aquire InSight
- Provide analytical consultation to help drive more informed decisions about workforce investments
- Create workforce plans to align with the business strategy
- Review data aggregation to ensure consistent, accurate data
- Measure internal hire/retention rates, regret attrition and transfers
- Compare employee movement analytics for every part of the organization
- Facilitate skilled delivery to enhance user adoption
- Identify and implement modifications and enhancements

About Aquire

Aquire gives companies the wisdom that can only be derived from visualizing and deeply understanding the trends and future needs of their organization. Through a team of dedicated people, and a host of innovative solutions, a strategic partnership with Aquire helps companies make evidence-based decisions about their workforce investments. With Aquire solutions in hand, companies can build and communicate plans that differentiate their workforces to maximize their productivity and profits. More than 15 years of workforce insight gained from serving thousands of customers has helped Aquire grow from an industry pioneer into a recognized innovator with a portfolio of software solutions that support today's vital workforce planning and talent management challenges.

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