

FAIR360

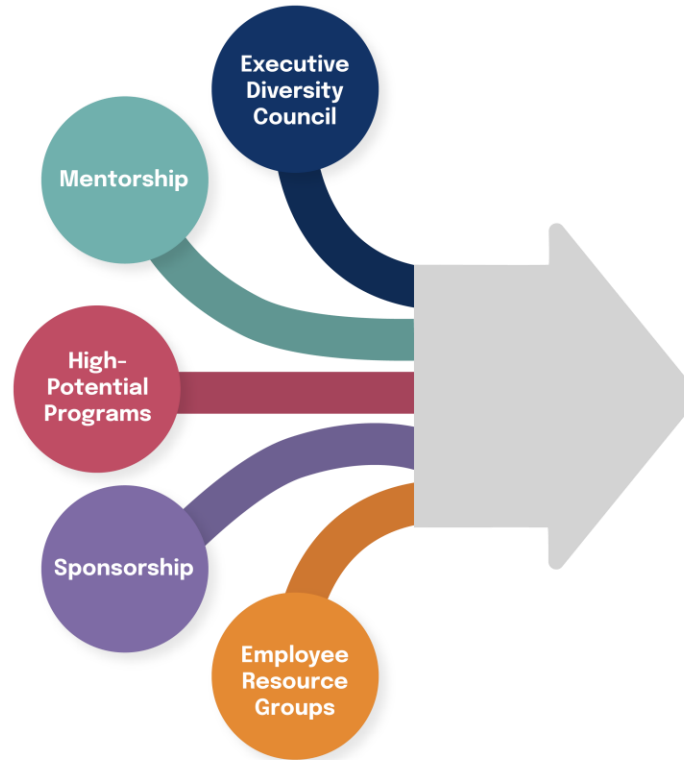


Top 50 Survey Report Card for Sample Client

Executive Overview

Thank you for participating in the Fair360 Top 50 Survey for 2025. This Report Card highlights your organization's dedication to fostering a connected employee experience, or ConnectedEX, where belonging fuels employee satisfaction and drives organizational excellence. Grounded in decades of data collected from hundreds of companies, this report demonstrates how the principle of fairness serves as a foundation for meaningful change and measurable success.

At the heart of ConnectedEX is the understanding that fairness is not just about inclusion—it's about quality. When employees feel valued, have equitable access to growth opportunities and see inclusion reflected in leadership, organizations experience measurable benefits, including lower turnover, higher employee engagement and greater innovation. This yields benefits and cost savings that impact your organization's bottom line.



ConnectedEX™



- Reduced voluntary turnover
- Lower replacement costs
- Improved employee satisfaction

Financial Benefit of Voluntary Turnover In Top 4 Levels of Management

Research shows that strong inclusion practices significantly reduce turnover costs, offering measurable value to your organization. ¹ The table below estimates the financial impact of reduced voluntary turnover related to your current inclusion efforts, focusing on management-level roles. Beyond lower turnover, inclusion drives benefits like innovation, employee engagement and productivity, which are not included in this estimate but provide a clear business case for further investment.

The table to the right provides two estimates:

- A) **Current Benefit:** Your current turnover rate of 5.7% is 3.4% lower than an index of companies that have minimal fairness practices. The financial benefit of this lower turnover is \$4.4 million, which is the return on investment for your current fairness-related efforts.
- B) **Potential Benefit:** Your current turnover rate of 5.7% is 2.3% higher than the turnover rate for best-in-class companies. The potential financial benefit of improving fairness-related activities at your organization is an additional \$1.9 million in retention cost savings.

Financial Impact Of Turnover (in Top 4 Levels of Management)			
	Current Turnover Rate (Your Org)	Vs. Comparison	\$Impact ²
Current Benefit	5.7%	3.4% lower vs. companies with minimal fairness initiatives	\$4.4M
Potential Benefit	5.7%	2.3% higher vs. best-in-class companies	\$1.9M

¹“The True Cost of Layoffs.” Bloomberg, August 2024. <https://www.bloomberg.com/graphics/2024-cost-of-layoffs-quantified/>

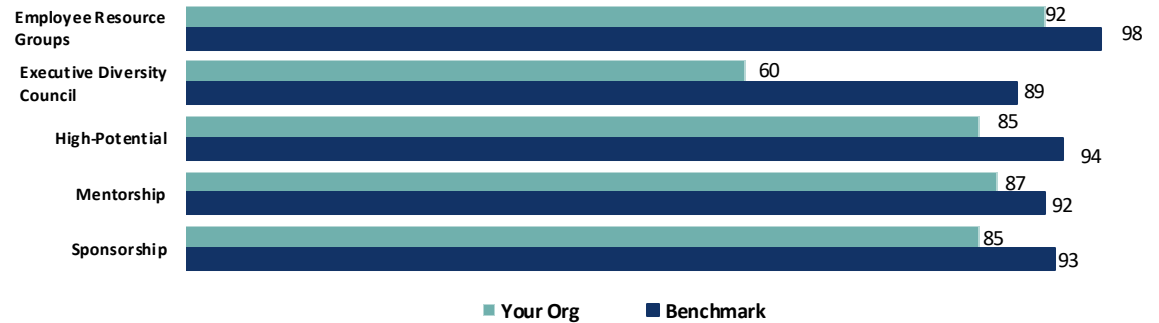
²Cost is based on \$200K per employee in replacement cost due to voluntary turnover at the Top 4 Levels of Management.

Performance Across Human Capital Initiatives

Organizations that effectively manage human capital tend to experience lower turnover rates. See how your organization scores (on a 0-100 scale) across five key human capital metrics compared to best-in-class benchmarks. Use this data to identify opportunities for growth and drive improvements in talent management and retention.

- Your organization's Human Capital scores are below the ideal score of 100 in all 5 categories.
- Your Executive Diversity Council, High Potential and Sponsorship program scores indicate that there is opportunity for improvement.

Human Capital Initiative Scores



Your Employee Resources Group score measures the effectiveness of your Employee Resource Groups.



Your Executive Diversity Council score measures the extent to which your Executive Diversity Council is responsible for your organization's overall inclusion objectives.



Your High Potential, Mentorship and Sponsorship scores assess how effectively these programs promote talent based on merit, ensuring demographic affiliations do not influence selection.



Employee Resource Groups

Fostering Development and Equity to Transform the Employee Experience

An Employee Resource Group (ERG) is an employee-led group that drives initiatives that foster belonging, support career growth and promote inclusion in the workplace. By building connections and providing professional development opportunities, ERGs contribute to a more equitable and engaging organizational culture.

Effective ERGs encourage broad participation, ensure demographic representation and involve senior management in their efforts. Best practices include tracking participation rates, monitoring promotion outcomes for ERG members and aligning group activities with organizational goals. Strong ERGs enhance employee satisfaction, reduce turnover and drive inclusion, benefiting both individuals and the organization.

Are your ERGs effective, inclusive and accessible?

Your Score

92

Benchmark: 98

	Your Org.	Benchmark
Participation Rate	40%	59%
ERG Program Representation	87	92
% of ERGs with Exec-Level Sponsorship (Level 1)	67%	75%
% of ERG Members Promoted	7%	13%



Executive Diversity Council

Helping Organizations Achieve Their Inclusion Goals

An Executive Diversity Council (EDC) is a leadership group that drives initiatives that promote inclusion by advancing equity-focused strategies and fostering a culture that benefits all employees, not just specific groups.

Effective EDCs have clear accountability measures, diverse member composition and structured reward systems for impactful contributions. Well-designed EDCs elevate employee experience, reduce voluntary turnover and create meaningful progress toward a more equitable organization.

Is your Executive Diversity Council helping your organization achieve its inclusion goals?

Your Score

60

Benchmark: 89

	Your Org.	Benchmark
Responsible for Monitoring Workforce Fairness	No	85% ¹
Responsible for Promoting Diverse Talent	Yes	95% ¹
EDC Compensation Tied to Fairness Goals	Yes	85% ¹
EDC Comprised of Levels 1 and 2	No	90% ¹
The EDC Meets Monthly	Yes	85% ¹

¹ Shows the percent of organizations responding YES to the question



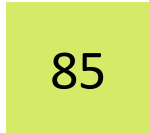
High-Potential Programs

Recognize and Nurture to Retain Top Talent

High-Potential programs ensure top talent is recognized and nurtured for future leadership roles, making them essential for talent retention.

An effective and inclusive program promotes participants at higher rates than the overall workforce and reflects the organization's overall demographics.

Your Score



Benchmark: 94

Does your organization have an effective and inclusive program?

	Your Org.	Benchmark
Participation Rate	15%	37%
% of High Potentials Promoted	10%	20%
Program Access (Representation)	84	92



Sponsorship Programs

Impacting Career Growth and Workforce Stability

Sponsorship programs provide structured support, visibility and career growth, promoting equitable advancement.

Effective sponsorship programs are built on best practices, including clear criteria, formal tracking and equitable access for all employees. By comparing promotion rates of sponsored employees with the overall workforce and assessing demographic representation among participants, organizations can measure impact and ensure inclusion. A well-executed program fosters individual career growth while strengthening the organization's talent pipeline.

Does your organization have an effective and inclusive program?

Your Score

85

Benchmark: 93

	Your Org.	Benchmark
Have Formal Sponsorship Programs	Yes	85% ¹
Promotion Rate <small>Compares the promotion rates of employees in the program to the overall promotion rate</small>	5%	8%
Program Access (Representation) <small>Compare the composition of the High-Potential program to the workforce composition</small>	84	92
Introduced During Onboarding	Yes	85% ¹

² Shows the percent of organizations responding YES to the question

Fairness In Promotions Representation

True inclusion means promotions reflect the diversity of your workforce. In equitable organizations, the demographics of promoted employees align closely with those of the broader workforce, demonstrating a culture of meritocracy. This page provides two metrics: one assesses promotion inclusion across the overall workforce and another focuses on promotions within management ranks.

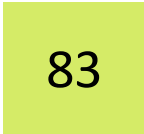
The chart to the right shows the promotions fairness score for your organization compared to the benchmark for “Management” (levels 1-4) and “Overall Workforce” groups.

A promotions fairness score of 100 means that the gender/racial/ethnic composition of promoted employees is in line with the composition of all employees in that group.

For example, if 30% of all overall workforce are identified as people of color, then we would expect to see 30% of those promoted in the overall workforce to be people of color as well.

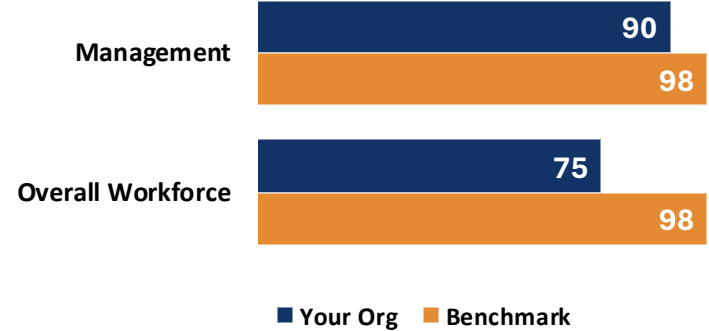
Opportunities exist for improving fairness in promotions across both groups.

Your Score



Benchmark: 98

Promotions Fairness Score



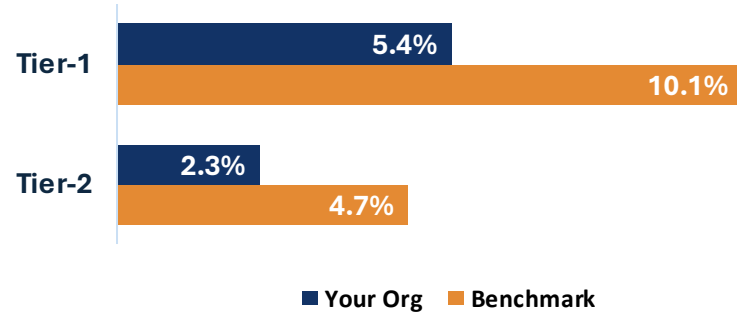
Supplier Diversity

Supplier diversity is a cornerstone of an inclusive procurement strategy. This section evaluates the percentage of total procurement spent with tier-1 and tier-2 diverse suppliers, highlighting the organization's commitment to equity and inclusion in its supply chain.

The chart to the right shows how your organization compares to the best-in-class benchmark for total tier-1 and tier-2 diverse spend.

The table below shows how your organization compares to the best-in-class benchmark for a subset of questions that comprise the Supplier Diversity score.

TOTAL DIVERSE SPEND



Your Score

65

Benchmark: 85

	Your Org.	Benchmark
Level 1 (CEO and direct reports) reviews supplier diversity metrics/results	Yes	89% ¹
Primary suppliers are required to report their percentage of spend with diverse suppliers	Yes	89% ¹

¹ Shows the percent of organizations responding YES to the question

Your Company's ConnectedEX Index Score

You've received an overall score on Fair360's ConnectedEX Index of 79. Based on past rankings, your organization would rank on the bottom quartile of the Fair360 Top 50 list.

With Benchmarking services, we can review your score and do a deeper dive on your strengths and opportunities to support your ConnectedEX journey that can yield millions of dollars in cost savings.

For additional information, contact VP of Client Fulfillment Veronica McCoy at vmccoy@fair360.com.

Your Score

79

Benchmark: 86
(The average score on
Top 50 list)

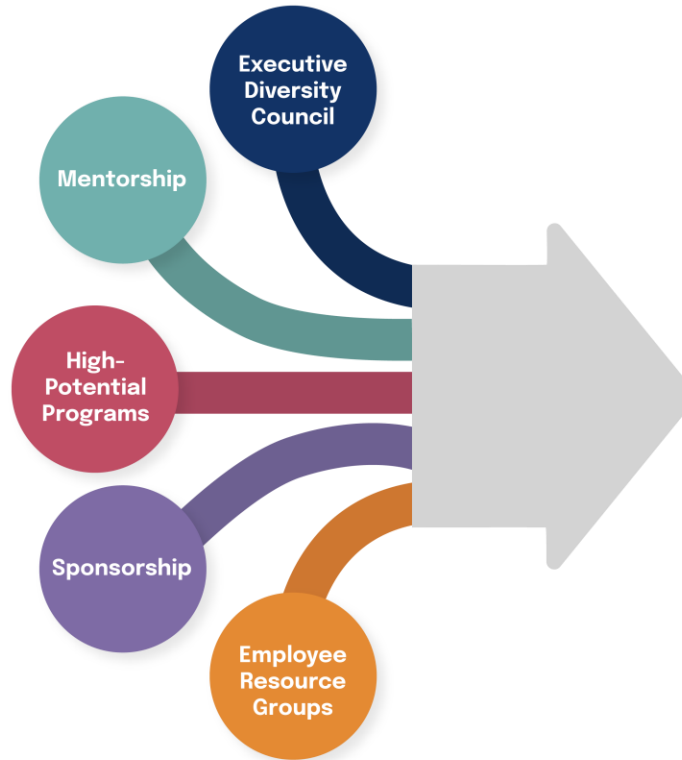
Conclusion

This Report Card shows there is a statistical association between the execution of five human capital initiatives and best practices (Executive Diversity Councils, Employee Resource Groups, High-Potential programs, Mentorship and Sponsorship) and voluntary turnover in the top 4 levels of management in our survey.

Companies that execute consistently across these initiatives tend to have lower voluntary turnover, which leads to millions of dollars saved in replacement costs.

Leverage this Report Card, plus additional data and insights from our comprehensive Benchmarking Report, to strengthen your performance in the five initiatives and realize long-term savings.

For additional services, contact VP of Client Fulfillment Veronica McCoy at vmccoy@fair360.com.



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- Lower replacement costs
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Thank You