

Company Name

**FAIR360**

**2023**

**Report Card**

SAMPLE REPORT & DATA

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SAMPLE REPORT &amp; DATA

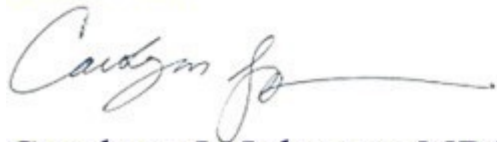
## MESSAGE FROM OUR CEO

Congratulations on completing the 2023 Fair360 Top 50 survey. For more than 21 years, Fair360 has been the gold standard in the US for assessing organizational diversity, equity and inclusion effectiveness. Thank you for trusting our methodology, and process and valuing the insights provided in the following pages, which should serve as a baseline to inform ongoing DEI initiatives.

Whether your organization has been a long-time participant, or this is your first year, the journey towards becoming an equitable and inclusive employer is continuous. It requires commitment not only from senior leadership, but from each employee.

If you have any questions or are interested in obtaining a more comprehensive review of your data through our benchmarking services, please book a consultation call with one of our experts.

Sincerely,



Carolynn L. Johnson, MBA  
Chief Executive Officer





# Our Methodology

## HUMAN CAPITAL

**Gender and racial/ethnic breakdown** of representation in overall workforce, overall management, senior management, new hires, promotions, and 10% highest paid employees.

## LEADERSHIP ACCOUNTABILITY

**CEO/Senior Leadership practices** demonstrating accountability for ESG and within the board of directors, executive diversity council, and office of diversity and inclusion

## WORKPLACE PRACTICES

**Practices and metrics** related to talent acquisition, talent management, onboarding, diversity training, workforce development and engagement, LGBTQ employees, people with disabilities, the military community, policies and practices

## SUPPLIER DIVERSITY

**Procurement spend and practices** that support suppliers owned by people from underrepresented groups

## PHILANTHROPY

**Contributions to non-profit organizations** focused on people from underrepresented groups, employee volunteerism, and matching programs and practices

## TALENT PROGRAMS

**Participation metrics and practices** for formal mentoring, formal sponsorship, employee resource groups and the identification of high potential employees



# Glossary of Terms

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# How to Read Your Report

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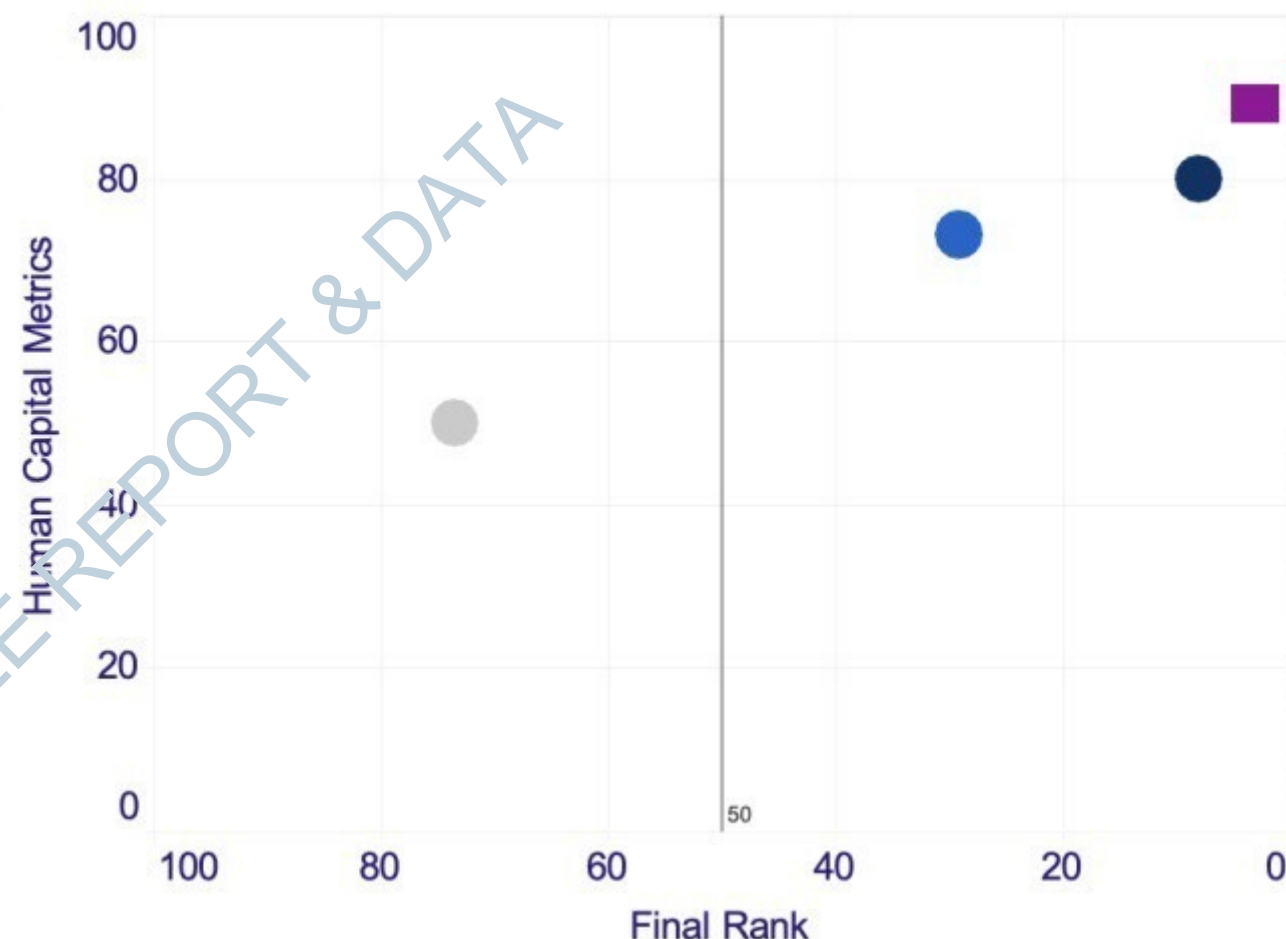
INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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This sample summary plot shows where your company's aggregated results for a specific benchmark category (i.e., Human Capital Metrics) in comparison to all others within your specified competition cohort group (i.e., Top 50, Top Utilities, etc.).

The **y-axis** shows the relative position of your company's composite score for each section (Human Capital Metrics, Leadership Accountability, etc.).

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 Top 10 Index
- Fair360 Top 50 Index
- All Eligible Participating Companies





INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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The heatmap shows your company's results in comparison with the 2023 Top 50 Index. If your company participated in 2022 your results will be included and compared against 2022 Top Index.

## Table Column Legend:

- Far Right: 2023 Fair360 Top 50 Index
- Middle Right: 2023 Company Results
- Middle Left: 2022 Company Results
- Far Left: 2021 Company Results

		2021	2022	2023	Top 50 2023
Overall workforce - Total	Total Women (%)	29.44%	29.68%	29.93%	46.25%
	Total Women of Color (%)	15.80%	16.16%	16.73%	20.67%
	Total Men (%)	82.09%	81.84%	81.59%	53.61%
	Total Men of Color (%)	27.61%	28.23%	29.08%	19.40%
	Total People of Color (%)	37.66%	38.63%	40.04%	40.10%
	Asian Total (%)	11.01%	10.88%	11.31%	9.91%
	Black Total (%)	16.81%	17.29%	17.49%	15.36%
	Latino/Hispanic Total (%)	17.49%	17.92%	18.49%	11.22%

## Data Calculations:

Sum of all the responses divided by the count of all responses. If a company didn't submit a response to a survey question, the null value is not factored into the average mean of data point represen..

## Heatmap Key:

Notably above DI Index
Significantly Above DI Index (+2 Standard Deviations above DI Index)
Moderately above DI Index
Moderately Above DI Index (+1 Standard Deviations above DI Index)
On par with DI Index
On Par with DI Index (between +1 & -1 Standard Deviations of DI Index)
Moderately below DI Index
Moderately Below DI Index (-1 Standard Deviations below DI Index)
Notably below DI Index
Significantly Below DI Index (-2 Standard Deviations below DI Index)

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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The frequency table shows your company’s responses in comparison with the 2023 Top 50 Index. If your company participated in 2022 Top 50 survey, your results will be included and compared against 2022 Top Index.

Table Column Legend:

- Far Right: 2023 Fair360 Top 50 Index
- Middle Right: 2023 Company Results
- Middle Left: 2022 Company Results
- Far Left: 2021 Company Results

	2021	2022	2023	Top 50 2023
Company has a council(s) that oversees: Corporate Social Responsibility/ESG	✓	✓	✓	94.00%
Company has a council(s) that oversees: Philanthropic Giving	✓	✓	✓	94.00%

Data Calculations:

Uses the distribution of data across all the response options for a specific survey question. In this case, the index represents the percentage of organizations who responded 'yes' to a particular response option from the option, such as yes, no or no response.

SAMPLE MULTIPLE CHOICE QUESTIONS

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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The multiple-choice question bar chart tables show your company’s responses in comparison with the 2023 Top 50 Index. If your company participated in the 2022 Top 50 survey, your results will be included and compared against 2022 Top Index.

Table Column Legend:

- Far Right: 2023 Fair360 Top 50 Index (Bar Charts)
- Middle Right: 2023 Company Results
- Middle Left: 2022 Company Results
- Far Left: 2021 Company Results



Data Calculations:

Data represented in this table use the distribution of data across all the response options for a specific survey question. In this case, The DI index represents the distribution of responses for a specific survey question.

Bar charts of your company's composite score for all six survey categories.

# Benchmark Results

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CATEGORY SUMMARY BENCHMARKS

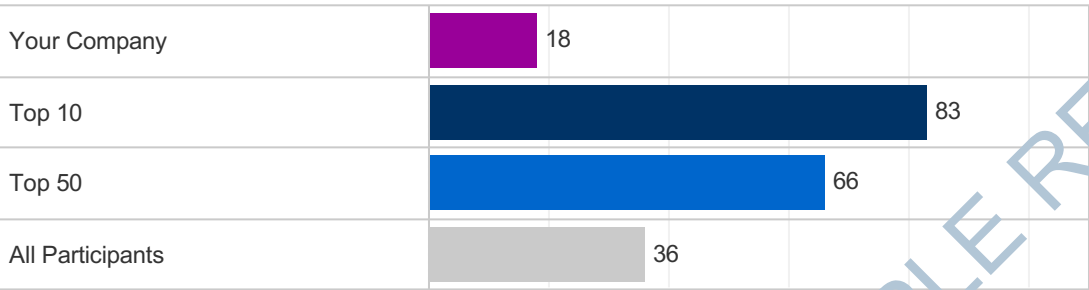
INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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The following pages of the report outline your company’s composite score for all six survey categories.

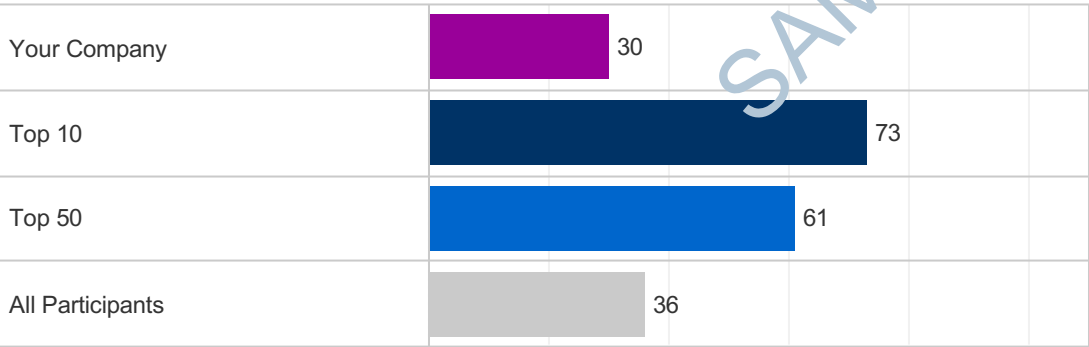
Human Capital Metrics



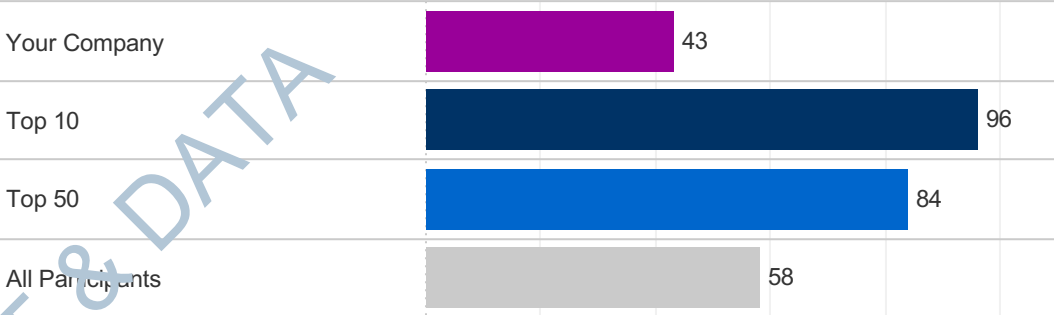
Talent Programs



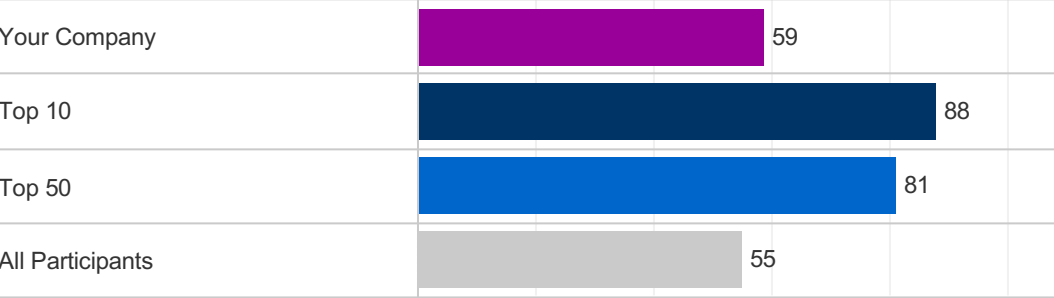
Philanthropy



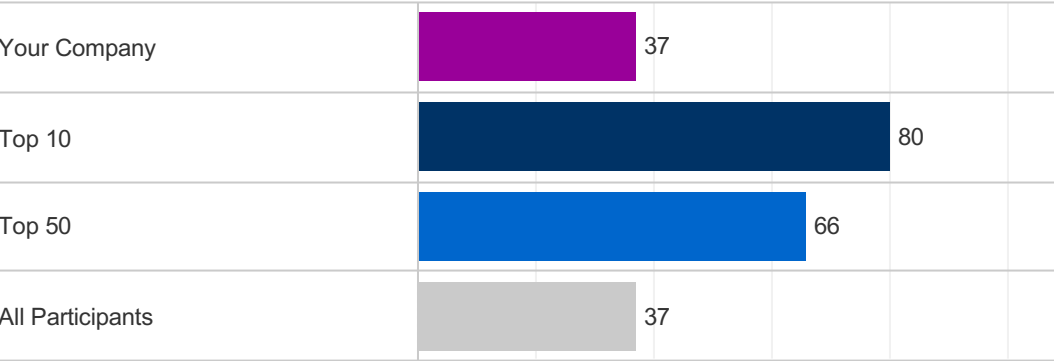
Leadership Accountability



Workplace Practices



Supplier Diversity



Gender and racial/ethnic breakdown of representation in overall workforce, overall management, senior management, new hires, promotions, and 10% highest paid employees.

# Human Capital

SAMPLE REPORT & DATA

HUMAN CAPITAL METRICS SUMMARY PLOT

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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This summary plot shows where your company composite results for Diversity (gender and race/ethnicity) Human Capital Metrics for **Overall Workforce Representation, New Hires and Promotions** lie in comparison to all others within your specified competition cohort group.

YOUR COMPANY SCORE	TOP 10 INDEX MEAN	TOP 50 INDEX MEAN	ALL PARTICIPATING
51	85	78	57

Y-Axis

The **y-axis** position represents your company's composite score for Human Capital Metrics.

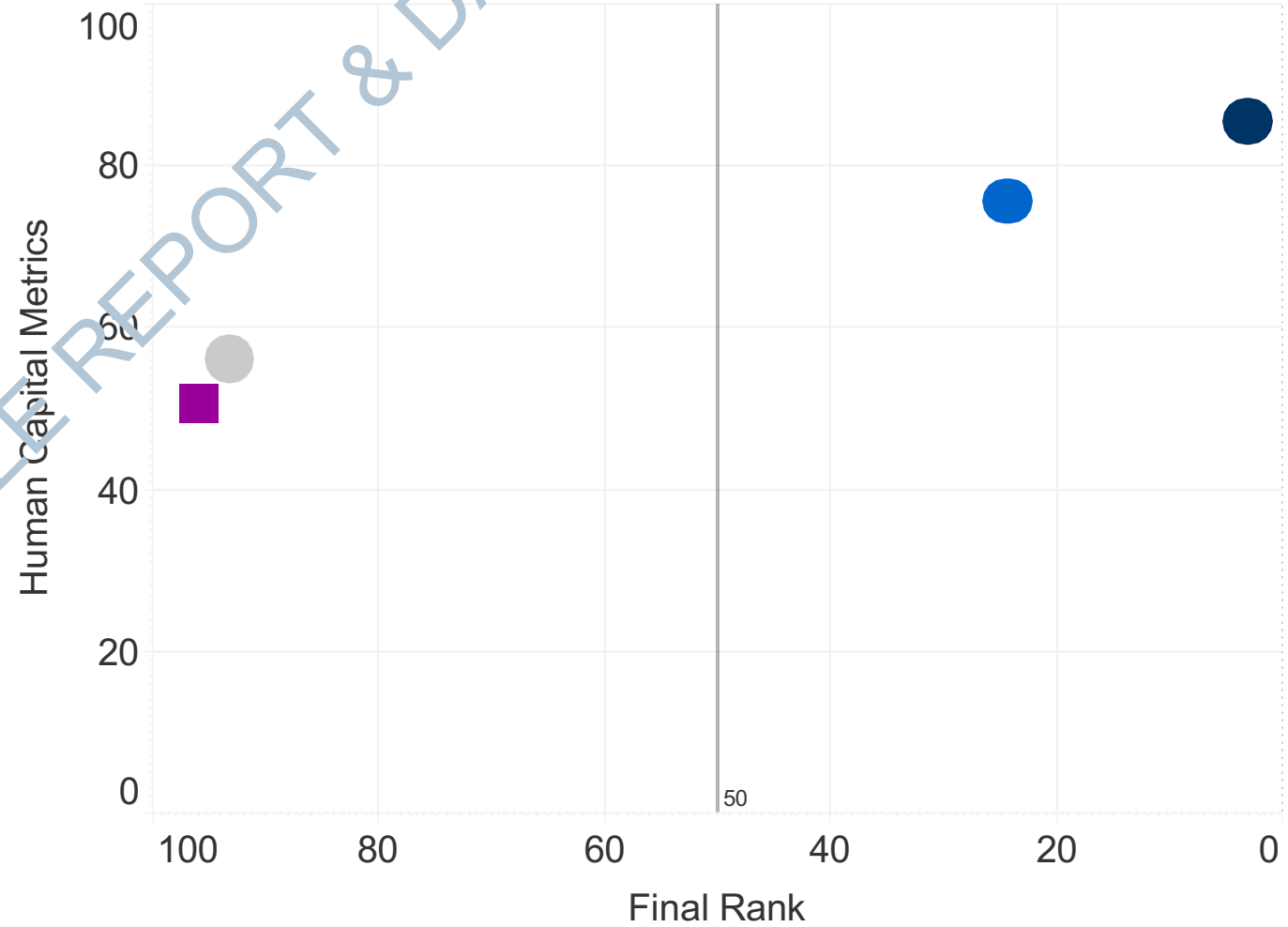
X. Axis

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 Top 10 Index
- Fair360 Top 50 Index
- All Participating Companies

Data Calculation:

The data reflected in the summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.



# HUMAN CAPITAL METRICS, OVERALL WORKFORCE, REPRESENTATION

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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## Top 50

		2021	2022	2023	2023	
Overall workforce - Total	Total Women (%)	47.08%	24.25%	13.00%		Notably above DI Index Significantly Above DI Index (+2 Standard Deviations above DI Index)
	Total Women of Color (%)	9.36%	10.72%	24.86%		Moderately above DI Index Moderately Above DI Index (+1 Standard Deviations above DI Index)
	Total Men (%)	52.92%	4.70%	13.72%		On par with DI Index On Par with DI Index (between +1 & -1 Standard Deviations of DI Index)
	Total Men of Color (%)	11.13%	6.11%	4.81%		Moderately below DI Index Moderately Below DI Index (-1 Standard Deviations below DI Index)
	Total People of Color (%)	20.49%	37.75%	38.43%		Notably below DI Index Significantly Below DI Index (-2 Standard Deviations below DI Index)
	Asian Total (%)	9.00%	6.97%	6.60%		
	Black Total (%)	4.11%	18.46%	18.98%		
	Latino/Hispanic Total (%)	5.01%	10.13%	10.48%		
Overall workforce - Total	Total Women (n)	2,520	21,954	24,408		
	Total Women of Color (n)	501	7,994	10,153		
	Total Men (n)	2,833	6,571	7,554		
	Total Men of Color (n)	596	2,774	3,569		
	Total People of Color (n)	1,097	10,768	13,722		
	Asian Total (n)	482	1,967	4,181		
	Black Total (n)	220	5,266	4,238		
	Latino/Hispanic Total (n)	268	2,890	4,850		

In addition to the breakdown of your data above, in our benchmarking reports, Fair360 offers a detailed breakdown of this data by gender and race/ethnicity. To learn more about our benchmarking reports and how you can leverage best-in-class benchmarks and best practices to make decisions and produce better outcomes, please reach out to a Fair360 consultant. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.



## HUMAN CAPITAL METRICS, OVERALL WORKFORCE, NEW HIRES

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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		2021	2022	2023	Top 50 2023	
Overall workforce - New hires - Women	White	44.34%	32.54%	35.79%		Notably above DI Index Significantly Above DI Index (+2 Standard Deviations above DI Index)
	Black	10.23%	2.65%	16.28%		Moderately above DI Index Moderately Above DI Index (+1 Standard Deviations above DI Index)
	Asian	9.11%	8.97%	8.96%		On par with DI Index On Par with DI Index (between +1 & -1 Standard Deviations of DI Index)
	Native Hawaiian/Pacific Islander	0.67%	0.09%	0.09%		
	Native American/Alaskan Native	0.11%	0.34%	0.11%		Moderately below DI Index Moderately Below DI Index (-1 Standard Deviations below DI Index)
	Latino/Hispanic	11.24%	4.21%	11.19%		Notably below DI Index Significantly Below DI Index (-2 Standard Deviations below DI Index)
	Two or More Races/Ethnicities	0.23%	1.37%	2.09%		
	Other/Unknown	0.68%	0.00%	6.89%		
Overall workforce - New hires - Men	White	11.94%	30.15%	8.13%		
	Black	3.15%	4.10%	5.09%		
	Asian	3.95%	7.77%	1.58%		
	Native Hawaiian/Pacific Islander	0.31%	0.26%	0.02%		
	Native American/Alaskan Native	0.05%	0.43%	0.07%		
	Latino/Hispanic	3.55%	5.12%	2.90%		
	Two or More Races/Ethnicities	0.13%	1.96%	0.70%		
	Other/Unknown	0.32%	0.00%	5.02%		

Hiring practices should be in line with your diversity, equity, and inclusion objectives. Fair360 can conduct a thorough analysis of your new hire data, throughout your management hierarchy, and evaluate your talent acquisition practices relative to best-in-class of talent support programs for them. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.

## HUMAN CAPITAL METRICS, OVERALL MANAGEMENT, REPRESENTATION

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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		2021	2022	2023	Top 50 2023	
Overall management - Total - Women	White	42.39%	32.97%	46.78%		Notably above DI Index Significantly Above DI Index (+2 Standard Deviations above DI Index)
	Black	10.40%	1.74%	5.93%		Moderately above DI Index Moderately Above DI Index (+1 Standard Deviations above DI Index)
	Asian	9.21%	4.86%	5.38%		On par with DI Index On Par with DI Index (between +1 & -1 Standard Deviations of DI Index)
	Native Hawaiian/Pacific Islander	0.54%	0.00%	0.17%		
	Native American/Alaskan Native	0.11%	0.00%	0.13%		Moderately below DI Index Moderately Below DI Index (-1 Standard Deviations below DI Index)
	Latino/Hispanic	12.10%	2.25%	0.76%		Notably below DI Index Significantly Below DI Index (-2 Standard Deviations below DI Index)
	Two or More Races/Ethnicities	0.35%	0.72%	3.57%		
	Other/Unknown	0.57%	0.00%	1.01%		
Overall management - Total - Men	White	11.95%	44.57%	24.25%		
	Black	3.54%	1.74%	2.61%		
	Asian	4.02%	7.75%	5.42%		
	Native Hawaiian/Pacific Islander	0.28%	0.07%	0.13%		
	Native American/Alaskan Native	0.05%	0.29%	0.13%		
	Latino/Hispanic	3.65%	2.32%	0.55%		
	Two or More Races/Ethnicities	0.16%	0.72%	1.43%		
	Other/Unknown	0.38%	0.00%	1.77%		

Have you recently evaluated whether your management representation is in line with your overall workforce representation? If you require assistance with this analysis or have never conducted one before, reach out to a Fair360 consultant to learn how we can assist you. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.

## HUMAN CAPITAL METRICS, OVERALL MANAGEMENT, PROMOTIONS WITHIN

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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		2021	2022	2023	Top 50 2023	
Overall management - Promotions within - Women	White	52.94%	61.70%	59.85%		Notably above DI Index
	Black	4.71%	3.19%	5.30%		Significantly Above DI Index (+2 Standard Deviations above DI Index)
	Asian	4.71%	1.06%	2.76%		Moderately above DI Index
	Native Hawaiian/Pacific Islander	0.00%	0.00%	0.00%		Moderately Above DI Index (+1 Standard Deviations above DI Index)
	Native American/Alaskan Native	0.00%	0.00%	0.00%		On par with DI Index
	Latino/Hispanic	2.35%	2.35%	2.35%		On Par with DI Index (between +1 & -1 Standard Deviations of DI Index)
	Two or More Races/Ethnicities	1.18%	1.18%	1.18%		Moderately below DI Index
	Other/Unknown	0.00%	0.00%	0.00%		Moderately Below DI Index (-1 Standard Deviations below DI Index)
Overall management - Promotions within - Men	White	24.71%	24.47%	22.73%		Notably below DI Index
	Black	2.35%	1.06%	1.52%		Significantly Below DI Index (-2 Standard Deviations below DI Index)
	Asian	0.00%	0.00%	2.27%		
	Native Hawaiian/Pacific Islander	0.00%	0.00%	0.00%		
	Native American/Alaskan Native	0.00%	3.53%	0.00%		
	Latino/Hispanic	3.53%	3.53%	2.27%		
	Two or More Races/Ethnicities	3.53%	0.00%	0.00%		
	Other/Unknown	0.00%	0.00%	0.00%		

Are diverse talents who reach management-level positions advancing at a pace that is proportionate to their representation in the overall workforce? Are they leaving at disproportionately high rates? If so, why? If you struggle to answer these questions, consider reaching out to a Fair360 consultant to learn more about your company's data and how to use Fair360's expertise to further the advancement of diverse talent within your company. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.

## HUMAN CAPITAL METRICS, SR. MANAGEMENT, REPRESENTATION

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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## Top 50

		2021	2022	2023	2023	<div>Notably above DI Index</div> <div>Significantly Above DI Index (+2 Standard Deviations above DI Index)</div> <div>Moderately above DI Index</div> <div>Moderately Above DI Index (+1 Standard Deviations above DI Index)</div> <div>On par with DI Index</div> <div>On Par with DI Index (between +1 &amp; -1 Standard Deviations of DI Index)</div> <div>Moderately below DI Index</div> <div>Moderately Below DI Index (-1 Standard Deviations below DI Index)</div> <div>Notably below DI Index</div> <div>Significantly Below DI Index (-2 Standard Deviations below DI Index)</div>
Senior Management - Total	Total Women (%)	33.33%	48.75%	45.71%		
	Total Women of Color (%)	3.51%	8.75%	8.57%		
	Total Men (%)	66.67%	51.25%	54.29%		
	Total Men of Color (%)	8.77%	11.25%	8.57%		
	Total People of Color (%)	12.28%	20.00%	17.14%		
	Asian Total (%)	5.26%	10.00%	0.00%		
	Black Total (%)	3.51%	6.25%	17.14%		
	Latino/Hispanic Total (%)	0.00%	2.50%	0.00%		
Senior Management - Total	Total Women (n)	19	13	39		
	Total Women of Color (n)	2	11	7		
	Total Men (n)	38	17	41		
	Total Men of Color (n)	5	3	9		
	Total People of Color (n)	7	14	16		
	Asian Total (n)	3	1	8		
	Black Total (n)	2	13	5		
	Latino/Hispanic Total (n)	0	0	2		



## HUMAN CAPITAL METRICS, MILITARY/VETERANS, REPRESENTATION

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
							Top 50		
				2021	2022	2023	2023		
% of Veterans - Total Workforce				1.20%	3.00%	2.43%			
% of Veterans - Workforce New Hires				0.70%	3.00%	2.71%			
% of Veterans - Management Overall				0.80%	2.00%	3.31%			
% of Veterans - Management New Hires				0.00%	1.00%	3.76%			
% of company's employees identified as Military/Veterans are represented in: Management Level 1				0.00%	0.00%	11.11%			
% of company's employees identified as Military/Veterans are represented in: Management Level 2				0.00%	1.00%	2.08%			
% of company's employees identified as Military/Veterans are represented in: Management Level 3				3.00%	0.90%	2.30%			
% of company's employees identified as Military/Veterans are represented in: Management Level 4				0.00%	3.00%	3.18%			

Notably above DI Index

Significantly Above DI Index (+2 Standard Deviations above DI Index)

Moderately above DI Index

Moderately Above DI Index (+1 Standard Deviations above DI Index)

On par with DI Index

On Par with DI Index (between +1 &amp; -1 Standard Deviations of DI Index)

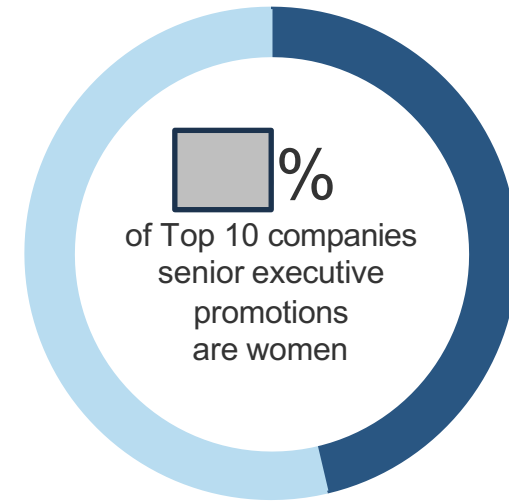
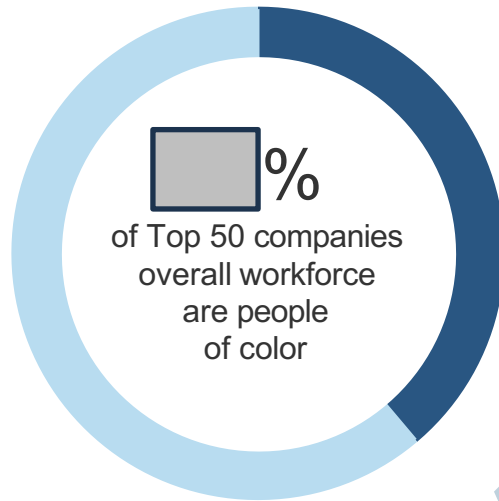
Moderately below DI Index

Moderately Below DI Index (-1 Standard Deviations below DI Index)

Notably below DI Index

Significantly Below DI Index (-2 Standard Deviations below DI Index)

# Human Capital Facts & Figures



By monitoring representation at all levels of the company, organizations can address any disparities and work towards creating a more inclusive work environment. Fair360 provides support in this effort through data analysis, sharing best practices from successful companies, and offering informative resources on how to effectively close diversity gaps. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.

CEO/Senior Leadership practices demonstrating accountability for ESG and within the board of directors, executive diversity council, and office of diversity and inclusion

# Leadership Accountability

SAMPLE REPORT & DATA

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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This summary plot shows where your company composite results for **CEO & Senior Leadership Commitment, Board of Directors, and Executive Diversity Councils** lie in comparison to all others within your specified competition cohort group.

YOUR COMPANY SCORE	TOP 10 INDEX MEAN	TOP 50 INDEX MEAN	ALL PARTICIPATING
43	96	84	58

Y-Axis

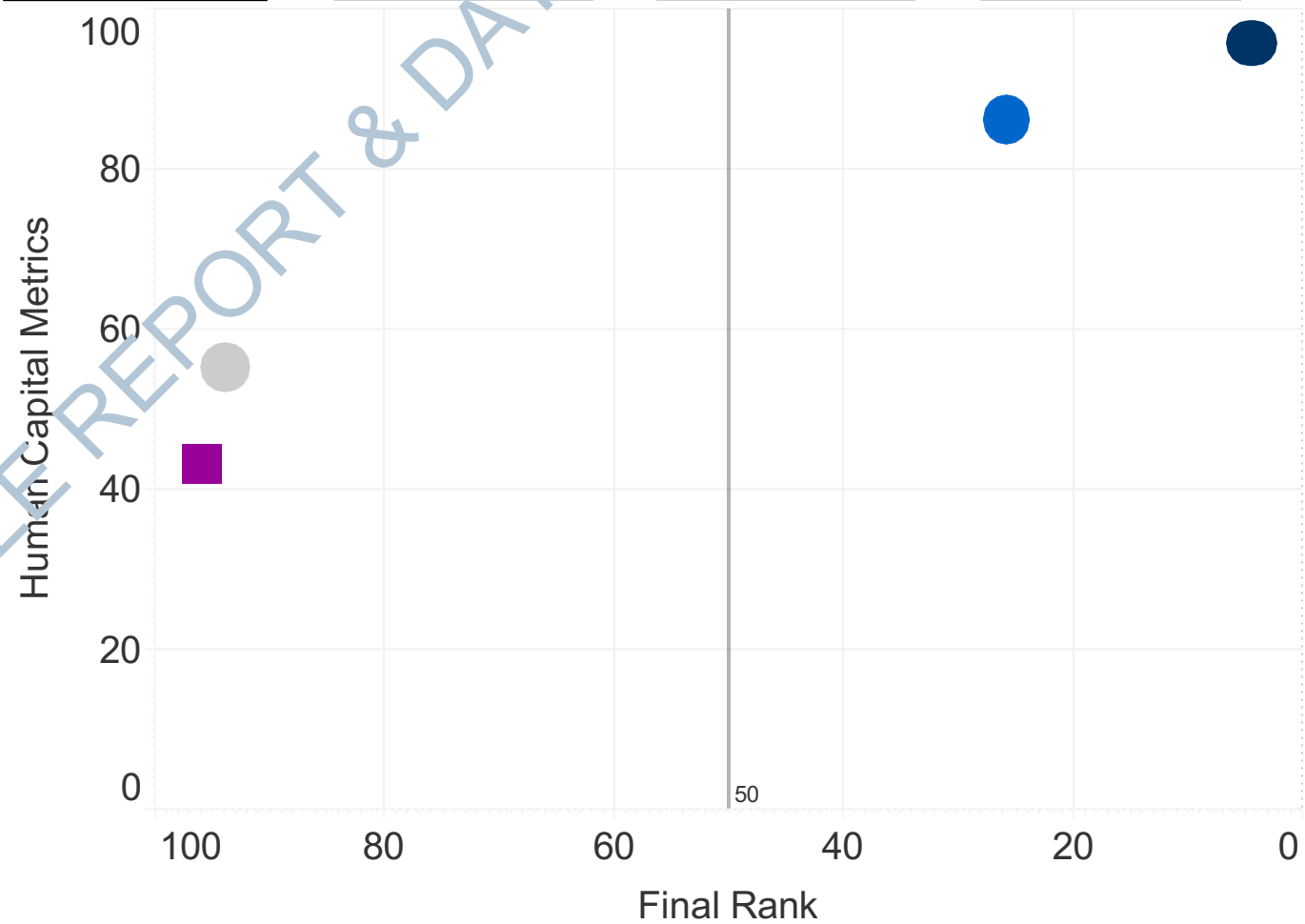
The **y-axis** position represents your company's composite score for Leadership Accountability.

X. Axis

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 Top 10 Index
- Fair360 Top 50 Index
- All Participating Companies

Data Calculation:  
The data reflected in the summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.



# LEADERSHIP ACCOUNTABILITY, BOARD OF DIRECTORS

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
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## Top 50

		2021	2022	2023	2023	
Board of Directors - Total	Total Women (%)	30.77%	16.67%	25.00%		Notably above DI Index Significantly Above DI Index (+2 Standard Deviations above DI Index)
	Total Women of Color (%)	7.69%	0.00%	12.50%		Moderately above DI Index Moderately Above DI Index (+1 Standard Deviations above DI Index)
	Total Men (%)	69.23%	83.33%	75.00%		On par with DI Index On Par with DI Index (between +1 & -1 Standard Deviations of DI Index)
	Total Men of Color (%)	23.08%	6.67%	12.50%		Moderately below DI Index Moderately Below DI Index (-1 Standard Deviations below DI Index)
	Total People of Color (%)	30.77%	6.67%	25.00%		Notably below DI Index Significantly Below DI Index (-2 Standard Deviations below DI Index)
	Asian Total (%)	7.69%	0.00%	12.50%		
	Black Total (%)	15.38%	6.67%	12.50%		
	Latino/Hispanic Total (%)	7.69%	0.00%	0.00%		
Board of Directors - Total	Total Women (n)	4	5	2		
	Total Women of Color (n)	1	0	1		
	Total Men (n)	9	25	6		
	Total Men of Color (n)	3	2	1		
	Total People of Color (n)	4	2	2		
	Asian Total (n)	1	0	1		
	Black Total (n)	2	2	1		
	Latino/Hispanic Total (n)	1	0	0		



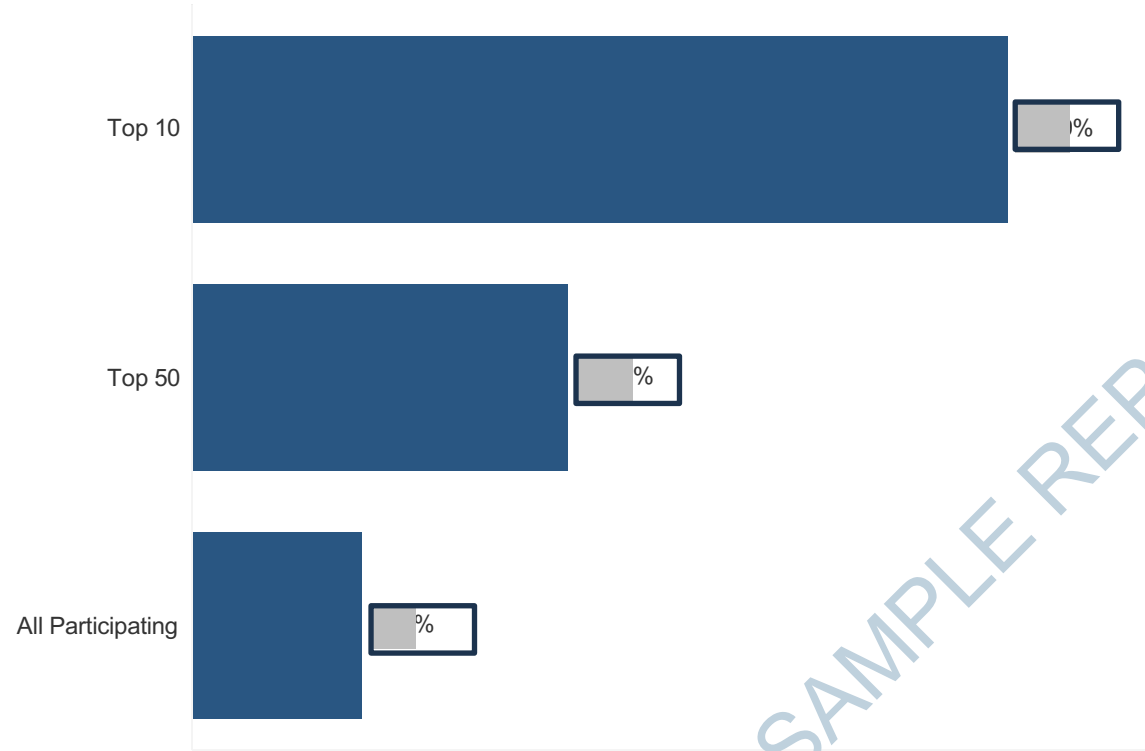
LEADERSHIP ACCOUNTABILITY, DIVERSITY COUNCILS

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

	2021	2022	2023	Top 50
Chairs Executive Diversity Council	CEO	CEO	CEO	<div><div>CEO76%</div><div>A direct report of the CEO52%</div><div>An executive who does not report to the CEO3%</div><div>Not applicable2%</div></div>
Sets agenda for the Executive Diversity Council meetings	A direct report of the CEO	An executive who does not report to the CEO	A direct report of the CEO	<div><div>CEO34%</div><div>A direct report of the CEO20%</div><div>An executive who does not report to the CEO5%</div><div>Not applicable6%</div></div>
Meeting Frequency: Executive Diversity Council	Every quarter	Every quarter	Every quarter	<div><div>Every month38%</div><div>Every quarter78%</div><div>Every other month5%</div><div>Twice per year3%</div><div>Not applicable6%</div></div>

# LEADERSHIP ACCOUNTABILITY FACTS & FIGURES

Avg. percentage of bonuses tied to diversity goals for level 1:



Avg. people of color board of directors representation:



Fair360 is equipped to help companies increase leadership diversity by sharing the experiences of companies who have successfully addressed the issue and by providing informative articles on how companies can effectively monitor and close any diversity gaps. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.

Participation metrics and practices for  
formal mentoring, formal sponsorship,  
employee resource groups and the  
identification of high potential employees

# Talent Programs

SAMPLE REPORT & DATA

TALENT PROGRAMS SUMMARY PLOT

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

This summary plot shows where your company composite results for **Employee Resource Groups, Mentoring, Sponsorship and High Potential programs and practices** lie in comparison to all others within your specified competition cohort group.

YOUR COMPANY SCORE	TOP 10 INDEX MEAN	TOP 50 INDEX MEAN	ALL PARTICIPATING
18	83	66	36

Y-Axis

The **y-axis** position represents your company's composite score for Talent Programs.

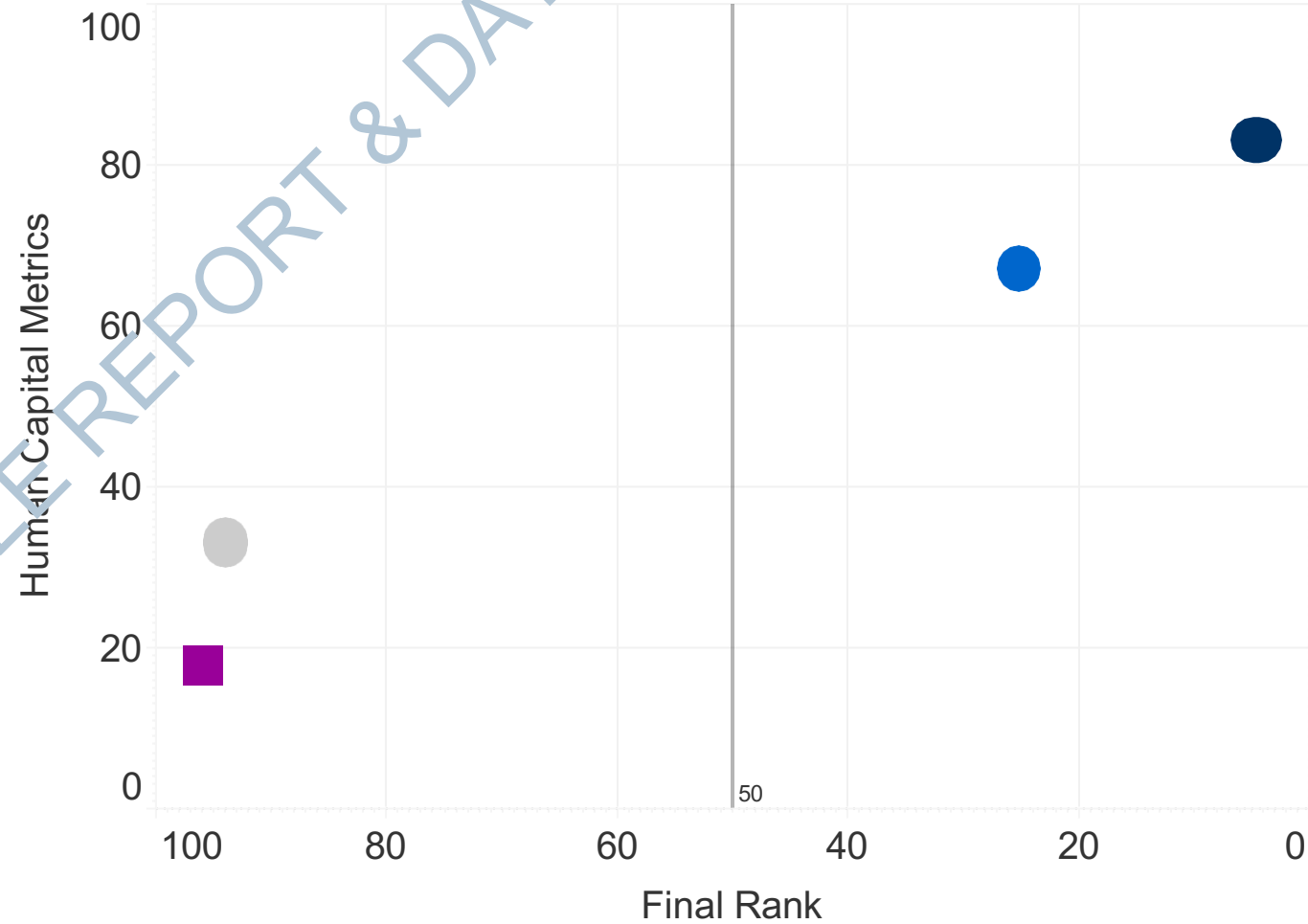
X. Axis

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 Top 10 Index
- Fair360 Top 50 Index
- All Participating Companies

Data Calculation:

The data reflected in the summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.



## TALENT PROGRAMS, EMPLOYEE RESOURCE GROUPS (ERG)

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

## Top 50

	2021	2022	2023	2023
# of corporate-wide resource groups in the U.S.	6	8	6	
# of total U.S. chapters and subgroups	0	0	0	
% of ERG members among full-time employees (including hourly workers)	4.00%	5.00%	0.00%	
% of ERG members among employees at corporate headquarters	25.00%	5.00%	0.00%	
% of ERG members among employees outside of corporate headquarters	11.00%	1.00%	0.00%	
% of corporate-wide resource groups are sponsored by: Level 1 (CEO and direct reports)	0.00%	86.00%	0.00%	
% of corporate-wide resource groups are sponsored by: Level 2 (one level below CEO and direct reports)	2.00%	50.00%	0.00%	

## Notably above DI Index

Significantly Above DI Index (+2 Standard Deviations above DI Index)

## Moderately above DI Index

Moderately Above DI Index (+1 Standard Deviations above DI Index)

## On par with DI Index

On Par with DI Index (between +1 &amp; -1 Standard Deviations of DI Index)

## Moderately below DI Index

Moderately Below DI Index (-1 Standard Deviations below DI Index)

## Notably below DI Index

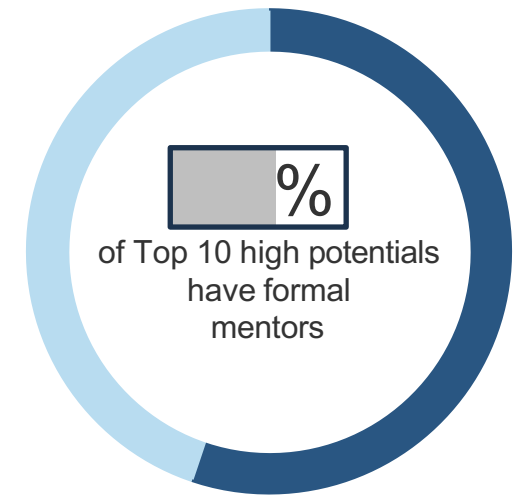
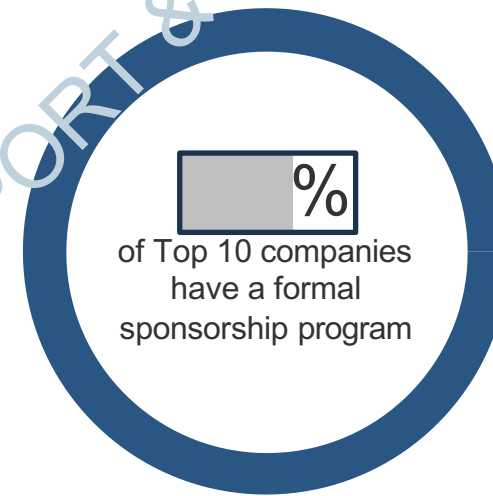
Significantly Below DI Index (-2 Standard Deviations below DI Index)



# TALENT PROGRAMS FACTS & FIGURES

Talent programs like ERGs, formal mentorship, and formal sponsorship are vital for employee development and retention, especially for diverse employees. They offer opportunities for skill-building, relationship-forming, and career growth, leading to higher engagement and business success.

If you're seeking guidance on how to effectively implement talent programs to drive these outcomes, please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.



Practices and metrics related to talent acquisition, talent management, onboarding, diversity training, workforce development and engagement, LGBTQ employees, people with disabilities, the military community, policies and practices

# Workplace Practices

SAMPLE REPORT & DATA

WORKPLACE PRACTICES SUMMARY PLOT

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

This summary plot shows where your company composite results for **Diverse Candidate Slates, Onboarding, Diversity Training, Workforce Development & Engagement, and Employee Benefits practices and policies** in comparison to all others within your specified competition cohort group.

YOUR COMPANY SCORE	TOP 10 INDEX MEAN	TOP 50 INDEX MEAN	ALL PARTICIPATING
59	88	81	55

Y-Axis

The **y-axis** position represents your company's composite score for Workplace Practices.

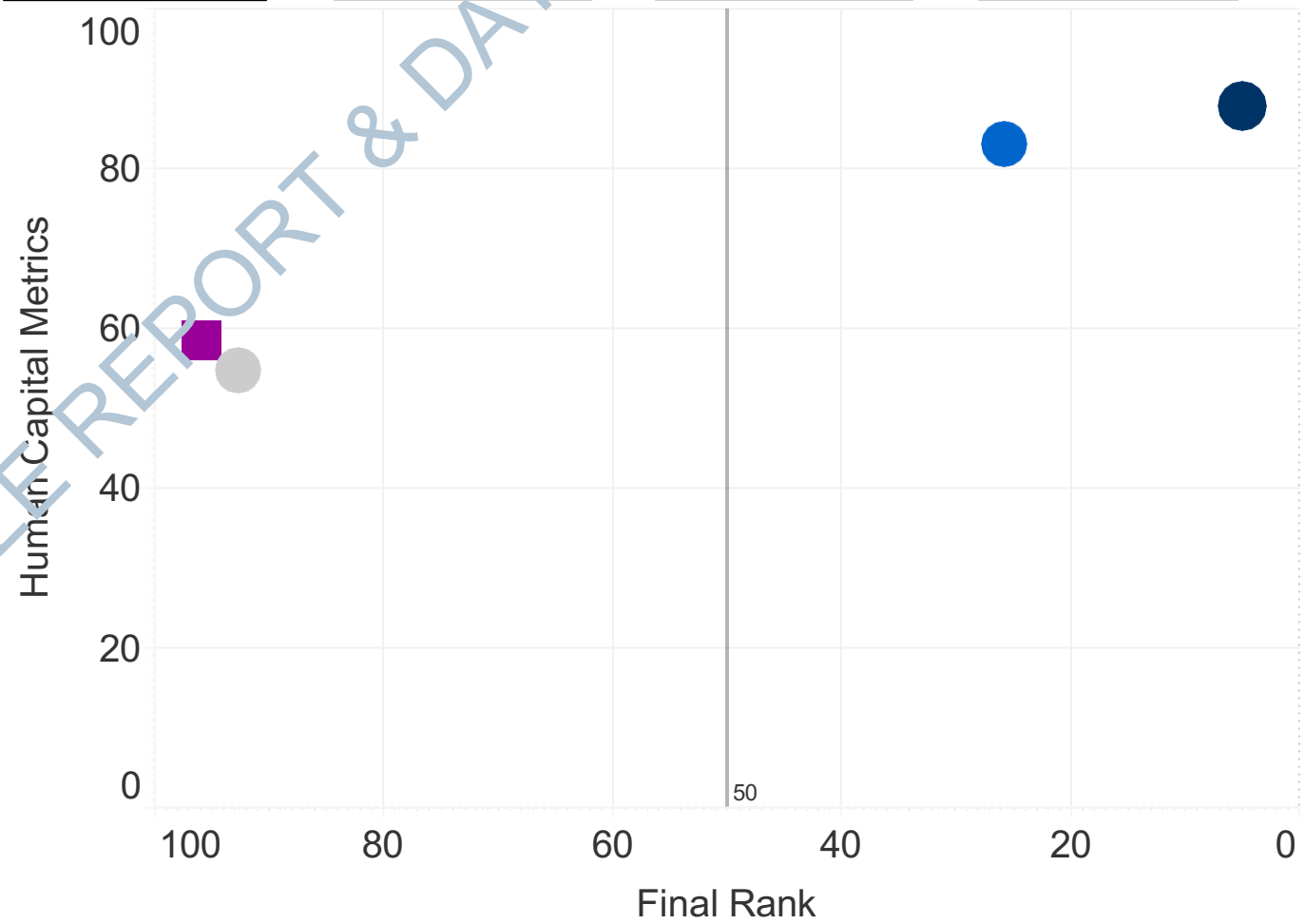
X. Axis

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 10 Index
- Fair360 Top 50 Index
- All Participating Companies

Data Calculation:



The data reflected in the summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.



# WORKPLACE PRACTICES, TALENT ACQUISITION

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

Interview panels typically required to have representation among:	2021	2022	2023	Top 50 2023
Women	×	×	×	
Women of color	×	×	×	
People of color	×	×	×	
Different age groups	×	×	×	
Management	✓	×	×	
Veterans/Military	×	×	×	
People with disabilities	×	×	×	
LGBTQ+	×	×	×	

-  Represents that the response was "YES" to the question  
 Represents that the response was "NO" to the question  
☐ For 2023 an empty box represents no response was submitted for the question  
☐ For 2021 or 2022, an empty box could represent a question that wasn't asked in the respective year or no response was submitted for the question

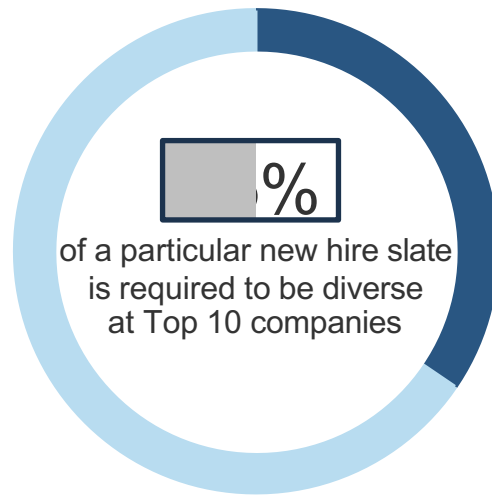
# WORKPLACE PRACTICES, TALENT ACQUISITION

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

				Top 50	<div>  Represents that the response was "YES" to the question   Represents that the response was "NO" to the question  <div> <input type="checkbox"/> For 2023 an empty box represents no response was submitted for the question  <input type="checkbox"/> For 2021 or 2022, an empty box could represent a question that wasn't asked in the respective year or no response was submitted for the question </div> </div>
Company has diverse slate commitments (optional or required) for:				2023	
Gender	2021	2022	2023		
					
Race/Ethnicity					
Other					



# WORKPLACE PRACTICES FACTS & FIGURES



Establishing diverse slates, formal recruiting relationships, and implementing mandatory trainings are essential workplace practices that contribute to a welcoming and inclusive work environment. These practices actively combat biases and promote equity, resulting in a workforce that is more diverse and representative. Embracing these initiatives allows companies to cultivate a positive and supportive culture that not only benefits employees but also extends its positive impact to the broader community. Fair360 has engaged with leading companies to gather valuable insights on the outcomes of workplace practice initiatives. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.

Contributions to non-profit organizations  
focused on people from underrepresented  
groups, employee volunteerism, and  
matching programs and practices

  
Philanthropy

PHILANTHROPY SUMMARY PLOT

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

This summary plot shows where your company composite results for **Philanthropic giving and practices** lie in comparison to all others within your specified competition cohort group.

YOUR COMPANY SCORE	TOP 10 INDEX MEAN	TOP 50 INDEX MEAN	ALL PARTICIPATING
30	73	61	36

Y-Axis

The **y-axis** position represents your company's composite score for Philanthropy.

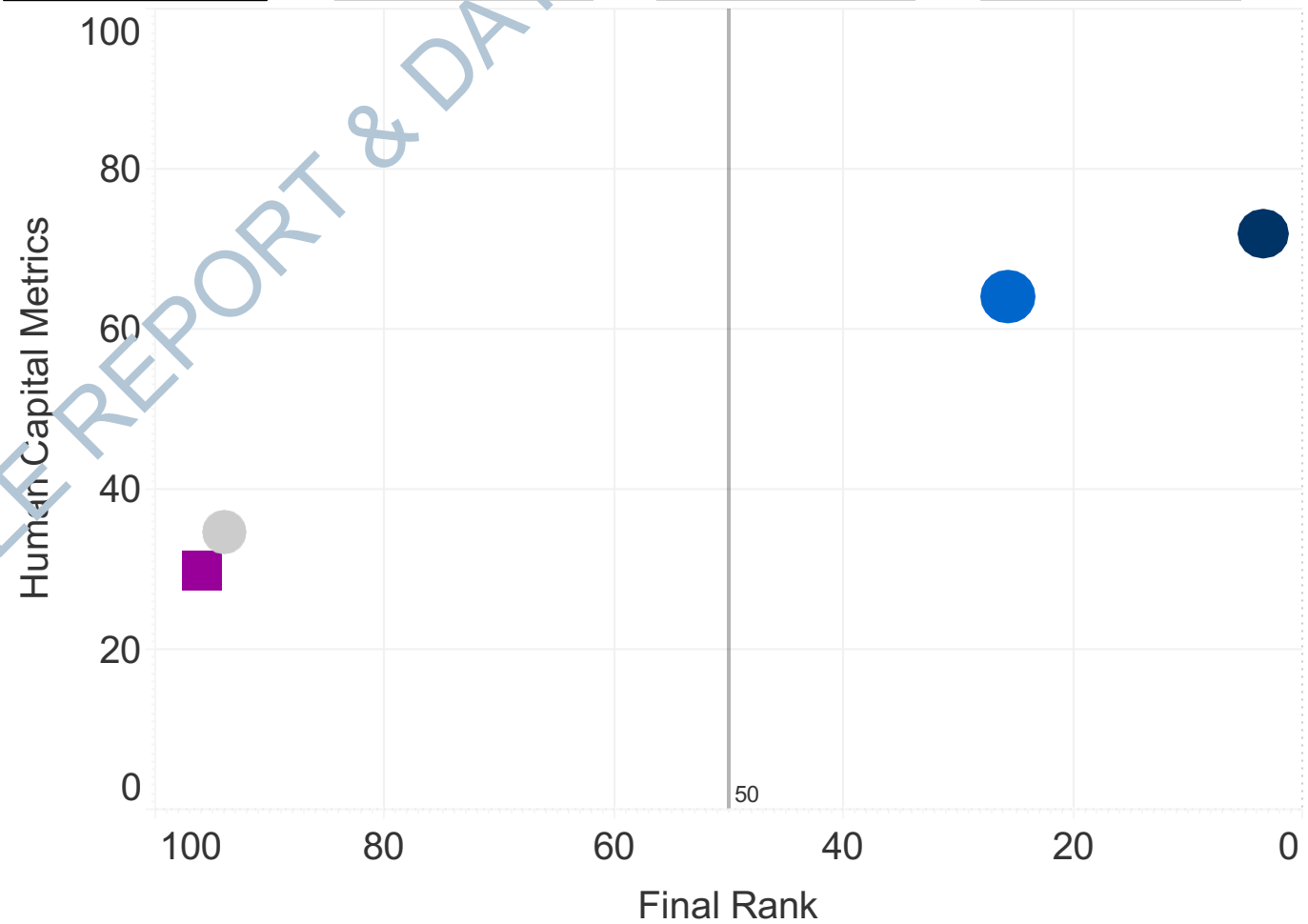
X. Axis

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 Top 10 Index
- Fair360 Top 50 Index
- All Participating Companies

Data Calculation:

The data reflected in the summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.



## PHILANTHROPY, PRACTICES

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

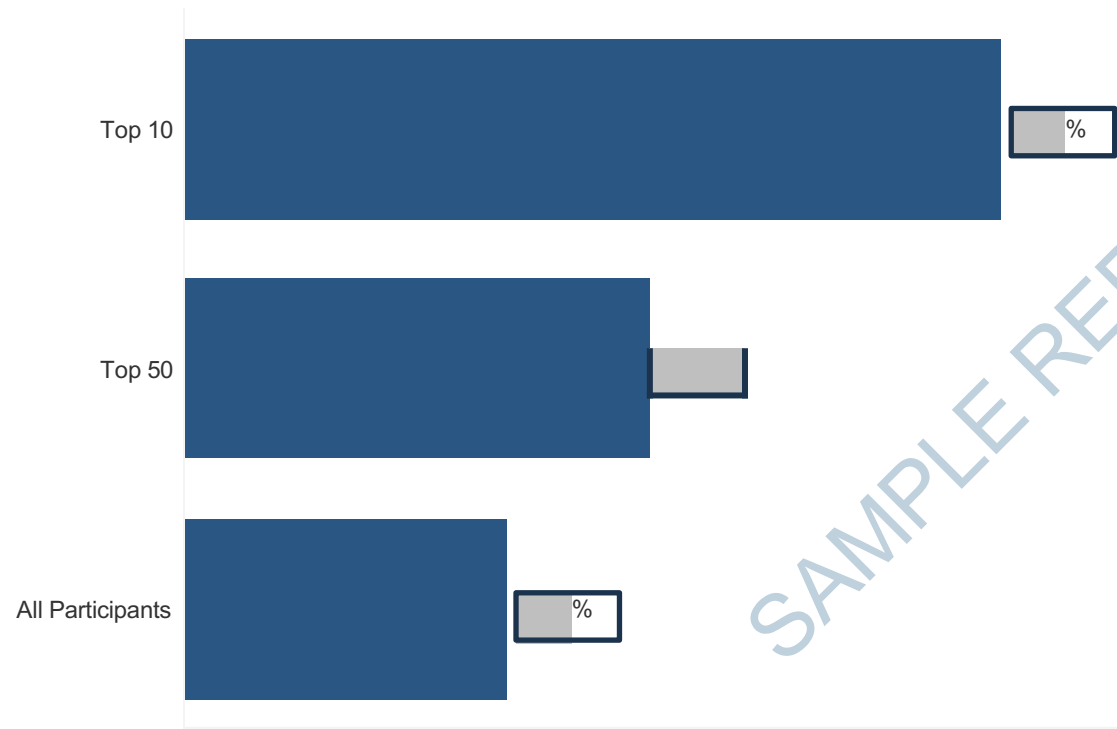
## Top 50

	2021	2022	2023	2023
Company has a council(s) that oversees: Corporate Social Responsibility/ESG	✓	✓	✓	
Company has a council(s) that oversees: Philanthropic Giving	✓	✓	✓	
Company matches employee donations	✗	✗	✗	
Company matches retiree donations	✗	✗	✗	

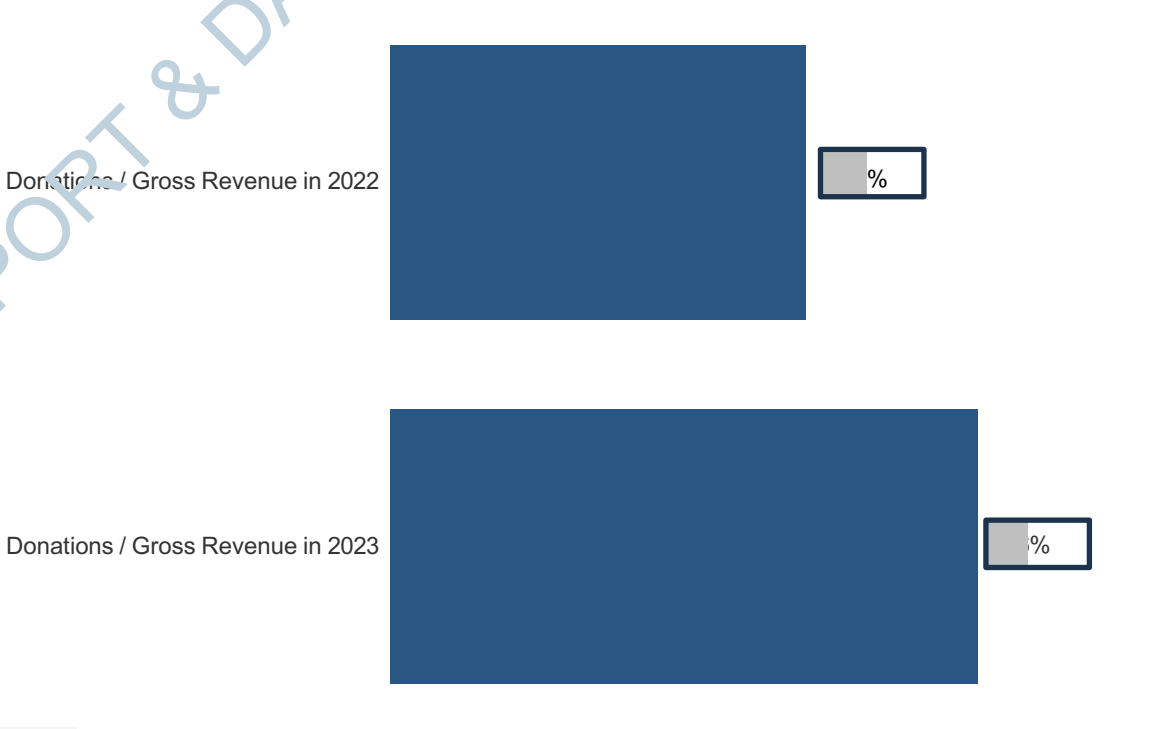
- ✓ Represents that the response was "YES" to the question
- ✗ Represents that the response was "NO" to the question
- ☐ For 2023 an empty box represents no response was submitted for the question
- ☐ For 2021 or 2022, an empty box could represent a question that wasn't asked in the respective year or no response was submitted for the question

# PHILANTHROPY FACTS & FIGURES

Percentage of US employees that participate in formal volunteer program:



Donations by all participating companies, as a percentage of gross revenue increased from 2022 to 2023:



Fair360 is equipped to assist companies in reducing the disparity in leadership diversity through comprehensive research into their data, by sharing the experiences of companies who have successfully addressed the issue, and by providing informative articles on how companies can effectively monitor and close any diversity gaps. Please email [sales@Fair360.com](mailto:sales@Fair360.com) for more information.



Procurement spend and practices that  
support suppliers owned by people from  
underrepresented groups

# Supplier Diversity

SAMPLE REPORT & DATA

## SUPPLIER DIVERSITY SUMMARY PLOT

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

This summary plot shows where your company composite results for **Supplier Diversity spend and practices** lie in comparison to all others within your specified competition cohort group.

**Y-Axis**

The **y-axis** shows the relative position of your company's composite score for Supplier Diversity.

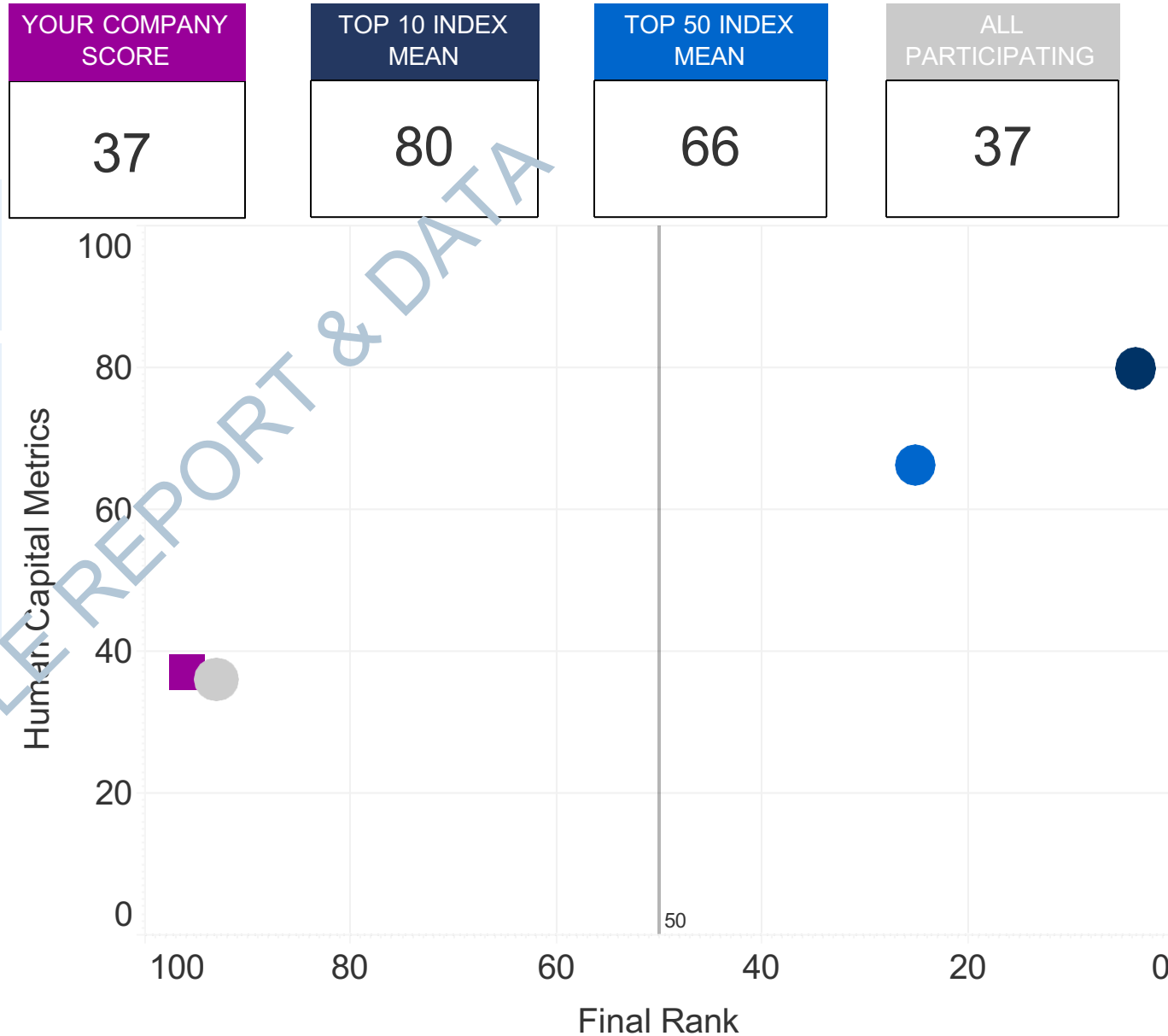
**X. Axis**

The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- Fair360 Top 10 Index
- Fair360 Top 50 Index
- All Participating Companies

**Data Calculation:**

The data reflected in the summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.



## SUPPLIER DIVERSITY, VENDOR METRICS

INTRODUCTION	GUIDE	BENCHMARKS RESULTS	HUMAN CAPITAL METRICS	LEADERSHIP ACCOUNTABILITY	TALENT PROGRAMS	WORKPLACE PRACTICES	PHILANTHROPY	SUPPLIER DIVERSITY	SPECIALTY LISTS
--------------	-------	--------------------	-----------------------	---------------------------	-----------------	---------------------	--------------	--------------------	-----------------

## Top 50

Percent spend with:	2021	2022	2023
Racially diverse MBE - Tier 1	0.01%	0.06%	4.21%
Women (e.g., WBENC) - Tier 1	0.58%	2.65%	1.44%
LGBTQ+ people (e.g., NGLCC) - Tier 1	0.00%	0.06%	0.03%
People with disabilities (e.g., Disability:IN) - Tier 1	0.00%	0.07%	0.00%
Veterans (e.g., NVBDC) - Tier 1	0.01%	0.20%	0.00%
HUBZones (e.g., SBE) - Tier 1	0.00%	1.84%	0.00%
Racially diverse MBE - Tier 2	0.00%	0.00%	0.00%
Women (e.g., WBENC) - Tier 2	0.04%	0.00%	0.00%
LGBTQ+ people (e.g., NGLCC) - Tier 2	0.00%	0.00%	0.00%
People with disabilities (e.g., Disability:IN) - Tier 2	0.00%	0.00%	0.00%
Veterans (e.g., NVBDC) - Tier 2	0.00%	0.00%	0.00%
HUBZones (e.g., SBE) - Tier 2	0.00%	0.00%	0.00%

2023

## Notably above DI Index

Significantly Above DI Index (+2 Standard Deviations above DI Index)

## Moderately above DI Index

Moderately Above DI Index (+1 Standard Deviations above DI Index)

## On par with DI Index

On Par with DI Index (between +1 &amp; -1 Standard Deviations of DI Index)

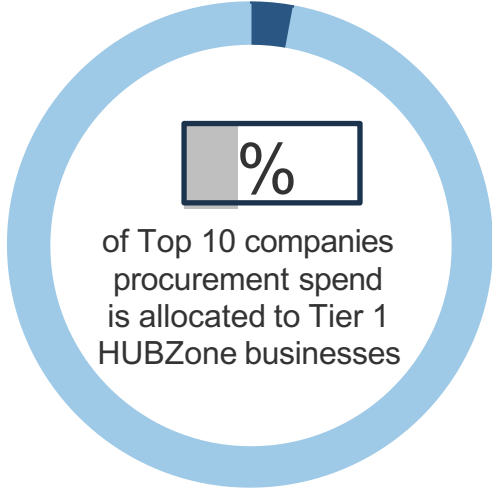
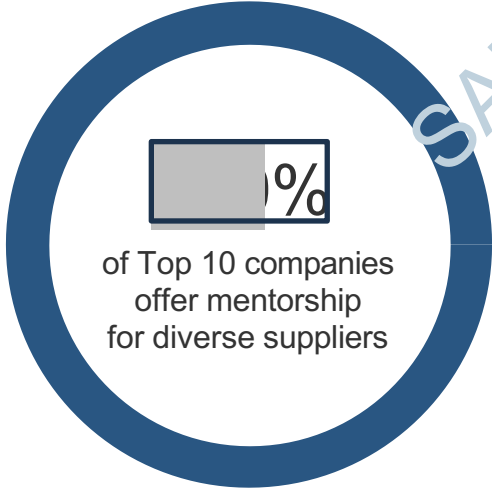
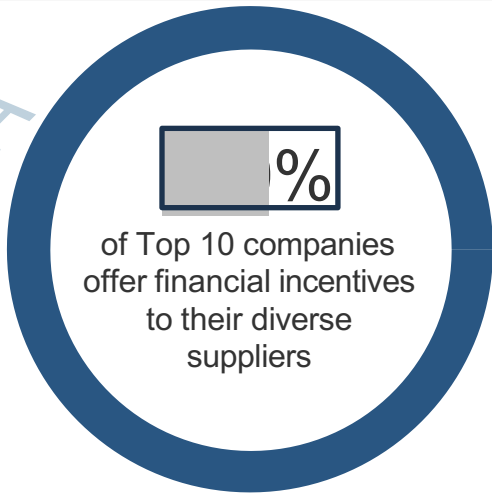
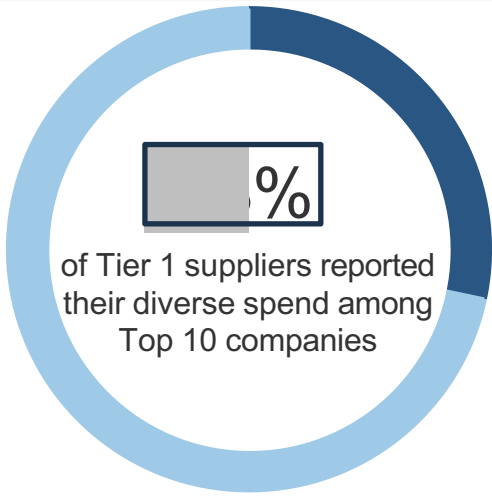
## Moderately below DI Index

Moderately Below DI Index (-1 Standard Deviations below DI Index)

## Notably below DI Index

Significantly Below DI Index (-2 Standard Deviations below DI Index)

# SUPPLIER DIVERSITY FACTS & FIGURES





2023

# Specialty Lists

SAMPLE REPORT & DATA



## TOP REGIONAL COMPANIES

1. Blue Shield of California
2. Alcon
3. Rockwell Automation
4. Sempra
5. Science Applications International Corporation
6. Consolidated Edison Company of New York
7. BOK Financial
8. NYU Langone Health
9. W.W. Grainger
10. H. Lee Moffitt Cancer Center & Research Institute
11. Citizens Financial Group
12. Tennessee Valley Authority
13. Fifth Third Bank
14. Financial Industry Regulatory Authority
15. Baylor Scott & White Health
16. OhioHealth
17. Northwestern Mutual
18. ServiceNow
19. PPL Corporation
20. HCLTech
21. Ingreion
22. American Institutes for Research
23. Pioneer Natural Resources
24. Henry Ford Health
25. Spirit AeroSystems
26. Ferrara
27. AAM
28. Yale New Haven Health
29. V2X
30. Blue Cross Blue Shield of Louisiana
31. Avery Dennison
32. First Busey Corporation
33. GEHA
34. Infoblox
35. Dyson
36. Security Service Federal Credit Union
37. 23andMe
38. University of Tennessee System Administration

TOP UTILITY COMPANIES

- 1. Sempra
- 2. Consolidated Edison Company of New York
- 3. Tennessee Valley Authority
- 4. PPL Corporation
- 5. DTE Energy

SAMPLE REPORT & DATA

HIGH POTENTIALS

- 1. Alcon
- 2. EY
- 3. TIAA
- 4. Marriott International
- 5. Mastercard
- 6. AbbVie
- 7. Hilton
- 8. The Hershey Company
- 9. Linde
- 10. KPMG

SAMPLE REPORT & DATA

TOP COMPANIES FOR EXECUTIVE WOMEN

1. Medtronic
2. Toyota North America
3. Blue Shield of California
4. Eli Lilly and Company
5. Mastercard
6. TIAA
7. EY
8. The Hershey Company
9. Comcast NBCUniversal
10. Kaiser Permanente
11. ADP
12. The Cigna Group
13. Dow
14. Humana
15. Ecolab
16. KPMG
17. Accenture
18. Hilton
19. The Boeing Company

SAMPLE REPORT & DATA



## TOP COMPANIES FOR ASIAN AMERICAN EXECUTIVES

1. Mastercard
2. Toyota North America
3. Blue Shield of California
4. Medtronic
5. The Hershey Company
6. Eli Lilly and Company
7. TIAA
8. Hilton
9. EY
10. ADP
11. Accenture
12. The Boeing Company
13. Dow
14. Comcast NBCUniversal
15. Abbott
16. Kaiser Permanente
17. KPMG
18. Humana
19. The Cigna Group

SAMPLE REPORT &amp; DATA



## TOP COMPANIES FOR BLACK EXECUTIVES

1. Southern Company
2. Toyota North America
3. Comcast NBCUniversal
4. Johnson & Johnson
5. Cox Communications
6. Eli Lilly and Company
7. The Cigna Group
8. Humana
9. The Hershey Company
10. Blue Shield of California
11. AbbVie
12. KPMG
13. U.S. Bank
14. Northwell Health
15. Northrop Grumman
16. Randstad
17. Stellantis
18. EY
19. Medtronic
20. Ecolab
21. ADP
22. Linde
23. TD Bank
24. Hackensack Meridian Health
25. Dow
26. The Boeing Company
27. Abbott
28. Hilton

SAMPLE REPORT &amp; DATA

## TOP COMPANIES FOR BOARD OF DIRECTORS

1. Eli Lilly and Company
2. Mastercard
3. Procter & Gamble
4. EY
5. Accenture
6. The American Heart Association
7. FINRA
8. General Motors
9. Marriott International
10. Kaiser Permanente
11. Blue Shield of California
12. Toyota North America
13. State Street Corporation
14. Zoetis
15. KPMG
16. Wellstar Health System
17. Best Buy
18. Otis Worldwide Corporation
19. Dow
20. The Boeing Company
21. TIAA
22. Target
23. PepsiCo
24. Leidos
25. Hilton
26. U.S. Bank
27. Moody's Corporation

SAMPLE REPORT &amp; DATA

## TOP COMPANIES FOR EMPLOYEE RESOURCE GROUPS

1. Hilton
2. KPMG
3. EY
4. Northrop Grumman
5. AbbVie
6. TIAA
7. Medtronic
8. Accenture
9. PwC
10. Mastercard
11. Capital One
12. Cox Communications
13. Ameren Corporation
14. The Hershey Company
15. Leidos
16. Allstate Insurance Company
17. Dow
18. U.S. Bank
19. Comcast NBCUniversal
20. Northwell Health
21. Linde
22. Eli Lilly and Company
23. TD Bank
24. Kellogg Company
25. Ecolab
26. BASF
27. FINRA
28. Abbott
29. KeyBank
30. Wells Fargo

SAMPLE REPORT &amp; DATA



## TOP COMPANIES FOR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

1. Blue Shield of California
2. Alcon
3. Rockwell Automation
4. Sempra
5. Science Applications International Corporation
6. Consolidated Edison Company of New York
7. BOK Financial
8. NYU Langone Health
9. W.W. Grainger
10. H. Lee Moffitt Cancer Center & Research Institute
11. Citizens Financial Group
12. Tennessee Valley Authority
13. Fifth Third Bank
14. Financial Industry Regulatory Authority
15. Baylor Scott & White Health
16. OhioHealth
17. Northwestern Mutual
18. ServiceNow
19. PPL Corporation
20. HCLTech
21. Ingredion
22. American Institutes for Research
23. Pioneer Natural Resources
24. Henry Ford Health
25. Spirit AeroSystems
26. Ferrara
27. AAM
28. Yale New Haven Health
29. V2X
30. Blue Cross Blue Shield of Louisiana
31. Avery Dennison
32. First Busey Corporation
33. GEHA
34. Infoblox
35. Dyson
36. Security Service Federal Credit Union
37. 23andMe
38. University of Tennessee System Administration

## TOP COMPANIES FOR EXECUTIVE DIVERSITY COUNCILS

1. The Hershey Company
2. Dow
3. Abbott
4. TIAA
5. Marriott International
6. Eli Lilly and Company
7. Walmart
8. Cox Communications
9. Kellogg Company
10. Mastercard
11. The Boeing Company
12. Toyota North America
13. Northrop Grumman
14. Southern Company
15. Hilton
16. Tata Consultancy Service
17. Raytheon Technologies
18. EY
19. BASF
20. KPMG
21. ADP
22. Medtronic
23. State Street Corporation
24. Randstad
25. The Cigna Group

SAMPLE REPORT &amp; DATA



## TOP COMPANIES FOR LATINO EXECUTIVES

1. Medtronic
2. The Hershey Company
3. Blue Shield of California
4. Toyota North America
5. Eli Lilly and Company
6. Mastercard
7. Comcast NBCUniversal
8. EY
9. ADP
10. Dow
11. TIAA
12. Hilton
13. The Cigna Group
14. KPMG
15. Humana
16. BASF
17. Kaiser Permanente
18. Ecolab
19. Abbott
20. Accenture
21. Moody's Corporation
22. The Boeing Company
23. U.S. Bank
24. Northrop Grumman

SAMPLE REPORT &amp; DATA

## TOP COMPANIES FOR LGBTQ EMPLOYEES

1. Toyota North America
2. KPMG
3. Comcast NBCUniversal
4. Accenture
5. AT&T
6. U.S. Bank
7. Humana
8. The Cigna Group
9. Medtronic
10. Target
11. Abbott
12. TD Bank
13. Dow
14. EY
15. Wells Fargo
16. Mastercard
17. Blue Shield of California
18. Moody's Corporation
19. Capital One
20. United Airlines
21. Northrop Grumman
22. Eli Lilly and Company

SAMPLE REPORT &amp; DATA

TOP COMPANIES FOR MENTORING

1. EY

2. Medtronic

3. Accenture

4. Hilton

5. AbbVie

6. Mastercard

7. KPMG

8. Toyota North America

9. The Hershey Company

10. Walmart

11. The Boeing Company

12. BASF

13. Dow

14. Abbott

15. Blue Shield of California

16. Procter & Gamble

17. Humana

18. Capital One

19. Ecolab

20. Comerica Bank

21. AT&T

22. U.S. Bank

SAMPLE REPORT & DATA

TOP COMPANIES FOR NATIVE AMERICAN/PACIFIC ISLANDER (NAPI) EXECUTIVES

- |                              |                        |
|------------------------------|------------------------|
| 1. Medtronic                 | 21. The Boeing Company |
| 2. EY                        | 22. Northrop Grumman   |
| 3. Blue Shield of California | 23. U.S. Bank          |
| 4. Toyota North America      |                        |
| 5. Eli Lilly and Company     |                        |
| 6. The Hershey Company       |                        |
| 7. Comcast NBCUniversal      |                        |
| 8. Mastercard                |                        |
| 9. TIAA                      |                        |
| 10. ADP                      |                        |
| 11. Dow                      |                        |
| 12. The Cigna Group          |                        |
| 13. Hilton                   |                        |
| 14. KPMG                     |                        |
| 15. Ecolab                   |                        |
| 16. Kaiser Permanente        |                        |
| 17. Humana                   |                        |
| 18. Accenture                |                        |
| 19. Abbott                   |                        |
| 20. BASF                     |                        |

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## TOP COMPANIES FOR PEOPLE WITH DISABILITIES (PWD)

1. Hilton
2. Wells Fargo
3. TD Bank
4. Dow
5. Northrop Grumman
6. Accenture
7. The Boeing Company
8. KeyBank
9. Comcast NBCUniversal
10. The Hershey Company
11. KPMG
12. AT&T
13. Medtronic
14. Capital One
15. Toyota North America
16. U.S. Bank
17. ADP
18. Abbott
19. TIAA
20. Mastercard
21. The Cigna Group
22. Eli Lilly and Company

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## TOP COMPANIES FOR PHILANTHROPY

1. U.S. Bank
2. TD Bank
3. American Family Insurance
4. Hilton
5. Humana
6. Blue Shield of California
7. Randstad
8. KeyBank
9. AbbVie
10. The Cigna Group
11. Toyota North America
12. Ecolab
13. BOK Financial
14. Consolidated Edison Company of New York
15. Sempra
16. The Hershey Company
17. Marriott International
18. PwC
19. Dow
20. Ameren Corporation

TOP COMPANIES FOR SPONSORSHIP

1. EY

2. The Hershey Company

3. Accenture

4. Mastercard

5. KPMG

6. Medtronic

7. Hilton

8. Northwell Health

9. Dow

10. Johnson & Johnson

11. BASF

12. Ecolab

13. Toyota North America

14. AbbVie

15. TD Bank

16. The Boeing Company

17. Abbott

18. Eli Lilly and Company

19. Blue Shield of California

20. ADP

21. U.S. Bank

22. The Cigna Group

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## TOP COMPANIES FOR SUPPLIER DIVERSITY

1. AT&T
2. Stellantis
3. Hilton
4. Abbott
5. Southern Company
6. Eli Lilly and Company
7. Medtronic
8. Comcast NBCUniversal
9. Accenture
10. EY
11. Raytheon Technologies
12. KPMG
13. U.S. Bank
14. TIAA
15. Dow
16. Wells Fargo
17. Johnson & Johnson
18. Kaiser Permanente
19. Sanofi U.S.
20. Aramark
21. PwC
22. Ameren Corporation
23. Mastercard
24. Toyota North America
25. Novartis

SAMPLE REPORT &amp; DATA



## TOP COMPANIES FOR TALENT ACQUISITION FOR WOMEN OF COLOR

1. Toyota North America
2. ADP
3. Medtronic
4. Eli Lilly and Company
5. NYU Langone Health
6. Humana
7. State Street Corporation
8. TIAA
9. U.S. Bank
10. The Hershey Company
11. Ecolab
12. The Boeing Company
13. Blue Shield of California
14. Comerica Bank
15. Union Pacific
16. Sodexo
17. Sysco
18. Sanofi U.S.
19. Travel & Leisure Co.
20. Comcast NBCUniversal
21. Walmart
22. Moody's Corporation
23. The Cigna Group
24. Randstad
25. Mayo Clinic

SAMPLE REPORT &amp; DATA

TOP COMPANIES FOR VETERANS

1. The Boeing Company
2. Raytheon Technologies
3. Southern Company
4. Northrop Grumman
5. V2X
6. Science Applications International Corporation (SAIC)
7. The Hershey Company
8. Hilton
9. KPMG
10. KeyBank
11. ADP
12. Randstad
13. Humana
14. Cox Communications
15. Accenture
16. The Cigna Group

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TOP HOSPITALS AND HEALTH SYSTEMS

1. Hackensack Meridian Health
2. City of Hope
3. Mayo Clinic
4. Linde
5. NYU Langone Health
6. Mount Sinai Health System
7. Cleveland Clinic
8. Wellstar Health System
9. The American Heart Association
10. H. Lee Moffitt Cancer Center & Research Institute
11. OhioHealth
12. Henry Ford Health
13. Jefferson Health
14. Baylor Scott & White Health
15. UnitedHealth Group
16. Quest Diagnostics
17. Cincinnati Children's
18. VSP Vision
19. Option Care Health
20. Yale New Haven Health

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## NOTEWORTHY COMPANIES - ALPHABETICALLY

23andMe

ABM Industries

Alcon

American Airlines

Arup

Asurion

Becton, Dickinson and Company

Benjamin Moore &amp; Co.

Comerica Bank

Crescent Hotels &amp; Resorts

CSAA Insurance Group

Denny's

Eastman

Everise

Ferrara

Financial Industry Regulatory Authority (FINRA)

FISERV

Global Payments

Guidehouse

HP Inc.

JLL

Kohls

Leidos

Linde

Lowe's Companies, Inc.

Oshkosh Corporation

Otis Worldwide

Paychex

PENN Entertainment

PPG Industries

Protective Life Corporation

Qurate Retail Group

Regions Financial Corporation

Roche Diagnostics

Sephora USA

Southwest Airlines

T-Mobile USA

Tata Consultancy Service

The American Heart Association

Travel + Leisure Co.

Union Pacific

Unisys Corporation

US Foods

VF Corporation

Visa

W.W. Grainger

Zoetis



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