

2023 EEO-1 Report

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
	MALE	FEMALE	*****MALE*****						*****FEMALE*****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR NATIVE AMERICAN	TWO OR MORE RACES	
Executive/Senior Level Officials and Managers	4	2	144	4	0	12	0	0	48	5	1	4	0	1	225
First- and Mid-Level Officials and Managers	1,564	661	6,759	1,153	29	588	38	293	2,391	789	21	256	13	150	14,705
Professionals	961	573	5,758	897	25	1,690	33	291	2,375	905	8	674	17	156	14,363
Technicians	263	58	1,030	259	12	95	12	63	215	133	4	26	2	30	2,202
Sales Workers	3,518	2,106	5,036	2,898	72	460	70	683	2,617	3,382	80	182	61	602	21,767
Administrative Support Workers	3,306	2,902	6,352	2,917	50	430	71	667	4,945	5,381	50	255	76	988	28,390
Craft Workers (Skilled)	4,569	41	11,229	2,901	129	504	102	712	136	59	9	5	3	20	20,419
Operatives (Semi-Skilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers (Unskilled)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total	14,185	6,343	36,308	11,029	317	3,779	326	2,709	12,727	10,654	173	1,402	172	1,947	102,071
PREVIOUS REPORT TOTAL	13,414	6,064	36,005	10,878	297	3,512	318	2,677	12,958	11,305	192	1,332	163	2,020	101,135

*Executive/Senior Level Officials and Managers EEO Category includes Group and Regional Vice Presidents and above

*First- and Mid-Level Officials and Managers EEO Category includes Supervisor through Vice President

2023 External Hires

JOB CATEGORY	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	TOTAL EXTERNAL HIRES
Charter External Hires	58.4%	41.6%	35.5%	30.5%	3.6%	22.5%	0.5%	0.7%	6.8%	36565

2023 Retention

JOB CATEGORY	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	OVERALL RETENTION
Charter Retention	81.2%	71.0%	82.6%	67.4%	87.5%	77.3%	75.3%	71.7%	67.5%	77.7%

***External Hires** – does not include never-starts.

***Retention** - The number of employees who remained employed for the entirety of the selected period as a percentage of total headcount at the start of the selected period.