

## BY SENIORITY

	ASIAN	BLACK	LATINX	MULTI-RACIAL	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE
JUNIOR	20%	8%	0%	0%	0%	72%
MID-LEVEL	12%	6%	9%	6%	0%	67%
SENIOR	15%	3%	6%	6%	0%	71%
DIRECTOR	11%	8%	8%	6%	0%	69%
MANAGEMENT	0%	0%	0%	0%	0%	100%
EXECUTIVE LEADERSHIP	0%	0%	0%	0%	0%	100%
TOTAL	13%	6%	6%	4%	0%	71%

## BY DEPARTMENT

	ASIAN	BLACK	LATINX	MULTI-RACIAL	NATIVE HAWAIIAN / PACIFIC ISLANDER	WHITE
ACCOUNT MANAGEMENT	11%	4%	4%	0%	0%	81%
ADMIN & OPS	0%	0%	0%	20%	0%	80%
CORPORATE COMMUNICATION	0%	0%	50%	0%	0%	50%
CREATIVE & DESIGN	18%	2%	2%	6%	0%	71%
FINANCE & ACCOUNTING	14%	29%	0%	0%	0%	57%
HUMAN RESOURCES	0%	0%	20%	20%	0%	60%
IT	33%	33%	33%	0%	0%	0%
MANAGEMENT	0%	0%	0%	0%	0%	100%
NEW BUSINESS	0%	0%	0%	0%	0%	100%
PRODUCTION	10%	14%	14%	0%	0%	62%
STRATEGY & PLANNING	13%	0%	0%	7%	0%	80%
TOTAL	12%	6%	6%	4%	0%	71%

## IDENTIFYING GENDER

	MAN-IDENTIFYING	WOMAN-IDENTIFYING		MAN-IDENTIFYING	WOMAN-IDENTIFYING
JUNIOR	40%	60%	ACCOUNT MANAGEMENT	26%	74%
MID-LEVEL	39%	61%	ADMIN & OPS	20%	80%
SENIOR	35%	65%	CORPORATE COMMUNICATION	0%	100%
DIRECTOR	56%	44%	CREATIVE & DESIGN	63%	37%
MANAGEMENT	60%	40%	FINANCE & ACCOUNTING	29%	71%
EXECUTIVE LEADERSHIP (ELT)	71%	29%	HUMAN RESOURCES	0%	100%
			IT	100%	0%
TOTAL	44%	56%	MANAGEMENT	60%	40%
			NEW BUSINESS	100%	0%
			PRODUCTION	33%	67%
			STRATEGY & PLANNING	40%	60%
			TOTAL	44%	56%

\*To align with federal reporting requirements, we have used EEO-1 categories for 2 genders and 6 races and 1 ethnicity. This categorization does not reflect our opinion.

\*\*Where possible, self-identification is the preferred method of identifying the race and ethnic information necessary for reporting; where not possible, visual reporting is used as required by regulations.

\*\*\* ELT or Executive Leadership Team includes Officers and Partners.