

ProspHire DEI Transparency Report

About this Report:

This report was created in 2023, to showcase ProspHire's continuous efforts within DEI. This report will be updated on an annual basis to show progress and areas of opportunity.

2023 Inaugural Report



Agenda

ProspHire's inaugural Diversity, Equity and Inclusion Transparency Report is part of our ongoing commitment to *helping people prosper*.

- ▶ A Message from the DEI Leadership Team
- ▶ ProspHire's DEI Journey
- ▶ Building a People First Culture
- ▶ Inclusion Groups at ProspHire
- ▶ Encouraging Open Minds
- ▶ Recruitment, Retention and Advancement
- ▶ External Impact
- ▶ Supplier Giving and Charitable Spend
- ▶ Employment Metrics
- ▶ Our Path Forward

A Message from the DEI Leadership Team

On behalf of ProspHire's Leadership Team, we are honored to introduce the firm's first Diversity, Equity and Inclusion (DEI) transparency report.

In this report, we hope to provide transparency into our workforce demographics, DEI policies and programs, recruiting and retention efforts and external engagement activities. We hold ourselves accountable to continue taking the steps that we know will strengthen our culture, empower our people and drive positive change.

We know that it is not enough to be committed to change. We must be transparent about the change we are committing to and open to discussion about our path forward.

We know that to truly make a difference, we must examine our DEI efforts from a place of empathy, humility and hope. This all starts with listening. We engage in open, honest conversations with people at all levels of the firm to better understand their experiences and challenges. This is essential and among the most meaningful work we can do to invest into the culture of the firm and ensure a sustainable business.



Tricia Egry | Executive Sponsor
Accountable for tying DEI efforts to ProspHire's business objectives.



Jaspreet Laungia | DEI Advisory
Uses prior DEI Program Lead experience to help current committee scale initiatives throughout the Firm.



Julie Evans | DEI Program Lead
Drives proactive and holistic DEI initiatives that have a lasting impact in the Firm and in the community.

ProspHire DEI Journey

Since its founding in 2015, ProspHire has worked toward building a purpose-centered culture where people feel empowered by their unique characteristics to do their best work. A broad representation of identities, abilities and experiences make for a stronger team which delivers better client service. In 2020, the DE&I Committee was founded at ProspHire to honor the growing need to incorporate these values within the foundations of our Firm. The following are a series of key milestones over the past few years we would like to highlight.

2020

- ▶ ProspHire's Diversity, Equity and Inclusion (DE&I) committee was founded. The committee meets bi-weekly with workstreams that address training, supplier diversity, university relations, recruiting, mentorship, employee resource groups and charitable giving.
- ▶ Jaspreet Laungia was nominated as the first DE&I program leader.
- ▶ We established candidate diversity targets to guide future hiring practices.

2022

- ▶ We began publishing a quarterly DE&I newsletter, "The DE&I Digest", which highlights DE&I-related activities, insight, and educational opportunities.
- ▶ ProspHire University conducted a Social Determinants of Health (SDOH) Lunch & Learn with a health equity focus.
- ▶ We achieved our goal of over 50% diverse supplier spend.
- ▶ ProspHire Women's Network (PHWN) founded the Women's Book Club, centering female authors and women in business.
- ▶ We launched PH Cares, a community engagement group which reaches out to underserved members of the Pittsburgh and Philadelphia communities.

2021

- ▶ "Inclusion" was officially recognized and added to the ProspHire Core Values.
- ▶ All Firm practitioners completed Implicit Bias Training and Vibrant Pittsburgh's "The Power of Empathy" training.
- ▶ Julie Evans succeeded Jaspreet Laungia as Program Leader, with Jaspreet moving to an Advisory role.
- ▶ We developed supplier diversity policy and achieved our 3-year goal to double our spend with diverse suppliers in one year, with \$95k+ spend in 2021.
- ▶ We realized our 50% charitable giving action.

2023

- ▶ We have exceeded firm diversity goals with 52% gender diversity in the Firm, an increase in female diversity by 6% in one year.
- ▶ We launched PHfamily Matters, a group which serves as a forum for our Firm's caregivers to exchange mutual support and advice.
- ▶ We sought to increase cross-initiative dialogue with People First, a collaborative examination of internal matters to identify areas of opportunity for increased inclusivity.
- ▶ We unveiled the In Her Shoes program, in memory of Hannah Hass, with 8 women participating in a 6-week certification course on Women in Leadership at Emory University.

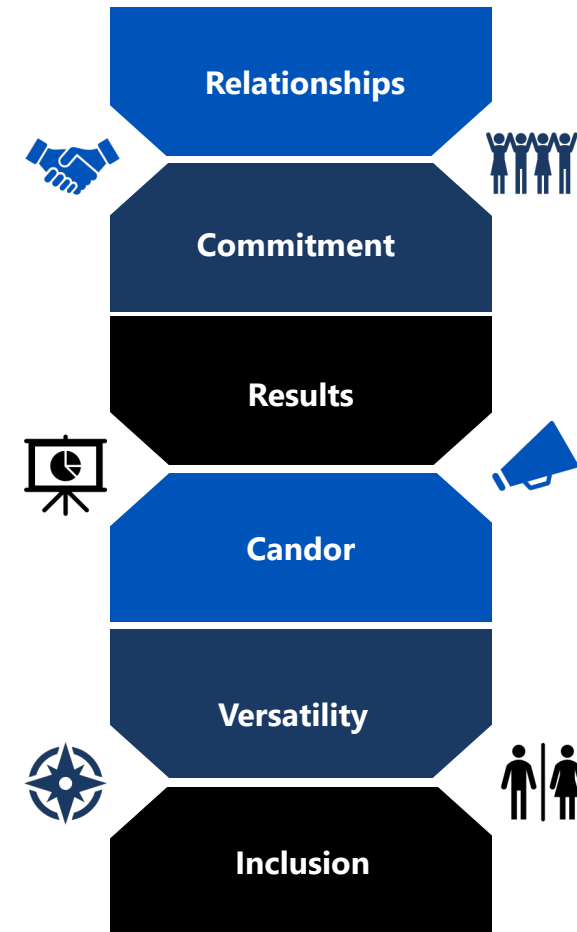
Building a People First Culture

At ProspHire, culture is the first and last order of business. Being a people-first firm means providing an equitable employee experience – one that offers the resources, programs and opportunities necessary for our people to flourish wherever they may be on their unique career journey.

Our Core Purpose and Values

Everything we do is rooted in our set of core values that define how we work together and serve our clients.

Relationships, Commitment, Results, Candor, Versatility, and Inclusion provide the foundation for our commitment to DEI. These values have guided the firm's strategic plan for nearly a decade.



DEI isn't about getting to a destination – it's about always progressing, learning and caring for others.

Inclusion Groups at ProspHire



Women's Network

Recognizing that women in corporate America continue to face barriers which make achieving the highest levels of success more difficult, this inclusion group is designed to fuel the advancement of ProspHire's women professionals.



PHamily Matters

ProspHire is committed to making the work-life balance more manageable for our working caregivers, especially as the lines between personal and professional have become more blurred since the pandemic. This inclusion group focuses on providing resources and connections which help caregivers navigate their unique situations so that they and their families can prosper.

Promoting Inclusivity

At ProspHire, we know that a diverse workforce makes our business stronger. In today's professional environment, diversity alone is not enough. It's of utmost importance that our leadership listens to the ideas, concerns and feedback articulated by all employees and take initiative to consider and implement their suggestions into our culture and everyday operations.

In other words, we must cultivate the "I" in DEI. Inclusion is an act of reciprocity.

Encouraging Open Minds

Our people are the hearts and minds of ProspHire. Their unique skillsets and viewpoints enrich our culture and our ability to deliver exceptional services and experiences. Below are programming and events we encourage our employees to collaborate with, learn from and participate in to celebrate their peers. These events foster a sense of belonging and allyship by promoting awareness and education. Providing dedicated space and learning platforms to encourage the sharing of ideas and experiences is one of the best investments we can make for our employee's personal and professional growth.

Unconscious Bias Training

ProspHire seeks to promote greater understanding of inclusion, along all dimensions of diversity, through unconscious bias training. All ProspHire employees are required to participate in annual unconscious bias training. Through thoughtful conversation and heightened awareness, we can disrupt the effects of unconscious bias.

Candid Conversations

Through Employee Focus Groups and other facilitated sessions, ProspHire hosted a series of candid conversations around work-life balance, the challenges women face in the workplace, and employee recognition. These sessions are held with the intent to understand, acknowledge and facilitate actionable change, providing a forum for practitioners to provide feedback and drive change.

Women's Network Book Club

Open to all practitioners, ProspHire's book club read "When Women Lead" by Julia Boorstin in 2023. The group met virtually and in person for thoughtful discussion, key insights and takeaways.

Speaker Series

ProspHire hosts guest speakers to experience share about mentorship, leadership, and their career path. Guest speakers often speak about their personal and professional experiences that shaped them into the leader that they are today.

Recruitment, Retention and Advancement

ProspHire will continue building a more diverse, equitable and inclusive culture through systemic change. This means adopting a data-driven, equity-focused strategy to ensure that we are attracting, developing and retaining diverse talent at all career levels. We are analyzing our recruiting and retention practices while increasing the tailored career development opportunities provided to our professionals.

Recruiting Experienced Professionals	University Outreach	Encouraging Retention Through Education and Discussion	Statement on Pay Equity
<p>ProspHire is actively investing in new ways to attract accomplished mid- and senior-level talent by leveraging our relationships and showcasing the opportunities our firm provides to build an enriching career and accomplish one's professional goals.</p> <p>These efforts include prioritizing a strategic mentorship program for all employees, which offers dedicated sessions with counselors. This program ensures our counselors are tuned into the challenges our employees face and their areas of interest for growth. We are also able to address roadblocks early and often, paving the way to help all our employees prosper.</p>	<p>ProspHire's campus recruiting program aims to build relationships with students and graduates at schools who are interested in pursuing a career in healthcare consulting. Our recruiting strategy takes our commitment to DEI a step further by sparking interest in students who might not have previously considered consulting as a viable career path. Our goal is to connect with students who would be a great fit for the modern world of consulting but aren't yet aware of all the opportunities available to them to hone their skillset and network with professionals who can provide practical insight into the field, before they enter the job market.</p>	<p>We value providing continuing education opportunities to our employees. We know that providing professional development resources accompanied with a DEI focus helps all our employees grow. ProspHire has significantly expanded the scope of its DEI trainings and activities, including our recently launched inclusion group, PHamily Matters.</p>	<p>ProspHire pay practices are essential in promoting a diverse and inclusive culture. We are committed to paying all employees equitably. Our focus when determining compensation is to model and reward behavior that is consistent with the firm's strategy and core values. To that end, we instill a pay-for-performance culture that rewards individual performance and contribution to our firm's business objectives. We rely on objective criteria in setting compensation, including skills, experience, competency, proficiency, performance, job responsibilities and firm contribution, as well as geographic and market considerations.</p>



External Impact

The opportunities we have as a business to make a positive impact aren't limited to our relationships with colleagues and clients.

Our efforts to drive community change should extend beyond our firm – to reflect all groups substantively impacted by our actions. Keeping this in mind, ProspHire employees strive to participate in events which engage with our broader communities. These efforts are an essential and ongoing element of our DEI journey.



Support for Black-Owned
Businesses



Annual Prosper Together Day
at Boys and Girls Clubs of
Pennsylvania



Highlighting Female Authors
in Book Club Kick-off



Fundraising for Dress for
Success

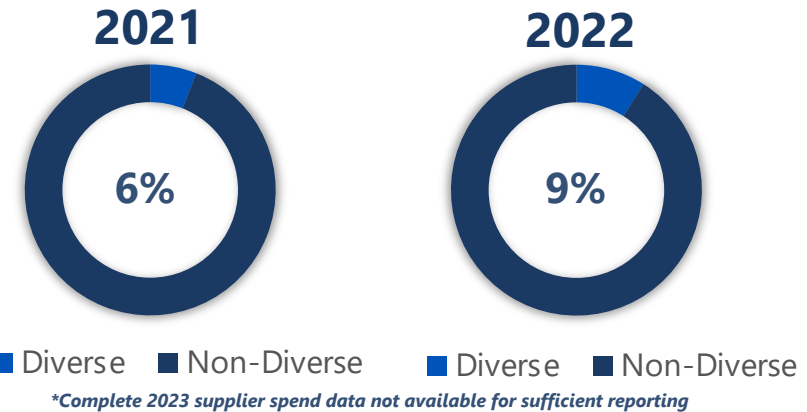
Supplier Diversity & Charitable Giving

Our diverse supplier and charitable donation results exemplify the Firm's dedication to making a financial impact in the community year over year.

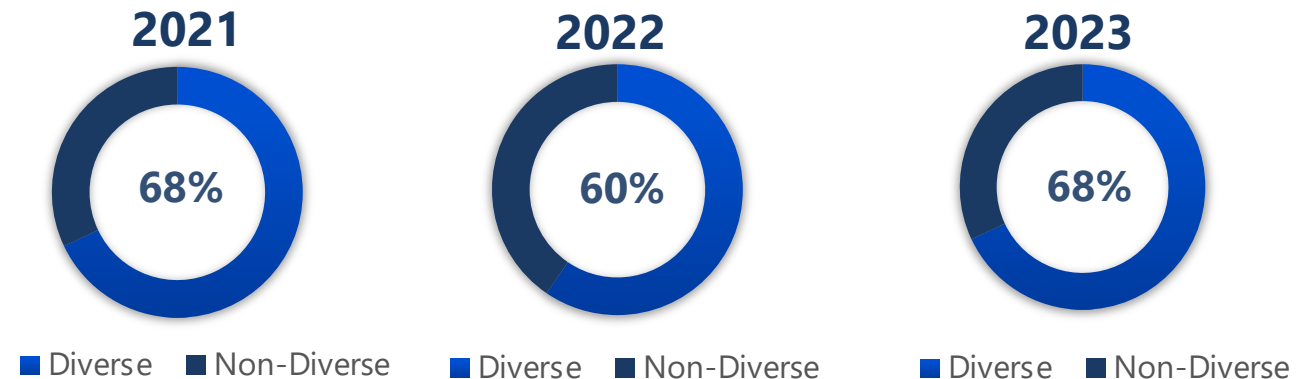
Supplier Diversity is a proactive business strategy that encourages the use of smaller diverse suppliers for Firm events while increasing practitioner awareness of businesses they can personally support. Our goal is to partner with minority-owned businesses and achieve 15% diverse supplier spend by 2025 with 3% increase YOY.

Charitable Giving lays the foundation for the Firm's commitment to supporting organizations that address the challenges faced by marginalized communities. Our goal is to maintain 50% of annual donations going to diverse organizations.

Diverse Supplier Spend



Diverse Charitable Giving



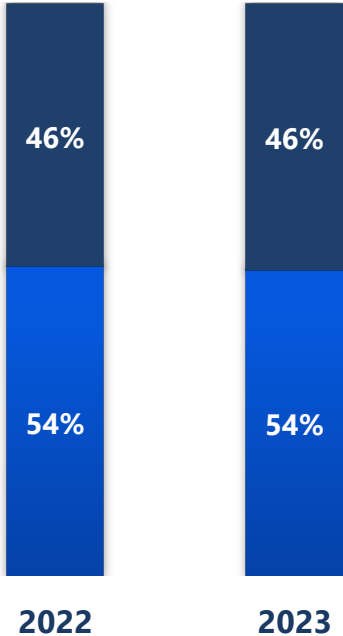
2022 and 2023 ProspHire Leadership Data

Analyzing the representation data of our leadership and workforce – who we are – is an important step in our journey to understanding where we are and identifying how can improve.

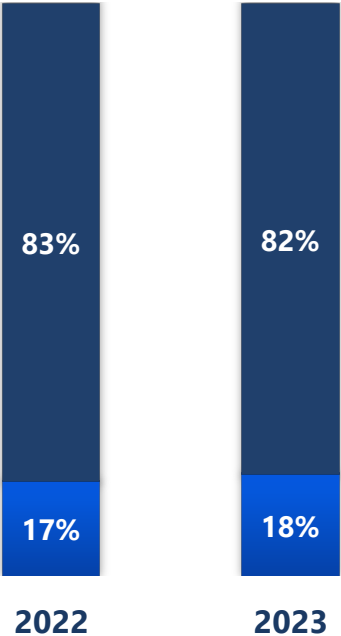
ProspHire’s DEI strategy, aligned with our people-first culture, is rooted in conversation and listening. However, the importance of transparency in identifying where we are today cannot be understated as we pursue progress. Acknowledging the demographic makeup of our employees is an important element of enhancing intentionality and accountability for inclusivity at all levels. We hope this report sheds light on our largest opportunity areas. We will continue to push forward through inclusive recruitment, development, retention and advancement.

Leadership Team Gender & Racial Breakdown

Gender Diversity



Racial Diversity



■ Female ■ Male

■ Non-White ■ White

**ProspHire DEI Metrics– December 2023*

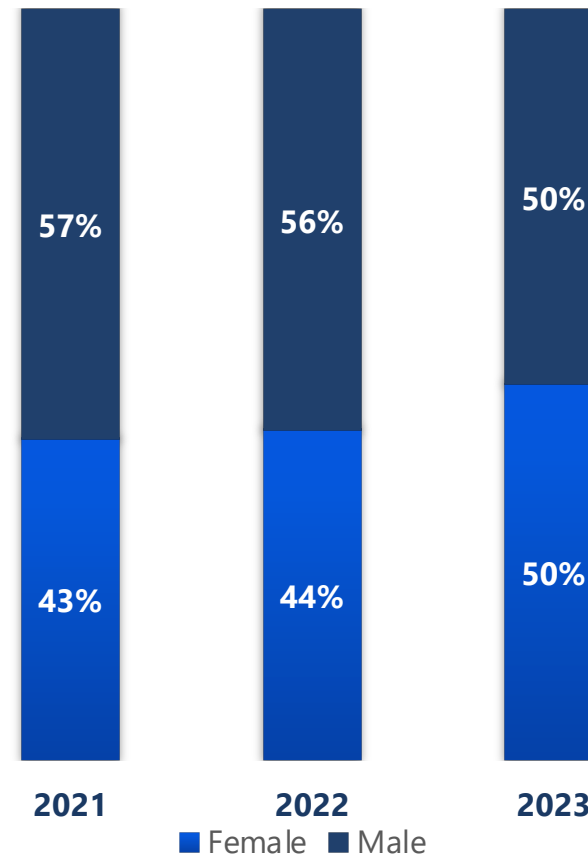


Advancing Equity: Gender Metrics

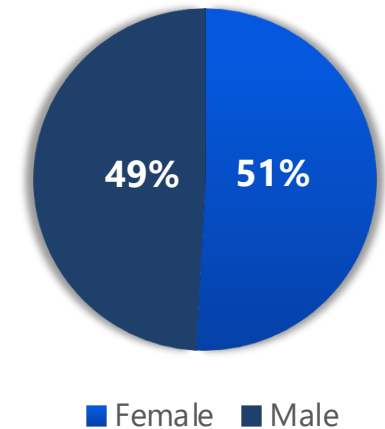
As part of our ongoing efforts to attract diverse A year over year review of our employees' total gender makeup has yielded promising results. We have achieved our DE&I goal, established last year, to reflect Pennsylvania's aggregate gender totals of female (51%) and male (49%).

Our continuous upward trend in hiring and retaining female talent, particularly within a male-dominated field, makes us proud of our Firm's efforts to provide opportunity for our female employees. These efforts include initiatives such as ProspHire Women's Network (PHWN), PHamily Matters and the In Her Shoes program, amongst other opportunities for employees.

ProspHire Gender Breakdown



Pennsylvania Gender Demographics*



*US Census – Pennsylvania (July 1, 2022 estimates based on 2020 census)

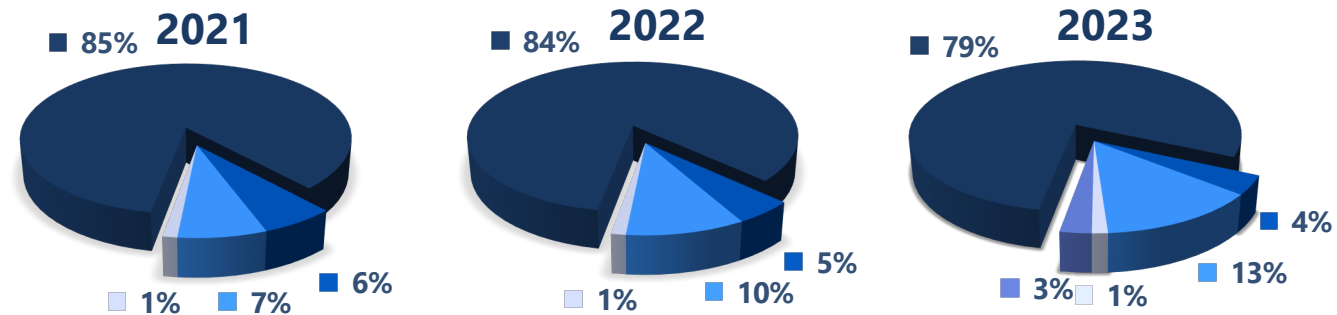
*ProspHire DEI Metrics– December 2023

Advancing Equity: Race and Ethnicity Metrics

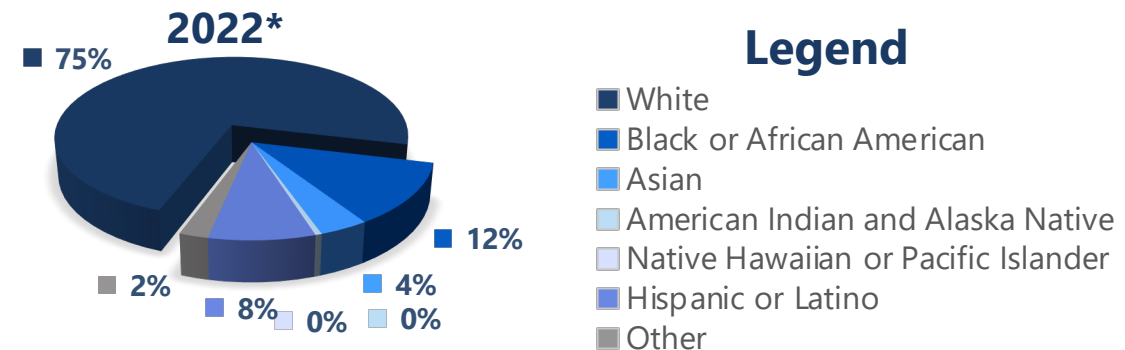
Our review of our employees' total race/ethnicity makeup reveals that there is still room for improvement to attract and retain talent which reflects Pennsylvania's racial diversity.*

While we are pleased to share that our Firm's racial/ethnic diversity has consistently improved over the past few years, we acknowledge that there is still room for opportunity. In the past year, we are proud to have made strides towards our goals such as partnering with Black-owned businesses, conducting our annual implicit bias training and expanding our university outreach to engage with first generation students and students of color.

ProspHire Race & Ethnicity Breakdown



Pennsylvania Race & Ethnicity Breakdown



*Source: United States Census Bureau Pennsylvania 2022 Estimate based on 2020 Census (most recent available estimate).

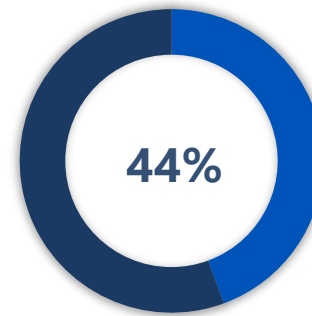
2023 New Hire Data

As part of our ongoing efforts to attract diverse talent, we are continuously refining our hiring practices. In the last year we have followed through on our promise to continuous improvement by:

- Reviewing and revising our job postings to eliminate biased language and ensure inclusivity.
- Exploring various recruitment channels and forming partnerships with organizations to expand our reach.
- Assembling diverse interview panels.
- Routine assessments of our hiring practices to identify areas for improvement.
- Creating new and inclusive behavior-based interview guides to promote consistency and limit bias.
- Analysis of our applicant data for diversity.

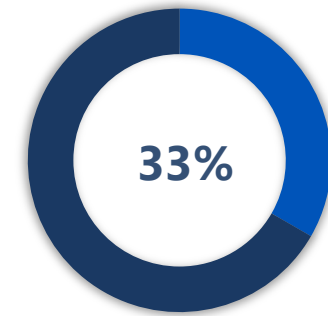
2023 New Hire Breakdown

Gender Diversity



■ Female ■ Male

Racial Diversity



■ Non-White ■ White

*ProspHire DEI Metrics– December 2023

Over the past year, ProspHire hired 16 employees, bringing the Firm's total headcount to 64. In 2023, ProspHire's concerted efforts to fulfill its DEI goals resulted in a new hire class of 44% female and 31% non-white employees. We look forward to continuing to refine our hiring practices, informed by these findings, in 2024.

By fostering an inclusive culture and embracing diverse perspectives, we not only strengthen our team but also position ProspHire as an employer of choice in the marketplace.

Our Path Forward

Creating a more diverse, equitable and inclusive culture is not about reaching a predetermined destination – it's about the journey and the work along the way. That journey will evolve with time, and we will always work to press forward.

Our Actions for Diversity and Inclusion

- ▶ We will improve our demographic diversity by strategically broadening our candidate pool.
- ▶ We will continue to partner with minority-owned businesses and achieve 15% diverse supplier spend by 2025.
- ▶ We will continue our long-standing commitment to The Boys and Girls Clubs of Western Pennsylvania and target at least 50% of our charitable giving towards organizations that address the challenges faced by marginalized communities.
- ▶ We will enhance our DE&I reporting to continuously hold ourselves accountable and transparent.
- ▶ We will broaden our Diversity Performance Management efforts by revitalizing our Firm diversity dashboard with real time diversity benchmark updates and recruitment insights.
- ▶ We will educate our practitioners through continued education and annual trainings, an extension of our mandatory Unconscious Bias Training.
- ▶ We will enhance and promote our Employee Resource Groups PHamily Matters and ProspHire Women's Network, continuously evaluating the needs for additional inclusion groups.
- ▶ We will continue to expand community outreach through PH Cares, creating a greater culture of community outreach, charitable giving and service within the Firm.



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