

	TREND					
	2019-2020	2020	2019	2018	2017	2016
<b>Employment</b>						
Number of Employees	↑	1,326	1,260	1,134	1,124	858
Number of Part-Time Employees	↑	24	14	16	14	14
Number of Temporary Employees	=	0	0	4	0	0
Number of Contractors	=	0	0	7	0	0
Employee Turnover %	↓	10.9	16.3	16.9%	17.0%	17.9%
Employee Voluntary Turnover %	↓	6.3	10.4	11.2%	11.3%	11.1%
Employee Involuntary Turnover %	↓	4.6	5.9	5.7%	5.7%	6.8%
% Employees Unionized	=	0	0	0	0	0
Employee Average Age	↓	40	41	37.5	42.0	42.0
<b>Diversity and Equal Opportunity</b>						
% Women in Workforce	↑	26	23	29.5%	25.0%	22.0%
% Women in Management	↑	12	11	2.8%	3.0%	3.0%
% Minorities in Workforce	=	23	22	20.0%	20.0%	18.0%
% Minorities in Management	=	12	11	2.0%	2.0%	3.0%
Fatalities - Employees	=	0	0	0	0	0
Health and Safety Policy	=	Yes	Yes	Yes	Yes	Yes
Intellectual Property Rights Protection Policy	=	No	No	No	No	No
Fair Wage Policy	=	Yes	Yes	Yes	No	No
Equal Opportunity Policy	=	Yes	Yes	Yes	Yes	Yes
<b>Other Metrics</b>						
% of Women in IT/Engineering	=	1%	1%	1%	1%	1%
Median Tenure of Female Employees	=	6.0	6.0	6.0	6.4	5.9
Median Tenure of Male Employees	=	6.3	6.3	6.3	6.4	5.2
Paid Maternity Leave-US	=	16	16	16	16	12
# Weeks Paid Maternity-US	=	16	16	16	16	12
Average # Weeks Paid Maternity-US	=	16	16	16	16	12
Paid Paternity Leave-US	=	4	4	4	4	4
# Weeks Paid Paternity-US	=	4	4	4	4	4
Provides Backup Childcare	=	Yes	Yes	Yes	Yes	Yes
Covers Contraception	=	Yes	Yes	Yes	Yes	Yes
Covers Fertility Services	=	Yes	Yes	Yes	Yes	Yes
Covers Gender Reassignment Services	=	Yes	Yes	Yes	Yes	Yes
Offers Elder Care Support	=	Yes	Yes	Yes	Yes	Yes
Offers Flexible Work Schedule	=	Yes	Yes	Yes	Yes	Yes
Offers Flexible Work Location	=	Yes	Yes	Yes	Yes	Yes
Unconscious Bias Manager Training	=	Yes	Yes	In development		
Employee Groups for Women	=	Yes	Informal	Informal		
Employee Groups for Black Employees	↑	Yes	Informal			
Employee Groups for LGBTQ+ Employees	↑	Yes				
Employee Groups for AAPI Employees	↑	Informal				
Employee Development Programs	=	Yes	Yes	Yes	Yes	Yes
Strategy for Recruiting Women	=	Yes	Yes	Yes	Yes	Yes
Requires Gender Diverse Candidates	=	Yes	Yes	Yes	Yes	Yes
Investigator for Sexual Harassment	=	Yes	Yes	Yes	Yes	Yes
Resources for Female Clients	=	Yes	Yes	Yes		
Employee CSR Awareness Training	=	No	No	No	No	No
Training Policy	=	No	No	No	No	No
Policy Against Child Labor	=	Yes	Yes	Yes	No	No
Human Rights Policy	=	Yes	Yes	Yes	Yes	Yes
Business Ethics Policy	=	Yes	Yes	Yes	Yes	Yes
Anti-Bribery Policy	=	Yes	Yes	Yes	Yes	Yes
Employee Protection/Whistle Blower Policy	=	Yes	Yes	Yes	Yes	Yes