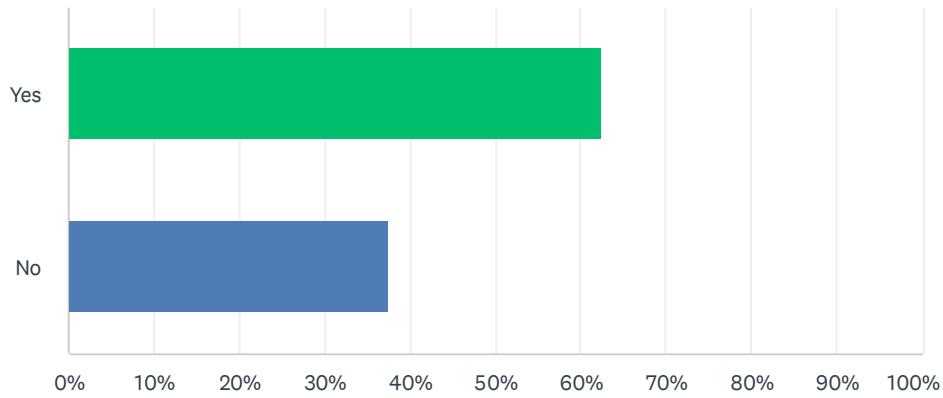


Q1 Does your company/institution have employees who have expressed their desire to report on corporate reports a gender other than “Male” or “Female”?

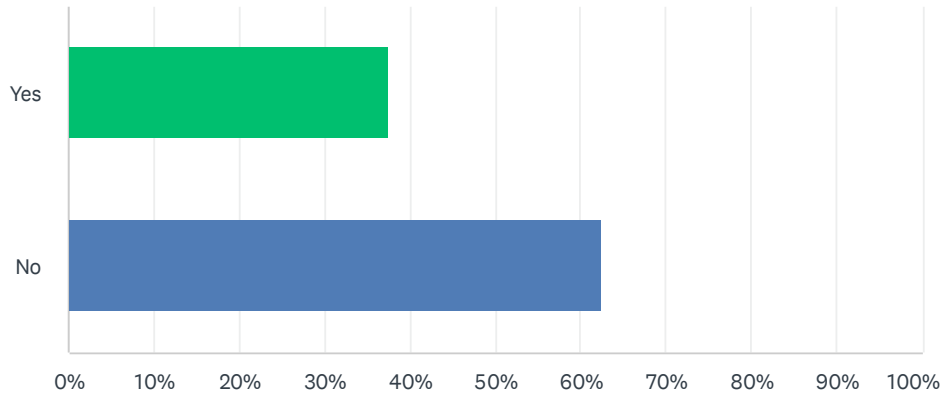
Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Yes | 62.50% 5 |
| No | 37.50% 3 |
| TOTAL | 8 |

Q2 Does your company's/institution's current employee Self-Identification reporting allow employees to select other than "Male" or "Female"?

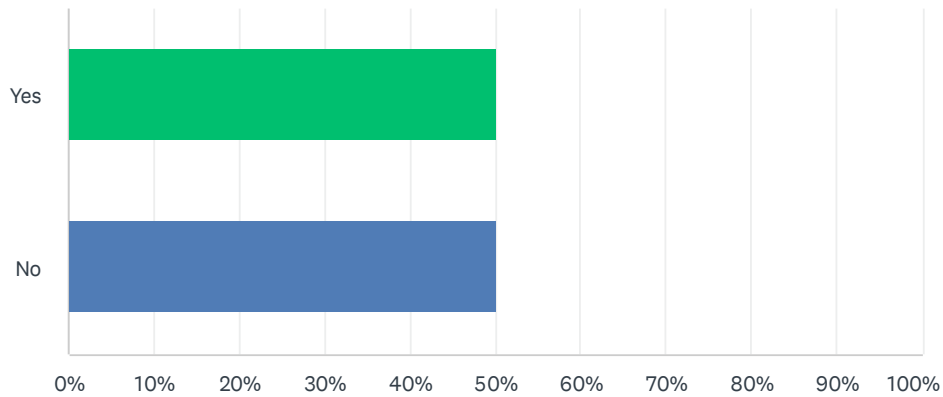
Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Yes | 37.50% | 3 |
| No | 62.50% | 5 |
| TOTAL | | 8 |

Q3 If your company does not currently offer Applicants and employees a non-binary choice when identifying their “gender,” does your company/institution have concrete plans to allow Applicants and employees to self-identify using a non-binary choice on corporate forms in calendar 2022?

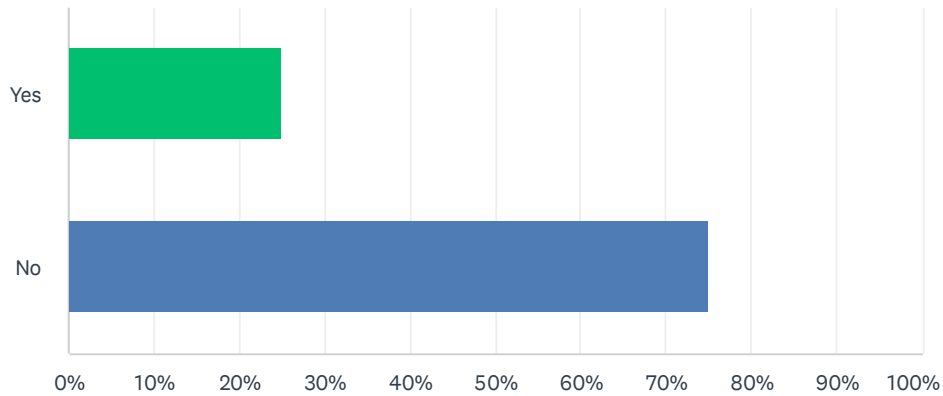
Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Yes | 50.00% 4 |
| No | 50.00% 4 |
| TOTAL | 8 |

Q4 Does your company's/institution's Self-Identification Form for "Applicants" offer a non-binary option (something different from "Male" or "Female")?

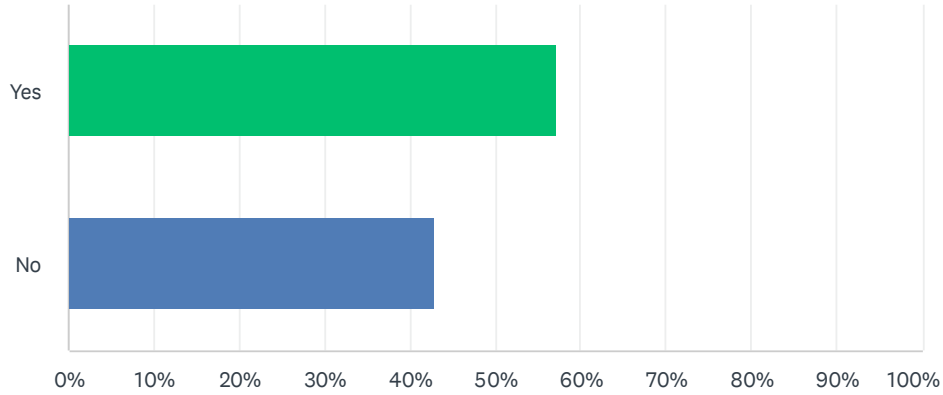
Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Yes | 25.00% | 2 |
| No | 75.00% | 6 |
| TOTAL | | 8 |

Q5 If your company/institution does not currently offer a non-binary reporting option for Applicants and employees, is it interested to make a non-binary option available in calendar year 2022?

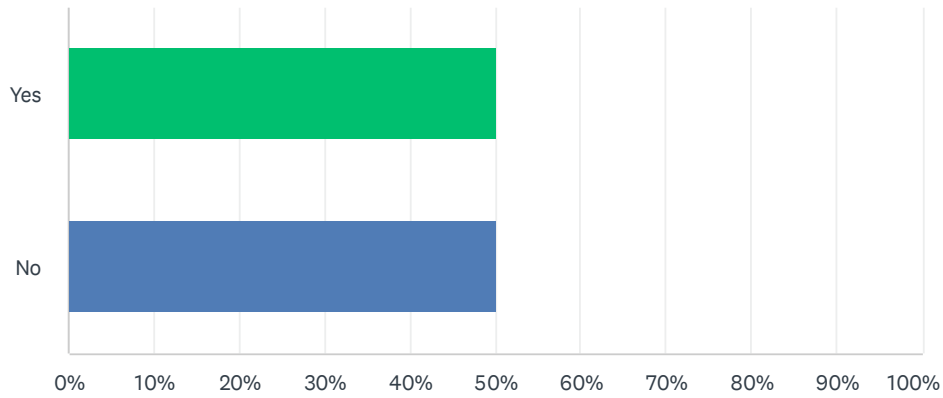
Answered: 7 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Yes | 57.14% | 4 |
| No | 42.86% | 3 |
| TOTAL | | 7 |

Q6 Do you personally feel that non-binary employees feel safe enough at your company/institution that they will report their non-binary gender if given a choice to do so on company/institution self-identification surveys?

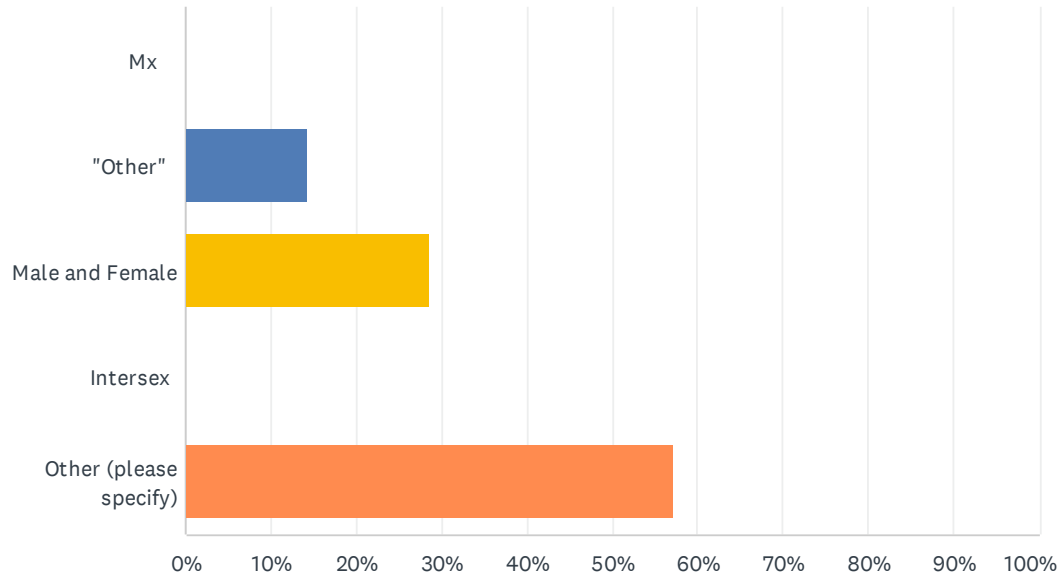
Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Yes | 50.00% 4 |
| No | 50.00% 4 |
| TOTAL | 8 |

Q7 What form of alternative gender identification does your company permit? Check all that apply:

Answered: 7 Skipped: 1

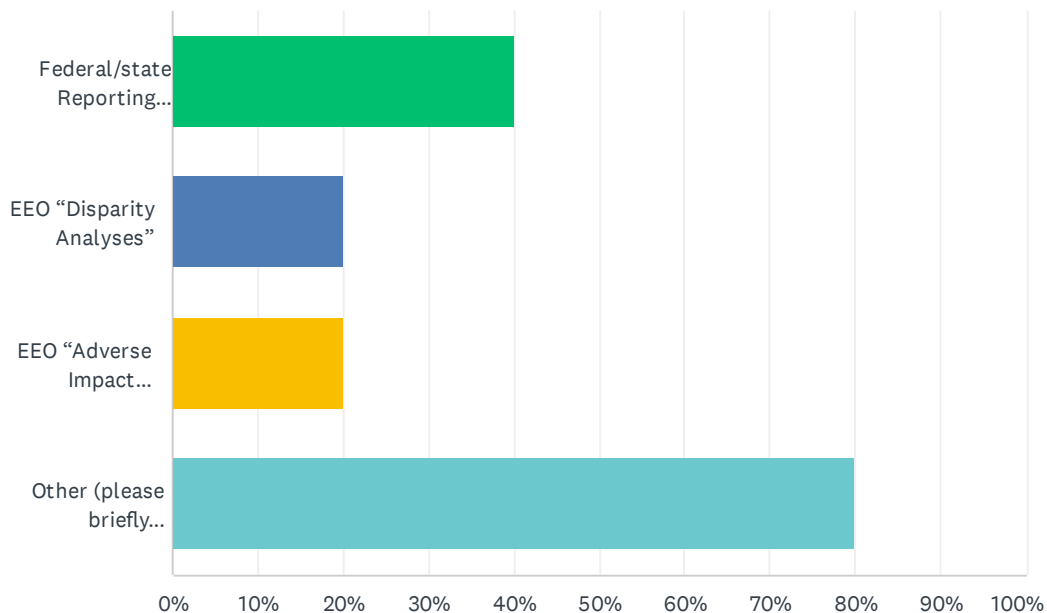


| ANSWER CHOICES | RESPONSES |
|------------------------|-----------|
| Mx | 0.00% 0 |
| "Other" | 14.29% 1 |
| Male and Female | 28.57% 2 |
| Intersex | 0.00% 0 |
| Other (please specify) | 57.14% 4 |
| Total Respondents: 7 | |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|--------------------------------|-------------------|
| 1 | Do not wish to specific | 4/5/2022 10:43 AM |
| 2 | Non-Binary | 4/5/2022 10:12 AM |
| 3 | On calendar for Q4 to self-id | 4/5/2022 8:29 AM |
| 4 | Member of the LBGTQ+ Community | 4/5/2022 8:09 AM |

Q8 For what purpose(s) does your company/institution use the non-binary information it receives? Check all that apply:

Answered: 5 Skipped: 3

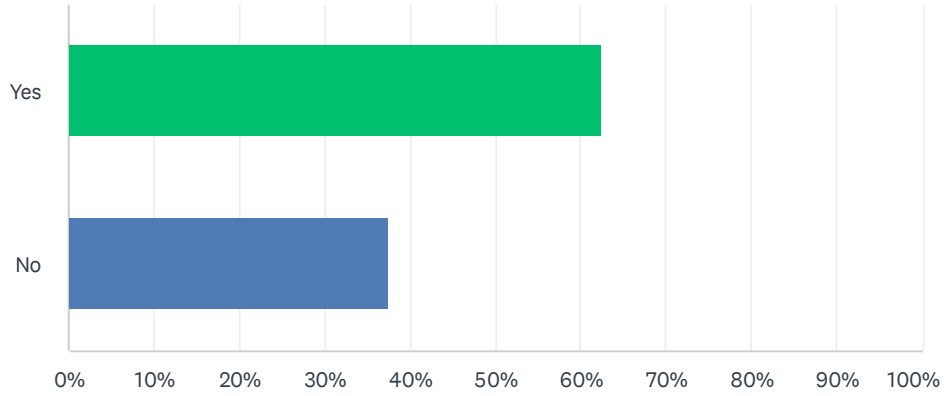


| ANSWER CHOICES | RESPONSES | |
|--|-----------|---|
| Federal/state Reporting (EEO-1 reporting; Affirmative Action Plans for Minorities and "Women") | 40.00% | 2 |
| EEO "Disparity Analyses" | 20.00% | 1 |
| EEO "Adverse Impact Analyses" | 20.00% | 1 |
| Other (please briefly elaborate) | 80.00% | 4 |
| Total Respondents: 5 | | |

| # | OTHER (PLEASE BRIEFLY ELABORATE) | DATE |
|---|--|-------------------|
| 1 | unknown | 4/5/2022 10:12 AM |
| 2 | Aspirational Goals coming Q4. | 4/5/2022 8:29 AM |
| 3 | No used for compliance. Only used in anonymous employee surveys. | 4/5/2022 8:09 AM |
| 4 | We do not yet receive it | 4/4/2022 8:57 PM |

Q9 Does your company's/institution's non-harassment training materials address non-harassment of non-binary employees?

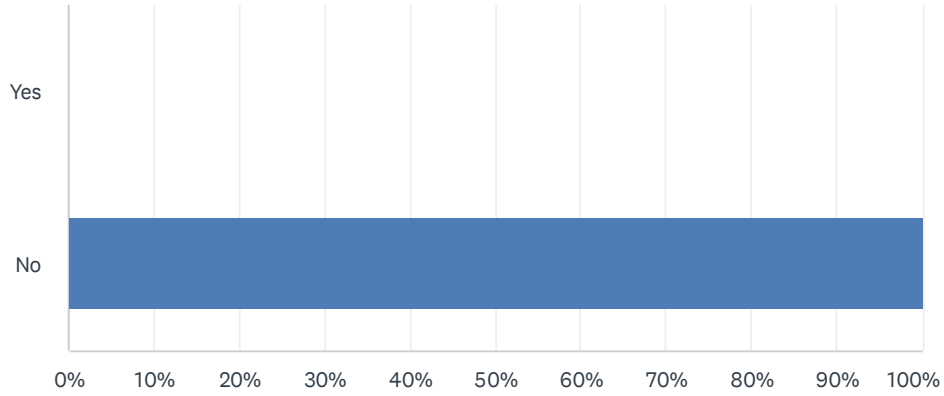
Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Yes | 62.50% | 5 |
| No | 37.50% | 3 |
| TOTAL | | 8 |

Q10 Does your company/institution set any hiring or incumbent employment “goals” for non-binary employees?

Answered: 8 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|---|
| Yes | 0.00% | 0 |
| No | 100.00% | 8 |
| TOTAL | | 8 |