

FACT SHEET

Confirmit Employee Pulse



Today's workforce expects a voice in their organization. People want to share observations and opinions about their experiences at the time and place that makes sense to them. Most companies know that something has to change. In fact, according to Deloitte, 90% of business leaders are rethinking their Employee Engagement approaches.

An annual engagement survey is no longer enough to drive results. In order to realize significant results, you need to foster an environment where feedback is continuous, and to empower people at all levels of the organization to gather insights that are relevant in their world. Simply put, you need the power to listen to your people and transform their voices into meaningful insight.

What is Confirmit Employee Pulse?

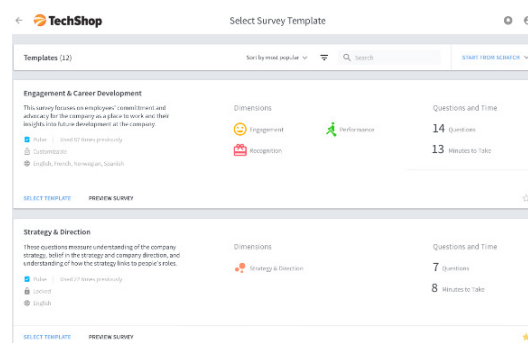
Confirmit Employee Pulse empowers every part of your business to quickly collect the insights they need, when they need them. Configured according to rules that you define, it is the pulse survey module of Confirmit Employee Voices, the the Continuous Listening suite that enables you to run any type of employee feedback program for a full picture of your business:

- Pulse and Annual Engagement surveys that measure your company's overall organizational health
- Team programs that measure department or team effectiveness
- On-demand surveys enabling managers and divisions to get feedback on-demand, reacting to situations as they occur

How Can Employee Pulse Help My Business?

From Voices to Insights:

Confirmit Employee Pulse puts the power of on-demand insight in the hands of your managers or central HR team. Your team can easily set up their own pulse survey by simply selecting from libraries of pre-approved questions, and following five simple steps.



Confirmit Employee Pulse

Delivers:

- A simple tool for managers and teams to collect feedback
- A method to embed feedback and data-based decision making into your culture
- Reporting that links to your hierarchy
- Mobile-friendly user experience
- Insights from unstructured feedback

Governance & Guidance:

Empowerment is key, but too much autonomy can lead to questionable data and over-surveying of your workforce. That's why Confirmit Agile Pulse lets you choose how much flexibility to offer your teams, with the option to specify mandatory and optional survey content within your survey templates.

Organizations typically take one of these three approaches to running their continuous listening programs, all supported by Confirmit Employee Pulse:

- Scheduled pulses, run centrally from the HR team
- Local autonomy on survey timing and local content, but with strong Central guidance on what to measure
- Complete local autonomy for pulses, but within a central governance framework

Team Engagement:

Leading organizations now are moving towards team-centric models, where people come together and then disband as initiatives come and go. In fact, only 14% of executives believe that traditional hierarchical organizational models make them highly effective. The way to enable highly effective teams is to build a culture that not only expects, but thrives on feedback and input. Confirmit Agile Pulse provides the model and framework for enabling this in a structured and empowered way.

Automation:

Easily set up your desired survey schedule. No training is required, and our system handles all of the email notifications and reminders effortlessly.

The screenshot shows the 'Select Recipients' screen in the TechShop interface. At the top, there are navigation buttons: REVIEW TEMPLATE, CUSTOMIZE, SELECT RECIPIENTS (active), SET UP EMAIL, SEND, SAVE & EXIT, TEST, PREVIEW, and NEXT. The survey details are: Engagement & Career Dev Ops 2017, 15 Questions, 14 Minutes to Take, 1,661 Recipients. The 'Included Recipients (1,834)' section shows filtering options for Hierarchy (1,845), Locations (65,541), and Functional Area (65,541). There are also charts for Age (65,541) and Tenure (65,541). The 'Sampling' section includes Employee Fatigue Rules (ON) and a Randomized Sample slider set to 100%.

The screenshot shows the 'Send Survey' screen in the TechShop interface. At the top, there are navigation buttons: REVIEW TEMPLATE, CUSTOMIZE, SELECT RECIPIENTS, SET UP EMAIL, SEND (active), SAVE & EXIT, TEST, PREVIEW, and COMMIT. The survey details are: Engagement & Career Dev Ops 2017, 15 Questions, 14 Minutes to Take, 2,574 Recipients. The 'Timeline' section shows a sequence of events: Send Survey Invitations (Tuesday, July 4th @ 12:00pm), Reminder (Tuesday, July 11th @ 12:00pm), Reminder (Tuesday, July 18th @ 12:00pm), and Close Survey (Wednesday, July 19th @ 12:00pm). The 'Recipient Filtering and Sampling' section includes Hierarchy (Direct reports only), Age (20 to 35 years), Employee Fatigue Rules (ON), Locations (New York, Ohio, San Francisco), and Tenure (5 to 25 years).



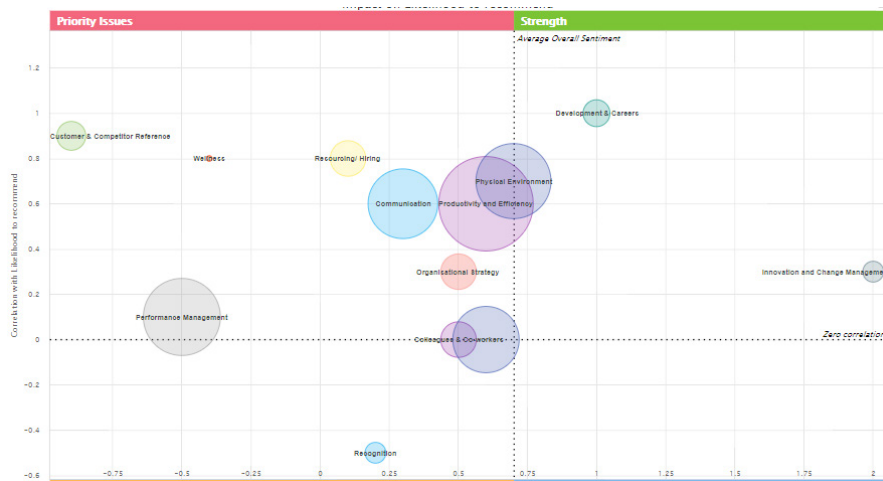
Key Features

Hierarchy Management & Integration: Confirmat's powerful, yet easy-to-use interface lets team members collaborate on defining the structure of your organization. This ultimately allows managers to uncover insights relating to their part of the business. And by integrating with your HRIS system, your programs will have the context that they need to connect with the right people and delve deep into your different populations, regardless of how they are grouped. Our largest clients store information for over 1.3 million employees – now that's rich insight!

Reporting and Analytics: Confirmat offers exceptional reporting capabilities, with the ability to combine data from multiple sources and deliver live, tailored dashboards to managers around the world, while enabling you to dig deeper into the data when you need to; using statistics to cut through the clutter and find the real insights in your data.

Mobile-Friendly: Our software ensures every employee can be reached, tailoring the survey experience to every screen size and giving business users access to reporting at any time on any device.

Insights from Unstructured Feedback: Dive deeper into unstructured feedback with our advanced text analytics engine, Confirmat Genius™. Using deep learning technology, Genius draws smarter insights from open comment data in any language.



Part of the Confirmat Horizons Suite

Confirmat VoE Solutions run on Confirmat Horizons, our award winning software solution for Customer Experience, Employee Engagement and Market Research programs. Our software is used to run the world's largest employee engagement studies, and is uniquely suited to support large, complex and multi-national organizations.

If you'd like to learn more, check us out at www.confirmat.com or contact us at info@confirmat.com to find out how the Confirmat Voices Platform can help you start to turn employee feedback into real business results.



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Check out our website
www.confirmat.com

About Confirmat

Confirmat is the world's leading SaaS vendor for multi-channel Customer Experience, Employee Engagement, and Market Research solutions. The company has offices in Oslo (headquarters), Grimstad, London, Moscow, New York, San Francisco, Sydney, Vancouver, and Yaroslavl. Confirmat's software is also distributed through partner resellers in Madrid, Milan, Salvador, and Tokyo. Confirmat powers Global 5000 companies and Market Research agencies worldwide with a wide range of software products for feedback / data collection, panel management, data processing, analysis, and reporting. Customers include Aurora, British Airways, British Standards Institution, Copart, Cross-Tab, Dow Chemical, GfK, GlaxoSmithKline, GMO Research, KeepFactor, Morehead Associates, Nielsen, Research Now, RS Components, QRS, SSI, Sony Mobile Communications, and Swisscom. Visit www.confirmat.com for more information.