

OCTOBER 2019

	TREND				
	2017-2018	2019*	2018	2017	2016
EMPLOYMENT					
Number of Employees	↑		1134	1129	858
Number of Part-Time Employees	↑		16	14	14
Number of Temporary Employees			4		
Number of Contractors			7		
Employee Turnover %	↓		16.9%	17.0%	17.9%
Employee Voluntary Turnover %	↓		11.2%	11.3%	11.1%
Employee Involuntary Turnover %	=		5.7%	5.7%	6.8%
% Employees Unionized	=		0	0	0
Employee Average Age	↓		37.5	42.0	42.0
DIVERSITY AND EQUAL OPPORTUNITY					
% Women in Workforce	↑		29.5%	25.0%	22.0%
% Women in Management	↓		2.8%	3.0%	3.0%
% Minorities in Workforce	=		20.0%	20.0%	18.0%
% Minorities in Management	=		2.0%	2.0%	3.0%
Fatalities - Employees	=		0	0	0
Health and Safety Policy			Yes	Yes	Yes
Intellectual Property Rights Protection Policy			Yes	Yes	
Fair Wage Policy		Yes	No	No	No
Equal Opportunity Policy		Yes	Yes	Yes	Yes
OTHER METRICS					
% of Women in IT/Engineering	=		1%	1%	1%
Median Tenure of Female Employees	↓		6.0	6.4	5.9
Median Tenure of Male Employees	↓		6.3	6.4	5.2
Paid Maternity Leave-US	=		16	16	12
# Weeks Paid Maternity-US	=		16	16	12
Average # Weeks Paid Maternity-US	=		16	16	12
Paid Paternity Leave-US	=		4	4	4
# Weeks Paid Paternity-US	=		4	4	4
Provides Backup Childcare		Yes	Yes	Yes	Yes
Covers Contraception		Yes	Yes	Yes	Yes
Covers Fertility Services		Yes	Yes	Yes	Yes
Covers Gender Reassignment Services		Yes	Yes	Yes	Yes
Offers Elder Care Support		Yes	Yes	Yes	Yes
Offers Flexible Work Schedule		Yes	Yes	Yes	Yes
Offers Flexible Work Location		Yes	Yes	Yes	Yes
Unconscious Bias Manager Training		Yes	In development		
Employee Groups for Women		Informal	Informal		
Employee Development Programs		Yes	Yes	Yes	Yes
Strategy for Recruiting Women		Yes	Yes	Yes	Yes
Requires Gender Diverse Candidates		Yes	Yes	Yes	Yes
Investigator for Sexual Harassment		Yes	Yes	Yes	Yes
Resources for Female Clients		Yes	Yes		
Employee CSR Awareness Training		Yes	No	No	No
Training Policy		Yes	No	No	No
Policy Against Child Labor		Yes	No	No	No
Human Rights Policy		Yes	Yes	Yes	Yes
Business Ethics Policy		Yes	Yes	Yes	Yes
Anti-Bribery Policy		Yes	Yes	Yes	Yes
Employee Protection/Whistle Blower Policy		Yes	Yes	Yes	Yes

*2019 data as of 8/31/19