

## Headcount 2021

Total employees by employment type and gender and function								
Genre	Full-time	%	Part time	%	Total by gender	%	Total managers by gender	%
Women	1,411	22.14	6	66.67	1,417	22.20	108	22.83
Men	4,963	77.86	3	33.33	4,966	77.80	365	77.17
<b>Total</b>	<b>6,374</b>	<b>100.00</b>	<b>9</b>	<b>100.00</b>	<b>6,383</b>	<b>100.00</b>	<b>473</b>	<b>100.00</b>

Total employees by region		
Region	Quantity	%
South	6,309	98.84
Southeast	20	0.31
Midwest	39	0.61
Northeast	15	0.23
<b>Total</b>	<b>6,383</b>	<b>100.00</b>

Total employees by functional category and gender						
Functional Category	Men	%	Women	%	Total by functional category	%
Operational	29	0.58	0	0.00	29	0.45
Medium Level Technical Professional	1,467	29.54	110	7.76	1577	24.71
Middle Level Professional	2,567	51.69	974	68.74	3,541	55.48
Higher Level Professional	903	18.18	333	23.50	1,236	19.36
<b>Total by gender</b>	<b>4,966</b>	<b>100.00</b>	<b>1,417</b>	<b>100.00</b>	<b>6,383</b>	<b>100.00</b>

<b>Women's Participation in the Workforce</b>		
<b>Occupation in positions</b>	<b>Number of women</b>	<b>Percentage (%)</b>
Management	108	22.83
Initial Managements	63	23.77
Top Management	8	18.18
Board of Directors	1	14.29
Board of Directors	1	11.11
Management of revenue-generating areas	46	14.60
STEM (Science, Technology, Engineering and Mathematics) related subjects	161	14.72
Administrative	302	45.28

<b>Total employees by race/color and gender</b>								
<b>Race/color and Gender</b>	<b>Men</b>	<b>%</b>	<b>Women</b>	<b>%</b>	<b>Total by race/color</b>	<b>%</b>	<b>Total Managers</b>	<b>%</b>
<b>Yellow</b>	155	3.12	57	4.02	212	3.32	9	1.90
<b>White</b>	4,086	82.28	1,214	85.67	5,300	83.03	423	89.43
<b>Indigenous</b>	8	0.16	0	0.00	8	0.13	1	0.21
<b>Black</b>	161	3.24	36	2.54	197	3.09	1	0.21
<b>Brown</b>	536	10.79	102	7.20	638	10.00	12	2.54
<b>Not Informed</b>	20	0.40	8	0.56	28	0.44	27	5.71
<b>Total by gender</b>	<b>4,966</b>	<b>100.00</b>	<b>1417</b>	<b>100.00</b>	<b>6,383</b>	<b>100.00</b>	<b>473</b>	<b>100.00</b>

Total employees by age and gender						
Age Group	Men	%	Women	%	Total by age	%
<30	75	1.51	29	2.05	104	1.63
30-34	445	8.96	172	12.14	617	9.67
35-39	1,092	21.99	312	22.02	1,404	22.00
40-44	1,172	23.60	320	22.58	1,492	23.37
45-49	716	14.42	219	15.46	935	14.65
50-54	757	15.24	193	13.62	950	14.88
55-60	593	11.94	148	10.44	741	11.61
>60	116	2.34	24	1.69	140	2.19
<b>Total by gender</b>	<b>4,966</b>	<b>100.00</b>	<b>1,417</b>	<b>100.00</b>	<b>6,383</b>	<b>100.00</b>

Total employees by age and gender						
Age Group	Men	% (men group)	Women	% (women group)	Quantity	% (total)
<30	75	1.51	29	2.05	104	1.63
30-50	3,425	68.97	1,023	72.19	4,448	69.69
>50	1,466	29.52	365	25.76	1,831	28.69
<b>Total by gender</b>	<b>4,966</b>	<b>100.0</b>	<b>1,417</b>	<b>100.0</b>	<b>6,383</b>	<b>100.0</b>

<b>Total PCDs employees</b>	<b>125</b>	<b>1.96%</b>
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<b>Total LGBTQI+ employees</b>	<b>119</b>	<b>2.38%</b>
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\*Information captured by the GPTW survey, considering 78% employee participation.

Hiring (hired and rehired) by region		
Region	Quantity	%
South	3	75.00
Southeast	0	0.00
Midwest	0	0.00
Northeast	1	25.00
<b>Total</b>	<b>4</b>	<b>100.00</b>

Hirings (admitted and reinstated) by functional category and gender						
Functional Category	Men	%	Women	%	Total by functional category	%
Operational	0	0.00	0	0.00	0	0.00
Medium Level Technical Professional	1	33.33	0	0.00	1	25.00
Middle Level Professional	2	66.67	1	100.00	3	75.00
Higher Level Professional	0	0.00	0	0.00	0	0.00
<b>Total by gender</b>	<b>3</b>	<b>100.00</b>	<b>1</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>

Hiring (hired and reinstated) by race/color and gender						
Race/color and Gender	Men	%	Women	%	Total by race/color	%
Yellow	0	0.00	0	0.00	0	0.00
White	2	66.67	1	100.00	3	75.00
Indigenous	0	0.00	0	0.00	0	0.00
Black	0	0.00	0	0.00	0	0.00
Brown	1	33.33	0	0.00	1	25.00
Not Informed	0	0.40	0	0.00	0	0.00
<b>Total by gender</b>	<b>3</b>	<b>100.00</b>	<b>1</b>	<b>100.00</b>	<b>4</b>	<b>100.00</b>

Hirings (hired and reinstated) by age and gender						
Age Group	Men	% (men group)	Women	% (women group)	Quantity	% (total)
<30	0	0.00	0	0.00	0	0.00
30-50	2	66.67	0	0.00	2	50.00
>50	1	33.33	1	25.00	2	50.00
<b>Total by gender</b>	<b>3</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>4</b>	<b>100.0</b>

Turnover				
Index	2018	2019	2020	2021
Total employee turnover rate	4.29%	3.49%	3.06%	2.18%
Voluntary employee turnover rate	4.06%	3.27%	2.76%	1.87%