Culture Amp

People Science Plan — Foundations

“A People Scientist” is defined as a person in the Culture Amp People Science group.

People Science services included in this plan may be used during implementation to support launch-specific topics, or outside of implementation to focus on broader HR and people strategy topics, depending on your organizational needs. All sessions are delivered virtually unless otherwise agreed. In-person sessions may be made available on request and may incur additional fees.

People Science Connects	*Your Foundations plan includes up to two (2) People Science Connects during the Agreement Term. A People Science Connect is a virtual advisory session with a People Scientist, focused on one of four defined areas. Each session provides expert, applied guidance to support effective decision-making and progress against your platform and people strategies. Session length: Up to 60 minutes.* *Sessions are advisory in nature and do not include ongoing analysis, documentation, or follow-up delivery unless otherwise specified.* *You may select from the following Connect types based on your needs:* ***Philosophy Connect:** Tailored People Science insights, expert guidance, and practical solutions to help inform your HR or People strategy. This is a collaborative and strategic conversation designed to align your people philosophy with organizational goals and best-practice approaches.* ***Design Connect:** Targeted feedback on survey or performance process design, including instrument structure, question syntax, and alignment to organizational goals.* ***Results Connect:** A guided in-platform review of your survey results to surface insights, identify emerging trends, and uncover themes related to your strategic focus areas.* ***Action Connect:** People Science guidance on how to strategically enhance your approach to taking action on results, overcome challenges, and help you reach your desired outcomes.* *People Science Connects not used will expire at the end of the Agreement Term and will not roll over or carry forward to subsequent terms.*
People Science Office Hours	*Live sessions with People Science experts are available on an as-available, scheduled basis throughout the Agreement Term. Office Hours run on set dates and times across multiple timezones, enabling customers to sign up for a session that works for them and get expert guidance on topics including survey or performance process design, driving action, navigating change, and securing leadership buy-in.* *Office Hours are provided on a 1:1, as-available basis throughout the Agreement Term.*

Async Advisory	*Ask questions and receive guidance from People Scientists when you need it. Async Advisory provides expert answers and ongoing support for questions related to your employee experience and performance strategies, delivered asynchronously for your convenience.*