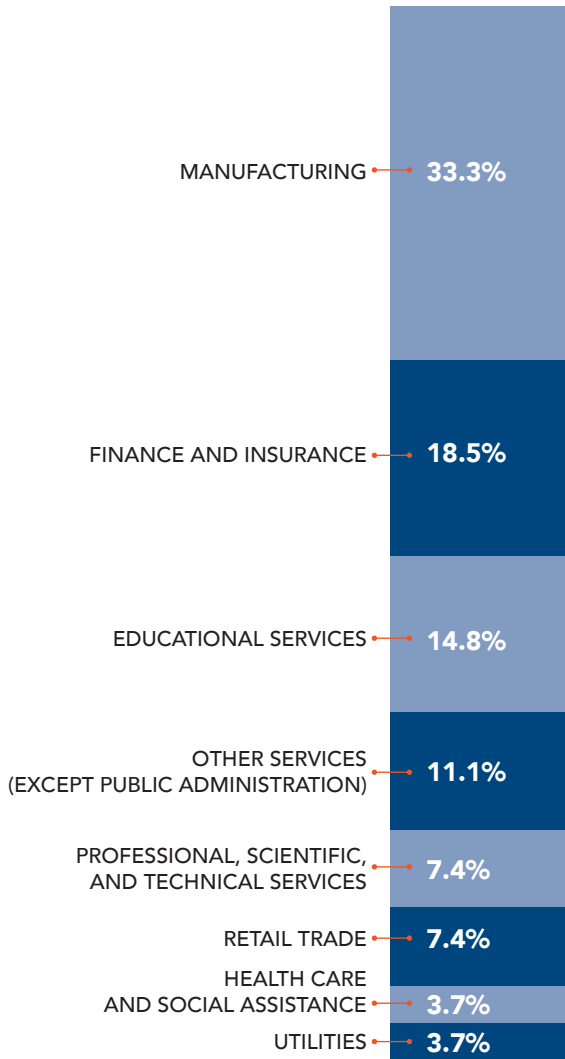


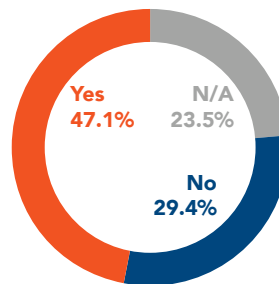
### SURVEY RESPONDENTS BY INDUSTRY SECTOR



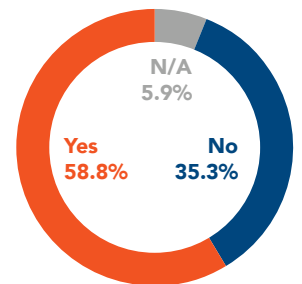
Each year, we issue a confidential survey to all EPIC Corporate Challenge member companies on key issues affecting women in the workforce. The results of the survey are printed here.



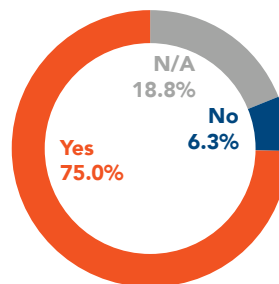
Over the last year, has your company increased the number of women on your board of directors?



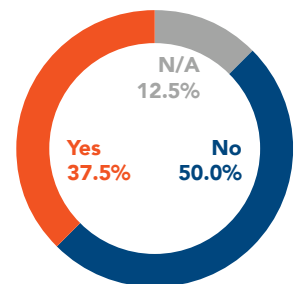
Over the last year, has your company increased the percentage of women in senior leadership positions?



Over the last year, has your company increased efforts to recruit women at all levels?



Over the last year, has your company increased the percentage of women of color in leadership positions?

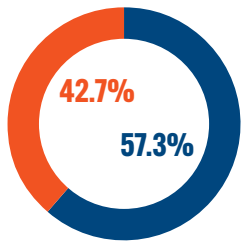


### Notes on Methodology Used

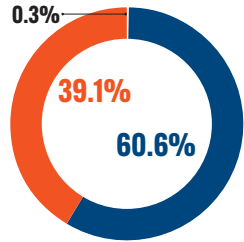
- The data from this report was gathered through a survey of EPIC Corporate Challenge member organizations from April 2024 to May 2024.
- There were 27 responses out of 144 participating EPIC members that were contacted to participate in the survey. Resulting in a 18.8% response rate.
- The number of respondents for each question/piece of data is included in the table. Keep low sample sizes in mind when interpreting results.
- In order to protect the confidential information reported by the EPIC Corporate Challenge members, data throughout this report are suppressed if over two-thirds of the total number of reported employees in that cell are from one member.

# WORKFORCE

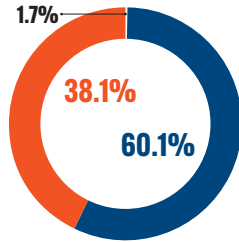
## PERCENT AND NUMBER OF EMPLOYEES BY CLASSIFICATION



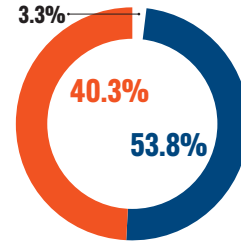
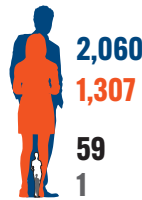
BOARD OF DIRECTORS



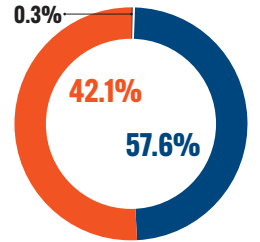
EXECUTIVE/SENIOR LEVEL OFFICIALS & MANAGERS



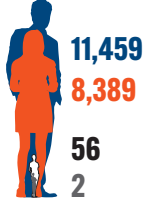
FIRST/MID LEVEL OFFICIALS & MANAGER



ALL OTHER EMPLOYEES (EXEMPT)



ALL OTHER EMPLOYEES (NON-EXEMPT)



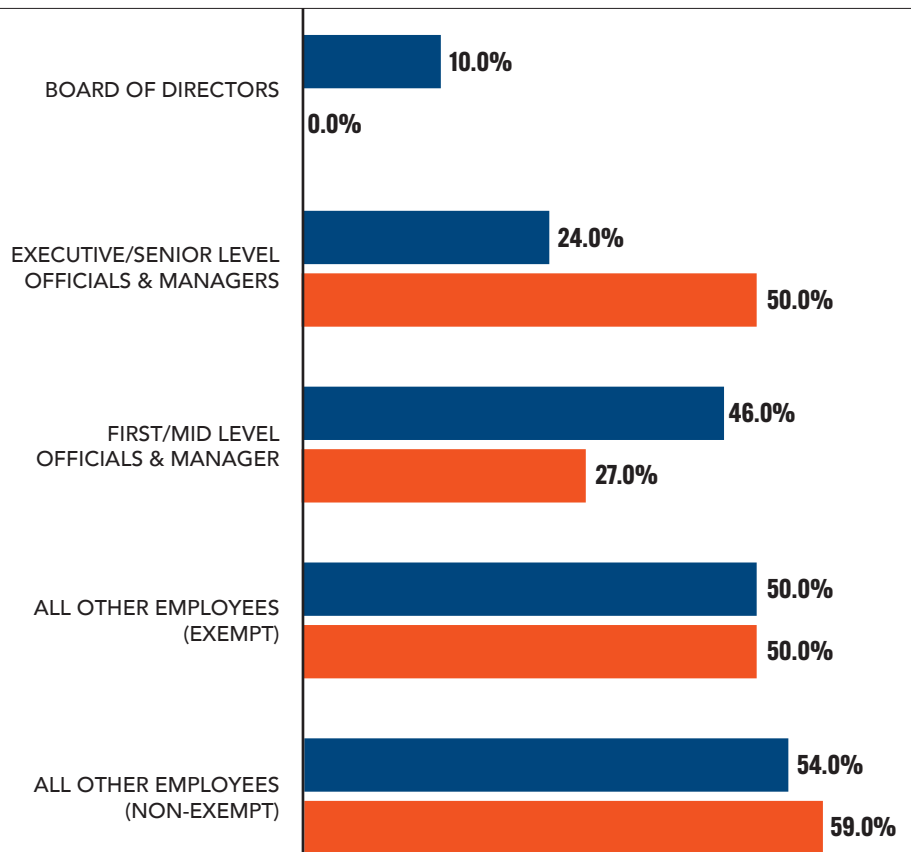
Data throughout the report are disaggregated by employee classification. Below are descriptions of those categories:

- **Board of Directors** – Members serving on the Board of Directors of your organization
- **Executive/Senior Level Officials & Managers** – Same definition as in the EEO-1 Job Classification Guide (<https://eeocdata.org/pdfs/EEO1%20Component%201%20Job%20Classification%20Guide.pdf>)
- **First/Mid Officials & Managers** – Same definition as in the EEO-1 Job Classification Guide (<https://eeocdata.org/pdfs/EEO1%20Component%201%20Job%20Classification%20Guide.pdf>)
- **All Other Employees (split into Exempt and Nonexempt)** This category rolls up the following EEO-1 categories: Professionals, Technicians, Sales Workers, Administrative Support Workers, Craft Workers, Operatives, Laborers and Helpers, Service Workers. Exempt/Non-exempt status is defined by the Fair Labor Standards Act (<https://www.dol.gov/whd/regs/compliance/hrg.htm#8>).

The data includes only employees located in Iowa and temporary/seasonal employees are excluded.

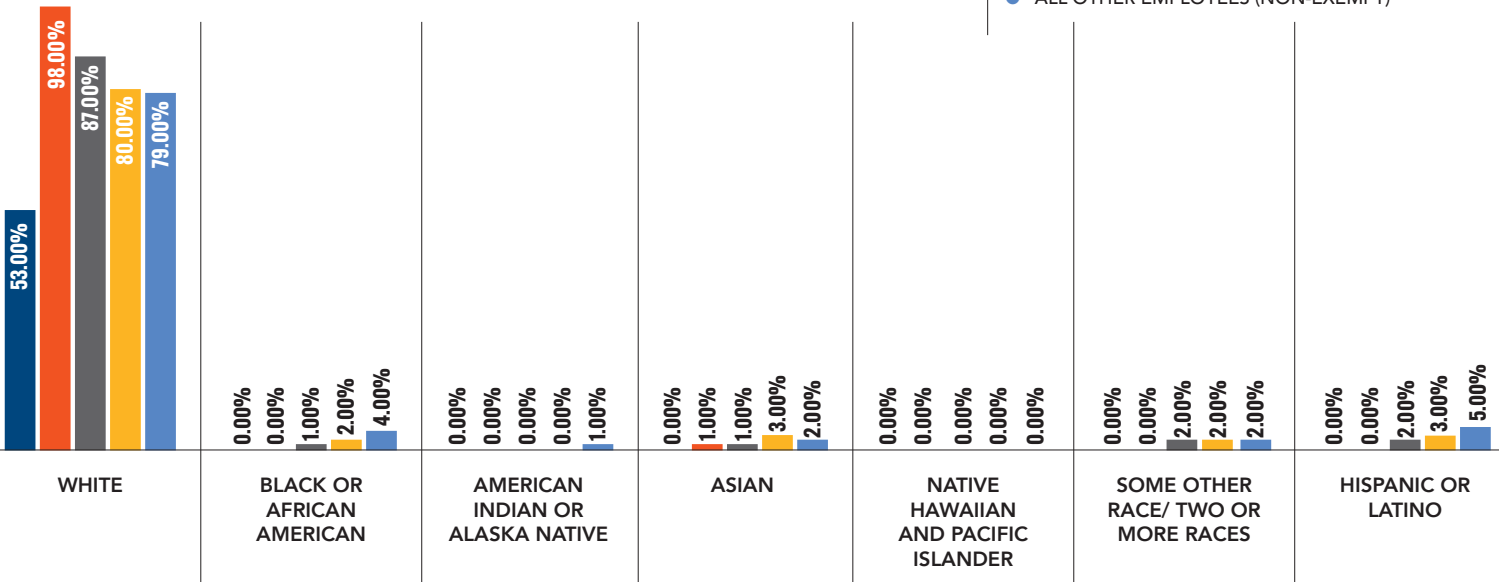


## MEDIAN REPORTED PERCENT OF FEMALE APPLICANTS AND FEMALE NEW HIRES BY CLASSIFICATION

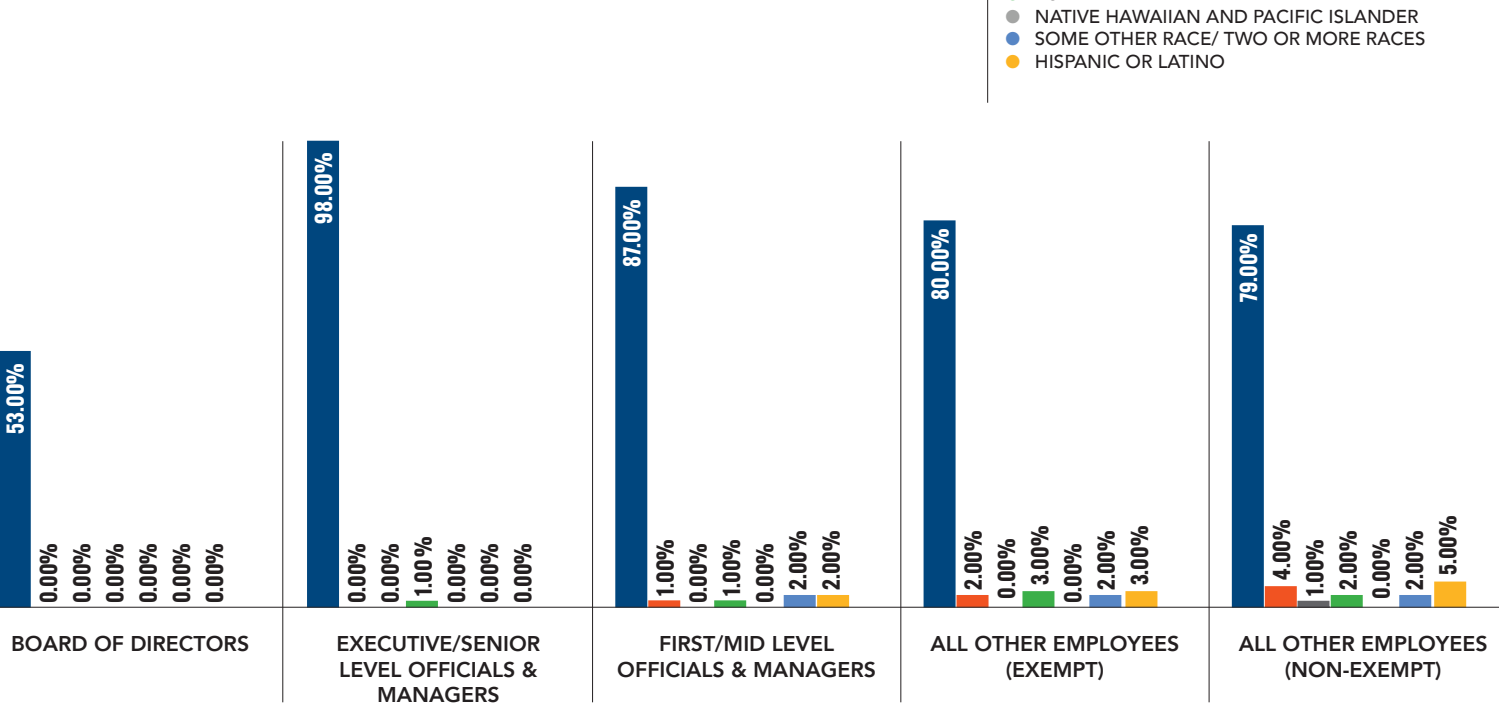


# WORKFORCE

## MEDIAN REPORTED PERCENT OF FEMALE EMPLOYEES BY RACE



## MEDIAN REPORTED PERCENT OF FEMALE EMPLOYEES BY JOB CLASSIFICATION



# WORKFORCE

## VOLUNTARILY LEFT BY GENDER

### SUMMARY

	FEMALE	MALE
Board of Directors	0	4
Executive/Senior Level Officials & Managers	8	20
First/Mid Level Officials & Managers	102	118
All Other Employees (Exempt)	317	616
All Other Employees (Non-Exempt)	1,296	1,403

### PERCENT PER CLASSIFICATION

	FEMALE	MALE
Board of Directors	0.0%	100.0%
Executive/Senior Level Officials & Managers	28.6%	71.4%
First/Mid Level Officials & Managers	46.4%	53.6%
All Other Employees (Exempt)	34.0%	66.0%
All Other Employees (Non-Exempt)	48.0%	52.0%

### AVERAGE # OF EMPLOYEES/ORGANIZATION

	FEMALE	MALE
Board of Directors	0	0
Executive/Senior Level Officials & Managers	1	2
First/Mid Level Officials & Managers	7	8
All Other Employees (Exempt)	21	41
All Other Employees (Non-Exempt)	81	94

### MEDIAN # OF EMPLOYEES/ORGANIZATION

	FEMALE	MALE
Board of Directors	0	0
Executive/Senior Level Officials & Managers	1	1
First/Mid Level Officials & Managers	3	2
All Other Employees (Exempt)	3	3
All Other Employees (Non-Exempt)	20	20

## INVOLUNTARILY LEFT BY GENDER

### SUMMARY

	FEMALE	MALE
Board of Directors	0	0
Executive/Senior Level Officials & Managers	4	9
First/Mid Level Officials & Managers	19	36
All Other Employees (Exempt)	69	177
All Other Employees (Non-Exempt)	222	258

### PERCENT PER CLASSIFICATION

	FEMALE	MALE
Board of Directors	0.0%	0.0%
Executive/Senior Level Officials & Managers	30.8%	69.2%
First/Mid Level Officials & Managers	34.5%	65.5%
All Other Employees (Exempt)	28.0%	72.0%
All Other Employees (Non-Exempt)	46.3%	53.8%

### AVERAGE # OF EMPLOYEES/ORGANIZATION

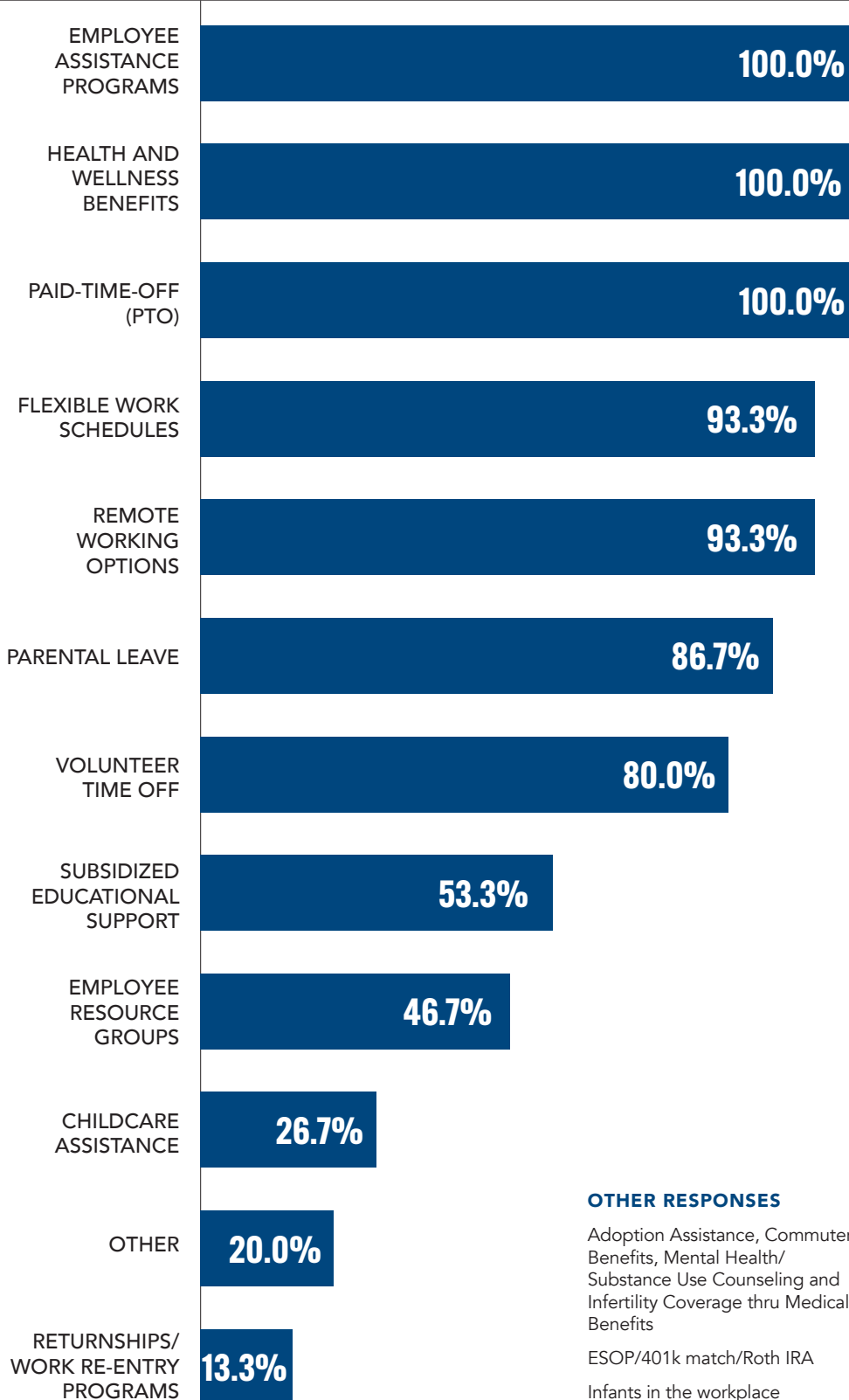
	FEMALE	MALE
Board of Directors	0	0
Executive/Senior Level Officials & Managers	0	1
First/Mid Level Officials & Managers	2	5
All Other Employees (Exempt)	6	16
All Other Employees (Non-Exempt)	17	17

### MEDIAN # OF EMPLOYEES/ORGANIZATION

	FEMALE	MALE
Board of Directors	0	0
Executive/Senior Level Officials & Managers	0	1
First/Mid Level Officials & Managers	1	3
All Other Employees (Exempt)	1	1
All Other Employees (Non-Exempt)	2	1

# RECRUITMENT AND RETENTION

## What kind of resources do you offer to recruit & retain female employees?



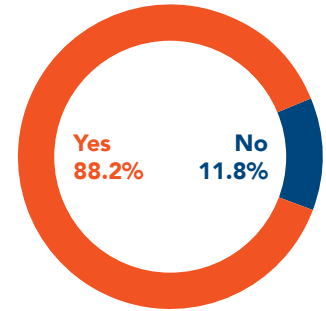
### OTHER RESPONSES

Adoption Assistance, Commuter Benefits, Mental Health/ Substance Use Counseling and Infertility Coverage thru Medical Benefits

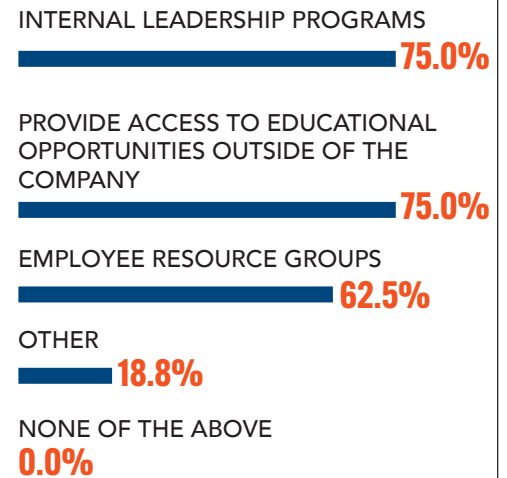
ESOP/401k match/Roth IRA

Infants in the workplace

## Have you invested in resources to recruit, retain, and promote women in the workforce?



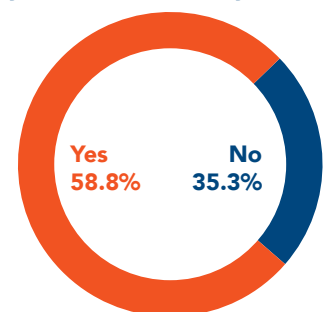
## What resources do you currently use to develop female leaders?



### OTHER RESPONSES

Implementation of DEI committee and education  
In-house female leadership summit  
Mentorship opportunities, internal talent marketplace

## Have you evaluated gender pay equity in the last three years?







**EPIC**

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**ADVANCING WOMEN LEADERS**