

DiversityInc Report Card

Company A

Jan 19, 2017

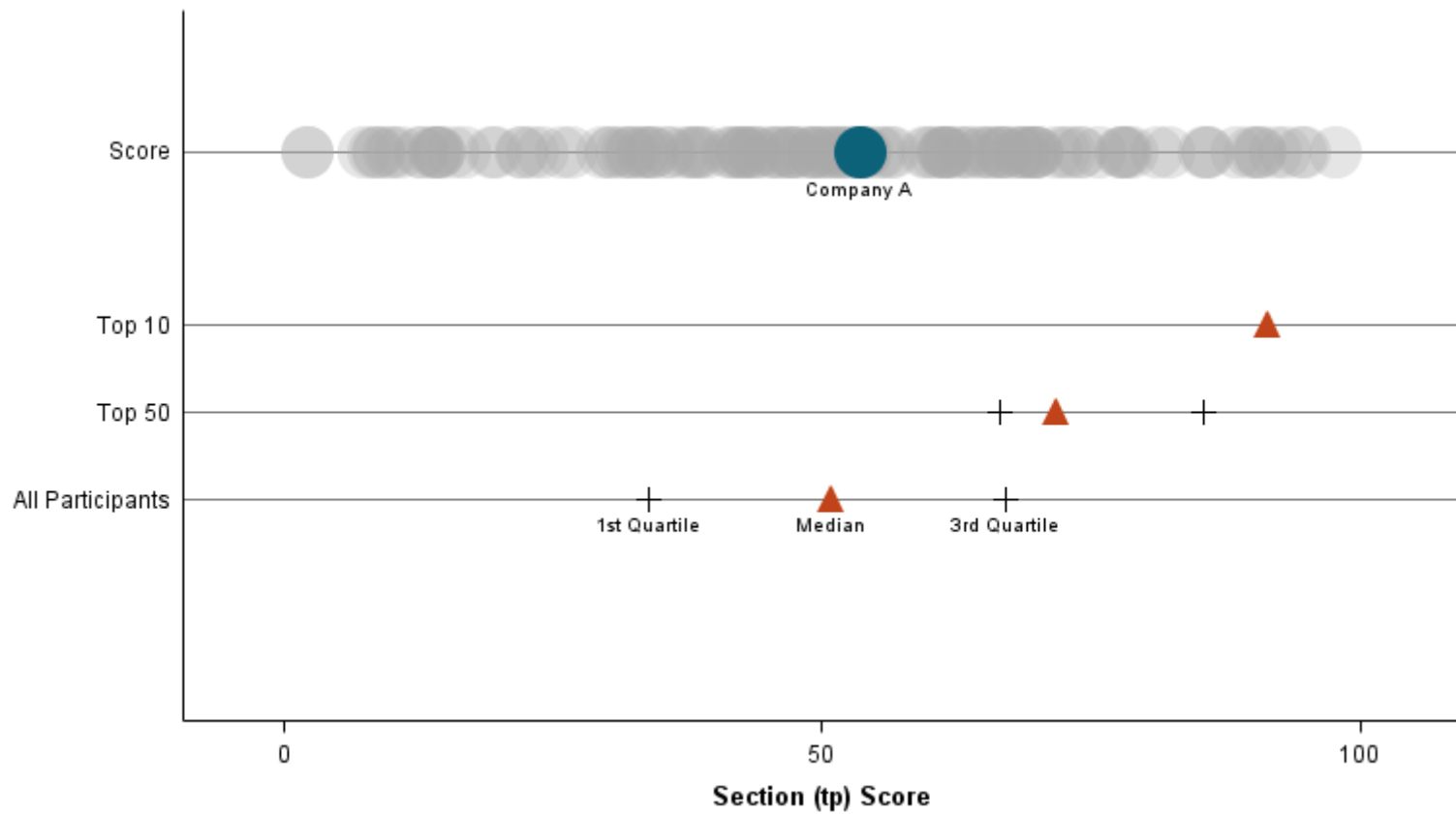
Guide to Report Card

*Thank you for participating in the 2017 DiversityInc Top 50 Companies for Diversity Competition.
This is your free report card.*

- There are five sections in this report card: Talent Pipeline, Talent Development, Leadership Accountability, Supplier Diversity, and Best Practices.
- Each section starts with a summary dot plot showing your company's place among the Top 10, the Top 50, and all qualified participant companies.
- Following the section summary, the representation details are presented using radar graphs and heat-maps.
- The heat-map cells use nine different colors, from red to green, to indicate performance. Yellow indicates that the representation of the specific group in your company (in terms of percentages) is on par with that of the Index. The greener the cell color, the farther above the Index; the redder, the farther below.
- Benchmarking customers receive an expanded report (55 slides) with Index percentages in addition to this report card. We also analyze customers' results and recommend best practices based on what the data tells us, in order to help achieve best results for the efforts.
- Email LukeVisconti@DiversityInc.com for more information.

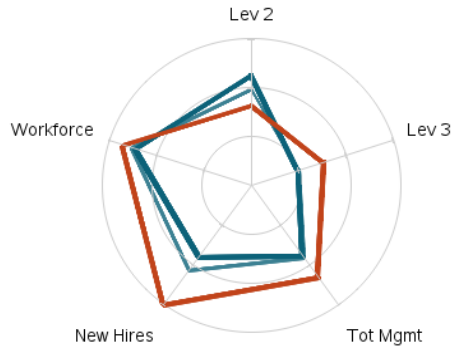


Talent Pipeline

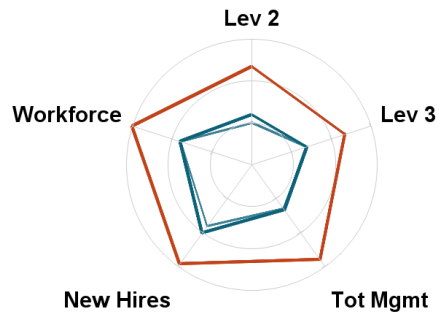


Talent Pipeline

Blacks, Latinos, Asians



Women



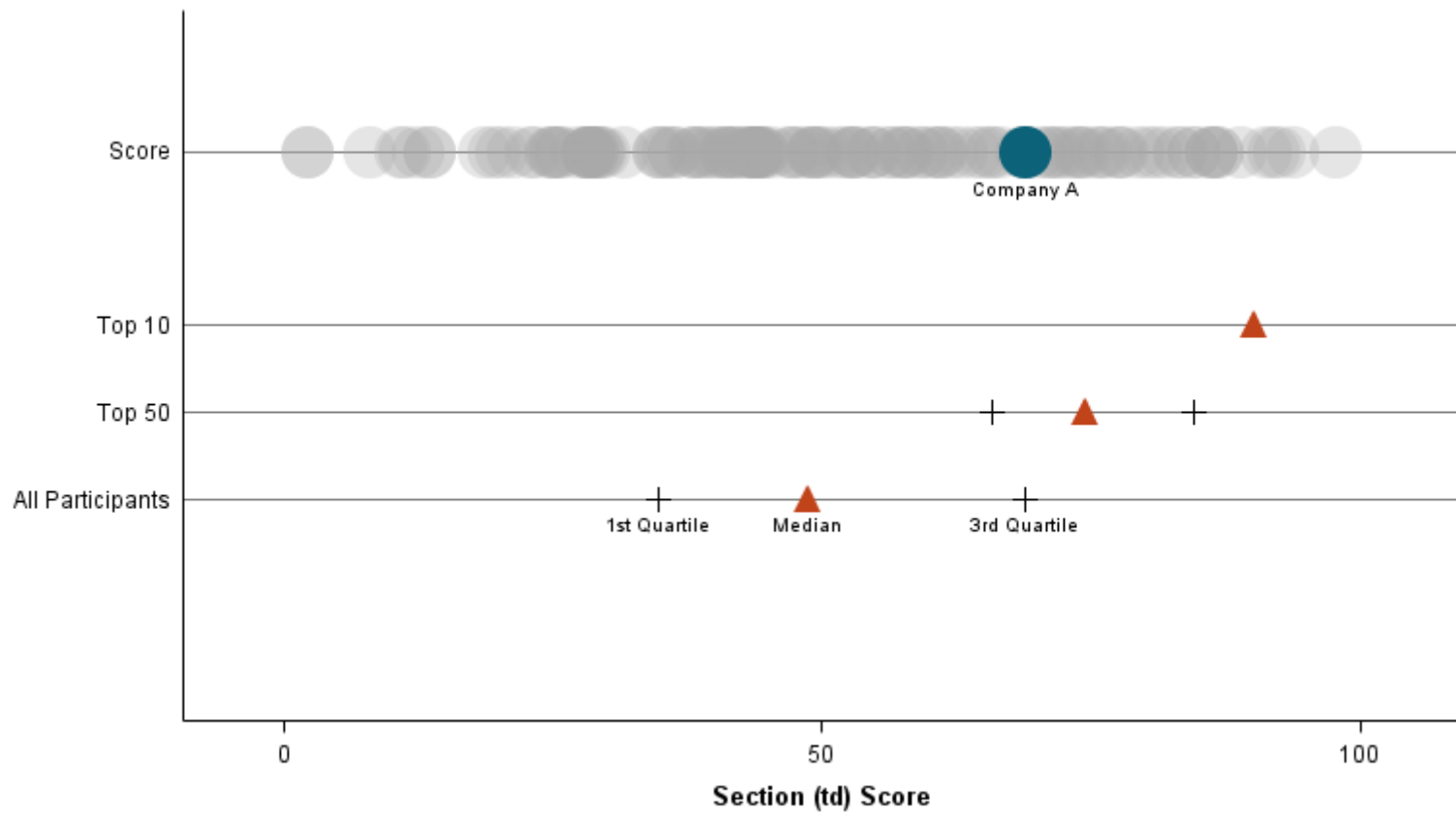
Company A
 — 2016
 — 2017
 — Top 10

Representation	Group	Company A		Index 2017
		2016	2017	
Workforce	Blacks	5.92%	6.12%	
	Latinos	7.33	5.75	
	Asians	17.26	18.19	
New Hires	Women	46.59	46.14	
	Blacks	6.05	6.67	
	Latinos	14.56	7.88	
	Asians	21.30	23.01	
Total Management	Women	44.40	45.97	
	Blacks	4.27	4.27	
	Latinos	5.30	4.58	
	Asians	17.97	18.88	
One Level Below CEO and Direct Reports (Lev 2)	Women	41.53	40.76	
	Blacks	3.88	3.88	
	Latinos	1.94	1.94	
	Asians	2.91	2.91	
Two Levels Below CEO and Direct Reports (Lev 3)	Women	33.01	33.01	
	Blacks	1.43	1.39	
	Latinos	2.39	2.56	
	Asians	5.11	5.12	
	Women	23.03	22.84	

* The greenest color indicates that the percentage lies above the 95% Confidence Interval of the Index's mean (CI) or at 100%. The second greenest color indicates that the percentage lies outside of the 90% but inside of the 95% CI; the third, outside 80% but inside of 90% CI; the fourth, outside 40% but inside of 80% CI; the fifth (or the yellow) indicates that the percentage is inside of the 40% CI. The four shades of red work the same way: the reddest red signals that the percentage lies below the 95% CI or at 0%, and so on.

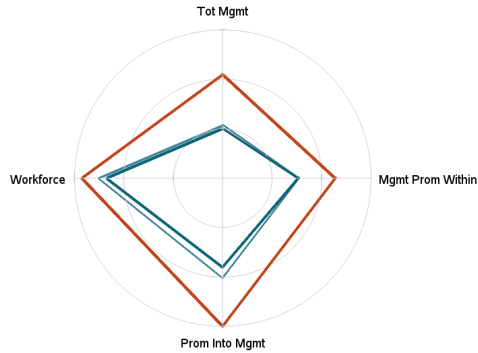


Talent Development

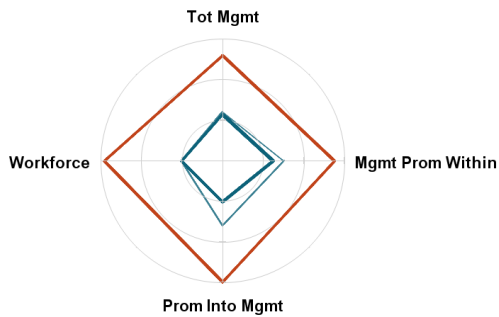


Talent Development

Blacks, Latinos, Asians



Women



Company A
 — 2016
 — 2017
 — Top 10

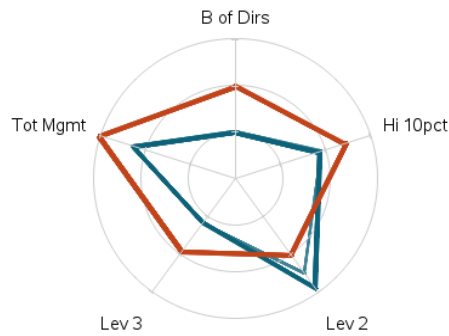
Representation	Group	Company A		Index 2017
		2016	2017	
Workforce	Blacks	6.12%	6.05%	
	Latinos	5.75	5.84	
	Asians	18.19	19.16	
	Women	46.14	45.70	
Employees Promoted Into Management	Blacks	5.93	6.17	
	Latinos	5.00	6.35	
	Asians	19.80	20.16	
	Women	51.23	48.23	
Total Management	Blacks	4.27	4.39	
	Latinos	4.58	4.65	
	Asians	18.88	19.74	
	Women	40.76	40.49	
Management Employees Promoted	Blacks	4.24	3.55	
	Latinos	4.98	4.06	
	Asians	20.53	21.21	
	Women	42.34	42.60	

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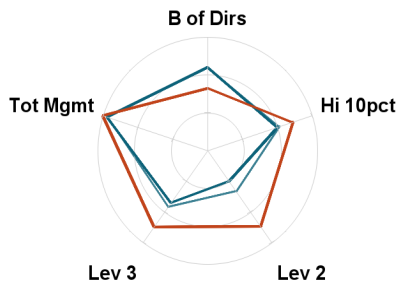


Leadership Accountability

Blacks, Latinos, Asians



Women



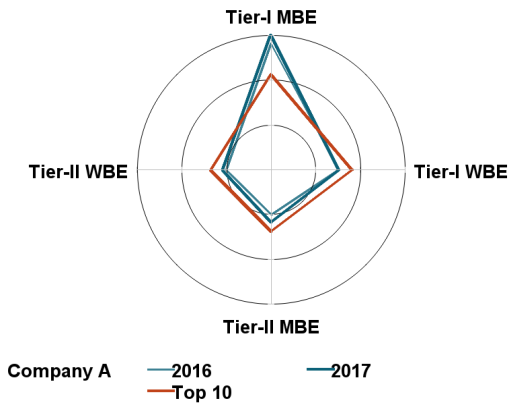
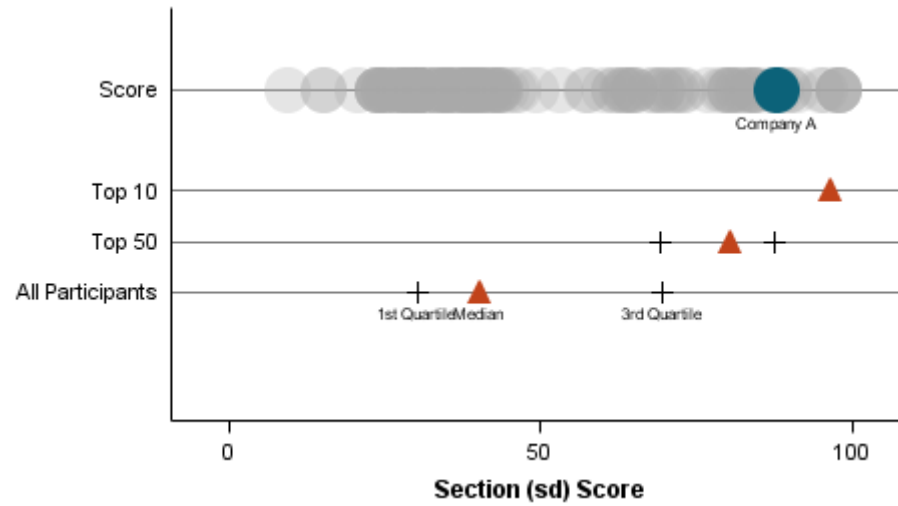
Company A
 — 2016
 — 2017
 — Top 10

Representation	Group	Company A		Index 2017
		2016	2017	
Board of Directors	Blacks	5.56%	0.00%	
	Latinos	0.00	0.00	
	Asians	0.00	0.00	
	Women	27.78	29.41	
Total Management	Blacks	4.27	4.39	
	Latinos	4.58	4.65	
	Asians	18.88	19.74	
	Women	40.76	40.49	
One Level Below CEO and Direct Reports (Lev 2)	Blacks	3.88	3.68	
	Latinos	1.94	3.07	
	Asians	2.91	3.07	
	Women	33.01	25.77	
Two Levels Below CEO and Direct Reports (Lev 3)	Blacks	1.39	1.46	
	Latinos	2.56	2.71	
	Asians	5.12	5.34	
	Women	22.84	19.35	
Highest Paid 10 Percent	Blacks	2.01	1.85	
	Latinos	3.98	3.66	
	Asians	12.58	13.17	
	Women	27.77	27.08	

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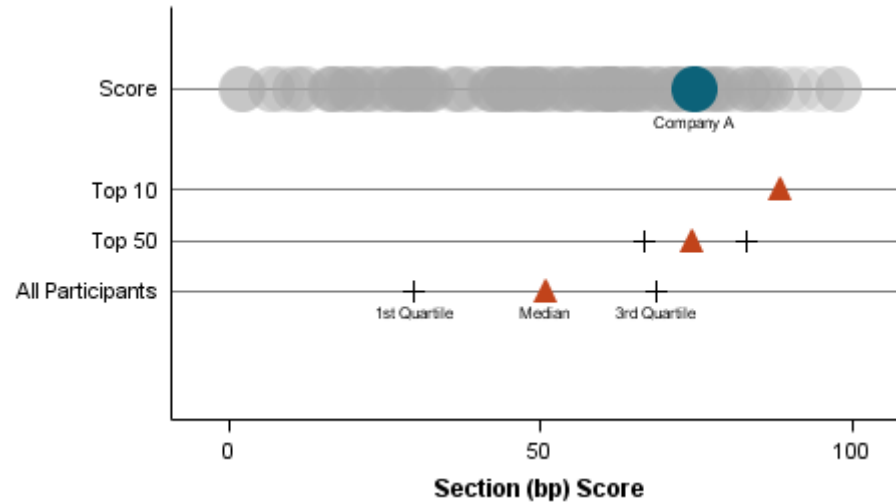
Supplier Diversity



Tiers I and II	Group	Company A		Index 2017
		2016	2017	
Tier-I Minority Business Enterprise	MBE	5.91%	7.37%	
Tier-I Women Business Enterprise	WBE	3.16	3.54	
Tier-II Minority Business Enterprise	MBE	2.93	3.59	
Tier-II Women Business Enterprise	WBE	1.11	0.82	



Best Practices



Mentoring	Group	Company A		Top 10
		2016	2017	2017
Managers in Mentoring	All	9.30	.	
Mentoring program has formal follow-up (Y/N)	All	Y	Y	

Representation	Group	Company A		Top 10
		2016	2017	2017
Mentees In Mentoring Program	Blacks	19.39	19.24	
	Latinos	11.86	10.96	
	Asians	4.57	6.13	
	Women	34.57	47.69	



Best Practices

<i>Employee-Resource Groups or ERGs</i>	<i>Group</i>	<i>Company A</i>		<i>Index</i>
		<i>2016</i>	<i>2017</i>	
Employees in at least one resource group	All	41.00%	52.00%	
Required ERG charters (Y/N)	All	Y	Y	

<i>Executive involvement</i>	<i>Group</i>	<i>Company A</i>		<i>Index</i>
		<i>2016</i>	<i>2017</i>	
CEO signs off on executive compensation tied to diversity (Y/N)	All	Y	Y	
Diversity council meeting frequency per year	All	12.00	12.00	
Percent of CEO direct reports whose bonuses tied to diversity results	All	.	0.00	
Rotational positions on executive diversity council (Y/N)	All	N	N	