



Partnership in practice

A practical example of the aggregate reporting a workforce partner can receive. Every number in this report is fictional and does not represent results from any real IC partner.

32

Completed consultations

26

Employees served

68

Consultations remaining

Participation across locations

Sample quarter | 100-consultation annual allocation

Location	Scheduled	Completed
Sample Location A	12	10
Sample Location B	10	9
Sample Location C	14	13
Total	36	32

Read the figures correctly

36 appointments were scheduled: 32 were completed and four were rescheduled beyond this sample quarter. The 26 employees served are a distinct count among completed consultations; some had follow-up appointments.

The annual allocation has 32 completed consultations counted against it, leaving 68. This demonstration counts completed consultations only; a real partner agreement determines allocation and billing rules.

From access to business value

What the partnership helps make possible

- **Retention and loyalty**

Employees see a practical investment in their wellbeing. Employers can compare retention over time using their own workforce records.

- **Attendance and access**

Virtual and workplace consultations can reduce travel and appointment barriers. Review participation alongside your own absence measures.

- **Security and focus**

Trusted answers help employees understand next steps and carry less uncertainty into work. Feedback can help shape HR communication.

A simple ROI conversation

Hypothetical planning example: if a business avoided five employee departures and estimated its replacement cost at \$4,000 per departure, its avoided turnover cost would be \$20,000.

5 avoided departures x \$4,000 = \$20,000

Illustration only. Not an IC outcome or a guarantee of savings.

What your team can do next

Review aggregate use with your IC team, identify locations needing outreach, plan HR training and select the business measures your organization wants to evaluate. Legal consultations remain confidential; this sample contains no employee case details.