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## Portfolio Tracking Report

Portfolio companies: Tesla,X United States,Space Exploration Technologies,Tbc The Boring,Neuralink  
 Report Month: 2025-03

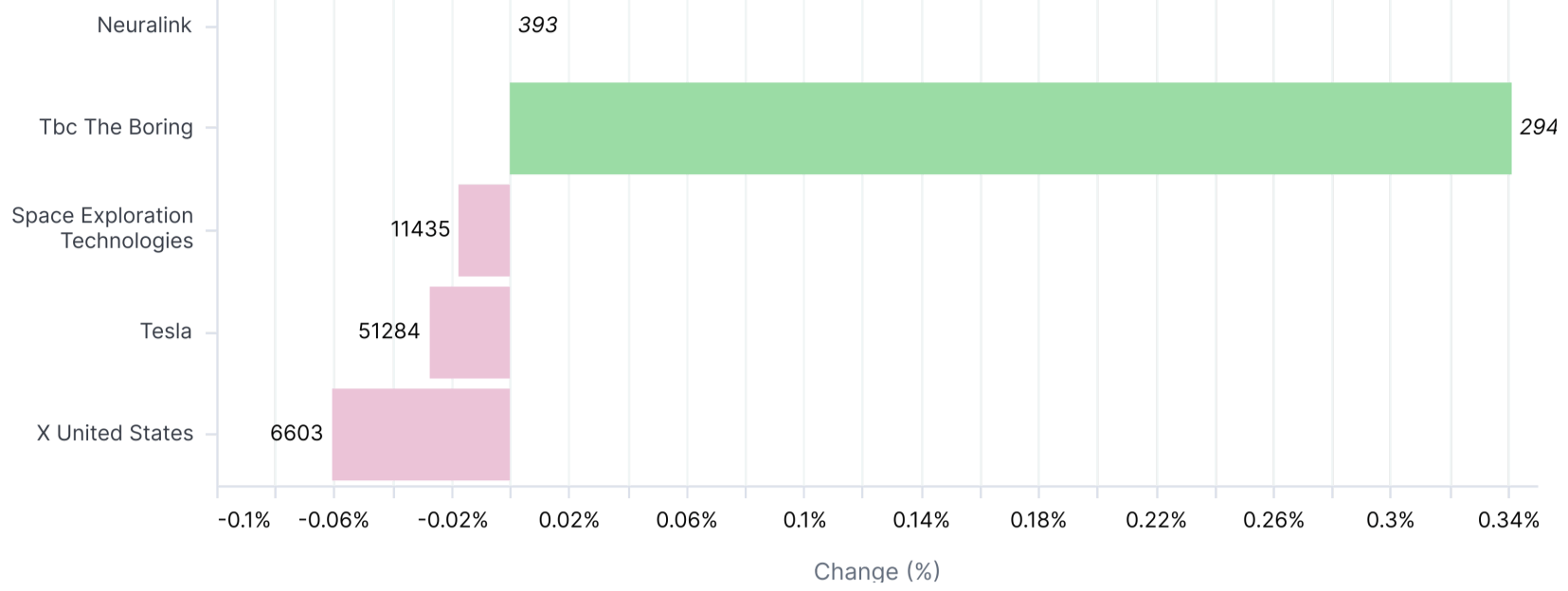
For more information contact [reports@auraintel.com](mailto:reports@auraintel.com)

## Portfolio overview

This section provides a quick glance at the companies in the portfolio and the change in their headcount over the previous month. For example, you can find:

- How much has a company in the portfolio grown in headcount over the previous month?
- Which companies in the portfolio are expanding the fastest?

### Portfolio Companies Included in Report



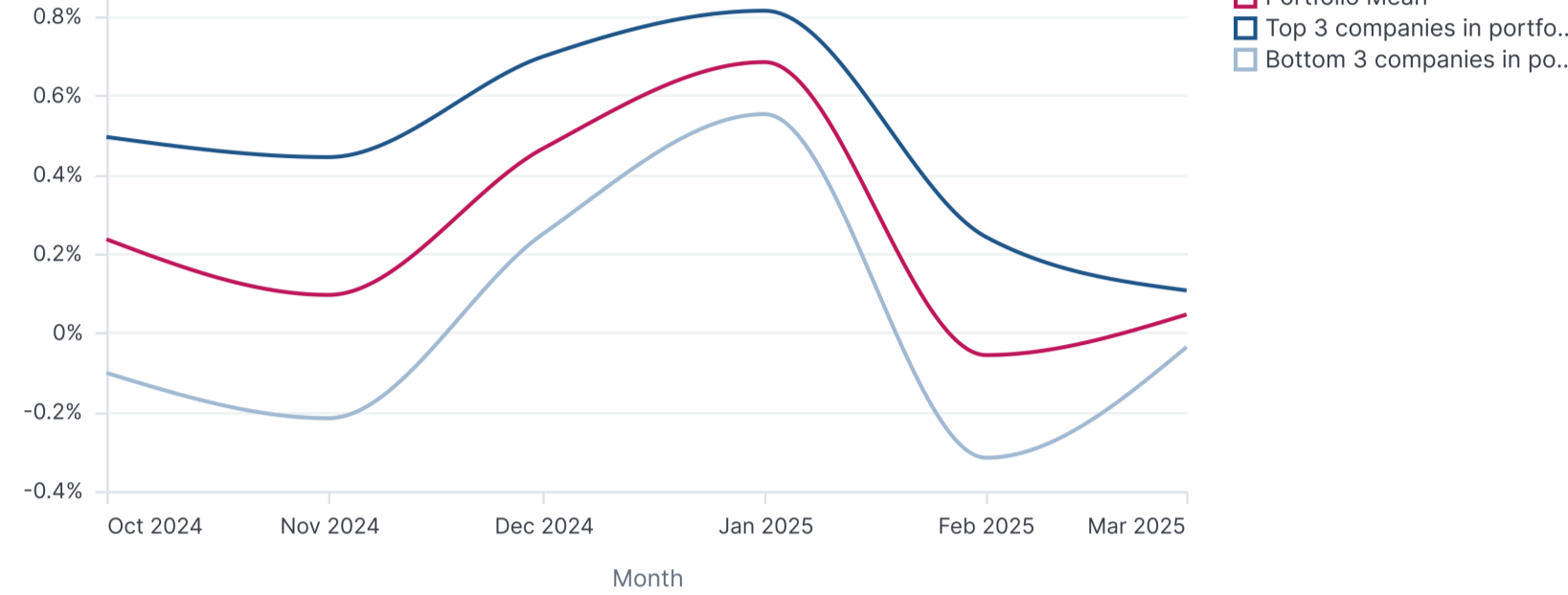
Depicts headcount change across all portfolio companies from previous month; growth is depicted in green, while reductions are in red

## Portfolio aggregate indicators

This section compares the overall portfolio performance with that of the top and bottom companies across various metrics. Some of the questions that this section answers:

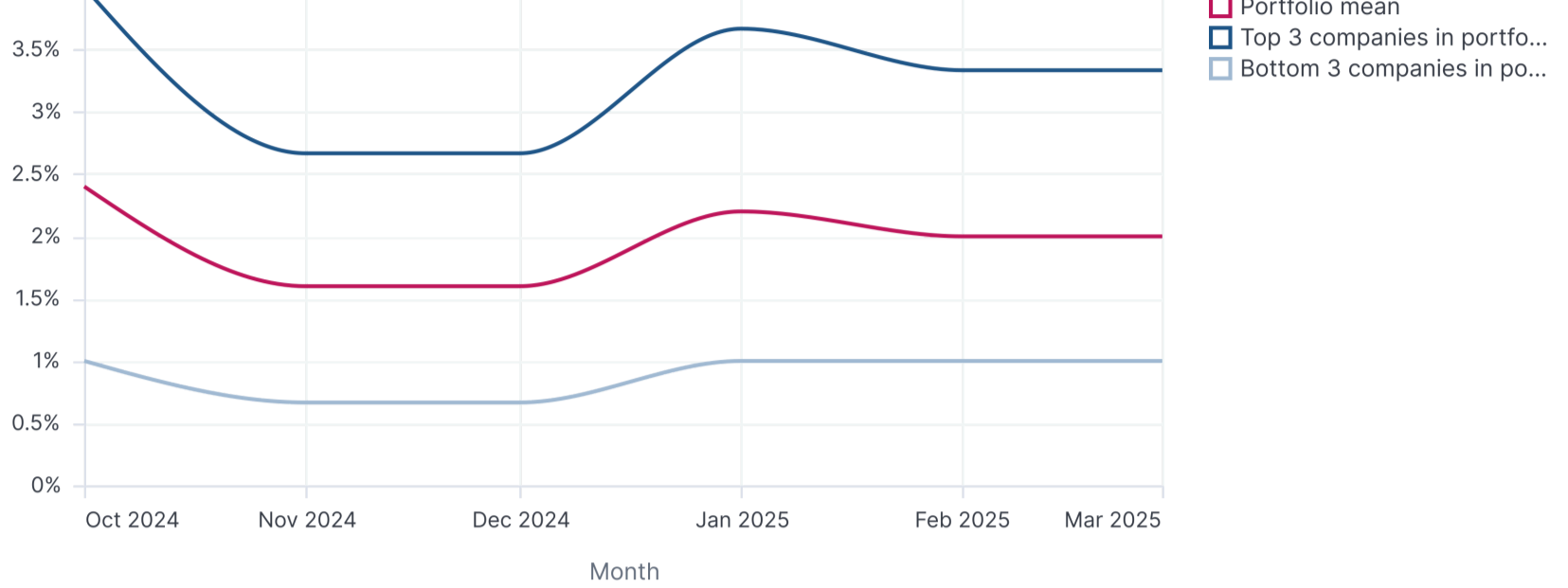
- How rapid is the hiring in top companies when compared to the rest of the companies in the portfolio (Time-to-hire)?
- Does the portfolio have enough companies that are growing at a fast enough rate (Growth index)?
- How does the overall sentiment across compensation, senior management and job satisfaction look like?

### Growth Index (% Change in Headcount)



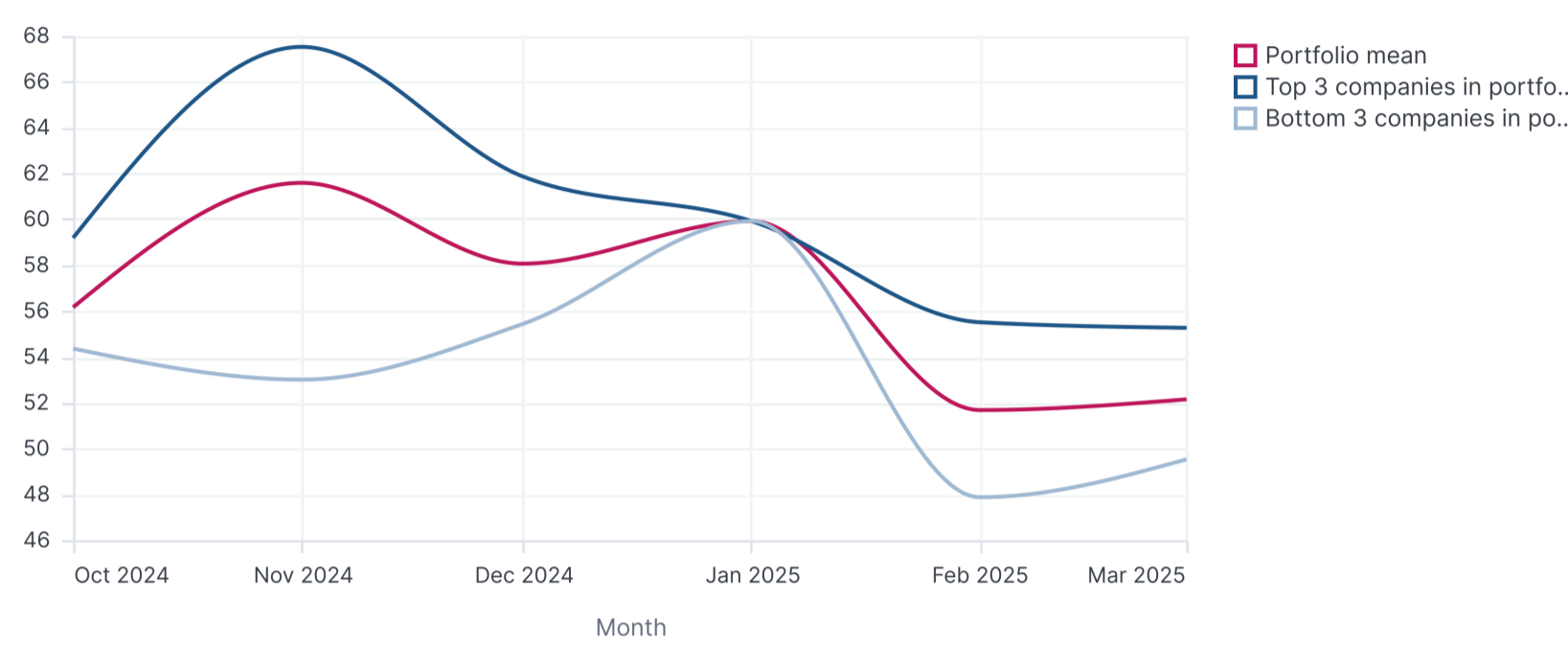
Measures % change (MoM) in headcount of the top 3 and bottom 3 portfolio companies over time vs. the portfolio average; positive growth means hiring, while declines suggest downsizing

### Posting Intensity (Job Postings as % of HC)



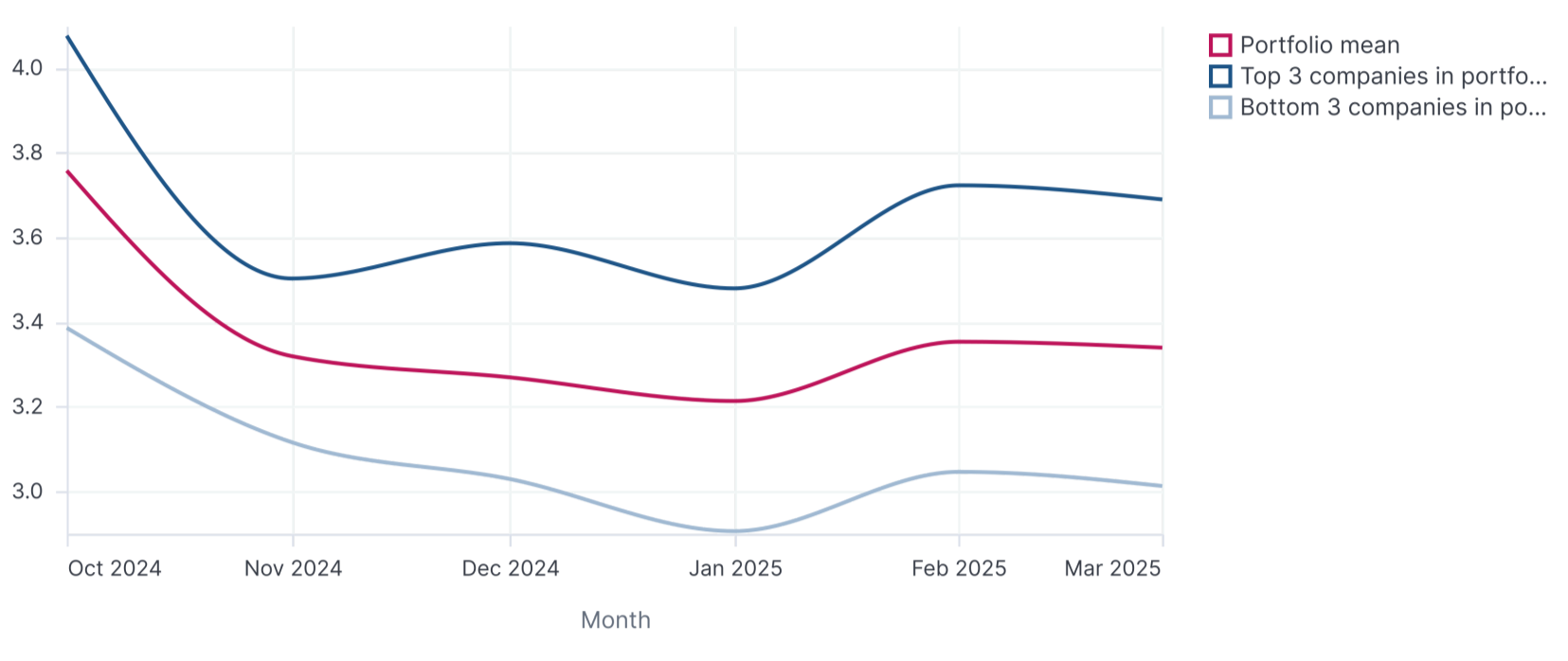
Tracks job posting momentum of the top 3 and bottom 3 portfolio companies over time vs. the portfolio average; higher values indicate rapid growth

### Time-to-Hire (Avg. Days Until Job Post Closed)



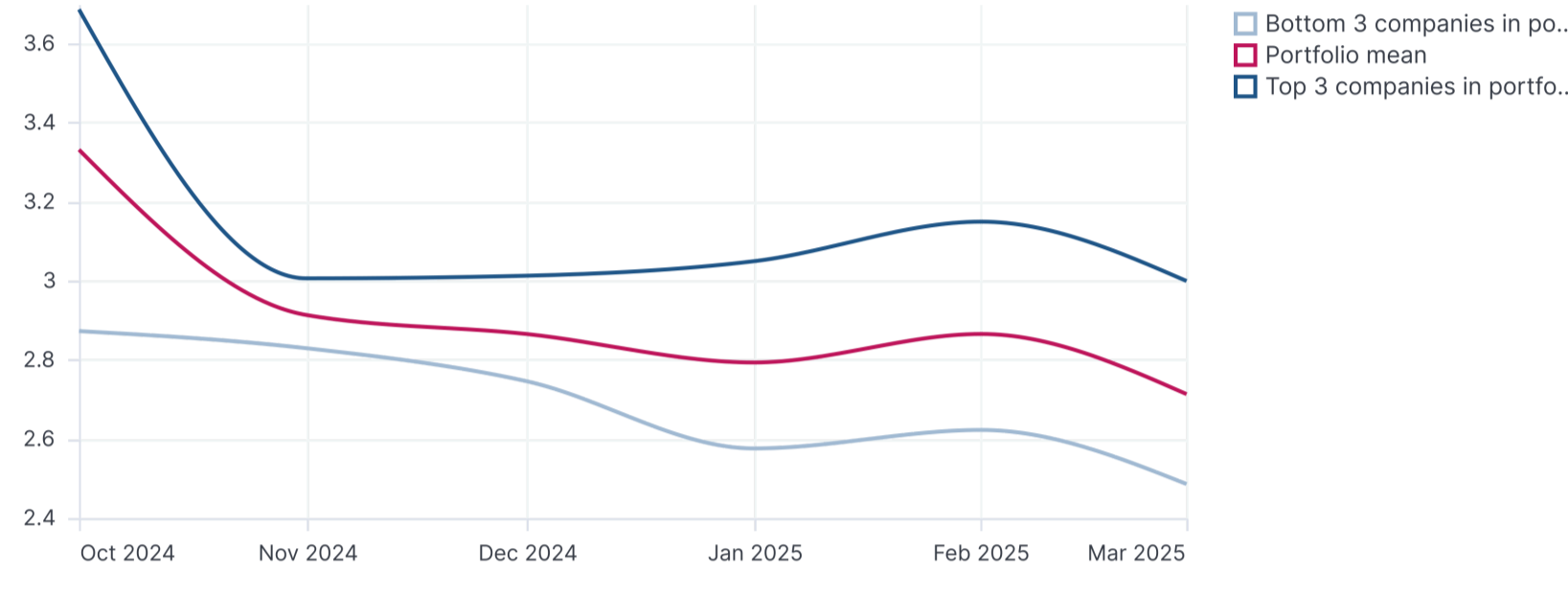
Measures time-to-hire for the top 3 and bottom 3 portfolio companies over time vs. the portfolio average; lower time-to-hire indicates faster hiring cycles

### Job Satisfaction (Avg. Sentiment Score)



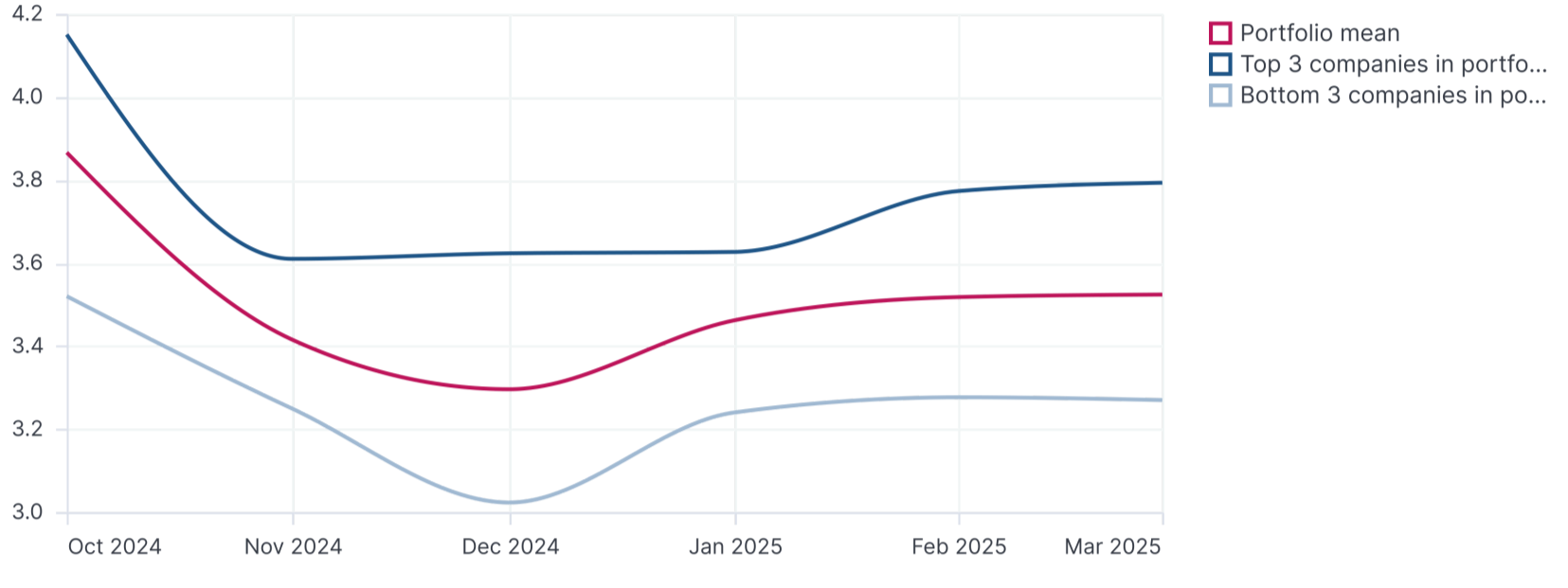
Captures employee satisfaction in top 3 and bottom 3 portfolio companies over time, compared to the portfolio average; higher scores suggest a more satisfied workforce

### Senior Management Satisfaction (Avg. Score)



Benchmarks confidence in leadership in top 3 and bottom 3 portfolio companies over time vs. the portfolio average; high scores indicate strong management approval

### Compensation Satisfaction (Avg. Score)



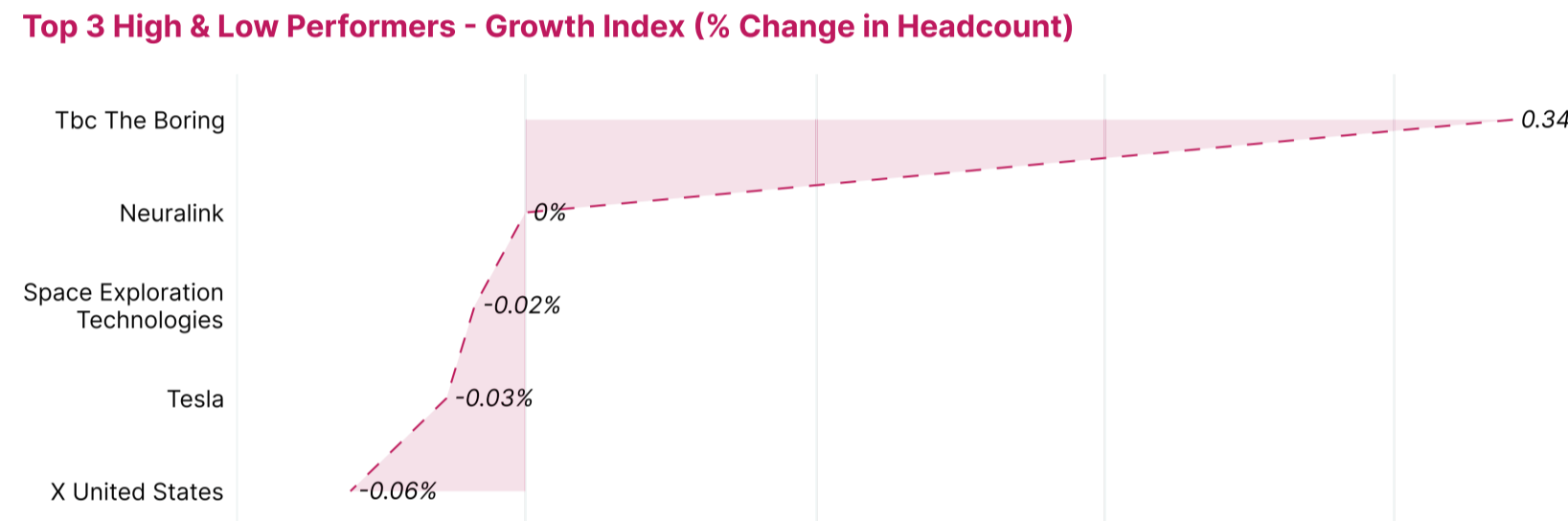
Tracks employee sentiment on pay for top 3 and bottom 3 portfolio companies over time vs. the portfolio average; lower scores may indicate retention risks

## Portfolio deep dive

This section compares the top and bottom 3 companies to reveal key trends in hiring and sentiment. Some of the questions that this section answers:

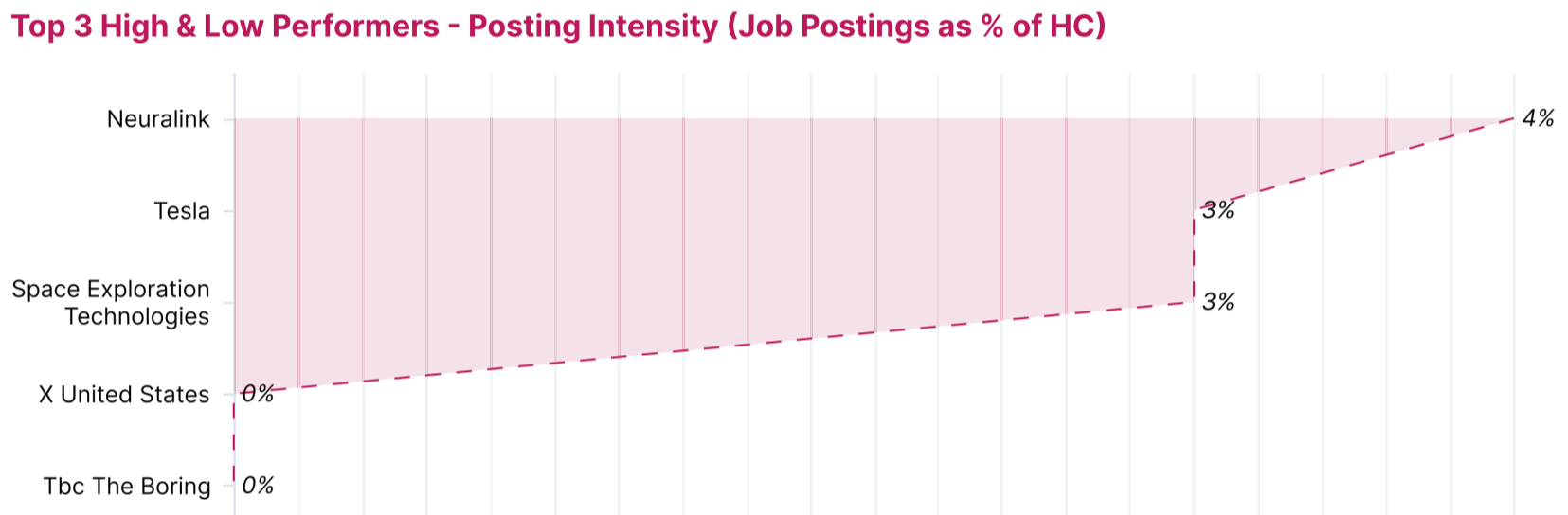
- Which companies are thriving and struggling the most in terms of growth, and how does that reflect in their hiring trends?
- Which companies are leading and lagging across various sentiment scores?

### Top 3 High & Low Performers - Growth Index (% Change in Headcount)



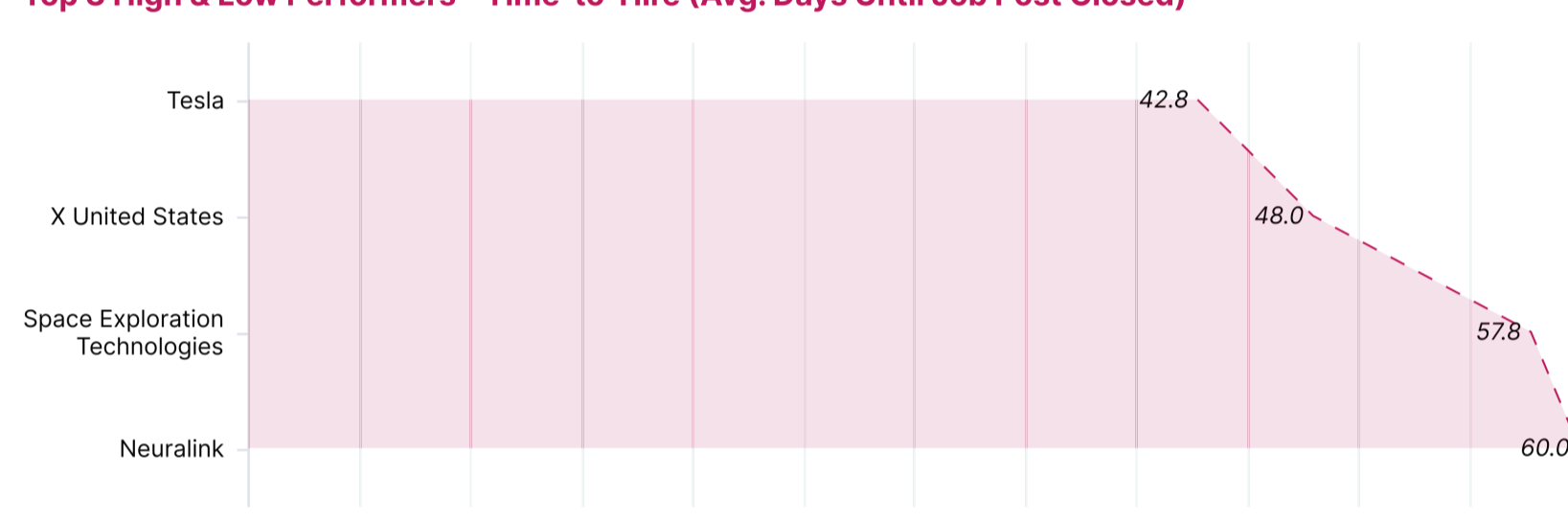
Highlights top 3 and bottom 3 companies in the portfolio based on headcount growth % over previous month

### Top 3 High & Low Performers - Posting Intensity (Job Postings as % of HC)



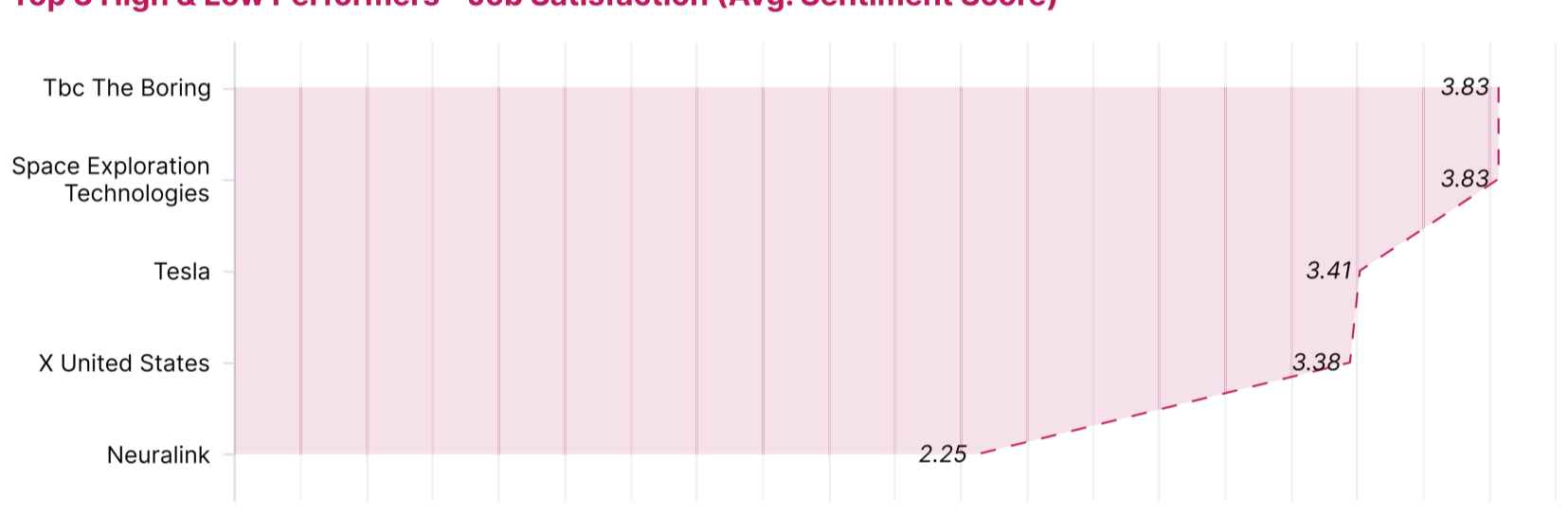
Compares job posting momentum of top 3 and bottom 3 companies in the portfolio

### Top 3 High & Low Performers - Time-to-Hire (Avg. Days Until Job Post Closed)



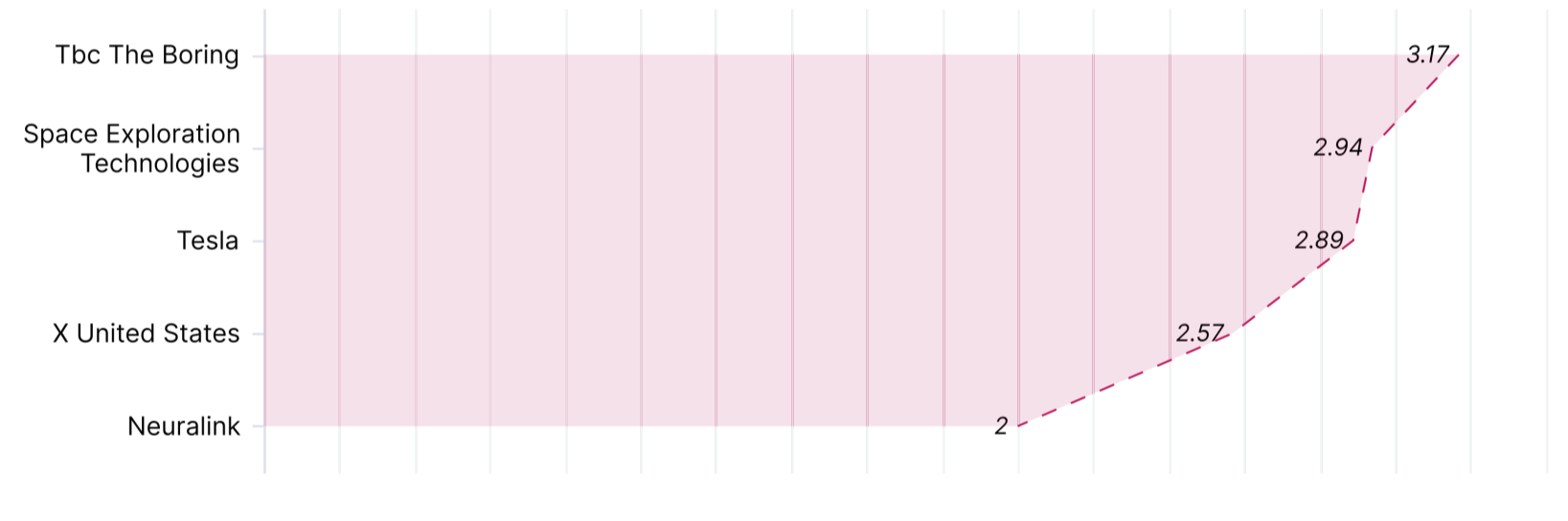
Shows time-to-hire for top 3 and bottom 3 companies in the portfolio, indicating recruitment efficiency

### Top 3 High & Low Performers - Job Satisfaction (Avg. Sentiment Score)



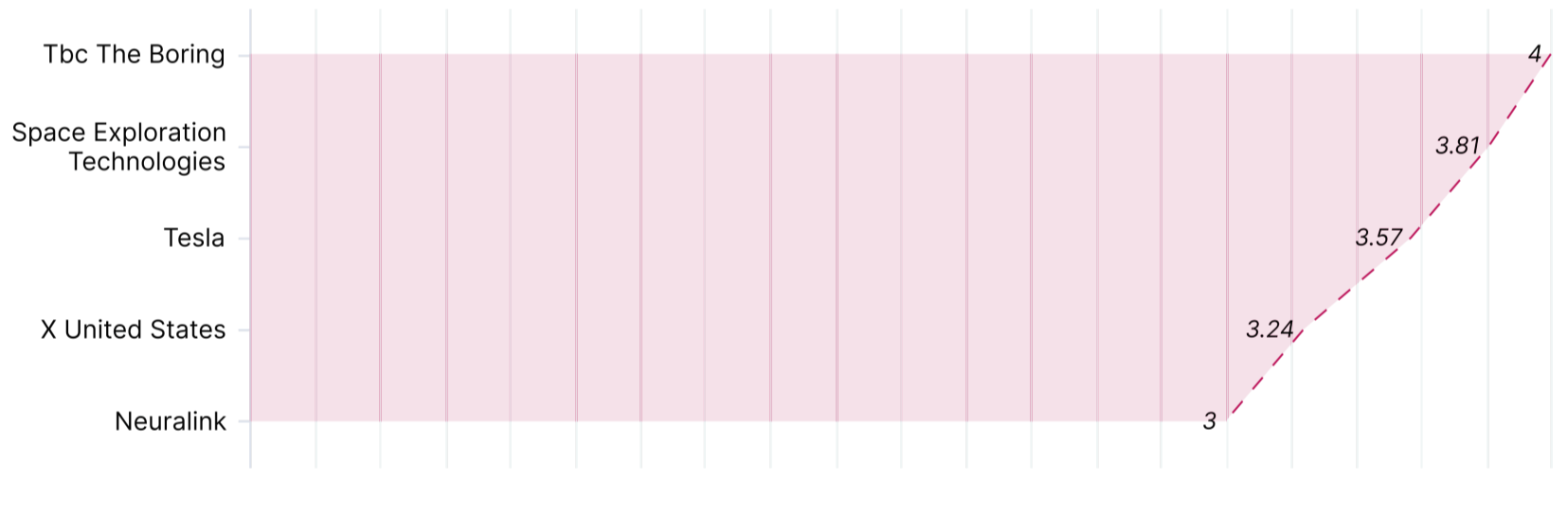
Highlights top 3 and bottom 3 companies in the portfolio in terms of job satisfaction

### Top 3 High & Low Performers - Senior Management Satisfaction (Avg. Score)



Identifies top 3 and bottom 3 companies in the portfolio in terms of senior management satisfaction

### Top 3 High & Low Performers - Compensation Satisfaction (Avg. Score)



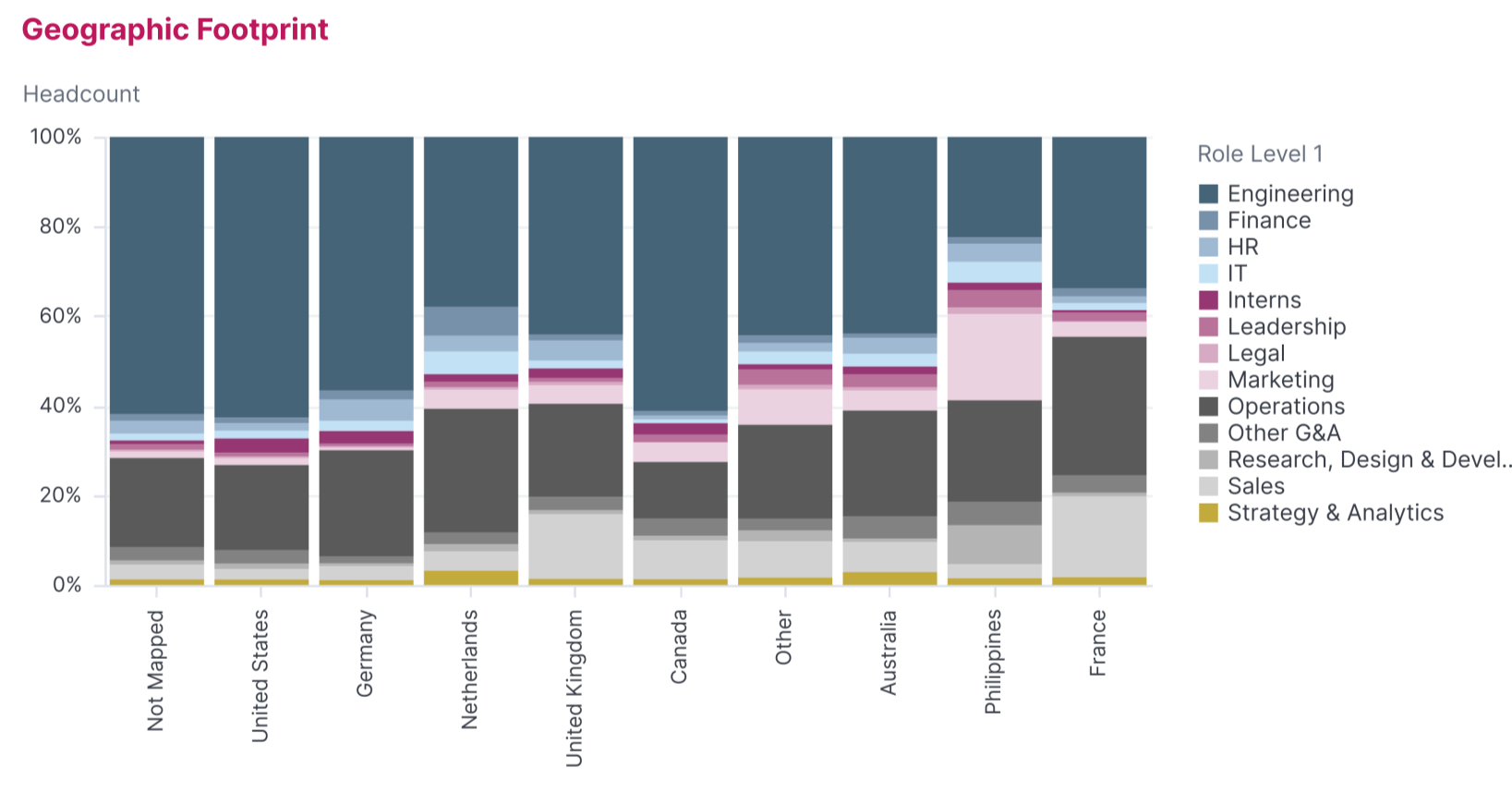
Lists the top 3 and bottom 3 companies in the portfolio based on compensation satisfaction

## Portfolio geographical exposure

This section provides information on the geographical distribution of the portfolio companies' current workforce and new job postings. Some of the questions that this section answers are:

- What are the top countries driving the engineering talent pool in the portfolio companies (Geographic footprint)?
- Which locations are the portfolio companies targeting for workforce expansion (Top 10 countries in demand)?

### Geographic Footprint



Maps hiring distribution across different regions, split by function, indicating market focus

### Top 10 Countries in Demand

Country	Job Postings ↓	Change (%)
united states of america	1040	15.94%
germany	201	-34.53%
australia	80	42.86%
netherlands	76	5.56%
united kingdom	47	-7.84%
canada	40	-31.03%
france	31	-39.22%
denmark	24	-14.29%
austria	19	-45.71%
spain	18	100%

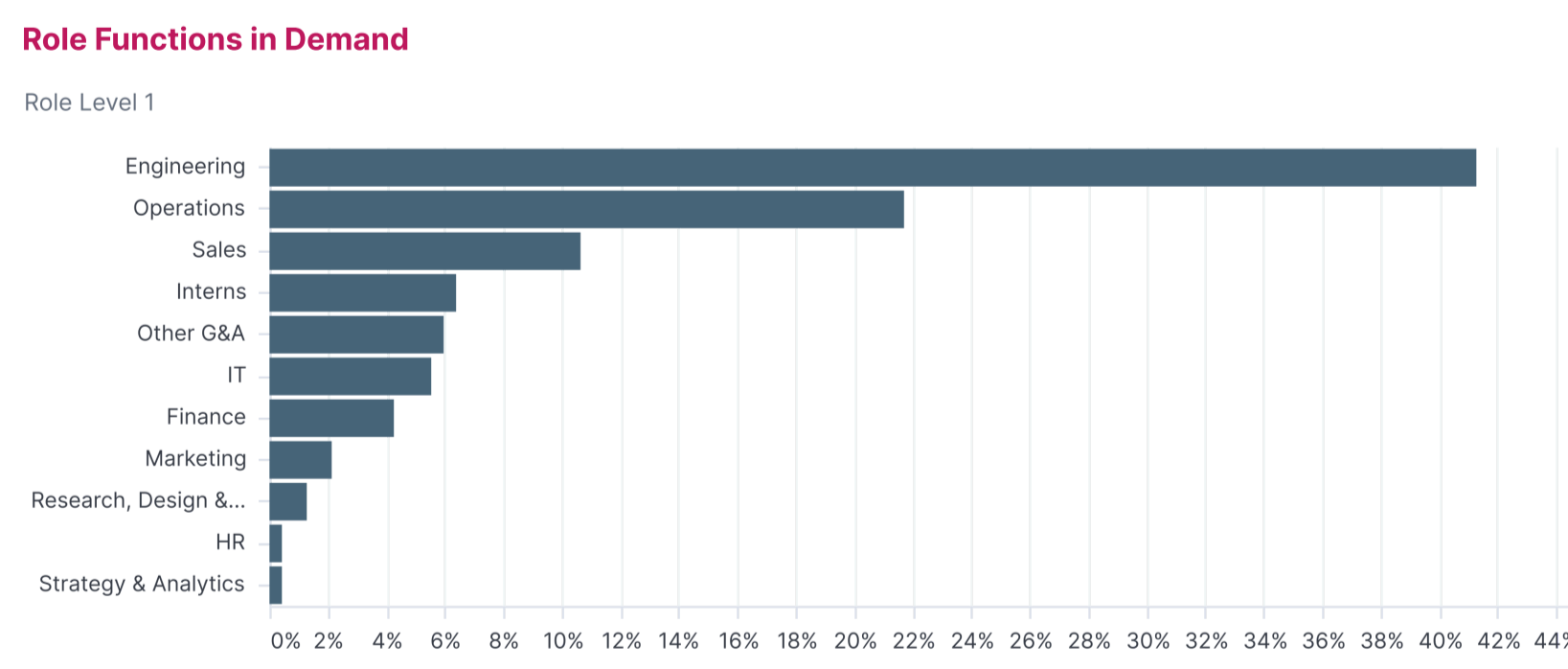
Highlights the most important hiring locations globally, showing workforce expansion trends

## Role trends for portfolio

This section analyzes role trends across the portfolio, highlighting growing and declining job roles, and those in demand. Some of the questions that this section answers are:

- What role functions are seeing the most hiring momentum across the portfolio? (Top 10 job titles in demand)?
- Do the changes in job role demand align with broader industry transformations? (Top 10 growing job roles)?

### Role Functions in Demand



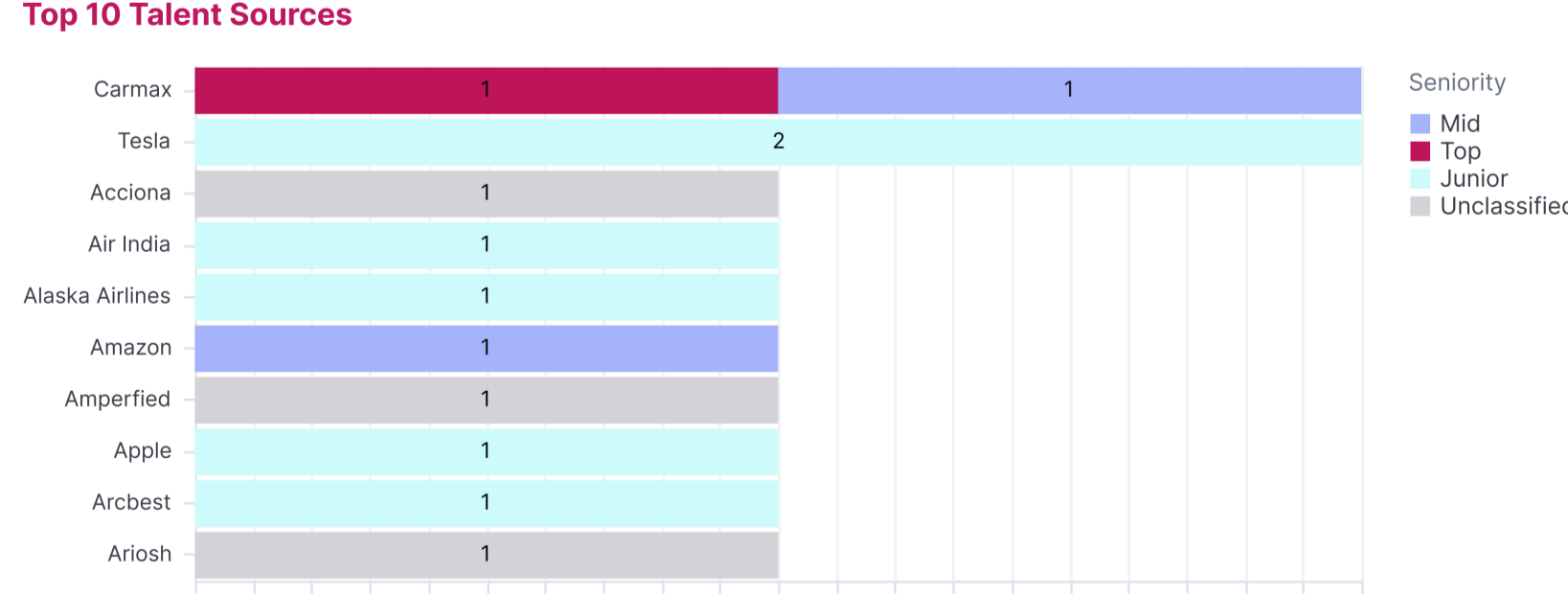
Identifies which job functions are most in demand across the portfolio, revealing hiring trends

### Top 10 Job Titles in Demand

Job Title	Job Postings ↓	Change (%)
Mechanical Engineer	149	31%
Customer Service Representative	111	-12%
Sales Representative	109	-13%
Manufacturing Engineer	70	52%
Software Developer / Engineer	68	-20%
Automotive Service Technician / Mechanic	65	-26%
Computer Systems Engineer / Architect	54	23%
Production Supervisor	45	35%
Industrial Engineer	45	45%
Repair / Service Technician	43	-20%

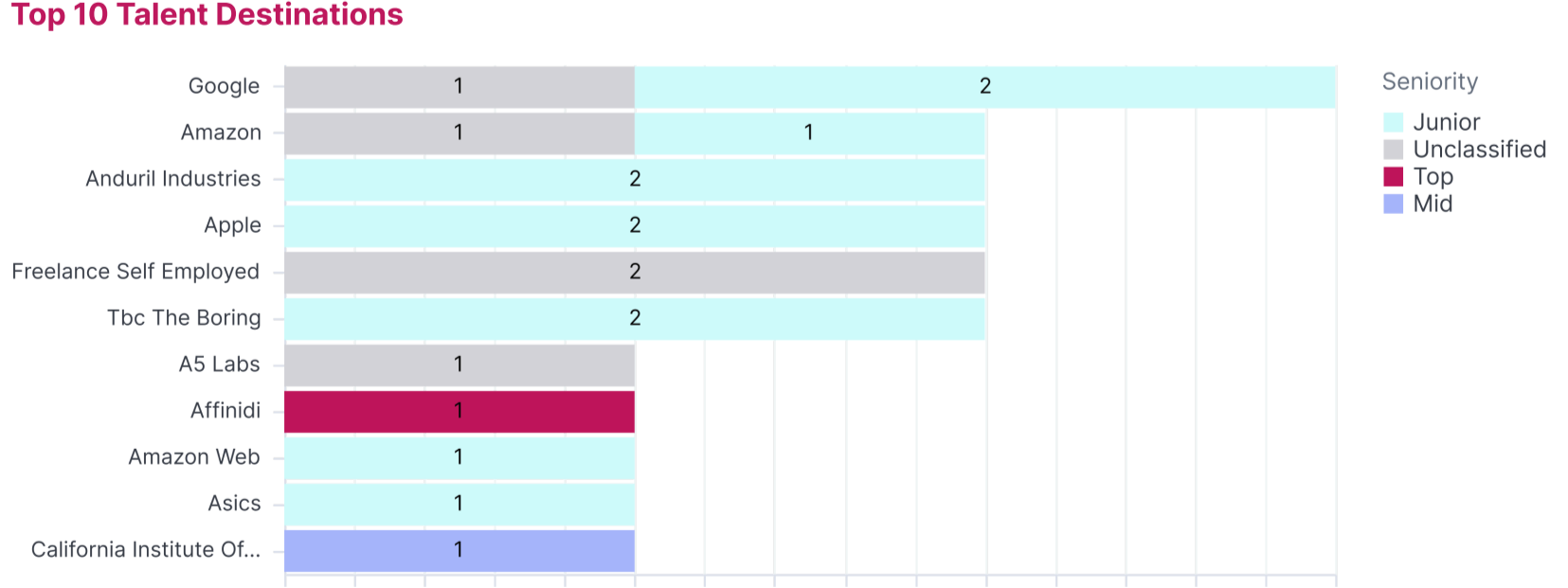
Lists the most sought-after job roles, reflecting hiring priorities

### Top 10 Talent Sources



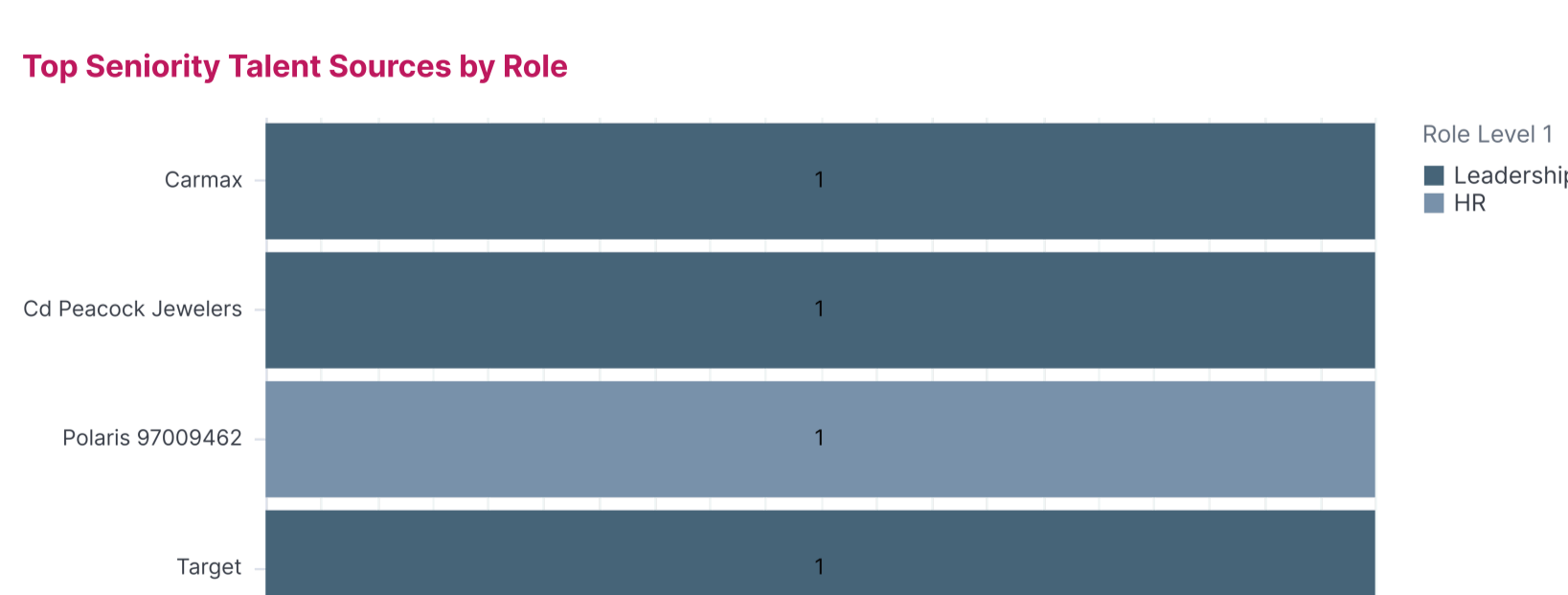
Lists the most common hiring sources, showing where companies attract talent from

### Top 10 Talent Destinations



Shows most preferred exit destinations for employees, revealing talent retention challenges

### Top Seniority Talent Sources by Role



Highlights where senior employees are hired from, indicating key executive recruitment channels

### Top Seniority Talent Destinations by Role



Tracks where senior talent moves after leaving, helping assess leadership retention

### Top 10 Growing Job Roles

Job Title	Job Postings	Change (%) ↓
Maintenance / Service Supervisor	35	169%
Aerospace Engineer	26	53%
Manufacturing Engineer	70	52%
Industrial Engineer	45	45%
Production Supervisor	54	35%
Mechanical Engineer	149	31%
Coating / Industrial Painter	27	29%
Account Manager / Representative	23	28%
Electrical Engineer	38	27%
Computer Systems Engineer / Architect	54	23%

Highlights job roles experiencing the fastest hiring growth, indicating emerging industry needs

### Top 10 Declining Job Roles

Job Title	Job Postings	Change (%) ↑
Mechatronics Engineer	25	-53%
Scheduler / Operations Coordinator	23	-50%
Automotive Service Technician / Mechanic	65	-26%
Retail Store Manager / Supervisor	27	-23%
Repair / Service Technician	43	-20%
Software Developer / Engineer	68	-20%
Computer Support Specialist	21	-19%
Unclassified Occupation	101	-18%
Sales Representative	109	-12%
Customer Service Representative	111	-12%

Shows job roles with decreasing demand, signaling shifts in industry focus or automation impacts