

# **From Click to Submit: Navigating the All New 2026 Annual Application**

*Our Webinar Will Begin Shortly*

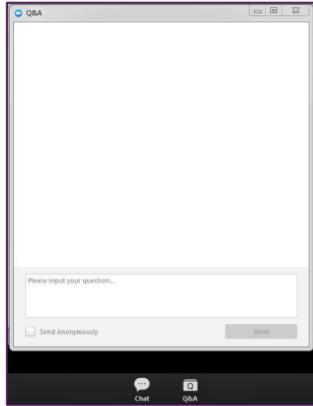
December 10, 2025

## Networking



Use the **chat** to connect with other participants and share ideas.

## Asking a Question



## Brief Exit Poll



We'd appreciate your **feedback** on today's presentation.

# Meet Your Presenters



**Barbara Frankel**

Managing Director  
Seramount



**Amy Nakatani**

Senior Director  
Seramount

- 1 The Value in Participating**
- 2 Changes to the 2026 Annual Application**
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- 5 Scorecards and Benchmarking**
- 6 Q&A**



# The Value in Participating

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SECTION

1

# Our Proven Approach to Measuring Inclusion

Seramount benchmarking gets to the heart of inclusive organizations

## Our Measurement Legacy

Since 1986, Seramount has partnered with organizations to advance workplace culture, retention, and talent engagement.

Our surveys set the standard for best practices in policies and programs that strengthen inclusion and drive results.

1000+

*applicant  
respondents*

40+ years

*of workplace  
surveys*

80+

*industries  
represented*



### 100 Best Companies

Evaluates family-friendly benefits and policies for working parents and caregivers.



### Talent and Inclusion Index

Helps companies identify gaps in demographics, talent strategies, and corporate culture.

# One Application – Two Complementary Initiatives



## 100 Best Companies

Evaluates family-friendly benefits and policies for working parents and caregivers.

73-137 Q's

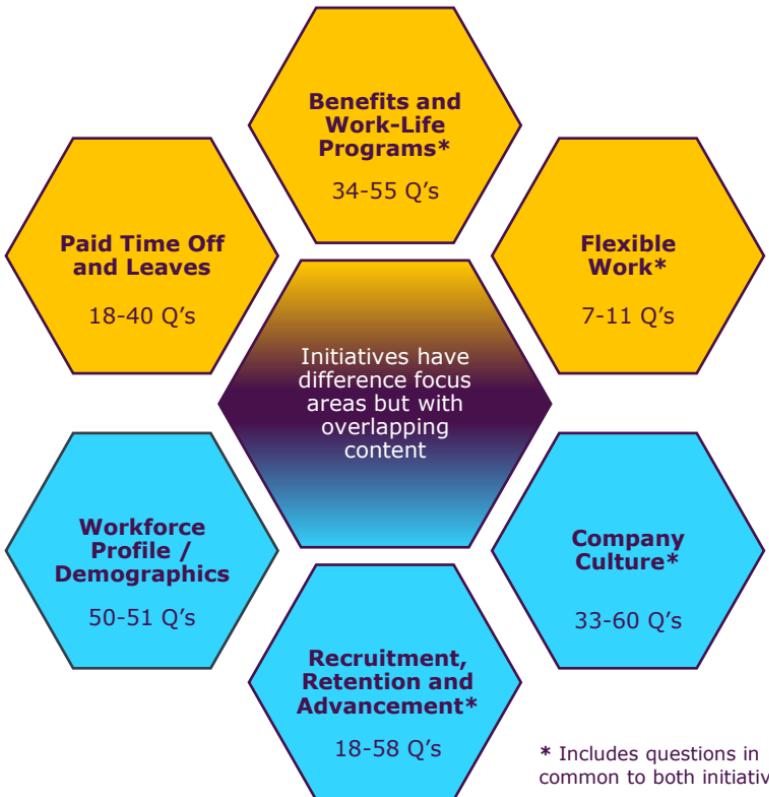
**Complementary Initiatives =**  
**Comprehensive Analysis Capabilities**  
**160-275 Q's**



## Talent and Inclusion Index

Helps companies identify gaps in demographics, talent strategies, and corporate culture.

109-179 Q's





## **Benefits of Participation**



### **Reflection Exercise**

Opportunity to reflect and assess your organization's current efforts



### **Free Scorecard**

Receive a complimentary scorecard showing overall performance as well as areas to celebrate or further develop



### **Free Exclusive Access to Private Webinar on June 17 (New in 2026!)**

Attend an invite-only webinar with other participating organizations highlighting key takeaways from aggregated survey results. (Must submit application to attend.)



### **Key Insights Report (DBP Members Only)**

DBP members *who participate* receive a Key Insights Report benchmarking their results against 100 Best Companies and Index companies across key metrics.



### **Opportunities for Advanced Benchmarking**

Compare your results against peers to identify strengths and growth opportunities through detailed reports and consultations\*

\*Requires additional investment

# Confidentiality Is Key

## When you submit to a Seramount index or list:



- Individual company data is **never shared or published**.
- **Names and identifying details** are not included in any external reports.
- **Aggregate data only** is used to benchmark and share trends.
- All responses are stored and analyzed under **strict data privacy protocols**.

## You're In Control



- Seramount will not publicly share the names of organizations that make the 100 Best Companies list or the Talent and Inclusion Index.
- Winning companies will be provided with a PR template. It is at their discretion whether to share their achievement.

# Application Support – We're here to help!



## Email Support

Email support available across 4 standard time zones (Eastern, Central, Mountain, Pacific).

Email:  
[surveysupport@seramount.com](mailto:surveysupport@seramount.com)



## Office Hours

Schedule 15-min calls with our Survey Support team for any questions and survey assistance.

Schedule using link provided in email when survey link is shared



## Application Review (DBP Members Only)

DBP members can review application with a Seramount staff member prior to submitting.

Schedule through your Relationship Director



# Changes to the 2026 Annual Application

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SECTION

2

# Overview Of Changes to 2026 Seramount Annual Application



## Why?

Annual Application updated to better reflect today's landscape and help organizations take measurable action.



## Initiative Changes & Updated Questions



## Expanded Participation



## Enhanced Application Experience

# Re-Envisioned Application



## Initiative Changes

- Our priority is to collect **inclusive, legally sound, and forward-looking data**, safeguarding organizations while providing the strongest, most actionable insights possible
- We have **consolidated three initiatives into our revised Talent and Inclusion Index** and paused Best Companies for Multicultural Women.

Annual Application Initiatives			
100 Best Companies	No Name Change	<b>100 Best Companies</b>	
Inclusion Index	Name Updated	<b>Talent and Inclusion Index (TII)</b>	
Top Companies for Executive Women		Initiative Sunset – consolidated into TII	
Best Companies for Multicultural Women		Initiative Paused	
#Inclusive100 Marketing, Media and Ad Tech Survey		Initiative Paused – consolidated into TII	
<b>Other Initiatives</b>			
Best Law Firms for Women and Diversity		Initiative Sunset – consolidated into 100 Best & TII	

# Constant Evolution: Ensuring the Index Reflects Today's Reality



## 2024

### Inclusion Index



- SCOTUS decision on affirmative action in June 2023 (before survey launched) had chilling effect on corporate sector.



Sensitive questions were removed or made optional before survey launched.

## 2025

### Inclusion Index



- President Trump's EO's in January 2025 (after survey launched) heightened DEI backlash in corporate sector.



Additional questions deemed legally risky were not scored.



Index companies not publicly announced by Seramount.  
(Companies announce, if desired.)

## 2026

### Talent and Inclusion Index



- Evolving DEI landscape underscored the need for legally sound, future-facing metrics to assess corporate inclusion.



#### Survey revamp:

- Removed legally risky questions
- Added questions that safely measure companies' inclusion efforts
- Look at responses more thematically and for relevant correlations

# Feedback from Partners to Help Guide our Application Redesign



7

## Employee Voice Sessions (EVS)

Conducted seven EVS listening sessions from Nov 2024 – Aug 2025 with CDOs and other corporate DEI leaders



15

## Interviews with DBP Partners

Conducted 15+ interviews with DBP partners in summer 2025 regarding changes within their organization and how they measure inclusion



58

## DBP Partner Survey

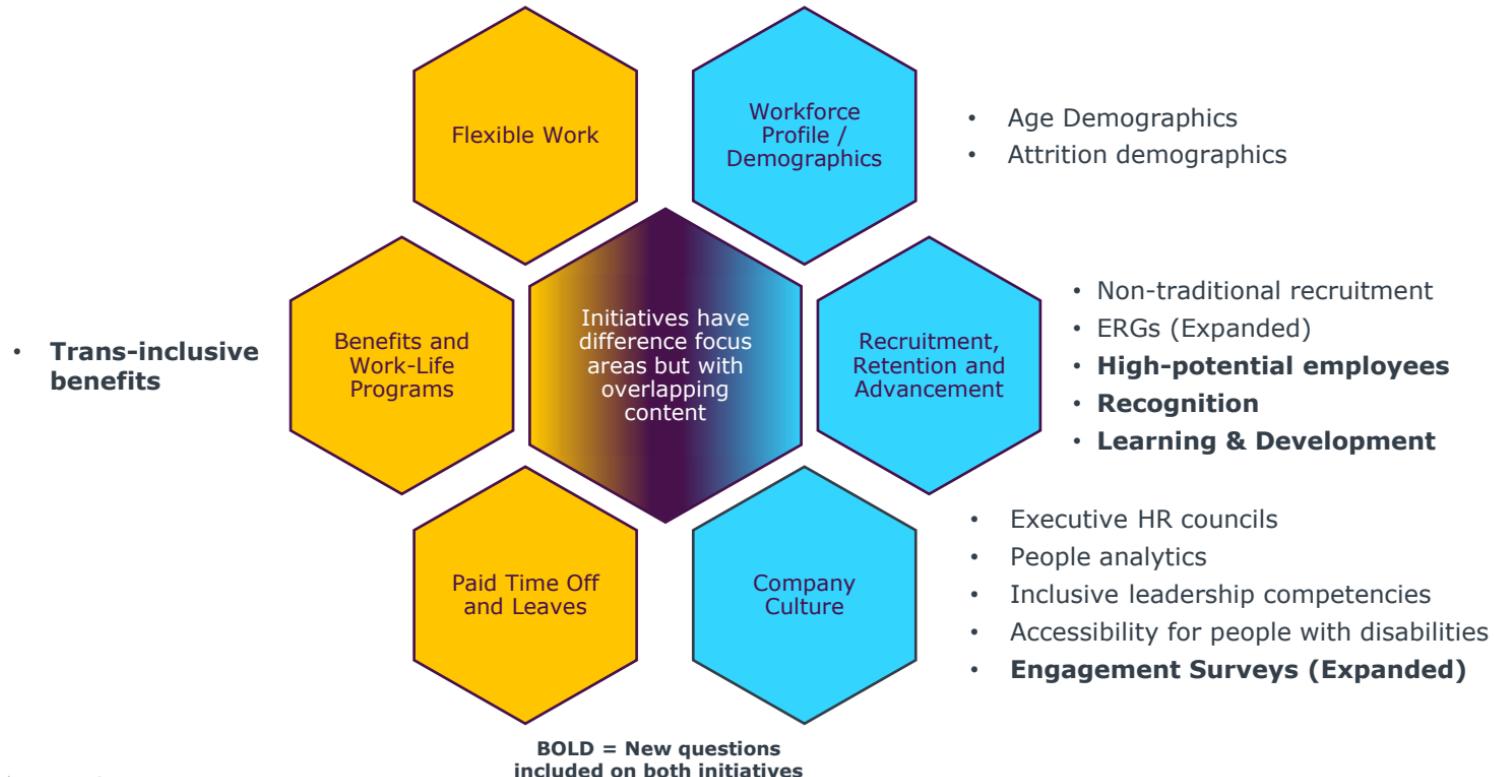
Collected survey feedback from 58 DBP partners in July 2025.

## What We Learned

Feedback across all forums validated which topics should be expanded upon and what new topics should be added.

# Re-Envisioned Questions

Added/Expanded Questions: Shifts focus to measurable practices that sustain inclusion and **focus on achievable talent practices**.





## Expanded Participation

- Expands access by **reducing the eligibility threshold** from 500 to 250 US employees.



## Welcome Law Firms!

- Lawyer equivalent employee level definitions provided.
- Participation will provide the ability for firms to benchmark against other law firms and gain insights into the inclusion efforts within their clients' industries.

# Enhanced Application Experience

## Solution 1: Save time with streamlined data entry

For Demographic section:

Option to upload for employee counts via Excel template (over 200 data points).

Employee Category	Question Number	TOTAL EMPLOYEES	EMPLOYEES BY GENDER					EMPLOYEES BY RACE/ETHNICITY					CLICK FOR DEFINITION				
			Question Number	Women	Men	Nonbinary / third-gender	Undisclosed gender	Question Number	White	Black / African American	Hispanic / Latino	Asian	Middle Eastern or North African	Native Hawaiian or Pacific Islander	Native American or Alaska Native	Two or more races	Undisclosed race / ethnicity
				A	B	C	D		A	B	C	D	E	F	G	H	I
<b>Total Employees by Level</b>																	
Level 1 employees	B.5A	50	B.6	10	40			B.7	30	5	5	7	3	0	0		
Level 2 employees	B.5B	2000	B.8	500	1495	1	4	B.9	1500	125	135	155	40	3	2	25	15
Level 3 employees	B.5C	3000	B.10	750	2240	7	3	B.11	1500	400	500	550	25	5		20	
Level 4 employees	B.5D	4000	B.12	2450	1500	35	15	B.13	1750	950	950	300	10		10	20	10
Level 5 employees	B.5E	5950	B.14	3325	2400	75	150	B.15	1600	1800	1800	500	10	5	10	150	75
<b>BOARD OF DIRECTORS (BoD)</b>																	
Total members of Board of Directors	B.16	15	B.17	4	10		1	B.18	10	2	1	1	1	0			
<b>HIREs</b>																	
Total employees hired in the past year	B.19	400	B.20	175	175	5	45	B.21	100	75	75	75	25	5	5	5	35
<b>PROMOTIONS</b>																	
Total employees promoted in the past year	B.22	350	B.23	95	250	2	3	B.24	100	75	85	45	25	5	3	10	2
Level 2 employees promoted to Level 1	B.25	5	B.26	1	4			B.27	3	0	1	1	0	0	0	0	0
Level 3 employees promoted to Level 2	B.28	20	B.29	3	15		2	B.30	7	3	3	3	3			1	
Level 4 employees promoted to Level 3	B.31	100	B.32	22	76	1	1	B.33	41	20	10	20	5			2	2
Level 5 employees promoted to Level 4	B.34	200	B.35	68	131	1		B.36	30	52	65	21	17	5	3	7	0
<b>ATTRITION</b>																	
Total employees who left your organization in the past	B.37	600	B.38	250	335	10	5	B.39	250	150	100	75		5	5	10	5
Employees who left involuntarily	B.40A	300	B.41	100	190	7	3	B.42	100	100	60	32			3	5	
Employees who left voluntarily (excluding retirement)	B.40B	100	B.43	50	46	3	1	B.44	50	25		16			5	4	
Employees who retired	B.40C	200	B.45	100	99	0	1	B.46	100	25	40	27		5		3	

# Enhanced Application Experience

**Solution 2:** Provide most recent year's responses (as far back to 2023, if needed) via Excel to expedite data collection

For remaining sections (*not including employee counts for the Workforce Profile section*):

Responses from most recent year's application shared with returning participants via Excel version of survey for reference and to expedite data collection efforts.

100B	Index	Used in Branch Logic (Branch)	Used in Branch Logic (Leaf) Displayed if...	2026 Survey Question/Text	2025 Response	2026 Response
	X			<b>Phase-Back Program (C.18-C.23)</b>		
	X	Yes		C.18: Does your company offer a formal phase-back or reduced-hour program to full-time employees returning to work after the introduction of a child? (Yes/No)	Yes	
	X		C.18 = "Yes"	C.19: On average, how many weeks is the phase-back period for new parents with at least one year of service?	12	
	X		C.18 = "Yes"	C.20: When can parents take their phase-back period? (Select one.) Over an extended period (such as a year) Over a short period (fewer than 6 months) but broken up if requested Taken all at once	Over an extended period (such as a year)	
	X		C.18 = "Yes" AND A.60 ≠ "0%"	C.21: Following the phase-back period, can a new parent elect to stay in a part-time job? (Yes/No)	Yes	
	X		C.18 = "Yes"	C.22: Do new parents receive full pay during the phase-back period? (Yes/No)	Yes	
	X		C.18 = "Yes"	C.23: What percentage of employees who take parental leave also participate in phase-back?	19	
	X			<b>Bereavement Leave for Miscarriages (C.24-C.28)</b>		
	X	Yes		C.24: Are employees who have miscarriages allowed to use bereavement days to mourn their loss? (This does not include sick days, vacation days, or other paid time off.) (Yes/No)	Yes	
	X		C.24 = "Yes"	C.25: How many bereavement days are offered to employees who have had miscarriages?	10	
	X	Yes		C.26: Are employees whose spouses/partners/surrogates have miscarriages allowed to use bereavement days to mourn their loss? (This does not include sick days, vacation days, or other paid time off.) (Yes/No)	Yes	
	X		C.26 = "Yes"	C.27: How many bereavement days are offered to employees whose spouses/partners/surrogates have had miscarriages?	10	
	X			C.28: Is counseling available specifically for employees who have had miscarriages? (Yes/No)	No	



# Registration

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SECTION

3

Apply to the 2026 Annual Application: **December 10 – March 13**



The easiest way to benchmark and track inclusion and talent progress — for free

**Scan the QR code to register**



Or visit: <https://seramount.com/best-companies/>

Send Questions to: [SurveySupport@Seramount.com](mailto:SurveySupport@Seramount.com)

**If you have already registered, the PPC designated on your registration should have received a survey link to the online application this morning as well as links to the resource documents.**



# Review of Resource Documents and Online Application

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SECTION

4

## Support Materials

### Materials to help with your data collection:

**1**

Word version  
of application

**2**

Excel version  
of application

**3**

2025-to-2026  
application map

**4**

**For Workforce Profile Section<sup>1</sup>:**  
Excel template to upload  
employee counts

**5**

**For other Sections<sup>2</sup>:**  
Excel version with prior year's answers  
included (allow two weeks for delivery)

### Links to download resource documents (1-4) can be found:

**1**

Email containing  
the survey link

**2**

First page of  
application

**3**

Bottom of each page  
of the application

<sup>1</sup> Excel template to upload employee counts for the Workforce Profile section is for organizations participating in the Talent and Inclusion Index (since 100 Best Companies participants do not provide employee counts).

<sup>2</sup> For organizations that applied previously (going back to 2023). As this Excel version is custom to your organization, please allow two weeks after receiving your survey link for this to be emailed to your PPC.



# Scorecards and Benchmarking

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SECTION

5

# Complimentary Scorecards for Each Initiative

Receive a FREE scorecard for each initiative showing your results overall and within key areas.



**100 BEST COMPANIES  
2025**

**SCORECARD**

**COMPANY ABC**



**OVERALL RANK: XX**

**Rank Cluster**

**XX Paid Time Off and Leaves**

- XX Parental Leave, Including Additional Paid Leave for Birth Mothers and Adoption Leave
- XX Caregiving Leave
- XX Paid Time Off

**XX Benefits and Work-Life Programs**

- XX Childcare Benefits
- XX Healthcare Benefits, Including Fertility
- XX Miscellaneous Benefits, Programs, and Services

**XX Workplace Best Practices**

- XX Advancement Programs
- XX Flexible Work

**NOTE:**  
All rankings are confidential to your company and may not be publicized.

**HALL OF FAME**

**QUARTER CENTURY CLUB**

Rankings for each cluster and sub-cluster show how your company placed compared to all applicants for the 2025 Seramount 100 Best Companies Application. For example, the number 1 is the best possible rank in each cluster, sub-cluster and overall.

TOP 10

This scorecard provides your rank against all applicants overall and within each application cluster.

In certain cases, we provided your rankings within key sub-clusters. They are meant to serve as a highlight or interesting data point and are only one factor that contributed to your overall cluster rank.

Weighting of the application varies from year to year, both among individual questions and entire clusters.

YEARS ON LIST: XX

2024 Overall Ranking: XX

**2025 Inclusion Index**

**COMPANY ABC**

**STATUS:**

Demographics

XX% 

Assessment of your demographics with an emphasis on the senior and pipeline levels

Best Practices in Recruitment, Retention & Advancement

XX% 

Engagement in recognized best practices in DEI

Company Culture

XX% 

Engagement in recognized best practices to ensure an inclusive company culture

Your organization's overall score: XX%

2024 Overall Score: XX%  
Years on Index: XX



# Key Insights Benchmarking

**DBP members** that participate will receive a Key Insights Report benchmarking their results against 100 Best Companies and Index companies across key metrics.



## 2026 Annual Application

Key Insights Report  
Company Name

**All organizations** that participate will receive an invitation to attend a private webinar highlighting key takeaways from aggregated survey results.

### SAVE THE DATE:

**June 17, 2026**  
**1-2 pm EST**

**Attend an invite-only webinar**

**Details to be shared with companies  
that submit an application**

## Navigator



Enables organizations to see their position clearly in a **dynamic benchmarking dashboard**.



Organizations can compare against their peers by building **custom competitive sets**.



Helps leaders make faster decisions with quicker access to insights, **eliminates waiting for static reports**.



Brief **onboarding technical support session**.



**Benchmarking**  
reimagined for faster,  
smarter decisions

## Summit Benchmarking

### *Navigator Dashboard Plus:*



Delivers leadership insights through a **senior Seramount leader, customized presentation** tailored to the organization's industry and goals.



Aligns the C-suite and advances strategic planning through an **in-person executive session** that integrates advisory guidance to shape strategy.



**Aligning leaders  
around data-  
driven strategy**

# Navigator Dashboard



## Organization Name



### Seramount's Navigator: Benchmarking Dashboard



Demographics Employee Groups Inclusive Leadership Advancement Programs Non-traditional Recruitment

Employee Surveys People Analytics High-Potential Employees Mental Health Flexible Work

Parental Leave Other Family Friendly Leave Health Care Benefits Other Family Friendly Benefits Paid Days Off

**Directions:**

1. Use the filters on the page below to identify the qualities of organizations that you would like in your selected set.
2. Once you've identified the organizations that you would like to be compared to, use the "buttons" at the top of each worksheet to navigate throughout the dashboard.

#### Organization Industry

Financial or property and casualty insurance  
Financial services  
Automotive  
Chemical (including Petro)  
Consumer products (including cosmetics, food, and beverages)  
Education

#### Organization Type

Publicly held  
Privately held  
A partnership  
A nonprofit/not-for-profit

#### Global Revenue

Less than \$10 million  
\$10 million – \$49.9 million  
\$50 million – \$249.9 million  
\$1 billion – \$4.9 billion  
\$5 billion – \$9.9 billion  
\$10 billion or more

#### Multinational Organization

Yes  
No

#### Fortune 1000 Organization

Yes  
No

#### Organization Headquarters

Headquartered outside of the United States  
Midwest (IL, IN, IA, KS, MI, MN, MO, ND, SD)  
Northeast (CT, ME, MA, NH, NJ, NY, PA, RI)  
South (AL, AR, DC, DE, FL, GA, KY, LA, MS, NC, SC, TN)  
US Territories (AS, GU, MP, PR, VI)

## Organization's Hires by Race/Ethnicity

White

41%

Black

25%

Hispanic/Latine

5%

Asian

13%

MENA

2%

NHPI

0%

NAAN

1%

Two or more races

6%

Undisclosed

7%

White 41%

Black 25%

Hispanic/Latine 5%

Asian 13%

Middle Eastern or North African 2%

Native Hawaiian or Pacific Islander 0%

Native American or Alaskan Native 1%

Two or more races 6%

Undisclosed 7%

## Comparison Set Hires by Race/Ethnicity

White

40%

Black

22%

Hispanic/Latine

11%

Asian

11%

MENA

1%

NHPI

0%

NAAN

0%

Two or more races

7%

Undisclosed

0%

White 40%

Black 22%

Hispanic/Latine 11%

Asian 11%

Middle Eastern or North African 1%

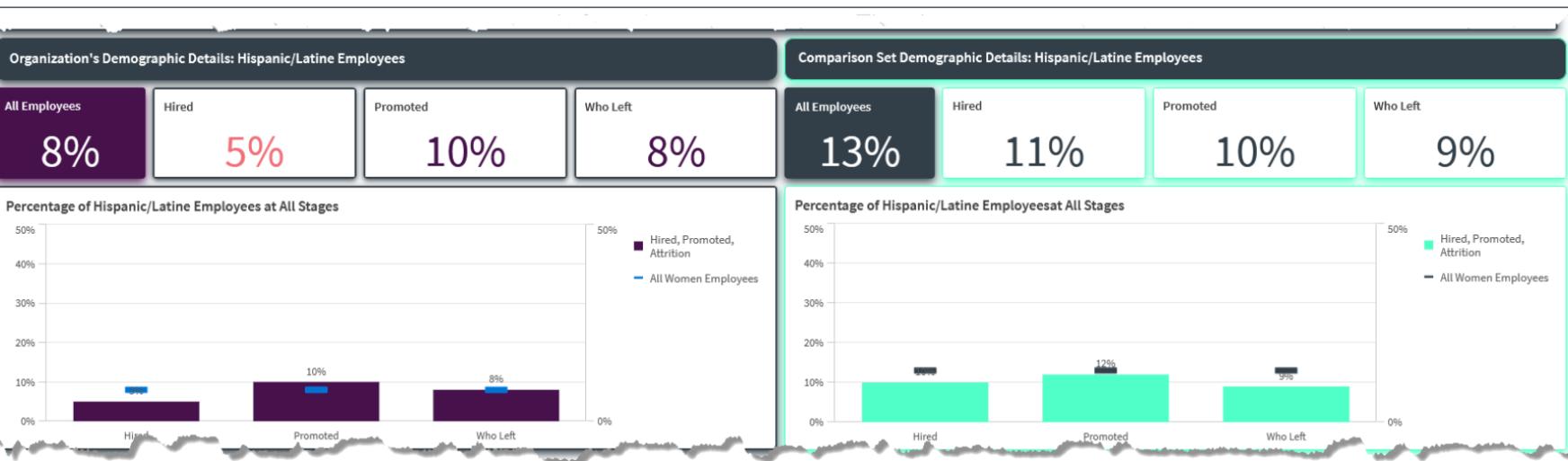
Native Hawaiian or Pacific Islander 0%

Native American or Alaskan Native 0%

Two or more races 7%

Undisclosed 8%

# Navigator Dashboard



## Nontraditional recruitment programs:

**Veteran and military spouse hiring initiatives** that translate military skills into civilian careers, often with mentorship and transition support

Organization's Response

No

77.8%

**Second-chance hiring programs** that recruit individuals with criminal records or histories of incarceration, often paired with training and career coaching

No

46.0%

**Specialized recruitment programs to hire and support neurodivergent candidates** (historically focused on people with autism, but can be expanded to include ADHD, dyslexia, and other cognitive differences)

No

54.2%

**Return-to-work programs** ("returnships") for adults who have been out of the workforce (often caregivers)

No

81.2%

**Second career** ("encore career" or "retiree returnship") **recruitment programs specifically tailored to retirees** or employees who have taken a late-career break and now want to re-enter the workforce

No

30.0%

**Paid apprenticeships** and earn-and-learn pathways aimed at people who are already past high school (including adults changing careers, workers without degrees, or those looking to upskill)

Yes

91.1%

**Fellowships or scholarship-to-job pipelines for college students**

Yes

95.3%

**High school to career pipelines** for students who do not plan to attend college that help students with early career exploration and access to first jobs, e.g., summer internships, pre-apprenticeships, job shadowing

No

54.2%

**Partnerships with community organizations**, e.g., collaborating with nonprofits, workforce development programs or advocacy groups

No

74.5%

**Trade programs** with large trade associations and/or **partnerships with trade/vocational schools**

No

83.3%



## Customized Report

A highly customized report and analysis tailored to your organization's strategic priorities



## C-Suite Presentation

In-person presentation by a Seramount executive directly to your C-suite



## Strategic Impact

Impact at the leadership level, ensuring insights turn into strategic action

Insights elevated to drive alignment and decision-making at the highest levels



## Executive Guidance

Executive-level guidance to help influence senior leadership on your most critical priorities

“Turn complex survey results into clear, actionable strategies delivered to the people who can make change happen.”



# Benchmarking Is Powered by Your Annual Application

## The Annual Application

**December 10, 2025 to March 13, 2026**

- No cost to apply
- Confidential responses
- Seramount Support team dedicated to providing support throughout the application process:

**Send Questions to**  
**[SurveySupport@Seramount.com](mailto:SurveySupport@Seramount.com)**

**Scan the QR code to register**



Or visit

**<https://seramount.com/best-companies/>**

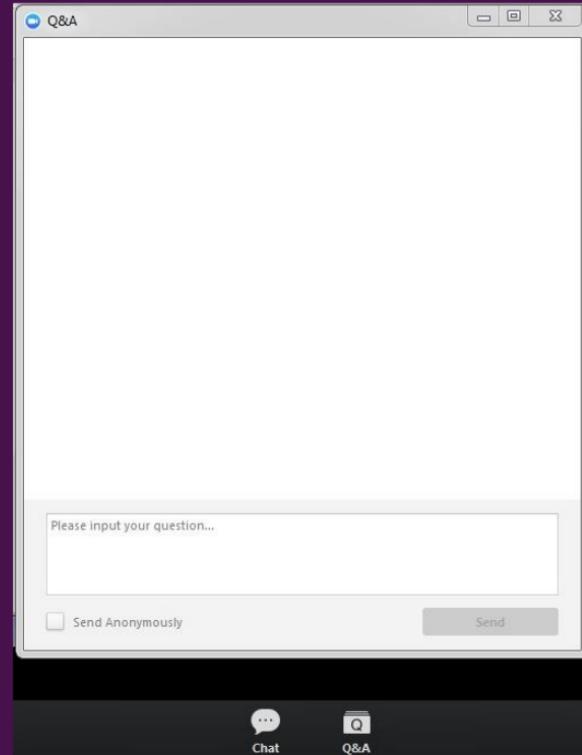


## Q&A

6

# Q & A

*Type your questions into  
the Zoom Q&A box*



# The Global Talent and Inclusion Index



## The Global Talent and Inclusion Index

February 10 to June 30, 2026

- Available in 30 countries!
- Provides a way to benchmark inclusion progress across multiple countries
- No cost to apply
- Confidential responses

## FREE WEBINAR! Benchmarking Across Borders: The Global App Explained

- ▶ **January 21, 2026**  
Session 1: 6-7 am EST / 3-4 am PST  
Session 2: 2-3 pm EST / 11 am – 12 pm PST
- ▶ Learn how this application differs from US version, eligibility criteria, tips for aligning global data collection, and how results support your organization's global inclusion reporting
- ▶ Speakers:  
Barbara Frankel, Managing Director  
Nancy Di Dia, Global Advisor

**For more information, including links to register for the application and the FREE webinar:**  
[seramount.com/best-companies/seramounts-global-talent-and-inclusion-index-annual-application](http://seramount.com/best-companies/seramounts-global-talent-and-inclusion-index-annual-application)



**More information about our applications,  
including links to register, can be found at:**

**[seramount.com/best-companies](https://seramount.com/best-companies)**

**Seramount Survey Support Email:**

**[surveysupport@seramount.com](mailto:surveysupport@seramount.com)**



Talent Solutions for Better Workplaces

202-747-1000 [seramount.com](http://seramount.com)