

2015 NAMIC AND WICT CABLE TELECOMMUNICATIONS INDUSTRY DIVERSITY SURVEY HIGHLIGHTS

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THE NAMIC AIM

The results in this report reflect the most current data available.

GAIL GREENFIELD, PHD
PRINCIPAL, MERCER



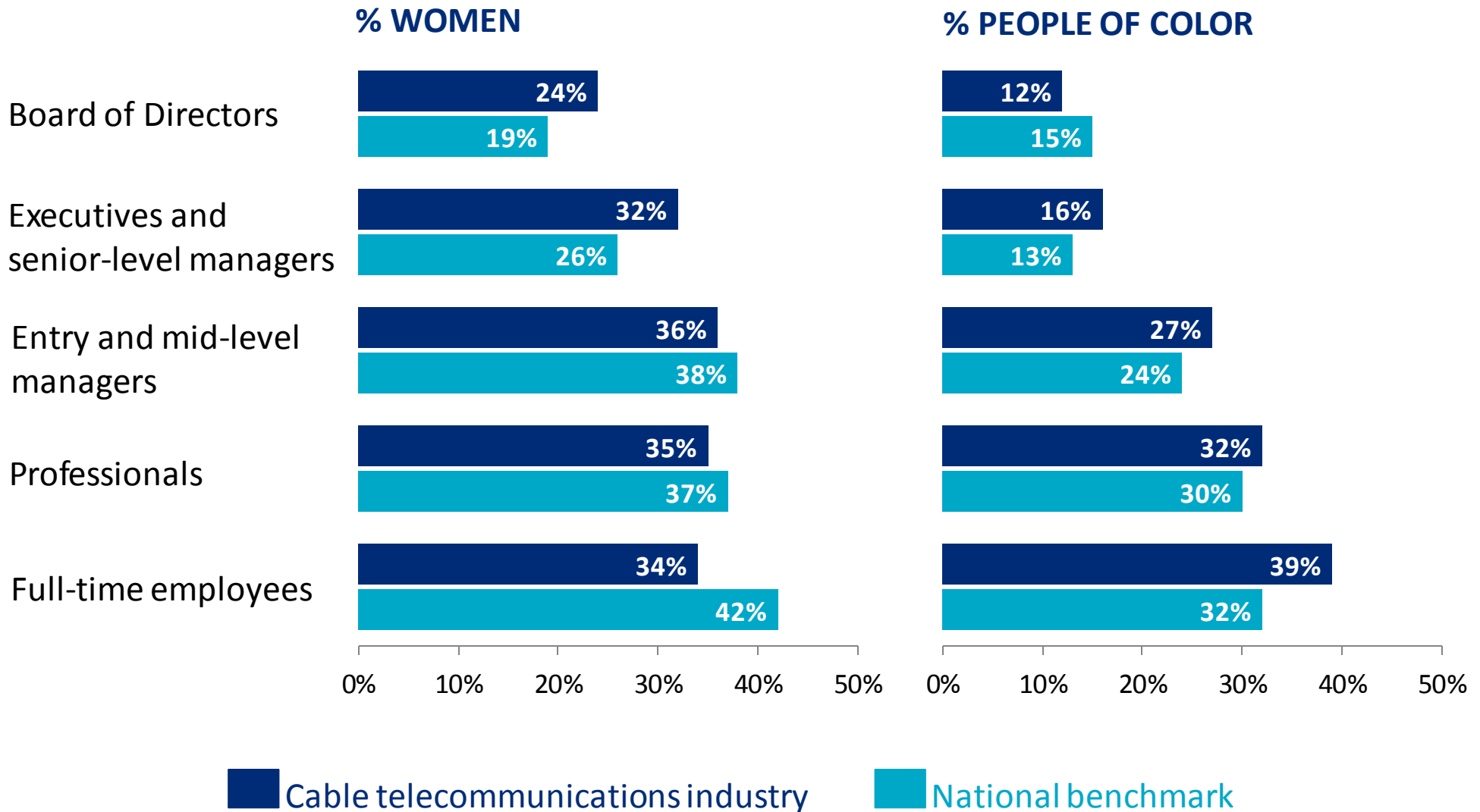
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THE VALUE OF A DIVERSE AND INCLUSIVE WORKFORCE



Source: Mercer graphic based on Catalyst's review of the research (<http://www.catalyst.org/knowledge/diversity-matters>).

CURRENT DIVERSITY OF THE INDUSTRY



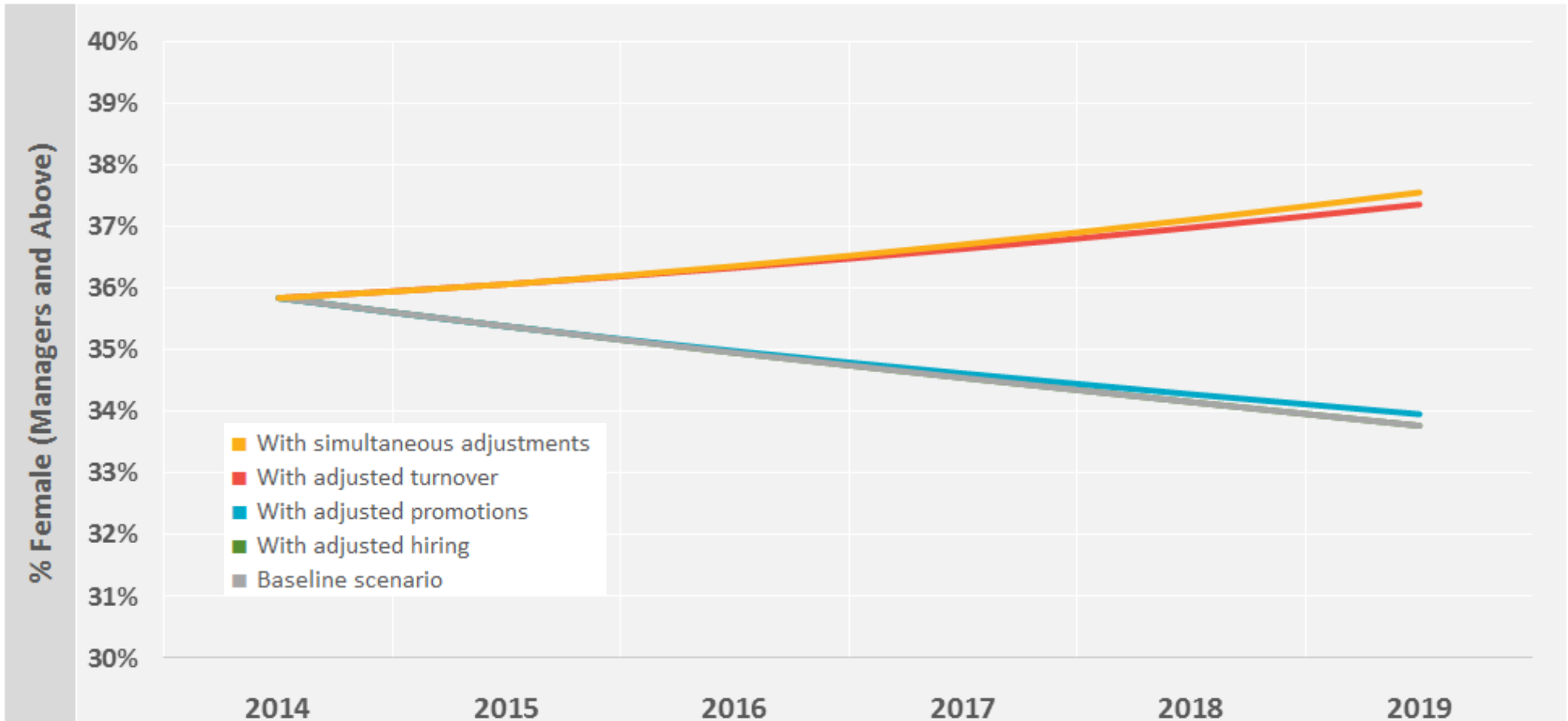
INDUSTRY DIVERSITY TRENDS

CHANGE IN REPRESENTATION, 2015 VS. 2013

Percentage point (pp) change in representation between 2013 and 2015 for 22 “survey-over-survey” participants	Women	People of color
Board of Directors	-1 pp	+1 pp
Executives and senior-level managers	+4 pp	+1 pp
Entry and mid-level managers	-1 pp	+1 pp
Professionals	-2 pp	0 pp
Full-time employees	-1 pp	+1 pp

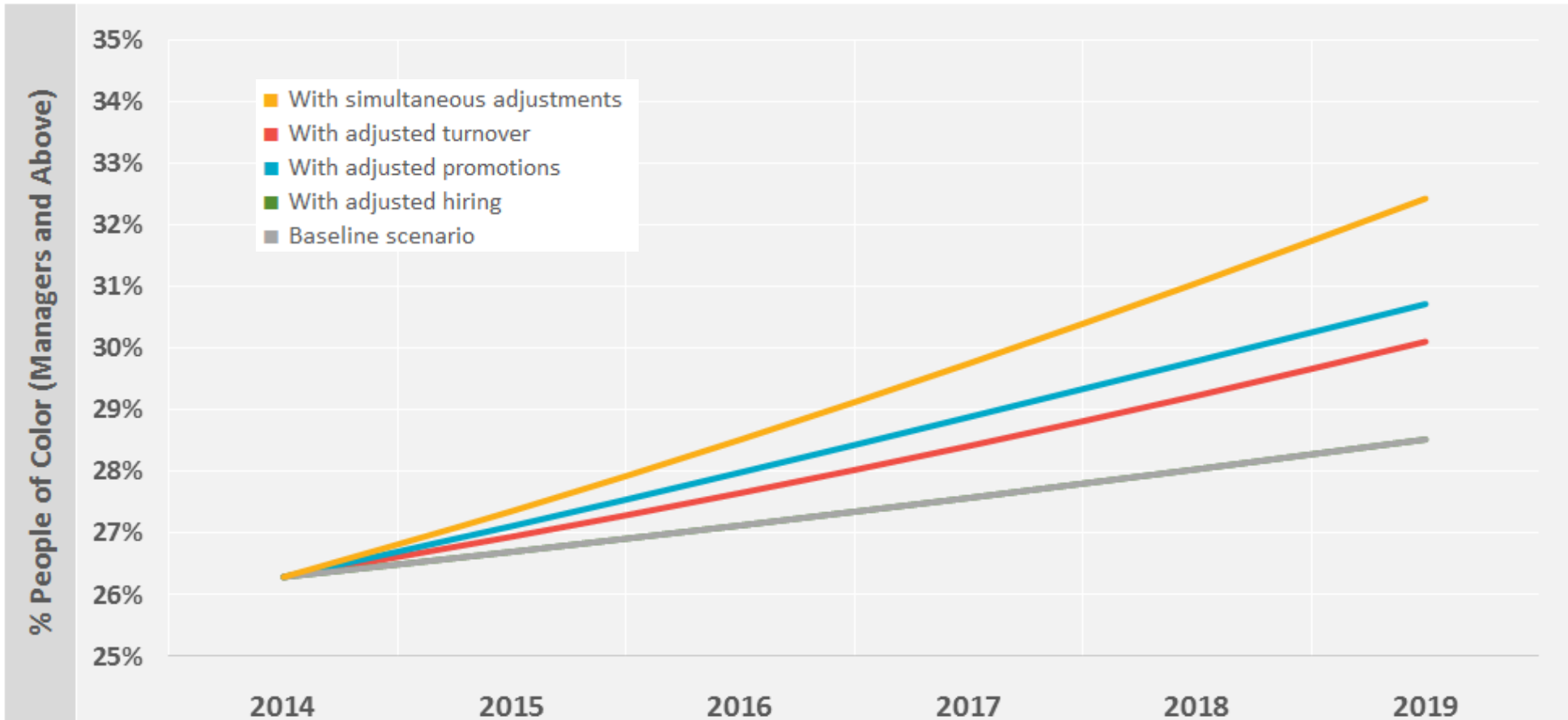
RED = Decline in representation since 2013 BLUE = Increase in representation since 2013

PROJECTED REPRESENTATION OF WOMEN AT MANAGER LEVEL AND ABOVE



**Key lever to increase representation of women:
Retention**

PROJECTED REPRESENTATION OF PEOPLE OF COLOR AT MANAGER LEVEL AND ABOVE



**Key lever to increase representation of people of color:
Promotion & Retention**

WAYS IN WHICH CEOS DEMONSTRATE SUPPORT FOR DIVERSITY INITIATIVES

