

Introducing Our New Annual Application: The Only Way to Track Inclusion & Benefits Progress in 2026

Our Webinar Will Begin Shortly

November 18, 2025

Housekeeping

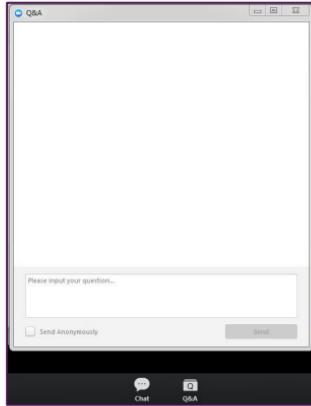


Networking



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



Crystal Vagnier

Senior Research Manager
Seramount

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- 2 Changes to the 2026 Annual Application
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- 4 Dynamic Benchmarking
- 5 Q&A



The Value in Participating

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.

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 Employee Voice Sessions (EVS)



Seven Listening Sessions with CDOs and other corporate DEI leaders

Nov 19 & 21, 2024
Post-election EVSs

Jan 30, Feb 12, Mar 26, Jun 6, & Aug 13, 2025
Post-inauguration EVSs

KEY TAKEAWAYS FROM EVS SESSIONS:



PUBLIC REPORTING

75% have made changes to the data or information they share publicly



SUPPLIER DIVERSITY

68% have made one or more changes to their supplier diversity efforts



TALENT DEVELOPMENT

64% have made one or more changes to their talent development strategy or program



TALENT ACQUISITION

59% have made one or more changes to their talent acquisition strategy or programs



ERGs

55% have made one or more changes to their employee resource groups



DEI NAME CHANGE

41% have changed the name of their DEI department since the inauguration or are in the process of doing so now

Feedback from Interviews Conducted with DBP Partners



Conducted 15+ interviews with DBP partners over the last three months regarding changes within their organization and how they measure inclusion.

EIGHT THEMES EMERGED:

1

Demographic Data

Public data now very limited, especially race/ethnicity. Demographics are non-risky to collect as long as they are collected for every group.

2

Representational Goals

Nearly all have pulled back from public or even internal numerical targets. No longer tied to compensation.

3

Talent Development

Many companies are turning to behavioral, non-traditional sources, and skill-based inclusion strategies (e.g., mentoring, inclusive leadership development) as the main vehicle for adding diversity.

4

Employee Resource Groups

ERGs are evolving and becoming more utilized. Many are being rebranded. Focus is shifting from identity-based advocacy to skill-building and career development.



EIGHT THEMES (CONTINUED):

Measuring Inclusion and DEI Impact

5

Companies are turning more to engagement surveys and pulse surveys to gauge progress using climate/culture metrics, such as sense of belonging, psychological safety, and employee experience.

Process Integrity Over Outcomes

6

Emphasizing fairness over targets by shifting from outcome metrics like representation and promotion rates to process reviews instead (e.g., talent acquisition systems, leadership behaviors).

Supplier Diversity

7

Programs are being renamed (e.g., "Inclusive Procurement") and reframed to focus on socioeconomic and small business sourcing rather than MBE/WBE metrics. Public data very limited.

Language of DEI

8

Language is being softened or replaced. Common alternatives are "Inclusion," "Belonging," or "Culture," signaling a reframing rather than a retreat.

Feedback from Interviews Conducted with DBP Partners (Continued)

At the end of the interviews, partners were also shown a list of topics and asked to rate them from 1-5 as to which would be most valuable to their organization to measure (1=least valuable, ..., 5=most valuable):

HIGHEST rated topics <u>not</u> currently asked in the Inclusion Index	Average Rating (1-5)
Inclusive leadership competencies	4.8
Engagement surveys	4.5
Psychological safety	4.5
Disability inclusion/accessibility	4.1
Trans-inclusive benefits	4.1
Attrition by demographic group	4.1

Feedback collected from 58 other DBP partners via a survey validated these results.



The Risk Spectrum

What's Low vs High Risk



Key Takeaway

Data related to protected characteristics can still be collected and even analyzed, but it cannot be a factor in any decision-making process in this current environment

Why It's Risky NOT to Measure At All

When we stop measuring inclusion, we lose the ability to:



Identify opportunities for improvement



Compare results against peers



Inform board report-outs



Defend the value of DEI programs



Demonstrate business impact

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.



Changes to the 2026 Annual Application

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



Enhanced Application Experience



Expanded Eligibility

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	100 Best Companies	
Inclusion Index	Name Updated	Talent and Inclusion Index (TII)	
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	
Other Initiatives			
Best Law Firms for Women and Diversity		Initiative Sunset – consolidated into 100 Best & TII	

Re-Envisioned Questions

Removed

- Simplifies sensitive areas **by removing questions difficult to answer in the current climate:**
 - Demographics of advancement program participants
 - Manager accountability and compensation for meeting goals
 - Setting diversity representation goals
 - CEO commitment to DEI
 - Anti-racism training
 - Diverse slates
 - Supplier inclusion programs (most Q's)



Added

- Shifts focus to measurable practices that sustain inclusion and **focus on achievable talent practices:**
 - Age & attrition demographics
 - Non-traditional recruitment programs
 - Accessibility for people with disabilities
 - Identifying high potential employees
 - Inclusive leadership competencies
 - Learning & Development programs
 - Recognition programs
 - Executive HR councils
 - Trans-inclusive benefits
 - People analytics



Example of New Measurement Area: Inclusive Leadership

Measuring how inclusion is built into leadership expectations and evaluation

How We Measure Inclusive Leadership Competencies

► Which inclusive leadership competencies are included in the training? Select all that apply.

- Self-awareness (recognizing emotions, triggers and biases)
- Self-management (regulating emotions and behaviors)
- Empathy (demonstrating emotional attunement and compassion)
- Social awareness (understanding dynamics of power, identity and culture)
- Communication and active listening (clear, respectful and inclusive dialogue)
- Curiosity and cultural humility (approaching differences with an open mind)
- Adaptability (remaining flexible and open to change)
- Authenticity (showing up with integrity, humility and consistency)
- Psychological safety (fostering an environment where people feel safe to speak up)
- Civility and respect (treating colleagues with consistent dignity)
- People development (supporting others' growth)
- Collaboration and teamwork (fostering productive collaboration across teams, perspectives and roles)
- Advocate (stands up for colleagues who are not being treated fairly)
- None of the above

Example of New Measurement Area: Attrition

Measuring exit trends to inform retention strategies

How We Measure Attrition

- ▶ Among the employees who left your organization in the past year, report the number who left voluntarily (not including retirement), retired, or left involuntarily.
- ▶ What was the total number of employees who left your organization in the past year?
- ▶ What was the average age of the employees who retired in the past year?



Example of Expanded Focus: Engagement Surveys

Measuring the reach and accountability of employee engagement surveys

How We Measure Engagement Survey Best Practices

- ▶ What response rate did you achieve on your most recent engagement survey?
- ▶ To what extent are managers at your company held accountable for acting on employee engagement survey results?

Example of Expanded Focus: Employee Resource Groups

Measuring Employee Resource Groups' strategic value and impact

How We Measure ERG Priorities

► Which of the following focus areas are included in your priorities for your organization's employee group program? Select all that apply.

- Workplace Culture: Influences values and behaviors to enhance inclusivity within your organization
- Community Impact: Fosters external engagement, support, and social responsibility initiatives
- Workforce Impact: Enhances the employee experience by positively impacting talent from recruitment through the entirety of the talent lifecycle
- Business Impact: Drives innovation, market growth, and organizational competitiveness through inclusive and equitable practices that drive tangible commercial results
- None of the above

Complementing Initiatives = Comprehensive Analysis Capabilities



Enhanced Application Experience

Solution 1: Save Time With Streamlined Data Entry

For Demographic section:

Option to upload option 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
Total Employees by Level																	
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
BOARD OF DIRECTORS (BoD)																	
Total members of Board of Directors	B.16	15	B.17	4	10		1	B.18	10	2	1	1	1	0			
HIREs																	
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
PROMOTIONS																	
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
ATTRITION																	
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 previous year's responses via Excel to expedite data collection

For remaining sections (*not Demographic*):

Responses from previous year 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				Phase-Back Program (C.18-C.23)		
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 ≠ "%"	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				Bereavement Leave for Miscarriages (C.24-C.28)		
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	

Expanded Participation and Application Support



Expanded Participation



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



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

Application Support



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

Email: surveysupport@seramount.com



- **Office Hours:** Option to schedule 15-min calls with our Survey Support team for any questions and survey assistance.



- **Application Review:** DBP members can review application w/ a Seramount staff member prior to submitting.



Registration

SECTION

3

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

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

By registering now, survey link and all resource docs for completing the application will be sent when the application opens on December 10!



Dynamic Benchmarking

SECTION

4

Advanced Benchmarking: Insights Made Actionable



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

seramount
Talent Solutions for Better Workplaces

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...

Midwest (IL, IN, IA, KS, MI, MN, MO, N...

Northeast (CT, ME, MA, NH, NJ, NY, PA...

South (AL, AR, DC, DE, FL, GA, KY, LA, ...

US Territories (AS, GU, MP, PR, VI)



Navigator Dashboard



Organization Name

Demographics

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[Back to Landing Page](#) [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](#)

Organization's Overall Employee Demographics

Percentage of All Employees Who Are Women

56%

Women 56% Men 44%

Comparison Set Overall Employee Demographics

Percentage of All Employees Who Are Women



0% 50% 60% 100%

[Click Here for Details by Gender](#)

Percentage of All Employees Who Are White

60%

Percentage of All Employees Who Are White



59%

Organization Name

Demographics by Gender



[Back to Demographics Page](#)

Level 1: refers to your organization's highest tier/level of employees: direct reports to the CEO. If your CEO is US-based they are included in this level.

Level 2: refers to your organization's next highest tier/level of employees; direct reports to the CEO's direct reports.

Level 3 refers to the next-highest tier of employees, the tier/level directly below "Level 1-2." These are direct reports to Level 2 employees.

Level 4 refers to the next tier/level of employees, one level below "Level 3." These are direct reports to Level 3 employees.

Level 5 refers to all other employees not reported in the Level 1-2, Level 3, and Level 4 categories. *This includes administrative personnel reporting to the CEO or a CEO direct report.*

Organization's Demographic Details: Women

All Women
56%

56%

Promoted
56%

Who Left
70%

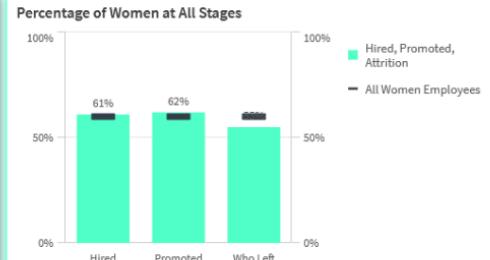
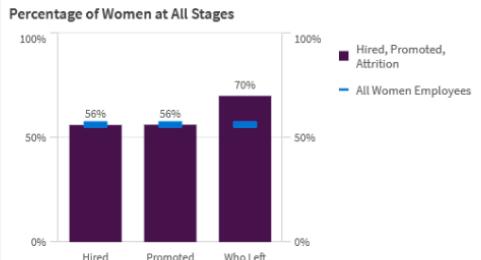
Comparison Set Demographic Details: Women

All Women
60%

61%

promoted
62%

55%



Navigator Dashboard

Organization Name

Parental Leave

seramount
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Demographics Employee Groups Inclusive Leadership Advancement Programs Non-traditional Recruitment

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

[Back to Landing Page](#) Other Family Friendly Leave Health Care Benefits Other Family Friendly Benefits Paid Days Off

Organization's: Gender-Neutral Fully Paid Parental Leave

Comparison Set: Gender-Neutral Fully Paid Parental Leave

Weeks of Paid Parental Leave OFFERED to Full-Time Employees

8

Weeks of Paid Parental Leave OFFERED to Full-Time Employees

10

Weeks of Paid Parental Leave TAKEN by Full-Time Employees

Mothers: 8

Fathers: 4

Weeks of Paid Parental Leave TAKEN by Full-Time Employees

Mothers: 10

Fathers: 7





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

Scan the QR code to register



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

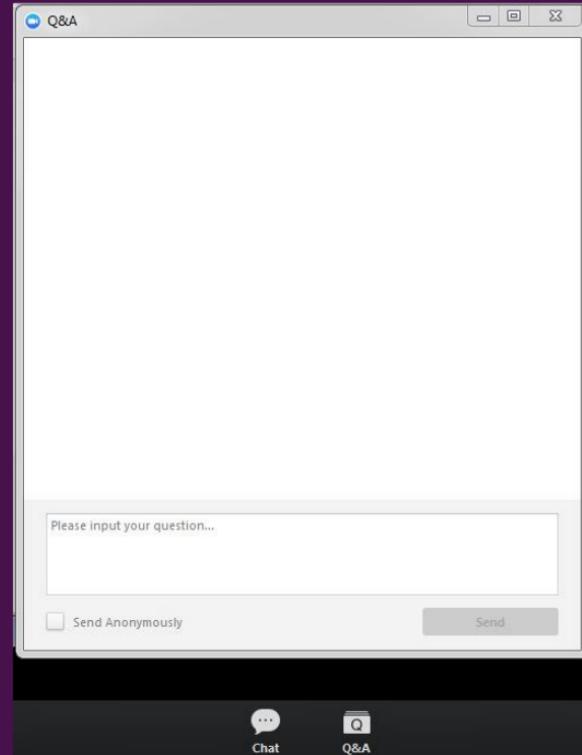


Q&A

5

Q & A

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



Upcoming Webinars



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

- ▶ **December 10, 2025**
1-2 pm EST / 10-11 am PST
- ▶ A live walkthrough of the updated and streamlined survey and review of the submission process, with practical tips to help your team stay organized and aligned. Get insights into best practices and available support to help ensure a smooth and successful submission.
- ▶ **Speakers:**
Barbara Frankel, Managing Director, Seramount
Amy Nakatani, Senior Director, Seramount



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
- ▶ Available in 30 countries! Provides a way to benchmark inclusion progress across multiple countries. This webinar will walk you through the application and its value.
- ▶ **Speakers:**
Barbara Frankel, Managing Director, Seramount
Nancy Di Dia, Global Advisor, Seramount



Talent Solutions for Better Workplaces

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