

Instructions

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5

ons for exploring data submitted by Laureate Subsidiaries via the B Impact Assessment (2017)

The questions a particular company will see is **contingent** on their market, sector and size by employees (columns labeled T columns to see the questions a particular type of institution would see (ie type in 1000+ into the Size by Employees column

The questions a company sees in the Impact Business Models (IBM) section depend on the answers a company gives to gatin This allows a company to be evaluated under the business model that most closely resembles their own. Therefore, compar within the business models that are appropriate to them

In addition to differences in content based on whether an entity operates in developed or emerging markets, in the Worker between Developed (US) and Developed Global (Non-US) companies, due to the significant differences in worker practices in

Use the Assessment Structure Column filters to navigate to a particular topic. Then use the Question filters to arrive at a par

For **multiple choice** questions, the Responses column shows the number of times an answer was chosen. For **numeric data**, subsidiaries is given, unless otherwise noted.

Assessment Structure		Number of Companies Seeing Question (out of 49)	Number of Companies Unable to Report
Impact Area	Topic		
Governance	Transparency	49	0
Governance	Ethics	4	0
Governance	Transparency	13	0
Governance	Corporate Accountability	26	0
Governance	Corporate Accountability	23	0
Governance	Transparency	23	0
Governance	Corporate Accountability	29	0
Governance	Corporate Accountability	19	0
Governance	Corporate Accountability	13	0
Governance	Mission & Engagement	36	0

Governance	Mission & Engagement	16	0
Governance	Transparency	6	0
Governance	Ethics	25	0
Governance	Ethics	1	0
Governance	Ethics	42	0
Governance	Ethics	25	0
Governance	Ethics	47	0
Governance	Governance Metrics	49	0
Governance	Governance Metrics	49	0
Governance	Mission & Engagement	17	0
Governance	Mission & Engagement	13	0
Governance	Transparency	4	0

Governance	Mission & Engagement	49	0
Governance	Transparency	1	0
Governance	Transparency	13	0
Governance	Transparency	26	0
Governance	Transparency	6	0
Governance	Transparency	48	0
Governance	Transparency	17	0
Governance	Mission & Engagement	12	0
Governance	Ethics	49	0
Governance	Corporate Accountability	45	0

Governance	Mission & Engagement	32	0
Governance	Mission & Engagement	49	0
Governance	Corporate Accountability	23	0
Governance	Corporate Accountability	23	0
Governance	Mission & Engagement	49	0
Governance	Mission & Engagement	49	0
Governance	Governance Metrics	49	0
Governance	Governance Metrics	49	0
Governance	Mission & Engagement	36	0
Governance	Transparency	6	0
Governance	Ethics	42	0

Governance	Governance Metrics	49	0
Governance	Corporate Accountability	4	0
Governance	Governance Metrics	49	0
Governance	Governance Metrics	49	0
Governance	Ethics	2	0
Governance	Mission Locked	49	0

Question Summary

Impact Reporting

Code of Ethics Training

Reviewed / Audited Financials

Governing Body Characteristics

Audit Committee Characteristics

Governing Body Transparency

Governing Body Stakeholder Representation

Governing Body Stakeholder Representation

Governing Body Responsibilities

Board Review of Social/Environmental Performance

Mission-driven Executive Job Descriptions

Client Protection Warranty

Instruction on Code of Ethics

Work Conduct Policy

Code of Ethics

Conflict of Interest Questionnaire

Anti-Corruption Practices

Earnings Before Interest & Taxes Year Before Last

Earnings Before Interest & Taxes Last Year

Mission Training

Social/ Environmental Management Reviews

Executive Compensation Disclosure

Stakeholder Engagement

Accessible Financial Data

Financial Reporting Standards

Audited Financials

Reviewed / Audited Financials

Financial Transparency with Employees

Ownership Transparency with Employees

Managers with Responsibilities to Mission

Financial Controls

Governance Structures

Social & Environmental Internal Engagement

Social/Environmental Key Performance Indicators

Governing Body Composition

Governing Body Characteristics

Level of Impact Focus

Mission Statement Characteristics

Net Income Year Before Last

Net Income Last Year

Mission-driven Executive Compensation

Public Feedback Channel

Breached Code of Ethics Breachment Policy

Reporting Currency

Shareholder Engagement

Revenue Year Before Last

Revenue Last Year

Whistleblower Policy

Mission Lock

Questions

Question

Does the company produce a public-facing annual report detailing its mission-related/sustainability performance? If yes, does this report include the following information?
(Multiple Choice, May Select Multiple Answers)

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?
(Multiple Choice, May Select Multiple Answers)

If your company's financial statements were audited or reviewed, what type of individual or entity conducted that review?
(Multiple Choice)

Which of the following apply to your company's Board of Directors or equivalent governing body?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to your company's Board of Directors Audit Committee?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to transparency practices regarding the Board of Directors?
(Multiple Choice, May Select Multiple Answers)

Does the Board of Directors or other formal governing body include members or experts of the following stakeholder groups?
(Multiple Choice, May Select Multiple Answers)

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or other governing body?
(Multiple Choice, May Select Multiple Answers)

Does your Board of Directors have written responsibility for the following issues?
(Multiple Choice, May Select Multiple Answers)

Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis?
(Multiple Choice)

Does the CEO and his/her direct reports have the following social or environmental mission-related responsibilities or expectations outlined in their job descriptions?
(Multiple Choice, May Select Multiple Answers)

Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers?
(Multiple Choice)

Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption?
(Multiple Choice, May Select Multiple Answers)

Does your company have one of the following policies regarding work conduct?
(Multiple Choice)

Which of the following aspects are covered in your Code of Ethics?

(Multiple Choice, May Select Multiple Answers)

Is there an annual conflict of interest questionnaire filled out by all board members and officers?

(Multiple Choice)

Which of the following anti-corruption reporting and prevention systems are in place?

(Multiple Choice, May Select Multiple Answers)

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

Currency

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

Currency

Do your employee training programs include instruction on sustainability principles and practices?

(Multiple Choice, May Select Multiple Answers)

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

(Multiple Choice)

Does your company have a public statement or policy to provide disclosure of executive compensation?

(Multiple Choice)

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's environmental performance?

(Multiple Choice, May Select Multiple Answers)

Does your company maintain financial data from last fiscal year that can be accessed or viewed by the following?

(Multiple Choice, May Select Multiple Answers)

During the last fiscal year, with which financial reporting standards did your company comply?

(Multiple Choice)

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

(Multiple Choice)

Does the company produce financials that are verified annually by an independent source through an Audit or Review?

(Multiple Choice)

Does the company have a formal process to share financial information with its full-time employees?

(Multiple Choice, May Select Multiple Answers)

Do all full-time employees have access to written information that identifies all material owners and investors of the company?

(Multiple Choice)

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

(Multiple Choice)

Does the company maintain any of the following financial controls?

(Multiple Choice, May Select Multiple Answers)

What is the company's highest level of corporate oversight?

(Multiple Choice)

Does your company have any of the following internal engagement practices that focus on the social or environmental mission of your company?
(Multiple Choice, May Select Multiple Answers)

Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental mission?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to your company's Board of Directors or other governing body?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to your company's Board of Directors or equivalent governing body?
(Multiple Choice, May Select Multiple Answers)

Select the description that best describes your business.
(Multiple Choice)

Does your company have a corporate mission statement, and does it include any of the following?
(Multiple Choice, May Select Multiple Answers)

Net Income
From the fiscal year before last
Currency

Net Income
From the last fiscal year
Currency

If the CEO and direct reports have mission-related responsibilities, what % of them have compensation tied to the social and environmental performance selected?
(Multiple Choice, May Select Multiple Answers)

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?
(Multiple Choice)

In cases where there are material breaches to the company's Code of Ethics, does the company have formal written guidelines in place for taking the following actions?
(Multiple Choice, May Select Multiple Answers)

Reporting currency
(Multiple Choice)

Which of the following apply to your shareholder engagement practices?
(Multiple Choice, May Select Multiple Answers)

Total Earned Revenue
From the fiscal year before last
Currency

Total Earned Revenue
From the last fiscal year
Currency

Does the company have a written whistleblower policy?
(Multiple Choice)

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be main of company ownership?
(Multiple Choice)

Responses

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49.0

Answer Options

Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)

No public reporting on social or environmental performance

Clear descriptions of your mission-related activities

Consistent variables of measurement which allow comparisons to previous years

Quantifiable results from your mission (e.g. lbs of carbon offset)

Quantifiable targets related to your mission

All employees

All managers

Board members

Executives and senior managers

Subsidiaries

Business partners, contractors and suppliers

Internationally-accredited auditing firm or CPA/CFA

Has a Compensation Committee with at least 1 independent member

Has an Audit Committee with at least 1 independent member

Oversees executive compensation

Includes at least 1 independent member

Meets at least quarterly

Reports members names and relation to company transparently to public

Has a Compensation Committee with at least one independent member

Has an Audit Committee with at least one independent member

Includes at least one independent member

Includes at least 50% independent members

None of the above

Committee meets at least quarterly

Procedures are in place for internal auditors to report directly to the Audit Committee in the case of concerns regarding the accuracy and integrity of t

All audit and non-audit fees of the independent auditor are disclosed

N/A - No Audit Committee

All Audit Committee members are independent

Company publicly reports members names, bios/CVs and relationship, including any conflict of interest with the company

None of the above

Company publicly reports remuneration of board members and chief executive

Company publicly reports attendance rate of board meetings

None of the above

Community expertise (e.g. local university representative)

Customers

Executive employee representative

Non-executive employee representative

None

Environmental expertise (e.g. environmental nonprofits)

Executive employee representative

Non-executive employee representative

None of the above

Community expertise (e.g. local universities)

Customers

Approving annual budgets, overseeing major capital expenditures and general risk management

Guiding corporate strategy, setting strategic goals and major plans of action

Overseeing executive compensation

Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)

Other

Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance

Yes - The Board receives a general update on the company's social and/or environmental performance

No

Yes

Yes, CEO/ President compensation

Yes, other senior management team member(s) compensation

Community engagement (including volunteering/charitable giving)

Serving consumers in need

Environmental performance

Human rights & labor performance (including supply chain)

Other social or environmental innovation (please describe)

No

None of the above

No

Yes

We communicate changes to the Code whenever it is updated

We instruct all newly hired workers on the Code

We instruct all non-managerial workers on the Code on an ongoing basis

We instruct managers on the Code on an on-going basis

We instruct the Board of Directors on the Code at least annually

We instruct managers on the code on an on-going basis

Other (please describe)

A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that includes a statement against bribes
Bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices are prohibited

Financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations and advocacy groups are publicly disclosed

Formal oversight policy covering direct or indirect political contributions, charitable donations and sponsorships

Other (please describe)

No

Yes

Help line or anonymous mechanism to report grievances/concerns

Individual or department oversight with direct access to Board of Directors

Other (please describe)

Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible and circulated to all employees

An accessible written whistle-blowing policy that provides legal protection and strict confidentiality for employees

Whistle-blowing policy easily accessible and circulated to all employees and business partners

Written employee whistle-blowing policy with strict confidentiality policy

336957000 (based on response from Laureate Education Inc.)

382,893,000 (based on response from Laureate Education Inc.)

Only through formal inclusion in orientation, training and/or instruction

Specific, formal training integrated into new employee and new manager training

Specific, formal training integrated into ongoing employee and manager training

Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team

Yes, sustainability principles and practices are integrated into new employee and new manager training

Yes, sustainability principles and practices are integrated into ongoing employee and management training

Yes, majority of workplace teams articulate goals and achievements on sustainability metrics

No, sustainability is seldom, if ever, used in training

U

50-99%

100%

1-49%

No

Yes

Meetings or other engagement mechanisms with social or environmental advocacy groups
Third party or anonymous surveys about social/environmental performance
Annual stakeholder meeting
Online stakeholder forum to provide/report social or environmental concerns or feedback
At least annual meetings or other engagement mechanisms with local community members
Third party or anonymous surveys
Other (please describe)

At least annual meetings or other engagement mechanisms with social or environmental advocacy groups
Meetings or other engagement mechanisms with local community members
No formal stakeholder engagement

Shared with all managers

IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)

GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)

Yes

Yes, through a review

Yes, through an audit

Yes - the company shares financial information in employees work for them.

Yes - the company discloses all financial information (except salary info) at least yearly

Yes - The company discloses all financial information (except salary info) at least quarterly

Yes - The company discloses all financial information (except salary info) at least yearly

Yes - In addition to sharing financials the company also has an intentional education program around shared financials

No

Yes - the company discloses all financial information (except salary info) at least quarterly

Yes - Company discloses all financial information (except salary info) at least quarterly

N/A - Company is required to publicly report financial statements

No

Yes

1-49%

50-99%

100%

Document financial control activities, which at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and in

IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff

Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing

Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management

Documented financial control activities at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory

Formal internal audit department has direct access to the BoD and Audit Committee

Job descriptions for managers and employees clearly define lines of financial reporting and responsibilities and limits for the authorization, approval and

Majority of financial controls are automated

Financial control activities are documented and at a minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory

Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management

Limited access to accounting software systems to appropriate personnel

Limited access to credit/ATM cards to appropriate personnel

Segregation of Accounts Receivable and Accounts Payable duties

Segregation of check writing and check signing privileges

Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory

Formal internal audit department has direct access to the Board of Directors and Audit Committee

Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior

Board of Directors or Equivalent

All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental mission and goals
Managers' performance evaluation includes how the manager executed on the company's social or environmental mission and goals
Non-managers' performance evaluation includes execution of company's social or environmental mission and goals
Company has a social or environmental mission, but there is no training of employees on that mission
Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or performance evaluation

We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcomes)
We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)
None of the above

Requires separation of the board chair and chief executive positions
All directors serve four or less other board mandates
At least 50% of board members are independent
Conducts regular self-assessment of board performance
Has budgetary authority to hire independent third-party consultants without management approval
Meets at least quarterly
Requires minimum attendance rate for each board member
None of the above
Conducts regular independent assessment of board performance

We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business
We consider social and environmental impact in some aspects of our business but infrequently.
We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profit
A general commitment to social and/or environmental responsibility and stewardship
A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
A written corporate mission statement that does not include a social or environmental commitment
A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)

-316,248,000 (based on response from Laureate Education Inc.)

371847000 (based on response from Laureate Education Inc.)
Yes, CEO/President compensation

Yes, other senior management team member(s) compensation

No

1-24%

0%

100%

Yes, there is a mechanism where feedback is made transparent to the public

Yes, there is a mechanism for feedback to be sent only privately to company

Yes

Breaches, including case details, are reported to Board of Directors

Company makes improvements to anti-corruption program based on reported cases

Contracts with business partners in breach are terminated

Employees are dismissed or disciplined if found in breach

Severe breaches are reported to Board of Directors

Reported breaches are investigated promptly via independent party

Reported breaches are investigated promptly via an independent party

Other (please describe)

Breaches, including case details, are reported publicly

USD

Company permits proxy voting by means of paper ballot, electronic voting, proxy voting services or other remote mechanism

Company's ownership structure follows one-share, one-vote standard

Shareholder communications include company's financial and ESG performance

Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures and change-in-control provisions

Shareholders have the right to nominate Board members

4,291,659,000 (based on response from Laureate Education Inc.)

4,244,192,000 (based on response from Laureate Education Inc.)

Yes

Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended govern

Performance		Track Drivers	
Average Points	Average Worth	Market	Sector
1.09266977	106.8387097	Developed Emerging	Service
0.4	25.0	Developed	Service
0.54779	37.07692308	Emerging	Service
1.058956999	86.84705882	Developed Emerging	Service
0.5	50.4	Emerging Developed	Service
0.3	71.6	Emerging Developed	Service
0.1	20.7	Developed Emerging	Service
0.1	22.0	Emerging	Service
0.933695652	74.97826087	Emerging	Service
0.453336528	32.5	Developed Emerging	Service

0.475508393	37.14285714	Developed	Service
0.35	46.83333333	Developed Emerging	Service
0.60995675	43.83333333	Developed Emerging	Service
0.6	40.0	Emerging	Service
0.643251914	56.875	Emerging Developed Developed	Service
0.2	15.6	Emerging	Service
0.695573367	51.08108108	Developed Emerging	Service
0	0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.4	38.6	Developed	Service
0.262270192	39.46153846	Developed	Service
0.2	60.0	Developed	Service

0.547121163

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0.6	39.4	Developed Emerging	Service
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0.4	57.6	Emerging Developed	Service
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0.6	50.8	Emerging Developed	Service
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0.0	0.0	Developed Emerging	Service
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0.2	13.0	Developed Emerging	Service
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0.0	0.0	Developed Emerging	Service
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0.0	0.0	Developed Emerging	Service
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0.5	41.8	Emerging Developed	Service
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0.5	46.8	Developed Emerging	Service
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0.8	57.2	Emerging Developed	Service
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0	0	Developed Emerging	Service
0.3	20.0	Developed	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.6	44.5	Developed Emerging	Service
10.0	129.0	Developed Emerging	Service

Size by Employees

50-249
1000+
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Assessment Structure		Number of Companies Seeing Question (out of 49)	Number of Companies Unable to Report
Impact Area	Topic		
Workers	Worker Business Models Introduction	49	0
Workers	Benefits	49	0
Workers	Training & Education	32	0
Workers	Benefits	12	0
Workers	Compensation & Wages (Hourly)	11	0
Workers	Compensation & Wages (Salaried)	38	0
Workers	Compensation & Wages	49	0
Workers	Job Flexibility/Corporate Culture (Salaried)	16	0
Workers	Human Rights & Labor Policy	36	0
Workers	Compensation & Wages	17	0

Workers	Management & Worker Communication	32	0
Workers	Human Rights & Labor Policy	32	0
Workers	Management & Worker Communication	13	0
Workers	Training & Education	17	0
Workers	Management & Worker Communication	49	0
Workers	Worker Benefits (Hourly)	1	0
Workers	Job Flexibility/Corporate Culture (Salaried)	16	0
Workers	Management & Worker Communication	32	0
Workers	Worker Ownership	49	0
Workers	Training & Education (Salaried)	16	0

Workers	Job Flexibility/Corporate Culture	17	0
Workers	Benefits	2	0
Workers	Benefits	3	0
Workers	Benefits	12	0
Workers	Training & Education (Hourly)	1	0
Workers	Training & Education	49	0
Workers	Job Flexibility/Corporate Culture	1	0
Workers	Job Flexibility/Corporate Culture	12	0
Workers	Training & Education	17	0
Workers	Worker Metrics	49	0
Workers	Compensation & Wages	23	0
Workers	Worker Benefits (Salaried)	38	0
Workers	Worker Benefits (Hourly)	11	0

Workers	Worker Benefits (Salaried)	38	0
Workers	Benefits	38	0
Workers	Worker Benefits (Salaried)	4	0
Workers	Worker Benefits (Hourly)	7	0
Workers	Compensation & Wages	26	0
Workers	Compensation & Wages	23	0
Workers	Human Rights & Labor Policy	32	0
Workers	Worker Metrics	49	0
Workers	Worker Metrics	49	0
Workers	Worker Metrics	49	0
Workers	Worker Metrics	49	1
Workers	Worker Metrics	49	0

Workers	Worker Metrics	49	2
Workers	Worker Metrics	49	0
Workers	Worker Metrics	49	0
Workers	Worker Metrics	49	0
Workers	Worker Metrics	49	0
Workers	Worker Benefits (Hourly)	11	0
Workers	Training & Education	16	0
Workers	Compensation & Wages	13	0
Workers	Compensation & Wages	19	0
Workers	Compensation & Wages (Hourly)	1	0
Workers	Training & Education	4	0
Workers	Training & Education (Hourly)	11	0
Workers	Training & Education (Salaried)	38	0
Workers	Benefits	24	0

Workers	Compensation & Wages	32	0
Workers	Compensation & Wages (Sala	16	0
Workers	Human Rights & Labor Policy	4	0
Workers	Compensation & Wages	4	0
Workers	Compensation & Wages	49	0
Workers	Benefits	24	0
Workers	Compensation & Wages	4	0
Workers	Worker Ownership	13	0
Workers	Worker Ownership	49	0
Workers	Training & Education	4	0
Workers	Training & Education (Salaried	15	0
Workers	Management & Worker Comr	48	0
Workers	Occupational Health & Safety	32	0
Workers	Benefits	49	0

Workers	Training & Education	16	0
Workers	Benefits	5	0
Workers	Benefits	12	0
Workers	Job Flexibility/Corporate Culture	1	0
Workers	Job Flexibility/Corporate Culture	16	0
Workers	Worker Benefits (Salaried)	4	0
Workers	Job Flexibility/Corporate Culture	1	0
Workers	Benefits	32	0
Workers	Training & Education (Hourly)	11	0
Workers	Training & Education (Salaried)	38	0
Workers	Training & Education (Hourly)	11	0
Workers	Training & Education (Salaried)	38	0
Workers	Training & Education (Hourly)	11	0
Workers	Training & Education (Salaried)	38	0

Workers	Benefits	6	0
Workers	Compensation & Wages	32	0
Workers	Compensation & Wages	12	0
Workers	Management & Worker Comr	4	0
Workers	Management & Worker Comr	9	0
Workers	Management & Worker Comr	45	0
Workers	Management & Worker Comr	1	0
Workers	Management & Worker Comr	16	0
Workers	Management & Worker Comr	13	0

Question Summary

Impact Business Model: Worker Ownership

Additional Supplementary Benefits

Amount of Training for New Hires

Healthcare Coverage

Bonus Plan Characteristics

Bonus Plan Characteristics

Bonus Plan Characteristics

Career Development Policies

Human Rights Reviews/Certifications

Market Compensation Comparison

Worker Satisfaction Surveys

Employee Handbook Information

Employee Handbook Information

Internal Promotions

Employee Satisfaction

Financial Assistance for Hourly Workers

Workplace Flexibility in Practice

Worker / Management Conflict Mediation

% Participation in Employee Ownership

Subsidized Educational Opportunities

Health and Wellness Initiatives

Healthcare Plan

Healthcare Plan

Government Provision Of Healthcare

Hours Spent on Training

Intern Hiring Practices

Worker Flexibility Options

Worker Flexibility Options

Internal Promotions

Majority Hourly vs. Salaried Workers

Paying Above the Minimum Wage

Number of Paid Days Off

Paid Primary Caregiver Leave for Hourly Workers

Paid Primary Caregiver Leave for Salary Workers

Paid Secondary Caregiver Leave

Paid Secondary Caregiver Leave

Healthcare Eligibility for Hourly Workers

High to Low Pay Ratio

High to Low Pay Ratio

Non-Discrimination Policy

of Full Time Workers

of Full Time Workers Last Year

of Part Time Workers

of Part Time Workers Last Year

of Temporary Workers

of Temporary Workers Last Year

Total Permanent FT and PT Workers

Total Permanent FT and PT Workers Last Year

Total Workers

Total Workers Last Year

Number of Paid Days Off

Paid Professional Development Days

% Above the Living Wage

% Above the Minimum Wage

% Above the Minimum Wage

External Professional Development Participation

External Professional Development Participation

External Professional Development Participation

Workers Participating in Healthcare Plan

% Increase in Wages

Non-executive Wage Increases

Human Rights Training

% of Employees Paid Living Wage

Employees Receiving a Bonus

Part Time Worker Participation in Healthcare Plan

Average Compensation Increases

Employee Ownership

% of Company Owned by Non-Executive Employees

Outplacement Services

Outplacement Services

Employee Review Process

Worker Safety Practices

Healthcare Eligibility for Part Time Workers

Management Training

Employee Retirement Plan

Retirement Programs

Flexible Scheduling for Hourly Employees

Supplementary Benefits

Minimum Severance Provided

Supplementary Benefits

Supplementary Benefits

Skills-Based Training Participation

Skills-Based Training Participation

Cross-Job Skills Training Participation

Providing Cross-Job Skills Training

Life Skills Training Participation

Life Skill Training Participation

Paid Secondary Caregiver Leave

Inflation Rate Compensation Adjustments

Initiatives To Increase Wages/Benefits

Performance Reviews

Performance Reviews

Termination Policy

Average Tenure

Average Tenure

Employee Metric Transparency

Questions

Question

Is your company structured to benefit its employees in the following way?

(Multiple Choice, May Select Multiple Answers)

Are any of the following benefits provided to employees to supplement government programs?

(Multiple Choice, May Select Multiple Answers)

During the last 12 months, what was the average amount of training that a newly hired worker received?

(Multiple Choice)

What % of employees are eligible for health care benefits either through company or government plan?

(Multiple Choice)

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?

(Multiple Choice)

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?

(Multiple Choice)

Which of the following are true about the company's bonus plan:

(Multiple Choice, May Select Multiple Answers)

Which of the following are true of career development and promotion policies and practices?

(Multiple Choice, May Select Multiple Answers)

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?

(Multiple Choice, May Select Multiple Answers)

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market?

(Multiple Choice)

Does the company do any of the following regarding worker satisfaction / engagement?
(Multiple Choice, May Select Multiple Answers)

Does your company have a written employee handbook that workers have access to and includes the following information?
(Multiple Choice, May Select Multiple Answers)

Does your company have a written employee handbook that workers have access to and includes any of the following information?
(Multiple Choice, May Select Multiple Answers)

What % of employees have been internally promoted within the last 12 months?
(Multiple Choice)

What percent of your employees are 'Satisfied' or 'Engaged'?
(Multiple Choice)

Does the company provide any of the following financial products or services that help to meet urgent needs of employees, discourage predatory lending and/or facilitate savings?
(Multiple Choice, May Select Multiple Answers)

Which of the following flexible workplace practices occurred in the past 12 months?
(Multiple Choice, May Select Multiple Answers)

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?
(Multiple Choice, May Select Multiple Answers)

What % of all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or participate in an ESOP or other qualified ownership plans in the company?
(Multiple Choice)

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?
(Multiple Choice)

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?
(Multiple Choice, May Select Multiple Answers)

Does the company's healthcare plan available to all full-time workers include any of the following?
(Multiple Choice, May Select Multiple Answers)

Does the company's healthcare plan available to all full-time workers include any of the following practices?
(Multiple Choice, May Select Multiple Answers)

Which of the following best describes the provision of healthcare in the country where the majority of employees reside?
(Multiple Choice)

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?
(Multiple Choice)

Which of the following is true of intern hiring practices?
(Multiple Choice, May Select Multiple Answers)

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?
(Multiple Choice, May Select Multiple Answers)

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?
(Multiple Choice, May Select Multiple Answers)

What % of positions above entry level have been filled with internal candidates in the last 12 months?
(Multiple Choice)

Are the majority of your employees paid on a fixed salary or a daily/hourly wage?
(Multiple Choice)
Are all your full-time, part-time, and temporary workers paid above minimum wage?
(Multiple Choice)

How many paid days off (including holidays) do full-time employees receive annually?
(Multiple Choice)

What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government?
(Multiple Choice)

What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government?
(Multiple Choice)

What is the minimum number of weeks tenured workers are offered paid secondary caregiver leave, either through the company or a government plan?
(Multiple Choice)

What is the minimum paid secondary caregiver leave offered to tenured workers either through the company or the government?
(Multiple Choice)

What is the minimum tenure required to be eligible for health care benefits for hourly workers?
(Multiple Choice)

What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker?
(Multiple Choice)

What multiple is the highest compensation (inclusive of bonus) as compared to the median compensation for full-time employees within the lowest c
(10%) salary bracket in the past fiscal year?
(Multiple Choice)

If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace?
(Multiple Choice, May Select Multiple Answers)

Number of Total Full-Time Workers
Current Total Full-Time Workers
Number

Number of Total Full-Time Workers
Total Full-Time Workers 12 months ago
Number

Number of Total Part-Time Workers
Current Total Part-Time Workers
Number

Number of Total Part-Time Workers
Total Part-Time Workers 12 months ago
Number

Number of Total Temporary Workers
Current Total Temporary Workers
Number

Number of Total Temporary Workers
Total Temporary Workers 12 months ago
Number

This is a calculated question based on your previous answers: "Current Total Full-Time Workers" plus "Current Total Part-Time Workers"
Calculated Number

This is a calculated question based on your previous answers: "Total Full-Time Workers 12 months ago" plus "Total Part-Time Workers 12 months ago"
Calculated Number

This is a calculated question based on your previous answers: "Current Total Temporary Workers" plus "Total FT and PT Workers in the last reporting period"
Calculated Number

This is a calculated question based on your previous answers: "Total FT and PT Workers 12 months ago" plus "Total Temporary Workers 12 months ago"
Calculated Number

How many paid days off (including holidays) do full-time employees receive annually?

(Multiple Choice)

How many paid days of professional development do the majority of full time workers receive (in a single year)?

(Multiple Choice)

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

(Multiple Choice)

What % above the minimum wage did your lowest-paid worker receive during the last fiscal year?

(Multiple Choice)

What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year?

(Multiple Choice)

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities to enhance performance skills in the past fiscal year?

(Multiple Choice)

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

(Multiple Choice)

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

(Multiple Choice)

What % of full-time workers are enrolled in a health care plan offered by your company?

(Multiple Choice)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers (excluding bonuses, comm in the last fiscal year?
(Multiple Choice)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?
(Multiple Choice)

What % of employees have received specialized training on policies and procedures concerning aspects of labor/human rights that are relevant to the company's operations?

(Multiple Choice)

What % of total full-time, part-time, and temporary workers (excluding interns) employed in company facilities are paid a living wage or above?
(Multiple Choice)

What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year?
(Multiple Choice)

What % of hourly and salaried part-time workers who work more than 20 hours a week are enrolled in the private health care plan offered by your com
(Multiple Choice)

How did the the average percentage increase of executive compensation compare to that of non-executive compensation?
(Multiple Choice)

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)
(Multiple Choice)

What % of the company is owned by full-time workers who are non-executive employees and non-founders?
(Multiple Choice)

For what % of terminated full-time employees are formal outplacement services provided?
(Multiple Choice)

For what % of terminated full-time employees are formal outplacement services provided?
(Multiple Choice)

Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following?
(Multiple Choice, May Select Multiple Answers)

Which of the following are true of your occupational health and safety policies?
(Multiple Choice, May Select Multiple Answers)

At what juncture do your part time employees qualify for health care benefits?
(Multiple Choice)

Do new and existing managers get regular training and coaching on the following?

(Multiple Choice, May Select Multiple Answers)

Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply?

(Multiple Choice, May Select Multiple Answers)

Do employees have access to any of the following savings programs for retirement?

(Multiple Choice, May Select Multiple Answers)

Which of the following best describes the flexibility of scheduling process for hourly workers?

(Multiple Choice, May Select Multiple Answers)

Which of the following supplementary benefits are offered to employees?

(Multiple Choice, May Select Multiple Answers)

What is the minimum amount of severance offered in practice and in writing to all full-time tenured workers?

(Multiple Choice)

Which of the following supplementary benefits are offered to employees?

(Multiple Choice, May Select Multiple Answers)

Which supplementary benefits are provided to a majority of non-managerial workers?

(Multiple Choice, May Select Multiple Answers)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training to advance core job responsibilities

(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)

(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)

(Multiple Choice)

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?

(Multiple Choice)

During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the ir rate in your country?

(Multiple Choice)

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to v provided in your country/industry?

(Multiple Choice)

Is there a written performance review for any of the following workers?

(Multiple Choice, May Select Multiple Answers)

Is there a written performance review for any of the following workers?

(Multiple Choice, May Select Multiple Answers)

Which of the following is included in your company's termination policy?

(Multiple Choice)

What is the average tenure of your current workforce?

(Multiple Choice)

What is the average tenure of your current workforce?

(Multiple Choice)

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

(Multiple Choice, May Select Multiple Answers)

Responses

49.0

21

18

34

27

33

5

5

5

5

5

5

1

14

18

12

7

3

1

12

15

7

2

2

5

37

7

5

1

16

11

13

6

6

10

4

11

1

2

7

6

4

29
24
9
2
17
29
25
26
28
20
28
13
1
10
10
8
10
10
10
10
10
3
2

6
9
2

7
29
11
2

1
12
13
6
9
5
11
8
31
6
17
12

46
3

10
4
1
1

10
14
7
12
11
9
8
7
2
2
1
2
3
3
3
2
2

4
1
7

1
31
34
26
30
26
2
5
4

1
11
10
6
1
1

15
1
1

38
11
22
1

18
10
6
4
10
1

8
16
6
5
3
30
5
2
1

4
3
2
2
1
5
5
14
1
4
16
2
1
29
29
29
20
21
29
27
27
2

10

1

10

3

2

1

10

1

1

1

5

4

9

1

1

2

1

1

8

2

1

28

2

5

3

7

8

1

4

1

2

2

2

12
11
5
4

1
13
2

3
1
2
2
31
2
4
7
5
5
8
4
4
2
1
2
1
1

11
1
1
7
36
1
3
2
2
1
1
9
3
3
47
12
48
46
17
1
27
21
26
22
10
7
3
1
6

11
15
14
11
10

3
2

12
5
2
1
1
8
8
9
7
2

4
1

1

14

21

23

23

7

3

1

9

1

16

3

9

9

1

3

4

3

1

8

4

1

1

1

5

4

1

1

11

4

4

16

2

1

3
2
1
19
13

3
9
4
4
4
1
9
9
7
0
25
5
3
2
1
1
1

7
6
3
5
8
5

Answer Options

No

Other (describe)

Private dental insurance

Private supplemental health insurance

Disability coverage/ accident insurance

Life insurance

Dental insurance

Domestic partner, civil union, and/or same-sex marriage spousal benefits

Long-term disability

Other benefits (please describe)

Short-term disability

Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)

None of the above

On-the-job training (1 week to 1 month)

On-the-job training (1-day to 1 week)

95%+

1-3%

>6%

<1%

1-5%

6-15%

<1%

>15%

0%

Bonuses are given but there is no formal plan

Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated :

All full-time and part-time workers are eligible in the plan

Bonuses are given but there is no formal bonus plan

None of the above

Employees are able to make lateral moves or change career direction or pace when possible

Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return

Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return

Yes, compliance reports are shared with stakeholders (workers, suppliers, NGOs, government)

Yes, 50%+ of company's operations have been reviewed or certified

Yes

Yes, company conducted human rights reviews beyond what is required by law

No

Yes, compliance reports are shared with stakeholders (workers, suppliers, NGOs, government)

N/A - Company only has operations in developed markets

3rd quartile (50-74th percentile)

2nd quartile (25-49th percentile)

Don't Know: Have not referenced a compensation survey

Company shares results with employees
Company conducts anonymous surveys at least biannually
Company separates survey results by gender and/or by other underrepresented groups

None of the above

A non-discrimination statement
An anti-harassment policy
Disciplinary procedures and possible sanctions
Grievance resolution
Pay and performance issues
Policies on benefits, training and leave
Prohibition of child labor and forced/compulsory labor
Statement on work hours
Statement regarding workers' right to bargain collectively and freedom of association
No written employee handbook
A non-discrimination statement
An anti-harassment policy
Disciplinary procedures and possible sanctions
Grievance resolution
Pay and performance issues
Policies on benefits, training and leave
Statement on work hours
Prohibition of child labor and forced/compulsory labor
Statement regarding workers' right to bargain collectively and freedom of association

6-15%

1-5%

>15%

<65%

65-80%

81-90%

N/A

None of the above

We have transitioned staff into part-time, job-share, or telecommuting positions
We hired new people into permanent positions that are part-time or job-share
Managers or executives worked part-time or in a job-share
Managers or executives are in a telecommuting position
We hired new people into permanent positions that are telecommuting
3rd party ombudsman
Employee Representative mutually-designated by company management and employees
Human Resources-designated representative
Informally-designated worker who passes information to other workers
Other (describe)
Union representative

1-24%

0%

1-5%

6-15%

0

>15%

Company does not offer any formal health and wellness initiatives

Company has policies and programs in place to prevent ergonomic-related injuries in the workspace

Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)

Other (please describe)

Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment)

Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs

Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Program

Over 25% of workers have completed a health risk assessment in the last 12 months

Management receives reports on aggregate participation in worker wellness programs

Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)

Co-payment of \$20 or less per primary care visit paid for by worker

Coinsurance of 80%+ covered by health care plan

Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)

Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)

Co-payment of \$20 or less per primary care visit paid for by worker

Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)

Coinsurance of 80%+ covered by healthcare plan

Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drug

Government Mandated or Provided Health Insurance Programs (e.g. Switzerland)

None of the Above

Universal Provision of Basic Healthcare Services (e.g. United Kingdom)

Don't know

Interns are restricted to not exceed 2 year if interns are not currently employed in sector

Interns have been hired on as full time permanent employees in the past two years

Interns receive formal performance reviews

Company partners with education institutions to provide internship opportunities

Interns have a formal opportunity to provide feedback on experience

There is a formalized policy/program outlining the objectives of internships or internship programs for participants

None of the above apply to my intern programs

Interns are paid a living wage

N/A - Company does not employ interns

Flex-time work schedules (allowing freedom to vary start and stop times)

Flex-time work schedules (allowing freedom to vary start and stop times)

Part-time work schedules at the request of workers

Telecommuting (working from home one or more days per week)

None of the above

Job-sharing

1-24%

75%+

25-49%

Fixed Salary

Daily/Hourly Wage

Yes

No

36+ work days

30-35 days

23-29 days

23-29 work days

12-17 weeks

6-11 weeks

24+ weeks
12-17 weeks
18-23 weeks
6-11 weeks
0-5 weeks
Up to 2 weeks
2 to 5 weeks
None
Greater than 5 weeks

None
No tenure required, benefits available upon hire
No benefits beyond what is provided under national law
1-30 days / 1-150 hours
1-5x
6-10x
11-15x
>20x
16-20x
16-20x
>30x
11-15x
21-30x
Color
Disability
Gender
HIV status
Political opinion
Race
Religion
Sexual orientation
No written policy

768.1 (Average)

736.1 (Average)

580.4 (Average)

601.9 (Average)

210.1 (Average)

209.9 (Average)

1348.5 (Average)

1325.7 (Average)

1558.6 (Average)

1526.9 (Average)

>25 work days

21-25 work days

1-4 days

5-9 days

No formal policy

10+ days

N/A - No living wage data available for country of operations

0% or below

15-24%

25%+

10-29%

30-49%

<10%

70-89%

>25%

>15%

1-5%

6-15%

1-24%

25-49%

50%+

1-24%

50-74%

25-49%

75%+

10-29%

<50%

N/A

76-99%

90-99%

76-99%

80-89%

50%-75%

0.1-1.9%
2.0-4.9%
5%+
0%

6-15%
0-2%
3-5%

75%+
None
N/A

100%
1-24%

0%
25-49%
75-99%

50-74%
80%+

1-39%

N/A - Workers receive health under national plan

No additional health insurance benefits provided by the company to part time workers

N/A - No part-time workers

0%

Lower percentage increase

Same percentage increase

Higher percentage increase

1-24%

Don't Know

0%

Don't Know

0%

1-24%

N/A

1-4%

75%+

1-24%

0%

0%

75%+

1-24%

Clearly identifies achievable goals

Includes peer and subordinate input

Is conducted on at least an annual basis

Provides written guidance for career development

Includes social and environmental goals

Follows a 360-degree feedback process

A worker health and safety committee helps monitor and advise on health and safety programs.

Injury/accident/lost /absentee days are measured and transparent

There are written policies and practices to minimize on-the-job employee accidents and injuries

<20 hours per week

20-24 hours per week

No benefits beyond what is provided under national law

N/A - No part-time workers

No additional health insurance benefits provided by the company to part time workers

30+ hours per week

Conflict negotiation and resolution
Performance evaluation systems
Providing ongoing praise and corrective feedback
Group dynamics and optimal team functioning
Other (please describe)

Partially matched greater than 4%
Full match of 4% or less

Government-sponsored pension plans
Private Pension or Provident Funds
Plan specifically includes Socially-Responsible Investing option
Company has a minimum work hours policy for hourly employees.
Workers schedules are kept consistent week to week
Free or subsidized meal
Counseling services
Policy to support breastfeeding mothers
Other (please describe)
Offsite subsidized child care

2-4 weeks
Other (please describe)
Policy to support breastfeeding mothers
Access to local medical services/clinic (on-site or subsidized)
Free or subsidized meals
Free transportation or transit subsidy
Health benefits extend to immediate family (spouse and children)
Other free or subsidized benefits (describe)
Child-care (On-site or subsidized)
Free or subsidized housing
1-24%
50%+
Don't know
75%+
50-74%
1-24%
25-49%
Don't know
1-24%
50%+
25-49%
Don't know
1-24%
25-49%
75%+
50-74%
Don't know
0%
50%+
1-24%
25-49%
Don't know
0%
75%+
25-49%
1-24%
Don't know
50-74%

6+ weeks
2 to 5 weeks
Up to 2 weeks

Yes
No

Yes
No
Hourly non-managerial workers
Managers
Salaried non-managerial workers
Temporary workers
Full-time non-managerial workers
Managers
Part-time non-managerial workers
~~required written notice of worker performance and a stated probationary period~~
Written notice of worker performance and a stated probationary period
Written notice of worker performance only
No written notice required prior to termination
Required written notice of worker performance only
N/A--no written termination policy
No required written notice prior to termination

>3 years

>5 years
3-5 years
1-3 years

None
Retention and turnover metrics
Diversity metrics

Performance		Track Drivers	
Average Points	Average Worth	Market	Sector
0.0	0.0	Developed Emerging	Service
2.187918118	138.0913978	Developed - Global Emerging Developed	Service
0.18177026	22.53125	Emerging	Service
3.96668333	167.0833333	Developed - Global	Service
0.728250808	107.1818182	Emerging Developed	Service
0.760089474	122.5263158	Developed Emerging	Service
0.727358818	101.2	Developed - Global Emerging Developed	Service
0.292785056	16.75	Developed	Service
0.3458385	41.3	Emerging Developed	Service
0.699618441	120.0588235	Developed - Global Developed	Service

0.574140625	51.3125	Emerging	Service
0.291792453	16	Emerging	Service
0.25395848	11.76	Developed	Service
0.167328043	16	Developed	Service
0.370168622	62.18367347	Developed Emerging	Service
0	43	Developed	Service
0.620742778	47.22222222	Developed	Service
0.644294118	51.01176471	Emerging	Service
0.860969388	163.8571429	Developed Emerging	Service
0.207806563	30.0625	Developed	Service

0.783164557	60.49367089	Developed	Service
2.038092857	154	Developed	Service
2.473461538	152	Developed	Service
0	0	Developed - Global	Service
0	37	Developed	Service
0.530452062	43.25423729	Developed Emerging	Service
0.0833325	17	Developed	Service
0.448278103	49	Developed	Service
0.098151912	16	Developed	Service
0	0	Developed Emerging	Service
1.281702609	96.2173913	Emerging Developed - Global D	Service
1.330788882	101.3157895	Developed - Global Emerging D	Service
0.735065	75.27272727	Emerging Developed	Service

1.088552632	101.3157895	Developed - Global Emerging D€	Service
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0.834137976	134.9736842	Emerging Developed - Global	Service
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0	52	Developed	Service
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0.3933675	39.14285714	Emerging Developed	Service
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0.699174519	152.3461538	Developed - Global Emerging D€	Service
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0.387680978	157.0869565	Emerging Developed - Global D€	Service
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0.2965	16	Emerging	Service
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0	0	Developed Emerging	Service
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0	0	Developed Emerging	Service
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0	0	Developed Emerging	Service
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0	0	Developed Emerging	Service
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0	0	Developed Emerging	Service
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0	0	Developed Emerging	Service
0	0	Developed Emerging	Service
0	0	Developed Emerging	Service
0	0	Developed Emerging	Service
0	0	Developed Emerging	Service
0.992857273	75.27272727	Emerging Developed	Service
0.128039862	16.25	Developed	Service
0.29630208	128.8461538	Developed - Global Developed	Service
0.536842105	159	Emerging	Service
1.53333	109	Developed	Service
0.196135	11	Developed	Service
0.899522251	128.8181818	Emerging Developed	Service
0.583585526	92.15789474	Developed Emerging	Service
0.434211563	72.125	Emerging Developed	Service

0.944964566	120.75	Emerging	Service
0.190620313	143.25	Developed	Service
0.5000025	49	Developed	Service
1.3125	148	Developed - Global Developed	Service
0.298759847	120.5102041	Developed - Global Emerging De	Service
0.543637188	119.8333333	Emerging Developed	Service
0.91146	91.5	Developed - Global Developed	Service
0.475961538	141	Developed	Service
0.076536735	176	Developed Emerging	Service
0.07356	4	Developed	Service
0.059375	8	Developed	Service
0.853997287	61.96491228	Developed Emerging	Service
2.007456892	141.5810811	Emerging	Service
0.697388265	82.57142857	Developed - Global Emerging De	Service

0.314129728	16.27868852	Developed	Service
0.925491606	100.2	Developed	Service
1.793301447	128	Developed - Global	Service
0.889064444	98	Developed	Service
1.137253029	95.08823529	Developed	Service
0.2333125	52	Developed	Service
1.33333	98	Developed	Service
2.264752586	136.637931	Emerging	Service
0.93333	74.81818182	Emerging Developed	Service
0.498881579	50.31578947	Developed Emerging	Service
0.7	74.81818182	Emerging Developed	Service
0.301661184	50.31578947	Developed Emerging	Service
0.69999	74.81818182	Emerging Developed	Service
0.230690789	50.31578947	Developed Emerging	Service

1.5940532	133.3333333	Developed - Global Emerging	Service
1.077083438	120.75	Emerging	Service
0.412374167	117.8333333	Developed - Global	Service
0.5	31	Emerging	Service
0.516	34.6	Emerging	Service
0.544814222	47.11111111	Developed Emerging	Service
0.5	31	Developed	Service
0.40417	35.5	Developed	Service
0.191668889	11.83333333	Developed	Service

Size by Employees

50-249

1000+

250-999

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Community	Civic Engagement & Giving	49	0
Community	Civic Engagement & Giving	49	5
Community	Civic Engagement & Giving	49	0

Question Summary

Total Amount of Charitable Donations

Civic Memberships and Partnerships

Community Service and Charitable Practices

Advocacy for Social and Environmental Standards

% of Employees Volunteer Service

Corporate Citizenship Program

Volunteer Service Policies

% of Revenue Donated

Volunteer Service Per Capita

Total Amount of Volunteer Service Hours

Tracking Volunteer Service

Questions

Question

Total amount (in currency terms) donated to registered charities in the last fiscal year.
Currency

Does your company have membership or a civic partnership with any of the following types of organizations?
(Multiple Choice, May Select Multiple Answers)

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?
(Multiple Choice, May Select Multiple Answers)

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and standards or voluntary practices in your industry in the past two years?
(Multiple Choice, May Select Multiple Answers)

What % of employees took paid time off for volunteer service last year?
(Multiple Choice)

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:
(Multiple Choice, May Select Multiple Answers)

Are full-time employees granted in writing any of the following options for volunteer service?
(Multiple Choice, May Select Multiple Answers)

What was the equivalent % of revenue donated to charity during the last fiscal year?
(Multiple Choice)

What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?
(Multiple Choice)

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.
Number

Does your company monitor and record volunteer hours of company workers?
(Multiple Choice)

Responses

11
11
5
12
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1
7
27
35
15
30
22
3
41
2
2
4
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18
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16
10
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14
28
3
4

6
40
1
2

Answer Options

2,322,258 (Laureate Headquarters only, excluding donations by subsidiaries)

BUSINESS OR TRADE ASSOCIATIONS

Chamber of Commerce

Cooperatives

Local academic institutions

Governmental Institutions

Other (describe)

Company provided facilities for community events or trainings

Other innovative engagement practices (please describe)

Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in

Company has public facing partnership with a service/charitable organizations

None of the above

OTHER (PLEASE DESCRIBE)

Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards

Yes, company has provided active staff time or financial support

Yes, and efforts resulted in a specific institutional, industry or regulatory reform

Yes, company has worked with other industry players on a cooperative initiative

Yes, company has offered support in name and/or signed petitions

None of the above

1-24%

50-74%

Don't know

25-49%

Cash and in-kind donations (excluding political causes)

Matching individual workers' charitable donations

Other (please describe)

Community development programs

Donations (excluding for political causes) and in-kind contributions

Pro bono service (e.g. consulting projects, management overhead)

Volunteering during paid working hours

Allowing workers and/or customers to select charities to receive company's donations

Statement on the intended social or environmental impact of company's charitable contributions

Community-based investments

Matching individual workers' charitable donations as an effort to encourage charitable giving

Formal donations commitment (e.g. 1% for the planet)

Formal written donations commitment (including commitments with third-party certification, like 1% for the planet)

DO NOT OFFER PAID OR UNPAID TIME OFF

Non-paid time off

Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)

Paid time off

20 hours or more a year of paid time off

NO DONATIONS MADE BY

0.1-0.4% of revenues

0.5-1% of revenues

2.5-5% of revenues

5%+ of revenues

1.1-2.4% of revenues

.1-.9% of time
1-2.4% of time
2.5-5% of time
Don't know / not monitored

21871.6 (Average)

We do not currently monitor and record our hours contributed

Our company monitors and records hours contributed (no increase targets)

Our company monitors hours contributed and has met specific increase targets during the reporting period

Our company monitors hours contributed and has specific increase targets

Performance		Track Drivers	
Average Points	Average Worth	Market	Sector
0	0	Developed Emerging	Service
0.517861945	35	Emerging	Service
1.0	83.0	Developed	Service
0.6	49.6	Developed Emerging	Service
0.3	81.0	Developed Emerging	Service
1.0	81.5	Developed Emerging	Service
0.7	81.1	Developed Emerging	Service
1.5	174.6	Developed Emerging	Service

0.5

101.5

Developed
Emerging

Service

0.0

0.0

Developed
Emerging

Service

0.2

37.6

Developed
Emerging

Service

Size by Employees

50-249

1000+

250-999

10-49

250-999

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~~50-249~~

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1000+

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Assessment Structure			
Impact Area	Topic	Number of Companies Seeing Question (out of 49)	Number of Companies Unable to Report
Environment	Land, Office, Plant	19	0
Environment	Outputs	16	0
Environment	Outputs	13	0
Environment	Outputs	3	0
Environment	Outputs	10	0
Environment	Outputs	13	0
Environment	Outputs	3	0
Environment	Land, Office, Plant	13	0
Environment	Land, Office, Plant	13	0
Environment	Inputs	13	0
Environment	Land, Office, Plant	25	0
Environment	Inputs	13	0

Environment	Land, Office, Plant	49	0
Environment	Land, Office, Plant	32	0
Environment	Outputs	32	0
Environment	Land, Office, Plant	7	0
Environment	Inputs	13	0
Environment	Inputs	17	0
Environment	Inputs	26	0
Environment	Inputs	23	0
Environment	Land, Office, Plant	32	0

Environment	Land, Office, Plant	12	0
Environment	Land, Office, Plant	17	0
Environment	Outputs	22	14
Environment	Land, Office, Plant	13	0
Environment	Land, Office, Plant	12	0
Environment	Environment Introduction	6	0
Environment	Outputs	1	0
Environment	Outputs	22	14
Environment	Land, Office, Plant	30	0
Environment	Land, Office, Plant	6	0
Environment	Land, Office, Plant	13	0
Environment	Inputs	49	0

Environment	Outputs	45	0
Environment	Outputs	35	31
Environment	Outputs	34	27
Environment	Outputs	34	32
Environment	Inputs	16	1
Environment	Inputs	16	5
Environment	Land, Office, Plant	4	0
Environment	Inputs	16	6
Environment	Outputs	32	0
Environment	Outputs	16	8
Environment	Outputs	16	7
Environment	Inputs	26	0
Environment	Inputs	23	0
Environment	Inputs	26	0

Environment	Land, Office, Plant	17	0
Environment	Environmental Models Introduction	48	0
Environment	Environment Products & Services Introduction	5	0
Environment	Renewable or Cleaner-burning Energy	1	0
Environment	Renewable or Cleaner-burning Energy	1	1

Question Summary

Indoor Air Quality Audits

% GHG Emissions Offset

Greenhouse Gas Emissions Reduced

Carbon Intensity

Carbon Intensity

Monitoring Greenhouse Gas Emissions

Monitoring and Reporting Greenhouse Gas Emissions

Chemical Reduction Methods

Environmental Reviews or Audits

Increasing Renewable Energy

Previously Constructed Buildings

Electricity Sources

Environmental Management Systems

Facility Environmental Efficiency

Hazardous Materials On-Site

Virtual Office Stewardship

Facility Energy Efficiency

Energy Use Reductions

Monitoring Energy Usage

Monitoring Energy Use Relative to Revenue

Environmentally Efficient Equipment

Environmental Purchasing Policy Topics

Green Building Standards

Total Hazardous Waste Produced

Reducing Impact of Travel/Commuting

Indoor Air Quality Monitoring

Type of Facilities

Waste Disposal Methods

Non-hazardous Waste Generated

Recycling Programs

Recycling Programs

Recycling Programs

Low Impact Renewable Energy Use

Hazardous Waste Disposal

Total Scope 1 GHGs

Total Scope 2 GHGs

Total Scope 3 GHGs

Total Energy Use

Total Renewable Energy Use

Facilities Size

Total Water Use

Types of Carbon Credits Purchased

Total Waste Disposed

Total Waste Recycled

Water Conservation Practices

Monitoring Water Use Relative to Revenue

Monitoring Water Usage

Facility Improvement with Landlord

Environmental Business Model

Environmental Product Benefits

Carbon Offset Certification

kWh Generated

Questions

Question

Do you conduct an annual indoor air quality audit of your facilities that includes the following?
(Multiple Choice, May Select Multiple Answers)

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?
(Multiple Choice)

What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?
(Multiple Choice)

What is your current Carbon Intensity for Scopes 1 and 2, measured in tons of CO₂/\$million of revenue, including the use of carbon credits or offsets?
(Multiple Choice)

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO₂/\$million of revenue), not including the use of carbon credits?
(Multiple Choice)

Please select the option that best describe how you monitor and record the following emissions:
Scopes 1 and 2 greenhouse gas (GHG) emissions
(Multiple Choice)

Does your company monitor, record and report the following outputs relative to company revenues?
Greenhouse gas emissions
(Multiple Choice)

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?
(Multiple Choice, May Select Multiple Answers)

Has your company gone through an environmental review or audit during the last 24 months?
(Multiple Choice)

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?
(Multiple Choice)

What % of the square footage of all company facilities is located in previously constructed buildings?
(Multiple Choice)

From what sources does your company get its electricity?
(Multiple Choice, May Select Multiple Answers)

Does your company have an environmental management system that includes any of the following?
(Multiple Choice, May Select Multiple Answers)

Which best describes a majority of the company's offices and plant facilities' environmental efficiency?
(Multiple Choice, May Select Multiple Answers)

If your company uses any hazardous materials on site, check all of the procedures that your company follows.
(Multiple Choice, May Select Multiple Answers)

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?
(Multiple Choice, May Select Multiple Answers)

For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year?
(Multiple Choice, May Select Multiple Answers)

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?
(Multiple Choice)

Does your company monitor, record and/or report its energy usage?

(Multiple Choice)

Does your company monitor, record and report its energy and water usage, relative to company revenues?

Energy

(Multiple Choice)

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?
(Multiple Choice)

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?
(Multiple Choice, May Select Multiple Answers)

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?
(Multiple Choice)
Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months
Number

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?
(Multiple Choice, May Select Multiple Answers)

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?
(Multiple Choice)

What kind of facilities does your business primarily operate in?
(Multiple Choice)
How does your company dispose of a majority of non-hazardous waste/garbage?
(Multiple Choice, May Select Multiple Answers)
Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months
Number

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials?
(Multiple Choice)

Does the company have a company-wide recovery and recycling program that includes the following?
(Multiple Choice, May Select Multiple Answers)

Does your company have any of the following recycle/reduce/reuse programs?
(Multiple Choice, May Select Multiple Answers)

During the last fiscal year, what % of energy used by your company came from low-impact renewable sources?
(Multiple Choice)

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?
(Multiple Choice)

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1
Number

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2
Number

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3
Number

Total energy used (Gigajoules) during the last 12 months:
Number

Total energy used from renewable resources (Gigajoules) during the last 12 months:
Number
Total square footage of all company facilities
Number

Total water use (liters) during the last 12 months
Number

Has your company purchased any of the following types of carbon credits during the last fiscal year?
(Multiple Choice, May Select Multiple Answers)

Waste Disposed (metric tonnes) during the last 12 months
Number

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months
Number

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?
(Multiple Choice, May Select Multiple Answers)

Does your company monitor, record and report its energy and water usage, relative to company revenues?
Water
(Multiple Choice)

Does your company monitor, record and/or report its water usage?
(Multiple Choice)

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?
(Multiple Choice, May Select Multiple Answers)

Are your company's products or process structured to restore or preserve the environment in any of the following ways?
(Multiple Choice, May Select Multiple Answers)

In what way or ways does your product/service conserve the environment?
(Multiple Choice, May Select Multiple Answers)

Has the company's renewable energy products/services received a third-party verification or certification for carbon offsets?
(Multiple Choice)

If tracked, what was the total or per use number of metric tons of carbon (CO₂) off-set or saved by use of your product or service during the last 12 months?
the following, if tracked:

kWh generated with cleaner alternative

Number

Responses

2
13
3
4
1
2
3

15
1

11
2
1
2
9
1

10
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1

Answer Options

Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces

No smoking within 25 feet of building entrances

Temperature and relative humidity levels in compliance with ASHRAE Standard 55

None of the above

Compliance with Operations and Maintenance Section 8 via documented O&M records

Compliance with Table 5.1, Air Intake Minimum Separation Distances

HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass

N/A - No carbon offsets purchased

0%

Don't Know

0%

21-40

Don't know

Don't know

21-40

Company does not currently monitor and record emissions

N/A

Company monitors and records emissions (no reduction targets)

Company does not currently monitor and record emissions

Company monitors and records emissions and has specific reduction targets

Non-toxic janitorial products

Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)

Unbleached / chlorine free paper products

None of the above

Other (please describe)

No

3rd party-conducted review

Internal Review

3rd party-conducted audit

Yes

No

100%

25-49%

50-74%

75-99%

1-24%

0%

Municipal power grid (sources unknown/not renewable)

Bio-fuel or other clean/renewable based generators

Diesel-generators

Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)

Renewable energy sources (including on-site renewable)

Other (describe)

None of the above

Policy statement documenting the organization's commitment to the environment

Environmental policy statement documenting the organization's commitment to the environment

Monitoring and reporting of progress on key aspects' reduction targets

Programming designed, with allocated resources, to achieve these targets

Stated objectives and reduction targets for key environmental aspects of the organization's operations

Assessment undertaken of the environmental impact of the organization's business activities

Periodic compliance and auditing to evaluate programs conducted

Programming designed, with allocated resources, to achieve these targets

Stated objectives and targets for environmental aspects of the organization's operations

No environmental management system

Internal or external assessment undertaken of the environmental impact of your company's business activities

Other (describe)

Periodic compliance and auditing to evaluate impact of activities

Policy statement documenting the company's commitment to the environment

Stated objectives and targets exist for environmental aspects of your company operations

3rd party auditing and certification of EMS

Completed assessment of the environmental aspects and impacts of the organization's business activities, including upstream and downstream emissions

Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)

Buildings use systems to monitor and improve air quality (e.g. increased ventilation)

Building construction and/or operations make use of sustainable materials (e.g. reclaimed products)

Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)

New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)

Other (describe)

None

Buildings are LEED certified or LEED equivalent certified

All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal

All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities

Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work

N/A

None of these procedures

N/A

Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)

Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.

None of the above

Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.

HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.

Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.

Don't know

15-20%

1-4%

5-9%

0%

We do not currently monitor and record usage

We monitor and record usage (no reduction targets)

We monitor and report usage, and have specific reduction targets

We monitor and record usage, and have specific reduction targets

We monitor and record usage, and have specific reduction targets

We monitor and record usage (no reduction targets)

<50% (some equipment)

50%+ (majority of equipment)

100% (all equipment)

Office supplies
Paper
Building and construction
Cleaning
Food or food services
Electronics
Meetings and conferences
Other (please describe)
Carpets
Landscaping
Product input materials

<20%
20-49%
80%+

966.3 (Average)

Company has a written policy limiting corporate travel

Employees are encouraged to use virtual meeting technology to reduce in person meetings

Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)

Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work

No

Yes

NA

Leased office space

Company owned office space

3rd party garbage collection, no certification for disposal

Municipal garbage collection

518365 (Average)

yes

No

>80%

41-60%

61-80%

<20%

Cardboard

Glass & metal

Paper

Plastic

Composting

None

A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins

Company recycles and reuses materials on premises, with clearly-marked bins for use

Other (describe)

25-49%

1-9%

50%+

1-24%

0%

10-24%

75-99%

50-74%

yes
100%
Don't know
90-99%
No
<90%

1126.7 (Average)

96355.4 (Average)

3255.1 (Average)

25375690.9 (Average)

26547.8 (Average)

519319.8 (Average)

17551273.7 (Average)

None

441.6 (Average)

97.4 (Average)
Low-flow faucets/taps, toilets/urinals, showerheads
Low-volume irrigation
Harvest rainwater
Other (describe)
Water recycling/reuse during the production process
We monitor and record usage, and have specific reduction targets
We monitor and record usage (no reduction targets)
We do not currently monitor and record usage
We do not currently monitor and record our usage
We monitor and record usage (no reduction targets)
We monitor and record usage, and have specific reduction targets
We monitor usage and have met specific reduction targets during the last fiscal year

Energy efficiency improvements
Waste reduction programs (including recycling)
Water efficiency improvements

None of the above

Through a product or service that preserves, conserves, or restores the environment or resources

None of the above

Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)

Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicle)

None of the above

0 (Average)

Performance		Track Drivers	
Average Points	Average Worth	Market	Sector
0.6	84.0	Developed Emerging	Service
0.0	16.8	Developed	Service
0.0	44.9	Developed	Service
0.2	53.0	Developed	Service
0.0571432	42.5	Developed	Service
0.0	44.9	Developed	Service
0.1	53.0	Developed	Service
0.587956833	74.13333333	Developed	Service
0.449704423	90	Emerging	Service
0.2	55.0	Developed	Service
0.7	82.3	Developed Emerging	Service
1.0	89.0	Emerging	Service

1.4	130.6	Developed Emerging	Service
1.4	121.3	Emerging	Service
2.2	146.6	Emerging	Service
0.5	129.9	Developed Emerging	Service
0.7	55.0	Developed	Service
0.3	112.5	Developed	Service
0.432690684	72	Developed Emerging	Service
0.9	122.1	Emerging Developed	Service
0.5	67.9	Emerging	Service

0.8	74.0	Developed	Service
0.1	89.9	Developed	Service
0.0	0.0	Emerging	
		Developed	Service
0.9	74.8	Developed	Service
0.2	32.3	Developed	Service
0.0	0.0	Developed	
		Emerging	Service
0.4	118.0	Emerging	Service
0.0	0.0	Emerging	
		Developed	Service
1.5	126.7	Emerging	
		Developed	Service
1.0	74.3	Developed	Service
0.6	90.1	Emerging	Service
0.551473714	113.4489796	Developed	
		Emerging	Service

1.300106889	116.8666667	Developed Emerging	Service
0	0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0	0	Developed	Service
0	0	Developed	Service
0	0	Developed	Service
0	88.25	Emerging	Service
0	0	Developed	Service
0.0	0.0	Developed	Service
0.7	73.9	Developed Emerging	Service
0.9	122.1	Emerging Developed	Service
0.4	72.0	Developed Emerging	Service

1.2	89.6	Developed	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Emerging Developed	Service
0.0	79.0	Emerging	Service
0.0	0.0	Emerging	Service

Size by Employees

250-999
50-249
250-999
10-49
1000+
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10-49

1000+
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50-249
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1000+



Assessment Structure			
Impact Area	Higher Education Addendum	Topic	Number of Companies Seeing Question (out of 49)
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Education	1
Customers		Education	1
Customers		Education	1
Customers		Serving In Need Populations	1
Customers		Customer Products & Services Introduction	41
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2

Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Transparency	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Transparency	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2

Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Outcomes	1
Customers	Higher Education Addendum	Educational Outcomes	1
Customers		Education	1
Customers		Education	1
Customers		Education	1
Customers		Serving In Need Populations	1
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	46
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	11

Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	44

Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Outcomes	46

Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	35
Customers	Higher Education Addendum	Educational Models and Engagement	39
Customers	Higher Education Addendum	Educational Models and Engagement	45
Customers	Higher Education Addendum	Educational Models and Engagement	41
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	42
Customers	Higher Education Addendum	Educational Models and Engagement	41
Customers	Higher Education Addendum	Educational Models and Engagement	41

Customers	Higher Education Addendum	Educational Models and Engagement	41
Customers	Higher Education Addendum	Educational Models and Engagement	42
Customers	Higher Education Addendum	Educational Models and Engagement	40
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	41
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	44
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Outcomes	4

Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Educational Models and Engagement	4
Customers	Higher Education Addendum	Educational Models and Engagement	42
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	45
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Experience	46

Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Experience	46
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Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
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Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	31
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Educational Models and Engagement	46

Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46

Customers	Higher Education Addendum	Educational Models and Engagement	45
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers		Education	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Education	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations Serving in Need Populations	1
Customers		(Outcomes)	2
Customers		Education Serving in Need Populations (Quality and Continuous Improvement)	1
Customers			2

Customers		Customer Models Introduction	49
Customers		Serving In Need Populations	1
Customers		Education	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers		Education Serving in Need Populations	1
Customers		(Outcomes) Serving in Need Populations	2
Customers		(Outcomes) Serving in Need Populations	2
Customers		(Outcomes) Serving in Need Populations (Quality and Continuous Improvement)	2
Customers		Customer Products & Services Introduction	39
Customers		Customer Products & Services Introduction	38
Customers		Serving In Need Populations	1
Customers		Serving In Need Populations	1
Customers	Higher Education Addendum	Business Model and Engagement	2

Number of Companies	
Unable to Report	Question Summary
0	Impact on Underserved Populations
0	Underserved Client Tracking
0	Underserved Group Demographics
1	% of Customers In-need
1	Percent of Beneficiaries Poor or Very Poor
0	Increasing Accessibility for Underserved Groups
0	Impact on Underserved Populations Description
1	Organizations Served
0	Education Product/Service
0	Communities Served
1	In-Need Communities Served
0	Beneficial Product Type
1	User Demographics - Asian
1	User Demographics - Black
1	User Demographics - Hispanic
1	User Demographics - Native American or Alaska Native
1	User Demographics - Other

1	User Demographics - White
0	Data Protection in Case of Breach/Sale
0	Privacy and Data Use Disclosure
0	Educational Level of Users
0	Quality Assessment
0	Long Term Outcomes Measurement
0	Positive Marketing Claims
0	Outcomes Relationship
0	Outcomes Measurement
0	Performance Transparency
0	Personal Information Collection
0	Personal Information Protection
0	User Satisfaction / Net Promoter Score
0	User Needs Based Design
0	Special Interest Populations Outcomes
0	Performance Targets

0 Student Privacy Pledge Policies

0 Implementation and Deployment Support

0 Target Users

0 Physical Safety

0 Direct Outcomes for Learners

1 Initial Outcome Creation

0 Outcomes for Learner Performance

0 Efficacy of Education Product/Service

0 Verification of Education

0 Governments Served

1 Underserved Government Entities

0 Assess Student Goals

0 Special Interest Population Advancement

0 Special Interest Population Completed

0 Special Interest Population Completed

0 Special Interest Population Default Rate

0 Special Interest Population Loan Repayment

0 Special Interest Population Successfully Remediated

0 Special Interest Population Retention

0 Special Interest Population Completed

0 Special Interest Population Remediated

0 Special Interest Population Retention

0 Special Interest Population Withdrawn Debt

0 Special Interest Population Withdrawn Debt

0 Traditional Populations Loan Payment

0 Traditional Populations Advancement

0 Traditional Populations Completed Normally

0 Traditional Populations Completed

0 Traditional Populations Retention

0 Traditional Populations Remediated Successfully

0 Traditional Populations Withdrawn Debt

0 Traditional Population Withdrawn With Debt

0 Community Engagement

1 Pell Grant Recipients

1 Non-Pell Grant Recipients

0 Pell Grant Recipients

0 Non-Pell Grant Recipients

4 Primary Award Completion Rate

1 Asian

1 Black

1 Hispanic

2 Native American or Alaska Native

1 Other

1 White

1 Primary Award Completion Rate

16 All graduates

0 Program 1

0 Program 2

0 Program 3

0 Program 4

0 Program 5

25 Rate of Graduates Default on Student Loans

0 Partnerships with Higher Education

0 Student Civic Engagement Opportunities

0 Compare Graduates Earnings

0	Policies Accuracy of Marketing
0	Expectations of Enrolled Students
0	Student Retention
0	Mission to Serve Special Interest Populations
5	Associates Degree
0	Bachelors Degree
6	Doctoral Degree
3	Masters Degree
11	Other
4	Post-baccalaureate certificate
9	Professional certification

9	Professional Degrees
12	More than one year subbaccalaureate certificate
8	Less than one year subbaccalaureate certificate
0	Employment Records and Graduate Data
21	Percent of Remedial Students Pass
0	Administration
0	Direct Services to Students
0	Marketing/Recruitment
5	Other
7	Public Service and Research
0	Percent of Spending on Public Service
0	Pell Grant Recipients

3	Pell Grant Recipients
0	Pell Grant Recipients
2	Pell Grant Recipients
0	Percent Of Revenue from Federal Funds
2	Percent Of Revenue from Government Funds
15	First-generation college students
5	Special Interest Populations
17	Underrepresented minorities
1	GED recipients
0	Military veterans
1	Traditional Students
0	Academic Advising
0	Academic Advising
0	Admissions Counseling

0	Career counseling
0	Financial Literacy Courses
0	Orientation and Counseling
0	Flexible payment options
0	Mentoring
0	Personal counseling
0	Personalized Loan Counseling
27	Students with Some College
0	Non-Pell Grant Recipients
2	Non-Pell Grant Recipients
1	Non-Pell Grant Recipients
1	Non-Pell Grant Recipients
1	Asian

1	Black
0	Hispanic
0	Native American or Alaska Native
0	Other
1	White
0	Percent of Graduates Employed or in Continuing Education
0	Pell Grant Recipients
2	Low-income or Poor Students
20	Percent of Students Withdrawn With Debt
0	Program Completion
0	Policies on Faculty Qualifications
0	Policies to Improve Instruction
0	Primary Award Offered

0	Total
0	Awards Offered
0	Provide Information on Homepage
1	Households Served
1	Underserved Households
1	Low-Income Households Served
0	Individuals Served
1	In-Need Individuals Served
1	Poor Clients Served
0	Special Interest Initial Outcomes
0	Negative Impact Management
0	Needs Based Designed Education

0	Customer Impact Business Model Introduction
0	% of Beneficiaries from Underserved Populations
0	Education Product/Service Description
0	Low-Income Communities Served
0	Poor Communities Served
0	Very Poor Communities Served
0	% Revenue from Education
0	Special Interest Direct Outcomes
0	Special Interest Learner Performance
0	Positive Outcomes for Special Interest Students
0	Special Interest Quality Assessment
1	Total Customer Individuals
19	Total Customer Organizations
0	Types of In Need Populations Served
0	Underserved Beneficiary Types
0	Underrepresented / In Need Beneficiaries

Questions

Question

Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?

(Multiple Choice)

Which of the following statements are true about your in-need customers/ clients?

(Multiple Choice)

If relevant, which of the following beneficiary groups is your product/service targeting?

(Multiple Choice, May Select Multiple Answers)

What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year.

Percentage

What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day?

Percentage

Which of the following products/services attributes assist in targeting the previously selected underserved communities:

(Multiple Choice, May Select Multiple Answers)

Which of the following best describes how your product/service benefits underserved populations previously described?

(Multiple Choice)

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Businesses/Non-Profits

Number

This is a calculated question based on your previous answers to the following questions: "Which of the following product or service descriptions best describe your product/service?" "What % of your revenues last fiscal year were from products or services that promote education?"

Calculated Percentage

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Communities

Number

How many customers/clients served qualify in the previously selected underserved populations during the last 12 months? Do not duplicate individuals. Estimates within +/- 5% are acceptable.

Communities

Number

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

(Multiple Choice, May Select Multiple Answers)

What percentage of your users identify in the following race/ethnicity groups?

Asian

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Black

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Hispanic

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Native American or Alaska Native

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Other

Percentage

What percentage of your users identify in the following race/ethnicity groups?

White

Percentage

Does the company have plans or policies in place to protect data in case of breach or company sale?

(Multiple Choice, May Select Multiple Answers)

How are your company's privacy clauses and data usage policies disclosed?

(Multiple Choice, May Select Multiple Answers)

Please indicate the education level targeted by your primary product or service.

(Multiple Choice, May Select Multiple Answers)

How does your company assess the quality, effectiveness and/or impact of your product or service delivery?

(Multiple Choice, May Select Multiple Answers)

Do you track and measure longer-term outcomes for users after they complete your company's product or service to ensure continued success?

(Multiple Choice, May Select Multiple Answers)

Which of the following are true with regard to the company's marketing claims?

(Multiple Choice, May Select Multiple Answers)

Which of the following options best describes the outcomes of your product or service?

(Multiple Choice)

Does your company track or measure successful outcomes of your product/service in any of the following ways?

(Multiple Choice, May Select Multiple Answers)

Does your company make the performance or outcomes of your product or service available in any of the following ways?

(Multiple Choice, May Select Multiple Answers)

Do you collect personally identifiable information of learners or other user (e.g. academic information, testing results, instructor actions)?

(Multiple Choice)

How do you protect personal information?

(Multiple Choice, May Select Multiple Answers)

If user satisfaction or a net promoter score is assessed, what are the satisfaction rates or overall score?

(Multiple Choice)

How are the specific needs of users incorporated into the development of your product/service?

(Multiple Choice, May Select Multiple Answers)

Are the success rates of your special interest population outperforming the rates of that population as a whole?

(Multiple Choice)

Has your company set specific targets for product performance/outcomes?

(Multiple Choice, May Select Multiple Answers)

Does your company have a written policy regarding any of the following (consistent with the tenets of the Student Privacy Pledge)?
(Multiple Choice, May Select Multiple Answers)

What support services does your company offer (directly or through partnerships) to ensure impactful implementation of your product/service?
(Multiple Choice, May Select Multiple Answers)
Please indicate the target user(s) of your primary product or service.
(Multiple Choice, May Select Multiple Answers)

If you have a physical location and/or in person interaction with users, how do you ensure the physical safety of users?
(Multiple Choice, May Select Multiple Answers)
Please indicate the percentage of learners demonstrating direct, material positive change as described in your previous response.

Percentage
Please indicate the percentage of material positive outcomes and, if known, the percentage of indirect outcomes on learner performance.
Initial (non-learner performance) outcome of product or service, e.g. improved instruction, lower cost, etc.

Percentage
Please indicate the percentage of material positive outcomes and, if known, the percentage of indirect outcomes on learner performance.
Impact on learner performance as a result of product or service

Percentage
If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?
(Multiple Choice)

How do you verify that your product contributes to the outcome previously selected?

(Multiple Choice, May Select Multiple Answers)
How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please
accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Governments

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals.
Estimates within +/- 5% are acceptable.

Governments

Number

Does your institution assess student goals (such as seeking a degree, career change or career advancement) upon institution entry and track student success or not students achieve their goals?

(Multiple Choice, May Select Multiple Answers)

This is a calculated question based on your previous answers: "Special Interest Populations" and "Pell Grant Recipients (or low income students)"
Calculated Percentage

This is a calculated question based on your previous answers: "What is the completion rate within 100% of normal time of students at your institution" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "What is the rate of graduates that have defaulted on their student loans?" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "What percent of students who enrolled in remedial coursework, complete and pass course work in their most recent academic year?" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "What is the student retention rate?" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations With Withdrawn Debt"
Calculated Percentage

This is a calculated question based on your previous answers: "Calculated Special Interest Population with Withdrawn Debt" and "Special Interest Populations"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: Total % of Traditional Population * % of Traditional Population Retention
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Traditional Students" and "Calculated Traditional populations withdrawn with debt"
Calculated Percentage

Which of the following apply to your institution's community engagement? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students from each population's primary award level?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students from each population's primary award level?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students from each population's primary award level?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students from each population's primary award level?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students at your institution

Percentage

What is the completion rate within 150% of normal time for each race group below at your institution's primary undergraduate award level?

Asian

Percentage

What is the completion rate within 150% of normal time for each race group below at your institution's primary undergraduate award level?

Black

Percentage

What is the completion rate within 150% of normal time for each race group below at your institution's primary undergraduate award level?

Hispanic

Percentage

What is the completion rate within 150% of normal time for each race group below at your institution's primary undergraduate award level?

Native American or Alaska Native

Percentage

What is the completion rate within 150% of normal time for each race group below at your institution's primary undergraduate award level?

Other

Percentage

What is the completion rate within 150% of normal time for each race group below at your institution's primary undergraduate award level?

White

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students at your institution

Percentage

What is the average debt burden for:

All graduates

Number

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 1

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 2

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 3

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 4

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 5

(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What is the rate of graduates that have defaulted on their student loans?
Percentage

How does your institution engage in partnerships with other institutions of higher education? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

Which of the following apply with respect to student civic engagement opportunities? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

Does your institution compare graduates' earnings to regional averages by program or degree?

(Multiple Choice)

Which of the below policies or practices does your institution use to ensure accurate marketing materials?
(Multiple Choice, May Select Multiple Answers)

Does your institution do any of the following to assess and manage the relationship between institutional marketing and student experiences/outcomes?
(Multiple Choice, May Select Multiple Answers)

With regard to student retention, which of the following are true? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution have a specific mission to serve any of the following special interest populations?
(Multiple Choice, May Select Multiple Answers)

How many awards did your institution confer in the most recent academic year?
Associate's degree
Number

How many awards did your institution confer in the most recent academic year?
Bachelor's degree
Number

How many awards did your institution confer in the most recent academic year?
Doctoral degree
Number

How many awards did your institution confer in the most recent academic year?
Master's degree
Number

How many awards did your institution confer in the most recent academic year?
Other
Number

How many awards did your institution confer in the most recent academic year?
Post-baccalaureate certificate
Number

How many awards did your institution confer in the most recent academic year?
Professional certification
Number

How many awards did your institution confer in the most recent academic year?
Professional Degrees
Number

How many awards did your institution confer in the most recent academic year?
Subbaccalaureate certificate of more than one year
Number

How many awards did your institution confer in the most recent academic year?
Subbaccalaureate certificate of less than one year
Number

With regard to graduates' employment records, has the institution done any of the following? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What percent of students who were enrolled in remedial coursework, complete and pass most recent academic year?
Percentage

Please indicate the percentage of overall institution expenditures in the following categories.
Administration
Percentage

Please indicate the percentage of overall institution expenditures in the following categories.
Direct Services to Students
Percentage

Please indicate the percentage of overall institution expenditures in the following categories.
Marketing/Recruitment
Percentage

Please indicate the percentage of overall institution expenditures in the following categories.
Other (please specify)
Percentage

Please indicate the percentage of overall institution expenditures in the following categories.
Public Service and Research
Percentage

This is a calculated question based on your previous answers: "Direct Services to Students" Plus "Public Service and Research"
Calculated Percentage
What percent of graduates in each population at your institution's primary award level go on to employment, additional education (including transfer) year of program completion?
Pell Grant Recipients (or low income students)
(Multiple Choice)

This is a REQUIRED question for accurate assessment scoring: What percent of graduates from each population below are on track to repay their loans origination?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from each population below who were enrolled in remedial cc passed college-level courses in the most recent academic year?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from the below populations have withdrawn with debt incurred at institution in the past three years?

Pell Grant Recipients (or low income students)

Percentage

Were your institution to lose federal funding, what percentage of your current revenue would still be available?

(Multiple Choice)

What percentage of your revenue comes from government funds?

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

First-generation college students

Percentage

This is a REQUIRED question for accurate assessment scoring: What percentage of the total student population falls in one of the above special interest populations? (percentage does not (traditional students)?)

Special Interest Populations

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Underrepresented minorities

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

GED recipients

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Military veterans

Percentage

This is a REQUIRED question for accurate assessment scoring: What percentage of the total student population falls in one of the above special interest populations? (percentage does not (traditional students)?)

Traditional Students

Percentage

What percentage of students used the following service in the last academic year?

Initial Academic advising, including mapping out a degree path with specific courses

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Academic advising at determined intervals (such as once per semester)

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Admissions counseling to prepare students for non-traditional modes of instructional delivery

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Career counseling

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Financial literacy courses or resources

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Intensive orientation and/or first-year counseling

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Flexible payment options, such as: multiple installment plans, modification options during the semester, or deferred payment under designated circur

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Mentoring

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Personal counseling

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Personalized loan entrance counseling

(Multiple Choice)

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Students with some college, but no degree upon entry who have not enrolled in higher education in the past three years

Percentage

What percent of graduates in each population at your institution's primary award level go on to employment, additional education (including transfer) year of program completion?

Non-Pell Grant Recipients

(Multiple Choice)

This is a REQUIRED question for accurate assessment scoring: What percent of graduates from each population below are on track to repay their loans origination?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from each population below who were enrolled in remedial cc passed college-level courses in the most recent academic year?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from the below populations have withdrawn with debt incurred at your institution in the past three years?

Non-Pell Grant Recipients

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Asian

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Black

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Hispanic

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Native American or Alaska Native

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Other

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

White

Percentage

What percent of graduates at your institution's primary award level goes on to employment, additional education (including transfer) or the military w completion?

(Multiple Choice)

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Pell Grant Recipients (or low income students)

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Low-income, poor, or very poor students

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students in the past three year have withdrawn with debt incurred by a Percentage

With regard to program completion, which of the following are true? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

What policies are in place to ensure that faculty remain current in their field and are only assigned to courses they are qualified to teach?

(Multiple Choice, May Select Multiple Answers)

Which of the following policies/practices have been implemented to improve or maintain educational quality?

(Multiple Choice, May Select Multiple Answers)

Which of these types of awards is the primary award offered?

(Multiple Choice)

With respect to employment outcomes, does the institution undertake any of the following activities? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution have any of the below written policies governing protocol for contacting prospective students?
(Multiple Choice, May Select Multiple Answers)

With regard to remedial education courses and supports, which of the following are true? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution require acknowledgement from students that they have seen any of the following program-level information before enrollment?
(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What is the retention rate of students from each of the below populations?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the retention rate of students from each of the below populations?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the student retention rate?

Percentage

Does your institution do any of the following with regard to student satisfaction?
(Multiple Choice, May Select Multiple Answers)

Which of the following does your institution provide to prospective/enrolled students?
(Multiple Choice, May Select Multiple Answers)

How many awards did your institution confer in the most recent academic year?

TOTAL

Number

Which of the following types of awards does your institution offer?

(Multiple Choice, May Select Multiple Answers)

Which of the following information does your institution provide for each program within 1-2 clicks of the program's homepage?

(Multiple Choice, May Select Multiple Answers)

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Households

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals

Estimates within +/- 5% are acceptable.

Households

Number

If relevant, how many customers/clients served in the last 12 months quality as poor or very poor, with incomes below \$2/day? Do not double-count households, do not also report the number of individuals in those 5 households). Estimate

Households

Number

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Individuals

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals

Estimates within +/- 5% are acceptable.

Individuals

Number

If relevant, how many customers/clients served in the last 12 months quality as poor or very poor, with incomes below \$2/day? Do not double-count households, do not also report the number of individuals in those 5 households). Estimate

Individuals

Number

Calculated Question: (% of users from special interest population) * (Initial Outcome Creation)

Calculated Percentage

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

(Multiple Choice)

Calculated Question: (% of users from special interest population) * (User Needs Based Design)

Calculated Percentage

Does your product/service address a social or economic problem for or through your customers?

(Multiple Choice)

This is a calculated question based on your previous answers: "Which of the following best describes how your product/service benefits underserved previously?" and "What % of customers/end beneficiaries of your product or service are from an underserved population identified previously?"

Calculated Percentage

Which of the following product or service descriptions best fit your company?

(Multiple Choice)

If relevant, select which of the following impoverished communities your company serves:

Low Income

(Multiple Choice, May Select Multiple Answers)

If relevant, select which of the following impoverished communities your company serves:

Poor

(Multiple Choice, May Select Multiple Answers)

If relevant, select which of the following impoverished communities your company serves:

Very poor

(Multiple Choice, May Select Multiple Answers)

This is a calculated question based on your previous answers: "What were your total revenues last fiscal year from educational products or services?" last fiscal year"

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Direct Outcomes for Learners)

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Outcomes for Learner Performance)

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Special Interest Populations Outcomes)

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Quality Assessment)

Calculated Percentage

Total Number of Customers

Individuals:

Number

Total Number of Customers

Organizations:

Number

This is a calculated question based on previous answers to "Calculated % of Beneficiaries from underserved populations" and "If your beneficiaries are which of the following underserved populations do they belong to? If you are a business-to-business focused company, which of the following population beneficiaries?"

Calculated Percentage

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that serve the following populations are your client's beneficiaries?

(Multiple Choice)

If tracked, what percentage of learners impacted belong to an underrepresented or in need population?

Percentage

Responses

1

1.0

1

1

1

1

1

1

1.0

1

4.1

3

4

5

4

7

1

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2
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3
4
1

45
4

1.0

1.0

1.0

1.0

1.0

Answer Options

Yes

Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together
ADULTS

Elderly/older adults

Minority/previously excluded populations

Persons with disabilities

Pregnant women

Women

0 (Average)

0 (Average)

These product/service attributes do not apply to our company (Skip the remainder of this section)

My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

0 (Average)

100 (Average)

25 (Average)

0 (Average)

Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)

Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, b

Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)

Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)

Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy liv

Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechani

Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit acc

0 (Average)

0 (Average)

0 (Average)

0 (Average)

100 (Average)

0 (Average)

Company has written response processes set up in case of data breach, including external communications

We have practiced our procedures in case of a data breach

Clear and concise user agreement on use of data and disclosures provided to customers separately when signing up for product or service

Customers and users (or parents/guardians) are required to acknowledge privacy and data policies

Customers and users are notified in writing of changes to data usage policies

Provided to customers as part of overall set of disclosures

Postsecondary education level/institution

Hiring an independent, third party entity to assess product or service

Measuring outcomes against company-established benchmarks and/or goals

Soliciting and evaluating customer feedback or satisfaction

Measuring outcomes against industry benchmarks or state or national metrics (e.g., college-going rate)

Measuring outcomes in comparison to customers with similar characteristics (e.g., socio-economic)

Yes, company tracks longer term outcomes on its own

Company is too new to have this data/to be able to track data

An external entity independently verifies marketing claims

Information about marketing claims satisfaction and/or verification is public and easy to find on company website

Ongoing satisfaction is assessed at multiple times during engagement with product or service

Product or service leads to direct improvement of learner performance, for example: improvement in student performance in traditional educational settings

Independently verified outcomes studies across all users

Other (please describe)

Self-conducted outcomes studies across all users

Case studies or outcomes are available upon request

Case studies or outcomes measures are provided to prospective clients

Case studies or performance/outcomes are made publicly available

Company identifies all sources of outcome results, indicating whether third party verified or not

Company provides testimonials or references from current users

Other (please describe)

Yes

Conducting and updating periodically an inventory of all data that require privacy protection and security

Other (please describe)

Regular monitoring and third-party audits of data security, including record maintenance and destruction

Utilize appropriate methods to insure data are confidential, e.g., data suppression/encryption

Onsite records or technology have physical security control (e.g. locked file rooms)

50-74%; 25-49

Company conducts surveys and/or focus groups of potential customers and/or users

Other (please describe)

Research on needs of users or communities is reviewed and integrated into development

Specific needs of target special interest populations to inform design of the product are assessed

State or national needs (e.g., need for STEM graduates) are assessed

Subject matter experts or professionals with experience in the field relevant to the purpose of the product or service are consulted

The needs of the local community where the product or service is offered is assessed

No

Not applicable, company does not have those data.

Yes, company has set specific goals for outcomes

Yes, company has set specific goals for satisfaction or similar targets

Yes, company sets targets collaboratively with partners or clients

To be transparent about the collection and use of data

To maintain and enforce limits on data retention

To not change or modify privacy policies without notice and opportunity to opt out

To not sell information to outside entities

To not use data to target advertising

To provide comprehensive security standards

To use data for authorized education purposes only

To support parental access to, and correction of errors in, their children's information

Face-to-face user training or professional development

Free ongoing, individualized customer support and training

Manage hosting of service

Ongoing individual customer support and training provided for an additional charge

Project management for customers throughout implementation and deployment, including assistance to create comprehensive launch strategy

Set-up and customization support

Other (please describe)

Learners

Employees are subject to background checks as part of hiring process

Products meet industry-specific safety standards

All users are made aware of risks

69.2 (Average)

0 (Average)

0 (Average)

Yes

There is secondary research that supports the link between our type of product and the stated outcome.

We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys

We have a track record of successful verified positive outcomes and have created case studies based on these.

We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product

We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes

25 (Average)

0 (Average)

Institution surveys students at designated intervals to assess the degree to which their goals are met

Institution surveys alumni at designated intervals to assess the degree to which their goals were met

Institution works with or surveys employers for information about student goals and career progression

Institution has or has sought a partnership with one or more states for employment data to inform career impact assessment

18.7 (Average)

5.7 (Average)

22.8 (Average)

5.7 (Average)

0 (Average)

0 (Average)

23.4 (Average)

31.7 (Average)

14.2 (Average)

16.4 (Average)

17.9 (Average)

30.5 (Average)

20.5 (Average)

34.8 (Average)

30.1 (Average)

27.1 (Average)

23 (Average)

10.1 (Average)

25.4 (Average)

22.2 (Average)

Institution actively solicits feedback from stakeholder groups regarding educational and employment needs of the region with high student concern.
Institution has engaged employers in the fields of expected and actual graduate placement within the last year

Institution has program advisory committees to inform program development, strengthen community connections, and facilitate student opportunities
Institutional representation serves on task force, advisory council, or board of directors for regional planning, economic development, or industry groups

A portion of institution research is targeted toward solving problems in the local community or region

None of the above

A portion of research done by the institution is targeted toward solving problems in the local community or region

Institution is a member of the Better Business Bureau

44 (Average)

77.3 (Average)

33.5 (Average)

54 (Average)

69.7 (Average)

78 (Average)

69 (Average)

72 (Average)

61 (Average)

72.7 (Average)

75.3 (Average)

49.6 (Average)

68736 (Average)

NOT TRACKED/UNKNOWN

After 5 Years

After 1 Year

None

After 10 Years

Not applicable

NOT TRACKED/UNKNOWN

After 5 Years

After 1 Year

None

After 10 Years

N/a

NOT TRACKED/UNKNOWN

After 5 Years

After 1 Year

None

N/a

After 10 Years

NOT TRACKED/UNKNOWN

After 5 Years

After 1 Year

N/a

None

After 10 Years

NOT TRACKED/UNKNOWN

After 5 Years

After 1 Year

N/a

None

After 10 Years

6.7 (Average)

institution has developed transfer and articulation agreements with other independent institutions to accept credit from one another's coursework

Other (please specify)

Participating in industry-specific collaborations (such as collaborating for state or federal grants or developing industry best practices) within the last

Providing discounted services to partner institutions (i.e., assessment, remediation, courses)

Sharing best practices or innovations with other institutions to help further the industry

Initiating or leading an industry-specific collaboration (such as a grant initiative or task force) within the last two years

institution facilitates student or faculty led forums on campus or online with thought leaders and local speakers

Institution leadership actively promotes civic engagement in multiple forums

Institution has a civic engagement office or clearinghouse to help students identify and pursue opportunities to engage and support issues for their local

Institution provides transportation subsidies or other benefits to students engaged in volunteerism and internships/externships off campus

Institution solicits student feedback on types of service learning, volunteer efforts, or other opportunities of interest

Institution evaluates efficacy and impact of its service learning curriculum

Institution has a service learning curriculum

Institution sets civic engagement targets and measures against them

No

Yes

review and approval process by a corporate officer for all marketing materials, including those used by lead generators (if applicable), to ensure they a
Training opportunities for all personnel and contractors representing the institution to potential students regarding accuracy of information delivered
Clearly articulated processes for addressing internal and external complaints
Periodic external, independent assessment of practice and policy implementation
Regular internal audits to ensure that established processes and policies are being followed
Written and distributed accountability policies with specific penalties to ensure external vendors, such as lead generators, and their communications
Written and distributed accountability policies with specific penalties to ensure institutional staff and communications only provide accurate actual o
Other

Institution regularly surveys students to determine if their expectations are being met
An independent entity reviews student survey results against marketing claims
Institution has a written and distributed plan to address any discrepancies found between student expectations and marketing claims
None of the above
Institution analyzes retention at least annually
Institution sets retention targets
Institution tracks student retention term-to-term
Institution has met or exceeded retention targets
Institution has specific policies and initiatives to boost retention
FIRST-GENERATION COLLEGE STUDENTS
Low-Income Students
Underrepresented minorities
Students with some college, but no degree upon entry who have not enrolled in higher education in the past three years
None of the above
Military veterans
Pell Grant Recipients

417.4 (Average)

1625.4 (Average)

40.4 (Average)

498.6 (Average)

374 (Average)

853.4 (Average)

1062.4 (Average)

1303.5 (Average)

767.5 (Average)

2481.5 (Average)

None of the above

Sought partnerships with government agencies to obtain data on graduates' earnings and unemployment

Surveyed graduates on their earnings and employment status

Use a third-party service to verify survey data

Secured partnerships with government agencies to obtain data on graduates' earnings and unemployment

57.8 (Average)

33.6 (Average)

44 (Average)

8.7 (Average)

14 (Average)

1.5 (Average)

45.4 (Average)

90%+

Not tracked/ Unknown

0-79%

66 (Average)

29.3 (Average)

90.5 (Average)

36% or more

16 - 25%

10.5 (Average)

37.1 (Average)

45.9 (Average)

20 (Average)

0.5 (Average)

3.8 (Average)

59 (Average)

75-100%

25-49%

1-24%

0% (Not Offered)

1-24%

0% (Not Offered)

50-74%

75-100%

25-49%

0% (Not Offered)

75-100%

25-49%

1-24%

50-74%

25-49%
50-74%
1-24%
75-100%
0% (Not Offered)
0% (Not Offered)
25-49%
50-74%
1-24%
75-100%
75-100%
25-49%
1-24%
0% (Not Offered)
50-74%
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25-49%
50-74%
0% (Not Offered)
1-24%
75-100%
1-24%
50-74%
75-100%
0% (Not Offered)
25-49%
0% (Not Offered)
1-24%
75-100%
25-49%
50-74%

15.6 (Average)

90%+
Not tracked/ Unknown

85.5 (Average)

48.8 (Average)

48.7 (Average)

8 (Average)

15.7 (Average)

14.3 (Average)

0.5 (Average)

16.8 (Average)

43.7 (Average)

0-79%

80-89%

90%+

Not tracked/ Unknown

25.5 (Average)

28.7 (Average)

16.7 (Average)

All degree/certificate programs measure and report on course completion

The institution encourages full-time degree-/certificate-seeking students to take enough credits per year to finish a bachelor's degree in 4 years or an a

Institution has documented early warning system procedures to address and assist students at risk of non-completion

Institution tracks interim program completion benchmarks

The institution sets benchmarks for timely program completion

The percentage of students who complete their degree/certificate has increased in the past 5 years

The percentage of students who complete their degree/certificate on time has increased in the past 5 years

None of the above

Faculty are provided resources to engage in professional development

Program/department leadership hires and assigns faculty only to those courses in which faculty can demonstrate specialized academic training or sigr

Program/department leadership holds faculty accountable for attaining approved individual performance and professional development goals

Program/department leadership requires faculty to set individual performance and professional development goals (which may include continuing ed)

Program/department leadership requires faculty to engage in professional development targeted toward the courses he/she is or is likely to teach

Other:

Accountability measures for senior management to ensure that all programs under their purview have the programmatic or specialized accreditation in

Faculty are provided with training and support from department to help set and reach student achievement goals

Faculty are provided with written student feedback for every course

Faculty are provided with written supervisor feedback at least once per program, term or academic year, as appropriate

Faculty are required to meet student achievement goals

Faculty are required to meet targets for student-faculty interaction

Faculty are required to set student achievement goals in conjunction with department heads and institutional leadership

Other (please specify):

Bachelor's degree

Associate's degree

Professional certifications

Professional Degree

Master's degree

Create and/or facilitate an alumni network

Develop and implement strategies to improve placement outcomes

Develop and strengthen relationships with employers to facilitate students' workforce preparation and transition

Other (please specify):

Provide opportunities and incentives for job-related experiences, such as internships and externships

Provide resources (such as interviewing tips, career fairs and job leads) to assist students in their job search and career development

Monitor workforce trends to ensure alignment between program offerings and workforce needs at least annually

Use data, including student feedback, to improve career services

Survey employers in the fields of expected graduate placement regarding job growth, skills needed, likely wages, and other data at least annually

Survey employers regarding satisfaction with graduates' performance and use the results for continuous improvement at least annually

Other

Written and distributed policies governing the actions of external vendors including lead generators (if applicable) with respect to contacting prospect

Written and distributed internal policies governing protocol for contacting prospective students, including an opt-out function for those who do not

None of the above

Institution assesses incoming students' readiness for college-level work

Other (please specify)

Institution offers accelerated remedial courses

Institution offers learning communities for students in need of remedial support

Institution offers remedial support concurrently with college-level classes in remediated subject

Institution offers specialized advising and mentoring for students in remediation

Institution offers extra academic support to students who test below college-ready

Institution offers remedial courses combined with job training

N/A Institution does not offer remediation

Clear list of institutions with which the institution has articulation agreements indicating that designated academic credits will be accepted by those in

Clearly defined and specific academic program requirements

Clearly defined and specific admissions requirements

Total cost of tuition, instructional materials and mandatory fees in one place

None of the above

Clear presentation of financial aid package including total amount a student must repay, over what length of time, and at what estimated monthly pay

Graduates' earnings information over time

Graduation rates

Median debt

Retention rates year to year

Withdrawal rates year to year

Default rate

46 (Average)

68.3 (Average)

79.3 (Average)

Use feedback in faculty reviews

Use feedback to improve instruction

Use feedback to modify program offerings

Use feedback to modify student support services

Counseling for all prospective students to find the best program for their goals, qualifications and circumstances at other institutions, if they are a be

Counseling for all prospective students to find the best program for their goals, qualifications and circumstances within your institution(s)

Counseling for all students on the tradeoffs of full-time and part-time enrollment, customized for their circumstances

Transparent no-risk opportunity for students to attend your institution(s) without initial financial commitment

Distribution of a guide to understanding a student's financial aid package

Counseling for students on the risks borrowing more than the amount to cover their cost of attendance

None of the above

4900.5 (Average)

Master's degree

Other (please specify)

Associate's degree

Post-baccalaureate certificate

Professional Degree

Subbaccalaureate certificate of less than one year

Subbaccalaureate certificate of more than one year

Doctoral degree

Professional certifications

Specific academic program requirements

Specific admissions requirements

Total cost of tuition, instructional materials and mandatory fees in one place

Clear presentation of financial aid package including total amount a student must repay, over what length of time, and at what estimated monthly payment

Description of transfer process and institutions that will accept the college's transfer credits

Default rate

Graduates' earnings information over time

Graduation rates

Median debt

Retention rates year to year

Withdrawal rates year to year

0 (Average)

0 (Average)

0 (Average)

1000000 (Average)

0 (Average)

0 (Average)

0 (Average)

Yes

43.2 (Average)

Yes
No

0 (Average)

Products/ services provide essential educational credentials and academic development (primary or secondary school, accredited trade schools and c

Urban

Urban

Urban

100 (Average)

51 (Average)

0 (Average)

0 (Average)

40.9 (Average)

47693.8 (Average)

42.8 (Average)

0 (Average)

Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals

26.3 (Average)

0.0	0.0	Developed - Global Emerging	Service
0.3	62.0	Developed - Global Emerging	Service
1.4	115.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
2.4	164.0	Developed - Global Emerging	Service
0.4	116.0	Developed - Global Emerging	Service
0.8125	74	Developed - Global Emerging	Service
0	0	Developed - Global Emerging	Service
1.667	116	Developed - Global Emerging	Service
1.9	131.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
0.8	62.0	Developed - Global Emerging	Service
1.3	118.0	Developed - Global Emerging	Service
1.6	118.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
1.6	118.0	Developed - Global Emerging	Service

0.8	62.0	Developed - Global Emerging	Service
3.4	164.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
0.333332	62	Developed - Global Emerging	Service
5.76406925	180	Developed - Global Emerging	Service
0	163	Developed - Global	Service
0	163	Developed - Global	Service
1.1	82.0	Developed	Service
1.1	82.0	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.278436926	19	Developed - Global Emerging Developed	Service
0.919900852	177.0217391	Developed - Global Emerging Developed	Service
0.506942721	181	Developed - Global	Service

2.2	146.0	Developed - Global Emerging Developed	Service
0.1	146.6	Developed - Global Emerging	Service
0	140	Developed	Service
0	175	Developed - Global	Service
2.329067429	142.6190476	Developed - Global Emerging	Service
2.817094369	181	Developed	Service
0.63111048	175	Developed	Service
1.457143039	181	Developed	Service
0.361446187	133.9782609	Developed - Global Emerging Developed	Service
0.677277101	140	Developed	Service
0.1138898	38	Developed	Service
0.386110725	82	Developed	Service
0.66914463	140	Developed	Service
0.60111051	140	Developed	Service
0.51031695	140	Developed	Service
0.111805444	82	Developed	Service
0.0	0.0	Developed	Service

0.123554322	38	Developed	Service
1.330028736	103.2068966	Developed - Global Emerging Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0	0	Developed	Service
0.917253257	103	Developed - Global Emerging	Service
0	0	Developed	Service
0	0	Developed	Service
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0	0	Developed	Service
0	0	Developed	Service
0.9	103.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging Developed	Service

0.2	19.0	Developed - Global Emerging Developed	Service
0.175200377	19	Developed - Global Emerging Developed	Service
0.165092642	19	Developed - Global Emerging Developed	Service
0.168461887	19	Developed - Global Emerging Developed	Service
0.171955926	19	Developed - Global Emerging Developed	Service
0.222222	103	Developed - Global Emerging	Service
1.143373494	103.8192771	Developed - Global Emerging Developed	Service
0.24540541	10	Developed Emerging	Service
0.201861739	19	Developed - Global Emerging Developed	Service

0	0	Developed - Global Emerging Developed	Service
0	0	Developed - Global Emerging Developed	Service
0	0	Developed - Global Emerging Developed	Service
0.2251525	19	Developed - Global Emerging Developed	Service
0.291245353	103	Developed - Global Emerging Developed	Service
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1.3	156.6	Developed - Global Emerging Developed	Service
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0.0	0.0	Developed	Service
1.8	131.0	Developed	Service
0.0	0.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging Developed	Service
0.0	0.0	Developed - Global Emerging Developed	Service
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0.0	0.0	Developed - Global Emerging Developed	Service
0.2	10.0	Developed Emerging	Service
0.2	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service

0.1	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service
0.2	10.0	Developed Emerging	Service
0.2	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service
0.103785652	10	Developed Emerging	Service
0.098175	10	Developed Emerging	Service
0	0	Developed - Global Emerging Developed	Service
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0.7	103.0	Developed - Global Emerging	Service
0.0	0.0	Developed	Service
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0.614353127	103	Developed - Global Emerging	Service
0.678123418	53	Developed - Global Emerging Developed	Service
0.234588211	10	Developed Emerging	Service
0.250575359	10	Developed Emerging	Service
0	0	Developed - Global Emerging Developed	Service

0.510196695	32	Developed Emerging	Service
0.3923655	38	Developed Emerging	Service
0.644845417	53	Developed - Global Emerging Developed	Service
0.542823401	82	Developed Emerging	Service
0	0	Developed	Service
0	0	Developed	Service
0.961991263	103	Developed - Global Emerging	Service
0.127407444	3	Developed Emerging	Service
0.793868938	82	Developed Emerging	Service

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0	0	Developed	Service
0.0	114.0	Developed - Global Emerging	Service
1.11111	82	Developed	Service
2.2	178.0	Developed - Global Emerging	Service

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2.0	178.0	Developed - Global Emerging	Service
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0.0	0.0	Developed Emerging	Service
0.0	158.0	Developed	Service
0.0	0.0	Developed Developed - Global	Service
5.3	129.0	Emerging	Service

Size by Employees

1000+

1000+

1000+

1000+

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1000+

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1000+

1000+

50-249

1000+

250-999

250-999

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Assessment Structure			
Impact Area	Higher Education Addendum	Topic	Number of Companies Seeing Question (out of 49)
Community		Job Creation	45
Community		Job Creation	4
Community		Job Creation	4
Community		Local Involvement	13
Community		Diversity & Inclusion	49
Community		Civic Engagement & Giving	49
Community		Civic Engagement & Giving	13
Community		Civic Engagement & Giving	17
Community		Civic Engagement & Giving	49
Community		Diversity & Inclusion	49
Community		Job Creation	19
Community		Civic Engagement & Giving	49

Community	Job Creation	13
Community	Job Creation	4
Community	Suppliers, Distributors & Product	15
Community	Civic Engagement & Giving	49
Community	Civic Engagement & Giving	49
Community	Diversity & Inclusion	23
Community	Diversity & Inclusion	32
Community	Diversity & Inclusion	13
Community	Suppliers, Distributors & Product	49
Community	Local Involvement	49
Community	Job Creation	13

Community	Local Involvement	19
Community	Local Involvement	13
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	23
Community	Diversity & Inclusion	13
Community	Diversity & Inclusion	32
Community	Diversity & Inclusion	13
Community	Diversity & Inclusion	12
Community	Local Involvement	13
Community	Diversity & Inclusion	32
Community	Diversity & Inclusion	49
Community	Job Creation	49
Community	Job Creation	49
Community	Suppliers, Distributors & Product	23
Community	Suppliers, Distributors & Product	20

Community	Job Creation	49
Community	Suppliers, Distributors & Product	18
Community	Diversity & Inclusion	13
Community	Diversity & Inclusion	17
Community	Diversity & Inclusion	17
Community	Diversity & Inclusion	17
Community	Diversity & Inclusion	17
Community	Diversity & Inclusion	13
Community	Diversity & Inclusion	13
Community	Diversity & Inclusion	13
Community	Diversity & Inclusion	26
Community	Diversity & Inclusion	26
Community	Local Involvement	4

Community	Diversity & Inclusion	23
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	23
Community	Diversity & Inclusion	23
Community	Local Involvement	49
Community	Local Involvement	19
Community	Diversity & Inclusion	19
Community	Local Involvement	4
Community	Diversity & Inclusion	12
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	16
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	16
Community	Local Involvement	4
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	4

Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	4
Community	Diversity & Inclusion	32
Community	Suppliers, Distributors & Product	49
Community	Local Involvement	31
Community	Suppliers, Distributors & Product	13
Community	Job Creation	17
Community	Job Creation	13
Community	Job Creation	49
Community	Diversity & Inclusion	17
Community	Diversity & Inclusion	26

Community	Civic Engagement & Giving	49
Community	Diversity & Inclusion	16
Community	Civic Engagement & Giving	49
Community	Suppliers, Distributors & Product	49
Community	Diversity & Inclusion	49
Community	Civic Engagement & Giving	49
Community	Suppliers, Distributors & Product	49
Community	Civic Engagement & Giving	49
Environment	Land, Office, Plant	19
Environment	Outputs	16

Environment	Outputs	13
Environment	Outputs	3
Environment	Outputs	10
Environment	Outputs	13
Environment	Outputs	3
Environment	Land, Office, Plant	13
Environment	Land, Office, Plant	13
Environment	Inputs	13
Environment	Land, Office, Plant	25
Environment	Inputs	13
Environment	Land, Office, Plant	49

Environment	Land, Office, Plant	32
Environment	Outputs	32
Environment	Land, Office, Plant	7
Environment	Inputs	13
Environment	Inputs	17
Environment	Inputs	26
Environment	Inputs	23
Environment	Land, Office, Plant	32
Environment	Land, Office, Plant	12
Environment	Land, Office, Plant	17
Environment	Outputs	22
Environment	Land, Office, Plant	13

Environment	Land, Office, Plant	12
Environment	Environment Introduction	6
Environment	Outputs	1
Environment	Outputs	22
Environment	Land, Office, Plant	30
Environment	Land, Office, Plant	6
Environment	Land, Office, Plant	13
Environment	Inputs	49
Environment	Outputs	45
Environment	Outputs	35
Environment	Outputs	34
Environment	Outputs	34
Environment	Inputs	16
Environment	Inputs	16

Environment	Land, Office, Plant	4
Environment	Inputs	16
Environment	Outputs	32
Environment	Outputs	16
Environment	Outputs	16
Environment	Inputs	26
Environment	Inputs	23
Environment	Inputs	26
Environment	Land, Office, Plant	17
Governance	Transparency	49
Governance	Ethics	4
Governance	Transparency	13

Governance	Corporate Accountability	26
Governance	Corporate Accountability	23
Governance	Transparency	23
Governance	Corporate Accountability	29
Governance	Corporate Accountability	19
Governance	Corporate Accountability	13
Governance	Mission & Engagement	36
Governance	Mission & Engagement	16
Governance	Transparency	6

Governance	Ethics	25
Governance	Ethics	1
Governance	Ethics	42
Governance	Ethics	25
Governance	Ethics	47
Governance	Governance Metrics	49
Governance	Governance Metrics	49
Governance	Mission & Engagement	17
Governance	Mission & Engagement	13
Governance	Transparency	4
Governance	Mission & Engagement	49
Governance	Transparency	1
Governance	Transparency	13

Governance	Transparency	26
Governance	Transparency	6
Governance	Transparency	48
Governance	Transparency	17
Governance	Mission & Engagement	12
Governance	Ethics	49
Governance	Corporate Accountability	45
Governance	Mission & Engagement	32
Governance	Mission & Engagement	49
Governance	Corporate Accountability	23

Governance	Corporate Accountability	23
Governance	Mission & Engagement	49
Governance	Mission & Engagement	49
Governance	Governance Metrics	49
Governance	Governance Metrics	49
Governance	Mission & Engagement	36
Governance	Transparency	6
Governance	Ethics	42
Governance	Governance Metrics	49
Governance	Corporate Accountability	4
Governance	Governance Metrics	49

Governance	Governance Metrics	49
Governance	Ethics	2
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Education	1
Customers	Education	1
Community	Workforce Development	1
Customers	Education	1
Customers	Serving In Need Populations	1
Community	Community Business Models Introduction	49
Customers	Customer Products & Services Introduction	41
Customers	Higher Education Addendum Business Model and Engagement	2

Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Community		Workforce Development	1
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Transparency	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Transparency	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2

Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Quality and Continuous Improvement	2
Customers	Higher Education Addendum	Business Model and Engagement	2
Customers	Higher Education Addendum	Privacy and Consumer Protection	2
Customers	Higher Education Addendum	Educational Outcomes	2
Customers	Higher Education Addendum	Educational Outcomes	1
Customers	Higher Education Addendum	Educational Outcomes	1
Customers		Education	1
Community		Local Economic Development	1
Customers		Education	1
Community		Local Economic Development	1
Environment		Environmental Models Introduction	48
Environment		Environment Products & Services Introduction	5
Environment		Renewable or Cleaner-burning Energy	1

Customers		Education	1
Customers		Serving In Need Populations	1
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	46
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	11
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	46
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	42
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	4
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	10
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	42
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	4
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	4
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	4
Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	46

Customers	Higher Education Addendum	Student Outcomes (Special Interest Students)	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
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Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	4
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	4

Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	44
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42

Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	35
Customers	Higher Education Addendum	Educational Models and Engagement	39
Customers	Higher Education Addendum	Educational Models and Engagement	45
Customers	Higher Education Addendum	Educational Models and Engagement	41

Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	42
Customers	Higher Education Addendum	Educational Models and Engagement	41
Customers	Higher Education Addendum	Educational Models and Engagement	41
Customers	Higher Education Addendum	Educational Models and Engagement	41
Customers	Higher Education Addendum	Educational Models and Engagement	42
Customers	Higher Education Addendum	Educational Models and Engagement	40
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	41
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	46

Customers	Higher Education Addendum	Educational Models and Engagement	44
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Educational Models and Engagement	4
Customers	Higher Education Addendum	Educational Models and Engagement	42
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Student Outcomes	45
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4

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Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes	31
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Outcomes	46

Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Student Outcomes	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Student Outcomes	4

Customers	Higher Education Addendum	Student Outcomes	4
Customers	Higher Education Addendum	Student Outcomes (Traditional Students)	42
Customers	Higher Education Addendum	Student Experience	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Customers	Higher Education Addendum	Educational Models and Engagement	45
Customers	Higher Education Addendum	Educational Models and Engagement	46
Customers	Higher Education Addendum	Marketing, Recruiting, and Transparency	46
Community		Workforce Development	1
Customers		Education	1
Customers		Serving In Need Populations	1

Customers	Serving In Need Populations	1
Community	Workforce Development	1
Community	Workforce Development	1
Customers	Education	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving in Need Populations (Outcomes)	2
Environment	Renewable or Cleaner- burning Energy	1
Community	Local Economic Development	1
Community	Local Economic Development	1
Community	Local Economic Development	1
Community	Workforce Development	1
Customers	Education	1
Community	Local Economic Development	1
Governance	Mission Locked Serving in Need Populations	49
Customers	(Quality and Continuous Improvement)	2
Community	Workforce Development	1
Community	Workforce Development	1

Customers	Customer Models Introduction	49
Customers	Serving In Need Populations	1
Customers	Education	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations	1
Customers	Education	1
Customers	Serving in Need Populations (Outcomes)	2
Customers	Serving in Need Populations (Outcomes)	2
Customers	Serving in Need Populations (Outcomes)	2
Customers	Serving in Need Populations (Quality and Continuous Improvement)	2
Community	Supply Chain Poverty Alleviation	1
Customers	Customer Products & Services Introduction	39
Customers	Customer Products & Services Introduction	38
Community	Workforce Development	1
Customers	Serving In Need Populations	1
Customers	Serving In Need Populations Business Model and	1
Customers	Higher Education Addendum Engagement	2
Community	Workforce Development	1
Workers	Worker Business Models Introduction	49

Community	Workforce Development	1
Community	Workforce Development	2
Community	Workforce Development	1
Workers	Benefits	49
Workers	Training & Education	32
Workers	Benefits	12
Workers	Compensation & Wages (Hourly)	11

Workers	Compensation & Wages (Salaried)	38
Workers	Compensation & Wages	49
Workers	Job Flexibility/Corporate Culture (Salaried)	16
Workers	Human Rights & Labor Policy	36
Workers	Compensation & Wages	17
Workers	Management & Worker Communication	32
Workers	Human Rights & Labor Policy	32
Workers	Management & Worker Communication	13
Workers	Training & Education	17
Workers	Management & Worker Communication	49

Workers	Worker Benefits (Hourly)	1
Workers	Job Flexibility/Corporate Culture (Salaried)	16
Workers	Management & Worker Communication	32
Workers	Worker Ownership	49
Workers	Training & Education (Salaried)	16
Workers	Job Flexibility/Corporate Culture	17
Workers	Benefits	2
Workers	Benefits	3
Workers	Benefits	12
Workers	Training & Education (Hourly)	1
Workers	Training & Education	49
Workers	Job Flexibility/Corporate Culture	1

Workers	Job Flexibility/Corporate Culture	12
Workers	Training & Education	17
Workers	Worker Metrics	49
Workers	Compensation & Wages	23
Workers	Worker Benefits (Salaried)	38
Workers	Worker Benefits (Hourly)	11
Workers	Worker Benefits (Salaried)	38
Workers	Benefits	38
Workers	Worker Benefits (Salaried)	4
Workers	Worker Benefits (Hourly)	7
Workers	Compensation & Wages	26
Workers	Compensation & Wages	23
Workers	Human Rights & Labor Policy	32

Workers	Worker Metrics	49
Workers	Worker Benefits (Hourly)	11
Workers	Training & Education	16
Workers	Compensation & Wages	13

Workers	Compensation & Wages	19
Workers	Compensation & Wages (Hourly)	1
Workers	Training & Education	4
Workers	Training & Education (Hourly)	11
Workers	Training & Education (Salaried)	38
Workers	Benefits	24
Workers	Compensation & Wages	32
Workers	Compensation & Wages (Salaried)	16
Workers	Human Rights & Labor Policy	4
Workers	Compensation & Wages	4
Workers	Compensation & Wages	49
Workers	Benefits	24
Workers	Compensation & Wages	4
Workers	Worker Ownership	13

Workers	Worker Ownership	49
Workers	Training & Education	4
Workers	Training & Education (Salaried)	15
Workers	Management & Worker Comr	48
Workers	Occupational Health & Safety	32
Workers	Benefits	49
Workers	Training & Education	16
Workers	Benefits	5
Workers	Benefits	12
Workers	Job Flexibility/Corporate Cult	1
Workers	Job Flexibility/Corporate Cult	16
Workers	Worker Benefits (Salaried)	4
Workers	Job Flexibility/Corporate Cult	1
Workers	Benefits	32
Workers	Training & Education (Hourly)	11

Workers	Training & Education (Salaried)	38
Workers	Training & Education (Hourly)	11
Workers	Training & Education (Salaried)	38
Workers	Training & Education (Hourly)	11
Workers	Training & Education (Salaried)	38
Workers	Benefits	6
Workers	Compensation & Wages	32
Workers	Compensation & Wages	12
Workers	Management & Worker Comr	4
Workers	Management & Worker Comr	9
Workers	Management & Worker Comr	45
Workers	Management & Worker Comr	1
Workers	Management & Worker Comr	16
Workers	Management & Worker Comr	13

**Number of Companies Unable to
Report**

Question Summary

0	Attrition Rate
0	Attrition Rate for Hourly Workers
0	Attrition Rate for Salaried Workers
0	Impactful Banking Services
0	Board of Directors Diversity
3	Total Amount of Charitable Donations
0	Civic Memberships and Partnerships
0	Community Service and Charitable Practices
0	Advocacy for Social and Environmental Standards
0	Diversity and Inclusion Training
0	Promoting Employees
0	% of Employees Volunteer Service

0	Local Impact Assessments
0	Local Ownership
0	Manager Women to Men Salary Ratio
0	Manging Gender Pay Equity Non-Managers
0	Expatriate Management
0	Female Management
0	Management from Underemployed Groups
0	Management from Underemployed Groups
0	Focus on Local Customers
0	Non-managerial Worker Diversity
0	Female Employees
0	New Jobs Added Last Year
1	New Jobs Added Year Before Last
8	Number of Tier 1 Significant Suppliers
12	Number of Tier 2 Significant Suppliers

1	Departed Employees
0	Supplier Evaluation Practices
0	Non-accredited Investor Ownership
14	Directors from Low-income Communities
10	Minority Directors
15	Directors from Underrepresented Populations
1	Female Directors
6	Ownership by Individuals from Underemployed Groups
11	Low-income Ownership
11	Ownership from Underrepresented Groups
0	Ownership Diversity
17	Female Ownership
0	Local Employee Statistics

9	Minority/Previously Excluded Executives
2	Executives from Underrepresented Populations
0	Executive Diversity Statistics
0	Female Executives
0	Spending on Local Suppliers
0	Purchases from In Country Suppliers
0	Management from Underemployed Groups
0	% of Managers Hired Locally
10	Managers from Low-Income Areas
2	Minority Managers
14	Managers from Underrepresented Groups
0	Manager Diversity Statistics
1	Female Management
0	% of Non-Managers Hired Locally
2	Minority Full-Time Workers
3	Full-Time Workers from Underrepresented Groups
0	Full-Time Workers from Underrepresented Groups
0	Female Full-Time Workers

2	Minority Part-time Workers
3	Part-time Workers from Underrepresented Groups
0	Part-time Workers from Underrepresented Populations
0	Female Part-time Workers
0	Non-managerial Worker Diversity
0	Revenue from Certified Products
0	In Country Management
0	Supplier Certifications
0	Facilities in Low-Income Communities
0	Workers from Underemployed Groups
0	Job Growth Rate
0	Ethnic Diversity Compared to Area
0	Nonprofit Ownership

0	% of Revenue Donated
0	Supplier Diversity Policy
0	Volunteer Service Per Capita
0	Social or Environmental Screening of Suppliers
0	Supplier Ownership Diversity
5	Total Amount of Volunteer Service Hours
0	Significant Supplier Descriptions
0	Tracking Volunteer Service
0	Indoor Air Quality Audits
0	% GHG Emissions Offset

- 0 Greenhouse Gas Emissions Reduced
- 0 Carbon Intensity
- 0 Carbon Intensity

- 0 Monitoring Greenhouse Gas Emissions
- 0 Monitoring and Reporting Greenhouse Gas Emissions

- 0 Chemical Reduction Methods

- 0 Environmental Reviews or Audits

- 0 Increasing Renewable Energy

- 0 Previously Constructed Buildings

- 0 Electricity Sources

- 0 Environmental Management Systems

0	Facility Environmental Efficiency
0	Hazardous Materials On-Site
0	Virtual Office Stewardship
0	Facility Energy Efficiency
0	Energy Use Reductions
0	Monitoring Energy Usage
0	Monitoring Energy Use Relative to Revenue
0	Environmentally Efficient Equipment
0	Environmental Purchasing Policy Topics
0	Green Building Standards
14	Total Hazardous Waste Produced
0	Reducing Impact of Travel/Commuting

0	Indoor Air Quality Monitoring
0	Type of Facilities
0	Waste Disposal Methods
14	Non-hazardous Waste Generated
0	Recycling Programs
0	Recycling Programs
0	Recycling Programs
0	Low Impact Renewable Energy Use
0	Hazardous Waste Disposal
31	Total Scope 1 GHGs
27	Total Scope 2 GHGs
32	Total Scope 3 GHGs
1	Total Energy Use
5	Total Renewable Energy Use

0	Facilities Size
6	Total Water Use
0	Types of Carbon Credits Purchased
8	Total Waste Disposed
7	Total Waste Recycled
0	Water Conservation Practices
0	Monitoring Water Use Relative to Revenue
0	Monitoring Water Usage
0	Facility Improvement with Landlord
0	Impact Reporting
0	Code of Ethics Training
0	Reviewed / Audited Financials

- 0 Governing Body Characteristics

- 0 Level of Impact Focus

- 0 Mission Statement Characteristics

- 0 Net Income Year Before Last

- 0 Net Income Last Year

- 0 Mission-driven Executive Compensation

- 0 Public Feedback Channel

- 0 Breached Code of Ethics Breachment Policy

- 0 Reporting Currency

- 0 Shareholder Engagement

- 0 Revenue Year Before Last

0	Revenue Last Year
0	Whistleblower Policy
0	Impact on Underserved Populations
0	Underserved Client Tracking
0	Underserved Group Demographics
1	% of Customers In-need
1	Percent of Beneficiaries Poor or Very Poor
0	Increasing Accessibility for Underserved Groups
0	Impact on Underserved Populations Description
1	Organizations Served
0	Education Product/Service
1	Discriminated Workers Hired
0	Communities Served
1	In-Need Communities Served
0	Community Oriented Business Models
0	Beneficial Product Type
1	User Demographics - Asian

1	User Demographics - Black
1	User Demographics - Hispanic
1	User Demographics - Native American or Alaska Native
1	User Demographics - Other
1	User Demographics - White
1	Drug/Alcohol Dependant Workers Hired
0	Data Protection in Case of Breach/Sale
0	Privacy and Data Use Disclosure
0	Educational Level of Users
0	Quality Assessment
0	Long Term Outcomes Measurement
0	Positive Marketing Claims
0	Outcomes Relationship
0	Outcomes Measurement
0	Performance Transparency
0	Personal Information Collection
0	Personal Information Protection
0	User Satisfaction / Net Promoter Score

- 0 User Needs Based Design
- 0 Special Interest Populations Outcomes
- 0 Performance Targets

- 0 Student Privacy Pledge Policies

- 0 Implementation and Deployment Support
- 0 Target Users
- 0 Physical Safety
- 0 Direct Outcomes for Learners
- 1 Initial Outcome Creation
- 0 Outcomes for Learner Performance
- 0 Efficacy of Education Product/Service
- 0 Efficacy of Local Business Model

- 0 Verification of Education
- 0 Verification of Local Development

- 0 Environmental Business Model
- 0 Environmental Product Benefits
- 0 Carbon Offset Certification

0	Governments Served
1	Underserved Government Entities
0	Assess Student Goals
0	Special Interest Population Advancement
0	Special Interest Population Completed
0	Special Interest Population Completed
0	Special Interest Population Default Rate
0	Special Interest Population Loan Repayment
0	Special Interest Population Successfully Remediated
0	Special Interest Population Retention
0	Special Interest Population Completed
0	Special Interest Population Remediated
0	Special Interest Population Retention
0	Special Interest Population Withdrawn Debt

0 Special Interest Population Withdrawn Debt

0 Traditional Populations Loan Payment

0 Traditional Populations Advancement

0 Traditional Populations Completed Normally

0 Traditional Populations Completed

0 Traditional Populations Retention

0 Traditional Populations Remediated Successfully

0 Traditional Populations Withdrawn Debt

0 Traditional Population Withdrawn With Debt

0 Community Engagement

1 Pell Grant Recipients

1 Non-Pell Grant Recipients

0 Pell Grant Recipients

0 Non-Pell Grant Recipients

4 Primary Award Completion Rate

1 Asian

1	Black
1	Hispanic
2	Native American or Alaska Native
1	Other
1	White
1	Primary Award Completion Rate
16	All graduates
0	Program 1
0	Program 2
0	Program 3
0	Program 4
0	Program 5
25	Rate of Graduates Default on Student Loans

0 Partnerships with Higher Education

0 Student Civic Engagement Opportunities

0 Compare Graduates Earnings

0 Policies Accuracy of Marketing

0 Expectations of Enrolled Students

0 Student Retention

0 Mission to Serve Special Interest Populations

5 Associates Degree

0 Bachelors Degree

6 Doctoral Degree

3	Masters Degree
11	Other
4	Post-baccalaureate certificate
9	Professional certification
9	Professional Degrees
12	More than one year subbaccalaureate certificate
8	Less than one year subbaccalaureate certificate
0	Employment Records and Graduate Data
21	Percent of Remedial Students Pass
0	Administration
0	Direct Services to Students
0	Marketing/Recruitment

5	Other
7	Public Service and Research
0	Percent of Spending on Public Service
0	Pell Grant Recipients
3	Pell Grant Recipients
0	Pell Grant Recipients
2	Pell Grant Recipients
0	Percent Of Revenue from Federal Funds
2	Percent Of Revenue from Government Funds
15	First-generation college students
5	Special Interest Populations
17	Underrepresented minorities
1	GED recipients
0	Military veterans

1	Traditional Students
0	Academic Advising
0	Academic Advising
0	Admissions Counseling
0	Career counseling
0	Financial Literacy Courses
0	Orientation and Counseling
0	Flexible payment options
0	Mentoring
0	Personal counseling
0	Personalized Loan Counseling
27	Students with Some College

0	Non-Pell Grant Recipients
2	Non-Pell Grant Recipients
1	Non-Pell Grant Recipients
1	Non-Pell Grant Recipients
1	Asian
1	Black
0	Hispanic
0	Native American or Alaska Native
0	Other
1	White
0	Percent of Graduates Employed or in Continuing Education
0	Pell Grant Recipients
2	Low-income or Poor Students
20	Percent of Students Withdrawn With Debt
0	Program Completion

0 Policies on Faculty Qualifications

0 Policies to Improve Instruction

0 Primary Award Offered

0 Employment Outcomes

0 Policies Contacting Prospective Students

0 Remedial Education Courses and Support

0 Require Acknowledgement of Program Level Info

0 Pell Grant Recipients

0	Non-Pell Grant Recipients
0	Student Retention Rate
0	Student Satisfaction
0	Implementation of Practices
0	Total
0	Awards Offered
0	Provide Information on Homepage
1	Homeless Workers Hired
1	Households Served
1	Underserved Households

1	Low-Income Households Served
1	Immigrant Workers Hired
1	Ex-Incarcerated Workers Hired
0	Individuals Served
1	In-Need Individuals Served
1	Poor Clients Served
0	Special Interest Initial Outcomes
1	kWh Generated
0	Local Practices Summary
0	Local Practices
0	Local Community Based Business
1	Low-Income Workers Hired
0	Negative Impact Management
0	Negative Impact Management
0	Mission Lock
0	Needs Based Designed Education
1	Other Underemployed Workers Hired
0	Disabled Workers Hired

0	Customer Impact Business Model Introduction
0	% of Beneficiaries from Underserved Populations
0	Education Product/Service Description
0	Low-Income Communities Served
0	Poor Communities Served
0	Very Poor Communities Served
0	% Revenue from Education
0	Special Interest Direct Outcomes
0	Special Interest Learner Performance
0	Positive Outcomes for Special Interest Students
0	Special Interest Quality Assessment
0	Supporting Underserved Suppliers
1	Total Customer Individuals
19	Total Customer Organizations
0	Training and Support for Underemployed Groups
0	Types of In Need Populations Served
0	Underserved Beneficiary Types
0	Underrepresented / In Need Beneficiaries
1	Workers with History of Violence Hired
0	Impact Business Model: Worker Ownership

0 Benefits for Underemployed Workers

0 Benefits for Underemployed

0 Support for Underemployed

0 Job Status for Underemployed

0 Tracking Post-Program Success

0 Employment Three Years After Program

0 Barriers to Employment Addressed

0 Training Program for Underemployed Workers

0 Workforce Development Summary

0 Average Hours of Training Provided

0 Underemployed Workers Hired

0 Number of Workers from Underemployed Groups Participating

0 Advancement of Chronically-Underemployed Workers

0 % Underemployed Workers in Training

0 Chronically-Underemployed Workers

0 Additional Supplementary Benefits

0 Amount of Training for New Hires

0 Healthcare Coverage

0 Bonus Plan Characteristics

0 Financial Assistance for Hourly Workers

0 Workplace Flexibility in Practice

0 Worker / Management Conflict Mediation

0 % Participation in Employee Ownership

0 Subsidized Educational Opportunities

0 Health and Wellness Initiatives

0 Healthcare Plan

0 Healthcare Plan

0 Government Provision Of Healthcare

0 Hours Spent on Training

0 Intern Hiring Practices

0 Worker Flexibility Options

0 Worker Flexibility Options

0 Internal Promotions

0 Majority Hourly vs. Salaried Workers

0 Paying Above the Minimum Wage

0 Number of Paid Days Off

0 Paid Primary Caregiver Leave for Hourly Workers

0 Paid Primary Caregiver Leave for Salary Workers

0 Paid Secondary Caregiver Leave

0 Paid Secondary Caregiver Leave

0 Healthcare Eligibility for Hourly Workers

0 High to Low Pay Ratio

0 High to Low Pay Ratio

0 Non-Discrimination Policy

0 # of Full Time Workers

0 # of Full Time Workers Last Year

0 # of Part Time Workers

1 # of Part Time Workers Last Year

0 # of Temporary Workers

2 # of Temporary Workers Last Year

0 Total Permanent FT and PT Workers

0 Total Permanent FT and PT Workers Last Year

0 Total Workers

0 Total Workers Last Year

0 Number of Paid Days Off

0 Paid Professional Development Days

0 % Above the Living Wage

0 % Above the Minimum Wage

0 % Above the Minimum Wage

0 External Professional Development Participation

0 External Professional Development Participation

0 External Professional Development Participation

0 Workers Participating in Healthcare Plan

0 % Increase in Wages

0 Non-executive Wage Increases

0 Human Rights Training

0 % of Employees Paid Living Wage

0 Employees Receiving a Bonus

0 Part Time Worker Participation in Healthcare Plan

0 Average Compensation Increases

0 Employee Ownership

0 % of Company Owned by Non-Executive Employees

0 Outplacement Services

0 Outplacement Services

0 Employee Review Process

0 Worker Safety Practices

0 Healthcare Eligibility for Part Time Workers

0 Management Training

0 Employee Retirement Plan

0 Retirement Programs

0 Flexible Scheduling for Hourly Employees

0 Supplementary Benefits

0 Minimum Severance Provided

0 Supplementary Benefits

0 Supplementary Benefits

0 Skills-Based Training Participation

0 Skills-Based Training Participation

0 Cross-Job Skills Training Participation

0 Providing Cross-Job Skills Training

0 Life Skills Training Participation

0 Life Skill Training Participation

0 Paid Secondary Caregiver Leave

0 Inflation Rate Compensation Adjustments

0 Initiatives To Increase Wages/Benefits

0 Performance Reviews

0 Performance Reviews

0 Termination Policy

0 Average Tenure

0 Average Tenure

0 Employee Metric Transparency

Questions

Question

What % of full-time and part-time workers have left the company during the last 12 months?

(Multiple Choice)

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 month

Hourly workers

(Multiple Choice)

What was the attrition rate for tenured full and part-time salaried and hourly workers (excluding workers terminated with cause) for the last 12 month

Salaried workers

(Multiple Choice)

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

(Multiple Choice, May Select Multiple Answers)

What % of the members of your Board of Directors (or equivalent) are women or individuals from chronically underemployed communities?

(Multiple Choice)

Total amount (in currency terms) donated to registered charities in the last fiscal year.

Currency

Does your company have membership or a civic partnership with any of the following types of organizations?

(Multiple Choice, May Select Multiple Answers)

Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?

(Multiple Choice, May Select Multiple Answers)

Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and voluntary practices in your industry in the past two years?

(Multiple Choice, May Select Multiple Answers)

Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented

(Multiple Choice, May Select Multiple Answers)

What % of employees have been internally promoted within the last 12 months?

(Multiple Choice)

What % of employees took paid time off for volunteer service last year?

(Multiple Choice)

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Individuals residing in a low income area

(Multiple Choice)

What % of workers reside in low-income communities AND are paid a living wage by the company?

(Multiple Choice)

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

(Multiple Choice, May Select Multiple Answers)

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:

(Multiple Choice, May Select Multiple Answers)

Are full-time employees granted in writing any of the following options for volunteer service?

(Multiple Choice, May Select Multiple Answers)

Is average compensation for men and women equal in comparable executive, managerial and non-managerial roles?

Executives

(Multiple Choice)

Is average compensation for men and women equal in comparable executive, managerial and non-managerial roles?

Managerial

(Multiple Choice)

Is average compensation for men and women equal in comparable managerial and non-managerial roles?

Non-managerial

(Multiple Choice)

Which of the following describe your relationships with all your company's independent contractors?

(Multiple Choice, May Select Multiple Answers)

Does the company have the following written local purchasing or hiring policies in place?

(Multiple Choice, May Select Multiple Answers)

What % of positions above entry level have been filled through internal promotion during the last 12 months?

(Multiple Choice)

Has your company done any of the following local community impact assessment activities to identify and measure your impacts on communities in v
(Multiple Choice, May Select Multiple Answers)

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

(Multiple Choice)

Is average compensation for men and women equal in comparable executive, managerial, and non-managerial roles?

Managers

(Multiple Choice)

Is average compensation for men and women equal in comparable executive, managerial and non-managerial roles?

Non-executive full-time workers

(Multiple Choice)

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Expatriates

(Multiple Choice)

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Women

(Multiple Choice)

What % of management (both full-time and part-time workers) are women, from chronically-underemployed communities or expatriates?

Chronically-underemployed

(Multiple Choice)

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

(Multiple Choice)

Do a majority of your customers live locally to your company's headquarters or production facilities?

(Multiple Choice)

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Women

(Multiple Choice)

Number of total full-time and part-time female employees.

Number

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last 12 months:

Number

Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Prior 12 months:

Number

Number of Significant Suppliers

Tier 1

Number

Number of Significant Suppliers

Tier 2

Number

Number of full-time and part-time workers that departed/left the company during the last 12 months.
Number

When evaluating the social and environmental performance of Significant Suppliers, which of the following apply:
(Multiple Choice, May Select Multiple Answers)

What % of the company is owned by the following groups?
Individuals that qualify as non-accredited investors
(Multiple Choice)

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Low income communities
Percentage

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Minority/previously excluded populations
Percentage

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)
Percentage

Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
Women
Percentage

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Individuals from chronically underemployed communities
Percentage

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?
Low income communities
Percentage

Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)
Percentage

What % of the company is owned by the following groups?
Women and/or individuals from chronically-underemployed communities
(Multiple Choice)

Optional unweighted metrics: Approximately what % of the company's ownership is held by the following groups?
Women
Percentage

What % of the following worker groups were hired from communities within 500 miles of company facilities?
Executives
(Multiple Choice)

Optional unweighted metrics: Approximately what % of executives are from the following groups?

Chronically underemployed

Percentage

Optional unweighted metrics: Please provide approximate % of Executives that are from the following groups.

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Percentage

What % of the following employment categories are women or individuals from minority or underrepresented populations?

Executives

(Multiple Choice)

Optional unweighted metrics: Approximately what % of executives are from the following groups?

Women

Percentage

What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant product

(Multiple Choice)

What % of your company's purchases (excluding labor expenses) was spent with Significant Suppliers within the borders of the country where the cor largest facility) is located in the last FY?

(Multiple Choice)

What % of the managers (excluding executives) is from any of the following populations?

Chronically underemployed

(Multiple Choice)

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Managers

(Multiple Choice)

Optional unweighted metrics: Approximately what % of management is from the following groups?

Low income communities

Percentage

Optional unweighted metrics: Please provide approximate % of Managers that are from the following groups.

Minority/previously excluded populations

Percentage

Optional unweighted metrics: Approximately what % of management is from the following groups?

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Percentage

What % of the following employment categories are women or individuals from minority or underrepresented populations?

Managers

(Multiple Choice)

Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

Percentage

What % of the following worker groups were hired from communities within 500 miles of company facilities?

Non-managerial full-time workers

(Multiple Choice)

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.

Minority/previously excluded populations

Percentage

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Percentage

What % of the following employment categories are women or individuals from minority or underrepresented populations?

Non-managerial full-time workers

(Multiple Choice)

Optional unweighted metrics: Please provide approximate % of Non-Managerial Full-Time Workers are from the following groups.

Women

Percentage

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.

Minority/previously excluded populations

Percentage

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.

Other underrepresented populations (e.g. individuals in LGBT community; individuals with disabilities; and those from low-income communities)

Percentage

What % of the following employment categories are women or individuals from minority or underrepresented populations?

Non-managerial part-time workers

(Multiple Choice)

Optional unweighted metrics: Please provide approximate % of non-managerial part-time workers are from the following groups.

Women

Percentage

What % of non-managerial full-time and part-time employees are women or from chronically-underemployed communities?

Chronically-underemployed

(Multiple Choice)

What % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.

(Multiple Choice)

What % of senior management is native to the country of operations?

(Multiple Choice)

During the last fiscal year, what % of your Significant Suppliers (on currency basis) had internationally-recognized product certifications?

(Multiple Choice)

What % of your workers are employed in company facilities located in low-income communities?

(Multiple Choice)

What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

(Multiple Choice)

By what % has your worker base grown over the last 12 months?

(Multiple Choice)

Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area?

(Multiple Choice)

What % of the company is owned by the following groups?

Non-profit organization

(Multiple Choice)

What was the equivalent % of revenue donated to charity during the last fiscal year?
(Multiple Choice)

Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?
(Multiple Choice)

What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period?
(Multiple Choice)

Does your company screen and/or evaluate Significant Suppliers for social and environmental impact?
(Multiple Choice)

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?
(Multiple Choice)

Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year.
Number

Please select the types of companies that represent your Significant Suppliers:
(Multiple Choice, May Select Multiple Answers)

Does your company monitor and record volunteer hours of company workers?
(Multiple Choice)

Do you conduct an annual indoor air quality audit of your facilities that includes the following?
(Multiple Choice, May Select Multiple Answers)

If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?
(Multiple Choice)

What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

(Multiple Choice)

What is your current Carbon Intensity for Scopes 1 and 2, measured in tons of CO2/\$million of revenue, including the use of carbon credits or offsets?

(Multiple Choice)

What is your current Carbon Intensity for Scopes 1 and 2 (measured in metric tons of CO2/\$million of revenue), not including the use of carbon credits or offsets?

(Multiple Choice)

Please select the option that best describe how you monitor and record the following emissions:

Scopes 1 and 2 greenhouse gas (GHG) emissions

(Multiple Choice)

Does your company monitor, record and report the following outputs relative to company revenues?

Greenhouse gas emissions

(Multiple Choice)

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

(Multiple Choice, May Select Multiple Answers)

Has your company gone through an environmental review or audit during the last 24 months?

(Multiple Choice)

Has the company increased its % use of low impact renewable energy annually at its corporate facilities?

(Multiple Choice)

What % of the square footage of all company facilities is located in previously constructed buildings?

(Multiple Choice)

From what sources does your company get its electricity?

(Multiple Choice, May Select Multiple Answers)

Does your company have an environmental management system that includes any of the following?

(Multiple Choice, May Select Multiple Answers)

Which best describes a majority of the company's offices and plant facilities' environmental efficiency?
(Multiple Choice, May Select Multiple Answers)

If your company uses any hazardous materials on site, check all of the procedures that your company follows.
(Multiple Choice, May Select Multiple Answers)

Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices?
(Multiple Choice, May Select Multiple Answers)

For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year?
(Multiple Choice, May Select Multiple Answers)

Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?
(Multiple Choice)

Does your company monitor, record and/or report its energy usage?
(Multiple Choice)

Does your company monitor, record and report its energy and water usage, relative to company revenues?

Energy

(Multiple Choice)

What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?
(Multiple Choice)

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?
(Multiple Choice, May Select Multiple Answers)

What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program?
(Multiple Choice)

Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months

Number

Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?
(Multiple Choice, May Select Multiple Answers)

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"?
(Multiple Choice)

What kind of facilities does your business primarily operate in?
(Multiple Choice)

How does your company dispose of a majority of non-hazardous waste/garbage?

(Multiple Choice, May Select Multiple Answers)

Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months
Number

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard mat
(Multiple Choice)

Does the company have a company-wide recovery and recycling program that includes the following?
(Multiple Choice, May Select Multiple Answers)

Does your company have any of the following recycle/reduce/reuse programs?
(Multiple Choice, May Select Multiple Answers)

During the last fiscal year, what % of energy used by your company came from low-impact renewable sources?
(Multiple Choice)

During the last fiscal year, what % of non-reusable hazardous waste was disposed of responsibly, with a documented 3rd party?
(Multiple Choice)

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1
Number

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2
Number

Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3
Number

Total energy used (Gigajoules) during the last 12 months:
Number

Total energy used from renewable resources (Gigajoules) during the last 12 months:
Number

Total square footage of all company facilities
Number

Total water use (liters) during the last 12 months
Number

Has your company purchased any of the following types of carbon credits during the last fiscal year?
(Multiple Choice, May Select Multiple Answers)

Waste Disposed (metric tonnes) during the last 12 months
Number

Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months
Number

Has your company implemented any of the following water conservation methods at your corporate office or plant facilities?
(Multiple Choice, May Select Multiple Answers)
Does your company monitor, record and report its energy and water usage, relative to company revenues?
Water
(Multiple Choice)

Does your company monitor, record and/or report its water usage?
(Multiple Choice)

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following?
(Multiple Choice, May Select Multiple Answers)

Does the company produce a public-facing annual report detailing its mission-related/sustainability performance? If yes, does this report include the following?
(Multiple Choice, May Select Multiple Answers)

Which of the following stakeholder groups are required to participate in regular training on your company's Code of Ethics?
(Multiple Choice, May Select Multiple Answers)
If your company's financial statements were audited or reviewed, what type of individual or entity conducted that review?
(Multiple Choice)

Which of the following apply to your company's Board of Directors or equivalent governing body?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to your company's Board of Directors Audit Committee?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to transparency practices regarding the Board of Directors?
(Multiple Choice, May Select Multiple Answers)

Does the Board of Directors or other formal governing body include members or experts of the following stakeholder groups?
(Multiple Choice, May Select Multiple Answers)

Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or other governing body?
(Multiple Choice, May Select Multiple Answers)

Does your Board of Directors have written responsibility for the following issues?
(Multiple Choice, May Select Multiple Answers)

Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis?
(Multiple Choice)

Does the CEO and his/her direct reports have the following social or environmental mission-related responsibilities or expectations outlined in their job descriptions?
(Multiple Choice, May Select Multiple Answers)

Is the product or service made or sold by your company covered by a warranty or a client protection policy for consumers?
(Multiple Choice)

Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and cc
(Multiple Choice, May Select Multiple Answers)

Does your company have one of the following policies regarding work conduct?
(Multiple Choice)

Which of the following aspects are covered in your Code of Ethics?

(Multiple Choice, May Select Multiple Answers)

Is there an annual conflict of interest questionnaire filled out by all board members and officers?
(Multiple Choice)

Which of the following anti-corruption reporting and prevention systems are in place?

(Multiple Choice, May Select Multiple Answers)

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

Currency

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

Currency

Do your employee training programs include instruction on sustainability principles and practices?

(Multiple Choice, May Select Multiple Answers)

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

(Multiple Choice)

Does your company have a public statement or policy to provide disclosure of executive compensation?

(Multiple Choice)

In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's environmental performance?

(Multiple Choice, May Select Multiple Answers)

Does your company maintain financial data from last fiscal year that can be accessed or viewed by the following?

(Multiple Choice, May Select Multiple Answers)

During the last fiscal year, with which financial reporting standards did your company comply?

(Multiple Choice)

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?
(Multiple Choice)

Does the company produce financials that are verified annually by an independent source through an Audit or Review?
(Multiple Choice)

Does the company have a formal process to share financial information with its full-time employees?
(Multiple Choice, May Select Multiple Answers)

Do all full-time employees have access to written information that identifies all material owners and investors of the company?
(Multiple Choice)

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?
(Multiple Choice)

Does the company maintain any of the following financial controls?
(Multiple Choice, May Select Multiple Answers)

What is the company's highest level of corporate oversight?
(Multiple Choice)

Does your company have any of the following internal engagement practices that focus on the social or environmental mission of your company?
(Multiple Choice, May Select Multiple Answers)

Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental goals?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to your company's Board of Directors or other governing body?
(Multiple Choice, May Select Multiple Answers)

Which of the following apply to your company's Board of Directors or equivalent governing body?
(Multiple Choice, May Select Multiple Answers)

Select the description that best describes your business.
(Multiple Choice)

Does your company have a corporate mission statement, and does it include any of the following?
(Multiple Choice, May Select Multiple Answers)

Net Income
From the fiscal year before last
Currency

Net Income
From the last fiscal year
Currency

If the CEO and direct reports have mission-related responsibilities, what % of them have compensation tied to the social and environmental performance selected?
(Multiple Choice, May Select Multiple Answers)

Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints?
(Multiple Choice)

In cases where there are material breaches to the company's Code of Ethics, does the company have formal written guidelines in place for taking the following actions?
(Multiple Choice, May Select Multiple Answers)

Reporting currency
(Multiple Choice)

Which of the following apply to your shareholder engagement practices?
(Multiple Choice, May Select Multiple Answers)

Total Earned Revenue
From the fiscal year before last
Currency

Total Earned Revenue
From the last fiscal year
Currency

Does the company have a written whistleblower policy?

(Multiple Choice)

Does your product/service benefit underserved populations, either directly or by supporting organizations that directly serve them?

(Multiple Choice)

Which of the following statements are true about your in-need customers/ clients?

(Multiple Choice)

If relevant, which of the following beneficiary groups is your product/service targeting?

(Multiple Choice, May Select Multiple Answers)

What % of customers/end beneficiaries of your product or service are from an underserved population identified previously? If you serve purpose driven respond with the % of your revenues generated from services provided that benefited the previously selected underserved in the last fiscal year.

Percentage

What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day?

Percentage

Which of the following products/services attributes assist in targeting the previously selected underserved communities:

(Multiple Choice, May Select Multiple Answers)

Which of the following best describes how your product/service benefits underserved populations previously described?

(Multiple Choice)

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Businesses/Non-Profits

Number

This is a calculated question based on your previous answers to the following questions: "Which of the following product or service descriptions best describe your product/service?" "What % of your revenues last fiscal year were from products or services that promote education?"

Calculated Percentage

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals.

Chronically discriminated against based on gender, race, color, disability, political opinion, sexual orientation, age, religion, social or ethnic origin

Number

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Communities

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals. Estimates within +/- 5% are acceptable.

Communities

Number

Is your company structured to benefit community stakeholders in any of the following ways?

(Multiple Choice, May Select Multiple Answers)

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

(Multiple Choice, May Select Multiple Answers)

What percentage of your users identify in the following race/ethnicity groups?

Asian

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Black

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Hispanic

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Native American or Alaska Native

Percentage

What percentage of your users identify in the following race/ethnicity groups?

Other

Percentage

What percentage of your users identify in the following race/ethnicity groups?

White

Percentage

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Drug or alcohol dependency

Number

Does the company have plans or policies in place to protect data in case of breach or company sale?

(Multiple Choice, May Select Multiple Answers)

How are your company's privacy clauses and data usage policies disclosed?

(Multiple Choice, May Select Multiple Answers)

Please indicate the education level targeted by your primary product or service.

(Multiple Choice, May Select Multiple Answers)

How does your company assess the quality, effectiveness and/or impact of your product or service delivery?

(Multiple Choice, May Select Multiple Answers)

Do you track and measure longer-term outcomes for users after they complete your company's product or service to ensure continued success?

(Multiple Choice, May Select Multiple Answers)

Which of the following are true with regard to the company's marketing claims?

(Multiple Choice, May Select Multiple Answers)

Which of the following options best describes the outcomes of your product or service?

(Multiple Choice)

Does your company track or measure successful outcomes of your product/service in any of the following ways?

(Multiple Choice, May Select Multiple Answers)

Does your company make the performance or outcomes of your product or service available in any of the following ways?

(Multiple Choice, May Select Multiple Answers)

Do you collect personally identifiable information of learners or other user (e.g. academic information, testing results, instructor actions)?

(Multiple Choice)

How do you protect personal information?

(Multiple Choice, May Select Multiple Answers)

If user satisfaction or a net promoter score is assessed, what are the satisfaction rates or overall score?

(Multiple Choice)

How are the specific needs of users incorporated into the development of your product/service?

(Multiple Choice, May Select Multiple Answers)

Are the success rates of your special interest population outperforming the rates of that population as a whole?

(Multiple Choice)

Has your company set specific targets for product performance/outcomes?

(Multiple Choice, May Select Multiple Answers)

Does your company have a written policy regarding any of the following (consistent with the tenets of the Student Privacy Pledge)?

(Multiple Choice, May Select Multiple Answers)

What support services does your company offer (directly or through partnerships) to ensure impactful implementation of your product/service?

(Multiple Choice, May Select Multiple Answers)

Please indicate the target user(s) of your primary product or service.

(Multiple Choice, May Select Multiple Answers)

If you have a physical location and/or in person interaction with users, how do you ensure the physical safety of users?

(Multiple Choice, May Select Multiple Answers)

Please indicate the percentage of learners demonstrating direct, material positive change as described in your previous response.

Percentage

Please indicate the percentage of material positive outcomes and, if known, the percentage of indirect outcomes on learner performance.

Initial (non-learner performance) outcome of product or service, e.g. improved instruction, lower cost, etc.

Percentage

Please indicate the percentage of material positive outcomes and, if known, the percentage of indirect outcomes on learner performance.

Impact on learner performance as a result of product or service

Percentage

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

(Multiple Choice)

If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved?

(Multiple Choice)

How do you verify that your product contributes to the outcome previously selected?

(Multiple Choice, May Select Multiple Answers)

How do you verify that your product contributes to the outcome previously selected?

(Multiple Choice, May Select Multiple Answers)

Are your company's products or process structured to restore or preserve the environment in any of the following ways?

(Multiple Choice, May Select Multiple Answers)

In what way or ways does your product/service conserve the environment?

(Multiple Choice, May Select Multiple Answers)

Has the company's renewable energy products/services received a third-party verification or certification for carbon offsets?

(Multiple Choice)

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Governments

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals. Estimates within +/- 5% are acceptable.

Governments

Number

Does your institution assess student goals (such as seeking a degree, career change or career advancement) upon institution entry and track student success or not students achieve their goals?

(Multiple Choice, May Select Multiple Answers)

This is a calculated question based on your previous answers: "Special Interest Populations" and "Pell Grant Recipients (or low income students)"

Calculated Percentage

This is a calculated question based on your previous answers: "What is the completion rate within 100% of normal time of students at your institution" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "What is the rate of graduates that have defaulted on their student loans?" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "What percent of students who enrolled in remedial coursework, complete and pass their most recent academic year?" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "What is the student retention rate?" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations"

Calculated Percentage

This is a calculated question based on your previous answers: "Pell Grant Recipients (or low income students)" and "Special Interest Populations With"

Calculated Percentage

This is a calculated question based on your previous answers: "Calculated Special Interest Population with Withdrawn Debt" and "Special Interest Pop
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: Total % of Traditional Population * % of Traditional Population Retention
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Non-Pell Grant Recipients" and "Traditional Students"
Calculated Percentage

This is a calculated question based on your previous answers: "Traditional Students" and "Calculated Traditional populations withdrawn with debt"
Calculated Percentage

Which of the following apply to your institution's community engagement? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students from each populat
institution's primary award level?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students from each populat
institution's primary award level?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students from each populat
institution's primary award level?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students from each populat
institution's primary award level?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 150% of normal time of students at your institution
Percentage

What is the completion rate within 150% of normal time for each race group below at your institutions primary undergraduate award level?

Asian

Percentage

What is the completion rate within 150% of normal time for each race group below at your institutions primary undergraduate award level?

Black

Percentage

What is the completion rate within 150% of normal time for each race group below at your institutions primary undergraduate award level?

Hispanic

Percentage

What is the completion rate within 150% of normal time for each race group below at your institutions primary undergraduate award level?

Native American or Alaska Native

Percentage

What is the completion rate within 150% of normal time for each race group below at your institutions primary undergraduate award level?

Other

Percentage

What is the completion rate within 150% of normal time for each race group below at your institutions primary undergraduate award level?

White

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the completion rate within 100% of normal time of students at your institution

Percentage

What is the average debt burden for:

All graduates

Number

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 1

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 2

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 3

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 4

(Multiple Choice, May Select Multiple Answers)

Please indicate whether the average earnings of graduates in each of your institution's five largest programs (by enrollment) is at least 300% above the individual. Answer for all that is tracked. See help text for further information

Program 5

(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What is the rate of graduates that have defaulted on their student loans?

Percentage

How does your institution engage in partnerships with other institutions of higher education? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Which of the following apply with respect to student civic engagement opportunities? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution compare graduates' earnings to regional averages by program or degree?
(Multiple Choice)

Which of the below policies or practices does your institution use to ensure accurate marketing materials?
(Multiple Choice, May Select Multiple Answers)

Does your institution do any of the following to assess and manage the relationship between institutional marketing and student experiences/outcomes?
(Multiple Choice, May Select Multiple Answers)

With regard to student retention, which of the following are true? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution have a specific mission to serve any of the following special interest populations?
(Multiple Choice, May Select Multiple Answers)

How many awards did your institution confer in the most recent academic year?
Associate's degree
Number

How many awards did your institution confer in the most recent academic year?
Bachelor's degree
Number

How many awards did your institution confer in the most recent academic year?
Doctoral degree
Number

How many awards did your institution confer in the most recent academic year?

Master's degree

Number

How many awards did your institution confer in the most recent academic year?

Other

Number

How many awards did your institution confer in the most recent academic year?

Post-baccalaureate certificate

Number

How many awards did your institution confer in the most recent academic year?

Professional certification

Number

How many awards did your institution confer in the most recent academic year?

Professional Degrees

Number

How many awards did your institution confer in the most recent academic year?

Subbaccalaureate certificate of more than one year

Number

How many awards did your institution confer in the most recent academic year?

Subbaccalaureate certificate of less than one year

Number

With regard to graduates' employment records, has the institution done any of the following? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What percent of students who were enrolled in remedial coursework, complete and pass most recent academic year?

Percentage

Please indicate the percentage of overall institution expenditures in the following categories.

Administration

Percentage

Please indicate the percentage of overall institution expenditures in the following categories.

Direct Services to Students

Percentage

Please indicate the percentage of overall institution expenditures in the following categories.

Marketing/Recruitment

Percentage

Please indicate the percentage of overall institution expenditures in the following categories.

Other (please specify)

Percentage

Please indicate the percentage of overall institution expenditures in the following categories.

Public Service and Research

Percentage

This is a calculated question based on your previous answers: "Direct Services to Students" Plus "Public Service and Research"

Calculated Percentage

What percent of graduates in each population at your institution's primary award level go on to employment, additional education (including transfer) year of program completion?

Pell Grant Recipients (or low income students)

(Multiple Choice)

This is a REQUIRED question for accurate assessment scoring: What percent of graduates from each population below are on track to repay their loans origination?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from each population below who were enrolled in remedial cc passed college-level courses in the most recent academic year?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from the below populations have withdrawn with debt incurred institution in the past three years?

Pell Grant Recipients (or low income students)

Percentage

Were your institution to lose federal funding, what percentage of your current revenue would still be available?

(Multiple Choice)

What percentage of your revenue comes from government funds?

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

First-generation college students

Percentage

This is a REQUIRED question for accurate assessment scoring: What percentage of the total student population falls in one of the above special interest percentage does not (traditional students)?

Special Interest Populations

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Underrepresented minorities

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

GED recipients

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Military veterans

Percentage

This is a REQUIRED question for accurate assessment scoring: What percentage of the total student population falls in one of the above special interest categories? (traditional students)?

Traditional Students

Percentage

What percentage of students used the following service in the last academic year?

Initial Academic advising, including mapping out a degree path with specific courses

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Academic advising at determined intervals (such as once per semester)

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Admissions counseling to prepare students for non-traditional modes of instructional delivery

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Career counseling

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Financial literacy courses or resources

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Intensive orientation and/or first-year counseling

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Flexible payment options, such as: multiple installment plans, modification options during the semester, or deferred payment under designated circumstances

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Mentoring

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Personal counseling

(Multiple Choice)

What percentage of students used the following service in the last academic year?

Personalized loan entrance counseling

(Multiple Choice)

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Students with some college, but no degree upon entry who have not enrolled in higher education in the past three years

Percentage

What percent of graduates in each population at your institution's primary award level go on to employment, additional education (including transfer), or the military within one year of program completion?

Non-Pell Grant Recipients

(Multiple Choice)

This is a REQUIRED question for accurate assessment scoring: What percent of graduates from each population below are on track to repay their loans within 12 months of origination?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from each population below who were enrolled in remedial courses in the most recent academic year passed college-level courses in the most recent academic year?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students from the below populations have withdrawn with debt incurred at your institution in the past three years?

Non-Pell Grant Recipients

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Asian

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Black

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Hispanic

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Native American or Alaska Native

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

Other

Percentage

What is the percentage of total student enrollment for each race group below at your institutions primary undergraduate award level?

White

Percentage

What percent of graduates at your institution's primary award level goes on to employment, additional education (including transfer) or the military within one year of program completion?

(Multiple Choice)

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Pell Grant Recipients (or low income students)

Percentage

What percentage of the total student population are part of the below special interest populations? (may total more than 100%)

Low-income, poor, or very poor students

Percentage

This is a REQUIRED question for accurate assessment scoring: What percent of students in the past three year have withdrawn with debt incurred by a federal student loan?

Percentage

With regard to program completion, which of the following are true? (check all that apply)

(Multiple Choice, May Select Multiple Answers)

What policies are in place to ensure that faculty remain current in their field and are only assigned to courses they are qualified to teach?
(Multiple Choice, May Select Multiple Answers)

Which of the following policies/practices have been implemented to improve or maintain educational quality?
(Multiple Choice, May Select Multiple Answers)

Which of these types of awards is the primary award offered?
(Multiple Choice)

With respect to employment outcomes, does the institution undertake any of the following activities? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution have any of the below written policies governing protocol for contacting prospective students?
(Multiple Choice, May Select Multiple Answers)

With regard to remedial education courses and supports, which of the following are true? (check all that apply)
(Multiple Choice, May Select Multiple Answers)

Does your institution require acknowledgement from students that they have seen any of the following program-level information before enrollment?
(Multiple Choice, May Select Multiple Answers)

This is a REQUIRED question for accurate assessment scoring: What is the retention rate of students from each of the below populations?

Pell Grant Recipients (or low income students)

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the retention rate of students from each of the below populations?

Non-Pell Grant Recipients

Percentage

This is a REQUIRED question for accurate assessment scoring: What is the student retention rate?

Percentage

Does your institution do any of the following with regard to student satisfaction?

(Multiple Choice, May Select Multiple Answers)

Which of the following does your institution provide to prospective/enrolled students?

(Multiple Choice, May Select Multiple Answers)

How many awards did your institution confer in the most recent academic year?

TOTAL

Number

Which of the following types of awards does your institution offer?

(Multiple Choice, May Select Multiple Answers)

Which of the following information does your institution provide for each program within 1-2 clicks of the program's homepage?

(Multiple Choice, May Select Multiple Answers)

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Homelessness

Number

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Households

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals. Estimates within +/- 5% are acceptable.

Households

Number

If relevant, how many customers/clients served in the last 12 months quality as poor or very poor, with incomes below \$2/day? Do not double-count households, do not also report the number of individuals in those 5 households). Esti

Households

Number

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Immigrants, displaced persons or refugees

Number

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Incarceration or Criminal History

Number

How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Individuals

Number

How many customers/clients served quality in the previously selected underserved populations during the last 12 months? Do not duplicate individuals. Estimates within +/- 5% are acceptable.

Individuals

Number

If relevant, how many customers/clients served in the last 12 months quality as poor or very poor, with incomes below \$2/day? Do not double-count households, do not also report the number of individuals in those 5 households). Esti

Individuals

Number

Calculated Question: (% of users from special interest population) * (Initial Outcome Creation)

Calculated Percentage

If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? the following, if tracked:

kWh generated with cleaner alternative

Number

How many of the previous statements in the previous question are true about your business?

(Multiple Choice)

If yes, please indicate which of the following statements below are true.

(Multiple Choice, May Select Multiple Answers)

Is your company a community based business, focused on serving your local economy?

(Multiple Choice)

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Low-income, poor or very poor

Number

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

(Multiple Choice)

Does your company also measure and manage the negative or unintended outcomes generated by this business model?

(Multiple Choice)

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be main of company ownership?

(Multiple Choice)

Calculated Question: (% of users from special interest population) * (User Needs Based Design)

Calculated Percentage

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Other

Number

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified "underemployed" during the last 12 months. Do not double count individuals.

Physical or mental disability

Number

Does your product/service address a social or economic problem for or through your customers?

(Multiple Choice)

This is a calculated question based on your previous answers: "Which of the following best describes how your product/service benefits underserved previously?" and "What % of customers/end beneficiaries of your product or service are from an underserved population identified previously?"

Calculated Percentage

Which of the following product or service descriptions best fit your company?

(Multiple Choice)

If relevant, select which of the following impoverished communities your company serves:

Low Income

(Multiple Choice, May Select Multiple Answers)

If relevant, select which of the following impoverished communities your company serves:

Poor

(Multiple Choice, May Select Multiple Answers)

If relevant, select which of the following impoverished communities your company serves:

Very poor

(Multiple Choice, May Select Multiple Answers)

This is a calculated question based on your previous answers: "What were your total revenues last fiscal year from educational products or services?" last fiscal year"

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Direct Outcomes for Learners)

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Outcomes for Learner Performance)

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Special Interest Populations Outcomes)

Calculated Percentage

Calculated Question: (% of users from special interest population) * (Quality Assessment)

Calculated Percentage

Does your company source from and/or provide support to populations in low-income, poor, or very poor markets through your supply chain purchi

(Multiple Choice, May Select Multiple Answers)

Total Number of Customers

Individuals:

Number

Total Number of Customers

Organizations:

Number

What types of training or activities are available to employees from chronically underemployed populations?

(Multiple Choice, May Select Multiple Answers)

This is a calculated question based on previous answers to "Calculated % of Beneficiaries from underserved populations" and "If your beneficiaries are which of the following underserved populations do they belong to? If you are a business-to-business focused company, which of the following popu beneficiaries?"

Calculated Percentage

If your beneficiaries are underserved individuals, which of the following underserved populations do they belong to? If you serve organizations that s of the following populations are your client's beneficiaries?

(Multiple Choice)

If tracked, what percentage of learners impacted belong to an underrepresented or in need population?

Percentage

If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified underemployed" during the last 12 months. Do not double count individuals.

Violence--including political, gang, or domestic

Number

Is your company structured to benefit its employees in the following way?

(Multiple Choice, May Select Multiple Answers)

Which of the following does your company provide to chronically-underemployed workers?

(Multiple Choice, May Select Multiple Answers)

This is a calculated question based on your previous answers: "Did you select three or more options for question "Which of the following does your company provide to chronically-underemployed workers?" and "What % of your total workforce (including full-time, part-time, temporary) are from chronically-underemployed communities and receive the selections perviously?"

Calculated Percentage

This is a calculated question based on your previous answers: "What types of training or activities are available to employees from chronically underemployed communities and receive the previous question?" and "What % of your employees have barriers to employment and participated in the previously selected training or activities?"

Calculated Percentage

Which job type describes a majority of the workers at your company from chronically underemployed communities?

(Multiple Choice)

Do you track workers that have completed your workforce development program to gauge their "success" post-program/intervention?

(Multiple Choice)

What % of workers are gainfully employed in full-time permanent positions 3 years after completing the program?

Percentage

What is the main barrier to employment that your company targets through its hiring practices?

(Multiple Choice, May Select Multiple Answers)

Does your company have an intentional training program to improve career opportunities for chronically underemployed workers, leading either to placement with your company or placement with other businesses?

(Multiple Choice)

Did you select three or more options for the previous question?

(Multiple Choice)

During the last 12 months, on average how many total hours of training were provided to individuals that participated in the workforce development program?

Number

How many individual workers from chronically-underemployed communities were employed by the company and receiving the previously mentioned training during the last 12 months?

Number

How many individual workers from chronically-underemployed communities participated in workforce development programs by the company during the last 12 months?

Number

During the last 12 months, what % of chronically-underemployed workers that went through your company's workforce development program "graduate" to other gainful employment?

Percentage

What % of your employees have barriers to employment and participated in the previously selected training or activities?

Percentage

What % of your total workforce (including full-time, part-time, temporary) are from chronically-underemployed communities and receive the previous question?

Percentage

Are any of the following benefits provided to employees to supplement government programs?

(Multiple Choice, May Select Multiple Answers)

During the last 12 months, what was the average amount of training that a newly hired worker received?

(Multiple Choice)

What % of employees are eligible for health care benefits either through company or government plan?

(Multiple Choice)

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?

(Multiple Choice)

In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base?
(Multiple Choice)

Which of the following are true about the company's bonus plan:
(Multiple Choice, May Select Multiple Answers)

Which of the following are true of career development and promotion policies and practices?
(Multiple Choice, May Select Multiple Answers)

Have your company's human rights and labor practices been certified or reviewed by an independent third party during the last 12 months?
(Multiple Choice, May Select Multiple Answers)

Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive m:
the market?
(Multiple Choice)

Does the company do any of the following regarding worker satisfaction / engagement?
(Multiple Choice, May Select Multiple Answers)

Does your company have a written employee handbook that workers have access to and includes the following information?
(Multiple Choice, May Select Multiple Answers)

Does your company have a written employee handbook that workers have access to and includes any of the following information?
(Multiple Choice, May Select Multiple Answers)

What % of employees have been internally promoted within the last 12 months?
(Multiple Choice)

What percent of your employees are 'Satisfied' or 'Engaged'?
(Multiple Choice)

Does the company provide any of the following financial products or services that help to meet urgent needs of employees, discourage predatory lending, or encourage savings?

(Multiple Choice, May Select Multiple Answers)

Which of the following flexible workplace practices occurred in the past 12 months?

(Multiple Choice, May Select Multiple Answers)

Has the company identified one of the following designated agents to mediate complaints / issues between workers or workers and management?

(Multiple Choice, May Select Multiple Answers)

What % of all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or participate in an ESOP or other equity plans in the company?

(Multiple Choice)

What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

(Multiple Choice)

Do company policies support any of the following health and wellness initiatives above insurer-provided programs?

(Multiple Choice, May Select Multiple Answers)

Does the company's healthcare plan available to all full-time workers include any of the following?

(Multiple Choice, May Select Multiple Answers)

Does the company's healthcare plan available to all full-time workers include any of the following practices?

(Multiple Choice, May Select Multiple Answers)

Which of the following best describes the provision of healthcare in the country where the majority of employees reside?

(Multiple Choice)

Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months?

(Multiple Choice)

Which of the following is true of intern hiring practices?

(Multiple Choice, May Select Multiple Answers)

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?

(Multiple Choice, May Select Multiple Answers)

Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers?
(Multiple Choice, May Select Multiple Answers)

What % of positions above entry level have been filled with internal candidates in the last 12 months?
(Multiple Choice)

Are the majority of your employees paid on a fixed salary or a daily/hourly wage?
(Multiple Choice)
Are all your full-time, part-time, and temporary workers paid above minimum wage?
(Multiple Choice)

How many paid days off (including holidays) do full-time employees receive annually?
(Multiple Choice)
What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government?
(Multiple Choice)

What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government?
(Multiple Choice)

What is the minimum number of weeks tenured workers are offered paid secondary caregiver leave, either through the company or a government plan?
(Multiple Choice)

What is the minimum paid secondary caregiver leave offered to tenured workers either through the company or the government?
(Multiple Choice)

What is the minimum tenure required to be eligible for health care benefits for hourly workers?
(Multiple Choice)

What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker?
(Multiple Choice)

What multiple is the highest compensation (inclusive of bonus) as compared to the median compensation for full-time employees within the lowest c
the past fiscal year?
(Multiple Choice)

If you have a written non-discrimination policy, which of the following are covered in hiring and in the workplace?
(Multiple Choice, May Select Multiple Answers)

Number of Total Full-Time Workers
Current Total Full-Time Workers
Number

Number of Total Full-Time Workers
Total Full-Time Workers 12 months ago
Number

Number of Total Part-Time Workers
Current Total Part-Time Workers
Number

Number of Total Part-Time Workers
Total Part-Time Workers 12 months ago
Number

Number of Total Temporary Workers
Current Total Temporary Workers
Number

Number of Total Temporary Workers
Total Temporary Workers 12 months ago
Number

This is a calculated question based on your previous answers: "Current Total Full-Time Workers" plus "Current Total Part-Time Workers"
Calculated Number

This is a calculated question based on your previous answers: "Total Full-Time Workers 12 months ago" plus "Total Part-Time Workers 12 months ago"
Calculated Number

This is a calculated question based on your previous answers: "Current Total Temporary Workers" plus "Total FT and PT Workers in the last reporting period"
Calculated Number

This is a calculated question based on your previous answers: "Total FT and PT Workers 12 months ago" plus "Total Temporary Workers 12 months ago"
Calculated Number

How many paid days off (including holidays) do full-time employees receive annually?
(Multiple Choice)

How many paid days of professional development do the majority of full time workers receive (in a single year)?
(Multiple Choice)

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?
(Multiple Choice)

What % above the minimum wage did your lowest-paid worker receive during the last fiscal year?

(Multiple Choice)

What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year?

(Multiple Choice)

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities to enhance performance during the last fiscal year?

(Multiple Choice)

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

(Multiple Choice)

What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year?

(Multiple Choice)

What % of full-time workers are enrolled in a health care plan offered by your company?

(Multiple Choice)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to all full-time and part-time workers (excluding bonuses, commissions, and overtime) during the last fiscal year?

(Multiple Choice)

Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year?

(Multiple Choice)

What % of employees have received specialized training on policies and procedures concerning aspects of labor/human rights that are relevant to the company?

(Multiple Choice)

What % of total full-time, part-time, and temporary workers (excluding interns) employed in company facilities are paid a living wage or above?

(Multiple Choice)

What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year?

(Multiple Choice)

What % of hourly and salaried part-time workers who work more than 20 hours a week are enrolled in the private health care plan offered by your company?

(Multiple Choice)

How did the average percentage increase of executive compensation compare to that of non-executive compensation?

(Multiple Choice)

What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)?

(Multiple Choice)

What % of the company is owned by full-time workers who are non-executive employees and non-founders?
(Multiple Choice)

For what % of terminated full-time employees are formal outplacement services provided?
(Multiple Choice)

For what % of terminated full-time employees are formal outplacement services provided?
(Multiple Choice)

Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following?
(Multiple Choice, May Select Multiple Answers)

Which of the following are true of your occupational health and safety policies?
(Multiple Choice, May Select Multiple Answers)

At what juncture do your part time employees qualify for health care benefits?
(Multiple Choice)

Do new and existing managers get regular training and coaching on the following?
(Multiple Choice, May Select Multiple Answers)

Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply?
(Multiple Choice, May Select Multiple Answers)

Do employees have access to any of the following savings programs for retirement?
(Multiple Choice, May Select Multiple Answers)
Which of the following best describes the flexibility of scheduling process for hourly workers?
(Multiple Choice, May Select Multiple Answers)

Which of the following supplementary benefits are offered to employees?
(Multiple Choice, May Select Multiple Answers)

What is the minimum amount of severance offered in practice and in writing to all full-time tenured workers?
(Multiple Choice)
Which of the following supplementary benefits are offered to employees?
(Multiple Choice, May Select Multiple Answers)

Which supplementary benefits are provided to a majority of non-managerial workers?
(Multiple Choice, May Select Multiple Answers)
Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?
Skills-based training to advance core job responsibilities
(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?
Skills-based training to advance core job responsibilities
(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?
Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for n
(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?
Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for n
(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?
Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)
(Multiple Choice)

Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?
Training on life skills for personal development (i.e. literacy, personal financial planning, etc.)
(Multiple Choice)

What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government?
(Multiple Choice)

During the last fiscal year, did all full-time and part-time workers receive an increase to their salary/wages (excluding bonuses) that at least meets the ir
(Multiple Choice)

If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives to increase wages or benefits to v
country/industry?
(Multiple Choice)

Is there a written performance review for any of the following workers?
(Multiple Choice, May Select Multiple Answers)

Is there a written performance review for any of the following workers?
(Multiple Choice, May Select Multiple Answers)

Which of the following is included in your company's termination policy?
(Multiple Choice)
What is the average tenure of your current workforce?
(Multiple Choice)

What is the average tenure of your current workforce?
(Multiple Choice)

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?
(Multiple Choice, May Select Multiple Answers)

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2
1
19
13

3
9
4
4
4
1
9
9
7
8
25
5
3
2
1
1
1

7
6
3
5
8
5

Answer Options

5-10%
 >10%
 2.5-4.9%

>10%
 5-10%

>10%
 5-10%

None of the above
 A cooperative bank or credit union
 A local bank committed to serving the community

50%+

0%
 25-39%
 25-49%
 40-49%
 1-9%

2,322,258 (Laureate Headquarters only, excluding donations by subsidiaries)

BUSINESS OR TRADE ASSOCIATIONS

Chamber of Commerce

Cooperatives

Local academic institutions

Governmental Institutions

Other (describe)

Company provided facilities for community events or trainings

Other innovative engagement practices (please describe)

Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in

Company has public facing partnership with a service/charitable organizations

None of the above

OTHER (PLEASE DESCRIBE)

Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards

Yes, company has provided active staff time or financial support

Yes, and efforts resulted in a specific institutional, industry or regulatory reform

Yes, company has worked with other industry players on a cooperative initiative

Yes, company has offered support in name and/or signed petitions

None of the above

NONE OF THE ABOVE

Gender inclusiveness

Individuals with disabilities

LGBT community

Minorities

Other underrepresented groups (please describe)

1-5%

6-15%

1-24%

50-74%

Don't know

25-49%

10-19%

0%

Don't Know

20-29%

Don't Know

Screened for negative practices or regulatory non-compliance (e.g. no child labor)

Screened for positive practices (e.g. environmentally-friendly manufacturing process; excellent labor practices, etc)

No formal screening process in place

Screened for positive practices beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.

Volunteer and pro bono service

Cash and in-kind donations (excluding political causes)

Matching individual workers' charitable donations

Other (please describe)

Community development programs

Donations (excluding for political causes) and in-kind contributions

Pro bono service (e.g. consulting projects, management overhead)

Volunteering during paid working hours

Allowing workers and/or customers to select charities to receive company's donations

Statement on the intended social or environmental impact of company's charitable contributions

Community-based investments

Matching individual workers' charitable donations as an effort to encourage charitable giving

Formal donations commitment (e.g. 1% for the planet)

Do not offer paid or unpaid time off

Non-paid time off

Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)

Paid time off

20 hours or more a year of paid time off

Yes

Yes

No

Don't know

Yes

No

Formal routine process for independent contractors to receive post-project/contract performance feedback

Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting

Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company

Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)

N/A - We haven't used independent contractors in the last year

We have independent contractors, but have not engaged in any of these practices

Written preference at each facility to purchase from local suppliers

Ready-to-use lists of preferred local suppliers/vendors for specific facilities

Preference for hiring and recruiting local staff (management and non-management) with training for employees

Written preference for hiring and recruiting local managers with equitable compensation

Other (please describe)

No written local purchasing strategy in place

No written local purchasing or hiring policy in place

Incentives for staff to live within 40 km of local company facility

1-24%

25-49%

Conducted a study or assessment of local community social and environmental impacts
Engaged broad range of stakeholders in study or assessment, including consultation with any individuals from underserved populations
Identified negative and positive impacts (actual or potential)
Implemented action plan to prevent or mitigate negative impacts
No assessment undertaken
Publicly disclosed assessment results including potential and actual impacts

No
Don't know

Yes

Yes
0%
1-9%
10-24%
40-49%
50%+
1-9%
40-49%
25-39%
10-24%
0%
Don't know
10-24%
1-9%
25-49%
50%+

Yes
50%+
25-39%
40-49%
1-9%

662.8 (Average)

53.2 (Average)

103.3 (Average)

82.2 (Average)

511.1 (Average)

256.8 (Average)

Company visits majority of significant suppliers on site

Significant Suppliers are evaluated based on company's own criteria

Significant Suppliers are evaluated based on specific social and environmental performance standards that are best-in-class for your industry (ISO, SA8000, etc.)

No formal supplier monitoring and evaluation process

Documented policy to visit majority of suppliers every year to review social and environmental performance

None of the above

Other (please describe)

Specific environmental criteria required

Specific social criteria required

Don't know

0%

6.6 (Average)

15.6 (Average)

0 (Average)

27.5 (Average)

0 (Average)

0 (Average)

0 (Average)

Don't know

0%

1-9%

1-4%

0 (Average)

75%+

1-9%

2.3 (Average)

11 (Average)

50%+

40-49%

10-24%

25-39%

31 (Average)

<20%

20-39%

60%+

40-59%

Don't know

20%+

1-4%

15-19%

0%

Don't know

10-24%

25-39%

40-49%

1-9%

75%+

10-24%

50-74%

14.5 (Average)

31.5 (Average)

0.5 (Average)

50%+

49.3 (Average)

75%+

10-24%

50-74%

36.5 (Average)

1 (Average)

50%+

60 (Average)

46.5 (Average)

52 (Average)

50%+

66.3 (Average)

Don't know

1-9%

0%

10-24%

50%+

100%

75-99%

25-74%

1-9%

N/A

10-24%

Don't know

95%+

75-94%

<49%

Don't know

1-24%

50-74%

25-49%

30%+

<10%

Don't Know

Don't Know

0%

1-9%

1-17%

0% (Has not grown on a net basis)

0% (Has not grown on net basis)

1-5%

>15%

6-15%

25%+

15-24%

N/A- Ethnic data is not available or illegal to be tracked in your area

No

Don't know

0%

NO donations last FY
0.1-0.4% of revenues
0.5-1% of revenues
2.5-5% of revenues
5%+ of revenues
1.1-2.4% of revenues

N/A: Such policies are illegal in my country of operations
No

.1-.9% of time
1-2.4% of time
2.5-5% of time
Don't know / not monitored

No
Yes
Don't know
30%+
20-29%
10-19%
1-9%
0%

21871.6 (Average)

Marketing/Advertising
Office Supplies
Other
Technology
Benefits Providers
Product Manufacturers
Professional Service Firms (Consulting, Legal, Accounting)
Farms
Raw materials

We do not currently monitor and record our hours contributed
Our company monitors and records hours contributed (no increase targets)
Our company monitors hours contributed and has met specific increase targets during the reporting period
Our company monitors hours contributed and has specific increase targets

Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces
No smoking within 25 feet of building entrances
Temperature and relative humidity levels in compliance with ASHRAE Standard 55
None of the above
Compliance with Operations and Maintenance Section 8 via documented O&M records
Compliance with Table 5.1, Air Intake Minimum Separation Distances
HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass

N/A - No carbon offsets purchased
0%

Don't Know

0%

21-40

Don't know

Don't know

21-40

Company does not currently monitor and record emissions

N/A

Company monitors and records emissions (no reduction targets)

Company does not currently monitor and record emissions

Company monitors and records emissions and has specific reduction targets

Non-toxic janitorial products

Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)

Unbleached / chlorine free paper products

None of the above

Other (please describe)

No

3rd party-conducted review

Internal Review

3rd party-conducted audit

Yes

No

100%

25-49%

50-74%

75-99%

1-24%

0%

Municipal power grid (sources unknown/not renewable)

Bio-fuel or other clean/renewable based generators

Diesel-generators

Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale hydropower)

Renewable energy sources (including on-site renewable)

Other (describe)

None of the above

Policy statement documenting the organization's commitment to the environment

Environmental policy statement documenting the organization's commitment to the environment

Monitoring and reporting of progress on key aspects' reduction targets

Programming designed, with allocated resources, to achieve these targets

Stated objectives and reduction targets for key environmental aspects of the organization's operations

Assessment undertaken of the environmental impact of the organization's business activities

Periodic compliance and auditing to evaluate programs conducted

Programming designed, with allocated resources, to achieve these targets

Stated objectives and targets for environmental aspects of the organization's operations

No environmental management system

Internal or external assessment undertaken of the environmental impact of your company's business activities

Other (describe)

Periodic compliance and auditing to evaluate impact of activities

Policy statement documenting the company's commitment to the environment

Stated objectives and targets exist for environmental aspects of your company operations

3rd party auditing and certification of EMS

Completed assessment of the environmental aspects and impacts of the organization's business activities, including upstream and downstream emis:

Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy use)

Buildings use systems to monitor and improve air quality (e.g. increased ventilation)

Building construction and/or operations make use of sustainable materials (e.g. reclaimed products)

Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)

New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterways)

Other (describe)

None

Buildings are LEED certified or LEED equivalent certified

All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal

All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities

Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work

N/A

None of these procedures

N/A

Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)

Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.

None of the above

Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.

HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paneled Windows / etc.

Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.

Don't know

15-20%

1-4%

5-9%

0%

We do not currently monitor and record usage

We monitor and record usage (no reduction targets)

We monitor and report usage, and have specific reduction targets

We monitor and record usage, and have specific reduction targets

We monitor and record usage, and have specific reduction targets

We monitor and record usage (no reduction targets)

<50% (some equipment)

50%+ (majority of equipment)

100% (all equipment)

Office supplies

Paper

Building and construction

Cleaning

Food or food services

Electronics

Meetings and conferences

Other (please describe)

Carpets

Landscaping

Product input materials

<20%

20-49%

80%+

966.3 (Average)

Company has a written policy limiting corporate travel

Employees are encouraged to use virtual meeting technology to reduce in person meetings

Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)

Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work

No
Yes
NA

Leased office space
Company owned office space
3rd party garbage collection, no certification for disposal
Municipal garbage collection

518365 (Average)

yes

No

>80%

41-60%

61-80%

<20%

Cardboard

Glass & metal

Paper

Plastic

Composting

None

A written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins

Company recycles and reuses materials on premises, with clearly-marked bins for use

Other (describe)

1-9%

50%+

1-24%

0%

10-24%

75-99%

50-74%

yes

100%

Don't know

90-99%

No

<90%

1126.7 (Average)

96355.4 (Average)

3255.1 (Average)

25375690.9 (Average)

26547.8 (Average)

519319.8 (Average)

17551273.7 (Average)

None

441.6 (Average)

97.4 (Average)

Low-flow faucets/taps, toilets/urinals, showerheads

Low-volume irrigation

Harvest rainwater

Other (describe)

Water recycling/reuse during the production process

We monitor and record usage, and have specific reduction targets

We monitor and record usage (no reduction targets)

We do not currently monitor and record usage

We do not currently monitor and record our usage

We monitor and record usage (no reduction targets)

We monitor and record usage, and have specific reduction targets

We monitor usage and have met specific reduction targets during the last fiscal year

Energy efficiency improvements

Waste reduction programs (including recycling)

Water efficiency improvements

Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)

No public reporting on social or environmental performance

Clear descriptions of your mission-related activities

Consistent variables of measurement which allow comparisons to previous years

Quantifiable results from your mission (e.g. lbs of carbon offset)

Quantifiable targets related to your mission

Information is presented in a formal report that allows comparison to previous time periods

Specific quantifiable social and/or environmental indicators or outcomes are made public

Information is shared/updated annually

None - My company does not produce a public-facing mission-related annual report

A third party has validated the information shared

Input from relevant stakeholder groups to help determine what information to report

Third-party validation/review

Quantifiable results from your mission (e.g., lbs of carbon offset)

Financial and sustainability information in an integrated report

Quantifiable targets related to company's mission

All employees

All managers

Board members

Executives and senior managers

Subsidiaries

Business partners, contractors and suppliers

Internationally-accredited auditing firm or CPA/CFA

Has a Compensation Committee with at least 1 independent member
Has an Audit Committee with at least 1 independent member
Oversees executive compensation
Includes at least 1 independent member
Meets at least quarterly
Reports members names and relation to company transparently to public
Has a Compensation Committee with at least one independent member
Has an Audit Committee with at least one independent member
Includes at least one independent member
Includes at least 50% independent members
None of the above
Committee meets at least quarterly
Procedures are in place for internal auditors to report directly to the Audit Committee in the case of concerns regarding the accuracy and integrity of t
All audit and non-audit fees of the independent auditor are disclosed
N/A - No Audit Committee
All Audit Committee members are independent
Company publicly reports members names, bios/CVs and relationship, including any conflict of interest with the company
None of the above
Company publicly reports remuneration of board members and chief executive
Company publicly reports attendance rate of board meetings
None of the above
Community expertise (e.g. local university representative)
Customers
Executive employee representative
Non-executive employee representative
None
Environmental expertise (e.g. environmental nonprofits)
Executive employee representative
Non-executive employee representative
None of the above
Community expertise (e.g. local universities)
Customers
Approving annual budgets, overseeing major capital expenditures and general risk management
Guiding corporate strategy, setting strategic goals and major plans of action
Overseeing executive compensation
Overseeing the company's social and environmental mission, with specific goals and targets (if no mission statement, do not select this option)
Other

Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
Yes - The Board receives a general update on the company's social and/or environmental performance
No
Yes
Yes, CEO/President compensation
Yes, other senior management team member(s) compensation
Community engagement (including volunteering/charitable giving)
Serving consumers in need
Environmental performance
Human rights & labor performance (including supply chain)
Other social or environmental innovation (please describe)
No
None of the above

No
Yes

we communicate changes to the Code whenever it is updated
We instruct all newly hired workers on the Code
We instruct all non-managerial workers on the Code on an ongoing basis
We instruct managers on the Code on an on-going basis
We instruct the Board of Directors on the Code at least annually
We instruct managers on the code on an on-going basis
Other (please describe)

A written Code of Business Conduct that explicitly establishes behavioral expectations for the organization and that includes a statement against bribes
Bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices are prohibited
Financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations and advocacy groups are publicly disclosed
Formal oversight policy covering direct or indirect political contributions, charitable donations and sponsorships

Other (please describe)

No

Yes

require or anonymous mechanism to report grievances/concerns

Individual or department oversight with direct access to Board of Directors

Other (please describe)

Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible and circulated to all employees

An accessible written whistle-blowing policy that provides legal protection and strict confidentiality for employees

Whistle-blowing policy easily accessible and circulated to all employees and business partners

Written employee whistle-blowing policy with strict confidentiality policy

336957000 (based on response from Laureate Education Inc.)

382,893,000 (based on response from Laureate Education Inc.)

Only informal inclusion in orientation, training and/or instruction

Specific, formal training integrated into new employee and new manager training

Specific, formal training integrated into ongoing employee and manager training

Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team

Yes, sustainability principles and practices are integrated into new employee and new manager training

Yes, sustainability principles and practices are integrated into ongoing employee and management training

Yes, majority of workplace teams articulate goals and achievements on sustainability metrics

No, sustainability is seldom, if ever, used in training

0

50-99%

100%

1-49%

No

Yes

Meetings or other engagement mechanisms with social or environmental advocacy groups

Third party or anonymous surveys about social/environmental performance

Annual stakeholder meeting

Online stakeholder forum to provide/report social or environmental concerns or feedback

At least annual meetings or other engagement mechanisms with local community members

Third party or anonymous surveys

Other (please describe)

At least annual meetings or other engagement mechanisms with social or environmental advocacy groups

Meetings or other engagement mechanisms with local community members

No formal stakeholder engagement

Shared with all managers

IFRS (International Financial Reporting Standards, via the International Accounting Standards Board)

GAAP (Generally Accepted Accounting Principles, via independent U.S. standards body)

Yes

Yes, through a review

Yes, through an audit

Yes - the company shares financial information in employees work for them

Yes - the company discloses all financial information (except salary info) at least yearly

Yes - The company discloses all financial information (except salary info) at least quarterly

Yes - The company discloses all financial information (except salary info) at least yearly

Yes- In addition to sharing financials the company also has an intentional education program around shared financials

No

Yes - the company discloses all financial information (except salary info) at least quarterly

Yes - Company discloses all financial information (except salary info) at least quarterly

N/A - Company is required to publicly report financial statements

No

Yes

1-49%

50-99%

100%

Document financial control activities, which at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and in IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff

Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing

Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management

Documented financial control activities at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory

Formal internal audit department has direct access to the BoD and Audit Committee

Job descriptions for managers and employees clearly define lines of financial reporting and responsibilities and limits for the authorization, approval and

Majority of financial controls are automated

Financial control activities are documented and at a minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory

Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management

Limited access to accounting software systems to appropriate personnel

Limited access to credit/ATM cards to appropriate personnel

Segregation of Accounts Receivable and Accounts Payable duties

Segregation of check writing and check signing privileges

Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable, accounts payable, and inventory

Formal internal audit department has direct access to the Board of Directors and Audit Committee

Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to Board of Directors and senior management

Board of Directors or Equivalent

All workers receive orientation, training, or instruction that explicitly covers the company's social and/or environmental mission and goals

Managers' performance evaluation includes how the manager executed on the company's social or environmental mission and goals

Non-managers' performance evaluation includes execution of company's social or environmental mission and goals

Company has a social or environmental mission, but there is no training of employees on that mission

Only informal inclusion of the company's social and environmental goals in orientation, training or instruction, and/or performance evaluation

We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives

We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcomes)

We measure social and environmental outcomes over time (e.g. 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

None of the above

Requires separation of the board chair and chief executive positions

All directors serve four or less other board mandates

At least 50% of board members are independent

Conducts regular self-assessment of board performance
Has budgetary authority to hire independent third-party consultants without management approval
Meets at least quarterly
Requires minimum attendance rate for each board member
None of the above
Conducts regular independent assessment of board performance

We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business
We consider social and environmental impact in some aspects of our business but infrequently.
We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profit
A general commitment to social and/or environmental responsibility and stewardship
A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
A written corporate mission statement that does not include a social or environmental commitment
A commitment to serve a target in-need beneficiary group (e.g. low income customers, smallholder farmers)
A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)

-316,248,000 (based on response from Laureate Education Inc.)

371847000 (based on response from Laureate Education Inc.)
Yes, CEO/President compensation

Yes, other senior management team member(s) compensation

No

1-24%

0%

100%

Yes, there is a mechanism where feedback is made transparent to the public

Yes, there is a mechanism for feedback to be sent only privately to company

Yes

Breaches, including case details, are reported to Board of Directors

Company makes improvements to anti-corruption program based on reported cases

Contracts with business partners in breach are terminated

Employees are dismissed or disciplined if found in breach

Severe breaches are reported to Board of Directors

Reported breaches are investigated promptly via independent party

Reported breaches are investigated promptly via an independent party

Other (please describe)

Breaches, including case details, are reported publicly

USD

Company permits proxy voting by means of paper ballot, electronic voting, proxy voting services or other remote mechanism

Company's ownership structure follows one-share, one-vote standard

Shareholder communications include company's financial and ESG performance

Shareholders have formal rights to vote on changes in corporate articles, by-laws, governance structures and change-in-control provisions

Shareholders have the right to nominate Board members

4,291,659,000 (based on response from Laureate Education Inc.)

4,244,192,000 (based on response from Laureate Education Inc.)

Yes

Yes

Customers/clients we reach each year are in addition to previous customers/clients and total number served should be calculated by adding together previous customers/clients and current customers/clients

Elderly/older adults

Minority/previously excluded populations

Persons with disabilities

Pregnant women

Women

0 (Average)

0 (Average)

These product/service attributes do not apply to our company (Skip the remainder of this section)

My product/service is directly used by the previous underserved populations (e.g. products marketed to or designed for the underserved)

0 (Average)

100 (Average)

0 (Average)

25 (Average)

0 (Average)

None of the above

A community-focused business model that supports and builds the economic vitality of local communities

Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)

Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain

Improved Education or Skills Development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)

Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, etc.)

Increased Access to Arts, Media, or Culture (e.g. independent media, artisanal crafts, photography, information services)

Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)

Improved or Maintained Health/Wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products)

Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms for underserved groups)

Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, non-profit accreditation)

0 (Average)

0 (Average)

0 (Average)

0 (Average)

100 (Average)

0 (Average)

0 (Average)

Company has written response processes set up in case of data breach, including external communications

We have practiced our procedures in case of a data breach

Clear and concise user agreement on use of data and disclosures provided to customers separately when signing up for product or service

Customers and users (or parents/guardians) are required to acknowledge privacy and data policies

Customers and users are notified in writing of changes to data usage policies

Provided to customers as part of overall set of disclosures

Postsecondary education level/institution

Hiring an independent, third party entity to assess product or service

Measuring outcomes against company-established benchmarks and/or goals

Soliciting and evaluating customer feedback or satisfaction

Measuring outcomes against industry benchmarks or state or national metrics (e.g., college-going rate)

Measuring outcomes in comparison to customers with similar characteristics (e.g., socio-economic)

Yes, company tracks longer term outcomes on its own

Company is too new to have this data/to be able to track data

An external entity independently verifies marketing claims

Information about marketing claims satisfaction and/or verification is public and easy to find on company website

Ongoing satisfaction is assessed at multiple times during engagement with product or service

Product or service leads to direct improvement of learner performance, for example: improvement in student performance in traditional educational settings

Independently verified outcomes studies across all users

Other (please describe)

Self-conducted outcomes studies across all users

Case studies or outcomes are available upon request

Case studies or outcomes measures are provided to prospective clients

Case studies or performance/outcomes are made publicly available

Company identifies all sources of outcome results, indicating whether third party verified or not

Company provides testimonials or references from current users

Other (please describe)

Yes

Conducting and updating periodically an inventory of all data that require privacy protection and security

Other (please describe)

Regular monitoring and third-party audits of data security, including record maintenance and destruction

Utilize appropriate methods to insure data are confidential, e.g., data suppression/encryption

Onsite records or technology have physical security control (e.g. locked file rooms)

50-74%; 25-49

Company conducts surveys and/or focus groups of potential customers and/or users

Other (please describe)

Research on needs of users or communities is reviewed and integrated into development

Specific needs of target special interest populations to inform design of the product are assessed

State or national needs (e.g., need for STEM graduates) are assessed

Subject matter experts or professionals with experience in the field relevant to the purpose of the product or service are consulted

The needs of the local community where the product or service is offered is assessed

No

Not applicable, company does not have those data.

Yes, company has set specific goals for outcomes

Yes, company has set specific goals for satisfaction or similar targets

Yes, company sets targets collaboratively with partners or clients

To be transparent about the collection and use of data

To maintain and enforce limits on data retention

To not change or modify privacy policies without notice and opportunity to opt out

To not sell information to outside entities

To not use data to target advertising

To provide comprehensive security standards

To use data for authorized education purposes only

To support parental access to, and correction of errors in, their children's information

Face-to-face user training or professional development

Free ongoing, individualized customer support and training

Manage hosting of service

Ongoing individual customer support and training provided for an additional charge

Project management for customers throughout implementation and deployment, including assistance to create comprehensive launch strategy

Set-up and customization support

Other (please describe)

Learners

Employees are subject to background checks as part of hiring process

Products meet industry-specific safety standards

All users are made aware of risks

69.2 (Average)

0 (Average)

0 (Average)

Yes

N/A - No direct research conducted

There is secondary research that supports the link between our type of product and the stated outcome.

We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys

We have a track record of successful verified positive outcomes and have created case studies based on these.

We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product

We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes

We cannot provide verification of our outcomes at this time.

None of the above

Through a product or service that preserves, conserves, or restores the environment or resources

None of the above

Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)

Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicle)

None of the above

25 (Average)

0 (Average)

Institution surveys students at designated intervals to assess the degree to which their goals are met
Institution surveys alumni at designated intervals to assess the degree to which their goals were met
Institution works with or surveys employers for information about student goals and career progression
Institution has or has sought a partnership with one or more states for employment data to inform career impact assessment

18.7 (Average)

5.7 (Average)

22.8 (Average)

5.7 (Average)

0 (Average)

0 (Average)

23.4 (Average)

31.7 (Average)

14.2 (Average)

16.4 (Average)

17.9 (Average)

30.5 (Average)

20.5 (Average)

34.8 (Average)

30.1 (Average)

27.1 (Average)

23 (Average)

10.1 (Average)

25.4 (Average)

22.2 (Average)

Institution actively solicits feedback from stakeholder groups regarding educational and employment needs of the region with high student concern.
Institution has engaged employers in the fields of expected and actual graduate placement within the last year

Institution has program advisory committees to inform program development, strengthen community connections, and facilitate student opportunities

Institutional representation serves on task force, advisory council, or board of directors for regional planning, economic development, or industry groups

A portion of institution research is targeted toward solving problems in the local community or region

None of the above

A portion of research done by the institution is targeted toward solving problems in the local community or region

Institution is a member of the Better Business Bureau

44 (Average)

77.3 (Average)

33.5 (Average)

54 (Average)

69.7 (Average)

78 (Average)

69 (Average)

72 (Average)

61 (Average)

72.7 (Average)

75.3 (Average)

49.6 (Average)

68736 (Average)
not tracked/Unknown

After 5 Years

After 1 Year

None

After 10 Years

Not applicable
not tracked/Unknown

After 5 Years

After 1 Year

None

After 10 Years

N/a
not tracked/Unknown

After 5 Years

After 1 Year

None

N/a

After 10 Years
not tracked/Unknown

After 5 Years

After 1 Year

N/a

None

After 10 Years
not tracked/Unknown

After 5 Years

After 1 Year

N/a

None

After 10 Years

6.7 (Average)

institution has developed transfer and articulation agreements with other independent institutions to accept credit from one another's coursework
Other (please specify)
Participating in industry-specific collaborations (such as collaborating for state or federal grants or developing industry best practices) within the last
Providing discounted services to partner institutions (i.e., assessment, remediation, courses)
Sharing best practices or innovations with other institutions to help further the industry
Initiating or leading an industry-specific collaboration (such as a grant initiative or task force) within the last two years
institution facilitates student- or faculty-led forums on campus or online with thought leaders and local speakers
Institution leadership actively promotes civic engagement in multiple forums
Institution has a civic engagement office or clearinghouse to help students identify and pursue opportunities to engage and support issues for their local
Institution provides transportation subsidies or other benefits to students engaged in volunteerism and internships/externships off campus
Institution solicits student feedback on types of service learning, volunteer efforts, or other opportunities of interest
Institution evaluates efficacy and impact of its service learning curriculum
Institution has a service learning curriculum
Institution sets civic engagement targets and measures against them

No

Yes

review and approval process by a corporate officer for all marketing materials, including those used by lead generators (if applicable), to ensure they are
Training opportunities for all personnel and contractors representing the institution to potential students regarding accuracy of information delivered
Clearly articulated processes for addressing internal and external complaints
Periodic external, independent assessment of practice and policy implementation
Regular internal audits to ensure that established processes and policies are being followed
Written and distributed accountability policies with specific penalties to ensure external vendors, such as lead generators, and their communications are
Written and distributed accountability policies with specific penalties to ensure institutional staff and communications only provide accurate actual or
Other

Institution regularly surveys students to determine if their expectations are being met
An independent entity reviews student survey results against marketing claims
Institution has a written and distributed plan to address any discrepancies found between student expectations and marketing claims
None of the above
Institution analyzes retention at least annually
Institution sets retention targets
Institution tracks student retention term-to-term
Institution has met or exceeded retention targets
Institution has specific policies and initiatives to boost retention
FIRST-GENERATION COLLEGE STUDENTS
Low-Income Students
Underrepresented minorities
Students with some college, but no degree upon entry who have not enrolled in higher education in the past three years
None of the above
Military veterans
Pell Grant Recipients

417.4 (Average)

1625.4 (Average)

40.4 (Average)

498.6 (Average)

374 (Average)

853.4 (Average)

1062.4 (Average)

1303.5 (Average)

767.5 (Average)

2481.5 (Average)

None of the above

Sought partnerships with government agencies to obtain data on graduates' earnings and unemployment

Surveyed graduates on their earnings and employment status

Use a third-party service to verify survey data

Secured partnerships with government agencies to obtain data on graduates' earnings and unemployment

57.8 (Average)

33.6 (Average)

44 (Average)

8.7 (Average)

14 (Average)

1.5 (Average)

45.4 (Average)

90%+

Not tracked/ Unknown

0-79%

66 (Average)

29.3 (Average)

90.5 (Average)

36% or more

16 - 25%

10.5 (Average)

37.1 (Average)

45.9 (Average)

20 (Average)

0.5 (Average)

3.8 (Average)

59 (Average)

75-100%

25-49%

1-24%

0% (Not Offered)

1-24%

0% (Not Offered)

50-74%

75-100%

25-49%

0% (Not Offered)

75-100%

25-49%

1-24%

50-74%

25-49%

50-74%

1-24%

75-100%

0% (Not Offered)

0% (Not Offered)

25-49%

50-74%

1-24%

75-100%

75-100%

25-49%

1-24%

0% (Not Offered)

50-74%

1-24%

75-100%

25-49%

50-74%

0% (Not Offered)

25-49%

50-74%

0% (Not Offered)

1-24%

75-100%

1-24%

50-74%

75-100%

0% (Not Offered)

25-49%

0% (Not Offered)

1-24%

75-100%

25-49%

50-74%

15.6 (Average)

90%+
Not tracked/ Unknown

85.5 (Average)

48.8 (Average)

48.7 (Average)

8 (Average)

15.7 (Average)

14.3 (Average)

0.5 (Average)

16.8 (Average)

43.7 (Average)

0-79%

80-89%

90%+

Not tracked/ Unknown

25.5 (Average)

28.7 (Average)

16.7 (Average)

All degree/certificate programs measure and report on course completion

The institution encourages full-time degree-/certificate-seeking students to take enough credits per year to finish a bachelor's degree in 4 years or an a

Institution has documented early warning system procedures to address and assist students at risk of non-completion

Institution tracks interim program completion benchmarks

The institution sets benchmarks for timely program completion

The percentage of students who complete their degree/certificate has increased in the past 5 years

The percentage of students who complete their degree/certificate on time has increased in the past 5 years

None of the above

Faculty are provided resources to engage in professional development

Program/department leadership hires and assigns faculty only to those courses in which faculty can demonstrate specialized academic training or sig

Program/department leadership holds faculty accountable for attaining approved individual performance and professional development goals

Program/department leadership requires faculty to set individual performance and professional development goals (which may include continuing ed

Program/department leadership requires faculty to engage in professional development targeted toward the courses he/she is or is likely to teach

Other:

Accountability measures for senior management to ensure that all programs under their purview have the programmatic or specialized accreditation in

Faculty are provided with training and support from department to help set and reach student achievement goals

Faculty are provided with written student feedback for every course

Faculty are provided with written supervisor feedback at least once per program, term or academic year, as appropriate

Faculty are required to meet student achievement goals

Faculty are required to meet targets for student-faculty interaction

Faculty are required to set student achievement goals in conjunction with department heads and institutional leadership

Other (please specify):

Bachelor's degree

Associate's degree

Professional certifications

Professional Degree

Master's degree

Develop and implement strategies to improve placement outcomes

Develop and strengthen relationships with employers to facilitate students' workforce preparation and transition

Other (please specify):

Provide opportunities and incentives for job-related experiences, such as internships and externships

Provide resources (such as interviewing tips, career fairs and job leads) to assist students in their job search and career development

Monitor workforce trends to ensure alignment between program offerings and workforce needs at least annually

Use data, including student feedback, to improve career services

Survey employers in the fields of expected graduate placement regarding job growth, skills needed, likely wages, and other data at least annually

Survey employers regarding satisfaction with graduates' performance and use the results for continuous improvement at least annually

Other

Written and distributed policies governing the actions of external vendors including lead generators (if applicable) with respect to contacting prospect

Written and distributed internal policies governing protocol for contacting prospective students, including an opt-out function for those who do not

None of the above

Institution assesses incoming students' readiness for college-level work

Other (please specify)

Institution offers accelerated remedial courses

Institution offers learning communities for students in need of remedial support

Institution offers remedial support concurrently with college-level classes in remediated subject

Institution offers specialized advising and mentoring for students in remediation

Institution offers extra academic support to students who test below college-ready

Institution offers remedial courses combined with job training

N/A Institution does not offer remediation

Clear list of institutions with which the institution has articulation agreements indicating that designated academic credits will be accepted by those in

Clearly defined and specific academic program requirements

Clearly defined and specific admissions requirements

Total cost of tuition, instructional materials and mandatory fees in one place

None of the above

Clear presentation of financial aid package including total amount a student must repay, over what length of time, and at what estimated monthly pay

Graduates' earnings information over time

Graduation rates

Median debt

Retention rates year to year

Withdrawal rates year to year

Default rate

68.3 (Average)

79.3 (Average)

Use feedback in faculty reviews

Use feedback to improve instruction

Use feedback to modify program offerings

Use feedback to modify student support services

Counseling for all prospective students to find the best program for their goals, qualifications and circumstances at other institutions, if they are a be

Counseling for all prospective students to find the best program for their goals, qualifications and circumstances within your institution(s)

Counseling for all students on the tradeoffs of full-time and part-time enrollment, customized for their circumstances

Transparent no-risk opportunity for students to attend your institution(s) without initial financial commitment

Distribution of a guide to understanding a student's financial aid package

Counseling for students on the risks borrowing more than the amount to cover their cost of attendance

None of the above

4900.5 (Average)

Master's degree

Other (please specify)

Associate's degree

Post-baccalaureate certificate

Professional Degree

Subbaccalaureate certificate of less than one year

Subbaccalaureate certificate of more than one year

Doctoral degree

Professional certifications

Specific academic program requirements

Specific admissions requirements

Total cost of tuition, instructional materials and mandatory fees in one place

Clear presentation of financial aid package including total amount a student must repay, over what length of time, and at what estimated monthly pay

Description of transfer process and institutions that will accept the college's transfer credits

Default rate

Graduates' earnings information over time

Graduation rates

Median debt

Retention rates year to year

Withdrawal rates year to year

0 (Average)

0 (Average)

0 (Average)

0 (Average)

0 (Average)

0 (Average)

1000000 (Average)

0 (Average)

0 (Average)

0 (Average)

0 (Average)

3 or fewer of the 7 previous statements

Company's headquarters or main production facility is located locally to where 75% of end product is used

More than 75% of the company's significant suppliers are independent companies located locally to the company's headquarters or relevant product

No

0 (Average)

Yes

No

Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended govern

43.2 (Average)

0 (Average)

5 (Average)

Yes

No

0 (Average)

Products/ services provide essential educational credentials and academic development (primary or secondary school, accredited trade schools and c

Urban

Urban

Urban

100 (Average)

51 (Average)

0 (Average)

0 (Average)

40.9 (Average)

No (you may skip the rest of this section)

47693.8 (Average)

42.8 (Average)

Life or "soft" skills training programs that enhance personal and professional well-being (e.g. financial literacy, conflict management, etc.)

0 (Average)

Other populations underserved in your product/service category, which can include minorities, veterans, disabled individuals

26.3 (Average)

0 (Average)

No

Basic training in order to complete the required job functions

If full and part-time workers were previously selected, the company's standard benefits apply to all chronically-underemployed workers

Payment above the local minimum wage (if no minimum wage, wages are considered a fair or living wage by local standards) (See help text for local min

1.1 (Average)

1.7 (Average)

Full-time and part-time

Yes - for 3-5 years

100 (Average)

If none of the above, do not complete the remainder of this section

Physical or mental disability

Yes - Training/support services provided through a partnering organization

Yes - I selected three answer options from the previous question with regard to my FT and PT workers

1920 (Average)

5 (Average)

5 (Average)

0 (Average)

1 (Average)

1 (Average)

Other (describe)

Private dental insurance

Private supplemental health insurance

Disability coverage/ accident insurance

Life insurance

Dental insurance

Domestic partner, civil union, and/or same-sex marriage spousal benefits

Long-term disability

Other benefits (please describe)

Short-term disability

Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)

None of the above

On-the job training (1 week to 1 month)

On-the-job training (1-day to 1 week)

95%+

1-3%

>6%

<1%

1-5%

6-15%

<1%

>15%

0%

Bonuses are given but there is no formal plan

Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated :

All full-time and part-time workers are eligible in the plan

Bonuses are given but there is no formal bonus plan

None of the above

Employees are able to make lateral moves or change career direction or pace when possible

Efforts will be made to find a place for employees who seek to take a long-term leave/sabbatical upon return

Employees who seek to take a short-term leave/sabbatical will have his/her job guaranteed upon return
Yes, compliance reports are shared with stakeholders (workers, suppliers, NGOs, government)

Yes, 50%+ of company's operations have been reviewed or certified

Yes

Yes, company conducted human rights reviews beyond what is required by law

No

Yes, compliance reports are shared with stakeholders (workers, suppliers, NGOs, government)

N/A - Company only has operations in developed markets

3rd quartile (50-74th percentile)

2nd quartile (25-49th percentile)

Don't Know: Have not referenced a compensation survey

Company shares results with employees

Company conducts anonymous surveys at least biannually

Company separates survey results by gender and/or by other underrepresented groups

None of the above

Written discrimination statement

An anti-harassment policy

Disciplinary procedures and possible sanctions

Grievance resolution

Pay and performance issues

Policies on benefits, training and leave

Prohibition of child labor and forced/compulsory labor

Statement on work hours

Statement regarding workers' right to bargain collectively and freedom of association

No written employee handbook

A non-discrimination statement

An anti-harassment policy

Disciplinary procedures and possible sanctions

Grievance resolution

Pay and performance issues

Policies on benefits, training and leave

Statement on work hours

Prohibition of child labor and forced/compulsory labor

Statement regarding workers' right to bargain collectively and freedom of association

6-15%

1-5%

>15%

<65%

65-80%

81-90%

N/A

None of the above
We have transitioned staff into part-time, job-share, or telecommuting positions
We hired new people into permanent positions that are part-time or job-share
Managers or executives worked part-time or in a job-share
Managers or executives are in a telecommuting position
We hired new people into permanent positions that are telecommuting
3rd party Ombudsman
Employee Representative mutually-designated by company management and employees
Human Resources-designated representative
Informally-designated worker who passes information to other workers
Other (describe)
Union representative

1-24%

0%

1-5%

6-15%

0

>15%

Company does not offer any formal health and wellness initiatives

Company has policies and programs in place to prevent ergonomic-related injuries in the workspace

Company sponsors and encourages workers to participate in health and wellness activities during the workweek (i.e. walking or steps programs)

Other (please describe)

Company offers incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment)

Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs

Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Program

Over 25% of workers have completed a health risk assessment in the last 12 months

Management receives reports on aggregate participation in worker wellness programs

Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)

Co-payment of \$20 or less per primary care visit paid for by worker

Coinsurance of 80%+ covered by health care plan

Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)

Annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution)

Co-payment of \$20 or less per primary care visit paid for by worker

Out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution)

Coinsurance of 80%+ covered by healthcare plan

Prescription drug coverage where workers pay \$10 or less for generic drugs, \$30 or less for brand name drugs and \$50 or less for non-formulary drug

Government Mandated or Provided Health Insurance Programs (e.g. Switzerland)

None of the Above

Universal Provision of Basic Healthcare Services (e.g. United Kingdom)

Don't know

Interns are restricted to not exceed 2 year if interns are not currently employed in sector.

Interns have been hired on as full time permanent employees in the past two years

Interns receive formal performance reviews

Company partners with education institutions to provide internship opportunities

Interns have a formal opportunity to provide feedback on experience

There is a formalized policy/program outlining the objectives of internships or internship programs for participants

None of the above apply to my intern programs

Interns are paid a living wage

N/A - Company does not employ interns

Flex-time work schedules (allowing freedom to vary start and stop times)

Flex-time work schedules (allowing freedom to vary start and stop times)
Part-time work schedules at the request of workers
Telecommuting (working from home one or more days per week)
None of the above
Job-sharing

1-24%
75%+
25-49%

Fixed Salary
Daily/Hourly Wage
Yes
No

36+ work days
30-35 days
23-29 days
23-29 work days
12-17 weeks
6-11 weeks
24+ weeks
12-17 weeks
18-23 weeks
6-11 weeks
0-5 weeks
Up to 2 weeks
2 to 5 weeks
None
Greater than 5 weeks

None
No tenure required, benefits available upon hire
No benefits beyond what is provided under national law
1-30 days / 1-150 hours
1-5x
6-10x
11-15x
>20x
16-20x
16-20x
>30x
11-15x
21-30x
Color
Disability
Gender
HIV status
Political opinion
Race
Religion
Sexual orientation
No written policy

768.1 (Average)

736.1 (Average)

580.4 (Average)

601.9 (Average)

210.1 (Average)

209.9 (Average)

1348.5 (Average)

1325.7 (Average)

1558.6 (Average)

1526.9 (Average)

>25 work days

21-25 work days

1-4 days

5-9 days

No formal policy

10+ days

N/A - No living wage data available for country of operations

0% or below

15-24%

25%+

10-29%
30-49%
<10%
70-89%

>25%
>15%
1-5%
6-15%
1-24%
25-49%
50%+

1-24%
50-74%
25-49%
75%+
<50%
N/A
76%-99%
90-99%
76-99%
80-89%
50%-75%
0.1-1.9%
2.0-4.9%
5%+
0%

6-15%
0-2%
3-5%

75%+
None
N/A
100%
1-24%
0%
25-49%
75-99%
50-74%
80%+

1-39%
N/A - Workers receive health under national plan
No additional health insurance benefits provided by the company to part time workers
N/A - No part-time workers
0%
Lower percentage increase
Same percentage increase
Higher percentage increase

1-24%
Don't Know
0%

Don't Know

0%

1-24%

N/A

1-4%

75%+

1-24%

0%

0%

75%+

1-24%

Clearly identifies achievable goals

Includes peer and subordinate input

Is conducted on at least an annual basis

Provides written guidance for career development

Includes social and environmental goals

Follows a 360-degree feedback process

A worker health and safety committee helps monitor and advise on health and safety programs.

Injury/accident/lost /absentee days are measured and transparent

There are written policies and practices to minimize on-the-job employee accidents and injuries

<20 hours per week

20-24 hours per week

No benefits beyond what is provided under national law

N/A - No part-time workers

No additional health insurance benefits provided by the company to part time workers

30+ hours per week

Conflict negotiation and resolution

Performance evaluation systems

Providing ongoing praise and corrective feedback

Group dynamics and optimal team functioning

Other (please describe)

Partially matched greater than 4%

Full match of 4% or less

Government-sponsored pension plans

Private Pension or Provident Funds

Plan specifically includes Socially-Responsible Investing option

Company has a minimum work hours policy for hourly employees.

Workers schedules are kept consistent week to week

Free or subsidized meal

Counseling services

Policy to support breastfeeding mothers

Other (please describe)

Offsite subsidized child care

2-4 weeks

Other (please describe)

Policy to support breastfeeding mothers

ACCESS TO LOCAL MEDICAL SERVICES/CLINIC (ON-SITE OR SUBSIDIZED)

Free or subsidized meals

Free transportation or transit subsidy

Health benefits extend to immediate family (spouse and children)

Other free or subsidized benefits (describe)

Child-care (On-site or subsidized)

Free or subsidized housing

1-24%

50%+

Don't know

75%+
50-74%
1-24%
25-49%
Don't know
1-24%
50%+
25-49%
Don't know
1-24%
25-49%
75%+
50-74%
Don't know
0%
50%+
1-24%
25-49%
Don't know
0%
75%+
25-49%
1-24%
Don't know
50-74%
6+ weeks
2 to 5 weeks
Up to 2 weeks

Yes
No

Yes
No
Hourly non-managerial workers
Managers
Salaried non-managerial workers
Temporary workers
Full-time non-managerial workers
Managers
Part-time non-managerial workers
required written notice of worker performance and a stated probationary period
Written notice of worker performance and a stated probationary period
Written notice of worker performance only
No written notice required prior to termination
Required written notice of worker performance only
N/A--no written termination policy
No required written notice prior to termination

>3 years

>5 years
3-5 years
1-3 years

None
Retention and turnover metrics
Diversity metrics

Performance		Track Drivers	
Average Points	Average Worth	Market	Sector
0.369843242	168.8222222	Developed Emerging	Service
0.305524445	122	Developed	Service
0.152762222	122	Developed	Service
0.642857143	159	Developed	Service
0.602322126	100.3877551	Developed Emerging	Service
0	0	Developed Emerging	Service
0.517861945	35	Emerging	Service
1.0	83.0	Developed	Service
0.6	49.6	Developed Emerging	Service
1.1	101.9	Developed Emerging	Service
1.8	172.0	Emerging	Service
0.3	81.0	Developed Emerging	Service

0.3	111.0	Developed	Service
0.0	122.0	Developed	Service
1.8	142.6	Developed Emerging	Service
1.0	81.5	Developed Emerging	Service
0.7	81.1	Developed Emerging	Service
0.5	28.1	Emerging Developed	Service
0.5	34.0	Developed Emerging	Service
0.5	41.4	Developed	Service
1.6	141.3	Developed Emerging	Service
1.4	129.5	Developed Emerging	Service
2.3	172.0	Emerging	Service

1.2	112.0	Emerging	Service
0.0	159.0	Developed	Service
0.4	24.0	Developed	Service
0.5	28.1	Emerging Developed	Service
0.0	0.0	Emerging	Service
1.0	106.8	Emerging	Service
0.0	108.0	Emerging	Service
1.0	86.0	Developed	Service
2.1	132.5	Emerging	Service
1.4	106.8	Emerging	Service
0.0	1.0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Emerging Developed	Service
0.0	0.0	Emerging Developed	Service

0.0	0.0	Developed Emerging	Service
1.9	148.4	Developed Emerging	Service
0	86.53846154	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Emerging	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.0	97.3	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
1.0	97.0	Developed	Service

0	0	Emerging Developed	Service
0	0	Developed	Service
1.06362729	103.9130435	Emerging Developed	Service
0	0	Emerging Developed	Service
0.990787755	134.5714286	Developed Emerging	Service
1.487722105	112	Emerging	Service
0.152215789	106	Emerging	Service
0.993305	97	Developed	Service
0	0	Developed	Service
0	0	Developed	Service
0	0	Developed	Service
1.29562	94	Developed	Service
0	0	Developed	Service
0.9933075	97	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.6	47.0	Developed	Service
0.0	0.0	Developed	Service

0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.6	47.0	Developed	Service
0.0	0.0	Developed	Service
0.1	106.8	Emerging	Service
2.1	141.4	Developed Emerging	Service
1.6	119.4	Emerging	Service
0.7	138.0	Emerging	Service
0.3	113.6	Developed	Service
0.1	111.0	Developed	Service
1.3	168.5	Developed Emerging	Service
0.0	88.3	Developed	Service
0.0	72.8	Developed Emerging	Service

1.5	174.6	Developed Emerging	Service
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0.0	42.4	Developed	Service
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0.5	101.5	Developed Emerging	Service
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0.0	0.0	Developed Emerging	Service
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0.1	100.4	Developed Emerging	Service
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0.0	0.0	Developed Emerging	Service
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0.0	0.0	Developed Emerging	Service
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0.2	37.6	Developed Emerging	Service
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0.6	84.0	Developed Emerging	Service
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0.0	16.8	Developed	Service
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0.0	44.9	Developed	Service
0.2	53.0	Developed	Service
0.0571432	42.5	Developed	Service
0.0	44.9	Developed	Service
0.1	53.0	Developed	Service
0.587956833	74.13333333	Developed	Service
0.449704423	90	Emerging	Service
0.2	55.0	Developed	Service
0.7	82.3	Developed Emerging	Service
1.0	89.0	Emerging	Service
1.4	130.6	Developed Emerging	Service

1.4	121.3	Emerging	Service
2.2	146.6	Emerging	Service
0.5	129.9	Developed Emerging	Service
0.7	55.0	Developed	Service
0.3	112.5	Developed	Service
0.432690684	72	Developed Emerging	Service
0.9	122.1	Emerging Developed	Service
0.5	67.9	Emerging	Service
0.8	74.0	Developed	Service
0.1	89.9	Developed Emerging	Service
0.0	0.0	Developed	Service
0.9	74.8	Developed	Service

0.2	32.3	Developed	Service
0.0	0.0	Developed Emerging	Service
0.4	118.0	Emerging Emerging	Service
0.0	0.0	Developed	Service
1.5	126.7	Emerging Developed	Service
1.0	74.3	Developed	Service
0.6	90.1	Emerging	Service
0.551473714	113.4489796	Developed Emerging	Service
1.300106889	116.8666667	Developed Emerging	Service
0	0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0	0	Developed	Service
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0	0	Developed	Service
0	0	Developed	Service
0	88.25	Emerging	Service
0	0	Developed	Service
0.0	0.0	Developed	Service
0.7	73.9	Developed Emerging	Service
0.9	122.1	Emerging Developed	Service
0.4	72.0	Developed Emerging	Service
1.2	89.6	Developed	Service
1.09266977	106.8387097	Developed Emerging	Service
0.4	25.0	Developed	Service
0.54779	37.07692308	Emerging	Service

1.058956999	86.84705882	Developed Emerging	Service
0.5	50.4	Emerging Developed	Service
0.3	71.6	Emerging Developed	Service
0.1	20.7	Developed Emerging	Service
0.1	22.0	Emerging	Service
0.933695652	74.97826087	Emerging	Service
0.453336528	32.5	Developed Emerging	Service
0.475508393	37.14285714	Developed	Service
0.35	46.83333333	Developed Emerging	Service

0.60995675	43.83333333	Developed Emerging	Service
0.6	40.0	Emerging	Service
0.643251914	56.875	Emerging Developed Developed	Service
0.2	15.6	Emerging	Service
0.695573367	51.08108108	Developed Emerging	Service
0	0	Developed Emerging	Service
0.0	0.0	Developed Emerging	Service
0.4	38.6	Developed	Service
0.262270192	39.46153846	Developed	Service
0.2	60.0	Developed	Service
0.547121163	42.61290323	Developed Emerging	Service
0.3	66.0	Emerging	Service
2.2	138.5	Emerging	Service

1.1	77.3	Emerging Developed	Service
1.3	101.0	Developed	Service
1.0	105.9	Developed Emerging	Service
1.5	110.5	Developed	Service
0.3	37.7	Developed	Service
0.8	55.9	Developed Emerging	Service
0.4	23.4	Developed Emerging	Service
0.5	39.3	Emerging	Service
0.6	39.4	Developed Emerging	Service
0.4	57.6	Emerging Developed	Service

0.6	50.8	Emerging Developed	Service
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0.0	0.0	Developed Emerging	Service
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0.2	13.0	Developed Emerging	Service
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0.0	0.0	Developed Emerging	Service
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0.5	41.8	Emerging Developed	Service
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0.5	46.8	Developed Emerging	Service
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0.8	57.2	Emerging Developed	Service
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0.3	20.0	Developed	Service
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0.0	0.0	Developed Emerging	Service
0.6	44.5	Developed Emerging	Service
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0	130	Developed	Service
0	120	Developed	Service
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26.7	157.0	Developed	Service
0.0	0.0	Emerging	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.0	0.0	Developed Emerging	Service
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0.0	0.0	Developed - Global Emerging	Service

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0.0	0.0	Emerging	Service
0.3	62.0	Developed - Global Emerging	Service
1.4	115.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
2.4	164.0	Developed - Global Emerging	Service
0.4	116.0	Developed - Global Emerging	Service
0.8125	74	Developed - Global Emerging	Service
0	0	Developed - Global Emerging	Service
1.667	116	Developed - Global Emerging	Service
1.9	131.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
0.8	62.0	Developed - Global Emerging	Service
1.3	118.0	Developed - Global Emerging	Service

1.6	118.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging	Service
1.6	118.0	Developed - Global Emerging	Service
0.8	62.0	Developed - Global Emerging	Service
3.4	164.0	Developed - Global Emerging	Service
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0.333332	62	Developed - Global Emerging	Service
5.76406925	180	Developed - Global Emerging	Service
0	163	Developed - Global	Service
0	163	Developed - Global	Service
1.1	82.0	Developed	Service
0.0	82.0	Developed	Service
1.1	82.0	Developed	Service
0.0	82.0	Developed	Service
0.0	0.0	Developed Emerging	Service
0.0	0.0	Emerging Developed	Service
0.0	79.0	Emerging	Service

0.0	0.0	Developed	Service
0.0	0.0	Developed	Service
0.278436926	19	Developed - Global Emerging Developed	Service
0.919900852	177.0217391	Developed - Global Emerging Developed	Service
0.506942721	181	Developed - Global	Service
2.2	146.0	Developed - Global Emerging Developed	Service
0.1	146.6	Developed - Global Emerging	Service
0	140	Developed	Service
0	175	Developed - Global	Service
2.329067429	142.6190476	Developed - Global Emerging	Service
2.817094369	181	Developed	Service
0.63111048	175	Developed	Service
1.457143039	181	Developed	Service
0.361446187	133.9782609	Developed - Global Emerging Developed	Service

0.677277101	140	Developed	Service
0.1138898	38	Developed	Service
0.386110725	82	Developed	Service
0.66914463	140	Developed	Service
0.60111051	140	Developed	Service
0.51031695	140	Developed	Service
0.111805444	82	Developed	Service
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0.123554322	38	Developed	Service
1.330028736	103.2068966	Developed - Global Emerging Developed	Service
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0.917253257	103	Developed - Global Emerging	Service
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0.9	103.0	Developed - Global Emerging	Service
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0.175200377	19	Developed - Global Emerging Developed	Service
0.165092642	19	Developed - Global Emerging Developed	Service
0.168461887	19	Developed - Global Emerging Developed	Service
0.171955926	19	Developed - Global Emerging Developed	Service
0.222222	103	Developed - Global Emerging	Service

1.143373494	103.8192771	Developed - Global Emerging Developed	Service
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0.201861739	19	Developed - Global Emerging Developed	Service
0.50666177	38	Developed Emerging	Service
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0.7	53.0	Developed - Global Emerging Developed	Service
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0.2251525	19	Developed - Global Emerging Developed	Service
0.291245353	103	Developed - Global Emerging	Service
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1.3	156.6	Developed - Global Emerging Developed	Service
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1.8	131.0	Developed	Service
0.0	0.0	Developed - Global Emerging	Service
0.0	0.0	Developed - Global Emerging Developed	Service
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0.2	10.0	Developed Emerging	Service
0.2	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service
0.2	10.0	Developed Emerging	Service
0.2	10.0	Developed Emerging	Service
0.1	10.0	Developed Emerging	Service
0.103785652	10	Developed Emerging	Service
0.098175	10	Developed Emerging	Service
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0.7	103.0	Developed - Global Emerging	Service
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0.614353127	103	Developed - Global Emerging	Service
0.678123418	53	Developed - Global Emerging Developed	Service

0.234588211	10	Developed Emerging	Service
0.250575359	10	Developed Emerging	Service
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0.510196695	32	Developed Emerging	Service
0.3923655	38	Developed Emerging	Service
0.644845417	53	Developed - Global Emerging Developed	Service
0.542823401	82	Developed Emerging	Service
0	0	Developed	Service

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0.961991263	103	Developed - Global Emerging	Service
0.127407444	3	Developed Emerging	Service
0.793868938	82	Developed Emerging	Service
0	0	Developed - Global Emerging Developed	Service
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0.5	82.0	Developed Emerging	Service
0	0	Emerging	Service
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0.0	114.0	Developed - Global Emerging	Service
0.0	0.0	Emerging	Service
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1.11111	82	Developed	Service
0	82	Developed	Service
10.0	129.0	Developed Emerging	Service
2.2	178.0	Developed - Global Emerging	Service
0.0	0.0	Emerging	Service
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0.0	0.0	Developed	Service
1.7	162.0	Developed - Global Emerging	Service
0.0	114.0	Developed - Global Emerging	Service
0.0	179.0	Developed - Global Emerging	Service
2.0	178.0	Developed - Global Emerging	Service
0.0	0.0	Developed	Service
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0.0	0.0	Developed Emerging	Service
0	0	Emerging	Service
0.0	158.0	Developed	Service
0.0	0.0	Developed Developed - Global	Service
5.3	129.0	Emerging	Service
0.0	0.0	Emerging	Service
0.0	0.0	Developed Emerging	Service

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0.3	156.0	Emerging	Service
0.4324325	156	Emerging	Service
0	0	Emerging	Service
1.62162	113	Emerging	Service
0	0	Emerging Developed	Service
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2.187918118	138.0913978	Developed - Global Emerging Developed	Service
0.18177026	22.53125	Emerging	Service
3.966668333	167.0833333	Developed - Global	Service
0.728250808	107.1818182	Emerging Developed	Service

0.760089474	122.5263158	Developed Emerging	Service
0.727358818	101.2	Developed - Global Emerging Developed	Service
0.292785056	16.75	Developed	Service
0.3458385	41.3	Emerging Developed	Service
0.699618441	120.0588235	Developed - Global Developed	Service
0.574140625	51.3125	Emerging	Service
0.291792453	16	Emerging	Service
0.25395848	11.76	Developed	Service
0.167328043	16	Developed	Service
0.370168622	62.18367347	Developed Emerging	Service

0	43	Developed	Service
0.620742778	47.22222222	Developed	Service
0.644294118	51.01176471	Emerging	Service
0.860969388	163.8571429	Developed Emerging	Service
0.207806563	30.0625	Developed	Service
0.783164557	60.49367089	Developed	Service
2.038092857	154	Developed	Service
2.473461538	152	Developed	Service
0	0	Developed - Global	Service
0	37	Developed	Service
0.530452062	43.25423729	Developed Emerging	Service
0.0833325	17	Developed	Service

0.448278103	49	Developed	Service
0.098151912	16	Developed	Service
0	0	Developed Emerging	Service
1.281702609	96.2173913	Emerging Developed - Global D€	Service
1.330788882	101.3157895	Developed - Global Emerging D€	Service
0.735065	75.27272727	Emerging Developed	Service
1.088552632	101.3157895	Developed - Global Emerging D€	Service
0.834137976	134.9736842	Emerging Developed - Global	Service
0	52	Developed	Service
0.3933675	39.14285714	Emerging Developed	Service
0.699174519	152.3461538	Developed - Global Emerging D€	Service
0.387680978	157.0869565	Emerging Developed - Global D€	Service
0.2965	16	Emerging	Service

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0.992857273	75.27272727	Emerging Developed	Service
0.128039862	16.25	Developed	Service
0.29630208	128.8461538	Developed - Global Developed	Service

0.536842105	159	Emerging	Service
1.53333	109	Developed	Service
0.196135	11	Developed	Service
0.899522251	128.8181818	Emerging Developed	Service
0.583585526	92.15789474	Developed Emerging	Service
0.434211563	72.125	Emerging Developed	Service
0.944964566	120.75	Emerging	Service
0.190620313	143.25	Developed	Service
0.5000025	49	Developed	Service
1.3125	148	Developed - Global Developed	Service
0.298759847	120.5102041	Developed - Global Emerging De	Service
0.543637188	119.8333333	Emerging Developed	Service
0.91146	91.5	Developed - Global Developed	Service
0.475961538	141	Developed	Service

0.076536735	176	Developed Emerging	Service
0.07356	4	Developed	Service
0.059375	8	Developed	Service
0.853997287	61.96491228	Developed Emerging	Service
2.007456892	141.5810811	Emerging	Service
0.697388265	82.57142857	Developed - Global Emerging De	Service
0.314129728	16.27868852	Developed	Service
0.925491606	100.2	Developed	Service
1.793301447	128	Developed - Global	Service
0.889064444	98	Developed	Service
1.137253029	95.08823529	Developed	Service
0.2333125	52	Developed	Service
1.33333	98	Developed	Service
2.264752586	136.637931	Emerging	Service
0.93333	74.81818182	Emerging Developed	Service

0.498881579	50.31578947	Developed Emerging	Service
0.7	74.81818182	Emerging Developed	Service
0.301661184	50.31578947	Developed Emerging	Service
0.69999	74.81818182	Emerging Developed	Service
0.230690789	50.31578947	Developed Emerging	Service
1.5940532	133.3333333	Developed - Global Emerging	Service
1.077083438	120.75	Emerging	Service
0.412374167	117.8333333	Developed - Global	Service
0.5	31	Emerging	Service
0.516	34.6	Emerging	Service
0.544814222	47.11111111	Developed Emerging	Service
0.5	31	Developed	Service
0.40417	35.5	Developed	Service
0.191668889	11.83333333	Developed	Service

Size by Employees

50-249

1000+

250-999

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