



Culture at Work: Overall and Women by Industry Topline Report

Online survey, conducted
May 31 - July 14, 2018

4,764 WOMEN in tech, finance, legal, energy and healthcare industries

1,002 Women in Tech • 1,005 Women in Finance • 1,000 Women in Legal • 678 Women in Energy • 1,079 Women in Healthcare

1,030 MEN in tech, finance, legal, energy and healthcare industries

For any inquiries about the data or to request additional subgroups for reporting, please contact Kim O'Halloran at Kim.OHalloran@FTIConsulting.com or 312-553-6733

1. Thinking about the culture at your workplace, which two values are most attractive to you to have at your company?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
WORK-LIFE BALANCE	54%	50%	52%	56%	57%	49%	54%
WELCOMING ENVIRONMENT, COMRADERY, AND CONNECTIVITY AMONG COLLEAGUES	45%	40%	39%	42%	49%	48%	50%
FINANCIAL PERKS AND A FOCUS ON COMPANY GROWTH	37%	40%	32%	47%	36%	37%	32%
INCLUSIVITY AND ACCEPTANCE OF ALL TYPES OF PEOPLE AND BELIEFS	25%	22%	27%	22%	24%	26%	27%
CREATIVITY AND INNOVATION	13%	21%	21%	10%	10%	13%	9%
MINDFULNESS, FITNESS AND HEALTH	9%	12%	12%	9%	7%	9%	10%
NONE OF THE ABOVE [EXCLUSIVE ANSWER]	4%	3%	3%	3%	4%	4%	4%

2. A lot of research has been developed around office cultures. Based on this research, there are typically four standard organizational culture types:

“Clan Culture” – This working environment is friendly, promotes teamwork, participation, and consensus. The leaders are seen as mentors, emphasizing long-term development and bonding colleagues by morals. The organization is held together by loyalty and tradition. The organization’s success focuses on the needs of the clients and caring for people.

“Adhocracy Culture” – This is a dynamic and creative working environment that promotes individual initiative and freedom. Employees take risks. Leaders are seen as innovators, and experiments are encouraged. Prominence is emphasized. The long-term goal is to grow and create new resources. The availability of new products or services is seen as success.

“Market Culture” – This is a results-based organization that emphasizes getting things done. People are competitive and focused on goals. Leaders are hard drivers, producers, and have high expectations. Reputation and success are the most important. Long-term focus is on rival activities and reaching goals. Market penetration and stock price are the definitions of success.

“Hierarchy Culture” – This is a formalized and structured work environment. Procedures decide what people do. Leaders are proud of their efficiency-based coordination and organization. Keeping the organization functioning smoothly is most crucial. The long-term goals are stability and results. Trustful delivery and low costs define success. The personnel management has to guarantee work and predictability.

Which of the following do you think more closely represents the culture of your company?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
CLAN CULTURE	30%	27%	27%	28%	34%	30%	33%
HIERARCHY CULTURE	30%	29%	28%	28%	33%	29%	31%
MARKET CULTURE	22%	24%	26%	25%	18%	27%	17%
ADHOCRACY CULTURE	9%	12%	13%	10%	7%	7%	8%
DON'T KNOW	8%	8%	6%	8%	9%	8%	11%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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3. Which of the following do you think more closely represents the culture you are most likely to thrive?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
CLAN CULTURE	44%	37%	37%	41%	45%	48%	47%
ADHOCRACY CULTURE	19%	20%	25%	20%	18%	17%	16%
MARKET CULTURE	14%	19%	17%	17%	13%	13%	12%
HIERARCHY CULTURE	12%	14%	13%	11%	13%	13%	12%
DON'T KNOW	10%	9%	7%	10%	12%	9%	13%

4. Do you agree or disagree with the following statement?

I have the ability to change the culture at my workplace.

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
TOTAL AGREE	55%	61%	64%	52%	52%	54%	55%
TOTAL DISAGREE	39%	32%	32%	42%	42%	40%	39%
STRONGLY AGREE	20%	24%	25%	18%	19%	19%	18%
SOMEWHAT AGREE	36%	37%	39%	34%	33%	35%	37%
SOMEWHAT DISAGREE	19%	17%	17%	21%	21%	18%	18%
STRONGLY DISAGREE	20%	15%	14%	21%	21%	22%	21%
DON'T KNOW	6%	6%	4%	6%	6%	6%	6%

5. What are the reasons you believe you can change the culture at your workplace?

Asked to those who believe they have the ability to change the culture at their workplace

	<u>ALL</u> <u>WOMEN</u> <u>N=2,636</u>	<u>ALL</u> <u>MEN</u> <u>N=633</u>	<u>TECH</u> <u>WOMEN</u> <u>N=641</u>	<u>FINANCE</u> <u>WOMEN</u> <u>N=519</u>	<u>LEGAL</u> <u>WOMEN</u> <u>N=518</u>	<u>ENERGY</u> <u>WOMEN</u> <u>N=367</u>	<u>HEALTHCARE</u> <u>WOMEN</u> <u>N=591</u>
I BELIEVE CULTURE CHANGE STARTS FROM THE GROUND UP AND CAN START WITH MY LEADERSHIP WORKING WITH COLLEAGUES AT ALL LEVELS	47%	46%	49%	48%	43%	46%	49%
SUGGESTIONS FOR CHANGE FROM ALL LEVELS ARE A CORPORATE VALUE AND ENCOURAGED AT MY COMPANY	38%	35%	46%	40%	31%	34%	37%
I HAVE A LEADER, SPONSOR, OR SUPERVISOR WHO IS WELCOMING OF MY IDEAS AND TRIES TO IMPLEMENT THEM	36%	30%	37%	41%	31%	36%	35%
I WORK AT A SMALL COMPANY WHERE STAFF CAN ADJUST TO A CULTURE THAT WORKS BEST FOR US	29%	25%	26%	22%	41%	27%	30%
I AM IN LEADERSHIP AND HAVE A SAY IN THE DIRECTION OF THE COMPANY	27%	34%	31%	23%	30%	23%	27%
DON'T KNOW	1%	1%	*	2%	1%	2%	2%

6. What are the reasons you believe you cannot change the culture at your workplace?

Asked to those who DO NOT believe they have the ability to change the culture at their workplace

	<u>ALL</u> <u>WOMEN</u> <u>N=2,128</u>	<u>ALL</u> <u>MEN</u> <u>N=397</u>	<u>TECH</u> <u>WOMEN</u> <u>N=361</u>	<u>FINANCE</u> <u>WOMEN</u> <u>N=486</u>	<u>LEGAL</u> <u>WOMEN</u> <u>N=482</u>	<u>ENERGY</u> <u>WOMEN</u> <u>N=311</u>	<u>HEALTHCARE</u> <u>WOMEN</u> <u>N=488</u>
I AM NOT IN LEADERSHIP AND HAVE LITTLE TO NO SAY IN THE DIRECTION OF THE COMPANY	45%	42%	43%	44%	47%	44%	46%
I WORK AT A LARGE COMPANY WHERE THE WORKFORCE CANNOT SIMPLY CHANGE ITS CULTURE WITHOUT GOING THROUGH MULTIPLE LEVELS OF BUREAUCRACY	40%	36%	49%	48%	24%	42%	39%
THERE IS UNWILLINGNESS WITHIN MY COMPANY OR INDUSTRY TO MAKE A CULTURE CHANGE	23%	23%	21%	19%	26%	29%	21%
THE SYSTEM IS DESIGNED A PARTICULAR WAY THAT PREVENTS CERTAIN CULTURE PARADIGMS FROM BEING EFFECTIVE FOR OUR INDUSTRY	19%	21%	20%	14%	22%	21%	17%
I HAVE A BOSS OR SUPERVISOR WHO DISCOURAGES CONVERSATIONS ABOUT OFFICE CULTURE	15%	11%	13%	16%	17%	15%	15%
DON'T KNOW	10%	12%	10%	10%	11%	8%	10%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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7. Company Values and Workplace Culture Index

Some have suggested that companies can take the lead in establishing more inclusive values within their cultures and set industry standards that other companies can exemplify. The following ideas are focused on company values and workplace culture when it comes to recruiting and retaining talented women. Please think about how important it is to you that the following ideas could be implemented at your company. On a scale from zero to ten, where 0 means not at all important and 10 means extremely important, how important is it to you that the following ideas are used or implemented by your company to recruit and retain talented women?

	TOTAL IMPORTANT (6-10)	TOTAL NOT IMPORTANT (0-4)	10 EXTREMELY IMPORTANT	9	8	7	6	5 - NEUTRAL	4	3	2	1	0 - NOT AT ALL IMPORTANT	DON'T KNOW	MEAN
Make a concerted effort to inform and make all employees aware of company programs, benefits, and policies															
ALL WOMEN	85%	6%	43%	15%	13%	9%	5%	6%	2%	1%	1%	1%	2%	3%	8.3
ALL MEN	81%	10%	30%	16%	17%	11%	7%	6%	2%	1%	2%	1%	4%	3%	7.7
TECH WOMEN	89%	5%	43%	16%	16%	8%	6%	4%	2%	*	1%	*	1%	1%	8.4
FINANCE WOMEN	87%	5%	46%	15%	13%	9%	4%	4%	1%	1%	*	*	1%	4%	8.6
LEGAL WOMEN	82%	8%	39%	14%	13%	9%	6%	7%	2%	2%	1%	1%	3%	3%	8.0
ENERGY WOMEN	85%	7%	44%	13%	13%	9%	6%	6%	2%	1%	1%	1%	1%	2%	8.2
HEALTHCARE WOMEN	83%	6%	43%	14%	12%	8%	5%	7%	2%	1%	1%	*	2%	5%	8.3
Create a culture that does not tolerate inappropriate or offensive language that makes employees feel uncomfortable and establish formal accountability protocols for those who break policies															
ALL WOMEN	82%	8%	46%	12%	11%	8%	5%	6%	2%	1%	1%	1%	2%	3%	8.2
ALL MEN	80%	12%	34%	15%	13%	10%	7%	5%	3%	2%	2%	1%	5%	4%	7.7
TECH WOMEN	87%	6%	46%	15%	13%	8%	5%	6%	2%	1%	1%	1%	1%	2%	8.4
FINANCE WOMEN	84%	8%	47%	13%	11%	9%	4%	5%	2%	1%	1%	*	2%	4%	8.3
LEGAL WOMEN	80%	10%	47%	11%	11%	8%	5%	6%	2%	1%	2%	1%	4%	4%	8.0
ENERGY WOMEN	79%	11%	43%	10%	13%	8%	5%	7%	3%	2%	2%	2%	3%	3%	7.9
HEALTHCARE WOMEN	81%	8%	45%	12%	10%	8%	5%	7%	3%	2%	1%	*	2%	4%	8.2
Require sexual harassment training for men and women at all levels, which includes subtle and modern forms of harassment															
ALL WOMEN	81%	9%	45%	11%	11%	9%	6%	6%	2%	2%	1%	1%	3%	3%	8.1
ALL MEN	78%	13%	35%	12%	13%	10%	7%	6%	2%	2%	2%	1%	6%	4%	7.6
TECH WOMEN	87%	7%	46%	13%	13%	10%	5%	5%	3%	1%	*	1%	2%	2%	8.3
FINANCE WOMEN	84%	7%	47%	11%	10%	9%	6%	6%	2%	1%	1%	*	2%	3%	8.3
LEGAL WOMEN	75%	13%	42%	10%	10%	8%	5%	8%	3%	3%	2%	1%	5%	4%	7.7
ENERGY WOMEN	81%	10%	44%	10%	11%	9%	8%	6%	2%	3%	1%	1%	4%	3%	7.9
HEALTHCARE WOMEN	80%	8%	47%	10%	9%	8%	6%	7%	2%	2%	1%	1%	2%	5%	8.1
Alignment of corporate values and action that shows the company's commitment															
ALL WOMEN	78%	9%	31%	14%	14%	12%	7%	8%	2%	2%	1%	1%	3%	4%	7.7
ALL MEN	74%	14%	23%	14%	15%	13%	9%	7%	3%	3%	2%	1%	5%	5%	7.1
TECH WOMEN	86%	7%	36%	16%	17%	10%	6%	5%	2%	2%	1%	*	1%	2%	8.1
FINANCE WOMEN	82%	7%	33%	15%	16%	11%	6%	7%	2%	1%	1%	*	2%	4%	7.9
LEGAL WOMEN	73%	13%	28%	13%	14%	13%	6%	9%	3%	2%	1%	2%	6%	5%	7.3
ENERGY WOMEN	77%	11%	31%	12%	14%	11%	8%	9%	3%	2%	2%	1%	3%	4%	7.5
HEALTHCARE WOMEN	75%	10%	29%	13%	12%	13%	8%	10%	3%	2%	1%	1%	3%	5%	7.5
Invest in women's leadership programming both inside the company and in the community															
ALL WOMEN	74%	14%	29%	13%	14%	11%	8%	8%	3%	3%	2%	1%	5%	4%	7.3
ALL MEN	62%	22%	18%	12%	14%	12%	6%	11%	3%	3%	3%	3%	10%	6%	6.4
TECH WOMEN	82%	9%	33%	18%	15%	11%	6%	7%	2%	2%	1%	1%	3%	2%	7.9
FINANCE WOMEN	77%	13%	32%	13%	15%	11%	7%	5%	3%	4%	1%	1%	4%	4%	7.6
LEGAL WOMEN	70%	16%	25%	12%	13%	12%	9%	10%	2%	3%	2%	2%	7%	4%	7.0
ENERGY WOMEN	71%	16%	26%	12%	13%	13%	7%	9%	5%	3%	2%	2%	5%	3%	7.1
HEALTHCARE WOMEN	70%	16%	28%	10%	13%	10%	9%	9%	3%	2%	2%	1%	6%	5%	7.1

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* denotes less than 0.5%

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7. Company Values and Workplace Culture Index – Continued

	TOTAL IMPORTANT (6-10)	TOTAL NOT IMPORTANT (0-4)	10 EXTREMELY IMPORTANT	9	8	7	6	5 - NEUTRAL	4	3	2	1	0 - NOT AT ALL IMPORTANT	DON'T KNOW	MEAN
Establish programs for the company to be an industry leader on gender balance and inclusion															
ALL WOMEN	70%	17%	25%	12%	14%	11%	8%	9%	4%	3%	2%	1%	7%	4%	7.0
ALL MEN	63%	22%	17%	13%	13%	13%	8%	10%	3%	3%	3%	2%	11%	5%	6.4
TECH WOMEN	81%	9%	29%	17%	16%	12%	7%	7%	2%	2%	1%	1%	4%	2%	7.7
FINANCE WOMEN	71%	16%	27%	13%	14%	11%	7%	8%	4%	2%	2%	2%	6%	5%	7.2
LEGAL WOMEN	64%	19%	23%	9%	15%	9%	8%	11%	3%	3%	2%	2%	9%	5%	6.6
ENERGY WOMEN	66%	20%	21%	13%	13%	11%	8%	10%	6%	3%	3%	1%	7%	3%	6.7
HEALTHCARE WOMEN	65%	20%	24%	8%	13%	12%	8%	10%	4%	4%	3%	1%	8%	6%	6.7
Incorporate gender-inclusivity within the company's brand, mission statement, or stated goals and in its action															
ALL WOMEN	68%	18%	25%	12%	12%	11%	8%	10%	3%	3%	2%	2%	8%	5%	6.9
ALL MEN	63%	23%	17%	14%	13%	11%	8%	9%	3%	4%	3%	1%	11%	5%	6.4
TECH WOMEN	78%	12%	31%	15%	14%	12%	7%	8%	3%	2%	2%	1%	4%	2%	7.5
FINANCE WOMEN	70%	18%	25%	12%	14%	12%	6%	7%	3%	3%	3%	2%	6%	6%	7.0
LEGAL WOMEN	63%	21%	21%	12%	12%	10%	8%	11%	3%	4%	3%	2%	10%	5%	6.5
ENERGY WOMEN	63%	21%	22%	12%	10%	11%	8%	12%	4%	4%	3%	1%	8%	4%	6.6
HEALTHCARE WOMEN	63%	20%	23%	10%	11%	9%	10%	11%	4%	3%	2%	2%	9%	6%	6.6
Actively work with other companies in the industry to set goals and communicate to the public that the industry is committed to improving gender balance															
ALL WOMEN	68%	18%	23%	10%	14%	12%	9%	10%	4%	3%	2%	2%	6%	5%	6.8
ALL MEN	63%	23%	17%	12%	15%	11%	7%	10%	4%	3%	4%	2%	10%	5%	6.3
TECH WOMEN	79%	10%	28%	15%	16%	13%	7%	8%	3%	1%	1%	1%	3%	3%	7.6
FINANCE WOMEN	69%	16%	23%	11%	15%	12%	9%	9%	4%	3%	3%	1%	5%	6%	6.9
LEGAL WOMEN	62%	22%	21%	8%	12%	11%	10%	11%	5%	4%	3%	2%	9%	5%	6.4
ENERGY WOMEN	65%	21%	21%	10%	15%	12%	8%	10%	6%	4%	3%	1%	6%	4%	6.6
HEALTHCARE WOMEN	63%	20%	22%	9%	12%	12%	9%	11%	5%	3%	3%	2%	8%	6%	6.6
Commit to at least 40% of staff being diverse															
ALL WOMEN	63%	20%	22%	10%	12%	10%	8%	12%	4%	3%	3%	2%	8%	5%	6.6
ALL MEN	55%	30%	15%	10%	11%	10%	9%	10%	5%	4%	4%	3%	14%	6%	5.8
TECH WOMEN	74%	14%	25%	16%	14%	11%	8%	8%	3%	3%	2%	1%	5%	3%	7.3
FINANCE WOMEN	66%	17%	23%	10%	13%	11%	9%	11%	4%	3%	3%	1%	6%	6%	6.9
LEGAL WOMEN	57%	23%	21%	8%	11%	10%	8%	14%	4%	4%	3%	2%	11%	6%	6.2
ENERGY WOMEN	57%	26%	20%	9%	12%	9%	7%	14%	6%	5%	3%	2%	9%	4%	6.2
HEALTHCARE WOMEN	57%	22%	20%	8%	10%	9%	9%	14%	4%	3%	3%	2%	10%	7%	6.2
Ensure third-party vendors adhere to diversity criteria established by the company															
ALL WOMEN	63%	20%	21%	10%	12%	11%	9%	11%	4%	4%	3%	2%	8%	6%	6.6
ALL MEN	60%	25%	17%	12%	13%	11%	8%	10%	2%	4%	4%	3%	12%	6%	6.1
TECH WOMEN	74%	14%	26%	13%	14%	12%	10%	9%	3%	2%	2%	2%	5%	3%	7.2
FINANCE WOMEN	65%	19%	23%	10%	13%	10%	9%	9%	5%	3%	2%	2%	6%	6%	6.8
LEGAL WOMEN	55%	25%	17%	9%	10%	11%	9%	12%	4%	5%	3%	2%	12%	7%	6.0
ENERGY WOMEN	59%	25%	19%	9%	12%	11%	7%	12%	6%	6%	4%	2%	8%	4%	6.3
HEALTHCARE WOMEN	61%	21%	21%	9%	12%	10%	10%	12%	4%	4%	2%	2%	8%	7%	6.4
Engage third parties to analyze, validate and guide their efforts on gender inclusion and diversity															
ALL WOMEN	61%	23%	18%	10%	12%	12%	8%	11%	5%	4%	3%	2%	9%	5%	6.3
ALL MEN	57%	28%	14%	11%	12%	12%	8%	10%	5%	4%	5%	3%	11%	5%	5.9
TECH WOMEN	74%	15%	24%	14%	15%	13%	8%	8%	3%	3%	2%	1%	6%	3%	7.2
FINANCE WOMEN	63%	21%	19%	10%	13%	12%	9%	9%	5%	4%	3%	2%	7%	7%	6.5
LEGAL WOMEN	53%	30%	16%	9%	10%	11%	7%	12%	5%	5%	4%	2%	13%	6%	5.8
ENERGY WOMEN	58%	26%	16%	9%	13%	11%	10%	12%	5%	5%	4%	2%	10%	3%	6.0
HEALTHCARE WOMEN	55%	25%	16%	8%	10%	11%	9%	13%	5%	5%	3%	2%	11%	7%	6.0

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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8. Which of the following experiences have you faced at work in the last year? Please select all that apply.

	TOTAL PERSONALLY EXPERIENCED/ WITNESSED^	I HAVE PERSONALLY EXPERIENCED THIS	I HAVE WITNESSED A COLLEAGUE EXPERIENCE IT	I HAVE NEVER EXPERIENCED THIS, BUT THINK IT IS A PROBLEM THAT SHOULD BE FIXED [EXCLUSIVE ANSWER]	I HAVE NEVER EXPERIENCED THIS AND BELIEVE IT IS NOT COMMONLY HAPPENING AT WORK [EXCLUSIVE ANSWER]	I DON'T KNOW [EXCLUSIVE ANSWER]
Feeling undervalued by your manager, team, or company in general						
ALL WOMEN	62%	53%	19%	14%	20%	4%
ALL MEN	52%	40%	19%	17%	25%	6%
TECH WOMEN	58%	44%	23%	17%	21%	4%
FINANCE WOMEN	65%	56%	19%	12%	19%	4%
LEGAL WOMEN	63%	54%	17%	15%	19%	4%
ENERGY WOMEN	63%	54%	18%	14%	19%	4%
HEALTHCARE WOMEN	63%	56%	17%	12%	20%	5%
Hearing inappropriate language						
ALL WOMEN	57%	49%	17%	13%	24%	6%
ALL MEN	56%	43%	21%	14%	23%	7%
TECH WOMEN	56%	46%	20%	15%	23%	6%
FINANCE WOMEN	55%	47%	17%	15%	25%	5%
LEGAL WOMEN	58%	52%	13%	11%	24%	6%
ENERGY WOMEN	58%	51%	15%	13%	23%	6%
HEALTHCARE WOMEN	58%	50%	18%	12%	24%	6%
Receiving ineffective communication or lack of feedback, either good or bad, from supervisors on your performance and prospects for promotion						
ALL WOMEN	55%	45%	18%	17%	23%	5%
ALL MEN	51%	36%	22%	17%	26%	7%
TECH WOMEN	53%	40%	22%	19%	23%	5%
FINANCE WOMEN	56%	48%	16%	17%	24%	4%
LEGAL WOMEN	56%	47%	16%	16%	23%	5%
ENERGY WOMEN	56%	45%	20%	15%	24%	5%
HEALTHCARE WOMEN	54%	45%	17%	17%	23%	6%
Being paid less than industry counterparts						
ALL WOMEN	52%	44%	15%	18%	20%	9%
ALL MEN	42%	30%	16%	20%	29%	9%
TECH WOMEN	53%	40%	19%	20%	19%	8%
FINANCE WOMEN	55%	47%	15%	18%	19%	8%
LEGAL WOMEN	52%	45%	13%	17%	21%	9%
ENERGY WOMEN	53%	44%	15%	17%	21%	9%
HEALTHCARE WOMEN	49%	41%	14%	18%	22%	11%
Receiving pressure from clients/company and managers to go above and beyond performance requirements during and outside office hours						
ALL WOMEN	50%	40%	17%	17%	27%	6%
ALL MEN	46%	33%	20%	18%	28%	8%
TECH WOMEN	53%	40%	22%	19%	23%	5%
FINANCE WOMEN	49%	37%	18%	18%	28%	5%
LEGAL WOMEN	53%	44%	15%	16%	25%	6%
ENERGY WOMEN	48%	37%	18%	20%	26%	6%
HEALTHCARE WOMEN	47%	40%	14%	15%	31%	7%
Failing to be promoted at the time when you believe you have met the criteria for advancement						
ALL WOMEN	50%	36%	19%	19%	25%	6%
ALL MEN	44%	30%	19%	20%	28%	7%
TECH WOMEN	51%	33%	25%	21%	24%	5%
FINANCE WOMEN	54%	40%	20%	20%	21%	4%
LEGAL WOMEN	47%	37%	14%	19%	28%	6%
ENERGY WOMEN	51%	37%	19%	17%	25%	7%
HEALTHCARE WOMEN	46%	34%	17%	18%	29%	7%
Being the person who typically cleans up the room after meetings and events without it being in your job description						
ALL WOMEN	47%	34%	18%	15%	32%	6%
ALL MEN	38%	24%	18%	17%	37%	8%
TECH WOMEN	46%	29%	22%	20%	29%	6%
FINANCE WOMEN	45%	32%	19%	13%	36%	6%
LEGAL WOMEN	49%	38%	16%	15%	30%	6%
ENERGY WOMEN	52%	40%	18%	14%	28%	6%
HEALTHCARE WOMEN	44%	34%	15%	15%	33%	8%

^The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections.

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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8. Which of the following experiences have you faced at work in the last year? Please select all that apply. – Continued

	TOTAL PERSONALLY EXPERIENCED/ WITNESSED^	I HAVE PERSONALLY EXPERIENCED THIS	I HAVE WITNESSED A COLLEAGUE EXPERIENCE IT	I HAVE NEVER EXPERIENCED THIS, BUT THINK IT IS A PROBLEM THAT SHOULD BE FIXED [EXCLUSIVE ANSWER]	I HAVE NEVER EXPERIENCED THIS AND BELIEVE IT IS NOT COMMONLY HAPPENING AT WORK [EXCLUSIVE ANSWER]	I DON'T KNOW [EXCLUSIVE ANSWER]
Having an inflexible working environment to determine where and when you work or take short time off, such as a doctor's appointment or early departure to watch a family member's game						
ALL WOMEN	45%	34%	16%	20%	30%	5%
ALL MEN	37%	23%	18%	20%	35%	8%
TECH WOMEN	44%	31%	19%	24%	28%	5%
FINANCE WOMEN	45%	35%	16%	19%	31%	5%
LEGAL WOMEN	44%	35%	14%	21%	30%	5%
ENERGY WOMEN	42%	32%	15%	23%	30%	5%
HEALTHCARE WOMEN	48%	37%	17%	15%	30%	7%
Lacking team or company support to allow for minimal uninterrupted personal time-off or vacation						
ALL WOMEN	44%	32%	18%	20%	30%	6%
ALL MEN	37%	24%	18%	21%	35%	8%
TECH WOMEN	46%	29%	23%	22%	26%	5%
FINANCE WOMEN	42%	31%	17%	21%	32%	5%
LEGAL WOMEN	46%	36%	15%	18%	29%	7%
ENERGY WOMEN	43%	30%	18%	22%	29%	6%
HEALTHCARE WOMEN	44%	33%	17%	16%	33%	6%
Being the designated note taker during a meeting						
ALL WOMEN	44%	31%	16%	15%	34%	8%
ALL MEN	37%	22%	18%	16%	37%	10%
TECH WOMEN	49%	32%	23%	18%	26%	7%
FINANCE WOMEN	42%	31%	15%	15%	36%	7%
LEGAL WOMEN	44%	32%	15%	13%	35%	8%
ENERGY WOMEN	48%	37%	15%	14%	31%	8%
HEALTHCARE WOMEN	37%	26%	14%	14%	38%	11%
Being in uncomfortable situations with a colleague[s] at work functions or outside the office						
ALL WOMEN	37%	27%	14%	21%	36%	6%
ALL MEN	34%	19%	19%	20%	39%	7%
TECH WOMEN	40%	26%	19%	24%	30%	6%
FINANCE WOMEN	36%	27%	13%	22%	38%	5%
LEGAL WOMEN	37%	30%	12%	19%	37%	7%
ENERGY WOMEN	37%	30%	12%	19%	36%	7%
HEALTHCARE WOMEN	35%	26%	13%	20%	39%	6%
Having fewer women in leadership roles with little to no plans for the company to enhance their presence						
ALL WOMEN	34%	23%	14%	24%	32%	9%
ALL MEN	23%	10%	14%	25%	41%	12%
TECH WOMEN	44%	30%	20%	23%	24%	8%
FINANCE WOMEN	33%	23%	13%	25%	35%	8%
LEGAL WOMEN	35%	26%	12%	24%	32%	10%
ENERGY WOMEN	36%	27%	14%	25%	29%	10%
HEALTHCARE WOMEN	24%	14%	11%	25%	40%	11%
Not being invited to informal activities outside of the office, which consisted mainly of colleagues and where important business decisions were made						
ALL WOMEN	31%	21%	13%	21%	39%	8%
ALL MEN	31%	18%	16%	20%	40%	9%
TECH WOMEN	36%	23%	17%	24%	33%	8%
FINANCE WOMEN	30%	20%	13%	22%	41%	8%
LEGAL WOMEN	30%	22%	10%	24%	38%	9%
ENERGY WOMEN	35%	24%	14%	18%	39%	9%
HEALTHCARE WOMEN	27%	19%	12%	19%	44%	9%
Being threatened by a colleague in a superior role to you for not carrying out a duty not relevant to your position						
ALL WOMEN	30%	19%	14%	24%	40%	6%
ALL MEN	29%	16%	16%	19%	44%	8%
TECH WOMEN	32%	19%	17%	25%	37%	6%
FINANCE WOMEN	28%	18%	13%	23%	44%	5%
LEGAL WOMEN	29%	18%	14%	26%	39%	7%
ENERGY WOMEN	33%	22%	14%	21%	40%	6%
HEALTHCARE WOMEN	30%	19%	14%	22%	42%	7%

^The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections.

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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9. Thinking about reasons you have left or would consider leaving an employer, what were the primary reasons you left your previous job or would consider leaving your current company? Please rank your top 3 choices.

	TOTAL TOP 3	RANKED 1ST	RANKED 2ND	RANKED 3RD	NOT RANKED
Feeling undervalued for the contributions you provide to your team and the company					
ALL WOMEN	37%	12%	13%	12%	63%
ALL MEN	32%	10%	11%	11%	68%
TECH WOMEN	31%	11%	10%	10%	69%
FINANCE WOMEN	38%	12%	13%	13%	62%
LEGAL WOMEN	37%	13%	14%	11%	63%
ENERGY WOMEN	39%	14%	12%	13%	61%
HEALTHCARE WOMEN	40%	13%	14%	13%	60%
Compensation that was below industry averages, not competitive with peer organizations, or aligned with salaries of peers doing the same work					
ALL WOMEN	33%	12%	12%	9%	67%
ALL MEN	30%	12%	8%	10%	70%
TECH WOMEN	32%	10%	12%	11%	68%
FINANCE WOMEN	37%	13%	15%	9%	63%
LEGAL WOMEN	33%	14%	10%	9%	67%
ENERGY WOMEN	35%	13%	13%	9%	65%
HEALTHCARE WOMEN	31%	12%	11%	8%	69%
Another company offered me a higher title or more responsibilities for better pay					
ALL WOMEN	32%	13%	9%	10%	68%
ALL MEN	38%	16%	10%	12%	62%
TECH WOMEN	31%	12%	9%	10%	69%
FINANCE WOMEN	34%	16%	8%	10%	66%
LEGAL WOMEN	33%	14%	10%	10%	67%
ENERGY WOMEN	32%	12%	9%	11%	68%
HEALTHCARE WOMEN	32%	12%	9%	11%	68%
Inability to maintain a work-life balance that you wanted					
ALL WOMEN	27%	9%	9%	9%	73%
ALL MEN	25%	9%	8%	7%	75%
TECH WOMEN	28%	10%	9%	9%	72%
FINANCE WOMEN	26%	7%	10%	9%	74%
LEGAL WOMEN	25%	9%	8%	8%	75%
ENERGY WOMEN	27%	8%	9%	9%	73%
HEALTHCARE WOMEN	28%	10%	9%	9%	72%
Lack of effective communication between you and management/leadership					
ALL WOMEN	22%	7%	8%	8%	78%
ALL MEN	20%	6%	7%	8%	80%
TECH WOMEN	21%	6%	7%	7%	79%
FINANCE WOMEN	20%	6%	7%	7%	80%
LEGAL WOMEN	22%	6%	8%	8%	78%
ENERGY WOMEN	21%	7%	8%	6%	79%
HEALTHCARE WOMEN	27%	8%	9%	10%	73%
Failure to advance at the time and pace you wanted					
ALL WOMEN	21%	6%	7%	7%	79%
ALL MEN	24%	7%	9%	7%	76%
TECH WOMEN	19%	6%	6%	7%	81%
FINANCE WOMEN	23%	7%	7%	9%	77%
LEGAL WOMEN	20%	5%	7%	7%	80%
ENERGY WOMEN	23%	7%	9%	7%	77%
HEALTHCARE WOMEN	19%	6%	8%	6%	81%
Lack of flexible work situations or ability to determine when or where you work					
ALL WOMEN	21%	6%	7%	7%	79%
ALL MEN	17%	5%	7%	6%	83%
TECH WOMEN	24%	8%	7%	9%	76%
FINANCE WOMEN	20%	6%	6%	8%	80%
LEGAL WOMEN	21%	5%	8%	7%	79%
ENERGY WOMEN	17%	6%	5%	6%	83%
HEALTHCARE WOMEN	20%	6%	7%	7%	80%

Note: Due to rounding, totals may not add to 100%

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9. Thinking about reasons you have left or would consider leaving an employer, what were the primary reasons you left your previous job or would consider leaving your current company? Please rank your top 3 choices. – Continued

	TOTAL TOP 3	RANKED 1ST	RANKED 2ND	RANKED 3RD	NOT RANKED
A personal desire to relocate or change careers that had little to do with the company's actions					
ALL WOMEN	18%	7%	5%	6%	82%
ALL MEN	21%	8%	7%	6%	79%
TECH WOMEN	17%	7%	4%	5%	83%
FINANCE WOMEN	18%	7%	4%	7%	82%
LEGAL WOMEN	19%	7%	6%	7%	81%
ENERGY WOMEN	18%	6%	5%	7%	82%
HEALTHCARE WOMEN	20%	9%	5%	6%	80%
An office culture that did not meet your expectations or fit your work style					
ALL WOMEN	16%	4%	6%	6%	84%
ALL MEN	20%	6%	8%	6%	80%
TECH WOMEN	18%	5%	7%	6%	82%
FINANCE WOMEN	16%	5%	6%	6%	84%
LEGAL WOMEN	18%	4%	6%	7%	82%
ENERGY WOMEN	14%	3%	5%	6%	86%
HEALTHCARE WOMEN	15%	4%	5%	6%	85%
Personal dynamics between colleagues					
ALL WOMEN	16%	4%	6%	6%	84%
ALL MEN	16%	4%	6%	6%	84%
TECH WOMEN	15%	3%	5%	6%	85%
FINANCE WOMEN	16%	4%	6%	5%	84%
LEGAL WOMEN	16%	5%	7%	5%	84%
ENERGY WOMEN	15%	4%	6%	5%	85%
HEALTHCARE WOMEN	17%	5%	5%	6%	83%
Work assignments were uninteresting and/or did not benefit your personal growth					
ALL WOMEN	16%	4%	6%	6%	84%
ALL MEN	18%	4%	7%	7%	82%
TECH WOMEN	18%	5%	8%	5%	82%
FINANCE WOMEN	14%	3%	6%	5%	86%
LEGAL WOMEN	17%	4%	6%	7%	83%
ENERGY WOMEN	18%	6%	5%	7%	82%
HEALTHCARE WOMEN	13%	3%	5%	5%	87%
Being a victim of or witnessing sexual harassment in the workplace					
ALL WOMEN	13%	6%	4%	3%	87%
ALL MEN	10%	4%	3%	4%	90%
TECH WOMEN	16%	8%	5%	4%	84%
FINANCE WOMEN	11%	6%	3%	3%	89%
LEGAL WOMEN	13%	6%	4%	3%	87%
ENERGY WOMEN	13%	5%	4%	4%	87%
HEALTHCARE WOMEN	11%	4%	3%	4%	89%
Not enough mentorship, sponsorship, training, or skill building opportunities					
ALL WOMEN	12%	3%	5%	5%	88%
ALL MEN	13%	4%	4%	6%	87%
TECH WOMEN	14%	4%	5%	5%	86%
FINANCE WOMEN	12%	3%	4%	5%	88%
LEGAL WOMEN	11%	3%	4%	4%	89%
ENERGY WOMEN	12%	3%	5%	4%	88%
HEALTHCARE WOMEN	11%	2%	5%	5%	89%
Uncomfortable situations with or improper language being used by superiors					
ALL WOMEN	11%	3%	4%	4%	89%
ALL MEN	11%	3%	5%	4%	89%
TECH WOMEN	13%	3%	5%	4%	87%
FINANCE WOMEN	11%	3%	4%	4%	89%
LEGAL WOMEN	10%	3%	4%	4%	90%
ENERGY WOMEN	11%	3%	3%	5%	89%
HEALTHCARE WOMEN	11%	3%	5%	3%	89%
Something else					
ALL WOMEN	5%	2%	1%	2%	95%
ALL MEN	4%	3%	1%	1%	96%
TECH WOMEN	4%	2%	1%	1%	96%
FINANCE WOMEN	4%	2%	0%	1%	96%
LEGAL WOMEN	5%	3%	0%	2%	95%
ENERGY WOMEN	5%	3%	1%	2%	95%
HEALTHCARE WOMEN	5%	3%	1%	1%	95%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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10. Have you ever considered not only leaving a company, but the entire industry due to a bad experience at work?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
TOTAL YES	57%	48%	55%	59%	57%	57%	57%
YES - AND I DID IT	13%	10%	10%	14%	12%	16%	12%
YES - BUT I STAYED	45%	38%	45%	45%	45%	41%	46%
NO	43%	52%	45%	41%	43%	43%	43%

DEMOGRAPHICS

What is your age?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
18-29	27%	20%	30%	26%	26%	25%	25%
30-39	34%	35%	37%	33%	35%	36%	31%
40-49	20%	22%	18%	20%	21%	22%	22%
50+	19%	23%	15%	20%	19%	17%	22%
18-24	9%	7%	10%	10%	9%	7%	7%
25-29	18%	13%	20%	17%	17%	18%	18%
30-34	19%	18%	22%	18%	20%	20%	15%
35-39	15%	17%	14%	16%	14%	17%	16%
40-44	11%	12%	9%	12%	11%	10%	11%
45-49	10%	10%	9%	8%	9%	12%	11%
50-54	8%	8%	8%	9%	8%	9%	8%
55-59	6%	8%	5%	7%	5%	5%	7%
60-64	3%	4%	2%	4%	3%	2%	5%
65-69	1%	2%	*	1%	1%	1%	2%
70-99	*	1%	0%	*	1%	*	*
Generation Z (Age 18-21)	3%	3%	4%	3%	3%	2%	3%
Millennial Generation (Age 22-37)	52%	45%	58%	52%	52%	52%	48%
Generation X (Age 38-53)	32%	35%	28%	32%	33%	35%	34%
Total Baby Boomer & Silent Generations	12%	16%	9%	13%	12%	10%	15%
Baby Boom Generation (Age 54-72)	12%	16%	9%	13%	12%	10%	15%
Silent Generation (Age 73-90)	*	*	0%	*	*	*	0%
Greatest Generation (Age 91-100)	0%	0%	0%	0%	0%	0%	0%

In which state do you primarily work? If you travel for business frequently or have multiple company locations, select the state where you conduct a majority of your work.

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Northeast Region	18%	21%	19%	20%	19%	15%	17%
New England Division	4%	4%	5%	5%	4%	3%	5%
Middle Atlantic Division	14%	17%	14%	15%	14%	12%	12%
Midwest Region	21%	22%	19%	24%	18%	12%	28%
East North Central Division	14%	16%	14%	15%	13%	8%	20%
West North Central Division	7%	6%	5%	9%	5%	4%	8%
South Region	41%	37%	42%	39%	43%	48%	38%
South Atlantic Division	21%	19%	24%	22%	21%	15%	20%
East South Central Division	6%	4%	7%	5%	8%	5%	7%
West South Central Division	14%	14%	11%	12%	14%	28%	11%
West Region	19%	20%	20%	17%	20%	24%	17%
Mountain Division	6%	8%	5%	7%	5%	7%	6%
Pacific Division	13%	12%	15%	10%	15%	17%	11%

Which of the following best describes your current employment status?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Employed Full-Time, With Primarily Set Working Hours	76%	76%	77%	80%	76%	78%	70%
Employed Full-Time, But with Flexible Working Hours [40 Hours Per Week, But Not 9-5]	17%	19%	18%	14%	17%	17%	20%
Employed Part-Time Working 20 Hours or More A Week	7%	5%	5%	6%	7%	5%	10%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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Which of the following best describes the industry segment in which you work? You may find that your work overlaps several areas of focus. For those who work across industries such as those in Operations, Administration, Policy, or Communications, please select the industry in which your company is primarily associated with.

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Total Energy	14%	20%	0%	0%	0%	100%	0%
In-Field Energy/Rigs/Lines/Surveying/ Construction of Energy Infrastructure	4%	8%	0%	0%	0%	31%	0%
Not in In-Field Energy/Utilities/Oil & Gas/ Renewables/Corporate Office	10%	11%	0%	0%	0%	69%	0%
Technology/Information Technology/Computers/ Application or Software Development	21%	19%	100%	0%	0%	0%	0%
Total Healthcare	23%	21%	0%	0%	0%	0%	100%
Doctor/Nurse/Hospital Staff/Healthcare Provider	21%	19%	0%	0%	0%	0%	92%
Pharmaceuticals/Devices/Insurance/Healthcare Industry/Outside of Direct Provider Care	2%	3%	0%	0%	0%	0%	8%
Law/Legal/Litigation/Mediation/Forensic Investigation/Contracts	21%	20%	0%	0%	100%	0%	0%
Banking/Finance/Financial Services/Accounting/Economics	21%	20%	0%	100%	0%	0%	0%

How would you categorize your current career level?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Entry-Level , For Example: Minimal Decision-Making Authority or No Direct Reports	33%	31%	24%	39%	34%	34%	34%
Mid-Level , For Example: Management, Some Decision- Making Authority, Supervising Some Direct Reports While Still Reporting to Someone Above	41%	35%	39%	40%	40%	46%	41%
Senior or Executive-Level , For Example: Primary or Final Decision-Making Authority, Managing Team with Little Supervision, Or Working on Leadership Committees	26%	33%	37%	21%	27%	20%	25%

What is the approximate total number of employees your organization has at all its locations in the United States?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Total Small (<100)	33%	26%	21%	20%	60%	30%	31%
Self Employed	3%	3%	2%	1%	5%	2%	3%
1 – 9	10%	6%	3%	5%	24%	7%	8%
10 – 49	12%	10%	8%	7%	22%	10%	14%
50 – 99	8%	7%	8%	6%	9%	10%	7%
Total Mid (100-2,499)	36%	44%	47%	36%	25%	40%	31%
100 – 249	8%	10%	8%	9%	8%	9%	7%
250 – 499	7%	9%	8%	7%	6%	7%	7%
500 – 999	10%	14%	15%	10%	6%	13%	8%
1,000 - 2,499	10%	11%	15%	10%	6%	11%	10%
Total Large (2,500+)	27%	27%	29%	39%	11%	27%	30%
Over 2,500	27%	27%	29%	39%	11%	27%	30%
Don't Know	4%	3%	2%	5%	4%	4%	7%

Which gender do you primarily identify with?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Male	0%	100%	0%	0%	0%	0%	0%
Female	100%	0%	100%	100%	100%	100%	100%
Non-Binary	0%	0%	0%	0%	0%	0%	0%
Prefer Not to Say	0%	0%	0%	0%	0%	0%	0%

Do you identify with any of the following? Please select all that apply.

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Total Protected Class^	9%	21%	13%	10%	7%	10%	7%
Active Duty Military	1%	3%	2%	1%	1%	1%	*
Military Veteran	4%	15%	6%	4%	3%	5%	3%
I Have A Disability	4%	6%	5%	5%	4%	4%	4%

^The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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Which of the following best describes your race?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
White/Caucasian Women & Men	66%	68%	57%	63%	68%	71%	74%
Total Women & Men of Color	34%	32%	43%	37%	32%	29%	26%
African American/Black	12%	8%	12%	16%	12%	9%	10%
Hispanic, Latino, Or Spanish-Speaking Descent	12%	12%	16%	12%	13%	13%	9%
Asian/Asian American	6%	7%	12%	5%	4%	3%	4%
Native American, Inuit Or Aleut	1%	1%	*	1%	1%	1%	1%
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Multi-Racial/Two Or More Races	2%	2%	2%	3%	2%	2%	2%
Foreign National	*	*	*	0%	0%	0%	0%
Something Else	1%	1%	*	1%	1%	*	*

What is the highest level of education you have completed to date?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Less Than College	32%	24%	22%	37%	25%	36%	38%
Less Than High School	*	*	*	*	*	*	*
High School Graduate	8%	7%	6%	9%	6%	11%	7%
Some College/Vocational School	24%	17%	15%	28%	19%	25%	30%
College+	68%	75%	78%	63%	75%	63%	62%
College Graduate	45%	44%	50%	48%	38%	46%	45%
Post Graduate	17%	20%	25%	13%	19%	16%	11%
Doctorate	7%	12%	3%	2%	18%	1%	7%
Prefer Not to Answer	*	*	*	0%	*	1%	*

What is your total annual household income?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
<\$50,000	25%	17%	17%	25%	25%	26%	33%
less than \$30,000	7%	5%	3%	6%	7%	8%	9%
\$30,000 to less than \$50,000	19%	12%	14%	19%	18%	18%	24%
\$50,000 to less than \$100,000	43%	39%	45%	43%	42%	44%	40%
\$50,000 to less than \$75,000	22%	20%	23%	24%	22%	21%	21%
\$75,000 to less than \$100,000	21%	19%	22%	20%	20%	23%	19%
\$100,000+	29%	42%	35%	29%	30%	27%	24%
\$100,000 to less than \$150,000	17%	24%	21%	18%	17%	14%	15%
\$150,000 to less than \$200,000	7%	9%	9%	6%	7%	8%	5%
\$200,000 or more	5%	9%	5%	5%	6%	5%	4%
Prefer Not to Answer	3%	2%	2%	3%	3%	4%	3%

Which of the following best describes your current relationship status?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Married	49%	56%	54%	49%	44%	45%	50%
Total Not Married	51%	44%	45%	51%	55%	53%	50%
Single and never married	26%	28%	27%	27%	31%	25%	21%
Not married, but living together with a partner	12%	8%	10%	12%	12%	14%	13%
Divorced	9%	6%	6%	9%	10%	9%	12%
Separated	1%	2%	1%	1%	1%	3%	2%
Widowed	2%	1%	1%	1%	2%	2%	2%
Prefer not to answer	1%	*	*	1%	1%	1%	1%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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Thinking about children, which of the following best describes you? Please select all that apply.

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Total Parent[^]	62%	59%	62%	63%	55%	65%	68%
I have a baby or toddler [includes pre-k]	18%	15%	20%	19%	16%	19%	18%
I have an elementary school-age child [grade k-5]	20%	21%	22%	19%	18%	19%	21%
I have a middle school-age child [grade 6-8]	13%	15%	16%	13%	11%	14%	13%
I have a high school-age child [grade 9-12]	16%	18%	16%	14%	13%	16%	19%
I have an adult child	21%	19%	15%	23%	20%	21%	28%
Total Not Parent	36%	39%	36%	36%	43%	32%	31%
I have no children, but hope to one day [exclusive answer]	16%	18%	15%	15%	21%	14%	16%
I have no children and no plans to have any [exclusive answer]	19%	21%	21%	20%	23%	19%	14%
I prefer to not answer	2%	2%	2%	1%	2%	3%	2%

[^]The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections.

In politics today, do you consider yourself to be a Republican, a Democrat, an Independent, or something else?

	<u>ALL</u> <u>WOMEN</u>	<u>ALL</u> <u>MEN</u>	<u>TECH</u> <u>WOMEN</u>	<u>FINANCE</u> <u>WOMEN</u>	<u>LEGAL</u> <u>WOMEN</u>	<u>ENERGY</u> <u>WOMEN</u>	<u>HEALTHCARE</u> <u>WOMEN</u>
Republican	26%	35%	23%	27%	22%	33%	26%
Democrat	37%	30%	44%	34%	41%	31%	36%
Total independent/other	37%	35%	33%	39%	37%	36%	38%
Independent	24%	28%	23%	23%	25%	23%	24%
Something else	5%	3%	5%	6%	5%	5%	5%
Prefer not to answer	8%	3%	6%	10%	7%	7%	9%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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