Purpose

● This report summarizes the gender, race, and ethnicity distribution of the Invoca employee base, both across different types of roles and in managerial/executive positions, as of July 15, 2020.

● All classifications are based off data that Invoca reports to the EEOC (Equal Employment Opportunity Commission).

● We have included prior year (2019) data to measure progress towards our goals of building a more diverse workforce at Invoca.
Gender at Invoca: Q2 2020

- All Roles:
  - Female: 43.3%
  - Male: 56.7%

- Technical Roles:
  - Female: 26.7%
  - Male: 73.3%

- Non-Technical Roles:
  - Female: 50.8%
  - Male: 49.3%

- Management Roles:
  - Female: 32.5%
  - Male: 67.5%

- Executive Roles:
  - Female: 25.0%
  - Male: 75.0%
Gender at Invoca: 2019-2020 Trend

- **All Roles**
  - 2019: 40% Female, 60% Male
  - 2020: 43% Female, 57% Male

- **Technical Roles**
  - 2019: 18% Female, 82% Male
  - 2020: 27% Female, 73% Male

- **Non-Technical Roles**
  - 2019: 47% Female, 53% Male
  - 2020: 51% Female, 49% Male

- **Managers**
  - 2019: 33% Female, 67% Male
  - 2020: 33% Female, 68% Male

- **Executives**
  - 2019: 33% Female, 67% Male
  - 2020: 25% Female, 75% Male
Race & Ethnicity at Invoca: Q2 2020

- White: 76.3%
- Hispanic / Latino: 11.3%
- Asian: 5.7%
- Two or More Races: 3.6%
- Black: 2.5%
- Native Hawaiian / Pacific Islander: 2.5%
- Prefer Not to Disclose: 7.5%

Technical Roles:
- White: 75.0%
- Hispanic / Latino: 4.5%
- Asian: 13.4%
- Two or More Races: 1.7%
- Black: 8.3%
- Native Hawaiian / Pacific Islander: 8.3%
- Prefer Not to Disclose: 6.7%

Non-Technical Roles:
- White: 76.9%
- Hispanic / Latino: 5.0%
- Asian: 2.5%
- Two or More Races: 7.5%
- Black: 5.0%
- Native Hawaiian / Pacific Islander: 2.5%
- Prefer Not to Disclose: 7.5%

Management Roles:
- White: 80.0%
- Hispanic / Latino: 7.5%
- Asian: 2.5%
- Two or More Races: 5.0%
- Black: 2.5%
- Native Hawaiian / Pacific Islander: 2.5%
- Prefer Not to Disclose: 7.5%

Executive Roles:
- White: 100.0%
Race & Ethnicity at Invoca: 2019-2020 Trend

- White: 79% (2019), 76% (2020)
- Hispanic / Latino: 10% (2019), 11% (2020)
- Asian: 5% (2019), 6% (2020)
- Two or More Races: 4% (2019), 5% (2020)
- Black: 12% (2019), 13% (2020)
- Native Hawaiian / Pacific Islander: 5% (2019), 7% (2020)
- Prefer Not to Disclose: 8% (2019), 8% (2020)

Technical Roles:
- 2019: White 78%, Hispanic / Latino 6%, Asian 8%, Two or More Races 4%, Black 8%, Native Hawaiian / Pacific Islander 5%, Prefer Not to Disclose 8%
- 2020: White 75%, Hispanic / Latino 7%, Asian 7%, Two or More Races 5%, Black 7%, Native Hawaiian / Pacific Islander 7%, Prefer Not to Disclose 7%

Non-Technical Roles:
- 2019: White 79%, Hispanic / Latino 12%, Asian 5%, Two or More Races 4%, Black 13%, Native Hawaiian / Pacific Islander 13%, Prefer Not to Disclose 12%
- 2020: White 77%, Hispanic / Latino 13%, Asian 7%, Two or More Races 13%, Black 13%, Native Hawaiian / Pacific Islander 13%, Prefer Not to Disclose 13%

Managers:
- 2019: White 86%, Hispanic / Latino 8%, Asian 8%, Two or More Races 4%, Black 8%, Native Hawaiian / Pacific Islander 8%, Prefer Not to Disclose 8%
- 2020: White 80%, Hispanic / Latino 8%, Asian 8%, Two or More Races 4%, Black 8%, Native Hawaiian / Pacific Islander 8%, Prefer Not to Disclose 8%

Executives:
- 2019: White 100%
- 2020: White 100%