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: 28.7%
- 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

Pie charts showing the distribution of races and ethnicities in different roles at Invoca:

- **All Roles**: 76.3% White, 11.3% Hispanic / Latino, 5.7% Asian, 3.6% Two or More Races, 1.7% Black, 1.5% Native Hawaiian / Pacific Islander, 0.8% Prefer Not to Disclose.

- **Technical Roles**: 73.9% White, 8.3% Hispanic / Latino, 6.7% Asian, 5.0% Two or More Races, 4.5% Black, 2.5% Native Hawaiian / Pacific Islander, 1.7% Prefer Not to Disclose.

- **Non-Technical Roles**: 76.9% White, 8.3% Hispanic / Latino, 6.7% Asian, 5.0% Two or More Races, 4.5% Black, 2.5% Native Hawaiian / Pacific Islander, 1.7% Prefer Not to Disclose.

- **Management Roles**: 80.0% White, 7.5% Hispanic / Latino, 5.0% Asian, 2.5% Two or More Races, 2.5% Black, 2.0% Native Hawaiian / Pacific Islander, 1.7% Prefer Not to Disclose.

- **Executive Roles**: 80.0% White, 7.5% Hispanic / Latino, 5.0% Asian, 2.5% Two or More Races, 2.5% Black, 2.0% Native Hawaiian / Pacific Islander, 1.7% Prefer Not to Disclose.
Race & Ethnicity at Invoca: 2019-2020 Trend

- White
- Hispanic / Latino
- Asian
- Two or More Races
- Black
- Native Hawaiian / Pacific Islander
- Prefer Not to Disclose

All Roles:
- 2019: 79%
- 2020: 76%

Technical Roles:
- 2019: 78%
- 2020: 75%

Non-Technical Roles:
- 2019: 79%
- 2020: 77%

Managers:
- 2019: 84%
- 2020: 80%

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