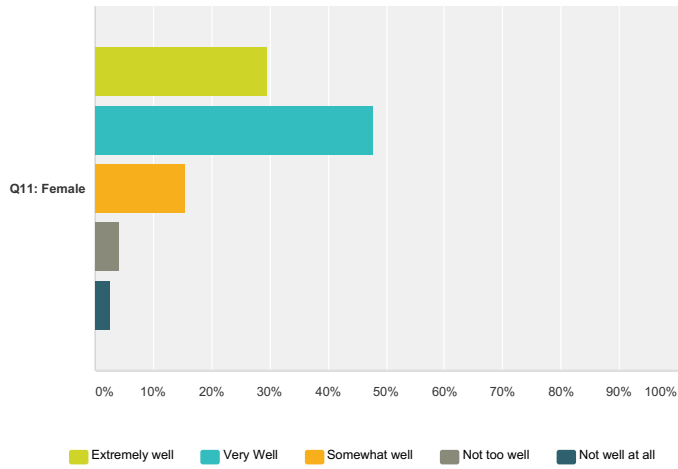


Q1 How well does the following statement describe your organization: Workforce diversity (e.g., employees with a broad range of experiences, race, gender, age) is a top priority for my organization.

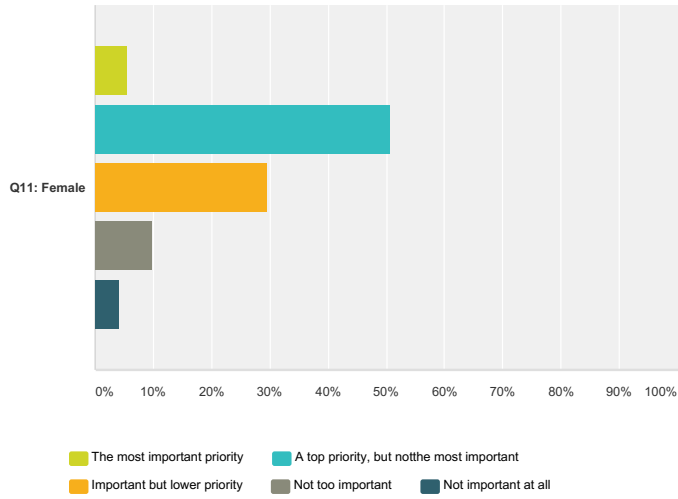
Answered: 71 Skipped: 0



	Extremely well	Very Well	Somewhat well	Not too well	Not well at all	Total
Q11: Female (A)	29.58% 21	47.89% 34	15.49% 11	4.23% 3	2.82% 2	100.00% 71
Total Respondents	21	34	11	3	2	71

Q2 How much of a priority is gender diversity to your company's CEO or president?

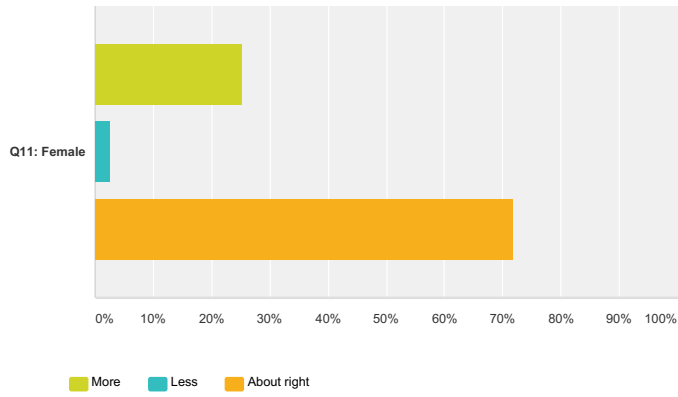
Answered: 71 Skipped: 0



	The most important priority	A top priority, but not the most important	Important but lower priority	Not too important	Not important at all	Total
Q11: Female (A)	5.63% 4	50.70% 36	29.58% 21	9.86% 7	4.23% 3	100.00% 71
Total Respondents	4	36	21	7	3	71

Q3 Do you think your organization should be doing more to increase gender diversity at your workplace, doing less or is the amount of effort it is currently putting in to increase gender diversity about right?

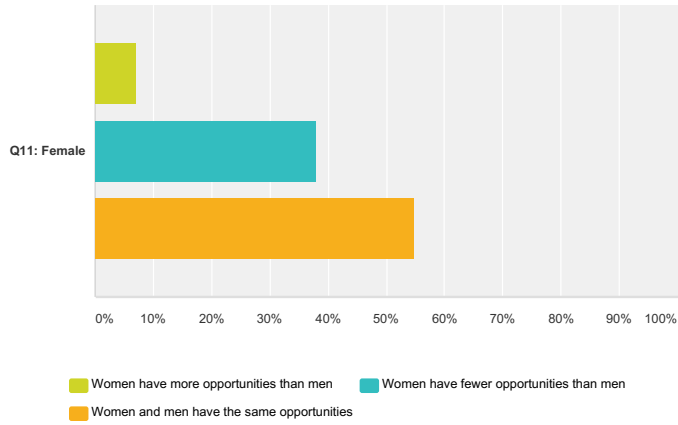
Answered: 71 Skipped: 0



	More	Less	About right	Total
Q11: Female (A)	25.35% 18	2.82% 2	71.83% 51	100.00% 71
Total Respondents	18	2	51	71

Q4 In your organization, do you think that women have more, fewer or the same opportunities to advance as men?

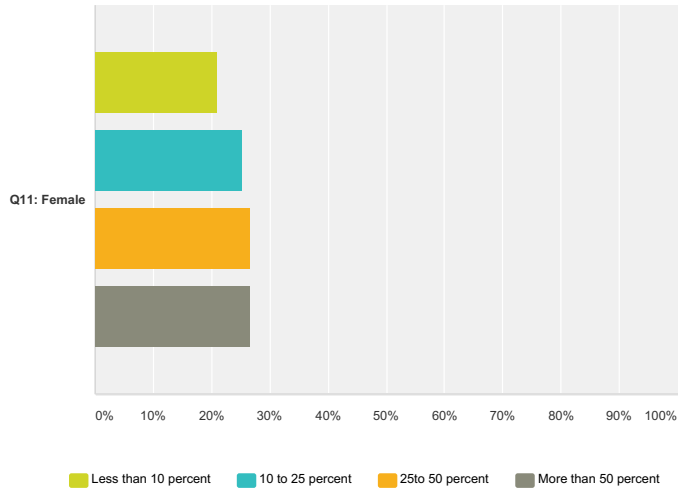
Answered: 71 Skipped: 0



	Women have more opportunities than men	Women have fewer opportunities than men	Women and men have the same opportunities	Total
Q11: Female (A)	7.04% 5	38.03% 27	54.93% 39	100.00% 71
Total Respondents	5	27	39	71

Q5 To the best of your knowledge, what percentage of your organization's senior leadership positions are filled by women?

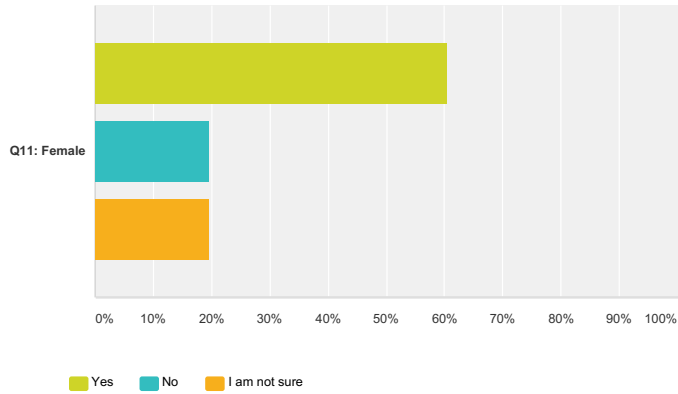
Answered: 71 Skipped: 0



	Less than 10 percent	10 to 25 percent	25 to 50 percent	More than 50 percent	Total
Q11: Female (A)	21.13% 15	25.35% 18	26.76% 19	26.76% 19	100.00% 71
Total Respondents	15	18	19	19	71

Q6 To the best of your knowledge, over the past five years, has your company undertaken any initiatives to recruit, retain, promote, and develop women?

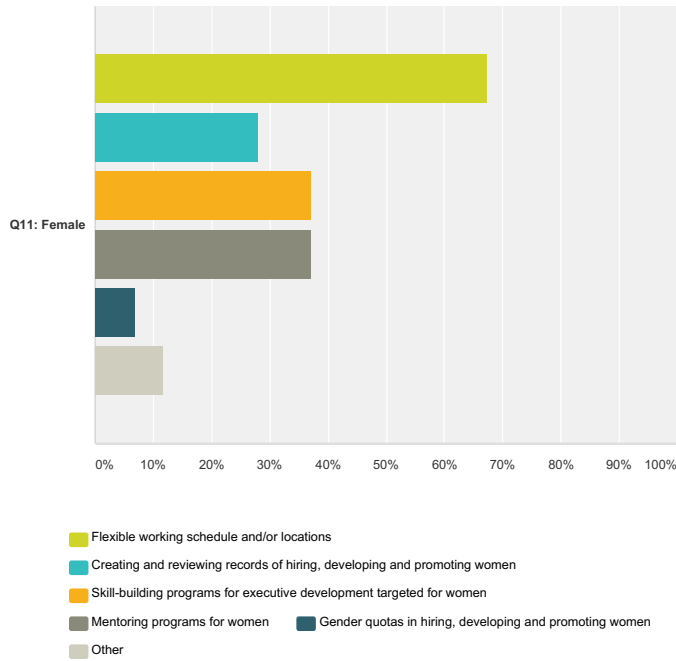
Answered: 71 Skipped: 0



	Yes	No	I am not sure	Total
Q11: Female (A)	60.56%	19.72%	19.72%	100.00%
	43	14	14	71
Total Respondents	43	14	14	71

Q7 To the best of your knowledge, over the past five years, which of the following measures has your company undertaken to recruit, retain, promote, and develop women (You may choose more than one)?

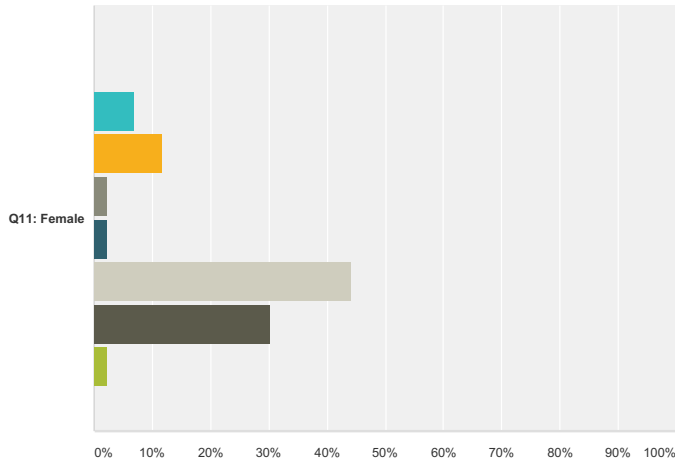
Answered: 43 Skipped: 28



	Flexible working schedule and/or locations	Creating and reviewing records of hiring, developing and promoting women	Skill-building programs for executive development targeted for women	Mentoring programs for women	Gender quotas in hiring, developing and promoting women	Other	Total
Q11: Female (A)	67.44% 29	27.91% 12	37.21% 16	37.21% 16	6.98% 3	11.63% 5	188.37% 81
Total Respondents	29	12	16	16	3	5	43

Q8 Which of the following was the most significant obstacle your company overcame in implementing a gender diversity program?

Answered: 43 Skipped: 28



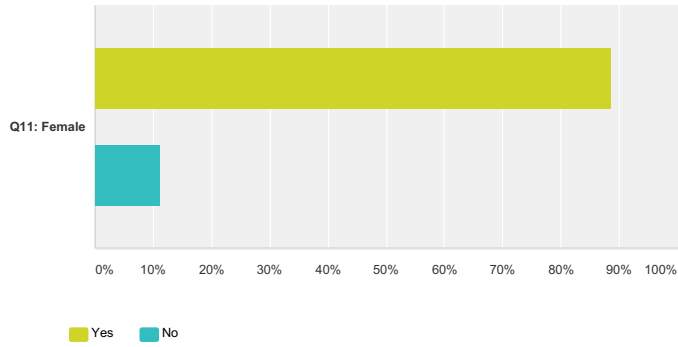
- Lack of awareness of gender diversity as a critical matter
- Lack of specified goals in implementing programs
- Lack of dedicated resources to implementing gender diversity programs
- Limited or no knowledge of best practices in implementing gender diversity programs
- Lack of transparency about the company's performance on gender diversity issues
- There were no significant obstacles
- My company does not have a gender diversity program
- Other (please specify)

	Lack of awareness of gender diversity as a critical matter	Lack of specified goals in implementing programs	Lack of dedicated resources to implementing gender diversity programs	Limited or no knowledge of best practices in implementing gender diversity programs	Lack of transparency about the company's performance on gender diversity issues	There were no significant obstacles	My company does not have a gender diversity program	Other (please specify)	Total
Q11: Female (A)	0.00% 0	6.98% 3	11.63% 5	2.33% 1	2.33% 1	44.19% 19	30.23% 13	2.33% 1	100.00% 43
Total Respondents	0	3	5	1	1	19	13	1	43

#	Q11: Female	Date
1	not applicable to a small organization like mine	7/20/2016 9:37 PM

Q9 Would you say that having a gender diverse workplace gives a company a competitive edge?

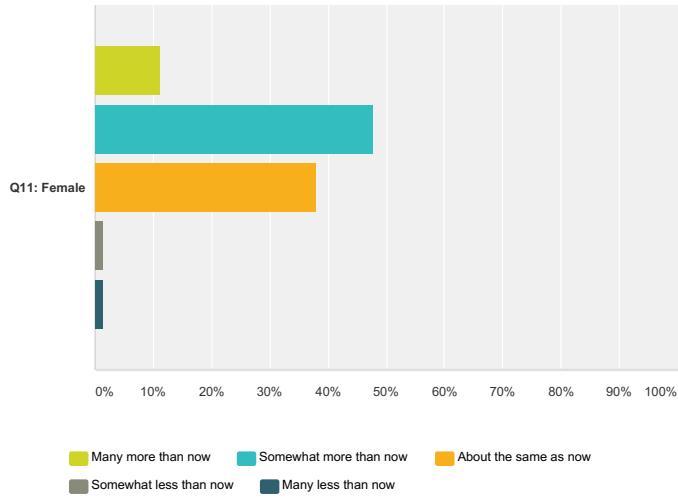
Answered: 71 Skipped: 0



	Yes	No	Total
Q11: Female (A)	88.73% 63	11.27% 8	100.00% 71
Total Respondents	63	8	71

Q10 Compared to today, how many more women do you think will fill senior leadership roles in business in five years?

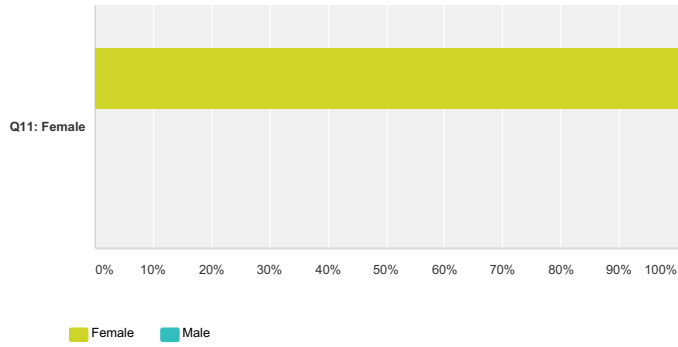
Answered: 71 Skipped: 0



	Many more than now	Somewhat more than now	About the same as now	Somewhat less than now	Many less than now	Total
Q11: Female (A)	11.27% 8	47.89% 34	38.03% 27	1.41% 1	1.41% 1	100.00% 71
Total Respondents	8	34	27	1	1	71

Q11 What is your gender?

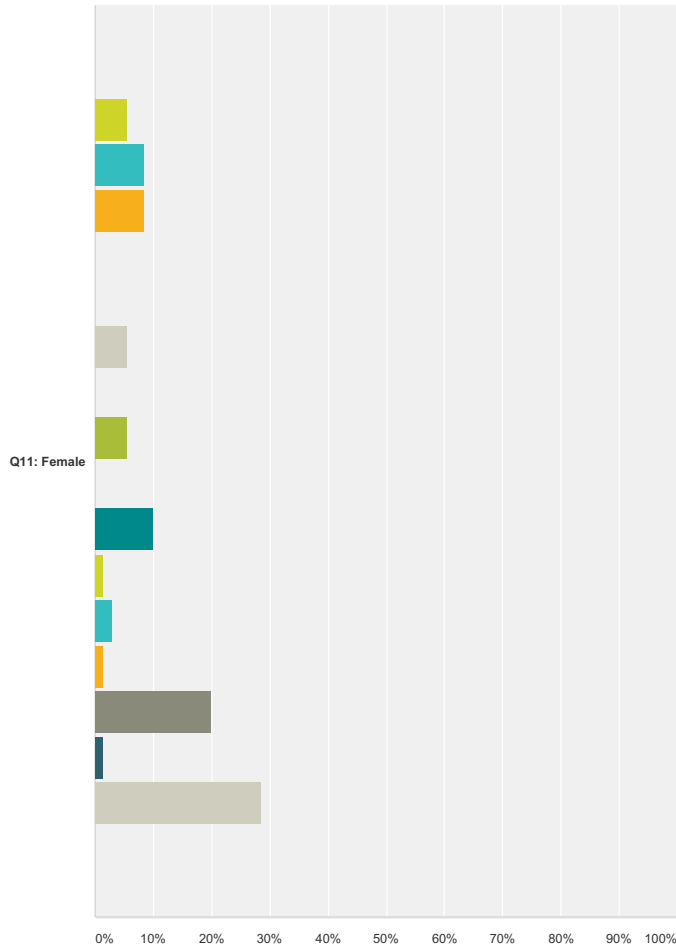
Answered: 71 Skipped: 0



	Female	Male	Total
Q11: Female (A)	100.00% 71	0.00% 0	100.00% 71
Total Respondents	71	0	71

Q12 In which industry do you work?

Answered: 70 Skipped: 1



■ Accounting
 ■ Banking/Finance
 ■ Communications
 ■ Commercial Real Estate
■ Consumer/Retail
 ■ Construction
 ■ Distribution
 ■ Health Care
 ■ Hospitality
■ Law
■ Life Sciences
■ Manufacturing
■ Medical
■ Not-for-Profit
■ Technology
■ Other (please specify)

	Accounting	Banking/Finance	Communications	Commercial Real Estate	Consumer/Retail	Construction	Distribution	Health Care	Hospitality	Law	Life Sciences	Manufacturing	Medical	Not-for-Profit	T
Q11: Female (A)	5.71% 4	8.57% 6	8.57% 6	0.00% 0	0.00% 0	5.71% 4	0.00% 0	5.71% 4	0.00% 0	10.00% 7	1.43% 1	2.86% 2	1.43% 1	20.00% 14	70
Total Respondents	4	6	6	0	0	4	0	4	0	7	1	2	1	14	70

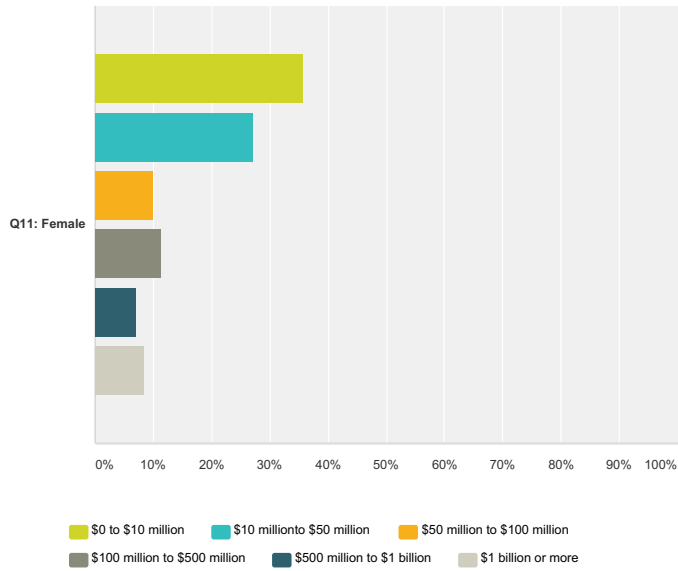
#	Q11: Female	Date
1	Insurance	8/3/2016 10:23 AM
2	Education	8/2/2016 6:03 PM
3	Utility/Energy	8/2/2016 5:08 PM
4	Higher Education	8/2/2016 8:06 AM
5	Higher Education	8/2/2016 7:47 AM
6	engineering	8/2/2016 6:18 AM
7	Engineering	7/26/2016 4:00 PM
8	Government	7/21/2016 11:23 AM
9	university	7/21/2016 9:29 AM
10	Insurance	7/20/2016 9:39 PM
11	Consulting & Education	7/20/2016 4:31 PM
12	Academia	7/20/2016 3:38 PM
13	A/E	7/20/2016 1:39 PM

CohnReznick Summer 2016

14	profit	7/20/2016 1:36 PM
15	consulting/engineering	7/20/2016 12:49 PM
16	Higher Education	7/20/2016 12:09 PM
17	Transportation/Shipping	7/20/2016 11:39 AM
18	transportation	7/20/2016 11:08 AM
19	architecture/engineering	7/20/2016 11:07 AM
20	Chamber	7/20/2016 11:05 AM

Q13 What is the size of your business (in revenue)?

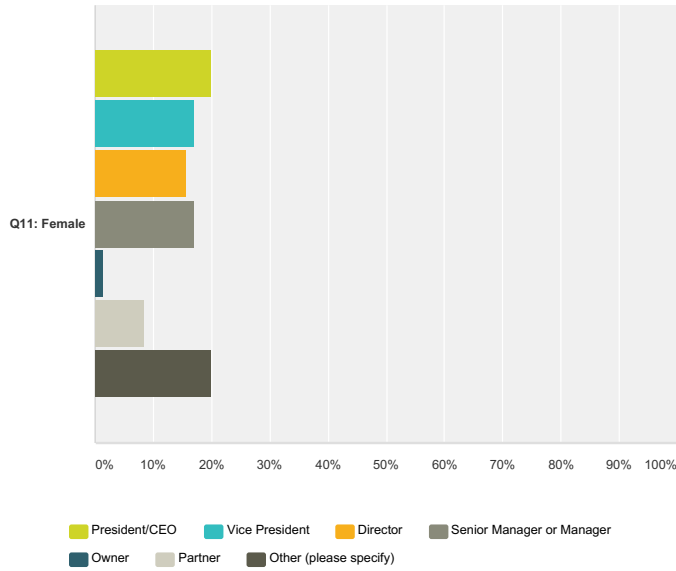
Answered: 70 Skipped: 1



	\$0 to \$10 million	\$10 million to \$50 million	\$50 million to \$100 million	\$100 million to \$500 million	\$500 million to \$1 billion	\$1 billion or more	Total
Q11: Female (A)	35.71% 25	27.14% 19	10.00% 7	11.43% 8	7.14% 5	8.57% 6	100.00% 70
Total Respondents	25	19	7	8	5	6	70

Q14 What is your position/title?

Answered: 70 Skipped: 1



	President/CEO	Vice President	Director	Senior Manager or Manager	Owner	Partner	Other (please specify)	Total
Q11: Female (A)	20.00% 14	17.14% 12	15.71% 11	17.14% 12	1.43% 1	8.57% 6	20.00% 14	100.00% 70
Total Respondents	14	12	11	12	1	6	14	70

#	Q11: Female	Date
1	Administrative	8/3/2016 2:11 PM
2	bookkeeper	8/2/2016 10:35 AM
3	Chief of Staff	8/2/2016 8:06 AM
4	Executive Director	7/26/2016 2:12 PM
5	Senior VP	7/26/2016 7:42 AM
6	Business development	7/26/2016 6:29 AM
7	Sales	7/21/2016 2:39 PM
8	Worker	7/20/2016 4:22 PM
9	Marketing	7/20/2016 1:39 PM
10	Dean	7/20/2016 12:09 PM
11	Executive Assistant to CEO	7/20/2016 12:07 PM
12	admin	7/20/2016 11:41 AM
13	Senior Vice President	7/20/2016 11:32 AM
14	Project Director	7/20/2016 11:10 AM