

EQUAL EMPLOYMENT OPPORTUNITY
2020 EMPLOYER INFORMATION REPORT EEO-1
 Consolidated Report

We value diversity of perspective, expertise, background and tenure, as well as cultural, sexual orientation, ethnic and gender identity. We believe that having a diverse team and inclusive culture creates opportunities to better serve our clients and communities. [Click here to read more about our diversity, equity and inclusion efforts in our 2021 Corporate Social Responsibility report.](#)

SECTION D — EMPLOYMENT DATA

| JOB CATEGORIES | Hispanic or Latino | | Non-Hispanic or Latino Male | | | | | | Non-Hispanic or Latino Female | | | | | | Overall Totals |
|----------------------------|--------------------|--------|-----------------------------|---------------------------|-------------------------------------|-------|----------------------------------|-------------------|-------------------------------|---------------------------|-------------------------------------|-------|----------------------------------|-------------------|----------------|
| | Male | Female | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaska Native | Two or More Races | White | Black or African American | Native Hawaiian or Pacific Islander | Asian | American Indian or Alaska Native | Two or More Races | |
| Exec/Sr. Officials & Mgrs | 0 | 0 | 37 | 0 | 0 | 3 | 0 | 0 | 24 | 1 | 0 | 7 | 0 | 0 | 72 |
| First/Mid Officials & Mgrs | 36 | 32 | 468 | 18 | 7 | 147 | 2 | 19 | 298 | 23 | 10 | 145 | 0 | 13 | 1218 |
| Professionals | 43 | 32 | 475 | 26 | 12 | 328 | 2 | 31 | 258 | 14 | 8 | 270 | 1 | 24 | 1524 |
| Technicians | 0 | 0 | 4 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Sales Workers | 46 | 37 | 228 | 15 | 1 | 73 | 2 | 21 | 142 | 10 | 1 | 95 | 0 | 9 | 680 |
| Administrative Support | 91 | 171 | 350 | 64 | 8 | 199 | 0 | 38 | 401 | 71 | 19 | 325 | 3 | 36 | 1776 |
| Craft Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operatives | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Laborers & Helpers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 216 | 272 | 1562 | 123 | 28 | 752 | 6 | 109 | 1123 | 119 | 38 | 842 | 4 | 82 | 5276 |
| Previous Year Total | 200 | 245 | 1430 | 99 | 26 | 648 | 6 | 95 | 1005 | 111 | 36 | 744 | 4 | 87 | 4736 |