

EPIC

ADVANCING WOMEN LEADERS

2021 SURVEY RESULTS

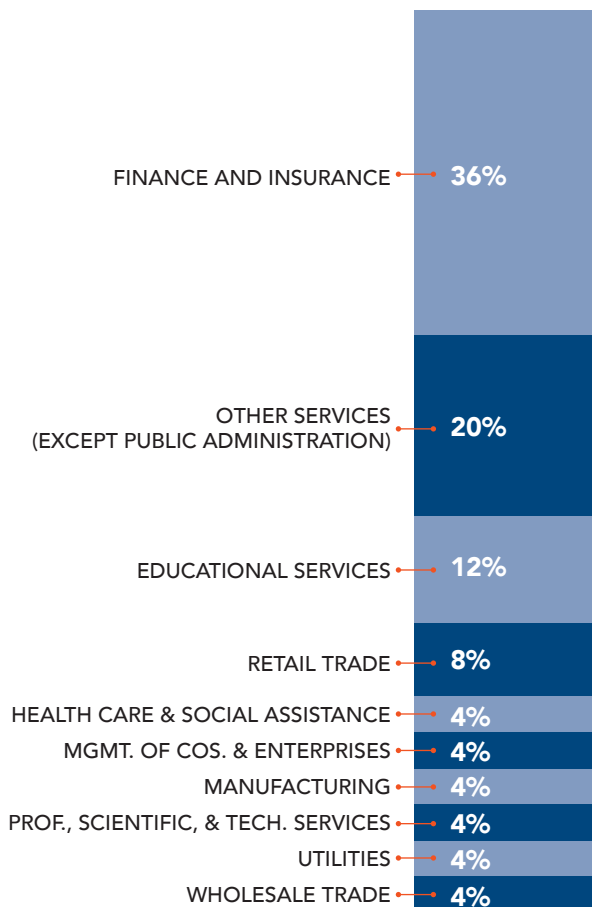


IOWA GOVERNOR
KIM REYNOLDS,
HONORARY CHAIR

JEFF RUSSELL, EPIC
ADVISORY COUNCIL CHAIR

TIFFANY O'DONNELL, EPIC
ADVISORY COUNCIL CHAIR

EPIC SURVEY RESPONDENTS BY INDUSTRY SECTOR



Every year, we issue a confidential survey to all EPIC Corporate Challenge member companies on key issues affecting women in the workforce. The effects on the women's workforce from the ongoing global pandemic makes this information even more critical as we look back on the challenges and identify solutions for a way forward. Thanks to partners Iowa Workforce Development and presenting sponsor Delta Dental of Iowa, this year's survey gathered quantitative and qualitative data in regard to EPIC metrics and updates on COVID effects on working women.



111
EPIC MEMBER COMPANIES ACROSS THE STATE OF IOWA

HERE ARE SOME NOTES FROM 2021:

- In 2021, EPIC expanded to include the EPIC Ally Challenge, to provide an opportunity for individuals to advocate for gender equity. **420 individuals took a pledge to:**

- Help women move into greater leadership roles
- Invite others to join the challenge
- Identify opportunities
- Eliminate gender bias
- Make own actions serve as a model for others to follow

At regional women's leadership conferences, Women Lead Change has begun to implement EPIC-focused breakout sessions, with tactical information for advancing the core EPIC metrics of:

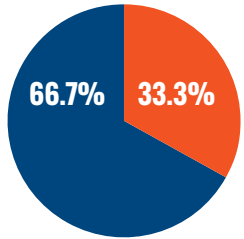
- Increasing the percentage of women of color in current and emerging leadership positions, including boards of directors.
- Actively recruiting and retaining women at all levels of the organization, in order to increase the percentage of women in the company's workforce
- Increasing the percentage of women among the top 10% of the company's senior positions
- Increasing the number of women on the board of directors
- Monitoring pay by gender and address such gaps as are discovered

Notes on Methodology Used

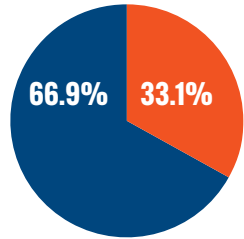
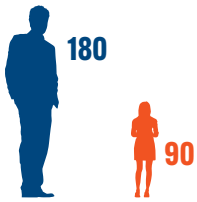
- The data from this report was gathered through a survey of EPIC Corporate Challenge member organizations from December 2021 to January 2022.
- There were 25 responses out of 110 participating EPIC members that were contacted to participate in the survey. Resulting in a 22.7% response rate.
- The number 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.
- The data includes only employees located in Iowa and temporary/seasonal employees are excluded.
- Respondents were given the opportunity to leave comments with each set of questions they answered. A synopsis of these comments are included within this report. Comments solely clarifying the results they submitted on that page are not included.

WORKFORCE

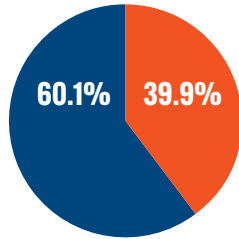
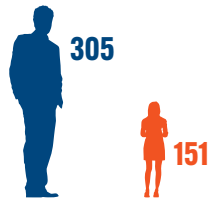
PERCENT AND NUMBER OF EMPLOYEES BY CLASSIFICATION



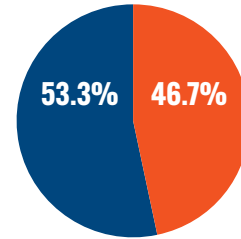
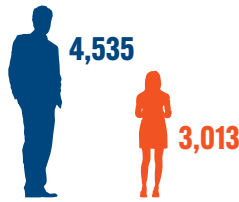
BOARD OF DIRECTORS



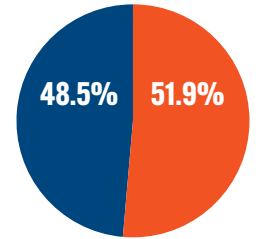
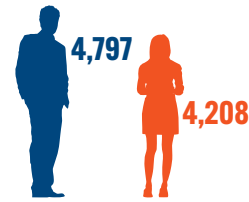
EXECUTIVE/SENIOR LEVEL OFFICIALS & MANAGERS



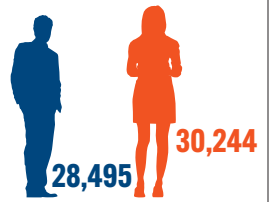
FIRST/MID LEVEL OFFICIALS & MANAGER



ALL OTHER EMPLOYEES (EXEMPT)



ALL OTHER EMPLOYEES (NON-EXEMPT)

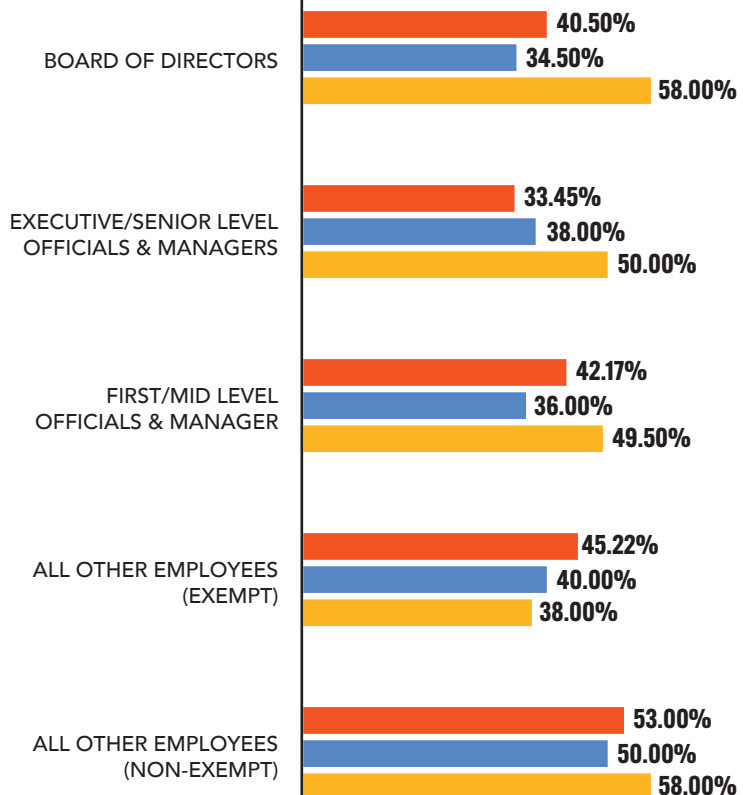


- Data throughout the report are disaggregated by employee classification. Below are descriptions of those categories:
- Board of Directors** – Members serving on the Board of Directors of your organization
- Executive/Senior Level Officials & Managers** – Individuals who plan, direct and formulate policies, set strategy and provide the overall direction of organizations. Example: chief executive officers, chief operating officers, chief financial officers, line of business heads, presidents or executive vice presidents, chief information officers, chief HR officers, chief marketing officers, chief legal officers, management directors and managing partners. (As defined on EEOC website.)
- First/Mid Officials & Managers** – Managers other than Executive/Senior Level. Managers who lead major business units implementing policies, programs, and directives of executive/senior managers through subordinate managers. Example: VPs and directors; group, regional or divisional controllers; treasurers; human resources, information systems, marketing, and operations managers. (As defined on EEOC website.) Those who report directly to middle managers are also included. These individuals serve at functional, line of business segment or branch levels and are responsible for directing and executing day-to-day operational objectives. Example: first-line, team, unit, operations & production, branch, administrative services, purchasing & transportation, storage & distribution, call center or customer service, technical support, and brand or product managers.
- 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>).



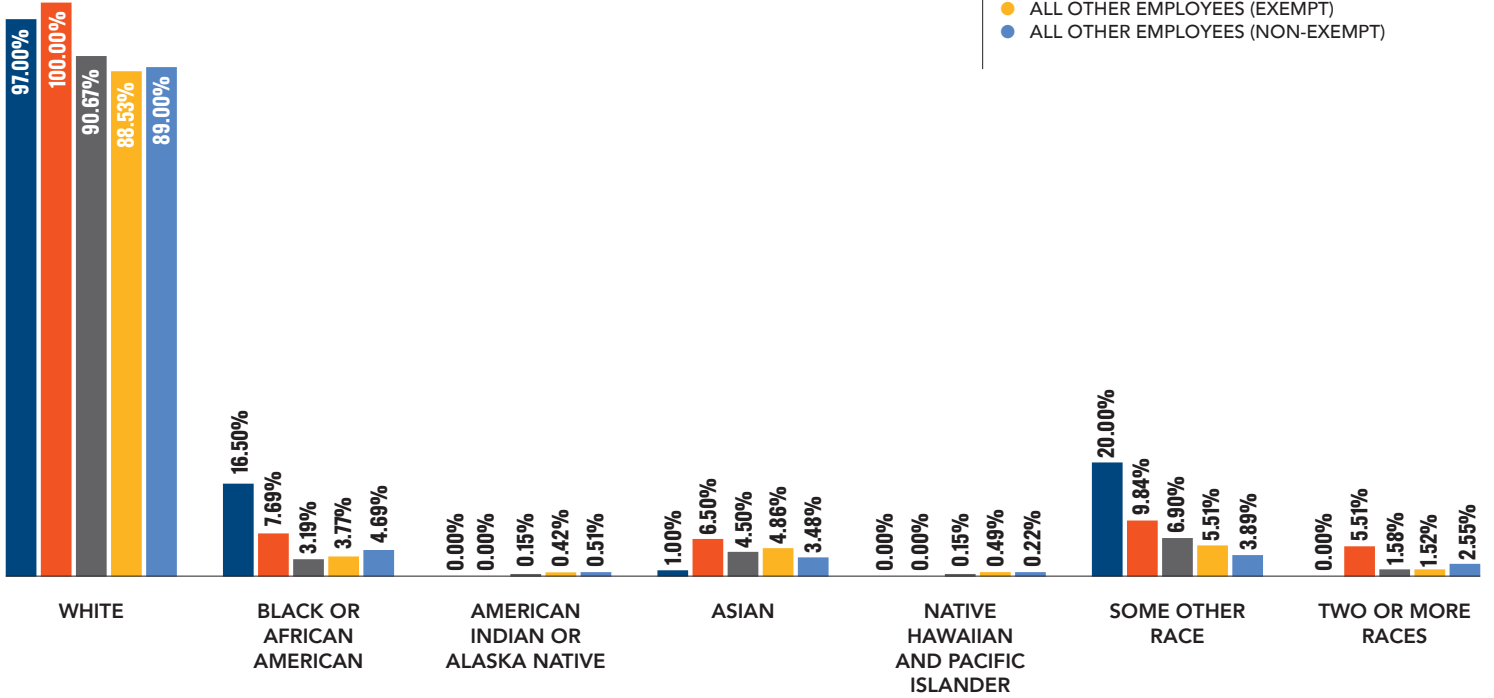
MEDIAN REPORTED PERCENT OF FEMALE EMPLOYEES, FEMALE APPLICANTS, AND FEMALE NEW HIRES BY CLASSIFICATION

- EMPLOYEES
- APPLICANTS
- NEW HIRES



WORKFORCE

JOB CLASSIFICATION BY RACE: MEDIAN REPORTED PERCENT



- BOARD OF DIRECTORS
- EXECUTIVE/SENIOR LEVEL OFFICIALS & MANAGERS
- FIRST/MID LEVEL OFFICIALS & MANAGERS
- ALL OTHER EMPLOYEES (EXEMPT)
- ALL OTHER EMPLOYEES (NON-EXEMPT)

VOLUNTARILY LEFT BY GENDER

PERCENT PER CLASSIFICATION

	FEMALE	MALE
Board of Directors	60.0%	40.0%
Executive/Senior Level Officials & Managers	37.5%	62.5%
First/Mid Level Officials & Managers	41.3%	58.7%
All Other Employees (Exempt)	43.6%	56.4%
All Other Employees (Non-Exempt)	51.2%	48.8%

INVOLUNTARILY LEFT BY GENDER

PERCENT PER CLASSIFICATION

	FEMALE	MALE
Board of Directors	0.0%	0.0%
Executive/Senior Level Officials & Managers	50.0%	50.0%
First/Mid Level Officials & Managers	21.7%	78.3%
All Other Employees (Exempt)	48.2%	51.8%
All Other Employees (Non-Exempt)	39.8%	60.2%

Has your organization evaluated gender pay equity in the last three years?

YES
84%

NO 16%

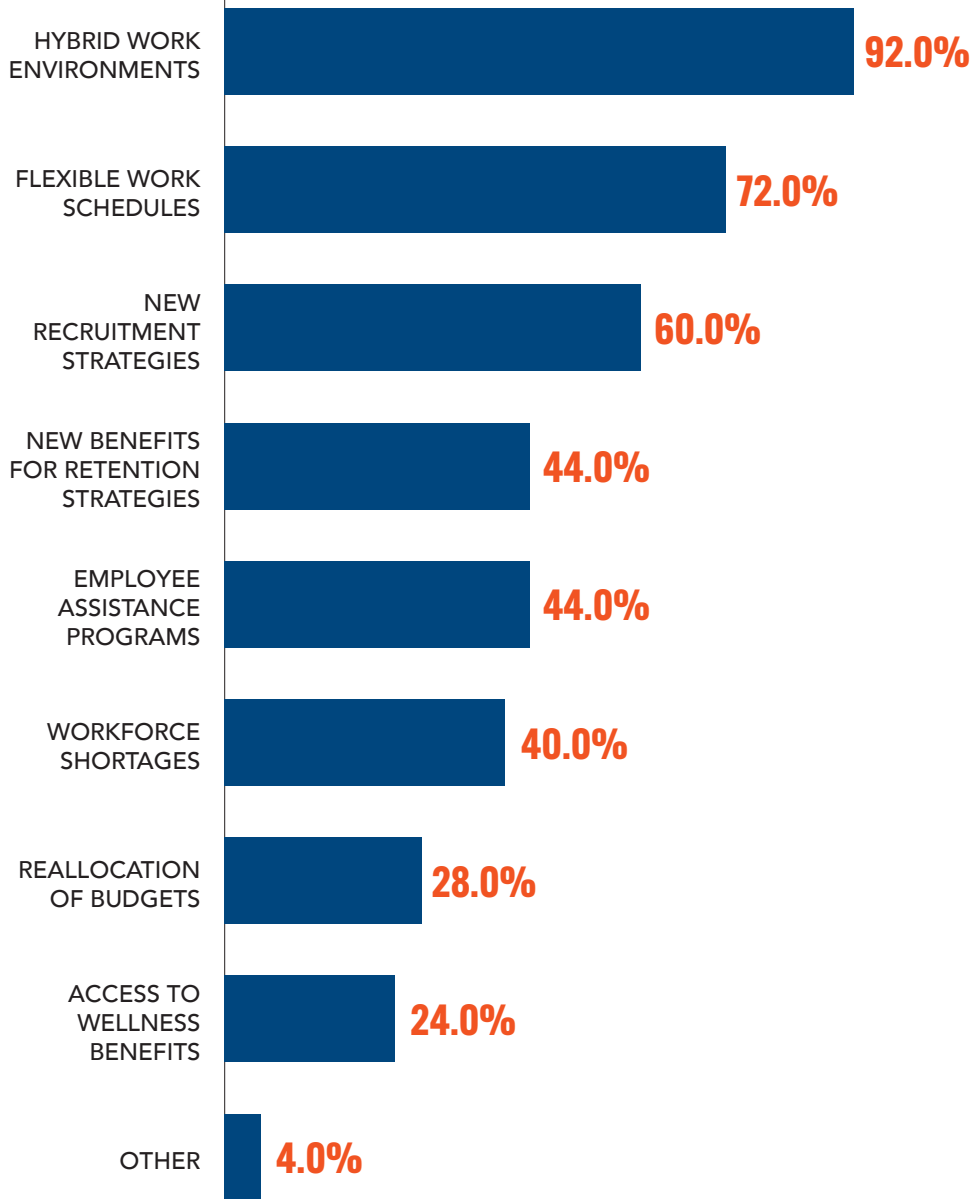
Has your company invested in resources to recruit and retain women in the workforce?

YES
68%

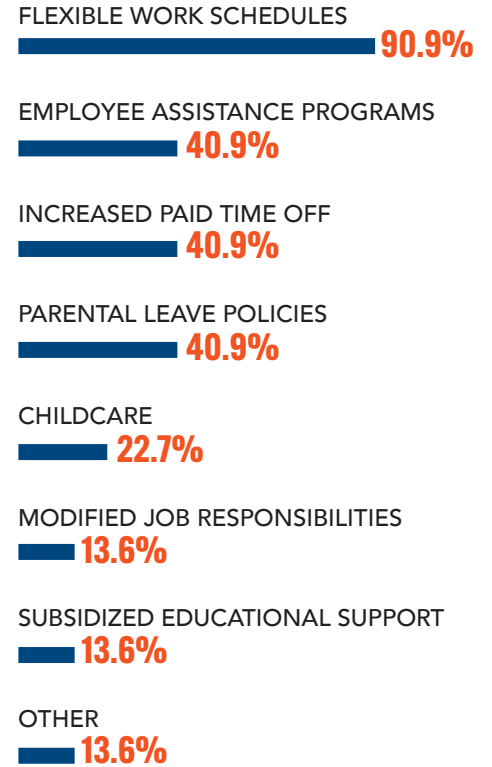
NO 32%

EFFECTS OF COVID-19

LONG-TERM EFFECTS DUE TO COVID-19



RESOURCES USED TO RECRUIT & RETAIN WORKFORCE DURING PANDEMIC



OTHER RESPONSES

More open to recruit people from non-core locations.

We have offered flexible work schedules, employee assistance programs, industry leading parental leave policies and childcare programs, as well as subsidized educational support prior to COVID-19. However, we have expanded these programs to include additional flexibility and support based on the needs of our associates. We have also increased reimbursement of up to \$10K as temporarily permitted by legislation for our Dependent Care Assistance Plan, enhanced our child care back up resource benefits increasing from 7 to 20 days, we have expanded our mental health and wellness benefits from 8 to 16 free counseling sessions per year for every associate, established a paid holiday -Unity Day- for associates to use at their discretion to reflect on what is meaningful to them, and provided additional Pandemic time.

The company implemented employee assistance programs, revised parental leave policies, and began to offer subsidized educational support prior to the beginning of the pandemic.



Has your organization lost a larger than expected number of women in your workforce due to the cumulative effects of the COVID-19 pandemic?

YES 8%

NO 92%