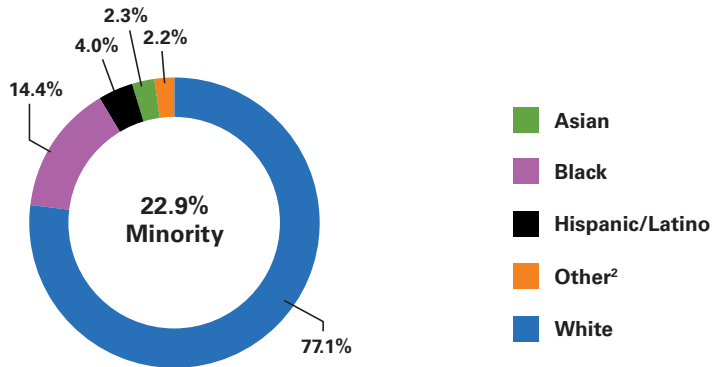


2023 Diversity, Equity & Inclusion (Workforce) Metrics



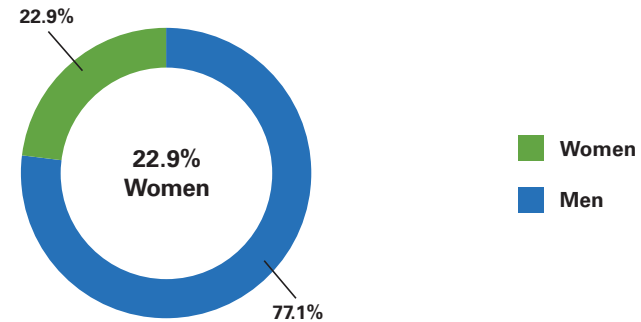
TOTAL WORKFORCE REPRESENTATION¹ BY RACE/ETHNICITY

Percent



TOTAL WORKFORCE REPRESENTATION¹ BY GENDER

Percent



¹ Headcount data as of 12/31/2023

² Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races

WORKFORCE REPRESENTATION¹					
RACE	GENDER	2022 (17,211 Employees)	2023 (17,773 Employees)	LABOR MARKET AVAILABILITY (Local)	PEOPLE LIVING IN OUR COMMUNITIES (27 Million People)
Asian	Women	0.8%	0.8%	1.8%	2.5%
	Men	1.5%	1.5%	3.4%	2.3%
Black	Women	5.6%	5.7%	7.0%	10.0%
	Men	8.6%	8.7%	11.1%	9.0%
Hispanic/Latino	Women	1.0%	1.1%	2.0%	4.6%
	Men	2.6%	2.9%	7.5%	4.9%
Other ²	Women	0.6%	0.6%	1.1%	1.6%
	Men	1.5%	1.6%	1.9%	1.6%
White	Women	14.8%	14.8%	18.8%	32.0%
	Men	63.0%	62.3%	45.4%	31.5%
Diverse Total		37.0%	37.7%	54.6%	68.5%

¹ Data as of 12/31 of specified year

² Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races

EXECUTIVE REPRESENTATION¹					
RACE	GENDER	2022 (324 Leaders)	2023 (329 Leaders)	LABOR MARKET AVAILABILITY (National)	PEOPLE LIVING IN OUR COMMUNITIES (27 Million People)
Asian	Women	1.2%	0.9%	1.5%	2.5%
	Men	1.9%	1.8%	3.5%	2.3%
Black	Women	5.6%	5.8%	1.9%	10.0%
	Men	6.5%	6.7%	2.9%	9.0%
Hispanic/Latino	Women	0.6%	0.6%	2.4%	4.6%
	Men	0.0%	0.9%	5.6%	4.9%
Other²	Women	0.0%	0.0%	0.8%	1.6%
	Men	0.9%	0.9%	1.4%	1.6%
White	Women	21.6%	21.0%	21.3%	32.0%
	Men	61.7%	61.4%	58.7%	31.5%
Diverse Total		38.3%	38.6%	41.3%	68.5%

¹ Data as of 12/31 of specified year

² Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races

LEADERSHIP REPRESENTATION¹					
RACE	GENDER	2022 (2,221 Leaders)	2023 (2,290 Leaders)	LABOR MARKET AVAILABILITY (Local)	PEOPLE LIVING IN OUR COMMUNITIES (27 Million People)
Asian	Women	0.3%	0.4%	1.6%	2.5%
	Men	1.1%	1.2%	3.1%	2.3%
Black	Women	3.8%	3.7%	5.1%	10.0%
	Men	6.9%	7.3%	6.3%	9.0%
Hispanic/Latino	Women	0.3%	0.5%	1.7%	4.6%
	Men	1.7%	1.7%	4.0%	4.9%
Other²	Women	0.3%	0.4%	0.8%	1.6%
	Men	1.7%	1.7%	1.4%	1.6%
White	Women	11.6%	11.2%	22.8%	32.0%
	Men	72.3%	71.9%	53.2%	31.5%
Diverse Total		27.7%	28.1%	46.8%	68.5%

¹ Data as of 12/31 of specified year

² Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races

TOTAL HIRES ¹				
RACE	GENDER	2022 (1,700 Total)	2023 (1,657 Total)	CHANGE FROM (2022-2023)
Asian	Women	1.5%	0.9%	-0.6
	Men	1.8%	2.1%	+0.3
Black	Women	6.9%	7.8%	+0.9
	Men	11.1%	10.6%	-0.5
Hispanic/Latino	Women	2.1%	1.8%	-0.3
	Men	7.0%	6.2%	-0.8
Other ²	Women	1.2%	0.6%	-0.6
	Men	2.3%	2.8%	+0.5
White	Women	15.0%	16.2%	+1.2
	Men	51.1%	51.0%	-0.1
Diverse Total		48.9%	49.0%	+0.1

TOTAL PROMOTIONS ¹				
RACE	GENDER	2022 (3,094 Total)	2023 (3,277 Total)	CHANGE FROM (2022-2023)
Asian	Women	1.0%	0.9%	-0.1
	Men	1.0%	1.6%	+0.6
Black	Women	8.1%	5.6%	-2.5
	Men	9.2%	8.5%	-0.7
Hispanic/Latino	Women	1.2%	1.3%	+0.1
	Men	3.0%	4.3%	+1.3
Other ²	Women	0.8%	0.8%	-
	Men	2.1%	1.7%	-0.4
White	Women	16.2%	13.7%	-2.5
	Men	57.4%	61.6%	+4.2
Diverse Total		42.6%	38.4%	-4.2

¹ Data as of 1/1-12/31 of specified year

² Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races

SEPARATION RATES ¹				
RACE	GENDER	2022 (1,333 Total)	2023 (1,092 Total)	CHANGE FROM (2022-2023)
Asian	Women	9.8%	7.5%	-2.3
	Men	12.4%	7.0%	-5.4
Black	Women	8.8%	8.0%	-0.8
	Men	7.8%	7.0%	-0.8
Hispanic/Latino	Women	13.8%	6.3%	-7.5
	Men	8.1%	5.8%	-2.3
Other ²	Women	11.0%	10.9%	-0.1
	Men	7.8%	6.2%	-1.6
White	Women	8.6%	7.0%	-1.6
	Men	7.2%	5.6%	-1.6
Diverse Total		8.8%	7.1%	-1.7

RESIGNATION RATES ¹				
RACE	GENDER	2022 (699 Total)	2023 (549 Total)	CHANGE FROM (2022-2023)
Asian	Women	9.1%	6.8%	-2.3
	Men	10.8%	5.2%	-5.6
Black	Women	5.2%	4.8%	-0.4
	Men	3.6%	3.4%	-0.2
Hispanic/Latino	Women	11.5%	4.7%	-6.8
	Men	6.1%	3.3%	-2.8
Other ²	Women	8.0%	3.0%	-5.0
	Men	4.3%	2.8%	-1.5
White	Women	4.8%	3.8%	-1.0
	Men	3.4%	2.6%	-0.8
Diverse Total		5.2%	3.9%	-1.3

¹ Data as of 1/1-12/31 of specified year

² Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander and Two or More Races