

Appendix 1 – EEOC Disclosures

1. Provide a copy of the firms Equal Employment Opportunity Commission (EEOC) disclosure statement and description of any initiatives or guidelines your firm has on the inclusion of women and minorities.
2. Whether your firm has an EEOC disclosure statement or not, each Responder must fill out and provide the chart below:

MALE							
Job Categories	White	Black/ African American	Hispanic or Latino	Asian	American Indian/ Alaskan	Two or More Races	Total
Executive/Senior Level Officials & Managers							
First/Mid-Level Officials & Managers							
Professionals							
Technicians							
Marketing Personnel							
Administrative Support Workers							
Other Non-Professionals							
Total							

FEMALE							
Job Categories	White	Black/ African American	Hispanic or Latino	Asian	American Indian/ Alaskan	Two or More Races	Total
Executive/Senior Level Officials & Managers							
First/Mid-Level Officials & Managers							
Professionals							
Technicians							
Marketing Personnel							
Administrative Support Workers							
Other Non-Professionals							
Total							

3. Please discuss specific efforts to enhance the diversity of mid and senior level professionals within your organization and hiring opportunities resulting therefrom.
4. Please discuss specific efforts to recruit diverse junior members who have direct client servicing responsibilities. What metrics do you track to determine success in such recruitment efforts?