

Workforce Planning and HCM Analysis

OrcaEyes delivers groundbreaking access to your company’s workforce health with SonarVision On Demand. This on-demand workforce planning and analytics system allows you to quickly import general employee information from your HRIS or payroll system and complete a simple four-step process. Within 24 hours, SonarVision On Demand will generate your customized analysis containing essential information to help you identify potential problem areas before they become a business-halting crisis.

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Click on an individual metric to view details.

Metric	Metric Value	Severity
Headcount and Workforce Gap/Surplus		
Headcount	3370 total heads	No Risk Assigned
HC Gap/Surplus	Projected Gap: 97 employees (1.5 percent of total)	Low
Turnover		
Turnover - Overall	28.21%	Low
Turnover - Voluntary	17.48%	Severe
Turnover - Involuntary	0.31%	No Risk Assigned
Turnover - By Full/Part Time	16.95% (PT), 13.03% (PT)	No Risk Assigned
Turnover - By Month	No significant monthly peaks detected	Low
Turnover - By Performance	0.93 to 1 ratio. See report section for details	Severe
Fill Rates		
Fill Rate - Overall	Past year fills: 480	No Risk Assigned
Fill Rate - By Full/Part Time	Past year fills: 251 (PT), 229 (PT)	No Risk Assigned
Recruiting		
Projected Recruiting Need - Hires	373 hires in next year	No Risk Assigned
Projected Recruiting Need - Workload	\$19,934,408 total salary hired in next year	No Risk Assigned
Aging Demographics		
Average Age	40.73 years	Low

Unprecedented Strategic Business Value.

New Human Capital Health Report As Mandated By Latest SEC Regulations.

Human Capital Risk Management Analysis

8 Primary Risk Categories

- Financial and Earnings Risks
- Aging Demographic Risks
- Strategic Plan Risks
- Top Performer Loss Risks
- Operational Risks
- Business or Organization Readiness Risks
- Compensation and Headcount Risks
- EEO Affirmative Action Risks

Financial Indices

Key Financial Indices		
Index	Current State	Industry Comparison
Revenue per Employee	\$1,186,797	Coming Soon
Earnings per Employee	\$148,350	Coming Soon
Revenue per \$ of HC Spent	\$14.81	Coming Soon
Earnings per \$ of HC Spent	\$1.65	Coming Soon
Average Compensation	\$53,436	Coming Soon

Up to 51 Indices including...

- Human Capital Management Material Business Risk
- Board of Directors and C-Suite Risk Management Compliance for new SEC Regulations including a summary for board packages
- Strategic Workforce Planning Insights
 - External Talent Supply and Costs
 - Internal Development
 - Attrition
 - Time-to-Fill
 - Performance Turnover
- Operational performance and accident risks
- Earnings at Risk
- Strategic Plan Risks
- Strategic Projects
- Major Contracts
- Workforce Health Diagnosis, Risk & Performance Opportunities
- Strategic Organizational Readiness
- Top Performer Loss
- Labor Costs
- Headcount
- Aging Demographics and EEO