

AFLAC
ALLIANT ENERGY
AUREON
BANKERS TRUST
BUSINESS PUBLICATIONS CORPORATION, INC.
CITY OF CEDAR RAPIDS
COE COLLEGE
COMMUNITY FOUNDATION OF GREATER
DUBUQUE
CONFERENCE EVENT MANAGEMENT
DAVIS BROWN LAW FIRM
DELTA DENTAL
DLL FINANCE, LLC
DMACC
DRAKE UNIVERSITY
FOUR OAKS
FAREWAY STORES
GREATER DES MOINES PARTNERSHIP
HOLMES MURPHY
HY-VEE, INC.
IOWA CITY VA HEALTH CARE SYSTEM
IOWA NATIONAL GUARD
IOWA WOMEN LEAD CHANGE
ITC MIDWEST
LIFESPACE COMMUNITIES, INC.
LMC INSURANCE & RISK MANAGEMENT, INC.
LWBJ
MERCHANTS BONDING COMPANY
MIDAMERICAN ENERGY
NEWBOCO
PEARSON
PELLA CORP.
PRINCIPAL FINANCIAL GROUP
ROCKWELL COLLINS
SAXTON, INC.
STOREY KENWORTHY
TRANSAMERICA
UNITED FIRE GROUP
VAN METER, INC.
UNITYPOINT HEALTH SYSTEM
UNIVERSITY OF IOWA
WELLS ENTERPRISES, INC.
WILLIS AUTO CAMPUS
YOUTH EMERGENCY SERVICES & SHELTER

2016 EPIC CORPORATE CHALLENGE

SURVEY RESULTS

PRODUCED BY IOWA WORKFORCE DEVELOPMENT
DECEMBER 2016

EPIC
ECONOMIC POTENTIAL FOR IOWA COMPANIES

Having a
is



vibrant business ecosystem and innovative workforce dependent upon having more women in leadership.



Female leaders play a vital role in the stability and growth of our economy.

IOWA LIEUTENANT GOVERNOR KIM REYNOLDS
EPIC CORPORATE CHALLENGE HONORARY CHAIR

Congratulations and thank you to the organizations who have signed up for the EPIC Challenge! You are on the leading edge of promoting Iowa's economic growth. Commitment to the EPIC Challenge demonstrates a commitment to ensuring women have the same opportunities and access to leadership opportunities and pay. I look forward to the day when we have hundreds of participating organizations. As seen so clearly in Iowa, and demonstrated so effectively each day by our own Lt Gov Kim Reynolds, Iowa Women Lead Change and the smart organizations take full advantage.

BETH TOWNSEND
EPIC CORPORATE CHALLENGE CO-CHAIR AND DIRECTOR
IOWA WORKFORCE DEVELOPMENT

This has been an exciting first year for the EPIC Corporate Challenge partners and participating organizations. Not only have we raised our hands to say that we are committed to advancing women's leadership opportunities across our state, we are working together to make it happen. By participating in this first annual report, EPIC Challenge members have taken the first step toward measuring and creating opportunities to employ all the talent in our state. We cannot be more energized by our early progress and goals for the future. We know that together Iowa companies and organizations will positively impact Iowa's economy.

DIANE RAMSEY
EPIC CORPORATE CHALLENGE CO-CHAIR AND CEO
IOWA WOMEN LEAD CHANGE

IOWA LIEUTENANT GOVERNOR KIM REYNOLDS



BETH TOWNSEND



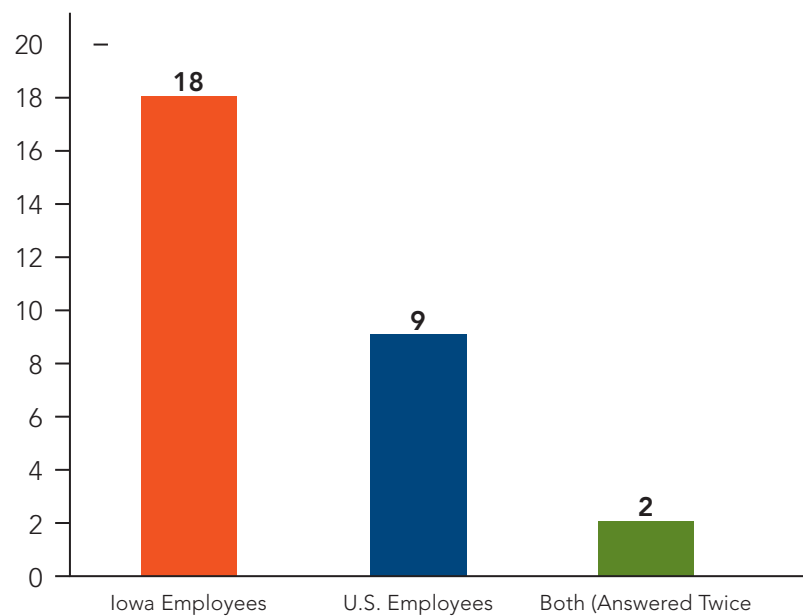
DIANE RAMSEY



EPIC CORPORATE CHALLENGE (ECC) MEMBER ORGANIZATIONS

- Aflac
- Alliant Energy
- Aureon
- Bankers Trust
- Business Publications Corporation, Inc.
- City of Cedar Rapids
- Coe College
- Community Foundation of Greater Dubuque
- Conference Event Management
- Davis Brown Law Firm
- Delta Dental
- DLL Finance, LLC
- DMACC
- Drake University
- Four Oaks
- Fareway Stores
- Greater Des Moines Partnership
- Holmes Murphy
- Hy-Vee, Inc.
- Iowa City VA Health Care System
- Iowa National Guard
- Iowa Women Lead Change
- ITC Midwest
- Lifespace Communities, Inc.
- LMC Insurance & Risk Management, Inc.
- LWBJ
- Merchants Bonding Company
- MidAmerican Energy
- NewBoCo
- Pearson
- Pella Corp.
- Principal Financial Group
- Rockwell Collins
- Saxton, Inc.
- Storey Kenworthy
- Transamerica
- United Fire Group
- Van Meter, Inc.
- UnityPoint Health System
- University of Iowa
- Wells Enterprises, Inc.
- Willis Auto Campus
- Youth Emergency Services & Shelter

SUMMARY OF RESPONSES



METHODOLOGY

- The data from this report was gathered through a survey of EPIC Corporate Challenge (ECC) member companies in October 2016.
- Participants were allowed to respond to the survey either for their Iowa employees, all U.S. employees, or both (answer the survey once for each). A summary of the number that responded in each category is to the right. Throughout this report, data is reported separately for those respondents that answered for Iowa employees and those that answered for U.S. employees. Iowa Workforce Development (IWD) does not suggest using the “Iowa Respondents” and “U.S. Respondents” as a proxy for comparing Iowa and national trends, as the U.S. respondents aren’t necessarily a representative sample of all U.S. companies. Many are Iowa companies that have a national presence.
- Depending on the data provided, if respondents provided only partial data on a given question, their response may not have been included in the data within this report. For instance, if a respondent entered their total number of job applicants but not number of female job applicants, their data was not included because the purpose of the question was to report the percentage of applicants that were female. If, on the other hand, a respondent entered their overall turnover, but did not enter involuntary turnover, their data was included for the overall turnover section.
- 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 member companies, data throughout this report are suppressed if over half of the total number of reported employees in that cell are from one company.
- 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

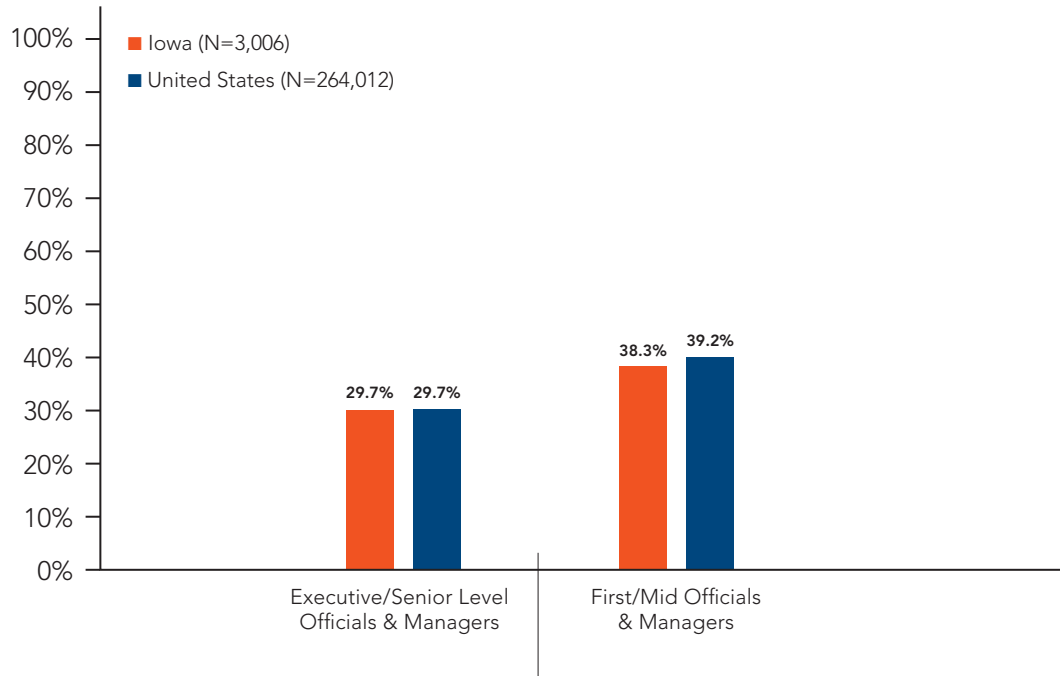
EXECUTIVE/SENIOR LEVEL OFFICIALS & MANAGERS – Same definition as in the EEO-1 Job Classification Guide (<https://www.eeoc.gov/employers/eo1survey/jobclassguide.cfm>)

FIRST/MID OFFICIALS & MANAGERS – Same definition as in the EEO-1 Job Classification Guide (<https://www.eeoc.gov/employers/eo1survey/jobclassguide.cfm>)

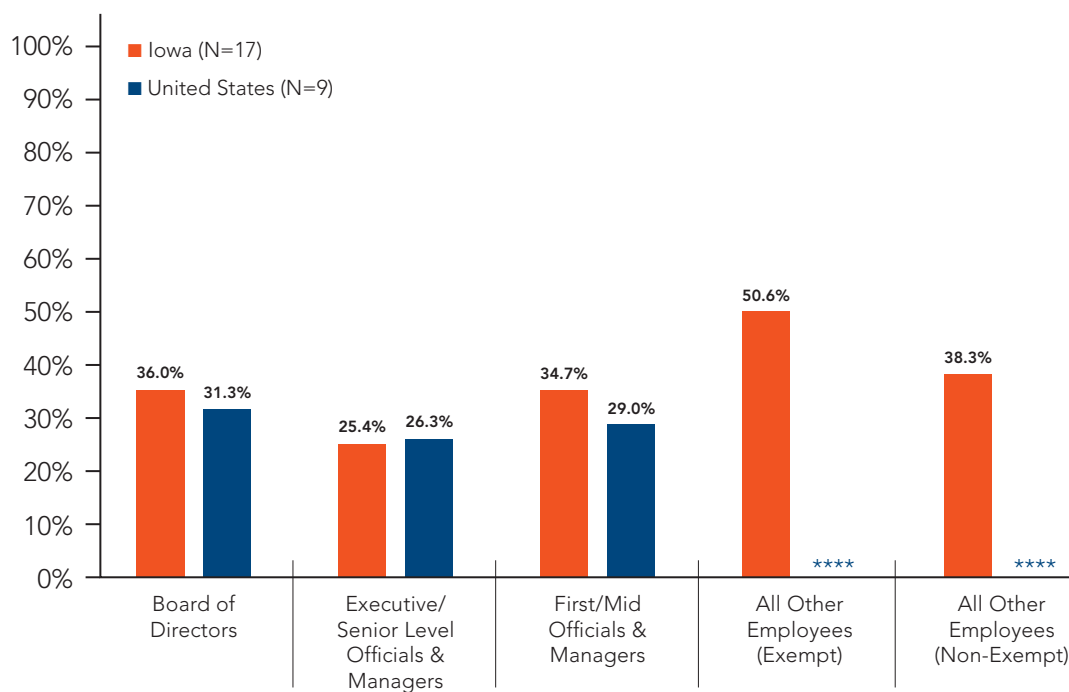
ALL OTHER EMPLOYEES (split into Exempt and Nonexempt) – This category rolls up the following EEO-1 categories: Professionals, Technicians, Sales Workers, Administrative Support Workers, Craft Workers, Operatives, Laborers and Helpers, Service Workers. Exempt/Non-exempt status is defined by the Fair Labor Standards Act (<https://www.dol.gov/whd/regs/compliance/hrg.htm#8>). The rules/definitions for this changed on December 1, 2016 (<https://www.dol.gov/whd/overtime/final2016/>); the data in this report follows the definitions prior to December 1, 2016.

- Respondents were given the opportunity to leave comments with each set of questions they answered.
- Each question in the survey has an associated time window associated with it. Respondents were allowed to report for a different but similar time period if it reduced the burden on them to participate. A summary of the time windows reported is available at request.

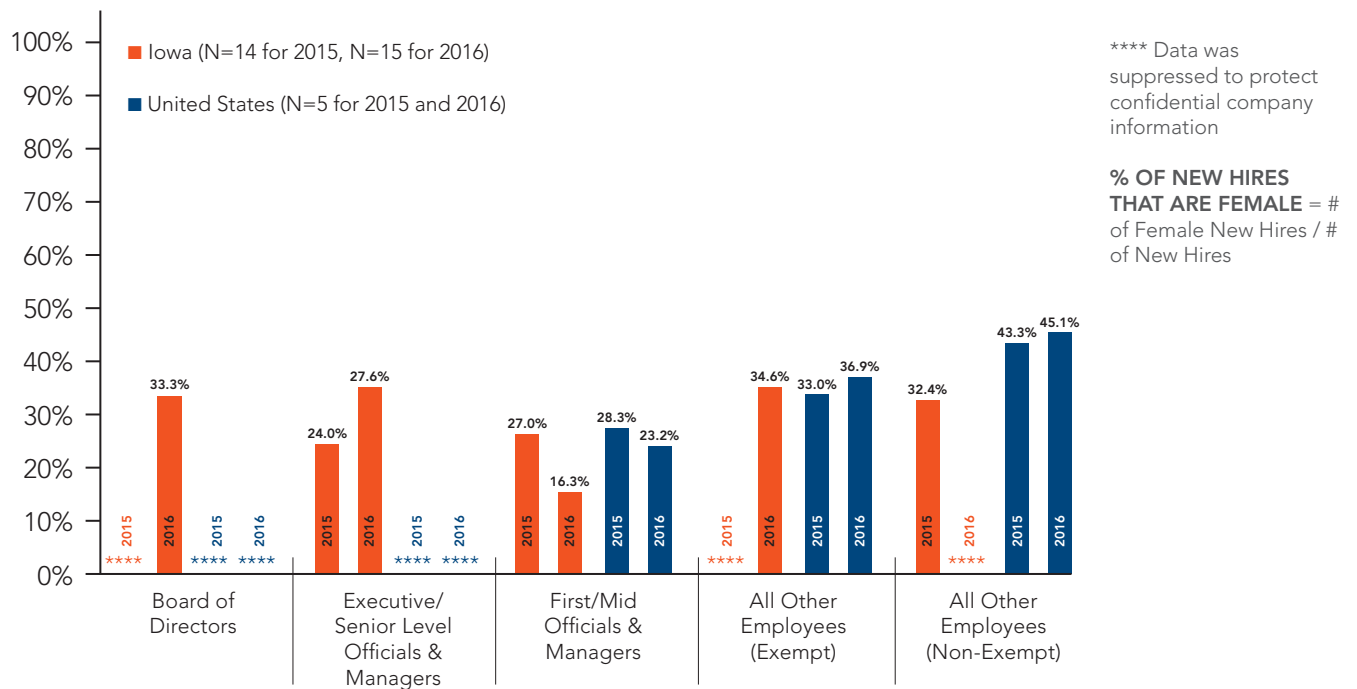
% OF EMPLOYEES THAT ARE FEMALE BY CLASSIFICATION, 2015



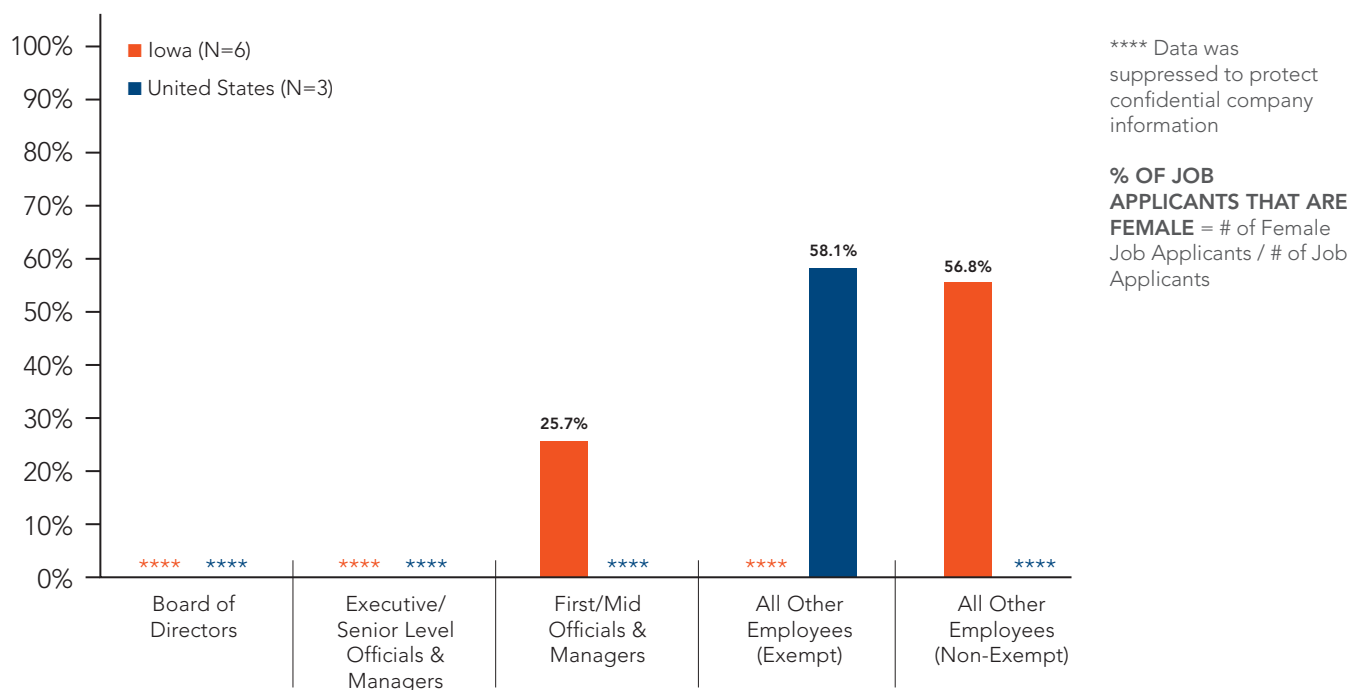
% OF EMPLOYEES THAT ARE FEMALE BY CLASSIFICATION, ECC MEMBER ORGANIZATIONS



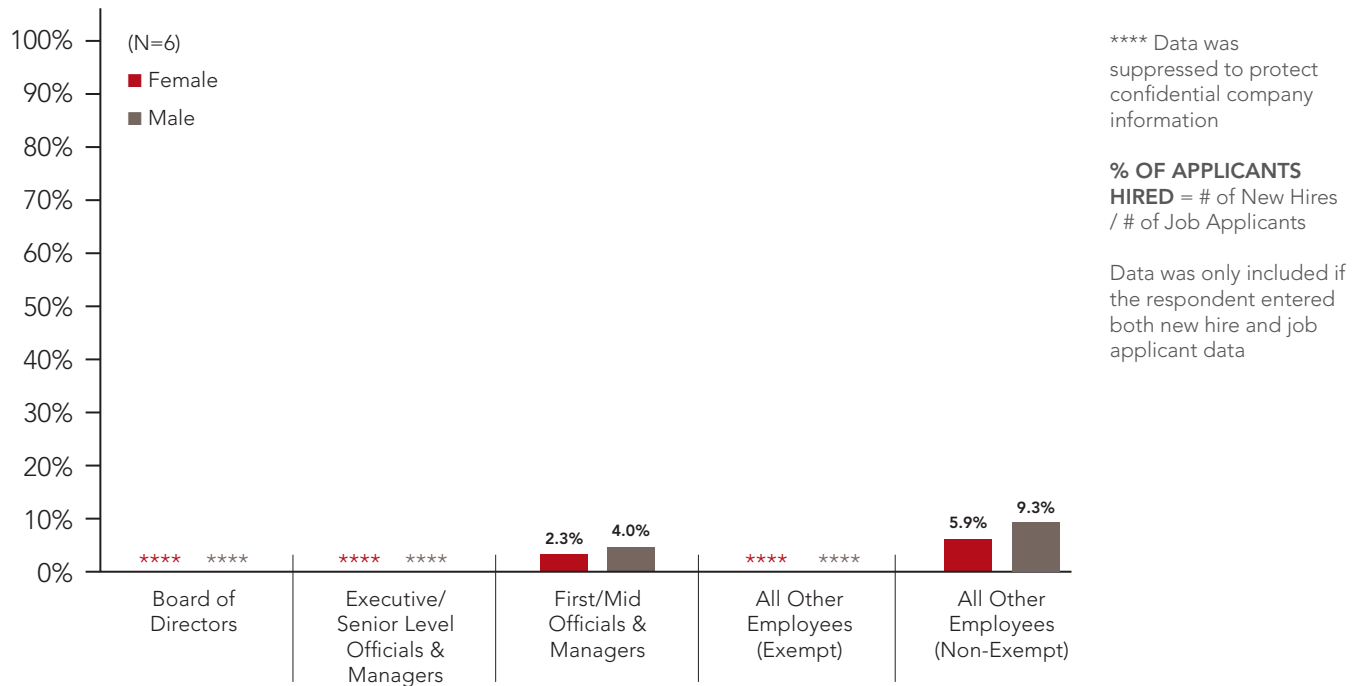
% OF NEW HIRES THAT ARE FEMALE BY CLASSIFICATION, ECC MEMBER ORGANIZATIONS



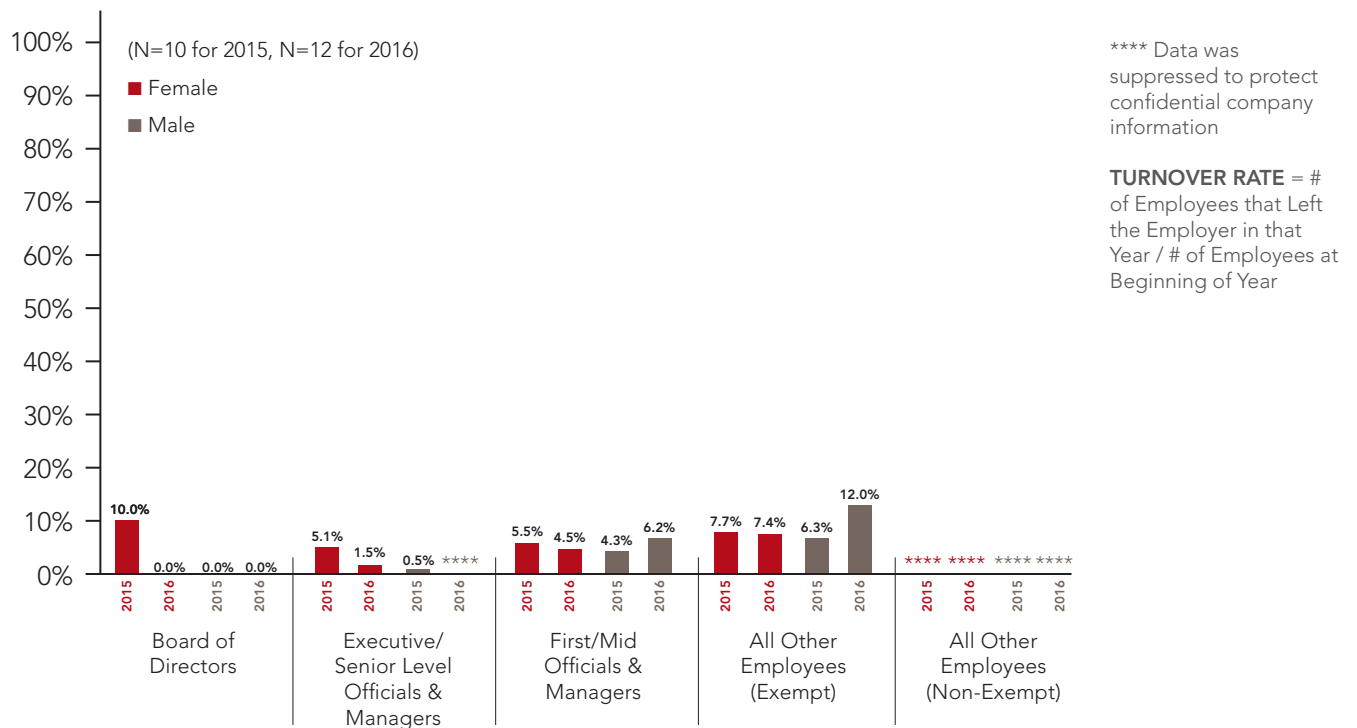
% OF JOB APPLICANTS THAT ARE FEMALE BY CLASSIFICATION, 2016, ECC MEMBER ORGANIZATIONS



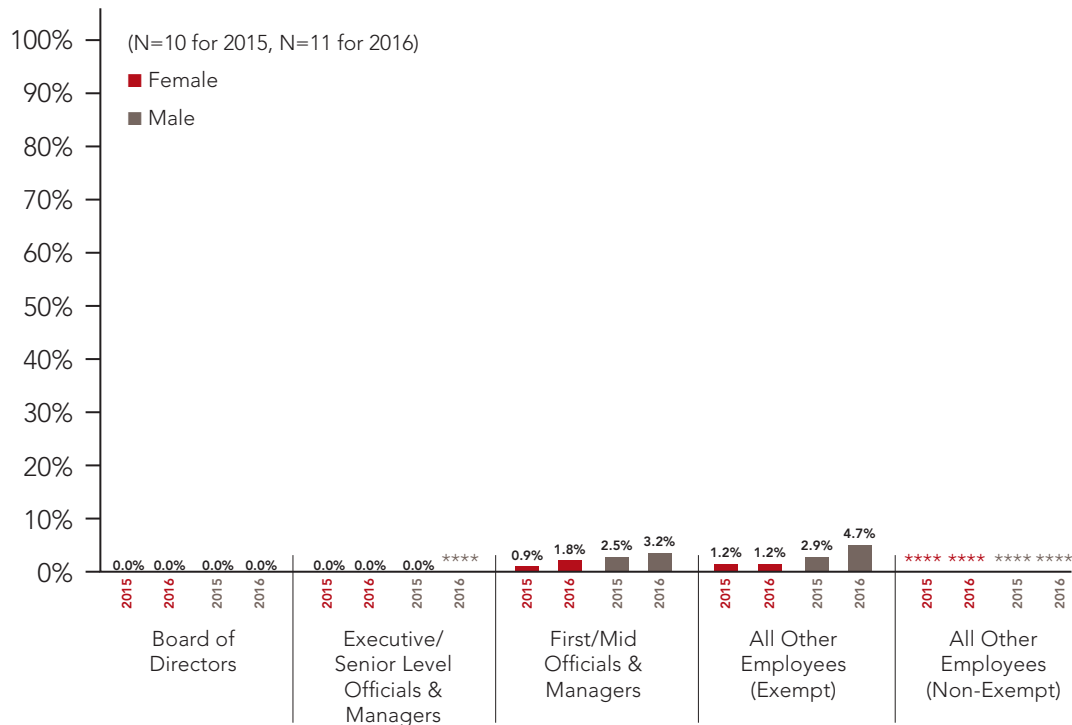
% OF APPLICANTS HIRED BY SEX BY CLASSIFICATION IN IOWA, 2016, ECC MEMBER ORGANIZATIONS



TURNOVER RATE BY SEX BY CLASSIFICATION, IOWA, ECC MEMBER ORGANIZATIONS



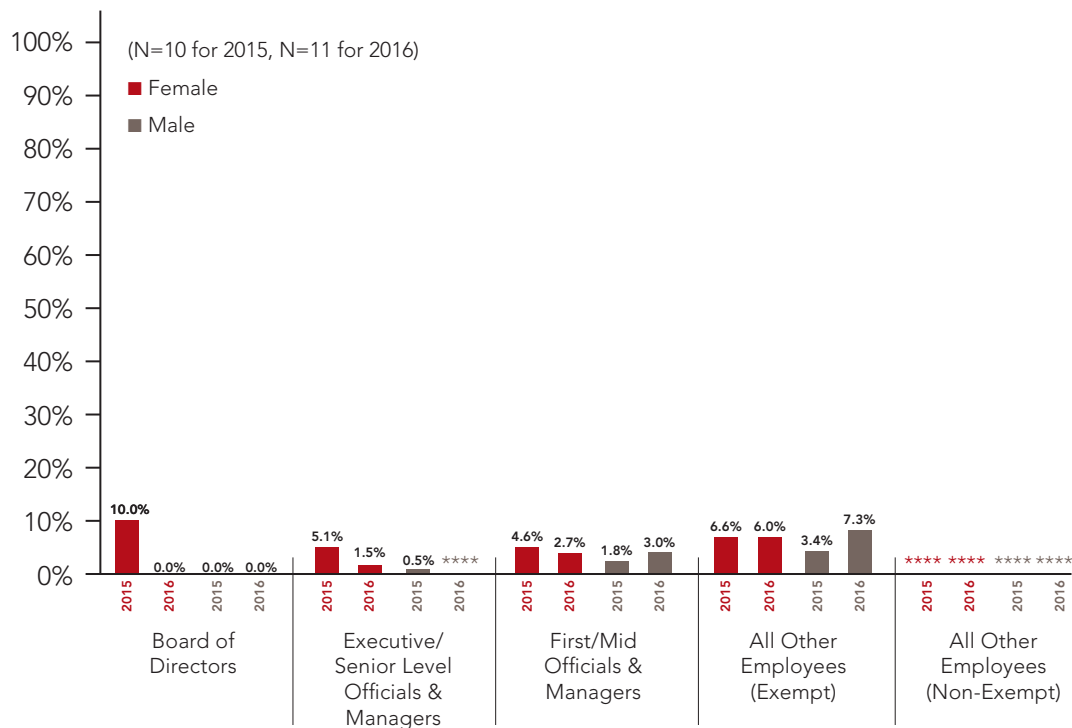
INVOLUNTARY TURNOVER RATE BY SEX BY CLASSIFICATION, IOWA, ECC MEMBER ORGANIZATIONS



**** Data was suppressed to protect confidential company information

INVOLUNTARY TURNOVER RATE = # of Employees that Left the Employer Involuntarily in that Year / # of Employees at Beginning of Year

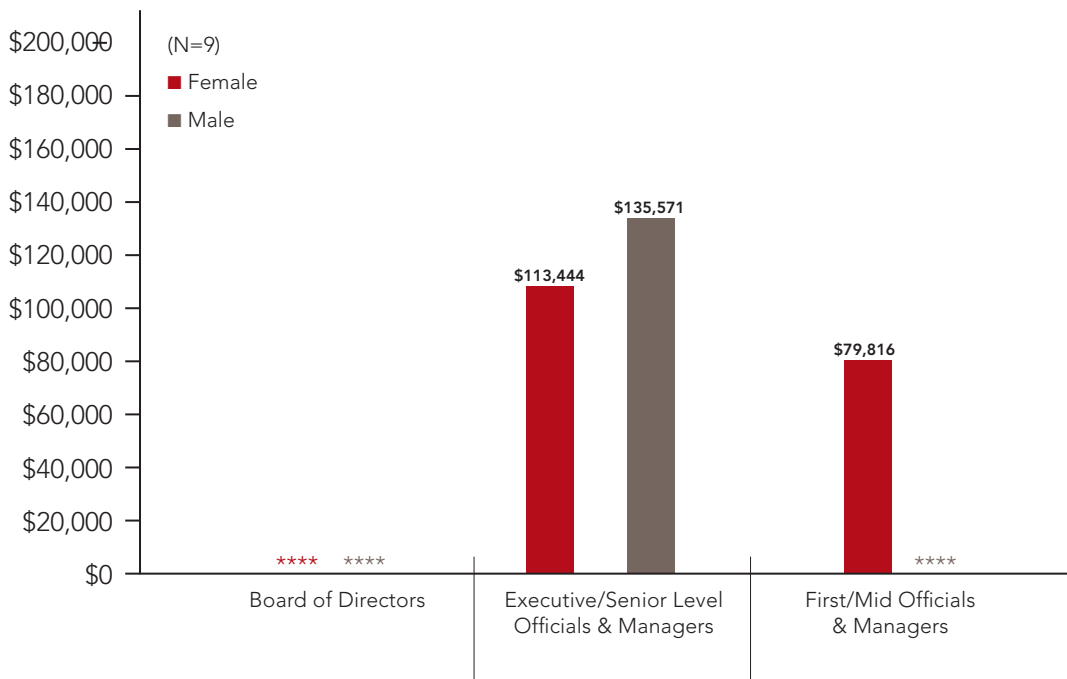
VOLUNTARY TURNOVER RATE BY SEX BY CLASSIFICATION, IOWA, ECC MEMBER ORGANIZATIONS



**** Data was suppressed to protect confidential company information

VOLUNTARY TURNOVER RATE = # of Employees that Left the Employer Voluntarily in that Year / # of Employees at Beginning of Year

SALARY BY SEX BY CLASSIFICATION IN IOWA, 2016, ECC MEMBER ORGANIZATIONS



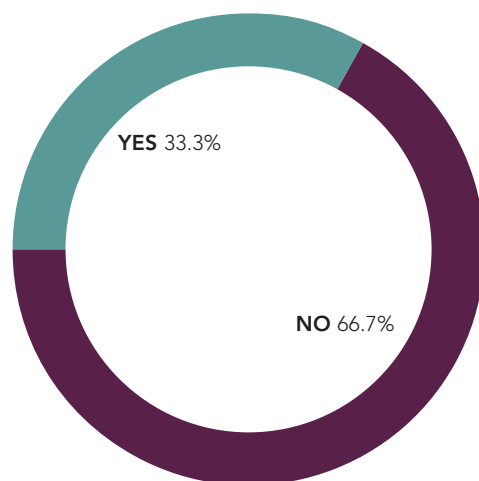
**** Data was suppressed to protect confidential company information

Pay equity is a very complex measure which cannot accurately be evaluated with the simple data that is reported here. This is just summary-level information.

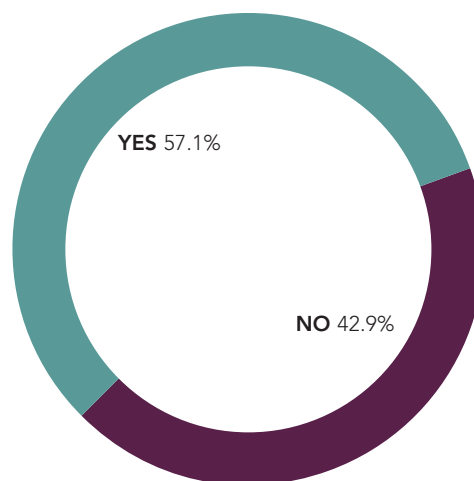
GENDER PAY EQUITY QUESTIONS, ECC MEMBER ORGANIZATIONS

The second and third questions were only asked to those respondents that answered 'Yes' to 'Have you evaluated gender pay equity within the last three years?'

Have you evaluated gender pay equity within the last three years?



Was the analysis conducted by a third party evaluator?



EPIC ADVISORY COUNCIL

Lieutenant Governor Kim Reynolds,
Honorary Chair

Diane Ramsey, CEO Iowa Women Lead
Change, Co-Chair

Beth Townsend, Director, Iowa Workforce
Development, Co-Chair

Debi Durham, Director, Iowa Economic
Development Authority

Suzanne Heckenlaible, VP Public Affairs,
Delta Dental

Roxanne Kanne-Roush, VP Training &
Development, Fareway Stores

Sheila Laing, SVP Chief Customer Officer,
Hy-Vee

Cindy Nodorft, Leader, Diversity & Inclusion,
Transamerica

Leigh Parker, VP Commercial Systems
Engineering, Rockwell Collins

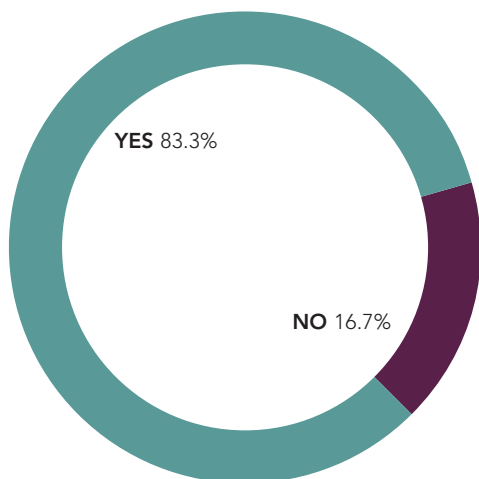
Karin Peterson, VP Human Resources, Pella
Corp.

Janet Phipps, Director - Iowa Department of
Administrative Services

Jeff Stanley, SVP Chief Administrative Officer,
Wells Enterprises

LaSheila Yates, Executive Director & Chief
Diversity Officer, Cedar Rapids Civil Rights

**Have you used gender pay equity
analysis to make adjustments to
wages over time?**



THE EPIC CORPORATE
CHALLENGE IS MADE
POSSIBLE THANKS
TO THE GENEROSITY
OF THE FOLLOWING
PRESENTING SPONSORS:

 DELTA DENTAL

HyVee[®]

**Rockwell
Collins**

IWLC[™]
10 YEARS STRONG
IOWA WOMEN LEAD CHANGE

IOWA
WORKFORCE
DEVELOPMENT

REGIONAL RESEARCH & ANALYSIS BUREAU
LABOR MARKET INFORMATION DIVISION
IOWA WORKFORCE DEVELOPMENT
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