



AI Workforce Intelligence OS

The Workforce Intelligence Platform — not another HR system.

Skills · Org design · Compliance · Payroll · Performance · Executive AI

EXECUTIVE SUMMARY

One operating system for your workforce

Aetria OS unifies the decisions that today are scattered across a dozen disconnected HR tools — skills, org design, document compliance, payroll, performance and executive analytics — into a single, AI-native platform.

It is not another system of record. It is a system of intelligence: every module shares the same workforce graph, so a skills gap, a structural risk, an expiring visa and a payroll variance are understood together, not in silos. Every AI feature runs behind a privacy gateway that masks personal data before it ever reaches a model.

THREE COMMITMENTS THAT DEFINE AETRIA OS

01 · TRUST**Tier-3 security, PII-masked AI**

Every AI call passes a masking gateway: names, IDs, salaries and birth dates become anonymous tokens before any model sees them — fully audited.

02 · SOVEREIGNTY**Qatar & GCC data residency**

QFC DPR and Qatar Law 13 aware by design. Link a database in Qatar Central, UAE North or Bahrain; cross-border regions require explicit sign-off.

**03 · YOUR
PLATFORM****White-label multi-tenancy**

Your brand, your subdomain, your database. Operate Aetria OS as your own product, with query-layer isolation for every client.

6

intelligence modules in one
operating system

THE PROBLEM

Fragmented tools, blind spots, real risk

Enterprises run their people function across payroll software, spreadsheets, an ATS, a learning portal and a document drive that rarely speak to each other.

- **Fragmentation.** Data is re-keyed between tools; no single, trustworthy view of the workforce exists.
- **Skills blindness.** Leaders cannot see who can do what, where the gaps are, or who is ready for the next role.
- **Compliance risk.** Passports, IDs and visas expire unnoticed; sensitive data sprawls across drives and inboxes.
- **Structural fragility.** Reporting lines hide single points of failure and unmanageable spans of control.
- **AI hesitation.** Teams want AI leverage but cannot expose employee identities to third-party models.

Aetria OS was built to close exactly these gaps — honestly, and with data sovereignty in mind.

PLATFORM OVERVIEW

The whole workforce, in one OS

Six intelligence pillars share a single workforce graph and a single privacy gateway. Configure your brand, your subdomain and your database — the platform adapts to you.

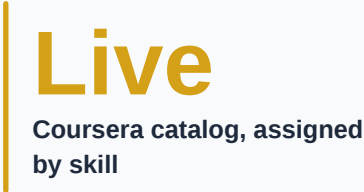
Module	What it does
Skills Intelligence	Role-based skill matrices, gap analysis, Coursera learning
Org Chart Intelligence	Live org chart, analytical overlays, What-If design
Document Compliance	Vision OCR, expiry alerts, Qatar/QFC data sovereignty
Payroll & Performance	Rule-based runs, AI variance memos, KPI matrices
Open Query	Plain-English executive answers from your own data
Security Gateway	PII masking on every AI call, full audit trail

PILLAR 01 · SKILLS INTELLIGENCE

See every skill. Close every gap.

Score every employee against the skills their role demands, with the evidence behind each score — then act on the gaps with real learning.

- Role-based skill matrices with per-cell gap detail and evidence
- AI Strategic Skills Briefing: an executive summary of organisational strengths and gaps
- Readiness scores that feed succession and department analytics
- Live Coursera catalog — assign courses by skill and target level, track completion
- In-app nudges for stalled learning (no inbox noise)

A graphic featuring the word "Live" in a large, bold, orange font. To its left is a vertical orange line. Below "Live" is the text "Coursera catalog, assigned by skill" in a smaller, dark gray font.

Live

Coursera catalog, assigned
by skill

PILLAR 02 · ORG CHART INTELLIGENCE

Design the org before you change it.

A living reporting-line chart you can interrogate, diagnose and redesign in a sandbox — before touching a single real record.

- Live org chart coloured by four analytical overlays
- Automatic diagnostics: oversized spans, single points of failure, missing managers
- What-If scenarios — move or remove people and compare structures safely
- Every affected employee listed against each structural flag

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**analytical overlays: attrition,
comp, skill density, structure**

PILLAR 03 · DOCUMENT COMPLIANCE & DATA SOVEREIGNTY

Never miss an expiry. Never expose an ID.

Vision OCR reads identity documents automatically; a human confirms; the platform watches every expiry — with Qatar data-residency built in.

- Vision OCR proposes type, holder, number and expiry — holder names and numbers masked
- Human-in-the-loop: nothing is stored as fact until a person approves it
- Daily expiry scan with 90/60/30-day in-app alerts and a weekly digest
- Link your own AWS RDS or Azure SQL; Qatar/GCC regions show QFC DPR & Law 13 compliant badges
- Cross-border regions require explicit acknowledgement before saving

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**PII entity types masked before
any AI call**

PILLAR 04 · PAYROLL + AI PERFORMANCE & KPIS

From KPI to payslip, consistently.

Rule-based payroll with an AI variance memo, and performance reviews drafted from real signals — never the other way around.

- Configurable salary components and incentive rules applied uniformly to every run
- AI variance memo flags month-on-month anomalies in plain language
- Branded PDF payslips; one-click compensation committee pack
- Role KPI matrices generated and editable; employee scoring per period
- AI-drafted reviews from KPIs, skills, learning and peer feedback — the manager edits

1-click

committee pack from
KPI-linked increments

PILLAR 05 · OPEN QUERY — EXECUTIVE AI

Ask your workforce anything.

Plain-English questions about headcount, salaries, expiries and skill gaps — answered from your own data, with the figures cited.

- Natural-language questions, computed from your live workforce data
- Every answer cites the underlying numbers — no black box
- Runs entirely through the PII-masking gateway
- Available to administrators, HR and department heads

0

employee identities ever sent
to an AI provider

PILLAR 06 · TIER-3 SECURITY & PII MASKING GATEWAY

AI leverage, zero exposure.

Before any text or document leaves Aetria for a model, a gateway replaces every sensitive value with anonymous tokens — and swaps them back inside your workspace.

- Names, national IDs, passports, salaries, birth dates, emails and phone numbers tokenised
- The model only ever sees tokens; identities are restored in-workspace
- Every AI call audited: model, entity counts and the masked outbound payload
- Trusted-device sign-in with rotating credentials and token-theft detection
- Anomaly alerts for PII-reveal spikes, cross-tenant probing and more



100%

of AI calls pass through the
masking gateway

WHITE-LABEL & MULTI-TENANT

Your brand. Your subdomain. Your database.

Aetria OS is built to be operated as your own platform.

- **Your brand, live.** Product name, logo, palette and design preset — applied instantly, across the app and every PDF.
- **Your subdomain.** Each organisation runs at its own dedicated address.
- **Your database.** Link your own AWS RDS or Azure SQL, in your chosen region.
- **True isolation.** Every read and write is scoped to your organisation at the query layer.
- **Operator oversight.** A governance console gives the platform owner tenant, revenue, compliance and security visibility — without ever seeing tenant credentials.

PRICING

Priced by headcount, in USD

Every band includes the entire platform — the only variable is how many employees you manage. Request a 14-day trial to begin. All prices in USD, billed monthly.

Band	Monthly price	Capacity	Per employee
Launch	\$55 / month	Up to 5 employees	≈ \$11 / employee
Micro	\$96 / month	Up to 10 employees	≈ \$10 / employee
Starter	\$137 / month	Up to 15 employees	≈ \$9 / employee
Team	\$288 / month	Up to 35 employees	≈ \$8 / employee
Growth	\$357 / month	Up to 45 employees	≈ \$8 / employee
Business	\$384 / month	Up to 50 employees	≈ \$8 / employee
Scale	\$1,236 / month	Up to 200 employees	≈ \$6 / employee
Corporate	\$1,648 / month	Up to 300 employees	≈ \$5 / employee
Enterprise	\$2,472 / month	Up to 500 employees	≈ \$5 / employee
Enterprise+	Contact us	500+ employees	Custom agreement

Every band includes the full platform: white-label branding, the PII-masking gateway, trusted-device security and the complete audit trail. The per-employee rate declines as you grow. Trials begin once your request is approved.

Request your trial today

Request a 14-day trial at your organisation's Aetria OS address.
Your request is reviewed, approved, and your workspace is ready — your brand, your data, your region.

aetria os · AI Workforce Intelligence Platform