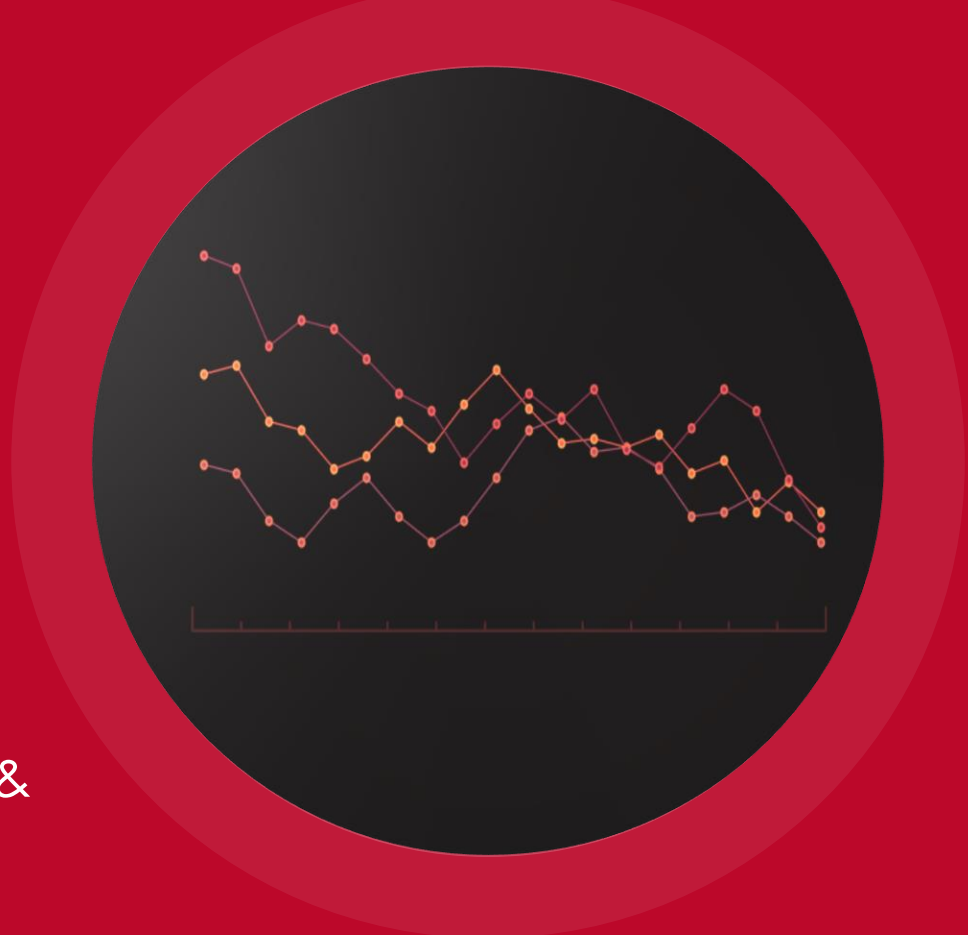


Talent Valuation, Intelligence, Lifecycle Profiling & Virtual HR Assistants



Introduction

**Human Capital is
the new delta ▲
This is why we
created
The Talent Index**

Africa's leading Entrepreneurs and Artificial Intelligence Teams partnered with world leading universities and data science think tanks, allows enterprise to profile the employee lifecycle, manage risk and improve performance while benchmarking enterprise and industry **Human Capital**, supported in real time by Virtual HR Assistants.

Leveraging the latest tech and machine learning, The Talent Index continuously profiles **talent** to find patterns, trends & correlations so enterprise doesn't have to. **We are disruptive. We are talent.**

Key Solution Areas

Employee Profiling

- Employee Data
 - Social Media Data
 - Qualification & University
 - Geo-location profiling and index rating
 - Diversity profiling and index rating
 - Sentiment tracking
- Examples:**
- Hobby correlation mapping by function / level
 - Talent trends and clustering by function / level
 - Sentiment tracking using NLP
 - Credit Profiling
 - Predicted Employee Lifecycles, particularly for specialist functions

Risk Profiling

- Smart Risk Scoring
 - Absence Risk
 - Salary Imbalance Risk
 - Credit and Default risk
 - Regulation parameters with forecasts
 - Succession Pool analysis by industry and function
- Examples:**
- Employee Credit Risk Profiling
 - Sentiment mapping
 - Regulatory BEE Risk and exposure
 - Human Capital Exposure Ratings
 - Employee Turnover Risk
 - Medical Risk Profiling and prediction
 - Smart Risk Scoring

Performance Profiling

- Financial Performance
 - Operational Performance
 - Key KPI's and Parameters
- Examples:**
- Profitability index by profile type
 - Human Capital Efficiency Ratios
 - Return on Human Capital investment
 - Return on Human Capital Assets
 - University performance profiling
 - Workforce contribution predictions
 - Regional Performance Profiling

Human Capital Management

- Virtual assistants flag talent challenges and recommend interventions to HR in real time that lead to desired or preferred outcomes – parameters are agreed and set

Human Capital Valuation

- Employee contribution is measured and a human capital valuation module is applied which presents the current and future value of human capital in enterprise, from individual profile up to enterprise level

Human Capital; the new Delta



What is Ti?

Leveraging the latest **tech**, **algorithms** and **machine learning**, The Talent Index continuously **profiles talent, trends and correlations**.



Human Capital Valuations



Beyond Salary Benchmarks (BSB)[®]



Credit Profiling



Diversity Mapping and Geolocators



Sector Intelligence



Diversity Correlation Trends



Diversity Profiling



Risk Profiling



Nationality Profiling & Talent Migration



Talent Geolocators



Age Distribution



Contract Optimization



Employee Profiling



Investment Strategy



Automated Hobby Tracking



Qualification Profiling



Performance Profiling



EVP Strategy Mapping



Geolocation Trends



Training and Investment Impact

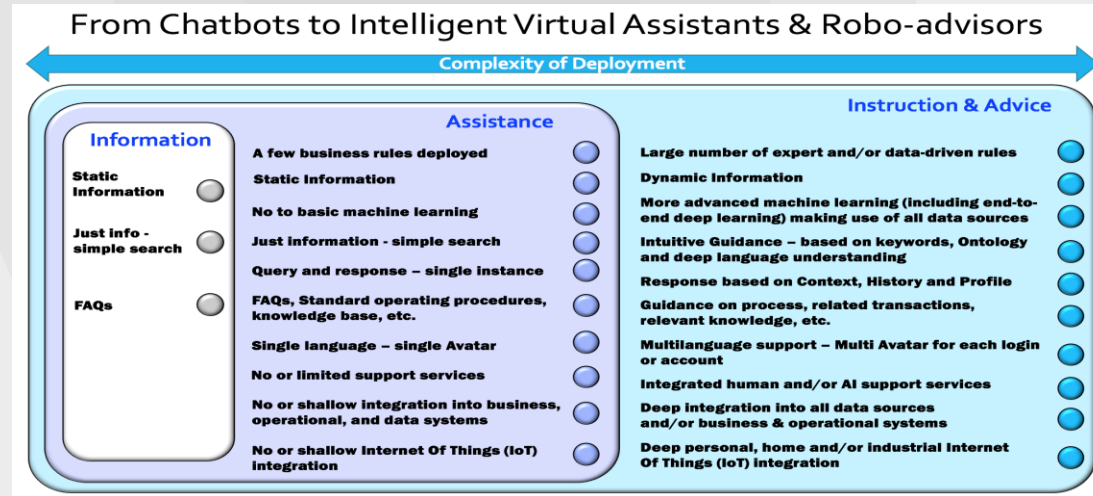


University Profiling & Partnering

Cognitive Computing and Assistance

Virtual Assistants advise HR of talent challenges and provides recommendations in real-time

Some of the machine intelligence based applications, and products include intelligent virtual assistants & advisors, credit risk detection, turnover prediction, smart risk scoring, real-time employee insights, smart recommendations and purchase predictions, medical risk prediction and personalized AI search tools.



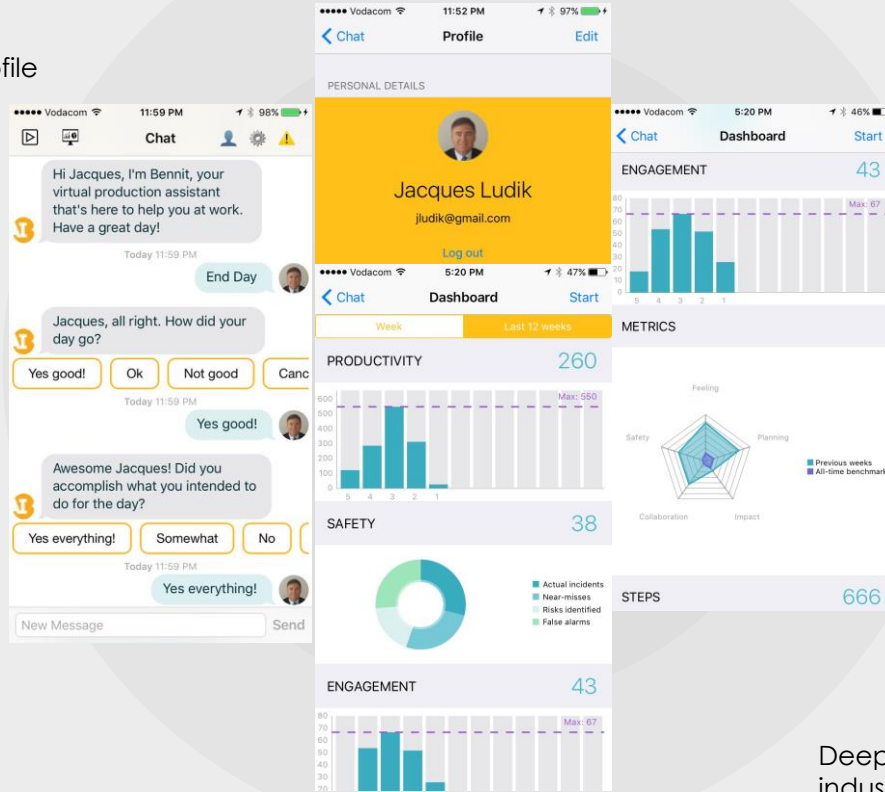
Intelligent Virtual Assistants & Advisors

Response based on Context, History and Profile

Deep integration into all data sources and/or business & operational systems

Guidance on process, related transactions, relevant knowledge, etc.

Multilanguage support – Multi Avatar for each login or account



Advanced machine learning making use of all data sources

Intuitive Guidance – based on keywords, Ontology and deep language understanding

Large number of expert and/or data-driven rules

Dynamic Information

Integrated human and/or AI support services

Deep personal, home and/or industrial Internet Of Things (IoT) integration

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