





## THANK YOU FOR YOUR PARTICIPATION

CADIA, MICHauto and the State of Michigan thank you for your participation in the US DEI Industry Study! The study will establish key baseline data, provide benchmarks for diversity, equity, and inclusion across major corporations and provide recommendations to state leaders on how to impact the DEI measures found within the study. The primary focus will be on transportation companies, including vehicle manufacturing, aftermarket and parts manufacturing, defense, auto-tech, automobility and other related industries. KPMG is the study research partner.

## BACKGROUND

Available data paints a picture of a transportation industry that is minimally diverse in terms of its workforce in gender, race, ethnicity and other diversity dimensions. Leadership in the industry remains predominantly white and male in North America, and there is a similar lack of diversity globally. Furthermore, anecdotal data indicates that attrition rates in the industry for women and minorities exceeds the rates of their majority counterparts.

However, even high-level data remains scarce. There is a significant a lack of specific and granular data to illustrate the current state of the industry talent pipeline, as well as what the industry could look like if it authentically embraced inclusive cultures and truly leveraged and valued diverse talent.

There are some who doubt the industry's need for diversity. There is also the belief that there is no pipeline of robust talent because the underrepresented groups simply do not possess the needed technical expertise. Without objective data, it may be difficult to make the case for diversifying the industry if these perceptions are not challenged. Furthermore, it will be impossible to measure progress without baseline data.

## **RESEARCH OBJECTIVE**

Identify the current state of diversity, equity and inclusion in the US transportation sector, publish a white paper or report with analysis and collect data to develop a baseline to:

- · Establish goals for representation throughout all functional and technical areas and leadership levels based on an available and qualified workforce.
- Develop critical key areas of focus to achieve inclusive talent and leadership development.
- Measure against other industries/sectors.
- · Measure progress over time in the automotive industry

### INSTRUCTIONS

Answer / fill in the questions and data fields on the following pages, beginning with General Questions. Some questions are multiple choice, some are fill-in-the-blank, and some require data entry based on various "cuts" of your organization. All data should be relevant to your organization's US workforce only. This intake form aims to gather DEI data from a variety of angles (current workforce / talent pipeline, functional / geographic / seniority-based) in order to provide the most granular output possible.

Current Organization - Please input information from your organization's current <u>US workforce</u>. Data should reflect the <u>number</u> of employees that fit the category (not a percentage).

Talent Pipeline - Please input information from your organization's <u>US recruiting efforts</u> in the past 12 months. Data should reflect the <u>number</u> of applicants that fit the category (not a percentage).

To view the questions and required inputs for this survey, click <u>here</u>. When you're ready to begin filling out the survey for your organization, click the "Next" button at the bottom of this screen. Once started, the survey will maintain your progress. You can close the browser and return to where you left off by following the original survey link you were provided.

(If you experience technical issues with the survey, please contact dianariddle@kpmg.com).

#### **DEFINITIONS & SOURCES**

Function - While your organization may not be structured in a way that aligns directly with the functions provided, please do your best to align your organization's structure to the functions listed. Input the number of employees holding positions in the applicable functions / number of applicants applying for roles in the functions.

Seniority - Seniority categories are based on the US EEO-1 filing requirements. If you have US-specific filings, they may be useful in completing this section of the form. Input the number of employees holding the applicable positions / number of applicants applying for the positions. Definitions of each seniority category can be found in the links provided in each Seniority tab.

Geography - Regions and Divisions are based on the US Census Bureau's classifications. Input the number of employees / applicants who are located in each Division. Regions will be tabulated after data has been submitted.

#### **CONFIDENTIALITY & PRIVACY**

CADIA and its representatives will utilize the data you provide solely for research purposes. Individual responses will be aggregated and/or anonymized before results are published. Data and individual company participant names will not be shared outside CADIA and its research partners. For more information regarding confidentiality and data privacy, please review our Legal Statement & US Privacy Statement.

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Company Name:	
Industry:	
~	
Value Chain Segment:	<b></b>
Product (indicate your company's main product line):	~
Headcount - US workforce only: (Include employees only. Do not include interns, contractors or temporary workers.)	
Annual Revenue – US Operations only (Actual revenue in USD):	
Location - US headquarters / primary location (City, State):	
Location - 05 neauquarters / printary location (City, State).	
What is your level of confidence in the accuracy of the insights derived from the DEI data collected and stored by your	organization today?
~	
Please provide a contact email in connection with this survey:	

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Which metrics are used to measure diversity in your US organization today?

Gender:
O Yes O No
Race / Ethnicity:
O Yes O No
Age:
O Yes O No
Other (please specify):

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Which metrics are used to measure the diversity of your US talent pipeline in your organization today?

Gender:
O Yes
O No
Race / Ethnicity:
O Yes
O No
Age:
O Yes
O No
Other (please specify):

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Please provide documentation or description of any current or planned practices put in place within your US organization to impact the level of diversity in the current US workforce and / or candidate pipeline.

(use as much space as required for response; no character limit) (If applicable, additional documentation associated with your responses may be emailed to <u>dianariddle@kpmg.com</u> for inclusion in the survey analysis.)

Current programs / efforts:

Planned programs / efforts:

Please include details of any plans regarding future data collection as well as planned initiatives (confirmed or proposed) that the organization is considering.

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## Current US Workforce

Instructions: Please input information from your organization's current US workforce. Do not include counts related to any interns/temp workers. While your organization may not be structured in a way that aligns directly with the functions provided, please do your best to align your organization's structure to the functions listed. Input the number of employees holding positions in the applicable functions. Data should reflect the number of employees that fit the category (not a percentage). Note, the inputs below are intended to align with the EEOC guidelines and definitions of race and ethnicity.

Note: All cells left blank will be recorded as zeros in the survey.

#### **Total US Organization**

Input information with regards to your organization's entire US workforce.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Finance & Accounting

Activities include treasury, accounting, controller, accounts payable, accounts receivable, auditing, FP&A, tax, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Fen	nale	Ot	her	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Sales & Marketing

Activities include sales, distribution, promotion, customer service, product marketing, design, communications, social media, UI/UX, advertising, public relations, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Female		Other		No Response	
	Hourly	Salary #	Hourly	Salary #	Hourly #	Salary #	Hourly	Salary #
A 2 I .32 AI 1. KI 42								

American Indian or Alaska Native	Male		Female		Other		No Response	
Asian	Hourly	Salary	Hourly	Salary	Houriy	Salary	Hourly	Salary
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Research & Development

Activities include product development, engineering, innovation, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Fem	ale	Oth	ner	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Human Resources

Activities include recruitment, compensation & benefits, learning & development, onboarding, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Ferr	Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	
American Indian or Alaska Native									
Asian									
Black or African American									
Hispanic / Latino									
Native Hawaiian or Other Pacific Islander									
White									
Two or More Entries									
No Response									

#### Manufacturing & Production

Activities include plant management, fabrication, assembly, material management, production planning, quality, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fem	ale	Otl	her	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								

Native Hawaiian or Other Pacific Islander	Male		Female		Other		No Response	
Islander	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary
White								
Two or More Entries								
No Response								

#### Procurement

Activities include sourcing, purchasing, receiving & inspection, negotiation, contract management, supplier relationship management, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Ferr	ale	Oth	er	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Information Technology

Activities include security, networks, information systems, cybersecurity, infrastructure, architecture, applications, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

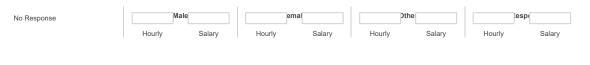
	Ма	le	Fem	ale	Oth	ner	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Operations

Activities include facilities, maintenance, supply chain, resource management, demand planning, etc.

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Ma	ile	Fen	nale	Oth	ner	No Resp	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	
American Indian or Alaska Native									
Asian									
Black or African American									
Hispanic / Latino									
Native Hawaiian or Other Pacific Islander									
White									
Two or More Entries									



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## Current US Workforce

Instructions: Please input information from your organization's current US workforce. Do not include counts related to any interns/temp workers. Seniority categories are based on the US EEO-1 filing requirements. If you have US-specific filings, they may be useful in completing this section of the form. Input the number of employees holding the applicable positions. Definitions of each seniority category can be found at the "Job Classification Guide" link below. Data should reflect the number of employees that fit the category (not a percentage). Note, the inputs below are intended to align with the EEOC guidelines and definitions of race and ethnicity.

#### Job Classification Guide

Note: All cells left blank will be recorded as zeros in the survey.

### Executive / Senior level officials & managers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Ferr	ale	Ot	her	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### First / Mid-level Officials and Managers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fem	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Professionals

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fen	nale	Other No Response		ponse	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								

	м	ale	Fen	nale	Oth	ier	No Resp	onse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Technicians

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fem	ale	Oth	ier	No Resp	onse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Sales workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	М	ale	Fem	ale	Oth	ier	No Res	oonse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Administrative support workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Ferr	nale	Other No Res		onse	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								

	м	ale	Fen	nale	Oth	ner	No Res	ponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Craft workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	м	ale	Fen	ale	Oth	ier	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Operatives

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ма	le	Fen	nale	Oth	er	No Resp	oonse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Laborers and helpers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fem	nale	Other		No Res	ponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								

	Male		Fem	ale	Oth	ier	No Res	ponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
White								
Two or More Entries								
No Response								

## Service workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	М	Male		nale	Ot	her	No Res	sponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

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## Current US Workforce

Instructions: Please input information from your organization's current US workforce based on the office/location the employee has been assigned to (particularly for fully remote workers). Do not include counts related to any interns/temp workers. Regions and Divisions are based on the US Census Bureau's classifications. Input the number of employees who are located in each Division. Regions will be tabulated after data has been submitted. Data should reflect the number of employees that fit the category (not a percentage). Note, the inputs below are intended to align with the EEOC guidelines and definitions of race and ethnicity.

Note: All cells left blank will be recorded as zeros in the survey.

### Region - West

Division - Pacific (AK, CA, HI, OR, WA)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	М	ale	Fem	ale	Oth	Other		onse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### **Region - West**

#### Division - Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ile	Fem	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### **Region - Midwest**

#### Division - West North Central (IA, KS, MN, MO, ND, NE, SD)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fen	nale	Other No Respons		ponse	
	Hourly	Salary #	Hourly	Salary #	Hourly	Salary #	Hourly	Salary #
а с 1.35 ат 1. ат а								

American Indian or Alaska Native	Male		Fem	ale	Other No Response			onse
Asian	Hourly	Salary	Houriy	Salary	Hourly	Salary	Hourly	Salary
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Region - Midwest

#### Division - East North Central (IL, IN, MI, OH, WI)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	lle	Fem	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Region - South

Division - West South Central (AR, LA, OK, TX)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fen	nale	Oth	ner	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Region - South

Division - East South Central (AL, KY, MS, TN)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fem	ale	Other No Response			ponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								

Native Hawaiian or Other Pacific Islander	Male		Femalo		Other		No Response	
lotariaol	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary
White								
Two or More Entries								
No Response								

### Region - South

Division - South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fen	nale	Oth	er	No Response		
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	
American Indian or Alaska Native									
Asian									
Black or African American									
Hispanic / Latino									
Native Hawaiian or Other Pacific Islander									
White									
Two or More Entries									
No Response									

### Region - Northeast

Division - Middle Atlantic (NJ, NY, PA)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

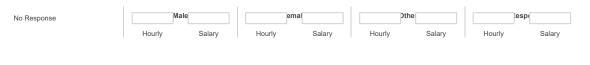
	Ma	le	Fem	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Region - Northeast

Division - New England (CT, MA, ME, NH, RI, VT)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Ma	ale	Fen	nale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								



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## Current US Workforce

Instructions: Please input information from your organization's current US workforce. Do not include counts related to any interns/temp workers. Data should reflect the number of employees / former employees that fit the category (not a percentage). Note, the inputs below are intended to align with the EEOC guidelines and definitions of race and ethnicity.

## Note: All cells left blank will be recorded as zeros in the survey.

Of the individuals promoted in the last 12 months, what is the distribution across the DEI categories?

#### Promotions

Promotions are intended to include counts related to individuals that had a change in job level / role. Individuals who received a compensation increase but did not change job levels / roles should be excluded from summarized counts.

(\*Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fen	nale	Otl	her	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Of the individuals terminated in the last 12 months, what is the distribution across the DEI categories?

## Voluntary terminations

Voluntary terminations include terminations initiated by the employee (i.e., resignation, retirement, absenteeism)

#### ("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Ferr	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Of the individuals terminated in the last 12 months, what is the distribution across the DEI categories?

#### Involuntary terminations

Involuntary terminations include terminations initiated by the employer (i.e., discharge, layoffs, downsizing, terminations due to performance or disciplinary cases)

	Ma	ale	Fen	nale	Other No Re		No Res	sponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								

	Ma	le	Fen	nale	Oth	ier	No Res	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	
Asian									
Black or African American									
Hispanic / Latino									
Native Hawaiian or Other Pacific Islander									
White									
Two or More Entries									
No Response									

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## **US Talent Pipeline**

Instructions: Please input information from your organization's US recruiting efforts. Do not include counts related to any interns/temp workers that may be in your recruiting pipeline. While your organization may not be structured in a way that aligns directly with the functions provided, please do your best to align your organization's structure to the functions listed. Input the number of applicants who have applied for roles in the applicable functions in the last 12 months. Data should reflect the number of applicants that fit the category (not a percentage).

Note, the inputs below are intended to align with the EEOC guidelines and definitions of race and ethnicity.

Note: All cells left blank will be recorded as zeros in the survey.

### Total US Talent Pipeline

Input information with regards to your organization's entire US recruiting (i.e., the number of applicants for roles in your US organization in the last 12 months).

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	le	Fem	ale	Ot	her	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Finance & Accounting

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	M	ale	Ferr	ale	Otl	her	No Resp	onse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Sales & Marketing

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fen	nale	Other No Response		ponse	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								

	м	ale	Fen	nale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Research & Development

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fem	ale	Oth	ier	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Human Resources

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	М	ale	Fem	ale	Oth	ier	No Res	oonse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Manufacturing

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Ferr	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								

	м	ale	Fen	nale	Other No F			ponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## Procurement

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	м	ale	Fen	nale	Oth	er	No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Information Technology

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ма	le	Fen	nale	Oth	er	No Resp	oonse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

## **Operations & Production**

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Fem	nale	Oth	Other		ponse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								

	Ma	ale	Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
White								
Two or More Entries								
No Response								

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## **US Talent Pipeline**

Instructions: Please input information from your organization's US recruiting efforts. Do not include counts related to any interns/temp workers that may be in your recruiting pipeline. Seniority categories are based on the US EEO-1 filing requirements. If you have US-specific filings, they may be useful in completing this section of the form. Input the number of applicants who have applied for positions in the applicable categories in the last 12 months. Definitions of each seniority category can be found at the "Job Classification Guide" link below. Data should reflect the number of employees that fit the category (not a percentage). Note, the inputs below are intended to align with the EEOC guidelines and definitions of race and ethnicity.

# Job Classification Guide

Note: All cells left blank will be recorded as zeros in the survey.

### Executive / Senior level officials & managers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Ferr	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### First / Mid-level Officials and Managers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fem	ale	Ot	her	No Respo	onse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Professionals

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	M	ale	Fen	nale	Oth	ner	No Res	ponse
	Hourly	Salary #	Hourly	Salary #	Hourly #	Salary #	Hourly	Salary #
A T FOR AT I. KEAT								

American Indian or Alaska Native	M	Male		ale	Other No Respons			oonse
Asian	Hourly	Salary	Houriy	Salary	Houriy	Salary	Hourly	Salary
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

### Technicians

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fen	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Sales workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	М	ale	Ferr	ale	Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Administrative support workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
White								
Two or More Entries								
No Response								

## Craft workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Operatives

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Ma	ale	Fem	ale	Oth	er	No Resp	onse
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

#### Laborers and helpers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

	м	ale	Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
No Response								

### Service workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

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Are you ready to submit the survey? Ensure all sections are complete. By clicking "**Continue**" you will not be able to revisit your responses.

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