

ProspHire Diversity, Equity and Inclusion

# Transparency Report

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**2024 Report**

**About this Report:**

This report was created in 2024, to showcase ProspHire's continuous efforts within DEI. This report is updated on an annual basis to show progress and areas of opportunity.

# Agenda

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

- ▶ A Message from the DEI Leadership Team
- ▶ Building a People First Culture
- ▶ ProspHire's DEI Journey
- ▶ Inclusion Groups at ProspHire
- ▶ Encouraging Open Minds
- ▶ External Impact
- ▶ Charitable Giving
- ▶ 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 annual 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.

Nationally, DEI requirements and priorities may change but ProspHire has experienced the influence of our DEI efforts on culture and engagement. We are committed to continuous change and maintaining transparency about our path forward.

Inclusion is a core value at ProspHire and our DEI efforts have become a part of our culture and DNA. We continue to practice active listening and honest conversations across the firm to inform and drive change. 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.



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

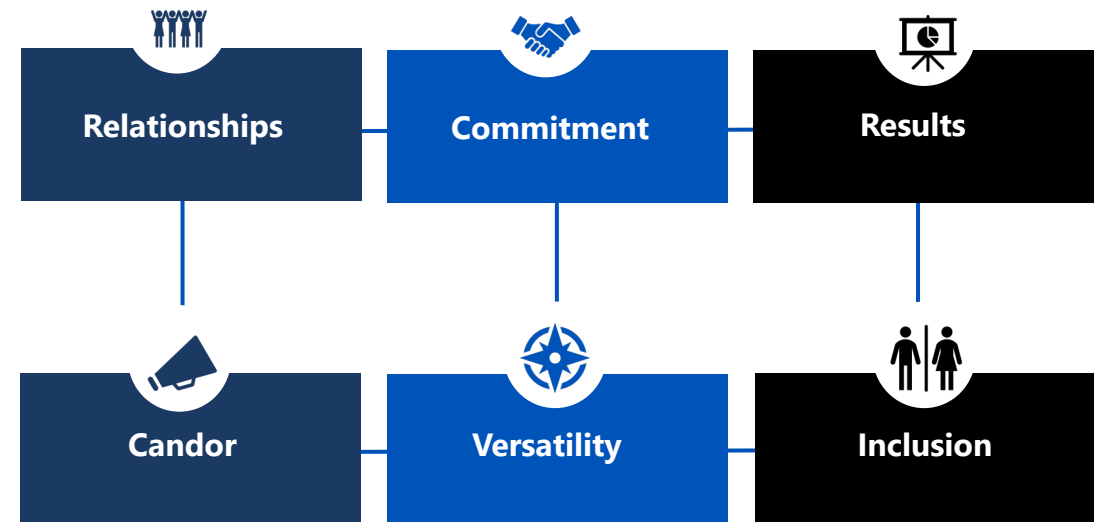
# Building a People First Culture

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.**

# 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 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.

## 2022

- ▶ 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.
- ▶ We launched PH Cares, a community engagement group which reaches out to underserved members of the Pittsburgh and Philadelphia communities.

## 2024

- ▶ ProspHire published its first public DEI Transparency Report, highlighting the firm's progress and areas of opportunity.
- ▶ ProspHire Women's Network launched several new in-person networking events for women in the firm.
- ▶ PH Cares continued to engage the local community and provide charitable contributions through economic uncertainties.

## 2021

- ▶ "Inclusion" was officially recognized and added to the ProspHire Core Values.
- ▶ All firm employees completed Implicit Bias Training and Vibrant Pittsburgh's "The Power of Empathy" training.
- ▶ 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 PHamily 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.

# Inclusion Groups at ProspHire



## Women's Network

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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

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ProspHire is committed to making the work-life balance more manageable for our working caregivers. 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

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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 upmost 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

Below are programming and events we encourage our employees to collaborate with, learn from and participate in to celebrate their peers. These events build 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. These events are popular with members of the firm and engage members beyond delivering client service.

## PHWN Leadership Networking Event

Female employees had the opportunity to network with women leaders in the firm to hold space for discussing goals and aspirations personally and professionally.

## Prosper Together Day

Prosper Together Day is an annual event for employees to put aside client work and engage with underserved local community members at the Boys and Girls Clubs of Pittsburgh and Philadelphia.

## Small Business Engagement

All employees were invited to attend The Cheese Queen, a small local business in Mt. Oliver, PA. This provided an opportunity to engage with a small local business and participate in a firm culture event.

## Leadership Development and Coaching

ProspHire engaged a third-party executive coach to facilitate honest conversations, transparent communication and consistent messaging, bringing shared ideas and experiences upward in the organization.



# 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. ProspHire's ongoing partnership with the Boys and Girls Clubs of Pittsburgh and Philadelphia exemplifies our efforts to promote community engagement and awareness of underserved communities.



**Prosper Together Day  
Pittsburgh**



**Prosper Together Day  
Philadelphia**



**March of Dimes,  
March for Babies**



**Boys & Girls Club of  
Western PA Holiday Event**



# Charitable Giving

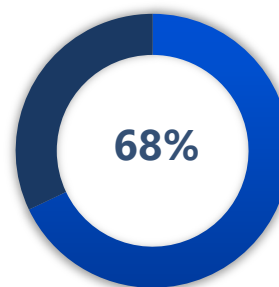
Charitable Giving is a ProspHire priority. Our charitable donations demonstrate the firm's dedication to making an impact on the communities where we live and work. In 2024, the firm contributed over \$100,000, with our largest donation of \$50,000 benefiting the Boys and Girls Club.

Through our partnerships with organizations like the Boys and Girls Club, we focus on monetary contributions in addition to giving our time through our annual Prosper Together Day. This day of service brings our team out of the office and into the community to give back and create a personal connection to those we support.

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.

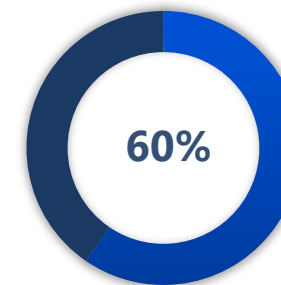
## Diverse Charitable Giving

2021



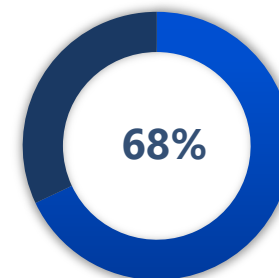
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2022



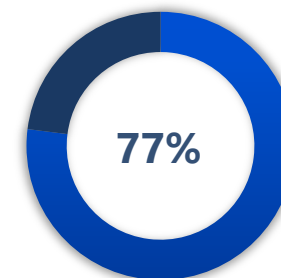
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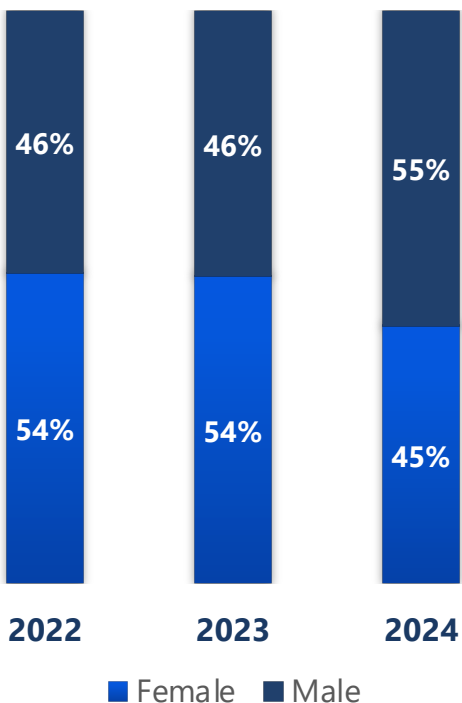
# ProspHire Leadership Data

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.

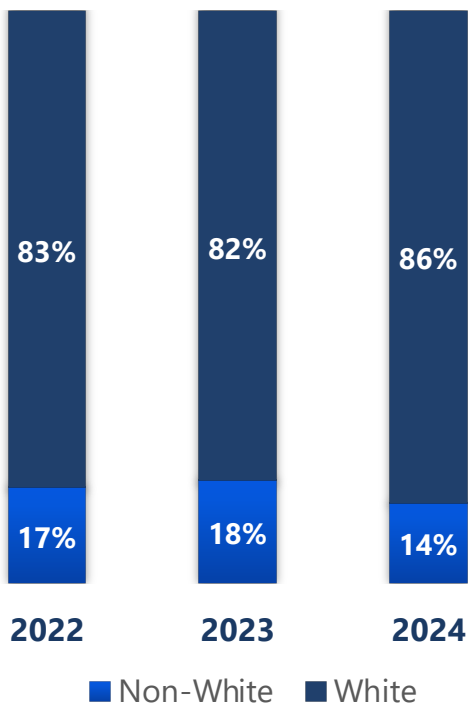
ProspHire’s DEI strategy, aligned with our people-first culture, is rooted in conversation and listening. However, the importance of transparency in identifying where we are today cannot be understated as we pursue progress. Acknowledging the demographic makeup of our employees is an important element 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 and Racial Breakdown

### Gender Diversity



### Racial Diversity



*\*ProspHire DEI Metrics– December 2024*

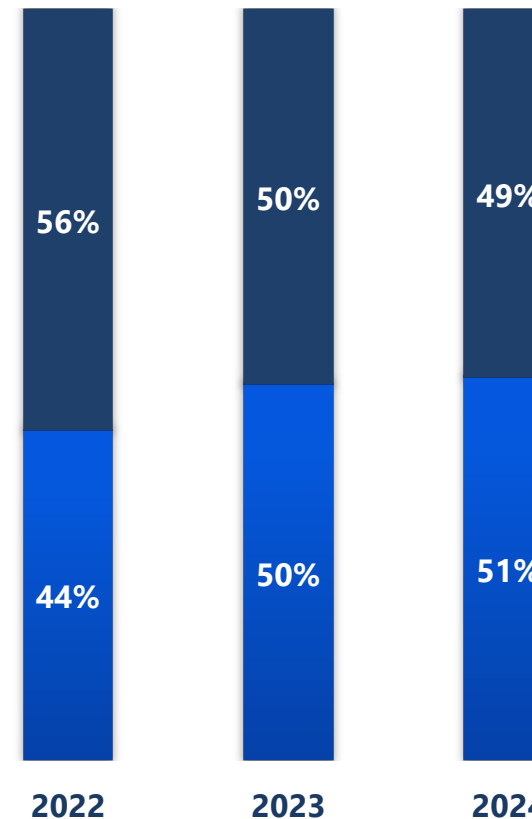


# Advancing Equity: Gender Metrics

As part of our ongoing efforts to attract a diverse workforce, a year over year review of our employees' total gender makeup has yielded promising results. We have achieved our DE&I goal, established historically, 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.

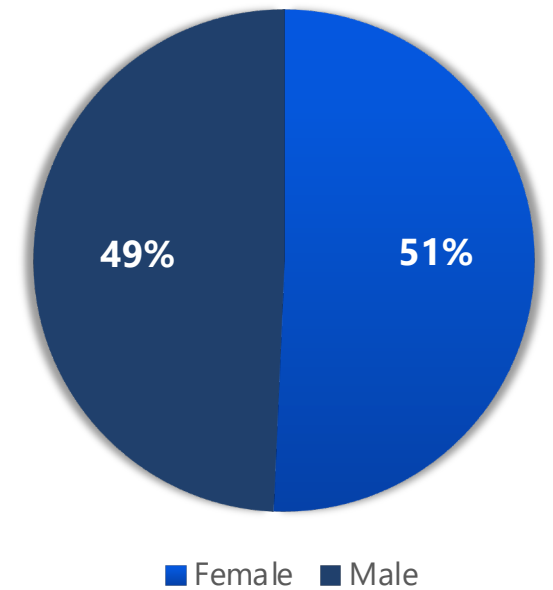
## ProspHire Gender Breakdown



■ Female ■ Male

*\*ProspHire DEI Metrics– December 2024*

## Pennsylvania Gender Demographics\*



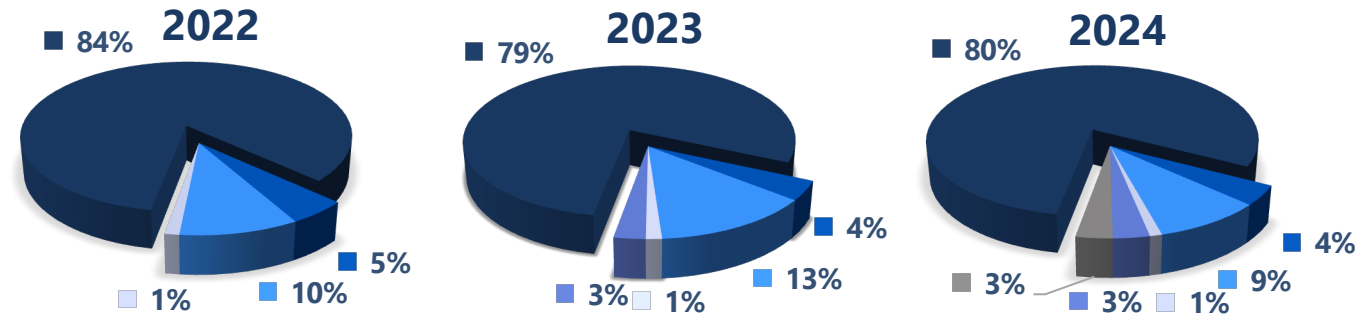
*\*US Census – Pennsylvania (July 1, 2023 estimates based on 2020 census)*

# Advancing Equity: Race and Ethnicity Metrics

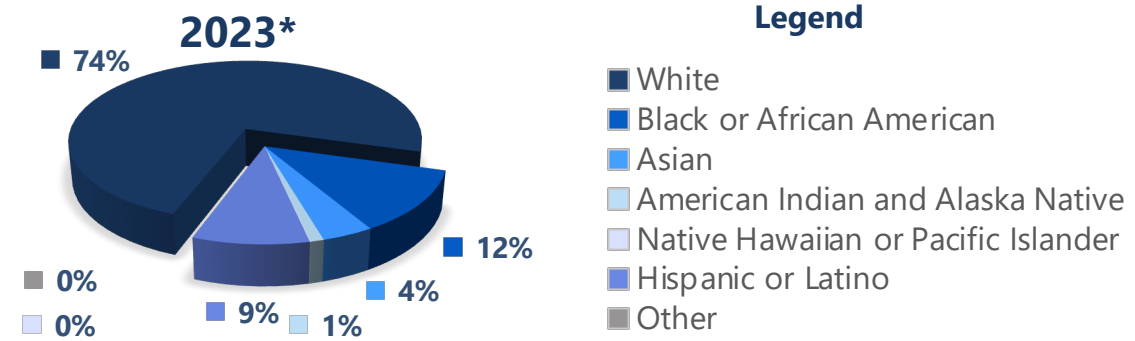
Our review of our employees' total race/ethnicity makeup reveals that there is still room for improvement to attract and retain talent which reflects Pennsylvania's racial diversity.\*

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 and Ethnicity Breakdown



## Pennsylvania Race and Ethnicity Breakdown



\*Source: United States Census Bureau Pennsylvania 2023 Estimate based on 2020 Census (most recent available estimate).

# Our Path Forward

As we continue to embed DEI in our culture, we seek to continue to support and engage our employees through equitable and inclusive programming. Additionally, we seek to promote equitable and inclusive practices in healthcare through our projects and client engagements.

## Our Actions for Diversity and Inclusion

- ▶ We will embed DEI into the ProspHire culture.
- ▶ We will seek to continue enhancing our recruitment practices for equitable outcomes.
- ▶ 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 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 including PHamily Matters and ProspHire Women's Network, continuously evaluating the needs for additional inclusion groups.
- ▶ We will continue to nurture our community outreach efforts through PH Cares, creating a greater culture of community outreach, charitable giving and service within the firm.
- ▶ We will support our clients in establishing and promoting equitable healthcare practices in quality programs and health outcomes management.
- ▶ We will be innovative in the industry to create tools and programs that promote equitable and inclusive decision making across the healthcare industry.



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