

FY27 Workplace Practices Assessment

Partner Frequently Asked Questions

Use this guide to understand what you gain from participating, prepare your data, and submit your assessment. Participation is free and confidential, and registration does not obligate you to submit.

Participation and Value

What is the Workplace Practices Assessment?

Formerly the Annual Application, this confidential assessment helps your organization evaluate workplace benefits, policies, and inclusion practices. Use the findings to identify strengths, prioritize improvements, and inform investment decisions.

Which initiatives can we participate in?

You can choose the 100 Best Companies initiative, the U.S. Talent and Inclusion Index, or both through one assessment. The 100 Best Companies initiative evaluates family-friendly benefits and policies; the U.S. Talent and Inclusion Index evaluates talent and inclusion practices.

Who is eligible?

Both initiatives require at least 250 employees. To apply for 100 Best Companies, your organization must also offer at least two weeks of fully paid, gender-neutral parental leave.

What do we receive, and is there a cost?

There is no cost to apply. Each participant receives a free, confidential scorecard for each initiative entered, showing overall performance and results in key areas, plus access to an invite-only webinar on aggregate findings. Scorecard notifications go to the primary point of contact (PPC).

Participating SeramountCulture members (formerly DBP) also receive a Key Insights Report comparing key metrics with 100 Best Companies and Index companies. Deeper peer benchmarking through Navigator is available for an additional cost.

Will our participation or results be made public?

Registrant and applicant identities remain confidential. Organizations that do not qualify are never named. Qualifying organizations can opt in to recognition on Seramount's website; those that do not opt in will not be named there. All qualifying organizations receive a badge and PR template to use at their discretion.

Results are reported in aggregate without identifying individual organizations. Individual company data is not publicized or shared without prior approval, including examples highlighting a company's strengths.

Registration and Key Dates

How do we register?

Registration opens in October. Designate a PPC to receive your organization's unique assessment link. Registering does not commit you to completing the assessment.

[Register for the Workplace Practices Assessment](#)

When will we receive our assessment link?

If you register before the assessment opens, you will receive your link when it opens. If you register afterward, allow three business days for processing. Your organization receives one link, sent to the PPC. Email surveysupport@seramount.com if you registered but have not received it.

What are the important dates?

Milestone	Date
Registration opens	October 2026
Assessment opens	December 9, 2026
Assessment overview webinar	January 12, 2027
Assessment submission deadline	March 12, 2027
100 Best Companies notification	May 12, 2027
U.S. Talent and Inclusion Index notification	June 2, 2027

What time does the assessment close?

You have the full day on March 12, 2027, in your respective time zone to submit. Plan to finalize during the preceding week so there is time to resolve questions or technical issues.

Is there a walkthrough or help available?

An updated assessment overview webinar is scheduled for January 12, 2027; more details will follow. The survey team also offers guidance, office hours, and data-collection resources. Contact surveysupport@seramount.com for assistance.

How does the Global Talent and Inclusion Index differ?

The Global Talent and Inclusion Index uses a separate application for offices outside the U.S. It opens February 10, 2027, closes June 30, 2027, and notifies companies September 8, 2027. The Workplace Practices Assessment covers U.S. operations; U.S. territories may be included.

Preparing and Reporting Your Data

Can we collect responses in Word or Excel?

Yes. Registered organizations receive Word and Excel versions of the assessment and a guide to questions added, removed, or changed since last year. Download links appear in the assessment-link email, on the first page of the online assessment, and in each page's footer. These resources are for data collection only; submit your responses through the online assessment.

Which reporting period should we use?

Use 2026 data or the most recent 12-month period for which you have complete information. All reported data must cover the same 12-month period. Use a consistent snapshot date for all employee counts.

For employee counts, confirm the required snapshot year with surveysupport@seramount.com before entering data.

What if we do not track the information requested?

Use a conservative estimate only if someone qualified can make it with high confidence and your organization would accept it for important business decisions. If you cannot provide a reliable answer, leave the question blank. Enter zero only when the answer is actually zero.

How should we enter numeric responses?

Use whole numbers only, without dollar signs, percent signs, commas, or periods. Round dollar amounts to the nearest dollar.

Who should be included in total employee counts?

Include all full-time and part-time employees on payroll, whether active or on leave. If there are no employees in a category, enter zero. Use the confirmed snapshot date consistently across employee counts.

How should we classify employees in the workforce profile?

Use your organization's chart, rather than job titles, to assign employees to these four levels:

Corporate executives: The two highest employee tiers below the CEO.

Senior managers: Direct reports to corporate executives.

Managers: Direct reports to senior managers.

Non-managers: All other employees.

These levels provide a common reporting structure. Employees in a level may or may not have supervisory or management responsibilities.

Are section comments and essays scored?

Section comments are optional, are not scored, and do not affect your score or rank. Use them to clarify responses, with a limit of 1,000 characters. Essays are also not scored; Seramount uses them to identify trends and innovative practices.

Completing and Submitting the Assessment**Can more than one person use our link?**

You can share the link internally, but have only one person work in the online assessment at a time. Use the Word or Excel resources to gather input from your team before entering data.

Do we need to complete everything in one session?

No. The assessment saves recorded answers. Click SAVE AND CONTINUE at the bottom of a page before closing your session. Your saved responses will be available when you return. Always review earlier pages, because the portal may move you to the next unviewed page even if earlier questions are unanswered.

How do we select initiatives or add one later?

Choose your initiatives in Initiative Selection, before Company Profile. The portal displays questions based on your selections. If you add an initiative after starting, use the Table of Contents (TOC) to revisit every earlier page and check for newly displayed questions.

Can we print or download our responses before submitting?

The portal cannot download or print a complete response report while the assessment is in progress. Use the TOC to review each page; you can print individual pages or take screenshots. After submission, the PPC receives a confirmation email with a PDF of submitted responses and a link to a printable response report.

What should we review before submitting?

Revisit every page to check your answers. A TOC checkmark means a page has been viewed, not that its questions are complete. Review each initiative's math validation page, correct flagged inconsistencies, and confirm that corrections resolve the errors.

What are the math validation pages?

Each initiative has a validation page at the end of the assessment, accessible through the TOC. It checks applicable questions for mathematical inconsistencies. Shared questions may trigger the same error in more than one initiative. Use the TOC to return to the original responses, correct them, and then recheck the validation pages.

Can we submit with unresolved math errors?

Yes, the portal allows submission even if errors remain. Accurate data is essential, so make every effort to correct flagged errors before submitting. Contact surveysupport@seramount.com if you need help.

What action submits the assessment?

Your assessment is submitted only when you click SUBMIT at the bottom of the final page. Signing the Terms of Agreement does not submit it. Review all responses before clicking SUBMIT.

Troubleshooting and Support**Why are the questions for our initiative missing?**

Your unique link is not preset to particular initiatives. Return to Initiative Selection at the beginning of the assessment using the TOC and confirm your choices. If you change a selection, revisit earlier pages to answer any newly added questions.

Why does the assessment skip question numbers or pages?

The portal shows only questions relevant to your selected initiatives and earlier responses. Gaps in numbering or missing pages can be expected. For example, if you report that you do not have a formal mentoring program, follow-up questions about that program will not appear.

Why did the portal move ahead when earlier questions are unanswered?

When reopening the assessment or selecting SAVE AND CONTINUE, the portal can take you to the next unviewed page. A TOC checkmark confirms only that someone visited the page. Review each checked page before submitting to ensure your answers are complete.

Why is a page locked or the TOC unavailable?

Complete any required fields on the current page, such as company name or PPC information, before navigating elsewhere. The Terms of Agreement near the end is also required. Signing it unlocks navigation back to earlier pages; it does not submit the assessment.

What if we accidentally submit before we are ready?

Contact surveysupport@seramount.com for assistance. To reduce the chance of accidental submission, assign one person to enter the data and click SUBMIT only after the team has finished reviewing the responses.

Who can help with registration, data questions, or technical issues?

Email surveysupport@seramount.com. Build time into your schedule for support and final review rather than waiting until the submission deadline.

[Email the survey support team](#)

[Register for the Workplace Practices Assessment](#)