Having a vibrant business ecosystem and innovative workforce is dependent upon having more women in leadership.
Female leaders play a vital role in the stability and growth of our economy.

IOWA LIEUTENANT GOVERNOR KIM REYNOLDS
EPIC CORPORATE CHALLENGE HONORARY CHAIR

Congratulations and thank you to the organizations who have signed up for the EPIC Challenge! You are on the leading edge of promoting Iowa’s economic growth. Commitment to the EPIC Challenge demonstrates a commitment to ensuring women have the same opportunities and access to leadership opportunities and pay. I look forward to the day when we have hundreds of participating organizations. As seen so clearly in Iowa, and demonstrated so effectively each day by our own Lt Gov Kim Reynolds, Iowa Women Lead Change and the smart organizations take full advantage.

BETH TOWNSEND
EPIC CORPORATE CHALLENGE CO-CHAIR AND DIRECTOR
IOWA WORKFORCE DEVELOPMENT

This has been an exciting first year for the EPIC Corporate Challenge partners and participating organizations. Not only have we raised our hands to say that we are committed to advancing women’s leadership opportunities across our state, we are working together to make it happen. By participating in this first annual report, EPIC Challenge members have taken the first step toward measuring and creating opportunities to employ all the talent in our state. We cannot be more energized by our early progress and goals for the future. We know that together Iowa companies and organizations will positively impact Iowa’s economy.

DIANE RAMSEY
EPIC CORPORATE CHALLENGE CO-CHAIR AND CEO
IOWA WOMEN LEAD CHANGE
Aflac
Alliant Energy
Aureon
Bankers Trust
Business Publications Corporation, Inc.
City of Cedar Rapids
Coe College
Community Foundation of Greater Dubuque
Conference Event Management
Davis Brown Law Firm
Delta Dental
DLL Finance, LLC
DMACC
Drake University
Four Oaks
Fareway Stores
Greater Des Moines Partnership
Holmes Murphy
Hy-Vee, Inc.
Iowa City VA Health Care System
Iowa National Guard
Iowa Women Lead Change
ITC Midwest
Lifespace Communities, Inc.
LMC Insurance & Risk Management, Inc.
LWBJ
Merchants Bonding Company
MidAmerican Energy
NewBoCo
Pearson
Pella Corp.
Principal Financial Group
Rockwell Collins
Saxton, Inc.
Storey Kenworthy
Transamerica
United Fire Group
Van Meter, Inc.
UnityPoint Health System
University of Iowa
Wells Enterprises, Inc.
Willis Auto Campus
Youth Emergency Services & Shelter

SUMMARY OF RESPONSES
The data from this report was gathered through a survey of EPIC Corporate Challenge (ECC) member companies in October 2016.

Participants were allowed to respond to the survey either for their Iowa employees, all U.S. employees, or both (answer the survey once for each). A summary of the number that responded in each category is to the right. Throughout this report, data is reported separately for those respondents that answered for Iowa employees and those that answered for U.S. employees. Iowa Workforce Development (IWD) does not suggest using the “Iowa Respondents” and “U.S. Respondents” as a proxy for comparing Iowa and national trends, as the U.S. respondents aren’t necessarily a representative sample of all U.S. companies. Many are Iowa companies that have a national presence.

Depending on the data provided, if respondents provided only partial data on a given question, their response may not have been included in the data within this report. For instance, if a respondent entered their total number of job applicants but not number of female job applicants, their data was not included because the purpose of the question was to report the percentage of applicants that were female. If, on the other hand, a respondent entered their overall turnover, but did not enter involuntary turnover, their data was included for the overall turnover section.

The number of respondents for each question/piece of data is included in the table. Keep low sample sizes in mind when interpreting results.

In order to protect the confidential information reported by the EPIC Corporate Challenge member companies, data throughout this report are suppressed if over half of the total number of reported employees in that cell are from one company.

Data throughout the report are disaggregated by employee classification. Below are descriptions of those categories:

**BOARD OF DIRECTORS** – Members serving on the Board of Directors of your organization

**EXECUTIVE/SENIOR LEVEL OFFICIALS & MANAGERS** – Same definition as in the EEO-1 Job Classification Guide (https://www.eeoc.gov/employers/eeo1survey/jobclassguide.cfm)

**FIRST/MID OFFICIALS & MANAGERS** – Same definition as in the EEO-1 Job Classification Guide (https://www.eeoc.gov/employers/eeo1survey/jobclassguide.cfm)

**ALL OTHER EMPLOYEES** (split into Exempt and Nonexempt) – This category rolls up the following EEO-1 categories: Professionals, Technicians, Sales Workers, Administrative Support Workers, Craft Workers, Operatives, Laborers and Helpers, Service Workers. Exempt/Non-exempt status is defined by the Fair Labor Standards Act (https://www.dol.gov/whd/regs/compliance/hrg.htm#8). The rules/definitions for this changed on December 1, 2016 (https://www.dol.gov/whd/overtime/final2016/); the data in this report follows the definitions prior to December 1, 2016.

Respondents were given the opportunity to leave comments with each set of questions they answered.

Each question in the survey has an associated time window associated with it. Respondents were allowed to report for a different but similar time period if it reduced the burden on them to participate. A summary of the time windows reported is available at request.
% OF EMPLOYEES THAT ARE FEMALE BY CLASSIFICATION, 2015

Source: https://www. eeoc.gov/eeoc/statistics/ employment/jobpateeo1/index.cfm

% OF EMPLOYEES THAT ARE FEMALE BY CLASSIFICATION, ECC MEMBER ORGANIZATIONS

**** Data was suppressed to protect confidential company information
% OF NEW HIRES THAT ARE FEMALE BY CLASSIFICATION, ECC MEMBER ORGANIZATIONS

% OF NEW HIRES THAT ARE FEMALE = # of Female New Hires / # of New Hires

**** Data was suppressed to protect confidential company information

% OF JOB APPLICANTS THAT ARE FEMALE BY CLASSIFICATION, 2016, ECC MEMBER ORGANIZATIONS

**** Data was suppressed to protect confidential company information

% OF JOB APPLICANTS THAT ARE FEMALE = # of Female Job Applicants / # of Job Applicants
% OF APPLICANTS HIRED BY SEX BY CLASSIFICATION IN IOWA, 2016, ECC MEMBER ORGANIZATIONS

- **Board of Directors**
  - Female: 4.0%
  - Male: 2.3%

- **Executive/Senior Level Officials & Managers**
  - Female: 5.9%
  - Male: 9.3%

- **First/Mid Officials & Managers**
  - Female: ****
  - Male: ****

- **All Other Employees (Exempt)**
  - Female: ****
  - Male: ****

- **All Other Employees (Non-Exempt)**
  - Female: ****
  - Male: ****

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**TURNOVER RATE BY SEX BY CLASSIFICATION, IOWA, ECC MEMBER ORGANIZATIONS**

- **Board of Directors**
  - Female: 10.0%

- **Executive/Senior Level Officials & Managers**
  - Female: 5.1%
  - Male: 6.2%

- **First/Mid Officials & Managers**
  - Female: 4.5%
  - Male: 4.3%

- **All Other Employees (Exempt)**
  - Female: 7.7%
  - Male: 7.4%

- **All Other Employees (Non-Exempt)**
  - Female: 6.3%
  - Male: 6.3%

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**Notes:**
- Data was suppressed to protect confidential company information.
- **% OF APPLICANTS HIRED** = # of New Hires / # of Job Applicants
- Data was only included if the respondent entered both new hire and job applicant data.
- **TURNOVER RATE** = # of Employees that Left the Employer in that Year / # of Employees at Beginning of Year.
INVoluntary turnover rate by sex by classification, Iowa, ECC member organizations

**Voluntary turnover rate by sex by classification, Iowa, ECC member organizations**

(N=10 for 2015, N=11 for 2016)
- Female
- Male

### INvoluntary turnover rate

**Involuntary turnover rate** = # of Employees that Left the Employer Involuntarily in that Year / # of Employees at Beginning of Year

(N=10 for 2015, N=11 for 2016)
- Board of Directors
- Executive/Senior Level Officials & Managers
- First/Mid Officials & Managers
- All Other Employees (Exempt)
- All Other Employees (Non-Exempt)

Data was suppressed to protect confidential company information.

**Voluntary turnover rate** = # of Employees that Left the Employer Voluntarily in that Year / # of Employees at Beginning of Year

(N=10 for 2015, N=11 for 2016)
- Board of Directors
- Executive/Senior Level Officials & Managers
- First/Mid Officials & Managers
- All Other Employees (Exempt)
- All Other Employees (Non-Exempt)

Data was suppressed to protect confidential company information.
Data was suppressed to protect confidential company information.

Pay equity is a very complex measure which cannot accurately be evaluated with the simple data that is reported here. This is just summary-level information.

### Salary by Sex by Classification in Iowa, 2016, ECC Member Organizations

**Board of Directors**
- Female: $113,444
- Male: $135,571

**Executive/Senior Level Officials & Managers**
- Female: $79,816

**First/Mid Officials & Managers**
- Female: $135,571

### Gender Pay Equity Questions, ECC Member Organizations

The second and third questions were only asked to those respondents that answered ‘Yes’ to ‘Have you evaluated gender pay equity within the last three years?’

**Have you evaluated gender pay equity within the last three years?**
- **Yes**: 33.3%
- **No**: 66.7%

**Was the analysis conducted by a third party evaluator?**
- **Yes**: 57.1%
- **No**: 42.9%
Have you used gender pay equity analysis to make adjustments to wages over time?

**YES** 83.3%

**NO** 16.7%

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*Beth Townsend,* Director, Iowa Workforce Development, Co-Chair

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THE EPIC CORPORATE CHALLENGE IS MADE POSSIBLE THANKS TO THE GENEROSITY OF THE FOLLOWING PRESENTING SPONSORS:

- Delta Dental
- Hy-Vee
- Rockwell Collins

REGIONAL RESEARCH & ANALYSIS BUREAU
LABOR MARKET INFORMATION DIVISION
IOWA WORKFORCE DEVELOPMENT
1000 EAST GRAND AVENUE
DES MOINES, IOWA 50319-0209
TELEPHONE: (515) 281-7124
E-MAIL: UISTATS@IWD.IOWA.GOV