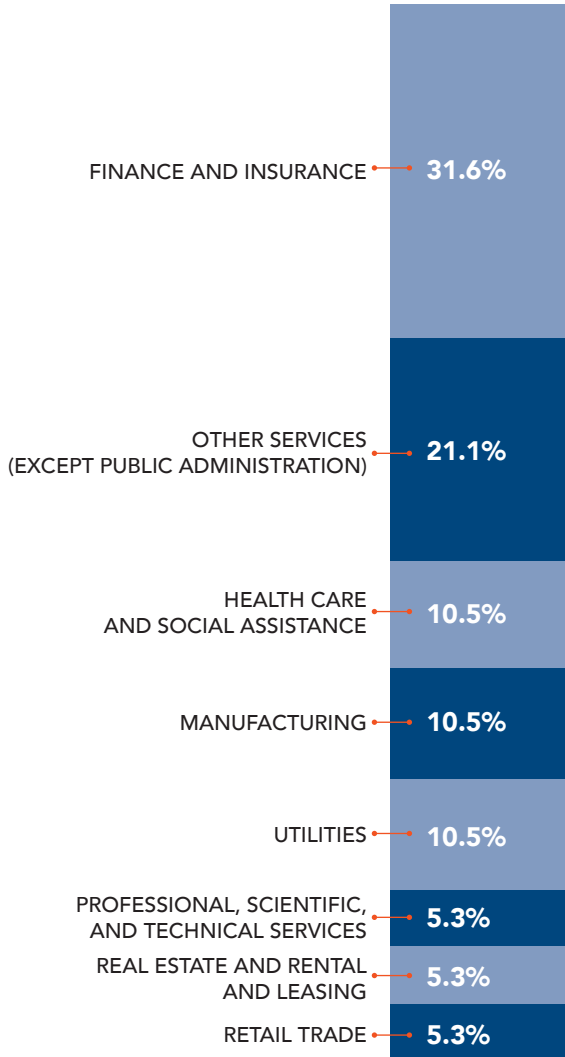


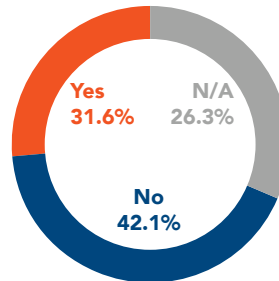
SURVEY RESPONDENTS BY INDUSTRY SECTOR



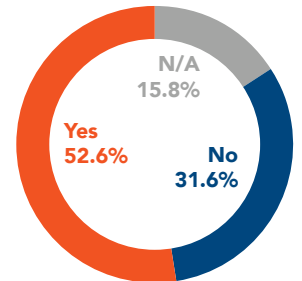
Each year, we issue a confidential survey to all EPIC Corporate Challenge member companies on key issues affecting women in the workforce. The results of the survey are printed here.



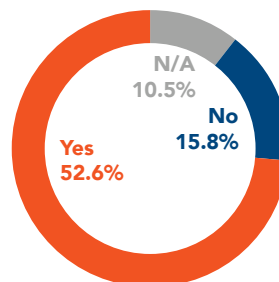
Over the last year, has your company increased the number of women on your board of directors?



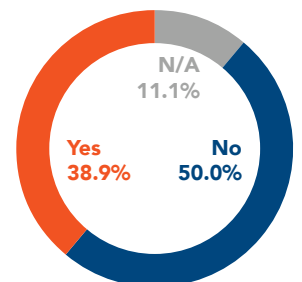
Over the last year, has your company increased the percentage of women in senior leadership positions?



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?



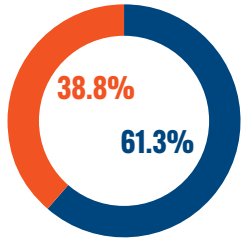
Notes on Methodology Used

- The data from this report was gathered through a survey of EPIC Corporate Challenge member organizations from Jan. 2022 to Dec. 2022.
- There were 19 responses out of 96 participating EPIC members that were contacted to participate in the survey, resulting in a 19.8% 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.

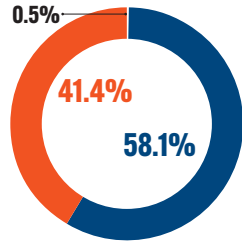
WORKFORCE

PERCENT AND NUMBER OF EMPLOYEES BY CLASSIFICATION

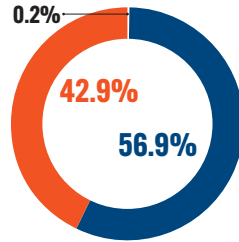
 WOMEN
  MEN
  PREFER NOT TO DISCLOSE
  NON-BINARY



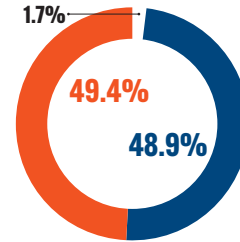
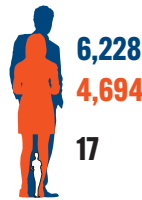
BOARD OF DIRECTORS



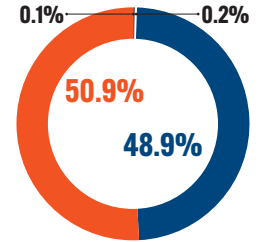
EXECUTIVE/SENIOR LEVEL OFFICIALS & MANAGERS



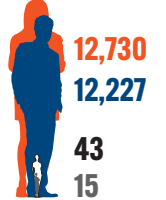
FIRST/MID LEVEL OFFICIALS & MANAGER



ALL OTHER EMPLOYEES (EXEMPT)



ALL OTHER EMPLOYEES (NON-EXEMPT)



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

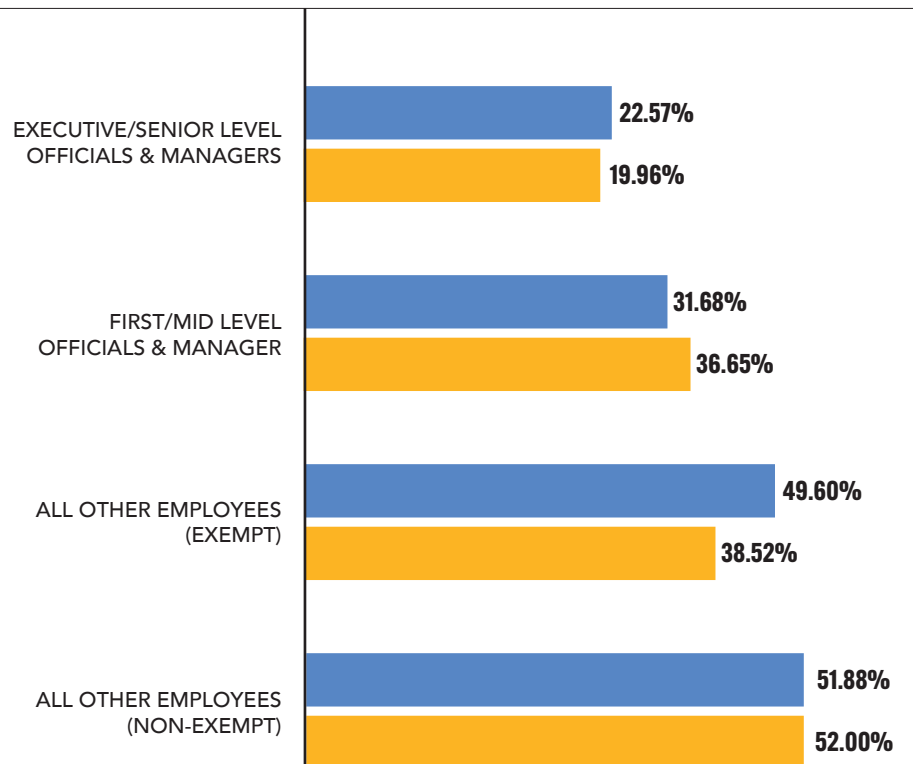
- **Board of Directors** – Members serving on the Board of Directors of your organization
- **Executive/Senior Level Officials & Managers** – Same definition as in the EEO-1 Job Classification Guide (<https://eeocdata.org/pdfs/EEO1%20Component%201%20Job%20Classification%20Guide.pdf>)
- **First/Mid Officials & 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** 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 EMPLOYEES, FEMALE APPLICANTS, AND FEMALE NEW HIRES BY CLASSIFICATION

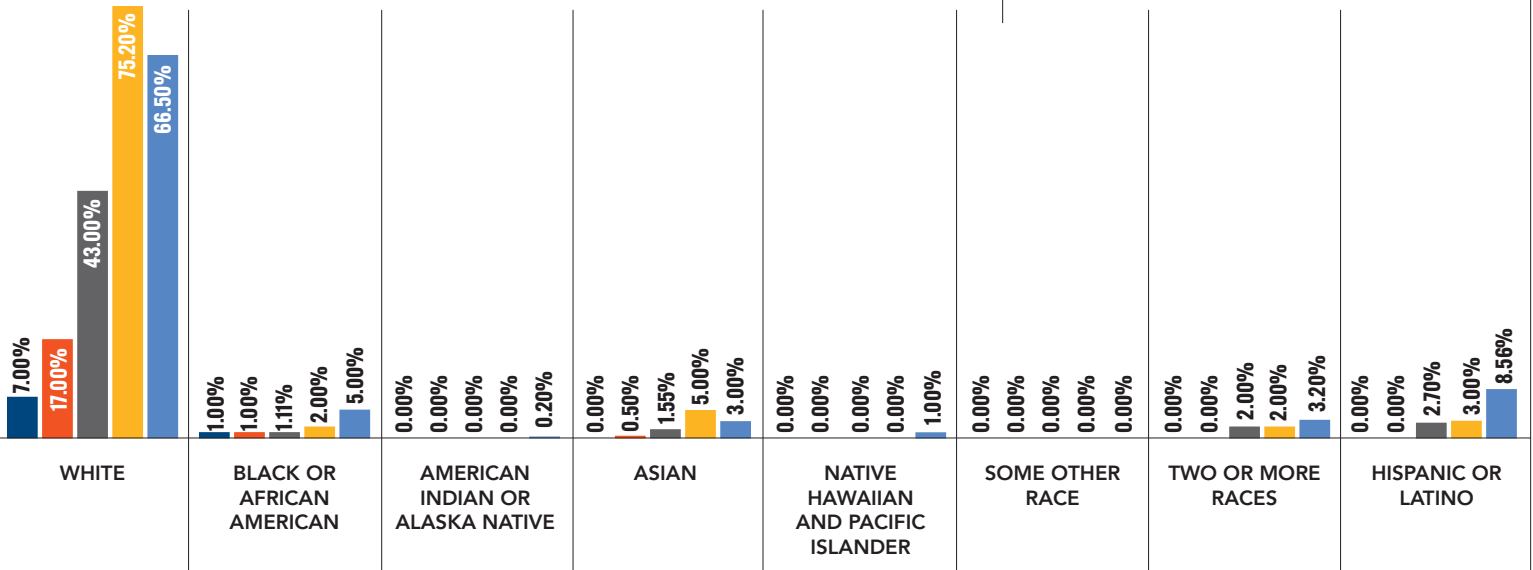
 APPLICANTS
 NEW HIRES



WORKFORCE

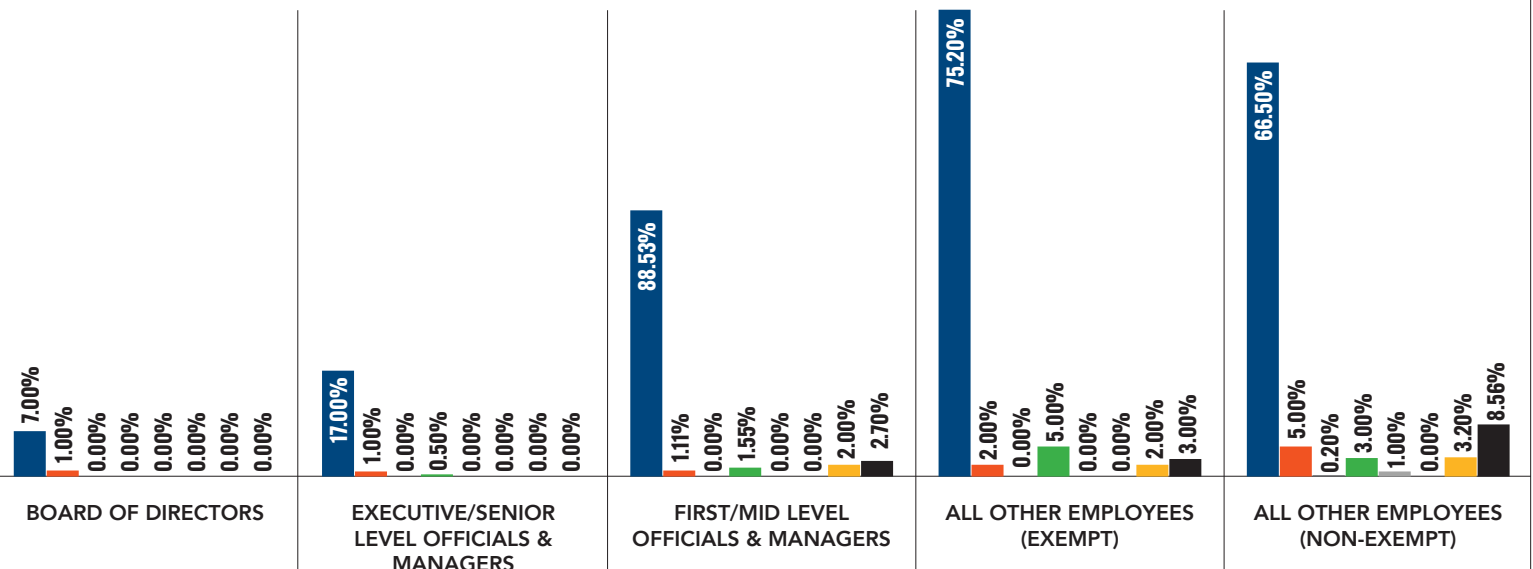
MEDIAN REPORTED PERCENT OF FEMALE EMPLOYEES BY RACE

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



MEDIAN REPORTED PERCENT OF FEMALE EMPLOYEES BY JOB CLASSIFICATION

- WHITE
- BLACK OR AFRICAN AMERICAN
- AMERICAN INDIAN OR ALASKA NATIVE
- ASIAN
- NATIVE HAWAIIAN AND PACIFIC ISLANDER
- SOME OTHER RACE
- TWO OR MORE RACES
- HISPANIC OR LATINO



WORKFORCE

VOLUNTARILY LEFT BY GENDER

SUMMARY

	FEMALE	MALE
Executive/Senior Level Officials & Managers	24	38
First/Mid Level Officials & Managers	458	577
All Other Employees (Exempt)	782	829
All Other Employees (Non-Exempt)	3,845	3,898

PERCENT PER CLASSIFICATION

	FEMALE	MALE
Executive/Senior Level Officials & Managers	38.7%	61.3%
First/Mid Level Officials & Managers	44.3%	55.7%
All Other Employees (Exempt)	48.5%	51.5%
All Other Employees (Non-Exempt)	49.7%	50.3%

AVERAGE # OF EMPLOYEES/ORGANIZATION

	FEMALE	MALE
Executive/Senior Level Officials & Managers	2	3
First/Mid Level Officials & Managers	38	41
All Other Employees (Exempt)	46	55
All Other Employees (Non-Exempt)	256	260

MEDIAN # OF EMPLOYEES/ORGANIZATION

	FEMALE	MALE
Executive/Senior Level Officials & Managers	1	1
First/Mid Level Officials & Managers	4	5
All Other Employees (Exempt)	5	12
All Other Employees (Non-Exempt)	16	8

INVOLUNTARILY LEFT BY GENDER

SUMMARY

	FEMALE	MALE
Executive/Senior Level Officials & Managers	9	16
First/Mid Level Officials & Managers	71	97
All Other Employees (Exempt)	96	116
All Other Employees (Non-Exempt)	369	387

PERCENT PER CLASSIFICATION

	FEMALE	MALE
Executive/Senior Level Officials & Managers	36.0%	64.0%
First/Mid Level Officials & Managers	42.3%	57.7%
All Other Employees (Exempt)	45.3%	54.7%
All Other Employees (Non-Exempt)	48.8%	51.2%

AVERAGE # OF EMPLOYEES/ORGANIZATION

	FEMALE	MALE
Executive/Senior Level Officials & Managers	1	1
First/Mid Level Officials & Managers	7	10
All Other Employees (Exempt)	8	9
All Other Employees (Non-Exempt)	28	30

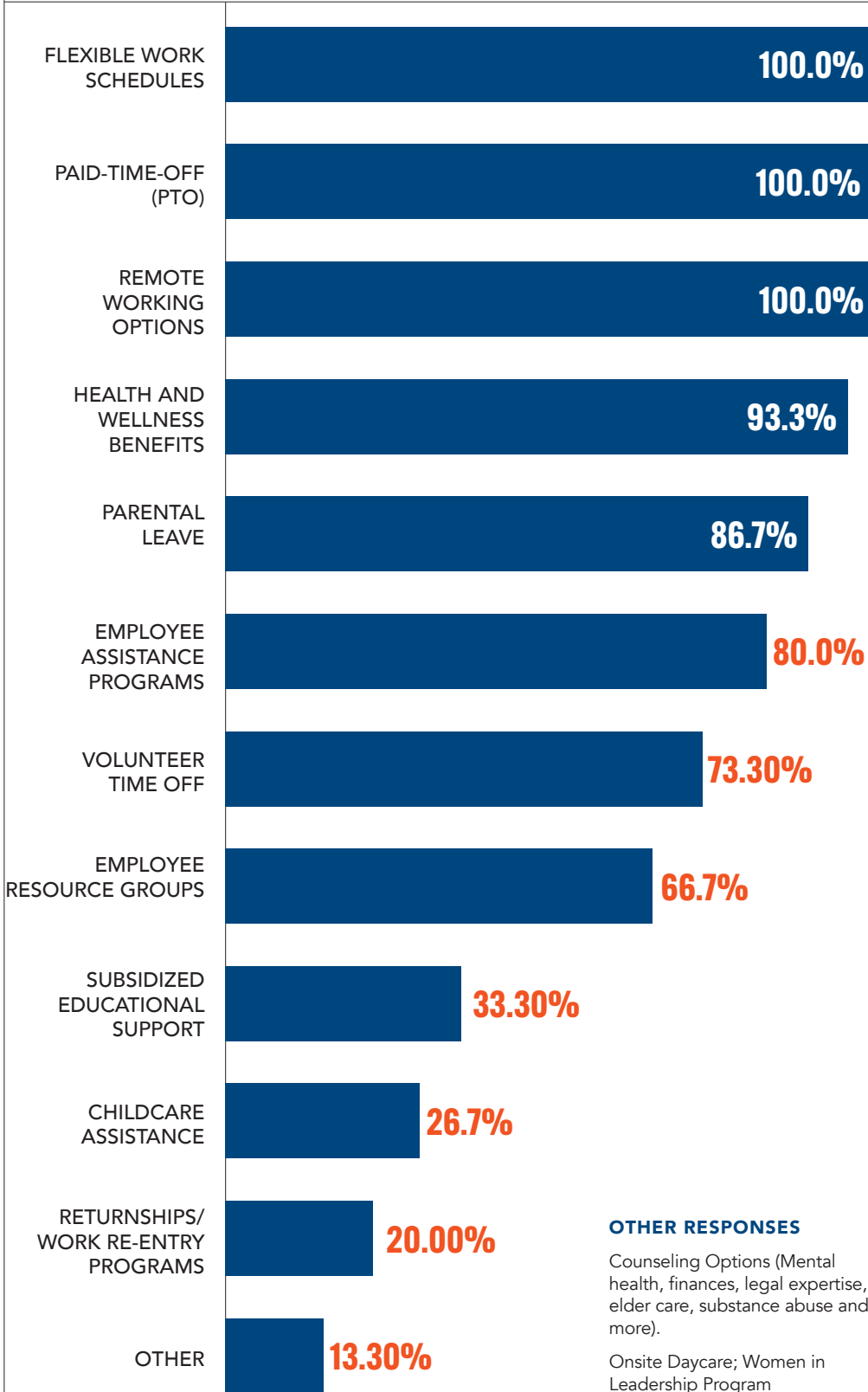
MEDIAN # OF EMPLOYEES/ORGANIZATION

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

No data was provided for Board of Directors category on these questions.

RECRUITMENT AND RETENTION

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

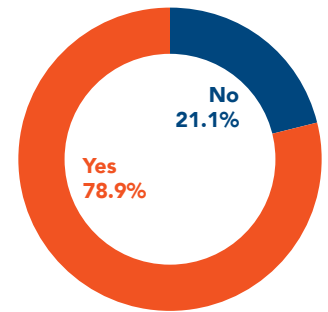


OTHER RESPONSES

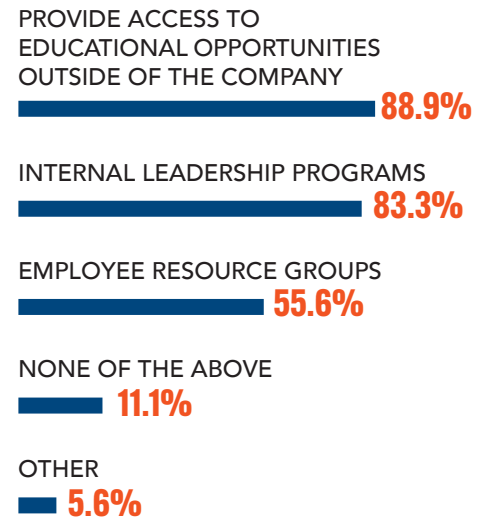
Counseling Options (Mental health, finances, legal expertise, elder care, substance abuse and more).

Onsite Daycare; Women in Leadership Program

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

Mentorship and Sponsorship programs

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

