

May 1, 2022

Paul J. Sarvadi
President and CEO
19001 Crescent Springs Drive
Kingwood, TX 77339

Dear Paul,

With more than 15,000 customers in 75 countries around the world, Visier is the market leader in workforce analytics. We empower companies with the tools and insight that allow them to ask the questions that shape business strategy, providing the impetus to take action and drive better business results.

Being a Canadian-based company, we didn't have the human capital to scale at the rate we needed as we built our U.S. operations. We were also frustrated that HR tasks consumed so much of our team's time. It was clear we needed help, so we turned to Insperty to help us overcome these obstacles.

We saw the benefits of using Insperty immediately after implementation. Insperty took on many of our administrative duties so we could focus on what sets Visier apart – growth, revenue and culture. The breadth and depth of knowledge Insperty provides was game-changing for us.

No matter how obscure the challenge, there's always someone at Insperty who has dealt with it before. Your bench of specialists is formidable. When we have issues, our primary account representative is extremely responsive, takes accountability and finds answers. This is encouraging and makes for a good partnership.

When Insperty became our customer and selected our solution to power your Insperty People Analytics offering, we have seen firsthand how Insperty engages with other clients, and we know that the attention we receive is not unique to us.

The value of Insperty continues to grow for Visier. Things are getting more complex around U.S. employment laws, and it's reassuring to know that we have Insperty staying up to date on compliance requirements and helping us handle those changes. We don't feel constrained about where we hire – we hire on talent first, location second.

That leads to a better applicant pool, which allows for faster company growth and innovation, thanks to Insperty's support. You're positioning us to reach for talent stars, no matter their geography.

Sincerely,



Paul Rubenstein,
Chief People Officer
Visier