

503 Survey Metrics: Final Results

July 2016

ABOUT DCI CONSULTING

DCI CONSULTING GROUP, INC. is a human resources consulting firm strategically located in Washington, D.C. DCI provides in-depth consulting in a wide range of HR areas, including systemic compensation discrimination analyses, affirmative action plan development and implementation, employee selection and test validation, OFCCP audit and litigation support, and regulatory affairs and government relations. DCI also provides clients with sophisticated affirmative action and salary equity software. DCI's clients represent a cross-section of industries, including aerospace and defense, financial services, pharmaceuticals, high technology, communications and manufacturing. DCI also works directly with national law firms to provide related litigation defense services.

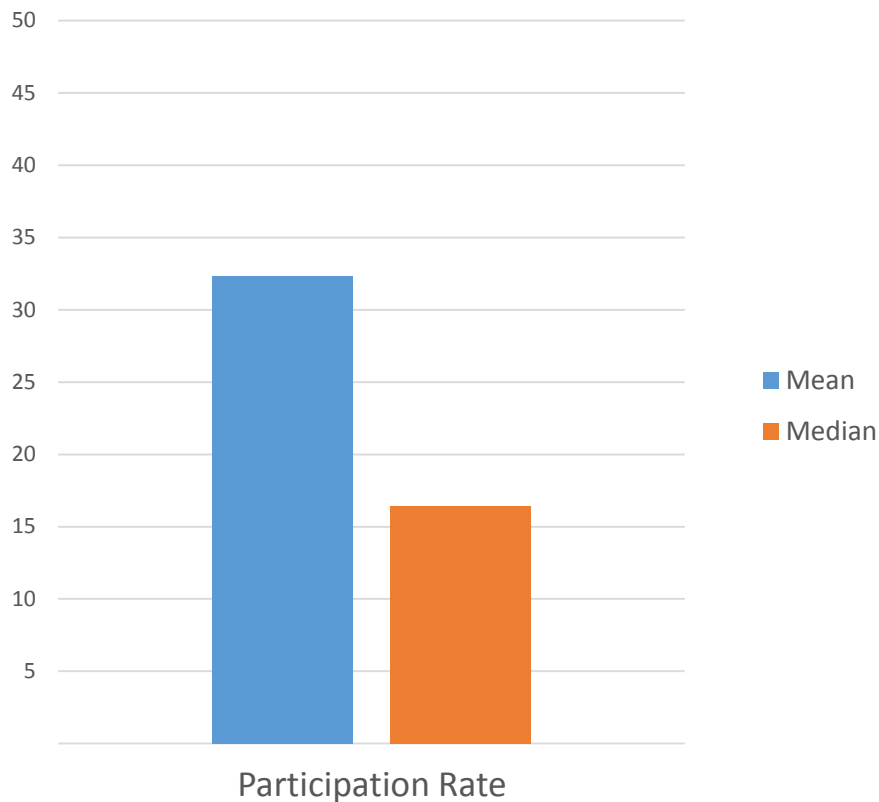
All of DCI's consultants have advanced degrees in Industrial/ Organizational (I/O) Psychology or a related discipline. I/O psychologists are uniquely qualified to understand the intersection of work and human behavior, as they are trained to evaluate employment decision-making, work performance, and organizational behavior using rigorous methods consistent with the scientific method. In addition, I/O Psychologists have expertise in statistics, psychometrics, and job performance measurement. For these reasons I/O Psychologists are usually trained to evaluate employment decision-making, work performance measurement, and organizational behavior using the rigor of the scientific method, and are often involved in the development, evaluation, and validation of employee selection systems used to make decisions related to hiring, promotion, termination, pay and other employment outcomes.

Strategically located in Washington DC, DCI is continuously informed of all pending and recent changes to regulations, ensuring the most up-to-date consulting for our clients. As a recognized leader in the industry, DCI assists companies in every stage of compliance. With vast knowledge of the different strategies utilized at all OFCCP levels, DCI can help assure a smooth compliance review or prepare technically compliant affirmative action plans, AAP trainings and pay equity trainings.



Q1. What percent of your employees filled out the voluntary disability self-identification form? For example: Total number of your employees that responded (i.e., yes plus no) (500) divided by total number of employees (1,000) multiplied by 100 equals 50% participation rate.

Mean	Median	Range	Correlation	N
32.33	16.4	0-95.23	-0.49	23



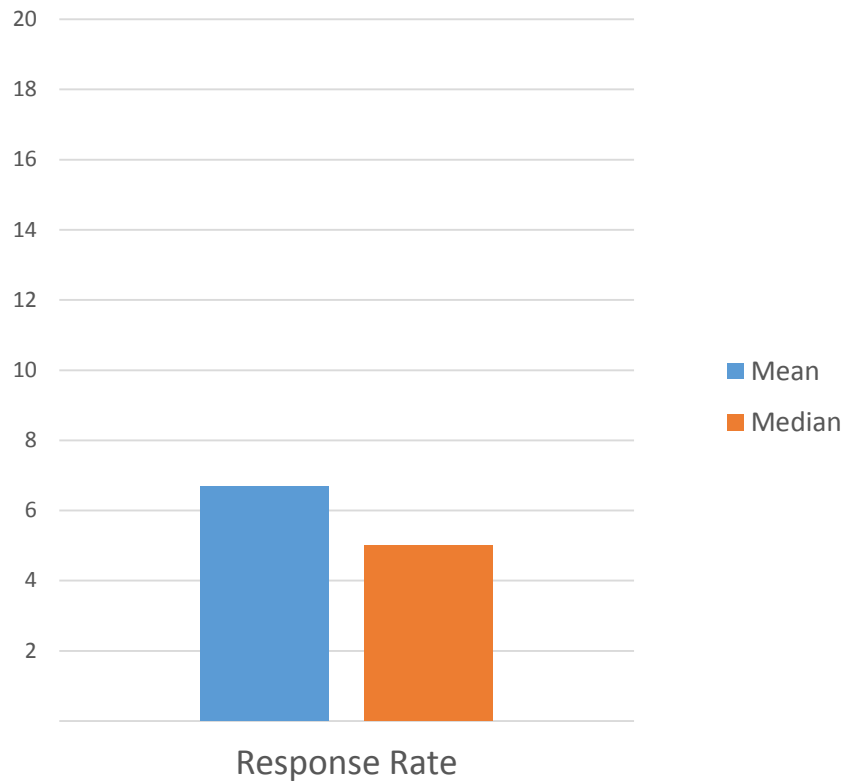
**y-axis is on 50 point scale*

Range: range of rates reported

Correlation is between rates and company size, coded as 1-7

Q2. Of your employees that participated, what percent of your employees responded affirmatively as having or having had a disability? For example: Total number of employees with a disability (10) divided by the total number of responses (500) multiplied by 100 equals 2% response rate.

Mean	Median	Range	Correlation	N
6.69	5	0-19.7	0.12	23



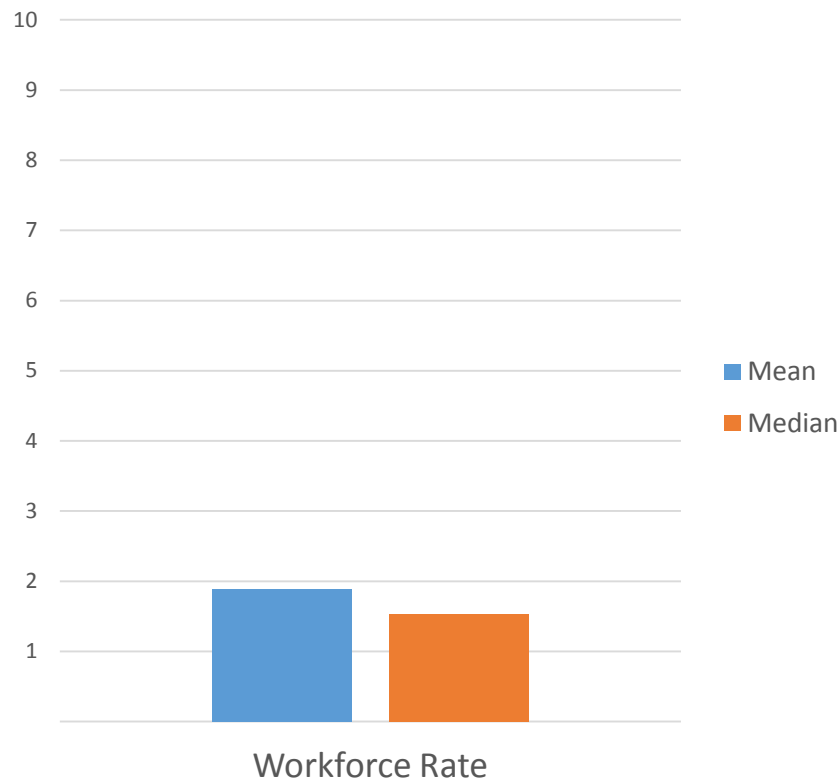
*y-axis is on 20 point scale

Range: range of rates reported

Correlation is between rates and company size, coded as 1-7

Q3. Of your entire employee population, what percent of your employees responded affirmatively as having or having had a disability? For example: Employees with a disability (10) divided by the total number of employees (1,000) multiplied by 100 equals 1% workforce rate.

Mean	Median	Range	Correlation	N
1.89	1.53	0-5.72	-0.33	23



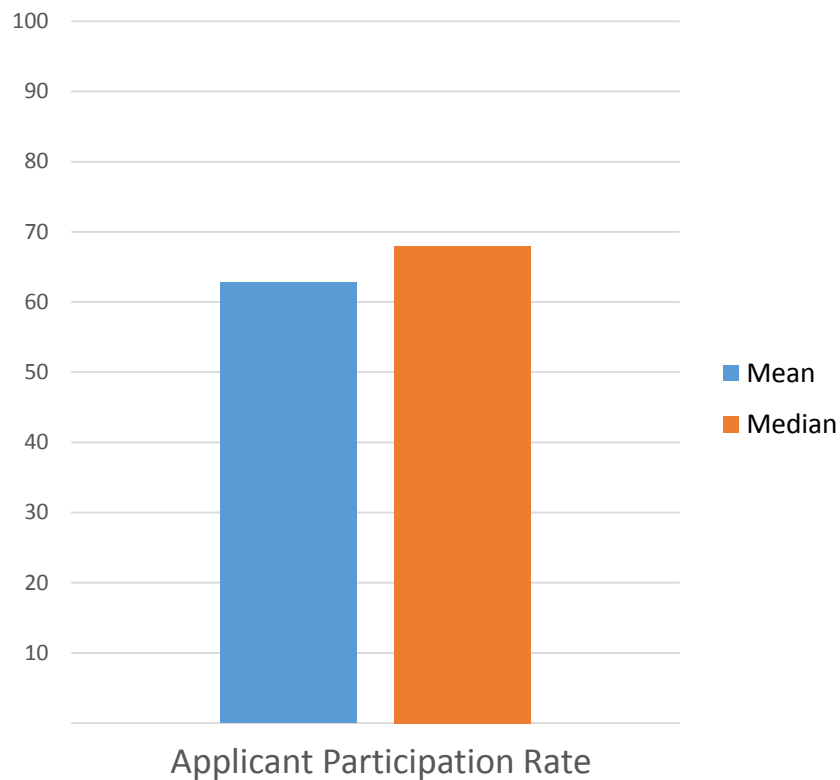
**y-axis is on 10 point scale*

Range: range of rates reported

Correlation is between rates and company size, coded as 1-7

Q4. APPLICANT related question: APPLICANT related question: What percent of applicants filled out the voluntary disability self-identification form? For example: Total number of applicants that responded (i.e., yes plus no) (100) divided by the total number of applicants (200) multiplied by 100 equals 50% participation rate.

Mean	Median	Range	Correlation	N
62.8	68	0-98	-0.33	17



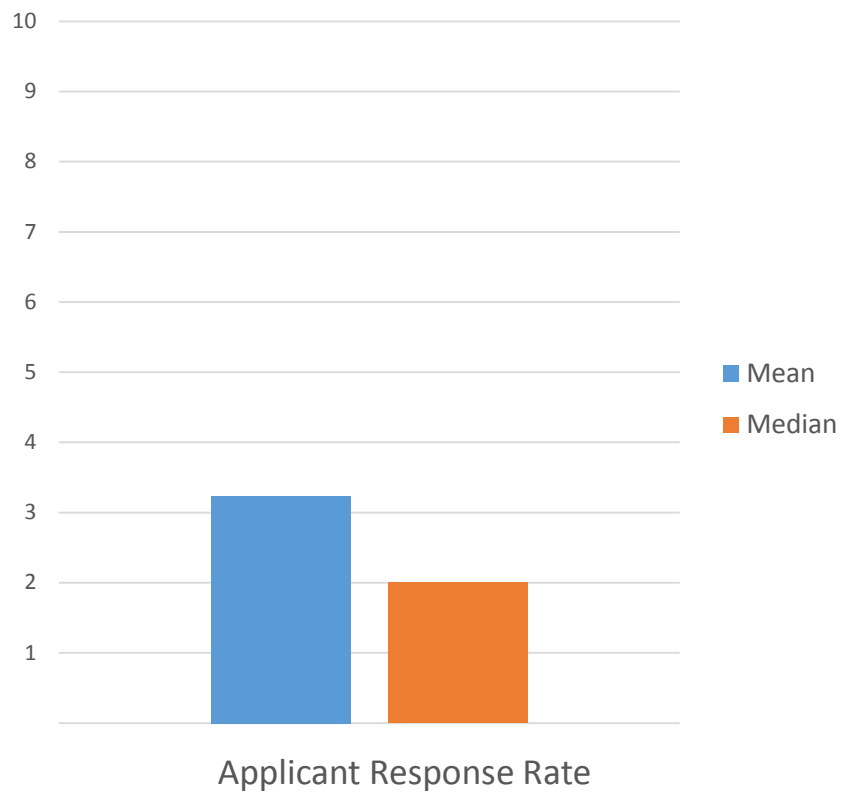
**y-axis is on 100 point scale*

Range: range of rates reported

Correlation is between rates and company size, coded as 1-7

Q5. APPLICANT related question: Of the applicants that responded as either having or not having a disability, what percent responded "Yes I have a disability or previously had a disability"? For example: The number of applicants with a disability (25) divided the total number of applicant responses (i.e., yes plus no) (100) multiplied by 100 equals 25% response rate.

Mean	Median	Range	Correlation	N
3.24	2	0-20.05	0.33	17



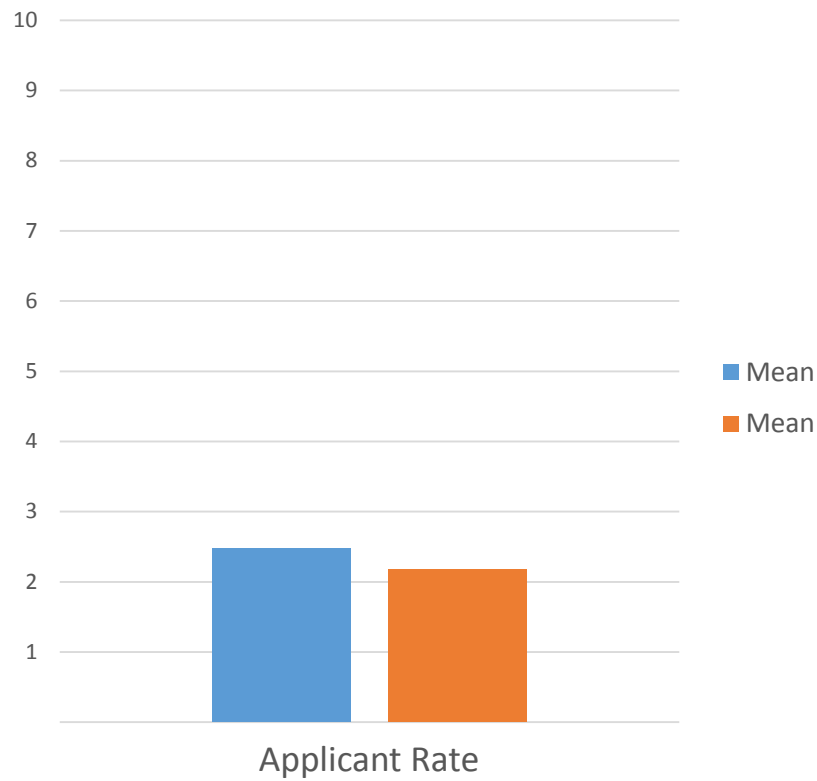
**y-axis is on 10 point scale*

Range: range of rates reported

Correlation is between rates and company size, coded as 1-7

Q6. APPLICANT related question: What percent of the people that applied to your company answered "Yes I have a disability or previously had a disability"? For example: Those that applied with a disability (25) divided by total number of people that applied (200) multiplied by 100 equals 12.5% applicant rate.

Mean	Median	Range	Correlation	N
2.48	1.5	0-16.66	-0.05	16

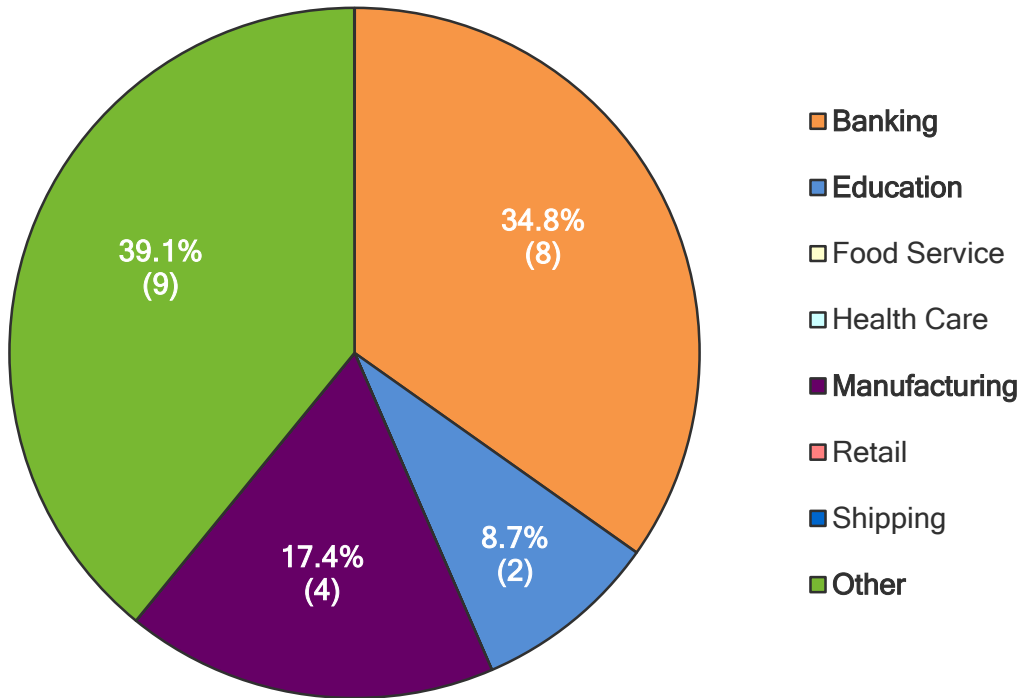


*y-axis is on 10 point scale

Range: range of rates reported

Correlation is between rates and company size, coded as 1-7

Q7. What is the industry of your organization?

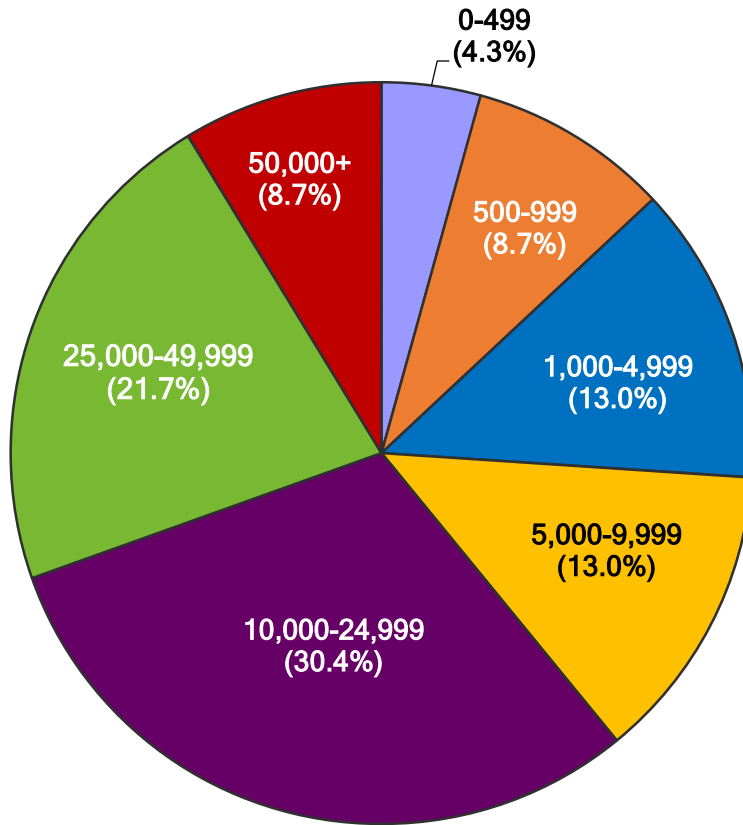


**number in parentheses is the number of responses for each category*
N = 23

Other Responses

- Airline Transportation
- Software
- Engineering
- Consumer Goods
- Media and Entertainment
- Laundry Rental and Cleaning Services
- Utilities
- Telecommunications

Q8. What is the approximate employee count in the workforce?



N = 23

Snapshot: Number of responses per question

