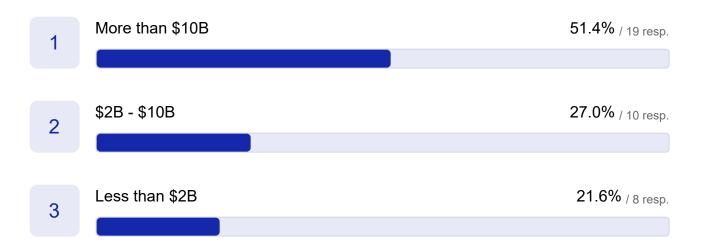
TCC - Human Capital Management Topics & Metrics

37 responses

What is your company's market cap? (select only one)



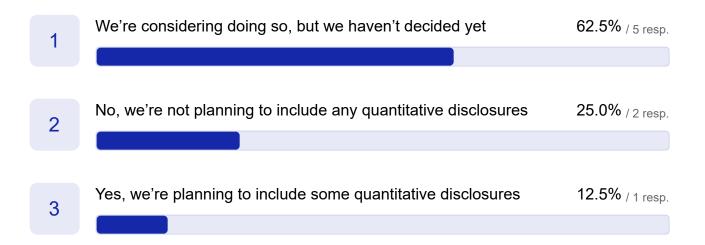
LESS THAN \$2B

Which HCM topics will you discuss in your Form 10-K? (select all that apply)



LESS THAN \$2B

Will you include quantitative HCM disclosures? (select only one)



LESS THAN \$2B

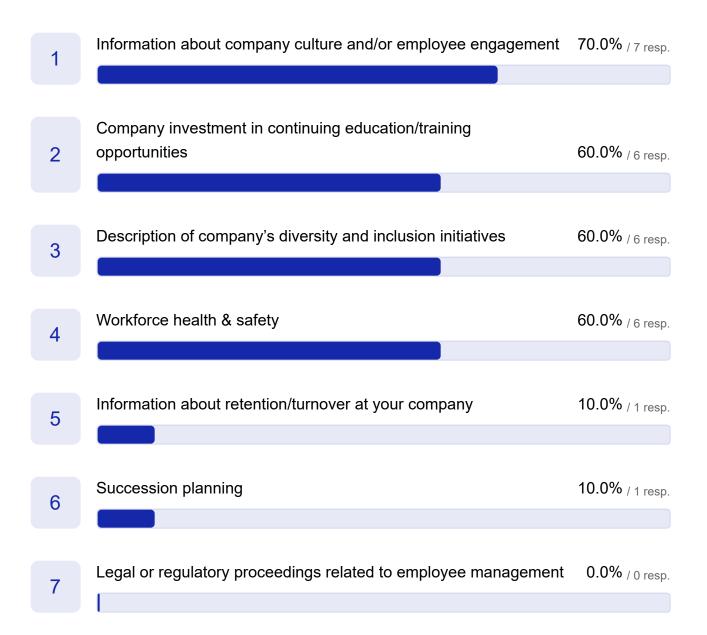
What type of quantitative data is your company planning to disclose? (select all that apply)

| 1 | Workforce gender, racial/ethnic diversity composition data | 100.0% / 1 resp. |
|---|---|----------------------------------|
| 2 | Absenteeism rate as a percentage of total hours worked | 0.0% / 0 resp. |
| 3 | Breakdown of full-time versus part-time employees | 0.0% / _{0 resp.} |
| | | |
| 4 | Dollar amount of company investment in continuing education/training opportunities, such as total spend on training per employee per year | 0.0% / 0 resp. |
| | | |
| 5 | Employee turnover rates | 0.0% / 0 resp. |
| 6 | Geographic mix of employees | 0.0% / 0 resp. |
| 7 | Internal promotion rate | 0.0% / _{0 resp.} |
| | | |
| 8 | Mental health well-being rate | 0.0% / 0 resp. |
| 9 | Pay equity metrics | 0.0% / 0 resp. |

| 10 | Scores from employee engagement surveys | 0.0% / 0 resp. |
|----|--|----------------|
| | | |
| | Volume of legal/regulatory proceedings related to employee | |
| 11 | management | 0.0% / 0 resp. |
| | | |
| | | |
| 12 | Workforce health & safety metrics | 0.0% / 0 resp. |
| | | |

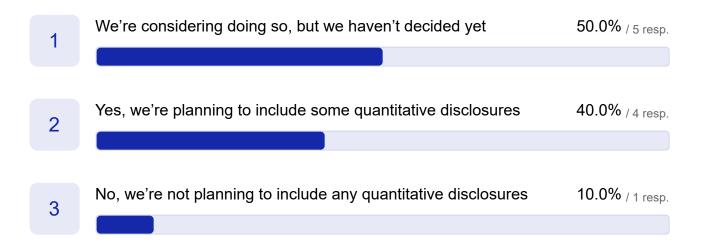
\$2B - \$10B

Which HCM topics will you discuss in your Form 10-K? (select all that apply)



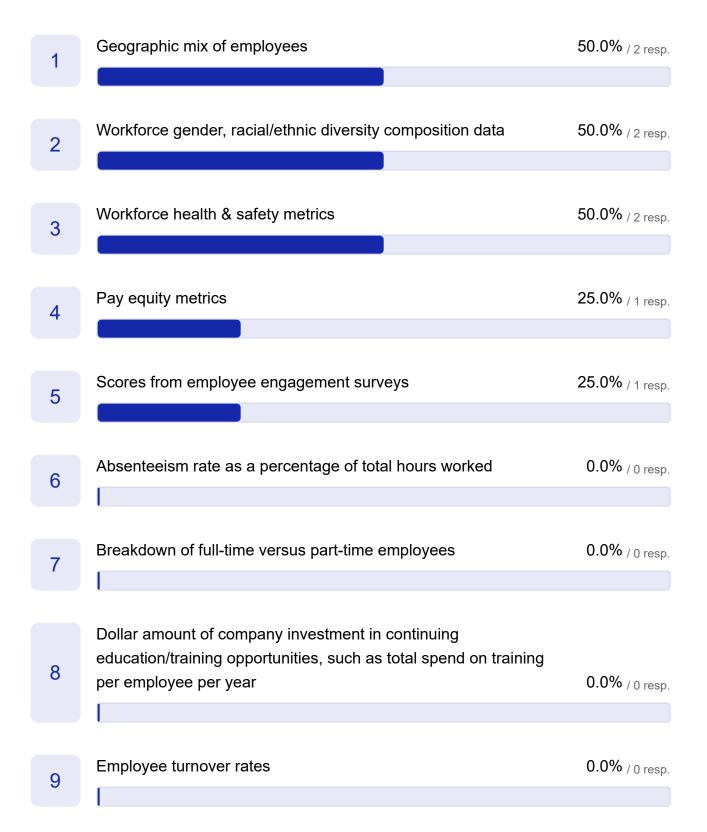
\$2B - \$10B

Will you include quantitative HCM disclosures? (select only one)



\$2B - \$10B

What type of quantitative data is your company planning to disclose? (select all that apply)



| .021 | roo manan ouplial Management ropios a Methos | |
|------|--|----------------|
| 10 | Internal promotion rate | 0.0% / 0 resp. |
| | | |
| | | |
| 11 | Mental health well-being rate | 0.0% / 0 resp. |
| | | |
| | | |
| 12 | Volume of legal/regulatory proceedings related to employee | |
| | management | 0.0% / 0 resp. |
| | | |

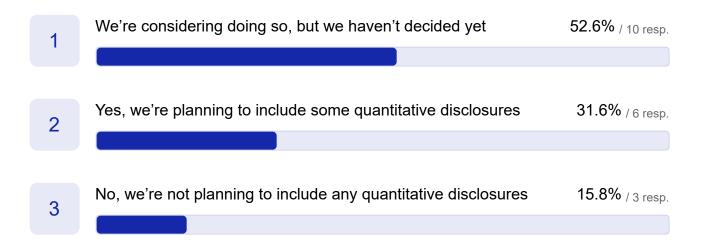
MORE THAN \$10B

Which HCM topics will you discuss in your Form 10-K? (select all that apply)

| 1 | Description of company's diversity and inclusion initiatives | 72.2% / 13 resp. |
|---|---|-------------------|
| | | |
| 2 | Workforce health & safety | 72.2% / 13 resp. |
| 2 | | |
| | Information about company culture and/or employee | |
| 3 | engagement | 66.7% / 12 resp. |
| | | |
| | Company investment in continuing education/training opportunities | 44.4% / 8 resp. |
| 4 | | 44.4 /0 / 8 resp. |
| | | |
| 5 | Information about retention/turnover at your company | 27.8% / 5 resp. |
| | | |
| 6 | Succession planning | 11.1% / 2 resp. |
| | | |
| 7 | Legal or regulatory proceedings related to employee management | 0.0% / 0 resp. |
| | | |

MORE THAN \$10B

Will you include quantitative HCM disclosures? (select only one)



MORE THAN \$10B

What type of quantitative data is your company planning to disclose? (select all that apply)

| 1 | Employee turnover rates | 66.7% / 4 resp. |
|---|---|------------------------|
| | | |
| 2 | Workforce gender, racial/ethnic diversity composition data | 66.7% / 4 resp. |
| 2 | | |
| 3 | Breakdown of full-time versus part-time employees | 33.3% / 2 resp. |
| 5 | | |
| 4 | Scores from employee engagement surveys | 33.3% / 2 resp. |
| 4 | | |
| - | Workforce health & safety metrics | 33.3% / 2 resp. |
| 5 | | |
| | Internal promotion rate | 16.7% / 1 resp. |
| 6 | | |
| | Absenteeism rate as a percentage of total hours worked | 0.0% / 0 resp. |
| 7 | | |
| | Dollar amount of company investment in continuing | |
| 8 | education/training opportunities, such as total spend on training | 0.0% |
| | per employee per year | 0.0% / 0 resp. |
| | | |
| 9 | Geographic mix of employees | 0.0% / 0 resp. |

| 10 | Mental health well-being rate | 0.0% / 0 resp. |
|----|---|----------------|
| | | |
| 11 | Pay equity metrics | 0.0% / 0 resp. |
| | | |
| 12 | Volume of legal/regulatory proceedings related to employee management | 0.0% / 0 resp. |
| | | |