

Easy, helpful, and ready to grow.

Your workforce accounts for the bulk of your businesses success. This is the same for your companies valuation. HCHS brings workforce improvement leverage increasing valuation.

Transparency Without The Risk

No longer have fear of presenting assessments or reviews that create a “red-flag” leading to dreaded spikes in flight risk, especially with your key personnel.

Introduction to HCHS

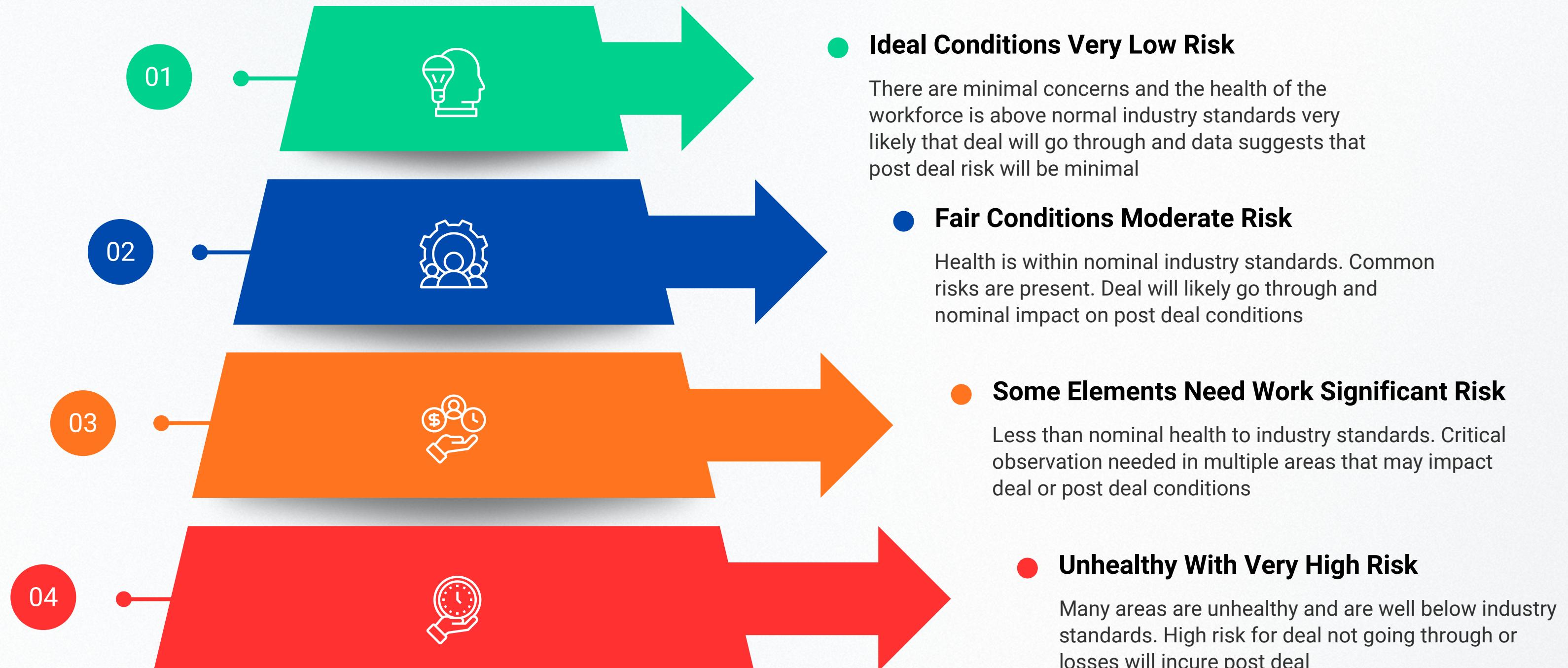
Your HCHS report was created due to a conversation with Buyers who wanted to de-risk their next purchase, but described their experience, as purchasing a company, like purchasing a car solely based on the leather interior, paint job, and wheels while not being able to look under the hood or take the car for a spin.

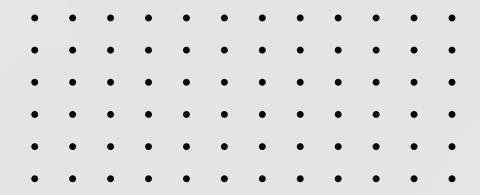
Essentially they were buying their next multi-million dollar company blind when it came to the most critical aspect of the company, the workforce.

FQ3C™ brings the HCHS report allowing buyers to “look under the hood” without incurring the many risks that come with traditional, and reasonably abandoned, methods to gathering the coveted human capital data for the acquisition in process.



HEALTH MATRIX





Your HCHS Score



Areas Of Strength

Your company shows strong culture of loyalty and connection to each other. Leadership fights for opportunities in service of the front-line working initiatives creating a healthy environment

Areas Of Improvement

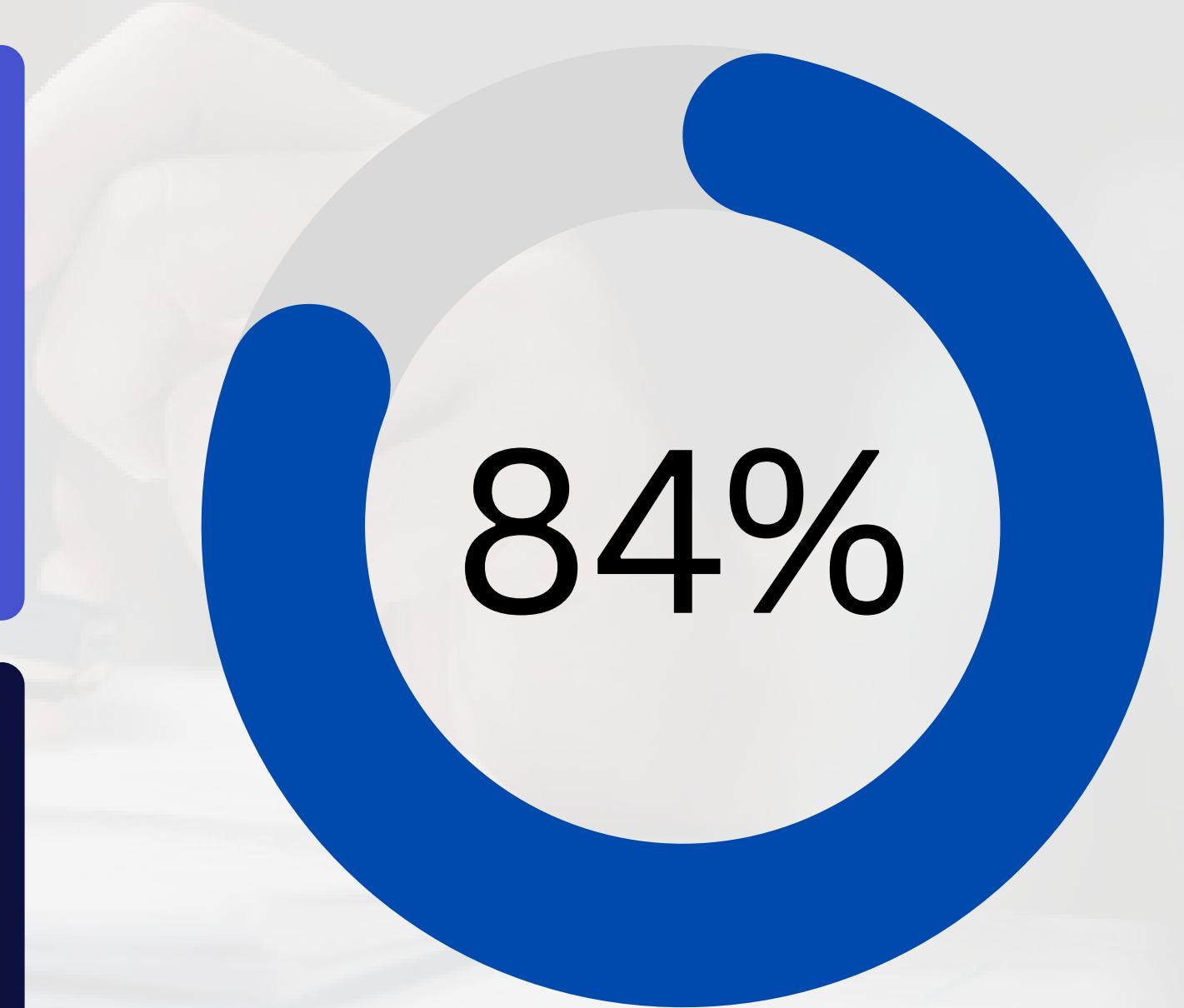
Many people feel overwhelmed and underserviced in the L&D and equipment of applicable skills. Many certification goals have been left untouched while no new recruitment pipelines are present

Our Benchmarks

Based on our data a normal healthy HCHS Score is between 75%-90% and anything above that is considered low-risk with ideal conditions

Where You Compare

By servicing the recruitment pipeline, addressing a couple of key employees, and becoming better equipped with skills and capabilities the score is estimated to improve by 5-10% or greater

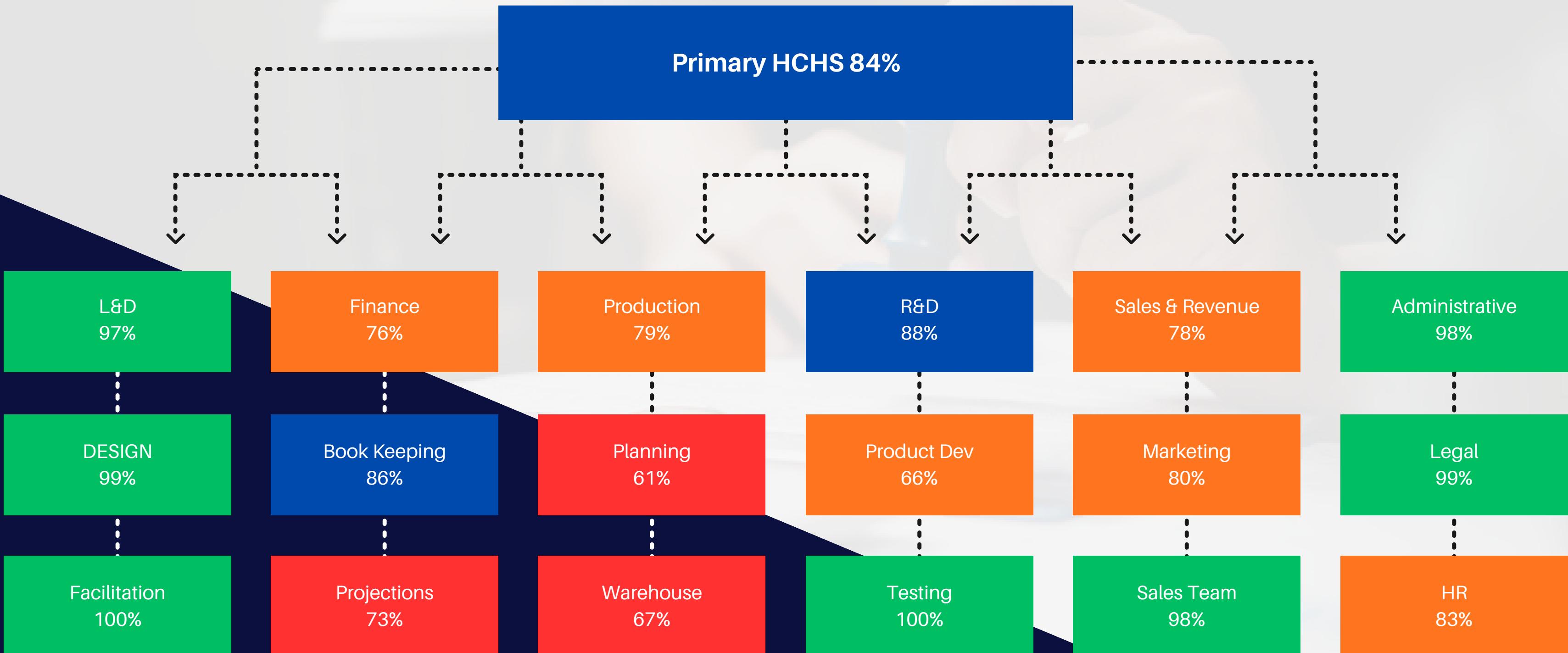


84%

If the health of the overall workforce is the most imperative to the decision to purchase then Major HVAC LLC displays nominal variance in health. Normal industry standards are likely to apply when planning for both pre and post transition of ownership

YOUR DEPARTMENT ORG CHART

HCHS Score By Department





FQ3C™

Flight Risk

Employees who may leave under pressure

Turnover

Critical employee rate of turnover

Retention Trend

Trend of companies ability to keep staff across organization

Alignment To Buyer

Percent of employees that are aligned with acquirer desires, mission, & vision

Cultural Fit

Alignment score with culture of employer

CRITICAL METRIC CONSIDERATIONS



Change Resistance

9%

Overall employee resistance score

Adaptability

88%

Overall adaptability of workforce

Leadership

92%

Track record of performance and influence of leadership

Engagement

79%

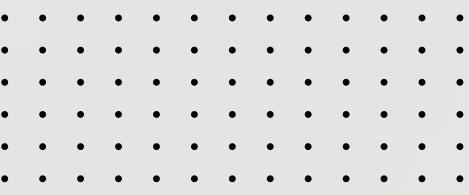
Overall engagement of individuals within their roles and directives of company

Satisfaction

68%

Overall satisfaction of the workforce underneath current leadership





Primary Reason For Alert

High flight risk due to minimal participation with goals and activity. Severe drop of in behavioral alignment across all 6 assigned goals



Deeper Analysis

Data suggest that with user leaving minimal impact will happen to overall flight risk. Risk is mainly packed into non-relational/cultural risks



Key Employee Status

User is critical employee. Data suggests if employee is not tended to or replaced with comparable skills it could greatly impact post purchase leading to unforeseen costs



Possible Interventions

Gain deeper understanding of users reasons for downtrend in participation. Assess if letting go early would aid in stability post purchase by buyer after securing IP, Skills, and Relational replacement

UID: SID137U00271D10
Key Employee: Yes
Risk ID: H11

User flagged as high flight risk with strong impact on bottom line metrics for functionality with company (determined by Founder). They are in a leadership role, but have shown indications of dissatisfaction with company. Other indications show that user has also disengaged with team members leading to little social impact.

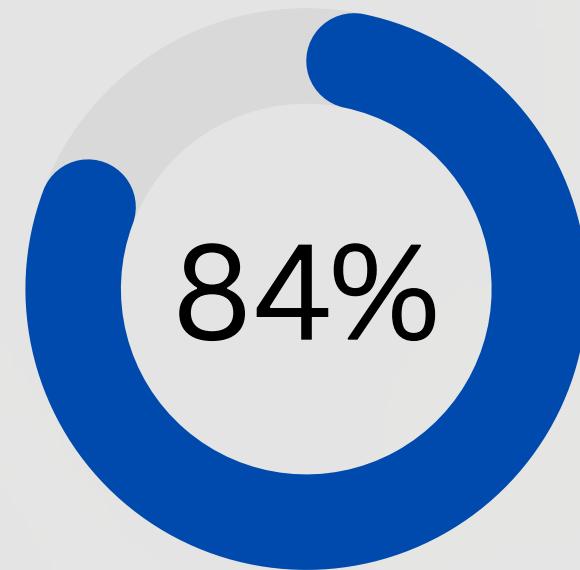
User does account for other areas of impact that can greatly impact the performance of their department and the company overall.

Look to clarify intentions and establish countermeasures for impact to bottom line pre & post acquisition.

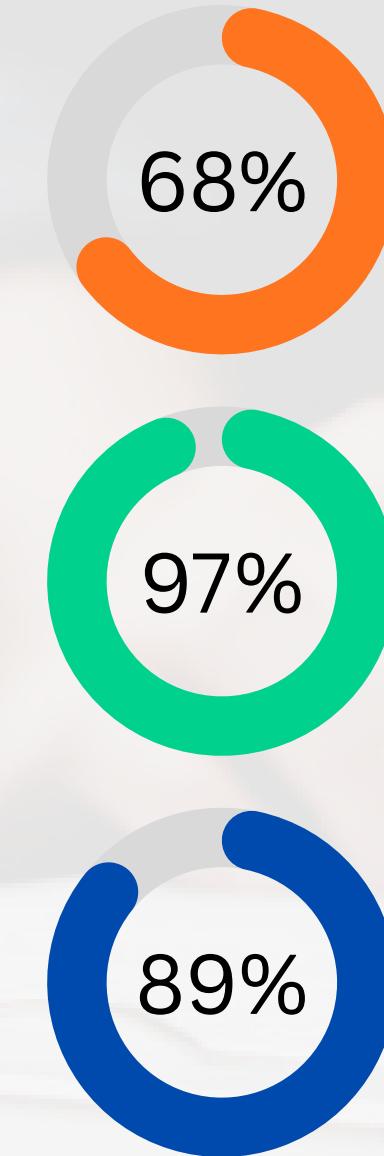


Visual HCHS Summary Page

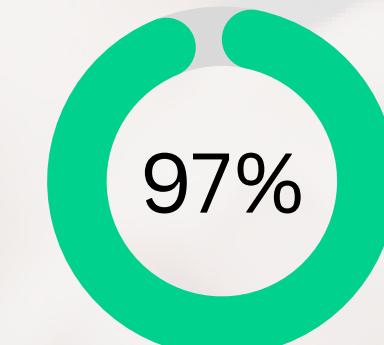
Your HCHS Score



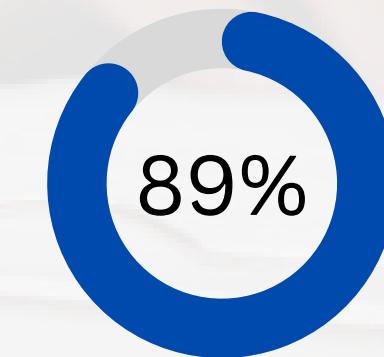
Organizational Excellence



Governance & Compliance



Operation Efficacy

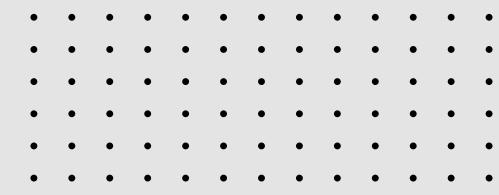


Where You Compare

Overall health suggest a deal with moderate odds of success that will see common statistical events occur seen in industry norms



With significant focus on flight risk, recruitment, mobility, Turnover, and filling the Skills & Capabilities gap this will be a likley ideal transaction for both buyer and seller



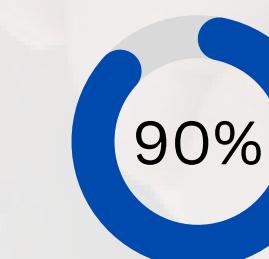
Recruitment, Mobility, & Turnover



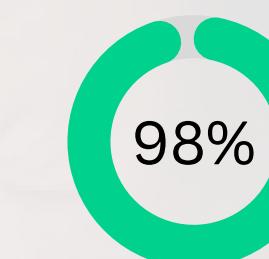
Skills & Capabilities



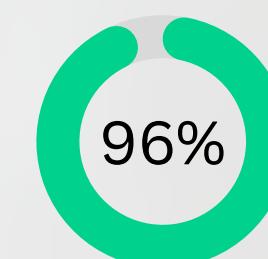
Organization Culture



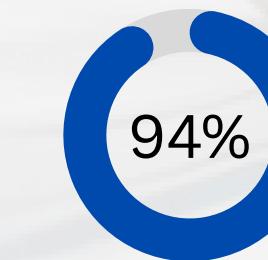
Leadership



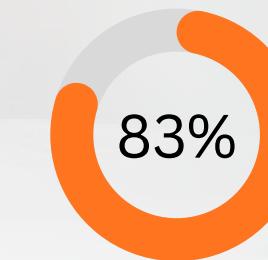
Health, Safety, Well-Being



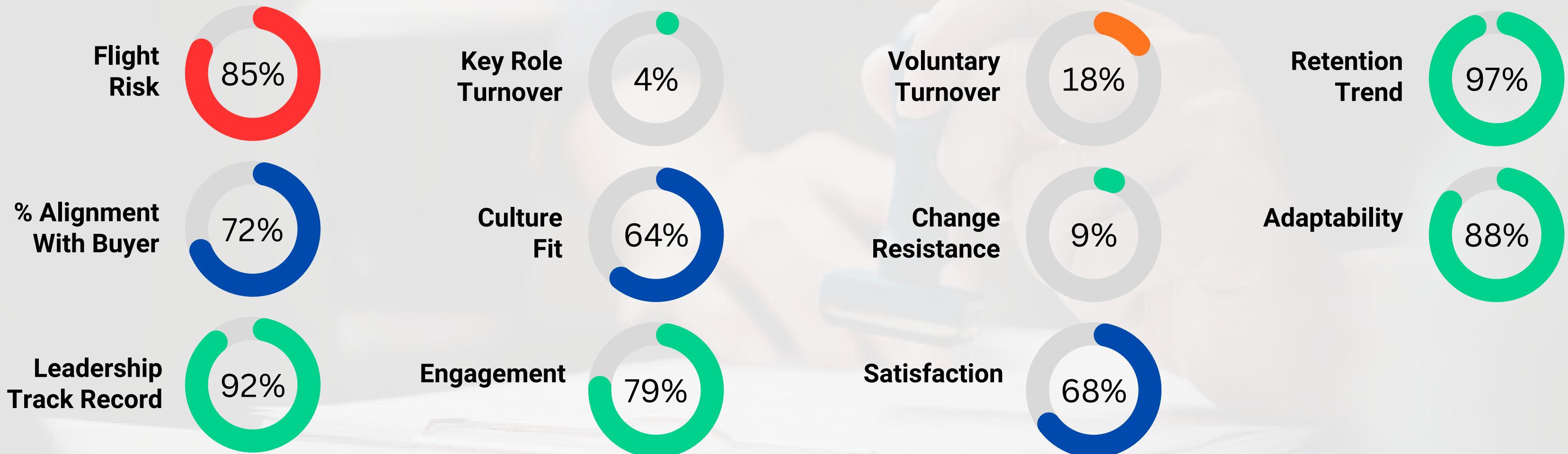
Compliance & Ethics



Costs



Visual HCHS Summary Page P2



Where You Compare

Overall health suggest a deal with moderate odds of success that will see common statistical events occur seen in industry norms

With significant focus on flight risk, recruitment, mobility, Turnover, and filling the Skills & Capabilities gap this will be a likley ideal transaction for both buyer and seller

