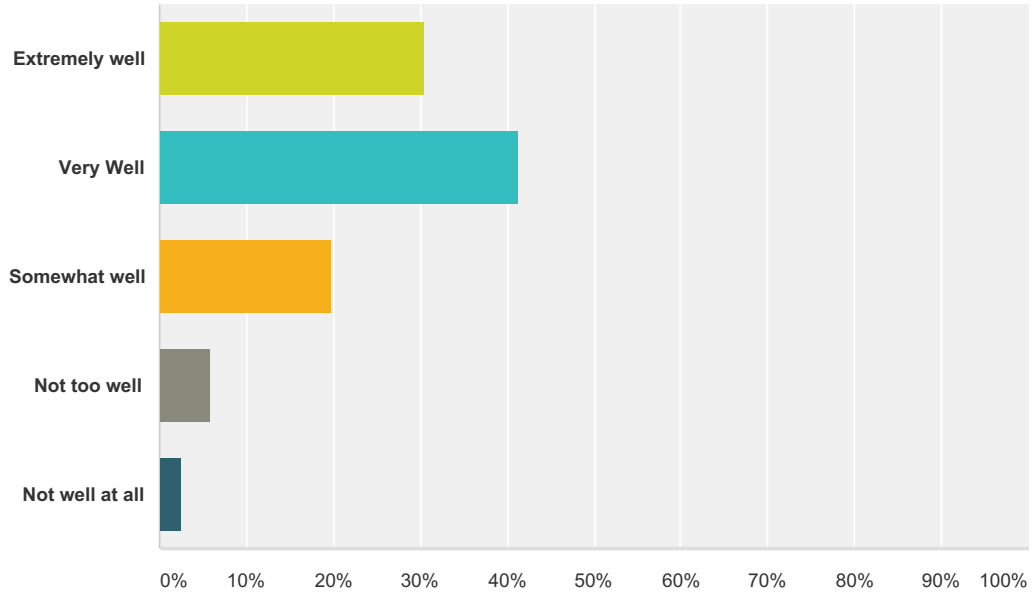


**Q1 How well does the following statement describe your organization: Workforce diversity (e.g., employees with a broad range of experiences, race, gender, age) is a top priority for my organization.**

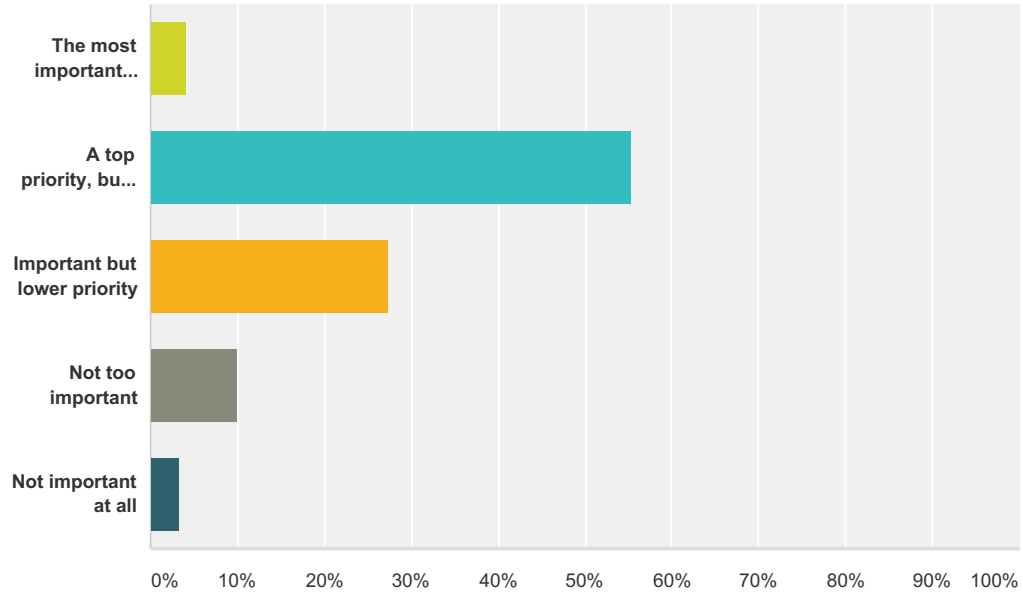
Answered: 121 Skipped: 0



Answer Choices	Responses	
Extremely well	30.58%	37
Very Well	41.32%	50
Somewhat well	19.83%	24
Not too well	5.79%	7
Not well at all	2.48%	3
<b>Total</b>		<b>121</b>

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

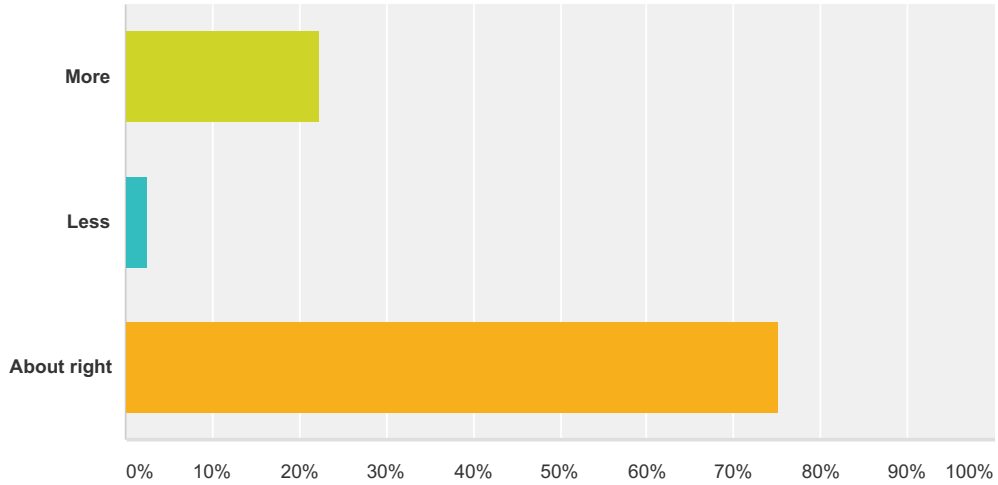
Answered: 121 Skipped: 0



Answer Choices	Responses
The most important priority	4.13% 5
A top priority, but not the most important	55.37% 67
Important but lower priority	27.27% 33
Not too important	9.92% 12
Not important at all	3.31% 4
<b>Total</b>	<b>121</b>

**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?**

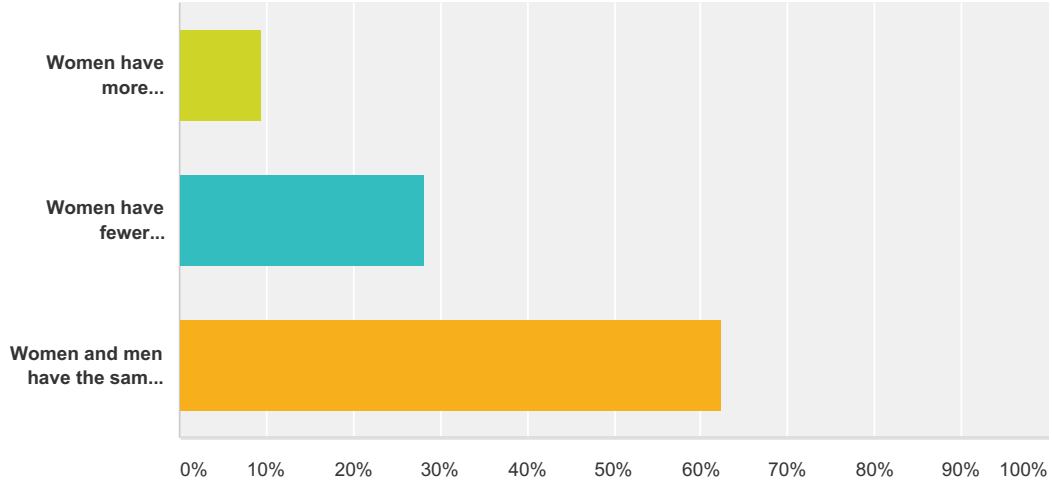
Answered: 121 Skipped: 0



Answer Choices	Responses
More	22.31% 27
Less	2.48% 3
About right	75.21% 91
<b>Total</b>	<b>121</b>

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

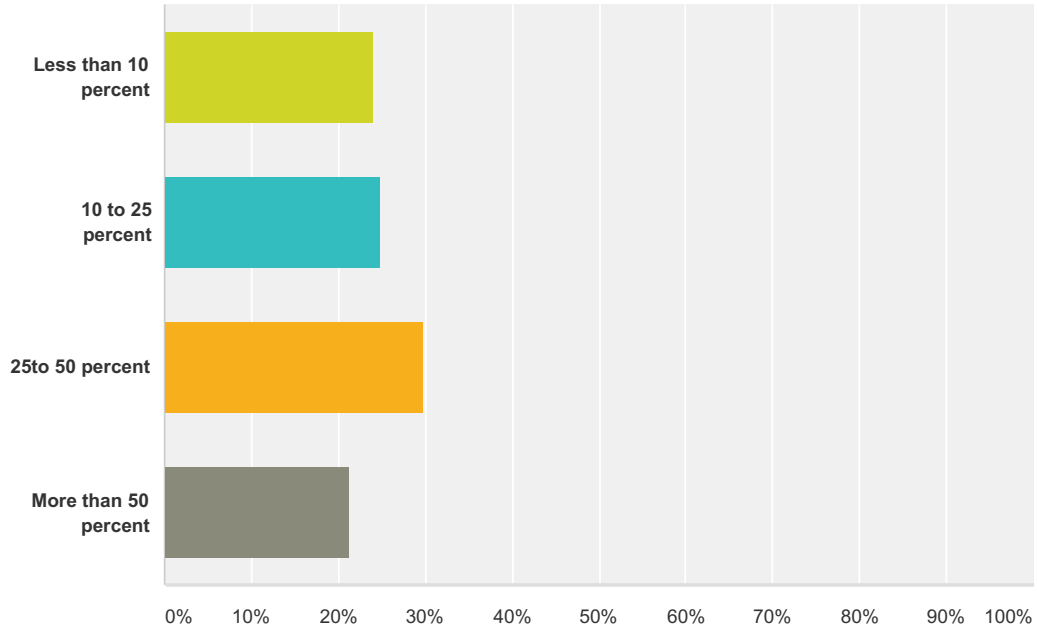
Answered: 117 Skipped: 4



Answer Choices	Responses
Women have more opportunities than men	9.40% 11
Women have fewer opportunities than men	28.21% 33
Women and men have the same opportunities	62.39% 73
<b>Total</b>	<b>117</b>

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

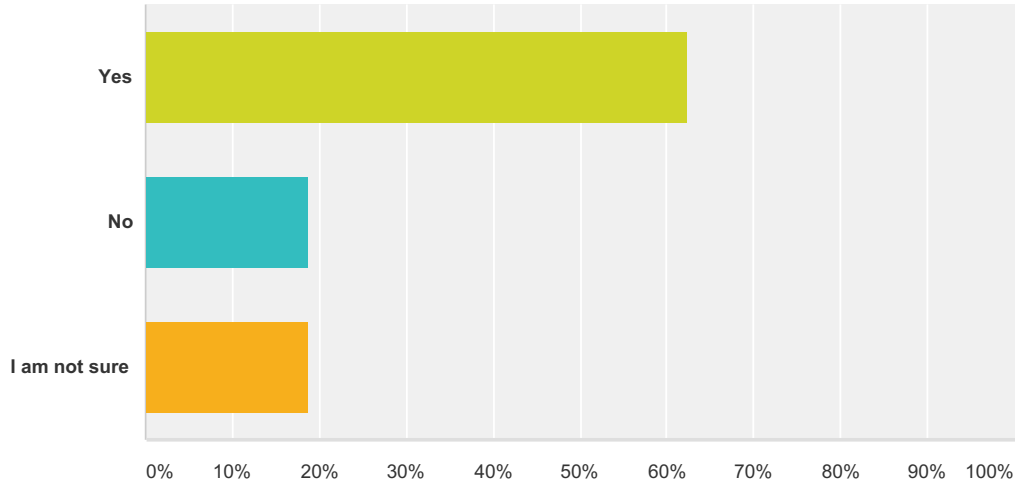
Answered: 117 Skipped: 4



Answer Choices	Responses
Less than 10 percent	23.93% 28
10 to 25 percent	24.79% 29
25 to 50 percent	29.91% 35
More than 50 percent	21.37% 25
<b>Total</b>	<b>117</b>

**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?**

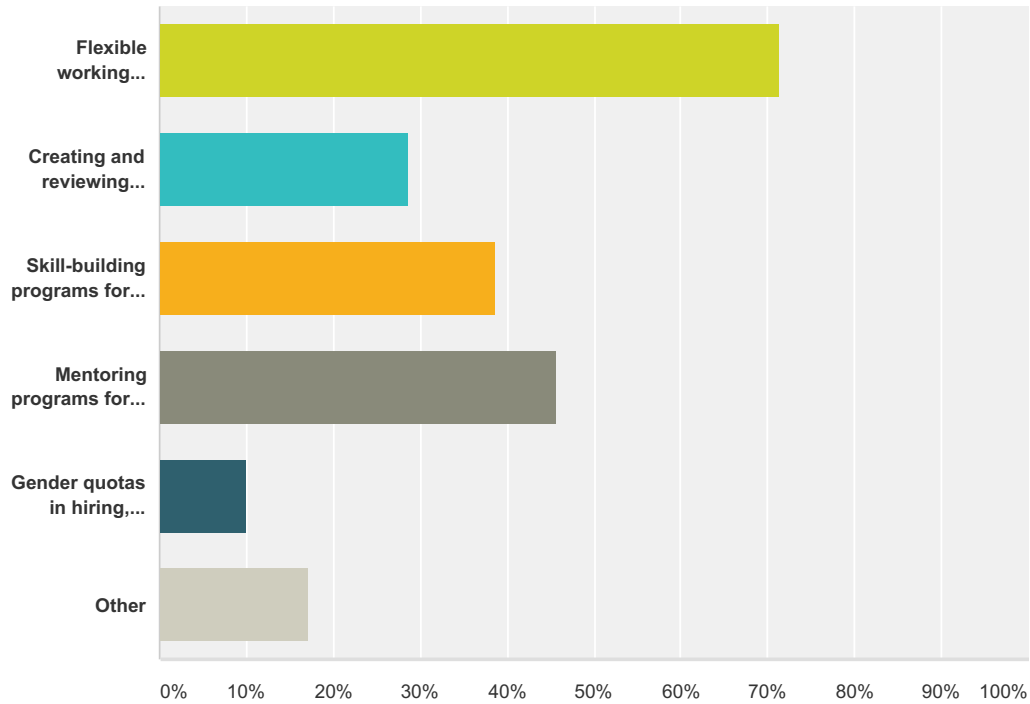
Answered: 117 Skipped: 4



Answer Choices	Responses	
Yes	62.39%	73
No	18.80%	22
I am not sure	18.80%	22
<b>Total</b>		<b>117</b>

**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)?**

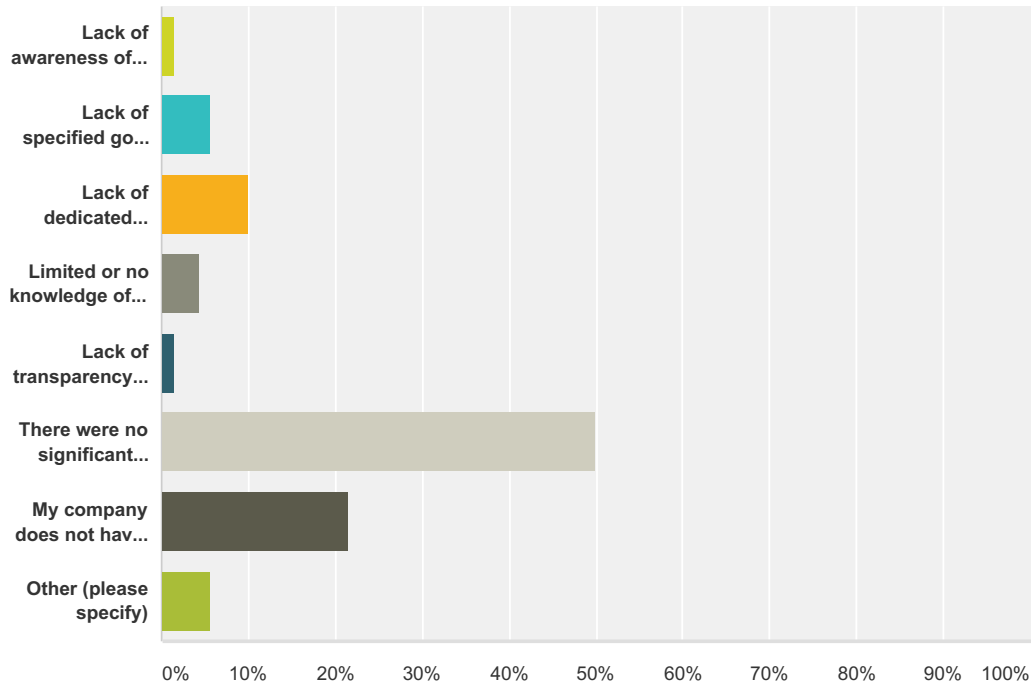
Answered: 70 Skipped: 51



Answer Choices	Responses
Flexible working schedule and/or locations	71.43% 50
Creating and reviewing records of hiring, developing and promoting women	28.57% 20
Skill-building programs for executive development targeted for women	38.57% 27
Mentoring programs for women	45.71% 32
Gender quotas in hiring, developing and promoting women	10.00% 7
Other	17.14% 12
<b>Total Respondents: 70</b>	

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

Answered: 70 Skipped: 51



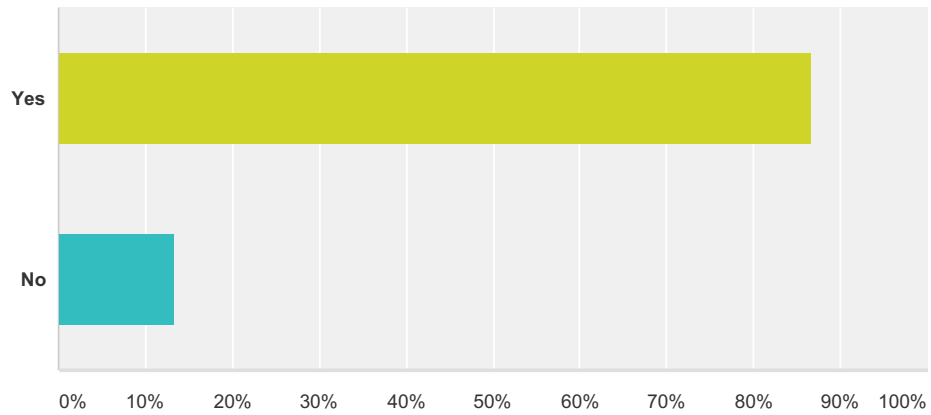
Answer Choices	Responses
Lack of awareness of gender diversity as a critical matter	1.43% 1
Lack of specified goals in implementing programs	5.71% 4
Lack of dedicated resources to implementing gender diversity programs	10.00% 7
Limited or no knowledge of best practices in implementing gender diversity programs	4.29% 3
Lack of transparency about the company's performance on gender diversity issues	1.43% 1
There were no significant obstacles	50.00% 35
My company does not have a gender diversity program	21.43% 15
Other (please specify)	5.71% 4
<b>Total</b>	<b>70</b>

#	Other (please specify)	Date
1	Qualified candidates	7/26/2016 8:23 AM
2	We are blind to gender. We hire based on ability and skill	7/24/2016 9:53 AM
3	not applicable to a small organization like mine	7/20/2016 9:37 PM
4	i do not know what obstacles were faced - not in a human resources role.	7/20/2016 12:10 PM



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

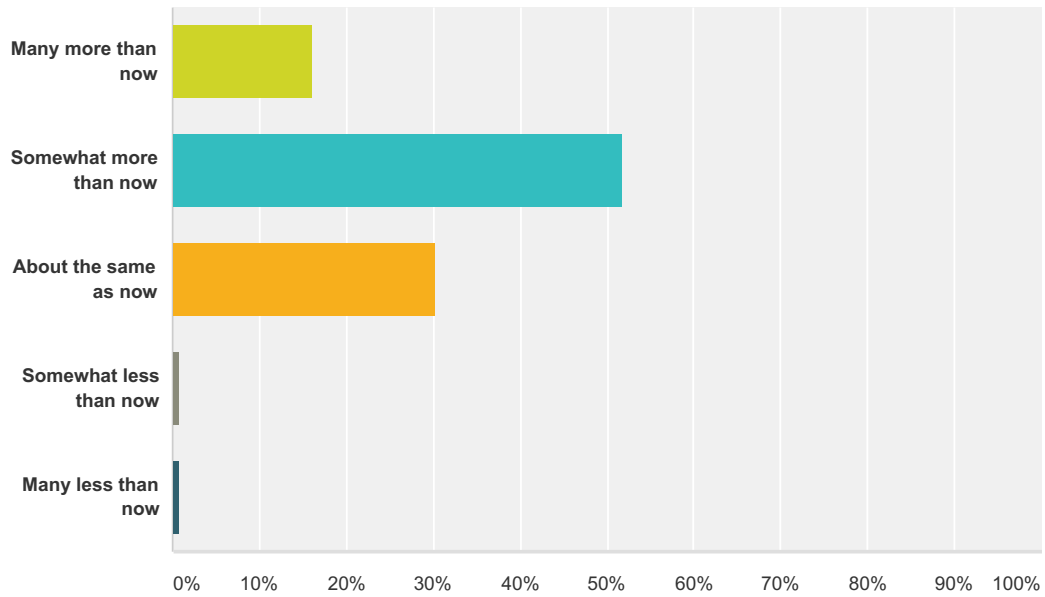
Answered: 112 Skipped: 9



Answer Choices	Responses
Yes	86.61% 97
No	13.39% 15
<b>Total</b>	<b>112</b>

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

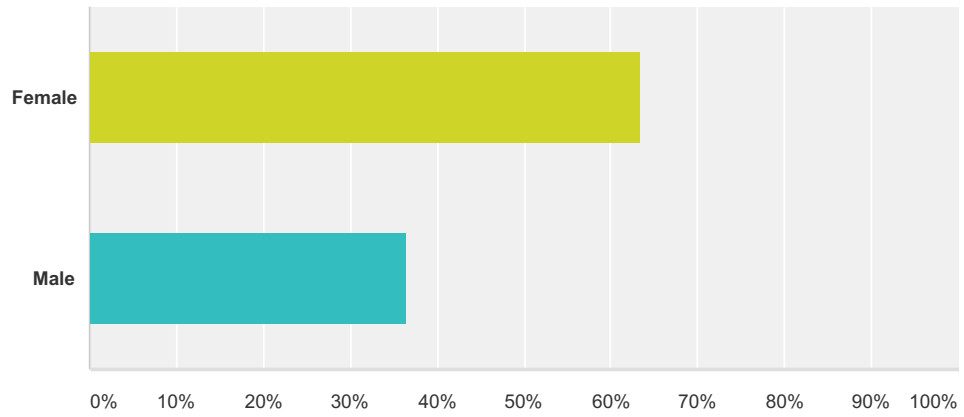
Answered: 112 Skipped: 9



Answer Choices	Responses	
Many more than now	16.07%	18
Somewhat more than now	51.79%	58
About the same as now	30.36%	34
Somewhat less than now	0.89%	1
Many less than now	0.89%	1
<b>Total</b>		<b>112</b>

### Q11 What is your gender?

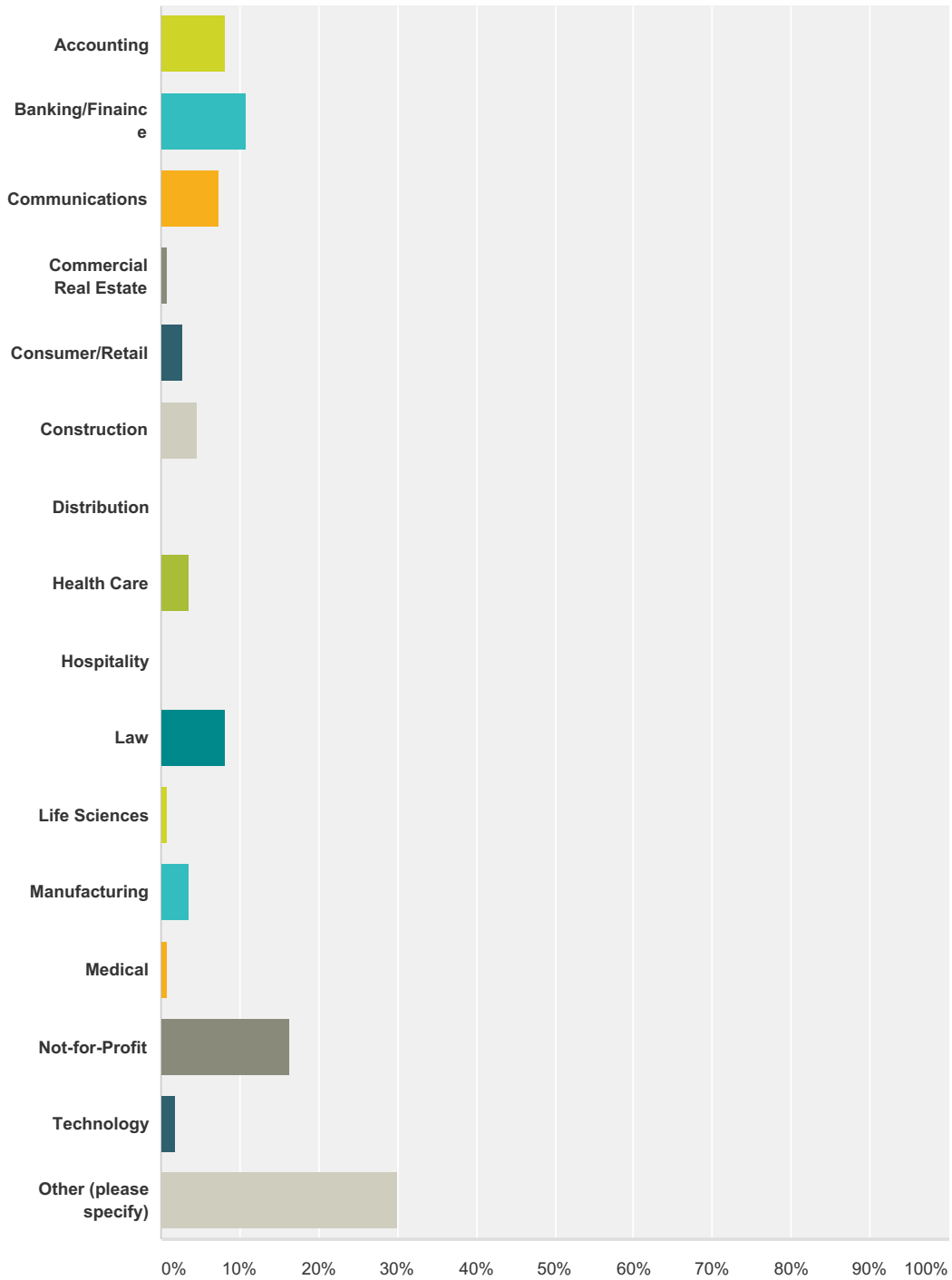
Answered: 112 Skipped: 9



Answer Choices	Responses
Female	63.39% 71
Male	36.61% 41
<b>Total</b>	<b>112</b>

### Q12 In which industry do you work?

Answered: 110 Skipped: 11



Answer Choices	Responses
Accounting	8.18% 9
Banking/Finance	10.91% 12
Communications	7.27% 8

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Commercial Real Estate	0.91%	1
Consumer/Retail	2.73%	3
Construction	4.55%	5
Distribution	0.00%	0
Health Care	3.64%	4
Hospitality	0.00%	0
Law	8.18%	9
Life Sciences	0.91%	1
Manufacturing	3.64%	4
Medical	0.91%	1
Not-for-Profit	16.36%	18
Technology	1.82%	2
Other (please specify)	30.00%	33
<b>Total</b>		<b>110</b>

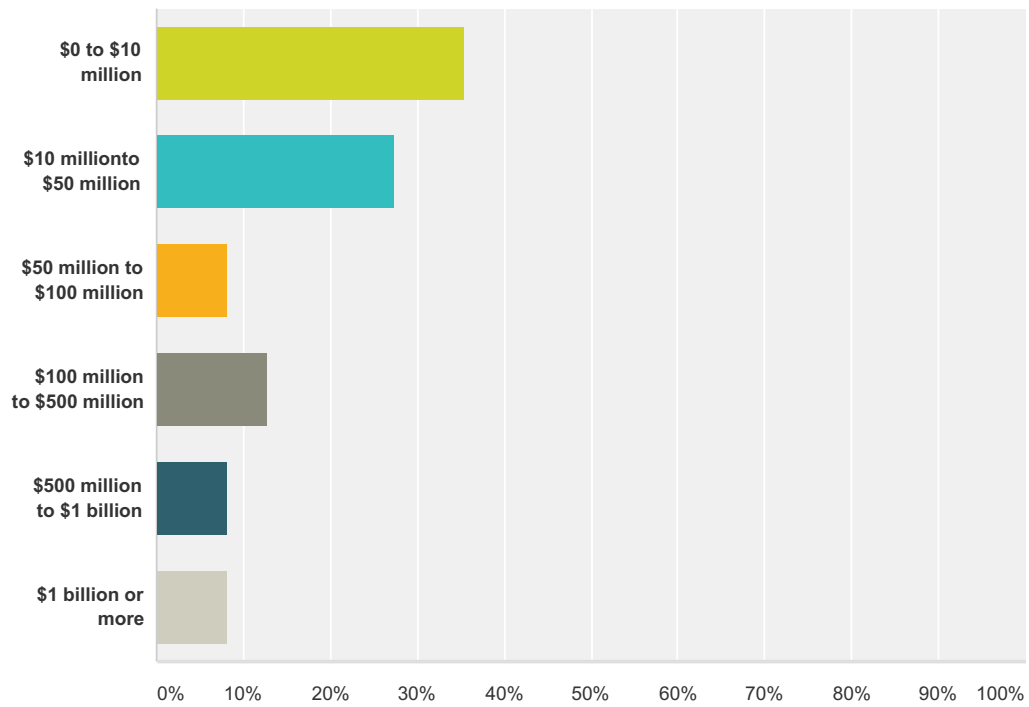
#	Other (please specify)	Date
1	Insurance	8/3/2016 10:23 AM
2	Education	8/2/2016 6:03 PM
3	Utility/Energy	8/2/2016 5:08 PM
4	Consulting Engineers & Scientists	8/2/2016 9:30 AM
5	Higher Education	8/2/2016 8:06 AM
6	Higher Education	8/2/2016 7:47 AM
7	engineering	8/2/2016 6:18 AM
8	Engineering	7/26/2016 4:00 PM
9	Government relations	7/26/2016 8:49 AM
10	Engineering / Design	7/26/2016 6:49 AM
11	Education	7/25/2016 5:32 PM
12	Consulting	7/25/2016 9:48 AM
13	Sales	7/24/2016 9:54 AM
14	Transportation	7/22/2016 9:13 AM
15	Real Estate	7/21/2016 12:36 PM
16	Government	7/21/2016 11:23 AM
17	Business Services	7/21/2016 11:22 AM
18	energy	7/21/2016 10:24 AM
19	university	7/21/2016 9:29 AM
20	Insurance	7/20/2016 9:39 PM
21	Trade Association (Financial Services Industry)	7/20/2016 4:59 PM
22	Consulting & Education	7/20/2016 4:31 PM
23	Academia	7/20/2016 3:38 PM

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24	small business	7/20/2016 2:00 PM
25	A/E	7/20/2016 1:39 PM
26	profit	7/20/2016 1:36 PM
27	consulting/engineering	7/20/2016 12:49 PM
28	Higher Education	7/20/2016 12:09 PM
29	Transportation/Shipping	7/20/2016 11:39 AM
30	education	7/20/2016 11:09 AM
31	transportation	7/20/2016 11:08 AM
32	architecture/engineering	7/20/2016 11:07 AM
33	Chamber	7/20/2016 11:05 AM

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

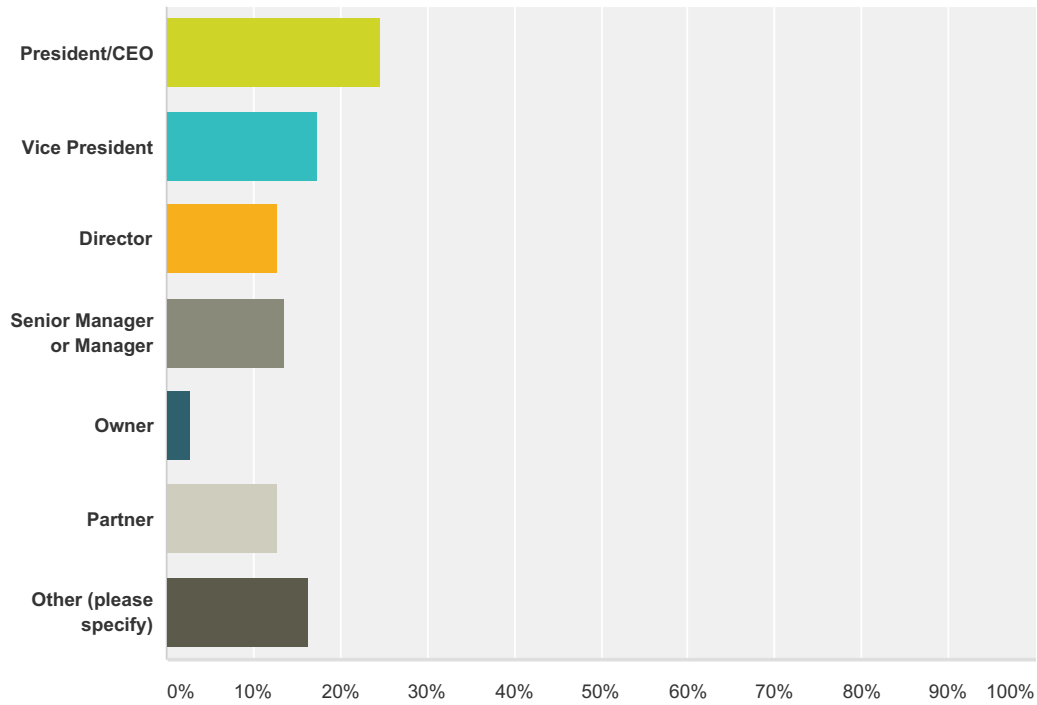
Answered: 110 Skipped: 11



Answer Choices	Responses	
\$0 to \$10 million	35.45%	39
\$10 million to \$50 million	27.27%	30
\$50 million to \$100 million	8.18%	9
\$100 million to \$500 million	12.73%	14
\$500 million to \$1 billion	8.18%	9
\$1 billion or more	8.18%	9
<b>Total</b>		<b>110</b>

### Q14 What is your position/title?

Answered: 110 Skipped: 11



Answer Choices	Responses	
President/CEO	24.55%	27
Vice President	17.27%	19
Director	12.73%	14
Senior Manager or Manager	13.64%	15
Owner	2.73%	3
Partner	12.73%	14
Other (please specify)	16.36%	18
<b>Total</b>		<b>110</b>

#	Other (please specify)	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	Senior Vice President	7/27/2016 1:26 PM
5	Executive Director	7/26/2016 2:12 PM
6	Senior VP	7/26/2016 7:42 AM
7	Business development	7/26/2016 6:29 AM
8	Controller	7/24/2016 9:57 PM



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9	Chief Financial Officer	7/22/2016 9:13 AM
10	Sales	7/21/2016 2:39 PM
11	Agent	7/21/2016 12:36 PM
12	Worker	7/20/2016 4:22 PM
13	Marketing	7/20/2016 1:39 PM
14	Dean	7/20/2016 12:09 PM
15	Executive Assistant to CEO	7/20/2016 12:07 PM
16	admin	7/20/2016 11:41 AM
17	Senior Vice President	7/20/2016 11:32 AM
18	Project Director	7/20/2016 11:10 AM