

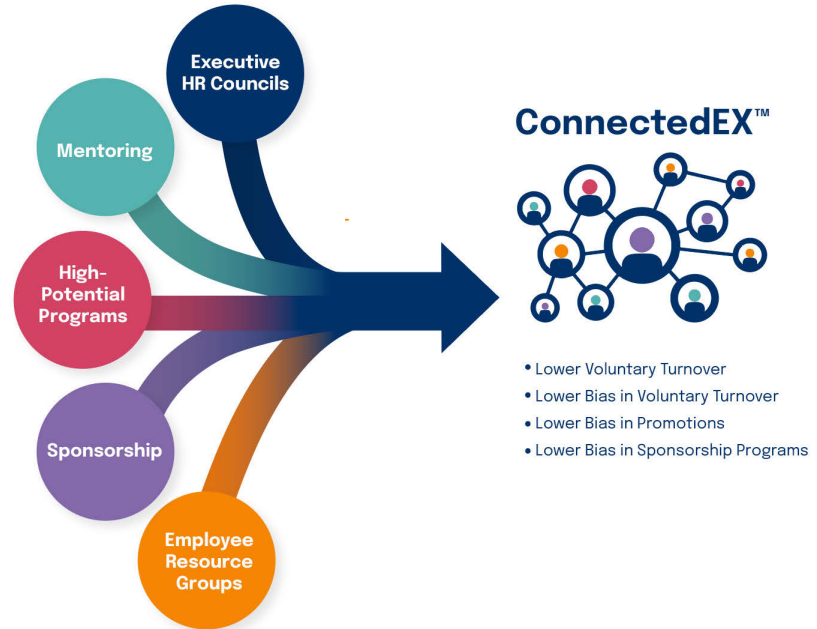
**FAIR360**

# **Top Companies Survey Report Card for Sample Client**

# Executive Overview

Thank you for participating in the Fair360 Survey. Grounded in decades of data collected from hundreds of companies, this report highlights your organization's dedication to fostering a connected employee experience, or ConnectedEX.

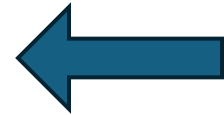
When employees feel valued, have equitable access to growth opportunities, and see diversity reflected in leadership, organizations experience measurable benefits, including lower voluntary turnover and lower bias in turnover, promotions and sponsorship programs.



# Financial Impact of Voluntary Turnover In Top 4 Levels of Management

Strong inclusion initiatives significantly reduce turnover costs, offering measurable value to your organization. <sup>1</sup>This table estimates the financial impact of reduced voluntary turnover related to your current inclusion efforts, focusing on management-level roles.

Financial Impact Of Turnover (in Top 4 Levels of Management)			
	Turnover Rate	%Diff (Vs. Comparison)	\$Impact <sup>2</sup>
Current Benefit	5.7%	-3.4%	\$4.4 M
Potential Benefit	5.7%	+2.3%	\$1.9 M



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

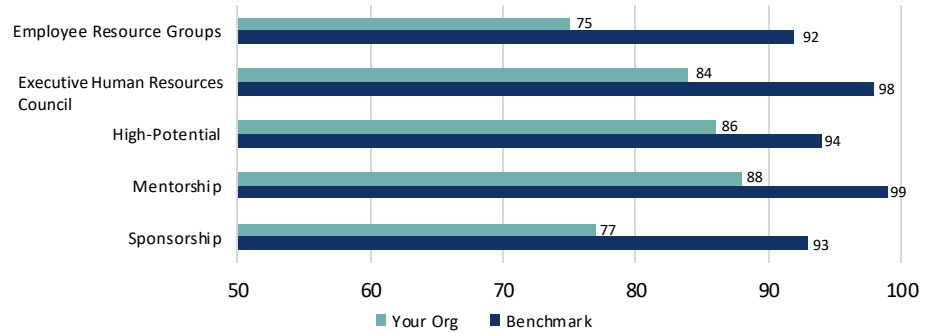
<sup>2</sup>Cost is based on \$200K per employee in replacement cost due to voluntary turnover at the Top 4 Levels of Management.

# 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 Employee Resource Groups, and Sponsorship program scores indicate that there is opportunity for improvement in these two programs.
- Opportunities for improvement exist for the other key areas as well.

### Human Capital Initiative Scores



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



Your Executive Human Resources (HR) Council score measures the extent to which your Executive HR Council is responsible for your organization's overall inclusivity 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 inclusivity 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 inclusivity, benefiting both individuals and the organization.

Are your ERGs effective, inclusive and accessible?

Your Score

92

Benchmark: 98

	Your Org.	Benchmark
Participation Rate	45%	67%
ERG Program Representation	87	92
% of ERGs with Exec-Level Sponsorship	67%	80%
Promotions from ERG	1.2%	0.5%



# Executive Human Resources (HR) Council

Helping Organizations Achieve Their Inclusivity Goals

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

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

Is your Executive HR Council helping your organization achieve its inclusivity goals?

Your Score

60

Benchmark: 89

	Your Org.	Benchmark
Responsible for monitoring Workforce fairness	No	85% <sup>1</sup>
Responsible for promoting diverse talent	Yes	95% <sup>1</sup>
EDC Compensation tied to fairness goals	Yes	85% <sup>1</sup>
EDC comprised of Levels 1 and 2	No	90% <sup>1</sup>
The EDC meets monthly	Yes	85% <sup>1</sup>

<sup>1</sup> Shows the percent of organizations responding YES to the question



# High-Potential Programs

Recognize and Nurture to Retain Top Talent

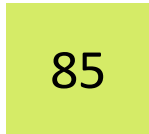
High-Potential programs ensure top talent is recognized and nurtured for future leadership roles, making them essential for talent retention.

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

The chart to the right shows the impact of High-Potential program on Turnover Rates. Organizations that score HIGH on High-Potential program management tend to have much lower turnover rates than organizations that score LOW on the program.

Does your organization have an effective and inclusive program?

Your Score



Benchmark: 94

	Your Org	Benchmark
Participation Rate	15%	37%
Promotion rate	5%	8%
Program Access (Representation)	84	92
Introduced during on-boarding	Yes	85% <sup>1</sup>

<sup>1</sup> Shows the percent of organizations responding YES to the question



# Mentorship

Mentorship programs are an effective tool to help employees learn and build skills which can help them grow their career. In organizations that implement meaningful mentorship programs, where mentored employees are more likely to be promoted than the overall workforce, fairness ensures equitable access for all employees, regardless of demographic affiliation. We answer two questions on this page: (a) does your organization have an effective program? and (b) does your organization provide equitable access to the program?

We assess the effectiveness of your program by comparing the promotion rates of employees in the program to the overall promotion rate. We examine access by comparing the demographic composition of program participants to the overall workforce. The program access score indicates how well the composition reflects the overall workforce, with a score of 100 representing perfect representation.

## Your Score

87

Benchmark: 92

	Your Org.	Benchmark
Participation Rate	15%	37%
Promotion rate	5%	8%
Program Access (Representation)	84	92
Introduced during on-boarding	Yes	85% <sup>1</sup>

<sup>1</sup> Shows the percent of organizations responding YES to the question





# Sponsorship Programs

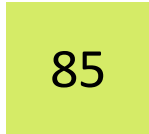
## Impacting Career Growth and Workforce Stability

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 inclusivity. 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



Benchmark: 93

	Your Org.	Benchmark
<b>Promotion rate</b> Compares the promotion rates of employees in the program to the overall promotion rate	5%	8%
<b>Program Access (Representation)</b> Compare the composition of the HiPo program to the workforce composition	84	92
<b>Participation Rate</b>	15%	37%
<b>Introduced during on-boarding</b>	Yes	85% <sup>1</sup>

<sup>2</sup> Shows the percent of organizations responding YES to the question

# Fairness In Promotions Representation

True inclusivity 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 inclusivity across the overall workforce and another focuses on promotions within management ranks.

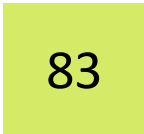
The chart to the right shows the promotions fairness score for your organization compared to the benchmark for “Management” (Levels 1-4) and “Overall Workforce” groups.

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 e.g. 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.

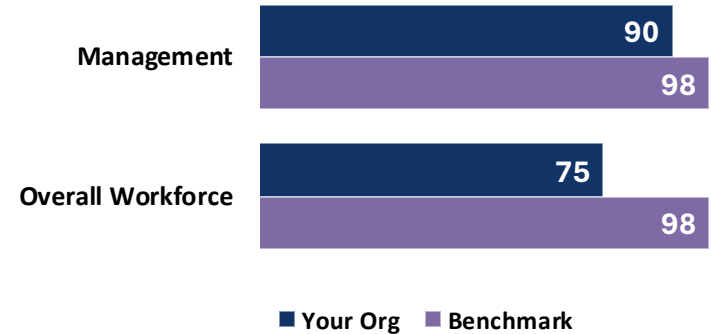
Opportunities exist for improving fairness in promotions across both groups.

## Your Score



Benchmark: 98

## Promotions Fairness Score



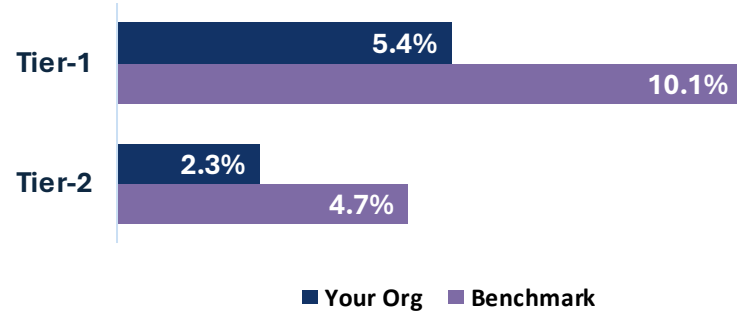
# Supplier Outreach

Supplier outreach is a cornerstone of an inclusive procurement strategy. This section evaluates the percentage of total procurement spent with tier-1 and tier-2 outreach 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 outreach spend.

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

## TOTAL OUTREACH SPEND



### Your Score

65

Benchmark: 85

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

<sup>1</sup> Shows the percent of organizations responding YES to the question

# Your Company's ConnectedEX Index Score

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

With Benchmarking services, we would love to review your score and do a deeper dive on your strengths and opportunities to support your ConnectedEX journey.

Your Score

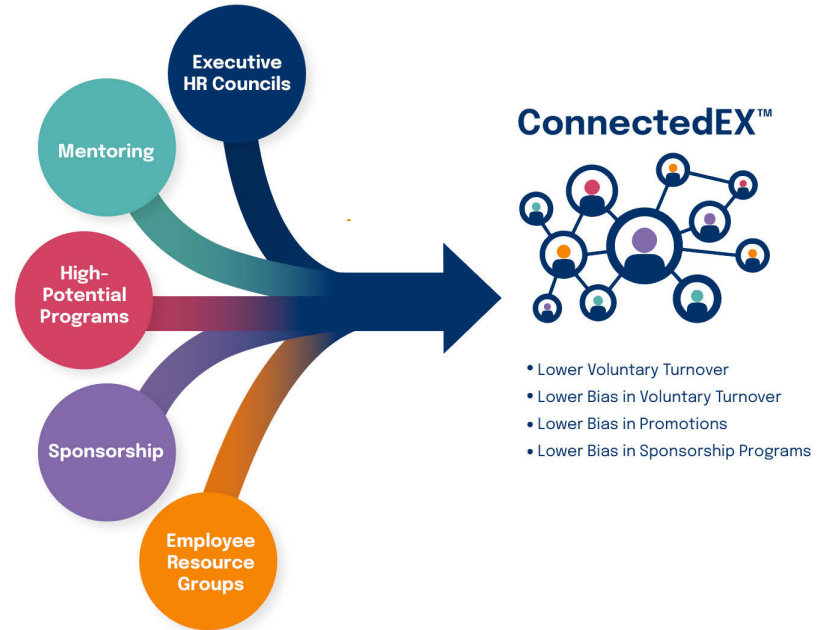
79

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

# Conclusion

This report offers a snapshot of how inclusivity shapes your organization and actionable insights to guide improvement. As a subscriber, you gain access to a comprehensive benchmarking report, enriched by years of data collection. It provides detailed metrics on attrition, promotions, and workforce diversity—empowering you to implement effective, data-driven strategies for meaningful change.

We hope this report serves as a valuable resource on your ConnectedEX journey. Our team is here to provide additional insights, expert guidance and resources to help you implement best and next practices for long-term organizational impact.



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**Thank You**