



ANALYTICS & BI SERVICES OVERVIEW

Workforce intelligence, Power BI solutions, and predictive HR analytics — engineered for operational clarity and executive decision-making.

§ 1

PARTIES

This agreement is between **MAREC Insights** ("Contractor") and the Client ("Company") for the provision of HR analytics and workforce intelligence services.

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SCOPE OF SERVICES

- ▶ Workforce analytics and labor forecasting

▶ ETL pipeline development using SQL, Python, and R

▶ Executive reporting, KPI development & insights presentations
- ▶ Power BI dashboard design, automation & deployment

▶ Predictive modeling for recruiting, labor demand & scheduling

▶ Recruiting funnel optimization & source channel analysis

§ 3

COMPENSATION

HOURLY \$55-\$95 Per hour, depending on project complexity	PROJECT-BASED \$1,500-\$6,500 Per dashboard or complete analytics system	RETAINER 10-40 hrs/mo Monthly analytics support at blended rate
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Invoices are due **Net 15** unless otherwise agreed in writing.

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TERM & TERMINATION

- Agreement begins on the effective date and continues through deliverable completion.

— Either party may terminate **14 days' written notice**.

— Contractor is compensated for all work completed to termination date.

§ 5

CONTRACTOR STATUS

MAREC Insights operates as a **1099 independent entity**, not an employee. Contractor is responsible for taxes, insurance, tools, software, and all business operations.



CONFIDENTIALITY & DATA SECURITY

Contractor maintains **strict confidentiality** of all HR, payroll, recruiting, and operational data. All data is stored and transmitted securely in accordance with applicable standards.



INTELLECTUAL PROPERTY

Contractor retains rights to **proprietary tools, templates, and code libraries**. The Company receives full usage rights to all final deliverables created specifically for them.



COMMUNICATION & REPORTING

- ▶

Weekly or bi-weekly progress updates
- ▶

KPI summaries and milestone reports
- ▶

Dashboard and analytics asset access
- ▶

Scheduled review meetings as needed



OPTIONAL ADD-ON SERVICES

- Recruiting Funnel Optimization

HR Compliance Reporting

Workforce Planning Strategy Sessions

Data Quality Audits

HR Workflow Automation

MAREC INSIGHTS — CONTRACTOR

CLIENT — COMPANY REPRESENTATIVE

SIGNATURE | DATE

SIGNATURE | DATE