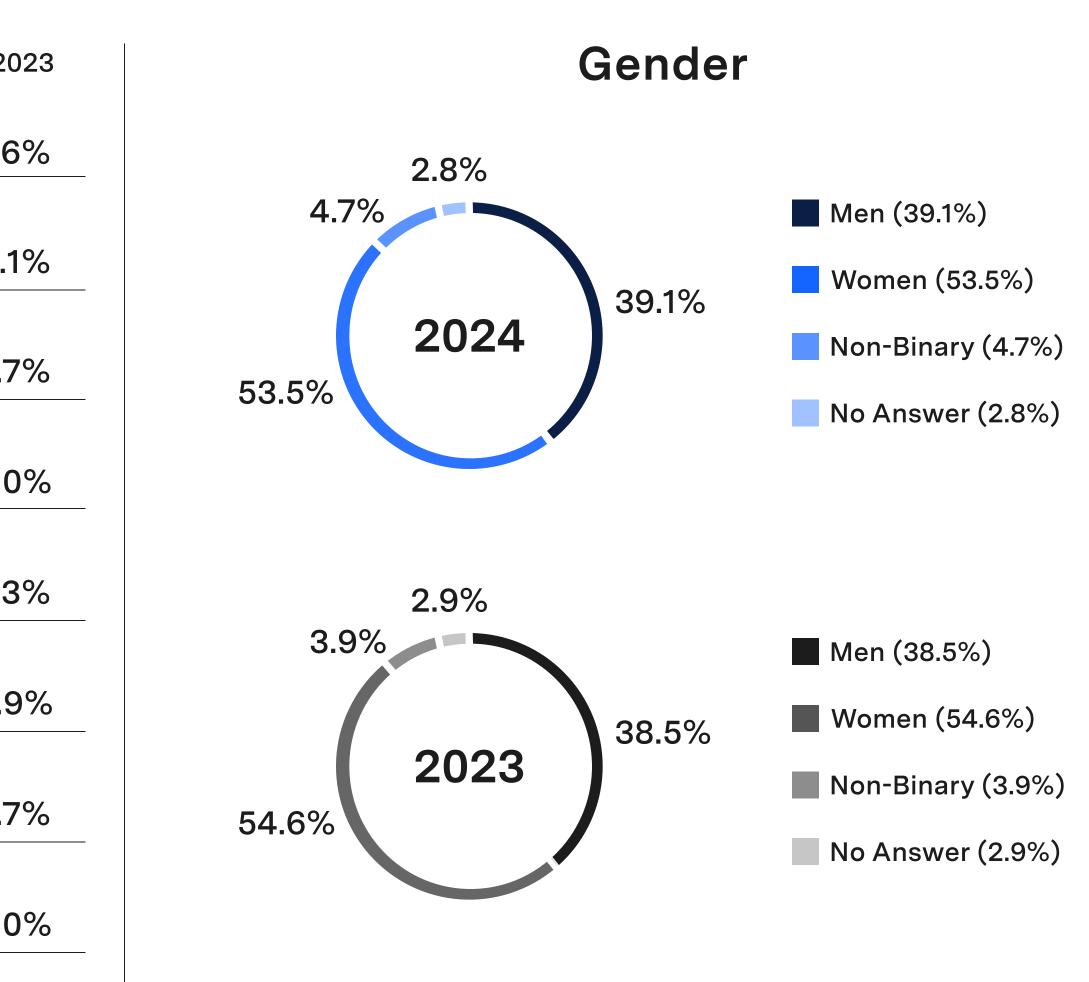




Overall V	Vorkfo
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U.S. Race and Ethnicity	2024	2023
Black+	17.2%	15.6%
East Asian+	13.5%	15.1%
Hispanic / Latine+	12.1%	10.7%
Middle Eastern and/or North African+	1.9%	2.0%
South Asian+	8.4%	8.3%
Southeast Asian+	3.7%	3.9%
White+	48.4%	50.7%
All other reported race / ethnicity+	2.3%	2.0%

orce Representation



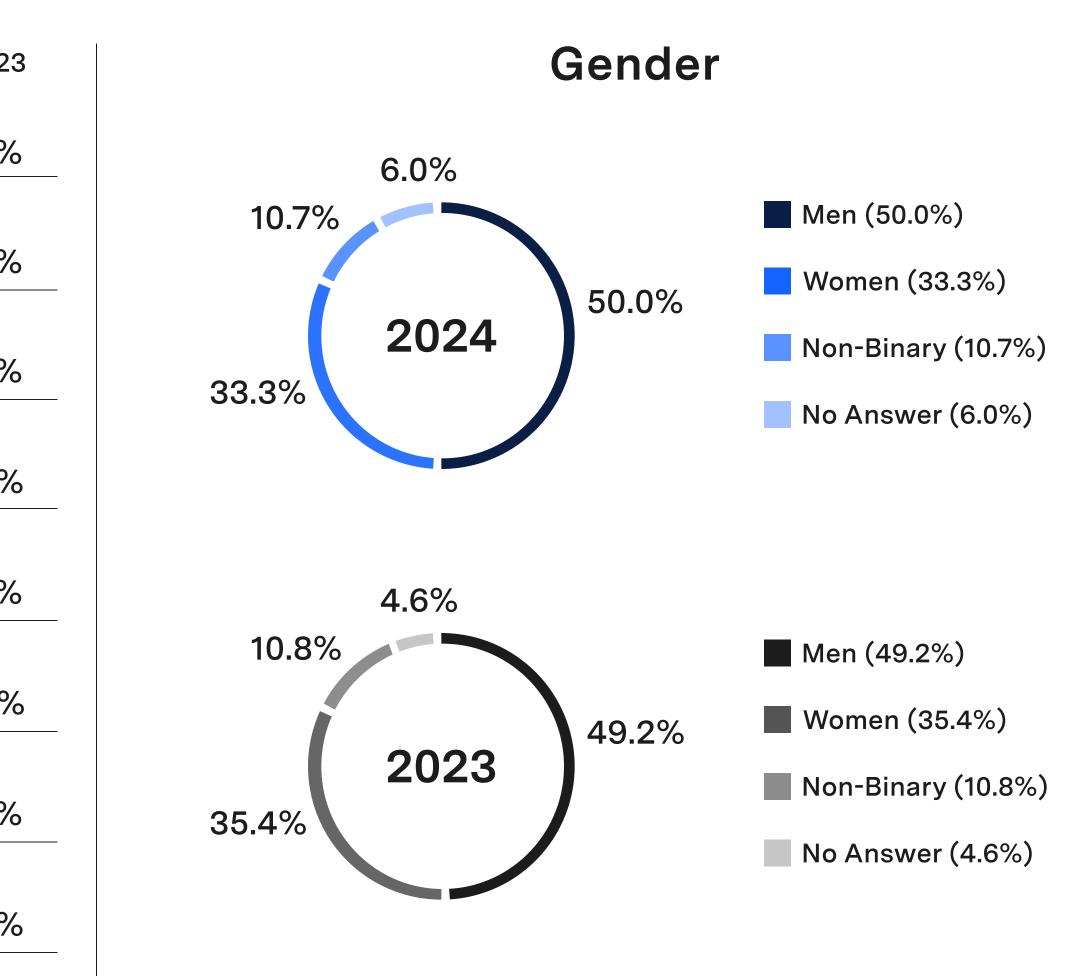
Intersectional Workforce Representation

2024 2023	M	en	Wo	men	Non-I	Binary	No Ar	swer
Black+	6.0%	3.9%	9.8%	10.2%	_	_	<1.0%	_
Asian+	9.8%	10.7%	13.0%	14.1%	1.9%	1.5%	<1.0%	_
Hispanic / Latine+	4.2%	4.4%	7.4%	5.9%	_	_	_	_
Middle Eastern and/or North American+	_		1.4%	1.5%	_		_	_
White+	20.9%	21.5%	24.7%	26.8%	1.9%	1.5%	<1.0%	_
Other reported race / ethnicity	<1.0%	1.0%	<1.0%	<1.0%	_	1.0%	<1.0%	3.4%

Clever only report on groups that meet a minimum threshold; otherwise we do not report the data for privacy reasons.

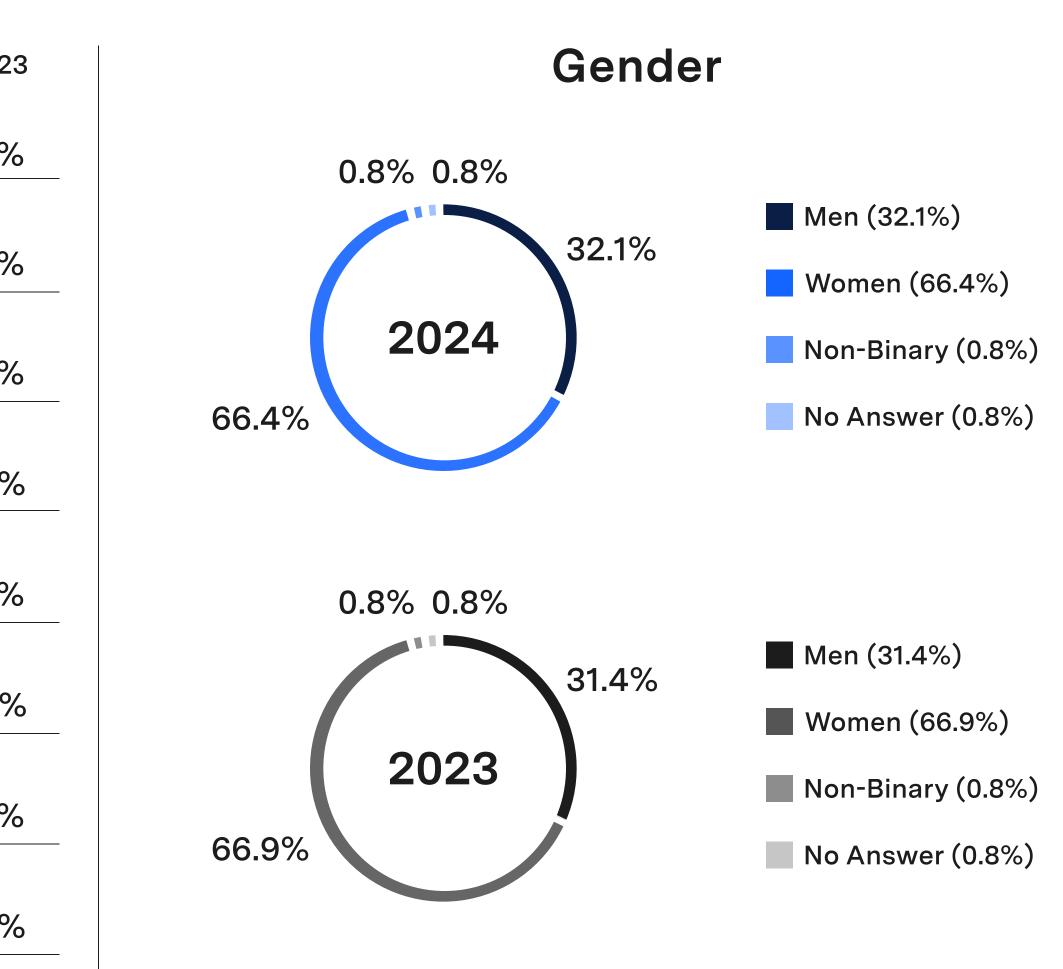
Tech Workforce Representation

U.S. Race and Ethnicity	2024	2023
Black+	9.5%	7.1%
East Asian+	23.8%	26.2%
Hispanic / Latine+	8.3%	9.5%
Middle Eastern and/or North African+	0%	0%
South Asian+	14.3%	14.3%
Southeast Asian+	3.6%	3.6%
White+	44.0%	44.0%
All other reported race / ethnicity+	3.6%	4.8%



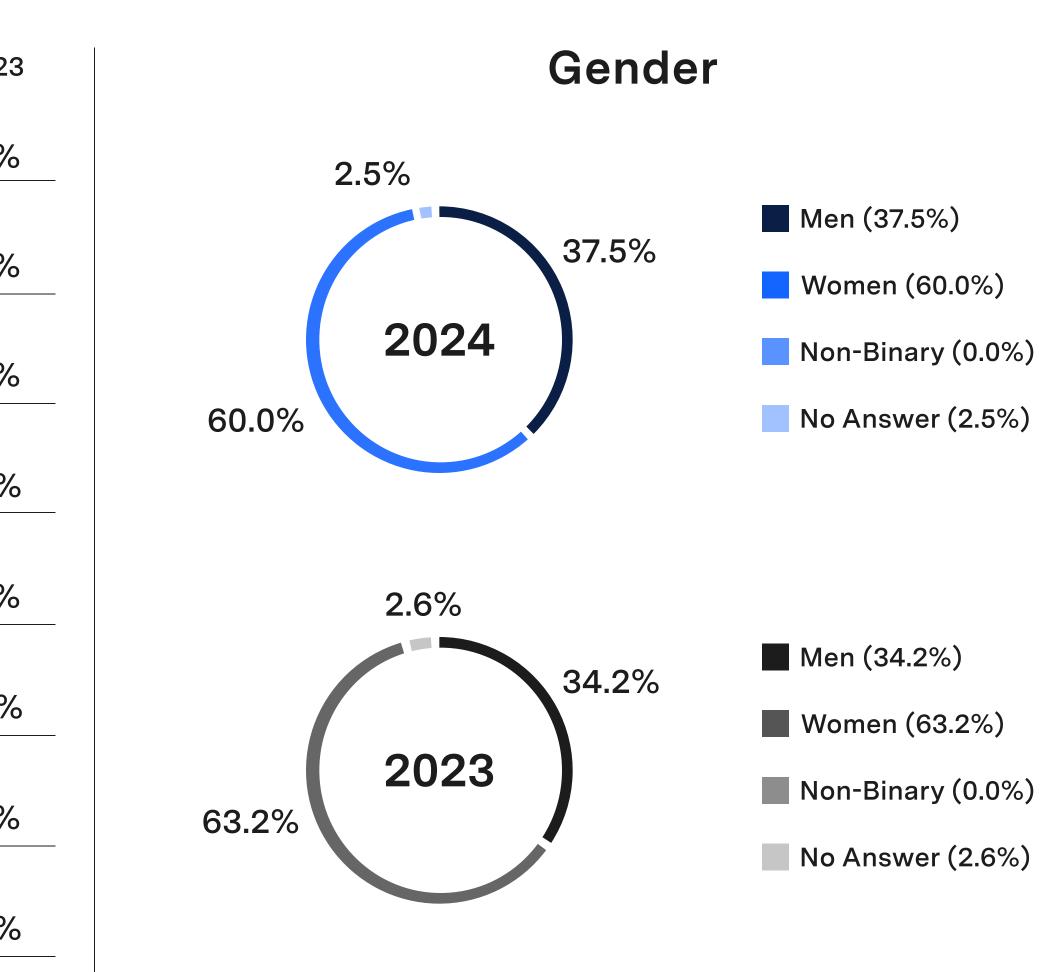
Non-Tech Workforce Representation

U.S. Race and Ethnicity	2024	2023	
Black+	22.1%	21.5%	
East Asian+	6.9%	7.4%	
Hispanic / Latine+	14.5%	11.6%	
Middle Eastern and/or North African+	3.1%	3.3%	
South Asian+	4.6%	4.1%	
Southeast Asian+	3.8%	4.1%	
White+	51.1%	55.4%	
All other reported race / ethnicity+	1.5%	0%	



Managers Workforce Representation

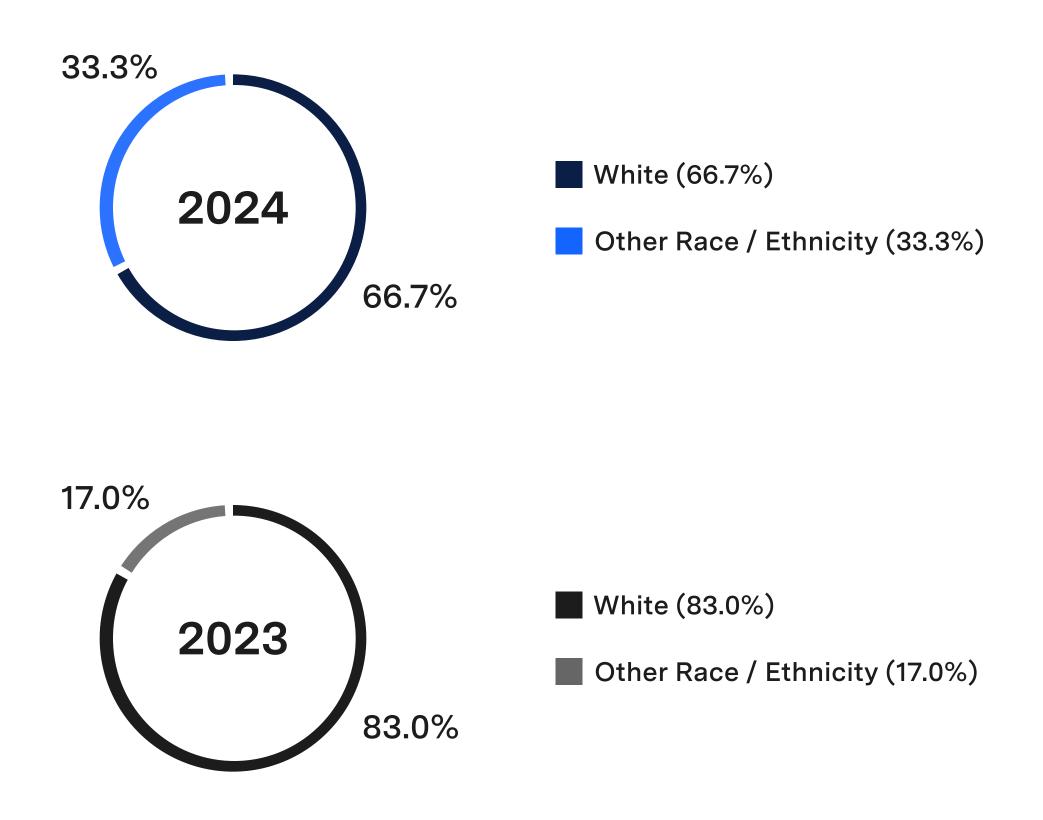
U.S. Race and Ethnicity	2024	2023
Black+	15.0%	15.8%
East Asian+	7.5%	7.9%
Hispanic / Latine+	10.0%	10.5%
Middle Eastern and/or North African+	0%	0%
South Asian+	15.0%	10.5%
Southeast Asian+	0%	0%
White+	52.5%	55.3%
All other reported race / ethnicity+	0%	0%

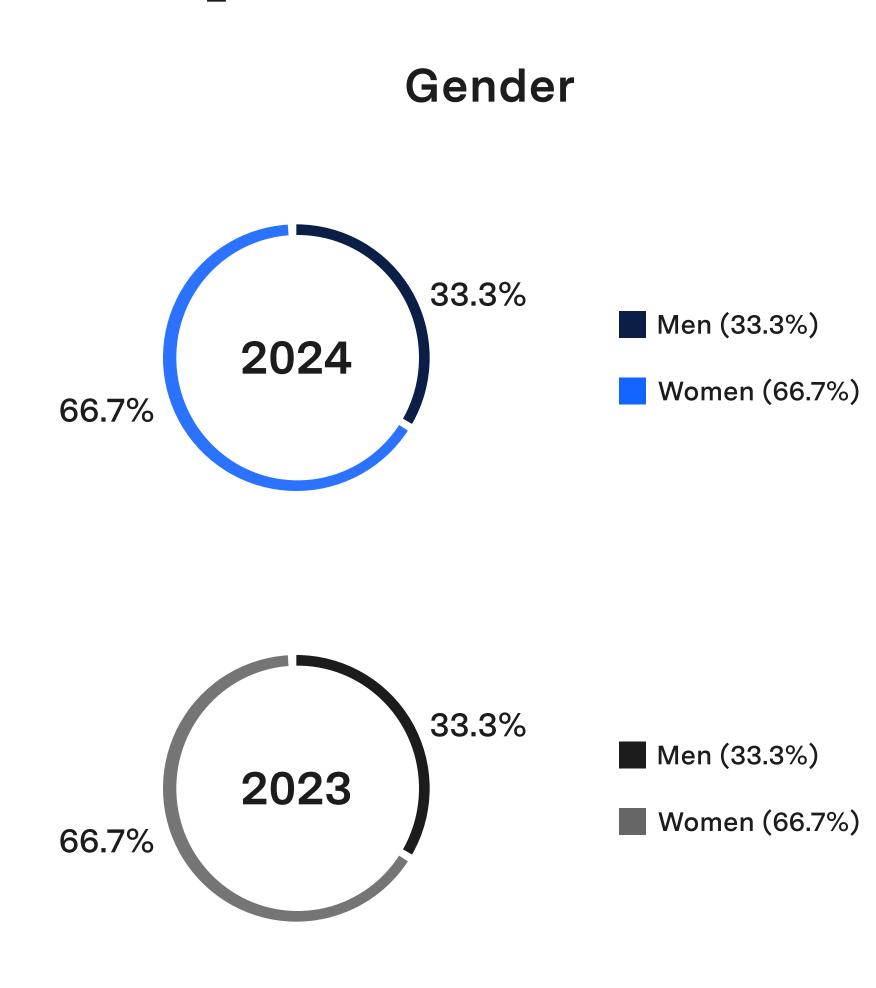




Executives Workforce Representation

U.S. Race and Ethnicity





Methodology

We count multiracial people as a member of all the racial/ethnic categories they identify with; this is denoted with a plus sign. Because of rounding and how we ensure the identities of multiracial people are fully honored, the individual percentages may not add up exactly to the overall percentage.





