

ACEC/MO Workforce Diversity Survey - RESULTS -

1. Does your company have a corporate diversity plan?

13 YES
11 NO

2. What is the total number of local office staff in all offices in the St. Louis metropolitan area?

1	13	25	55	88
3	16	27 - 2	57	150
4	18 - 2	32	60	
5	20	40	70	
8	22	44	72	

3. Of the total number of professional engineers and other degreed professionals on your staff, what percentage is:

- Black (8% - 1; 5.8% - 1; 5% - 2; 3.5% - 1; 3% - 1; 2% - 1)
- Women (100% - 2; 50% - 1; 34.7% - 1; 32.3% - 1; 25% - 1; 20% - 1; 18% - 1; 17.9% - 1; 17% - 1; 13% - 2; 11% - ; 10% - 2; 9.5% - 1; 9% - 1; 8.3% - 1; 8% - 1; 5% - 1; 1% - 1)
- American Indian (0%)
- Asian American (15% - 1; 10% - 1; 5% - 1; 3.6% - 1; 3% - 1; 1% - 2)
- Hispanic (5% - 1; 2% - 1)
- Other minority (5% - 1; 1% - 1)

4. Percentage of applicants for above positions you've received in past twelve months that are:

- Black (100% - 1; 11.1% - 1)
- Women (100% - 2; 81% - 1; 33.3% - 1; 25% -1; 20% - 2; 10% - 2; 3% - 1)
- American Indian (0%)
- Asian American (40% - 1; 5% - 1; 4% - 1)
- Hispanic (0%)
- Other minority (0%)

5. Percentage of your CADD and field technicians:

- Black (25% - 1; 8% - 1; 5% - 1; 4.2% - 1)
- Women (100% - 1; 50% - 1; 40% - 1; 33% - 1; 29.2% - 1; 25% - 2; 20% - 1; 17% - 2; 15.8% - 1; 12% - 1; 8% - 1; 6% - 1; 5% - 1)
- American Indian (0%)
- Asian American (12% - 1; 2% - 1)
- Hispanic (50% - 1; 2% - 1)
- Other minority (0%)

6. Percentage of applicants for above positions you've received in past twelve months that are:

- Black (11.1% - 1; 2% - 1)
- Women (50% - 1; 33.3% - 1; 20% - 1; 15% - 1; 10% - 1; 2% - 1)
- American Indian (0%)
- Asian American (0%)
- Hispanic (0%)
- Other minority (0%)

7. Percentage of your clerical/admin/accounting staff:

- Black (50% - 1; 30% - 1; 20% - 1; 17% - 1; 12% - 1; 8% - 1)
- Women (100% - 13; 80% - 2; 78.6% - 1; 75% - 1; 67% - 2; 58% - 1; 30% - 1; 12.5% - 1)
- American Indian (0%)
- Asian American (10% - 1)
- Hispanic (0%)
- Other minority (0%)

8. Percentage of applicants for the above positions you've received in past twelve months that are:

- Black (100% - 1; 50% - 1)
- Women (100% - 3; 50% - 1)
- American Indian (0%)
- Asian American (0%)
- Hispanic (0%)
- Other minority (0%)

9. Does your firm use a Job Applicant Voluntary Self Identification Form with the employment application that asks for racial classification?

12 YES
12 NO

If not, how do they collect and report this data accurately?

- It is a voluntary disclosure by the applicant. We have not hired any new staff in the past 12 months. Therefore, we have received no applicants of any race.
- Racial classification is not collected until the time of hire.
- We base staff data on how our staff identifies itself. We have no data on applicants because we cannot classify based on resume information.
- We do not request racial classification with our application process.
- We are sensitive to the needs and diversity of the market we serve, and consider it our civic responsibility to support the people of our community. However, due to firm size we are not required by federal law to implement a formal affirmative action plan. Nonetheless, our recruiting and hiring policies are gender and race neutral. Consequently, we do not feel there is a need, and do not have the staff resources, to keep statistics on our job applicants. However, we strive to hire qualified minority, female and/or disadvantaged employees to expand the diversity of our in-house personnel.