



Introduction to eePulse

eePulse invented the Pulse survey.

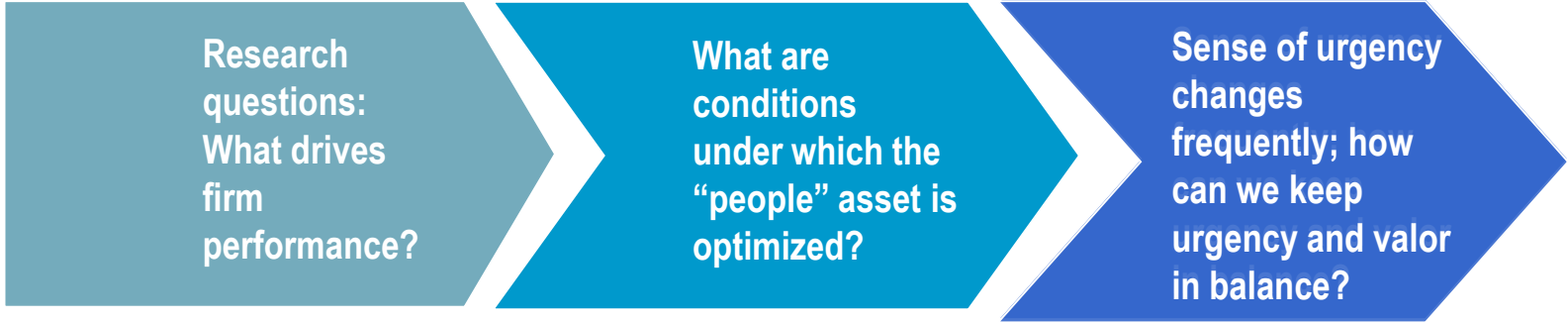
Global provider since 1996; based on rigorous scientific human capital research.

Using proprietary processes and technology to transform surveys into leadership tools.

Fast, agile process and real-time data



Traditional Processes	eePulse Solution	Results
Once per year data	Frequent data	Identify issues early and track progress
Point in time and cumbersome	Simple for users and predictive	Better decisions with positive outcomes
Slow to change and slow turn-around	Agile process and data available in real time	Faster decisions and actions
Limited data cuts	Unlimited views of data available immediately	Key issues and opportunities identified
Only a few people can access data	Anyone needing access has it	More data review and accountability
Lower than required positive results	Actionable process	Better quality, lower cost, verifiable ROI



Answer: People	Urgency & Val-o-r	Urgency = Energy
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Basis for the validated metrics eePulse uses to optimize and direct human energy at work

Sense of urgency
changes
frequently; how
can we keep
urgency and valor
in balance?

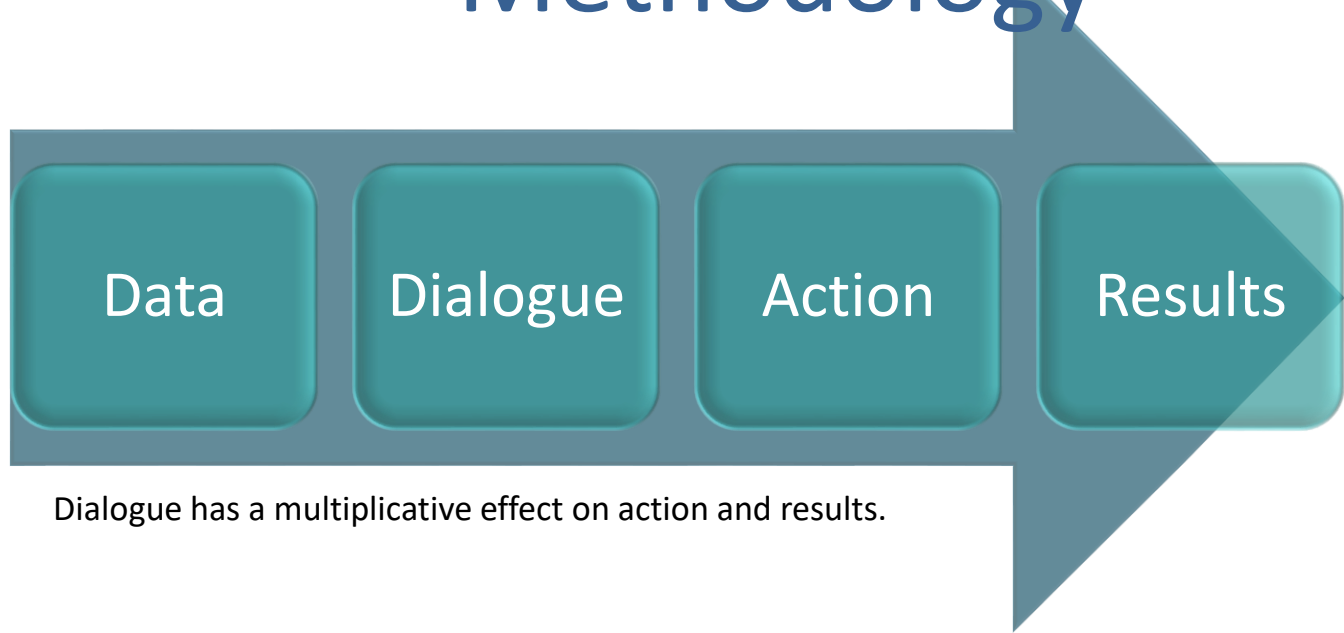
Energy



- Predicts student test scores
- Predicts 360 ratings of performance for all employees
- Predicts turnover
- Predicts patient satisfaction in hospital
- Predicts customer service and team outcomes

*Measure energy with 3 questions;
it's fast, simple and validated*

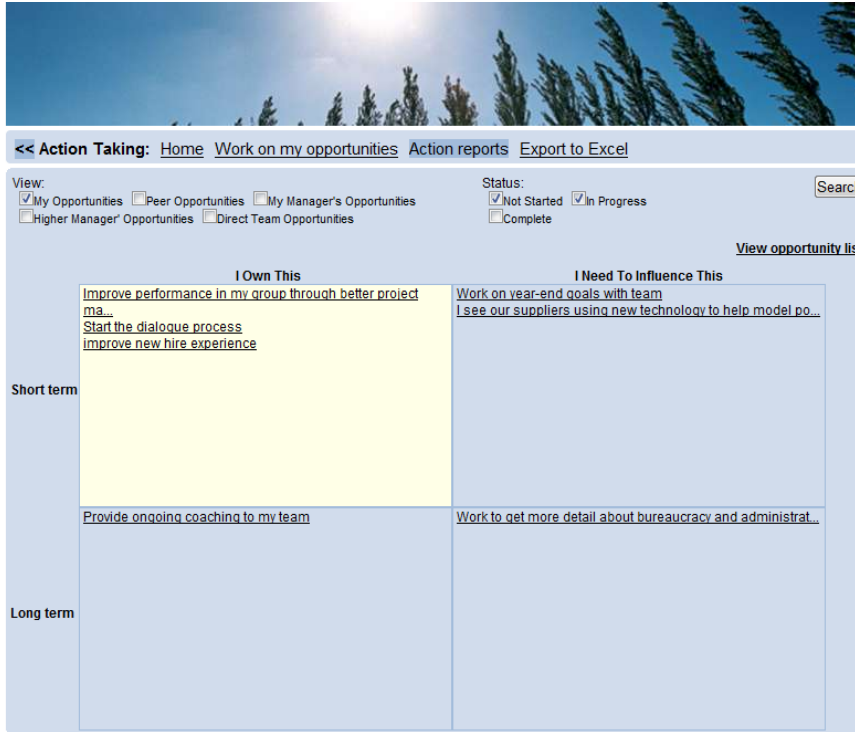
Methodology



Dialogue has a multiplicative effect on action and results.

A screenshot of the eePulse web application interface. At the top left is the eePulse logo. To the right are navigation links: reports | action taking | organizations | logout | language. Below this is a blue header bar with a cloud image. A navigation bar contains links: Home | Work on my opportunities | View reports | Export to Excel. A green box displays "Logged in successfully". The main content area is split into two columns. The left column is titled "Fast Action" and contains text about editing opportunities and viewing reports. The right column is titled "Fast Success" and contains text about recording actions and learning from peers. In the center is a hierarchical diagram of people icons labeled "ME", "MY DIRECT TEAM", "MY PEERS", "MY MANAGER", and "MY HIGHER MANAGERS". At the bottom of the diagram is the text "Take Action and Share Your Success".

Opportunities to connect users of data so they take action and learn from each other.



<< Action Taking: [Home](#) [Work on my opportunities](#) [Action reports](#) [Export to Excel](#)

View: My Opportunities Peer Opportunities My Manager's Opportunities Higher Manager's Opportunities Direct Team Opportunities

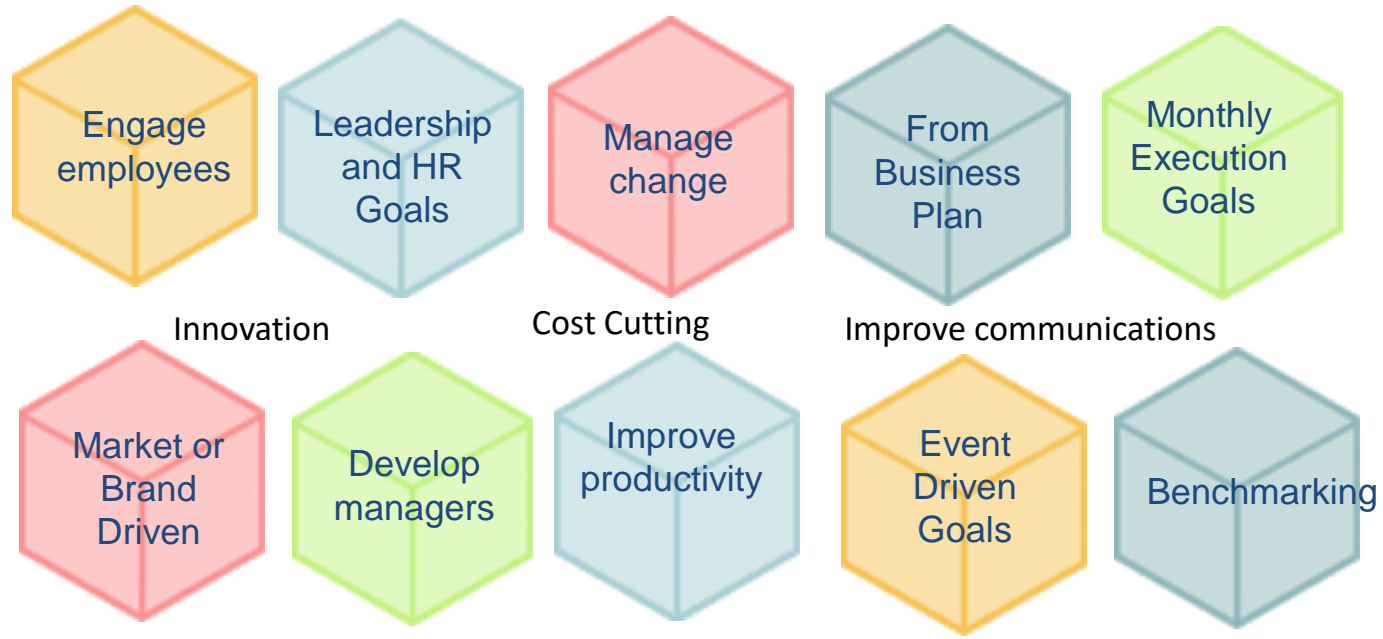
Status: Not Started In Progress Complete

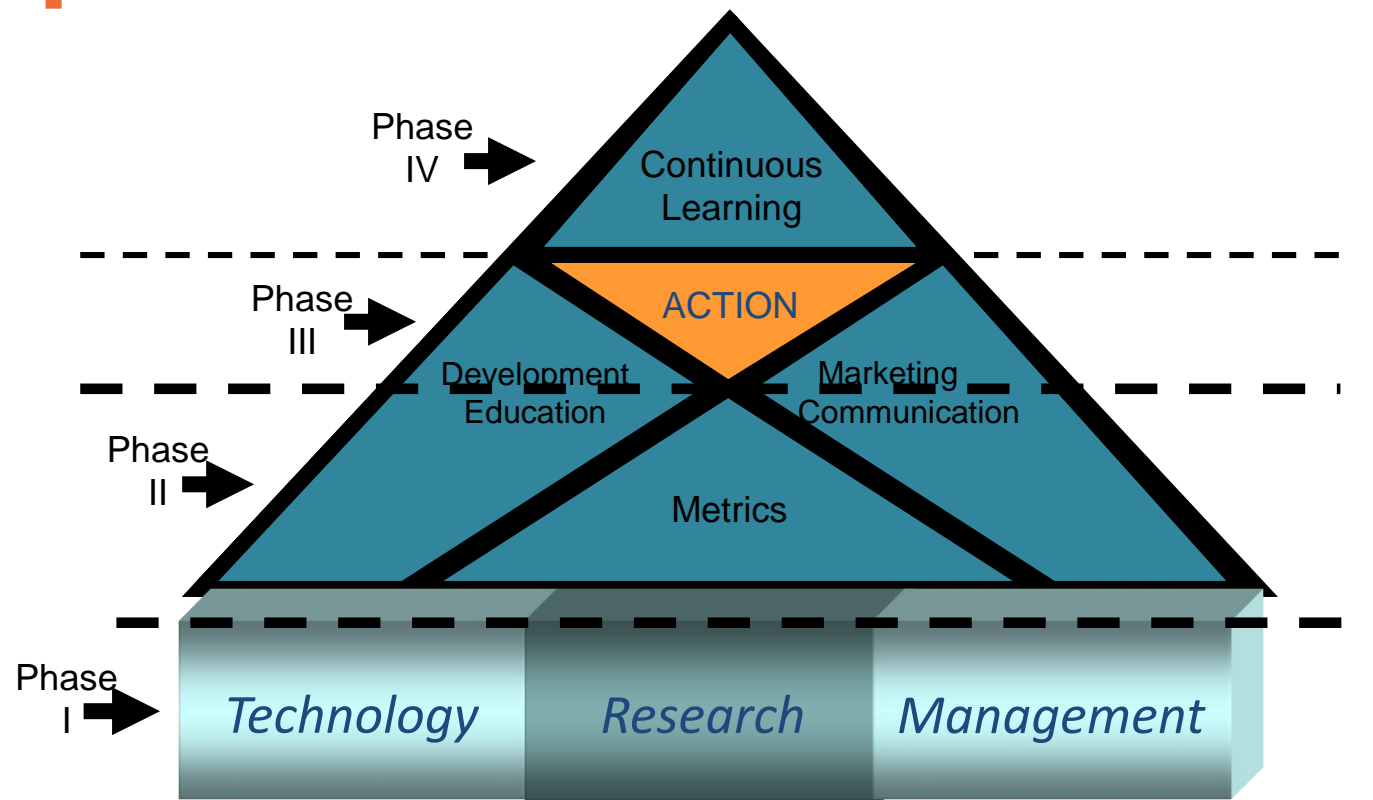
[View opportunity list](#)

	I Own This	I Need To Influence This
Short term	<p>Improve performance in my group through better project ma...</p> <p>Start the dialogue process</p> <p>improve new hire experience</p>	<p>Work on year-end goals with team</p> <p>I see our suppliers using new technology to help model po...</p>
Long term	<p>Provide ongoing coaching to my team</p>	<p>Work to get more detail about bureaucracy and administrat...</p>

Focus managers on the “I own this” and “short-term win” box.

Track actions, result on actions, managers learn from each other; teach peer mentoring,





Demo Client



- Home
- Implementation Plan
- Response Rates
- Questions
- Report Access
- Meeting Minutes
- Resources
- Sitemap

Implementation Plan

Implementation Strategy

Overview	Second Quarter			Third Quarter			Fourth Quarter			First Quarter		
	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
The Three Foundations												
Research												
Project Management												
Technology												
Five Steps												
Metrics or Question Strategy												
Education/Training												
Communication & Marketing												
Action												
Continuous Learning												

	January	February	March	April	May	June	July	August	September	October	November	December
Energy Pulse	x	x	x	x	x	x	x	x	x	x	x	x
Energy where productive	x		x		x		x		x		x	
Energy comment question	x	x	x		x		x		x		x	x
Valour Pulse		x								x		
ChangeStep Pulse				x				x				x
Change Lens Questions	x		x		x		x		x		x	
Business Drivers						x						
Calibration questions	x										x	
The habits that make up culture		x			x				x			
Employee Value Exchange Proposition												x
Questions senior leaders suggested		x		x			x		x			
Questions from Pulse Dialogue committee	x		x		x			x			x	

Clients create an overall strategy

Global provider since 1996

Metrics based on rigorous scientific human capital research.

We invented pulse surveys 20 years ago.

Experts in optimizing employee energy and moving engagement ownership to employees.

Driven to provide a high ROI, not a survey score.

As frequent as daily pulsing



www.eepulse.com
+1-734-429-4400
info@eepulse.com

Early 1990's – 1995 question paper surveys tabulated by students and presented to CEO 9 months later.

Mid 1990's - Weekly pulse surveys conducted via email with manually generated PowerPoints provided to a few managers within a few days.

2000 - Web based survey and reporting engine providing reports to all managers within one day. Unlimited reports to as many managers as qualifying for reports. Included on-line coaching tools, journal function.

2003 – Employees are a key. All employees have access to their own data via personal reports with comparisons to their work group and to the overall organization results. Action taking for everyone including ROI reporting.

2016 – Employees in charge of their own energy. Instant diary/ learning tool for all employees for our energy metrics with their comments on what is affecting their energy.

1996 -2016 eePulse saw strong ROI's from its energy pulsing process, but burden of action taking was on the manager.

Energy defined: *The ability to do work*

Sense of urgency
changes
frequently; how
can we keep
urgency and valor
in balance?

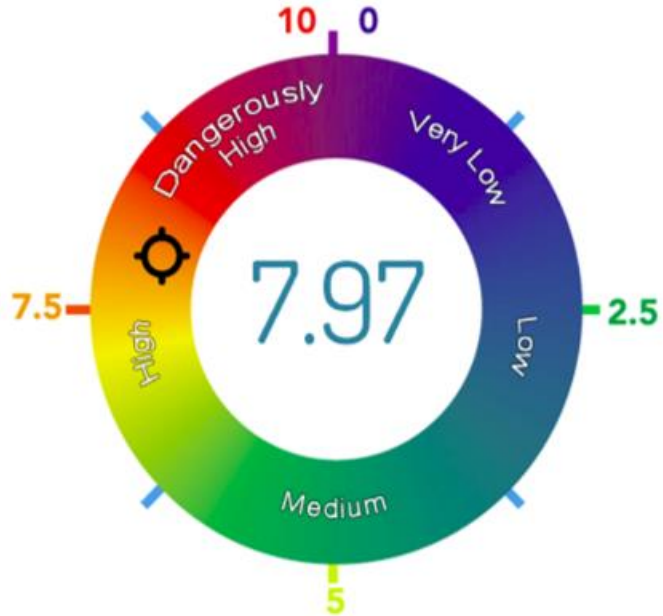
Energy



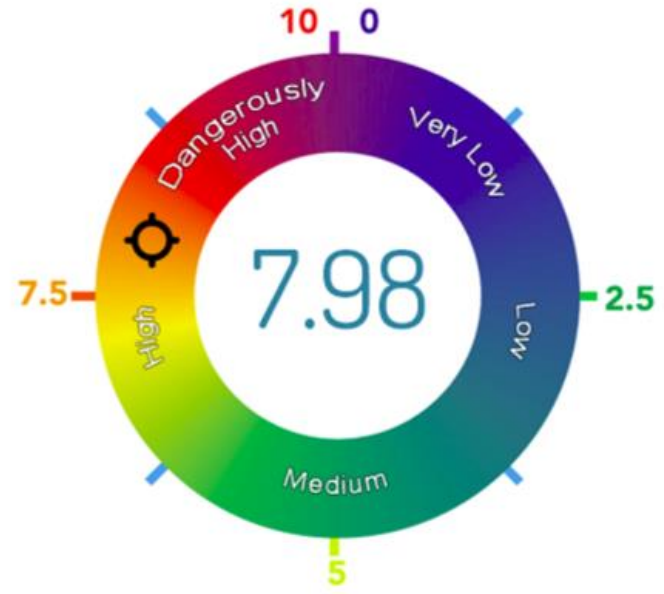
- **Predicts 360 ratings of performance for all employees**
- **Predicts turnover**
- **Predicts customer service and team outcomes**

*Measure energy with 3 questions;
it's fast, simple and validated*

Overall, how would you rate your **current energy level** at work?



What is your energy level where you are **at your best** at work?

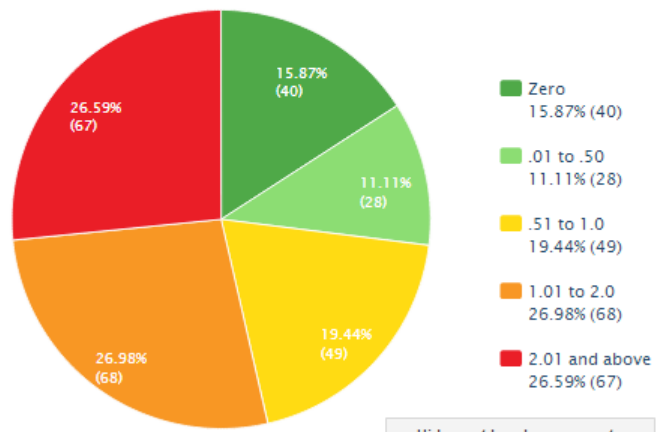


Energy Risk Assessment Energy Target Heat Map

LP Research - Functional Area: All Functional Areas
09/11/2013

Team Energy Risk 53.57%

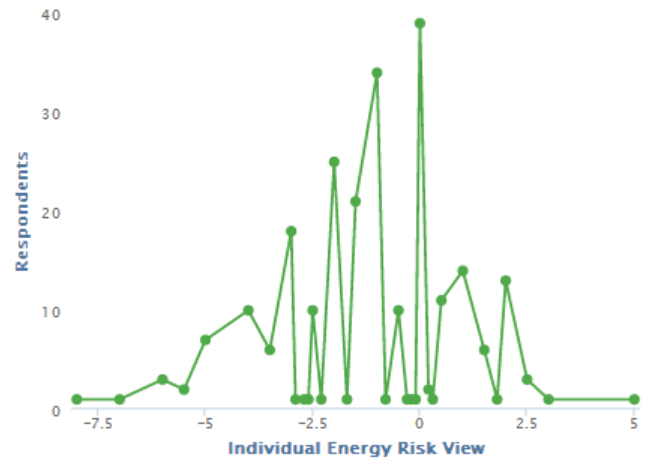
of responses in each Zone

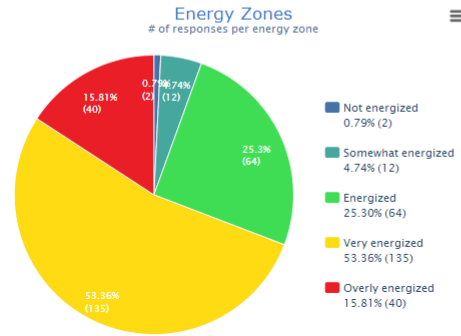
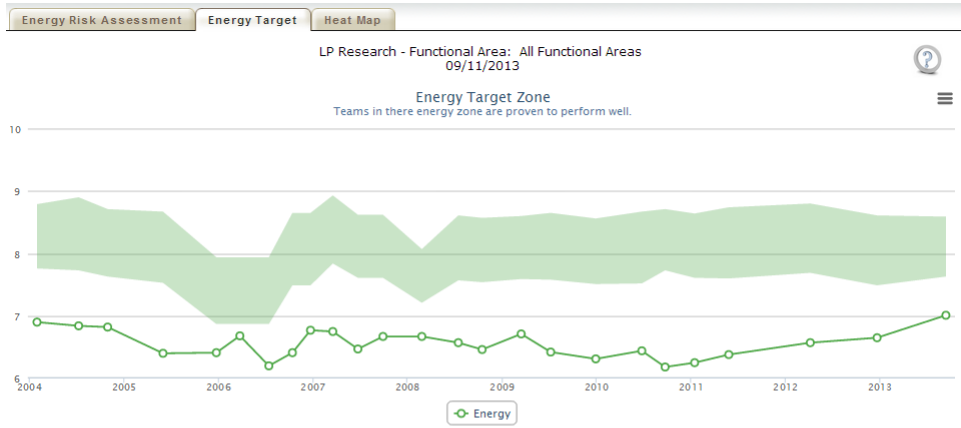


Hide next level components

Individual Energy Risk View

(energy level minus the energy level where you are at your best)





Energy Statistics

Stat	Energy	Energy Target
Average Energy	7.01	8.11
Number of Responses	253	249
Change from previous survey	.36	.06
Within Person Change*	-.12 (155)	.08 (151)
Standard Deviation	1.82	.96

*Within Person Change (WPC) reflects change for personnel answering two periods in a row

Energy Heat Map (tree map)

Energy map displays the engery (using colors) for diffrent groups. Click on a group to dig down.

Left click to set a node as root for the visualization.

Right click to set the parent node as root for the visualization.

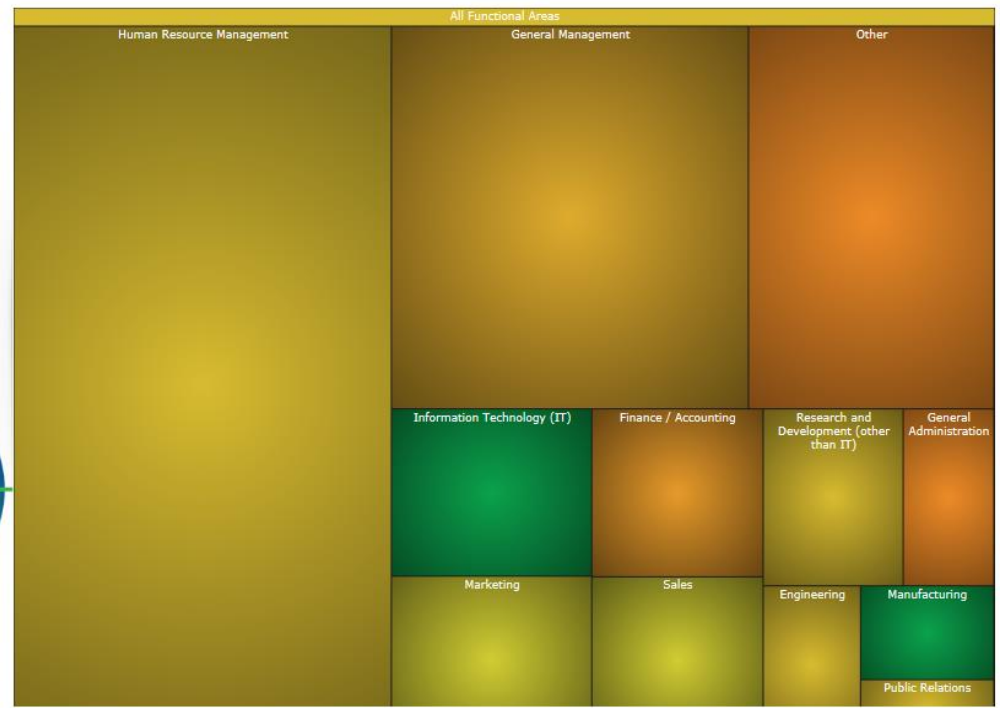
You can **choose a different tiling** below:

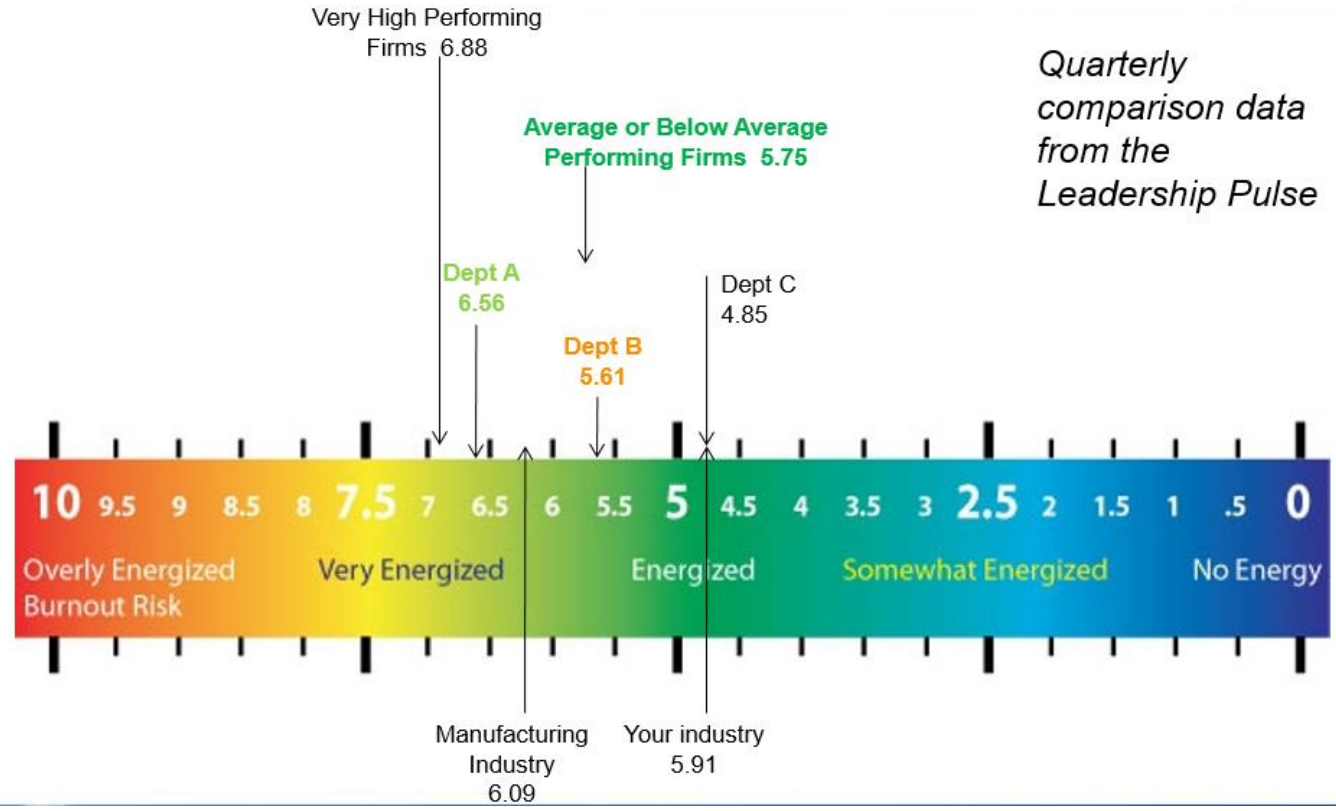
Squarified

Strip

SliceAndDice

Go to Parent





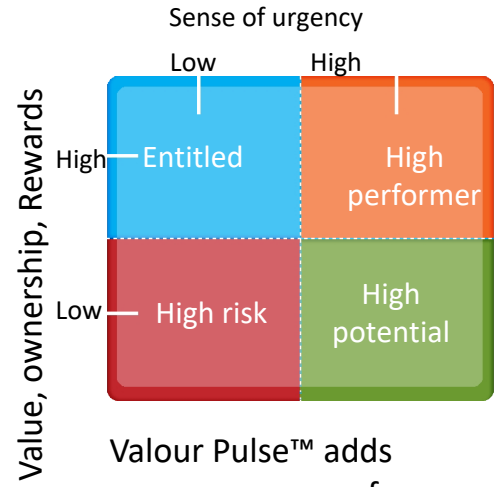
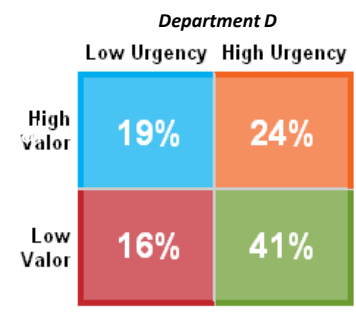
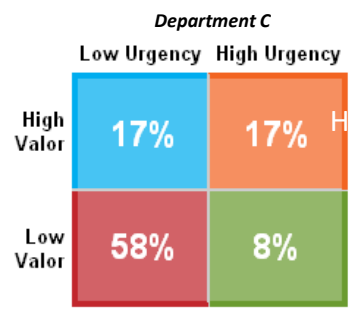
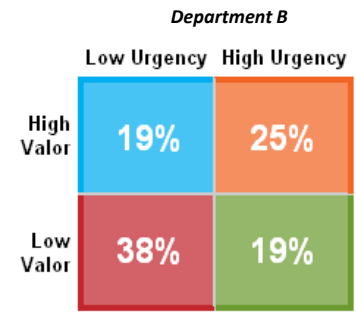
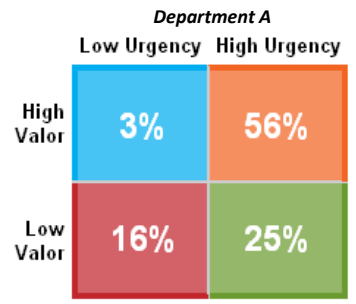
Clear goals important for high performance

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
1. My individual work priorities, goals and objectives are extremely clear to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My team's overall priorities, goals and objectives are clear to everyone in the team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I understand the strategic direction of the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I can clearly see how my priorities link to the overall business strategy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The 15 Valour Questions


	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
1. * My manager values me as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. * My manager values the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. * My co-workers value me as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. * My co-workers value the contributions I make at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. * My opinions and ideas are valued by people at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. * My job is very important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. * I feel like an owner of this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. * I have an opportunity to develop myself and my skills at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. * My work is challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.* The pace of work is usually very high.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.* Overall, I feel a high sense of urgency at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12.* I have to perform well in this organization to be successful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.* I am fairly rewarded for the role I play in this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14.* This organization rewards people who are high performers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.* My manager recognizes a job well done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Started out with 200 questions



Valour Pulse™ adds energy or sense of urgency to the traditional engagement analysis for focused insights.

Reporting Group **Energy Zone**



Search...

All Industries comments by Reporting Group

- + Comments
- ▣ Accommodation and Food Services - (2)
- ▣ Agriculture, Forestry, Fishing and Hunting - (1)
- ▣ Arts, Entertainment, and Recreation - (1)
- ▣ Construction - (2)
- ▣ Educational Services - (10)
- ▣ Finance and Insurance - (12)
- ▣ Health Care and Social Assistance - (11)
- ▣ Information - (20)
- ▣ Management of Companies and Enterprises - (4)
- ▣ Manufacturing - (36)
- ▣ Mining - (2)
- ▣ Other - (11)




Tag clouds and search functions are easy-to-use analysis and navigation tools

Each employee sees their own Energy Diary at pulse survey completion

Get in the zone today!

We are all managers -- of our careers, projects and people. Do it better, and have more fun by staying energized, in your zone and energizing others on your team.

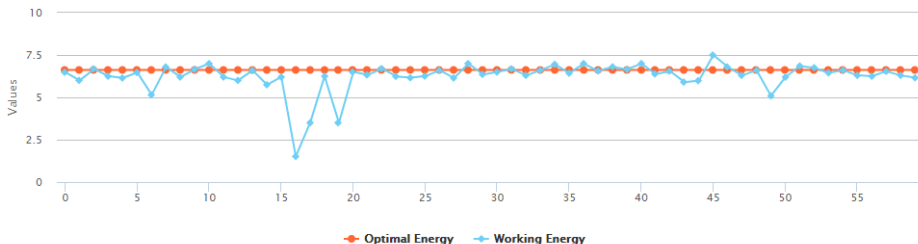
Are you in the Zone?

Energy Component	My Results	My Average
Working energy	6.16	6.24
Optimal energy	6.62	6.62
Zone status   	-0.46	-0.38

Research shows that being more than one point away from where at their best, either higher or lower, increases employees' risks of low performance, burnout and turnover.

3 Tips for Getting In Your Energy Zone

Energy Trend



Energy Journal

01-AUG-17
 Energy: 6.16
 Optimal Energy: 6.62
 Comment: Getting ready for a trip.

26-JUL-17
 Energy: 6.3
 Optimal Energy: 6.62
 Comment: Have to juggle my time today between personal projects and client projects.

25-JUL-17
 Energy: 6.54
 Optimal Energy: 6.62
 Comment: Today is a focus day for me which has me energized.

24-JUL-17
 Energy: 6.25
 Optimal Energy: 6.62
 Comment: Lots to do this week.

20-JUL-17
 Energy: 6.3
 Optimal Energy: 6.62
 Comment: Good energy as I have clarity on several projects.

Personal Report Option

Sample from leadership pulse focuses on personal engagement. You choose the comparison group (company, department)

Leadership Pulse
 Organization: Personal Report
 Group: Other Services (except Public Administration)
 y-All on
 Print/Save

Use this control to display another report

Use this space to add links to blogs, forums, articles, or training materials

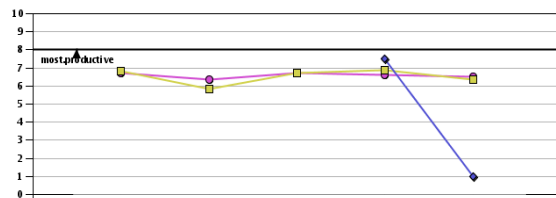
Review and share with your leaders at: www.energizeengage.com

Reports available at: www.leadershippulse.com

ENERGY RESULTS

Group	Energy (SD) ^a	Change ^{b,d}	Energy (%)
All Industries	6.52 (2.07)	-0.11	60
Other Services (except Public Administration)	6.34 (2.27)	-0.52	63
You	1.00 (-)	-6.50	

^a Average (Standard Deviation) ^b Change from Previous Time Asked ^c Change for Respondents Answering two periods in a row
^d ⬇️ = 0 to 2.5%; ⬆️ = 2.6 to 5%; ⬇️ = 5.1%+;



The annual survey we use at my company is something all employees value.

Group	Mean (SD) ^a	Breakdown (%)		
All Industries	2.88 (0.90)	30	46	24
Services (other than consulting)	3.00 (0.93)	25	42	33
You	1.00 (-)			

^a Disagree=1-2
 Neither Agree Nor Disagree=3
 Agree=4-5

There is a definite and high ROI from our annual employee survey.

Group	Mean (SD) ^a	Breakdown (%)		
All Industries	2.89 (0.96)	32	41	27
Services (other than consulting)	2.80 (1.00)	36	36	28
You	1.00 (-)			

^a Disagree=1-2
 Neither Agree Nor Disagree=3
 Agree=4-5

When I receive a customer service survey, I feel much better about the company.

Group	Mean (SD) ^a	Breakdown (%)		
All Industries	3.22 (0.96)	24	29	47
Services (other than consulting)	3.36 (0.99)	20	28	52
You	1.00 (-)			

^a Disagree=1-2
 Neither Agree Nor Disagree=3
 Agree=4-5

A screenshot of the eePulse web application interface. At the top left is the eePulse logo. To the right are navigation links: reports | action taking | organizations | logout | language. Below this is a blue header bar with a cloud pattern. Underneath is a navigation menu with links: Home, Work on my opportunities, View reports, and Export to Excel. A green box indicates the user is logged in successfully. The main content area is divided into two columns. The left column is titled "Fast Action" and contains text about editing opportunities and viewing reports. The right column is titled "Fast Success" and contains text about recording actions and learning from peers. In the center is a hierarchical diagram of people icons labeled "ME", "MY DIRECT TEAM", "MY PEERS", "MY MANAGER", and "MY HIGHER MANAGERS". At the bottom of the diagram is the text "Take Action and Share Your Success".

→ eePulse reports | action taking | organizations | logout | language

Action Taking: [Home](#) [Work on my opportunities](#) [View reports](#) [Export to Excel](#)

Logged in successfully

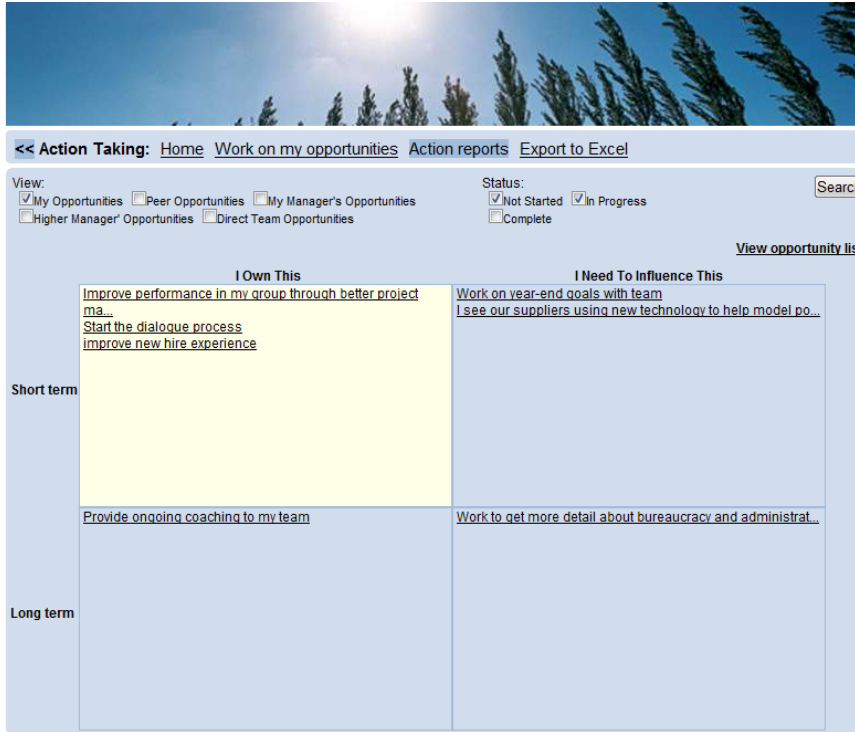
Fast Action
Edit or create opportunities and actions by clicking work on my opportunities.
Click on the icons to the right to view the quick win report for each group or to see your own.
View reports takes you to the opportunity list view.

Fast Success
Record and share actions an best practices.
Discover what your managers and senior leaders are working on.
Help peers and employees by learning about their actions and success.

MY HIGHER MANAGERS
MY MANAGER
MY PEERS
ME
MY DIRECT TEAM

Take Action and Share Your Success

Opportunities to connect users of data so they take action and learn from each other.



<< Action Taking: [Home](#) [Work on my opportunities](#) [Action reports](#) [Export to Excel](#)

View: My Opportunities Peer Opportunities My Manager's Opportunities Higher Manager's Opportunities Direct Team Opportunities

Status: Not Started In Progress Complete

[View opportunity list](#)

	I Own This	I Need To Influence This
Short term	<p>Improve performance in my group through better project ma...</p> <p>Start the dialogue process</p> <p>improve new hire experience</p>	<p>Work on year-end goals with team</p> <p>I see our suppliers using new technology to help model po...</p>
Long term	<p>Provide ongoing coaching to my team</p>	<p>Work to get more detail about bureaucracy and administrat...</p>

Focus managers on the “I own this” and “short-term win” box.


Track actions, result on actions, managers learn from each other; teach peer mentoring,


Confidence

Please rate your level of confidence in the following:


	Not at all Confident	Not Confident	Neutral	Confident	Very Confident
1. Your organization's leadership team overall.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The economic climate for your organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. That your organization has the right people and skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Your organization's ability to execute on its vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Your organization's ability to change as needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Your own personal leadership and management skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Your organization's strategy making process (the method your organization uses for creating your business strategy).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Change Step Pulse

<< Back


Pulse Dialogue
Language: 

Change Readiness Scale



- 10 Committed
- 7.5 Accept
- 5 Understand
- 2.5 Aware
- 0 Not Aware

Committed
I support the change, and it has become the way I think and how I do my work.

Accept
I understand and support the change, and I want to be involved.

Understand
I am aware and clear about the change, and I could explain the change to others.

Aware
I have heard about the change but do not really understand.

Not Aware
The change is a mystery to me.

SECTION I: CHANGE READINESS

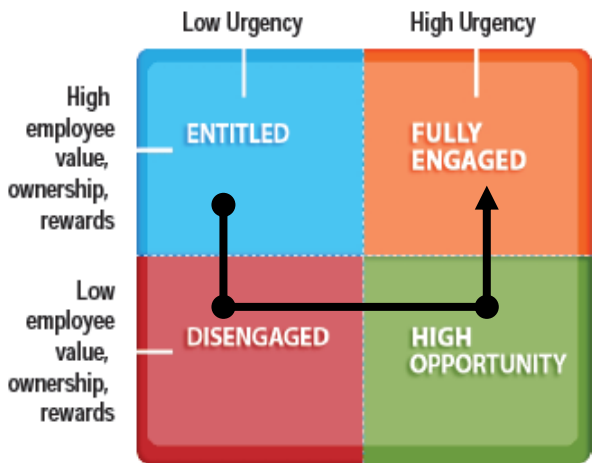
The continuum of change is represented by the 0.0 to 10.0 scale at your left. Use it to rate where you are today regarding the following:

- The change to new key decision boards for portfolio launch & change (ie new governance processes).
- The changes to roles and responsibilities between products and business units.
- Please add any additional comments or explanation as to why you answered the above questions as you did.

SECTION II: OVERALL CHANGE IMPLEMENTATION

- I am clear on my roles and responsibilities as a result of these changes.
- The working relationships with the Business Units has improved.

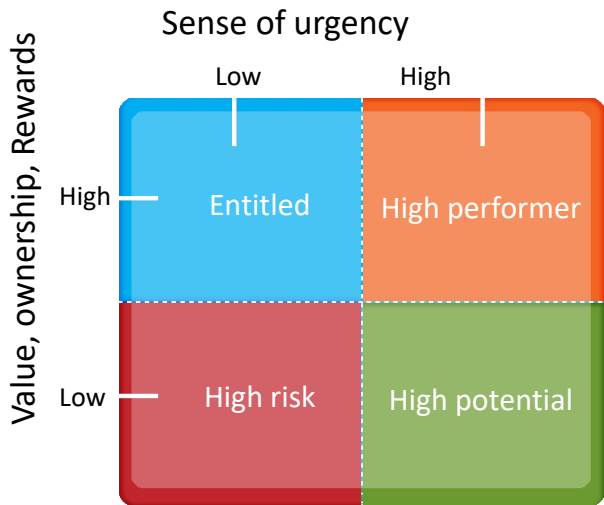
Overview of the Valour Pulse Survey Dimensions



Arrow shows direction of intervention needed for success

Determine a Clear Set of Priority Behaviors

- Valour Pulse identifies employees moving forward (“Fully Engaged”) vs. those standing still (“Entitled”)
- Additional and open-ended comment data provide the “story” about employees within each quadrant
- Use transition matrix to understand how employees moved from quadrant to quadrant – from time 1 to times 2, 3, etc. Study groups that moved in positive vs. negative directions..



Predictive metrics based on work from protection motivation theory

VALOUR - overall Employee Diagnostic Tool

Valor

Value

- My co-workers value me as a person.
- My co-workers value the contributions I make at work.
- My manager values me as a person.
- My manager values the work I do.
- My opinions and ideas are valued by people at work.

Ownership

- My job is very important to me.
- I feel like an owner of this organization.
- I have an opportunity to develop myself and my skills at work.

Rewards and recognition

- I have to perform well in this organization to be successful.
- This organization rewards people who are high performers.
- My manager recognizes a job well done.
- I am fairly rewarded for the role I play in this organization.

Urgency

- My work is challenging.
- The pace of work is usually very high.
- Overall, I feel a high sense of urgency at work.

Started out with 200 questions

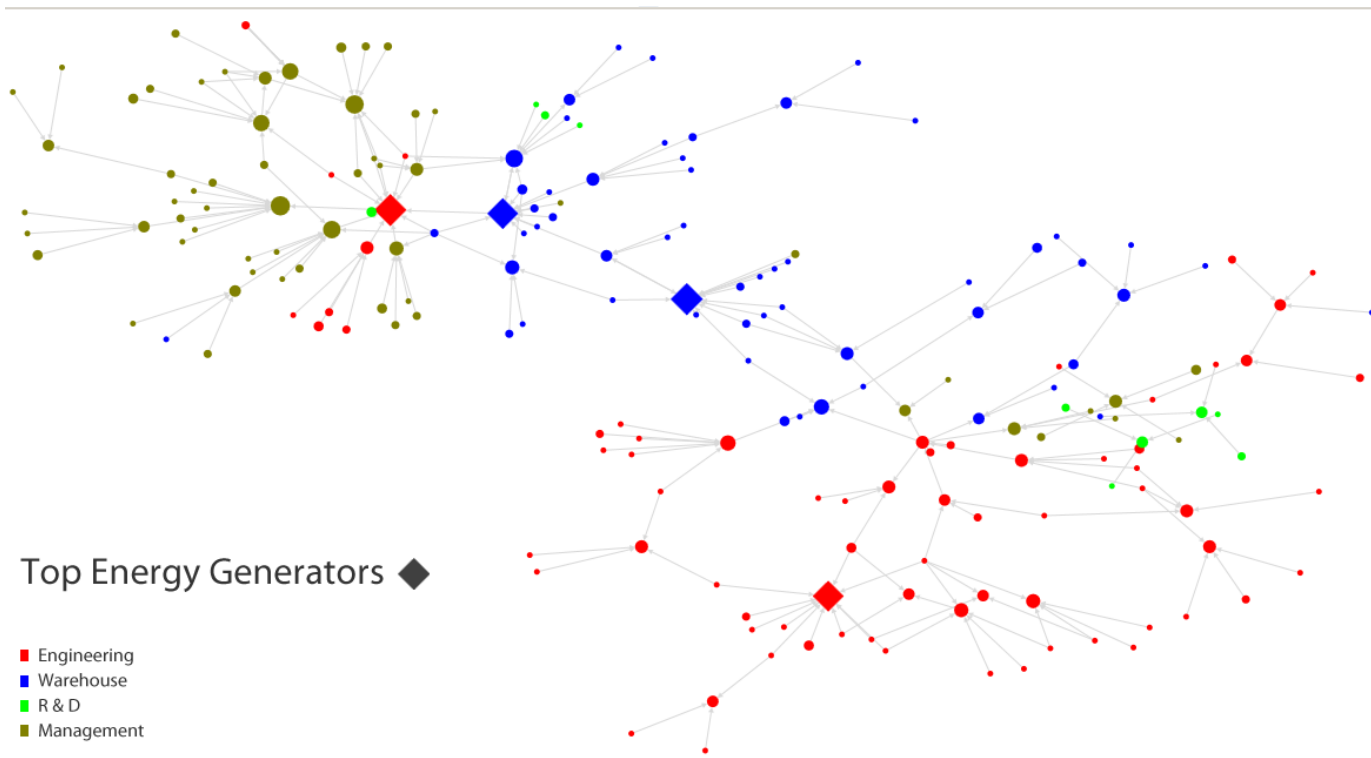
- Identifies the informal network
- It's about the “who” in the organization
- Identify, learn, spread the best practices

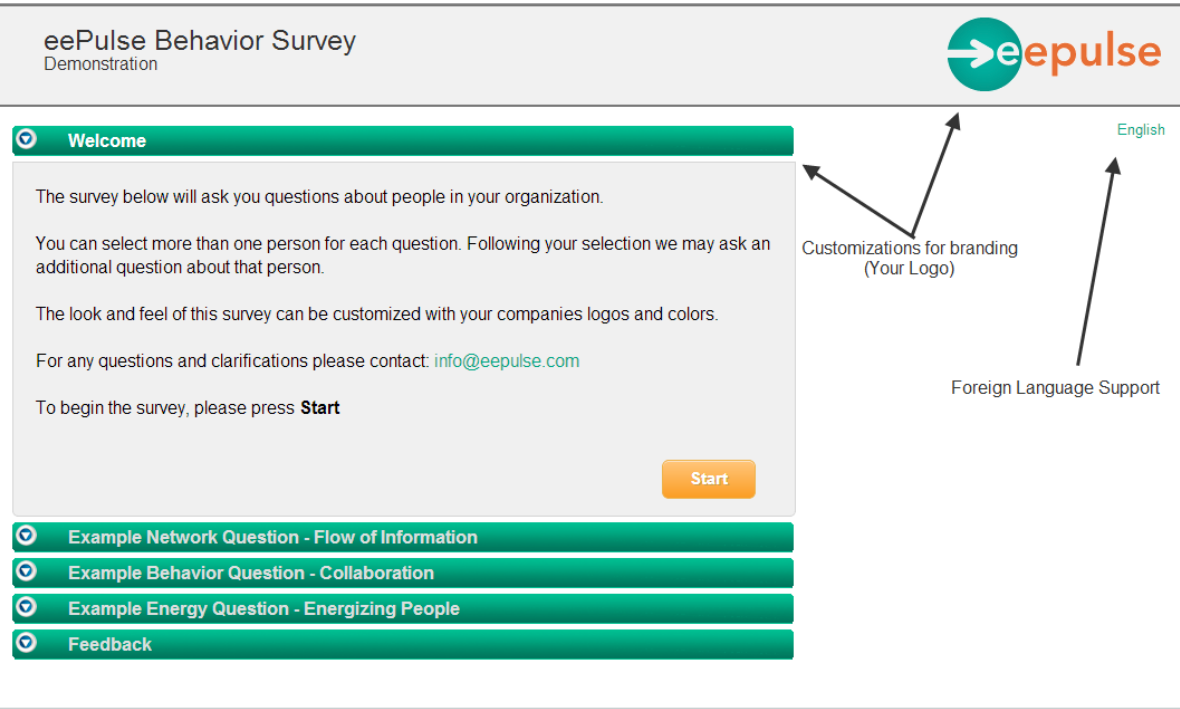
Results





Accelerate Innovate Grow



A screenshot of the eePulse Behavior Survey interface. At the top left, it says "eePulse Behavior Survey" and "Demonstration". At the top right is the eePulse logo. Below the header is a green bar with a dropdown arrow and the text "Welcome". The main content area contains several paragraphs of text: "The survey below will ask you questions about people in your organization.", "You can select more than one person for each question. Following your selection we may ask an additional question about that person.", "The look and feel of this survey can be customized with your companies logos and colors.", "For any questions and clarifications please contact: info@eepulse.com", and "To begin the survey, please press **Start**". At the bottom right of the main content area is an orange "Start" button. Below the main content area are four green bars with dropdown arrows and text: "Example Network Question - Flow of Information", "Example Behavior Question - Collaboration", "Example Energy Question - Energizing People", and "Feedback".

Welcome/Introduction message

Customizations for branding (Your Logo)

Foreign Language Support

English

eePulse Behavior Survey
Demonstration

English

- Welcome
- Example Network Question - Flow of Information
- Example Behavior Question - Collaboration
- Example Energy Question - Energizing People

Motivation

Who energizes you at work?

Please Select →

**Please answer for everyone*

	Selection	I get a moderate amount of energy from them.	I get large amount of energy from them.
x	Isaiah Leopold, Isaiah@Email.Com	<input type="radio"/>	<input checked="" type="radio"/>
x	Annie Mae, Annie@Email.Com	<input checked="" type="radio"/>	<input type="radio"/>

Previous Continue

Feedback

Searchable List

Select a person from below

Search for name... Clear

- Sidney Leibowitz, Sidney@email.com
- lone Leitch, lone@email.com
- Isaiah Leopold, Isaiah@email.com
- Lucille LeSueur, Lucille@email.com
- Joseph Levitch, Joseph@email.com
- Wladziu Liberace, Wladziu@email.com
- Hal Lipshitz, Hal@email.com
- Ivo Livi, Ivo@email.com
- Phoebe Loeb, Phoebe@email.com
- Laszlo Loewenstein, Laszlo@email.com
- Rose MacDowell, Rose@email.com
- Annie Mae, Annie@email.com
- Sally Mahoney, Sally@email.com
- Suzanne Mahoney, Suzanne@email.com
- Thomas Mapother, Thomas@email.com

Selecting a name from the list then allows you to respond about that individual

Welcome

Example Network Question - Flow of Information

Information

Who do you turn to for information to get your work done? Please Select →

	Selections:
<input checked="" type="checkbox"/>	Patricia Andrejewski, Patricia@Email.com
<input checked="" type="checkbox"/>	Yitzak Asner, Yitzak@Email.com

Example Behavior Question - Collaboration

Example Energy Question - Energizing People

Feedback

Welcome

Example Network Question - Flow of Information

Example Behavior Question - Collaboration

Collaboration

Who from outside your department has worked most effectively with you? Please Select →

		*Please answer for everyone	
	Selection	Occasionally exhibits this behavior	Consistently exhibits this behavior
<input checked="" type="checkbox"/>	Frederick Austerlitz, Frederick@Email.com	<input type="radio"/>	<input type="radio"/>
<input checked="" type="checkbox"/>	Patricia Andrejewski, Patricia@Email.com	<input type="radio"/>	<input type="radio"/>

I Choose Nobody

Example Energy Question - Energizing People

Feedback

English

Select a person from below
(DOUBLE CLICK NAME)

Search for name...

- Lee Alondor, Lee@email.com
- Rosita Alvario, Rosita@email.com
- Dominic Amici, Dominic@email.com
- Patricia Andrejewski, Patricia@email.com
- Peter Amess, Peter@email.com
- Arthur Anshovskiy, Arthur@email.com
- Ron Arnest, Ron@email.com
- Yitzak Asner, Yitzak@email.com
- Frederick Austerlitz, Frederick@email.com
- Maria Baeza, Maria@email.com
- Norma Baker, Norma@email.com
- Israel Baline, Israel@email.com
- Krishna Banji, Krishna@email.com
- James Baumgartner, James@email.com
- Henry Beatty, Henry@email.com

Add someone else?

Last Name, First Name

English

Select a person from below
(DOUBLE CLICK NAME)

Search for name...

- Lee Alondor, Lee@email.com
- Rosita Alvario, Rosita@email.com
- Dominic Amici, Dominic@email.com
- Patricia Andrejewski, Patricia@email.com
- Peter Amess, Peter@email.com
- Arthur Anshovskiy, Arthur@email.com
- Ron Arnest, Ron@email.com
- Yitzak Asner, Yitzak@email.com
- Frederick Austerlitz, Frederick@email.com
- Maria Baeza, Maria@email.com
- Norma Baker, Norma@email.com
- Israel Baline, Israel@email.com
- Krishna Banji, Krishna@email.com
- James Baumgartner, James@email.com
- Henry Beatty, Henry@email.com

Add someone else?

Last Name, First Name



[Write to: info@eepulse.com](mailto:info@eepulse.com)

www.eepulse.com

www.leadershippulse.com

Kelly Welbourne

Cell +1 734-476-7760

Office: +1-734-429-4400