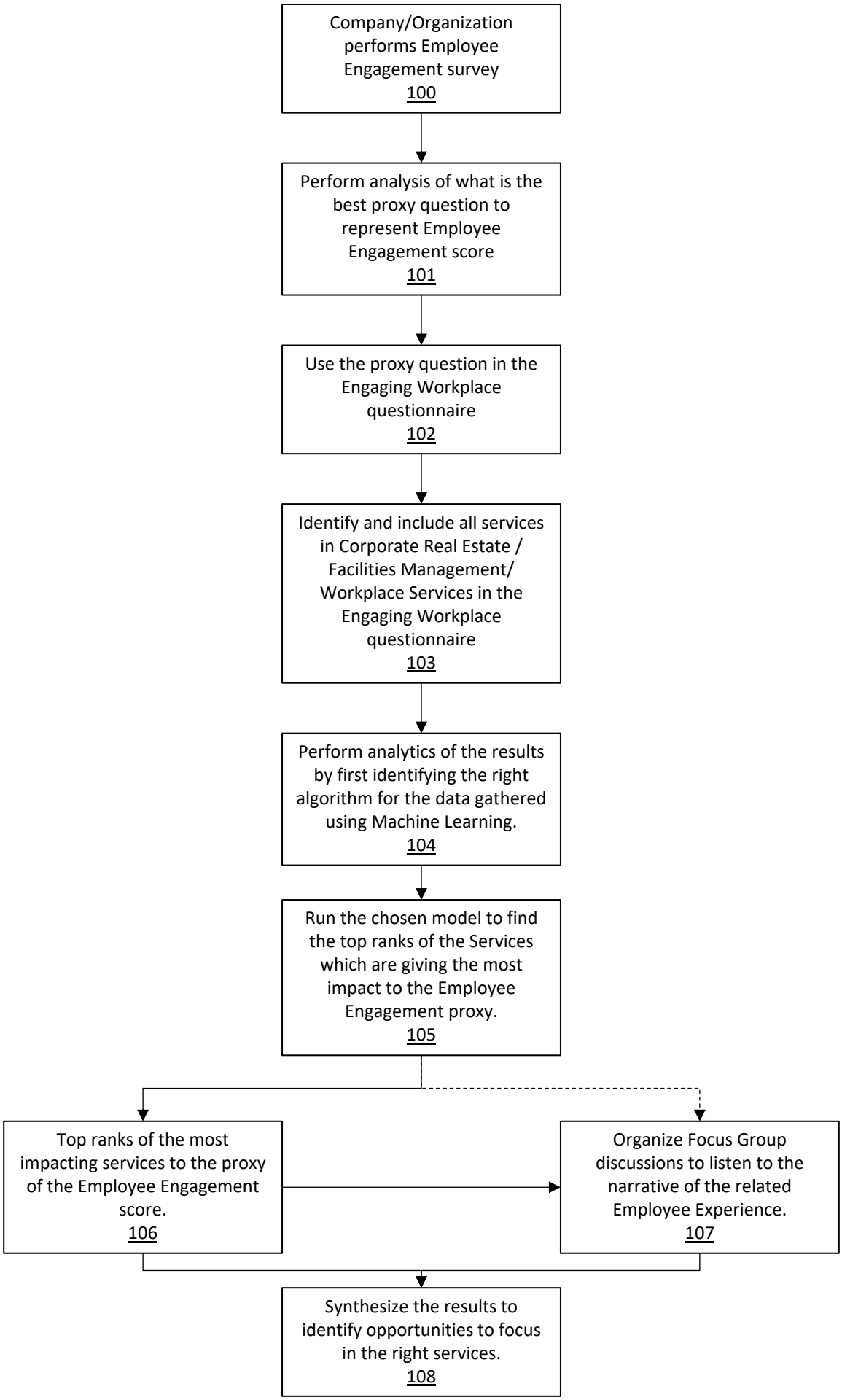

Company/Organization performs Employee Engagement survey
100
Perform analysis of what is the best proxy question to represent Employee Engagement score
101
Use the proxy question in the Engaging Workplace questionnaire
102
Identify and include all services in Corporate Real Estate / Facilities Management/ Workplace Services in the Engaging Workplace questionnaire
103
Perform analytics of the results by first identifying the right algorithm for the data gathered using Machine Learning.
104
Run the chosen model to find the top ranks of the Services which are giving the most impact to the Employee Engagement proxy.
105
Top ranks of the most impacting services to the proxy of the Employee Engagement score.
106
Organize Focus Group discussions to listen to the narrative of the related Employee Experience.
107
Synthesize the results to identify opportunities to focus in the right services.
108

FIG 1

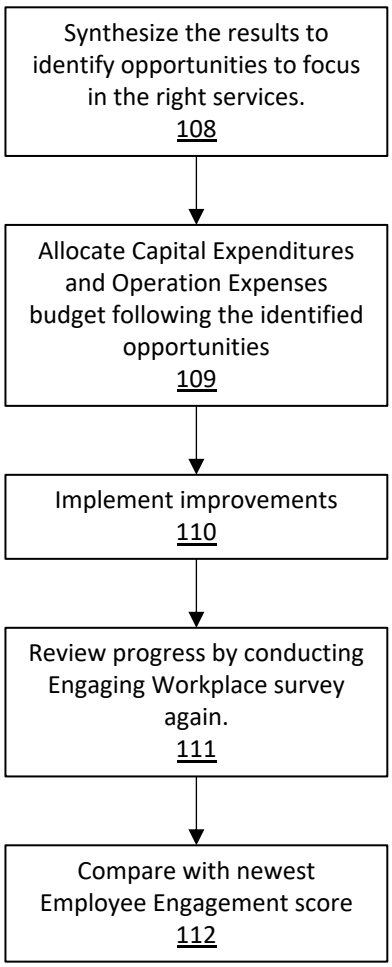

Synthesize the results to identify opportunities to focus in the right services.
108
Allocate Capital Expenditures and Operation Expenses budget following the identified opportunities
109
Implement improvements
110
Review progress by conducting Engaging Workplace survey again.
111
Compare with newest Employee Engagement score
112

FIG 2

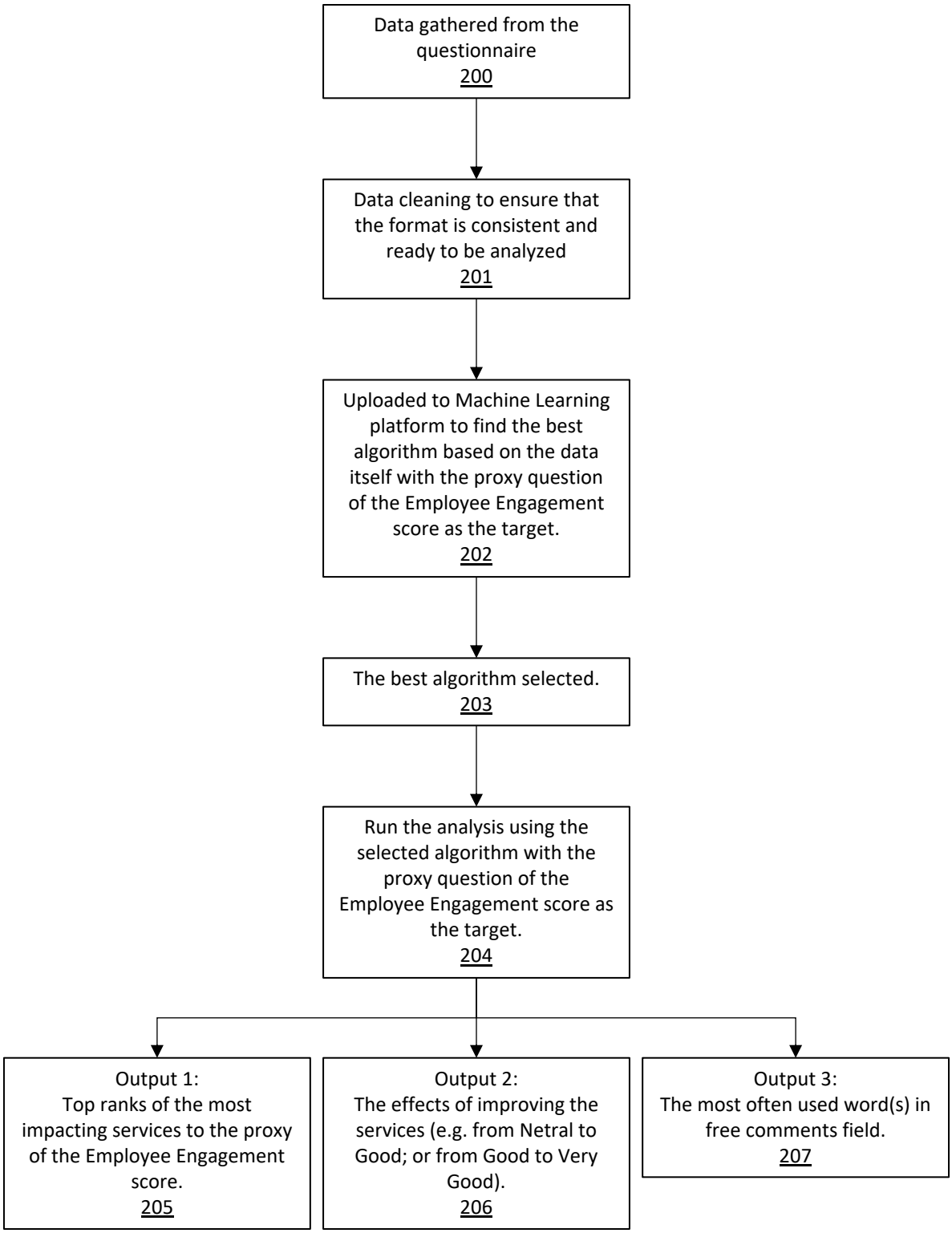

Data gathered from the questionnaire
200
Data cleaning to ensure that the format is consistent and ready to be analyzed
201
Uploaded to Machine Learning platform to find the best algorithm based on the data itself with the proxy question of the Employee Engagement score as the target.
202
The best algorithm selected.
203
Run the analysis using the selected algorithm with the proxy question of the Employee Engagement score as the target.
204
Output 1:
Top ranks of the most impacting services to the proxy of the Employee Engagement score.
205
Output 2:
The effects of improving the services (e.g. from Netral to Good; or from Good to Very Good).
206
Output 3:
The most often used word(s) in free comments field.
207

FIG 3

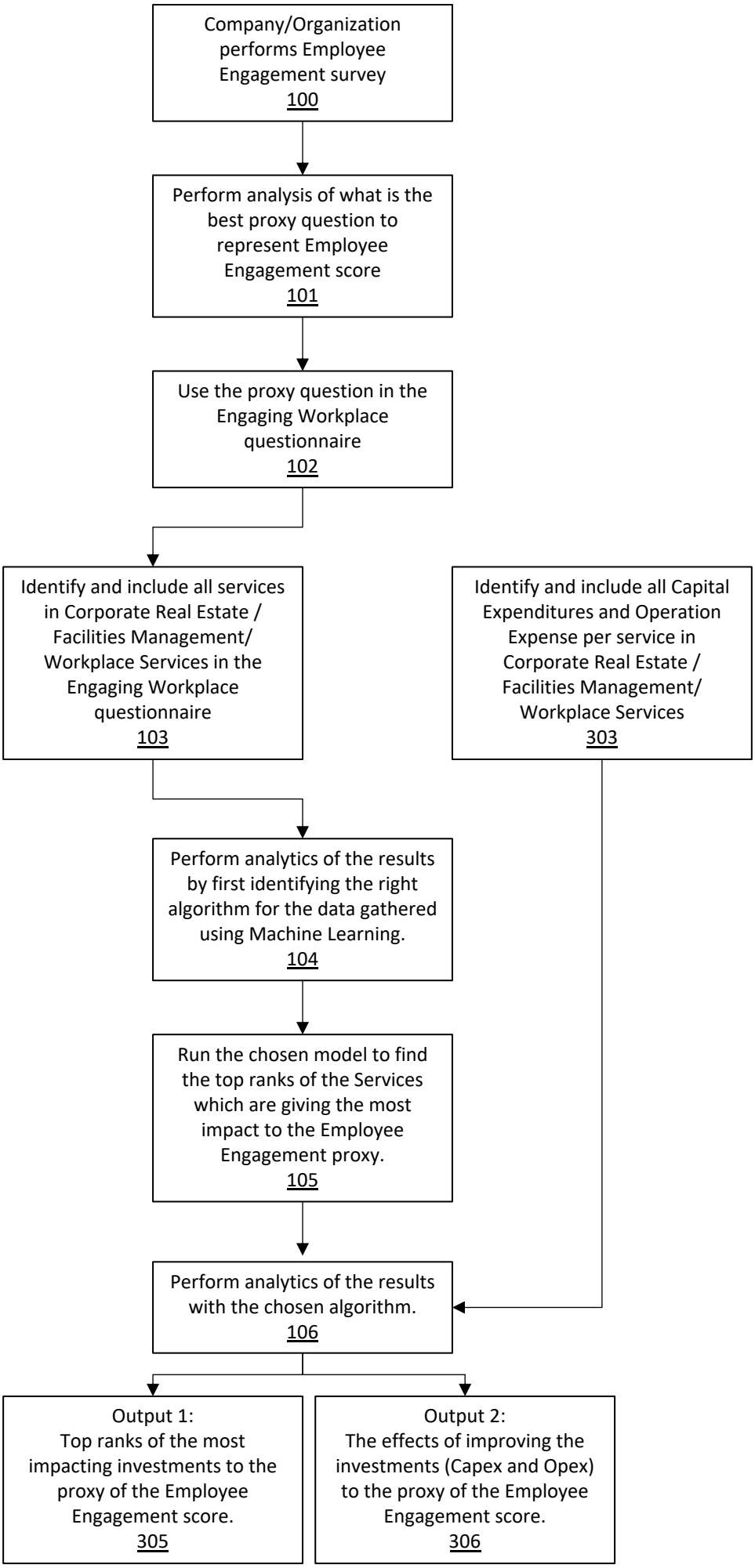

Company/Organization performs Employee Engagement survey
100
Perform analysis of what is the best proxy question to represent Employee Engagement score
101
Use the proxy question in the Engaging Workplace questionnaire
102
Identify and include all services in Corporate Real Estate / Facilities Management/ Workplace Services in the Engaging Workplace questionnaire
103
Identify and include all Capital Expenditures and Operation Expense per service in Corporate Real Estate / Facilities Management/ Workplace Services
303
Perform analytics of the results by first identifying the right algorithm for the data gathered using Machine Learning.
104
Run the chosen model to find the top ranks of the Services which are giving the most impact to the Employee Engagement proxy.
105
Perform analytics of the results with the chosen algorithm.
106
Output 1:
Top ranks of the most impacting investments to the proxy of the Employee Engagement score.
305
Output 2:
The effects of improving the investments (Capex and Opex) to the proxy of the Employee Engagement score.
306

FIG 4