

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) DATA

INTERPUBLIC GROUP REPRESENTATION

BLACK OR AFRICAN AMERICAN			ASIAN			WHITE			HISPANIC OR LATINO			WOMEN		
SR./EXEC. LEVEL MANAGER	FIRST/MID LEVEL MANAGER	PROFESSIONAL LEVEL	SR./EXEC. LEVEL MANAGER	FIRST/MID LEVEL MANAGER	PROFESSIONAL LEVEL	SR./EXEC. LEVEL MANAGER	FIRST/MID LEVEL MANAGER	PROFESSIONAL LEVEL	SR./EXEC. LEVEL MANAGER	FIRST/MID LEVEL MANAGER	PROFESSIONAL LEVEL	SR./EXEC. LEVEL MANAGER	FIRST/MID LEVEL MANAGER	PROFESSIONAL LEVEL
U.S. NATIONAL 3.3%	U.S. NATIONAL 7.5%	U.S. NATIONAL 8.2%	U.S. NATIONAL 6.2%	U.S. NATIONAL 7.7%	U.S. NATIONAL 13.0%	U.S. NATIONAL 84.5%	U.S. NATIONAL 73.8%	U.S. NATIONAL 68.9%	U.S. NATIONAL 4.5%	U.S. NATIONAL 8.8%	U.S. NATIONAL 7.0%	U.S. NATIONAL 31.1%	U.S. NATIONAL 40.2%	U.S. NATIONAL 53.7%
U.S. SECTOR 2.4%	U.S. SECTOR 4.8%	U.S. SECTOR 6.7%	U.S. SECTOR 10.1%	U.S. SECTOR 15.2%	U.S. SECTOR 18.0%	U.S. SECTOR 82.5%	U.S. SECTOR 72.5%	U.S. SECTOR 66.4%	U.S. SECTOR 3.6%	U.S. SECTOR 5.4%	U.S. SECTOR 6.3%	U.S. SECTOR 29.7%	U.S. SECTOR 38.7%	U.S. SECTOR 38.9%
2019 IPG 2.6%	2019 IPG 4.3%	2019 IPG 7.2%	2019 IPG 5.5%	2019 IPG 9.4%	2019 IPG 11.4%	2019 IPG 84.9%	2019 IPG 76.8%	2019 IPG 68.7%	2019 IPG 5.2%	2019 IPG 7.1%	2019 IPG 9.2%	2019 IPG 45.4%	2019 IPG 58.0%	2019 IPG 61.1%
2020 IPG 4.2%	2020 IPG 4.5%	2020 IPG 7.6%	2020 IPG 6.5%	2020 IPG 9.6%	2020 IPG 11.6%	2020 IPG 82.3%	2020 IPG 76.0%	2020 IPG 68.2%	2020 IPG 5.0%	2020 IPG 7.4%	2020 IPG 8.9%	2020 IPG 48.1%	2020 IPG 59.0%	2020 IPG 60.0%
YOY % CHANGE 59.3%	YOY % CHANGE 6.3%	YOY % CHANGE 5.1%	YOY % CHANGE 18.1%	YOY % CHANGE 1.1%	YOY % CHANGE 2.6%	YOY % CHANGE -3.0%	YOY % CHANGE -1.0%	YOY % CHANGE -0.7%	YOY % CHANGE -4.0%	YOY % CHANGE 4.6%	YOY % CHANGE -3.5%	YOY % CHANGE 5.8%	YOY % CHANGE 1.8%	YOY % CHANGE -1.7%

Source for US National and US Sector: <https://www.eeoc.gov/statistics/employment/jobpatterns/eo1> ("EEOC's 2018 Job Patterns For Minorities And Women In Private Industry (EEO-1) Report")

Source of 2019 IPG and 2020 IPG data: 2019 and 2020 EEO-1 Data