

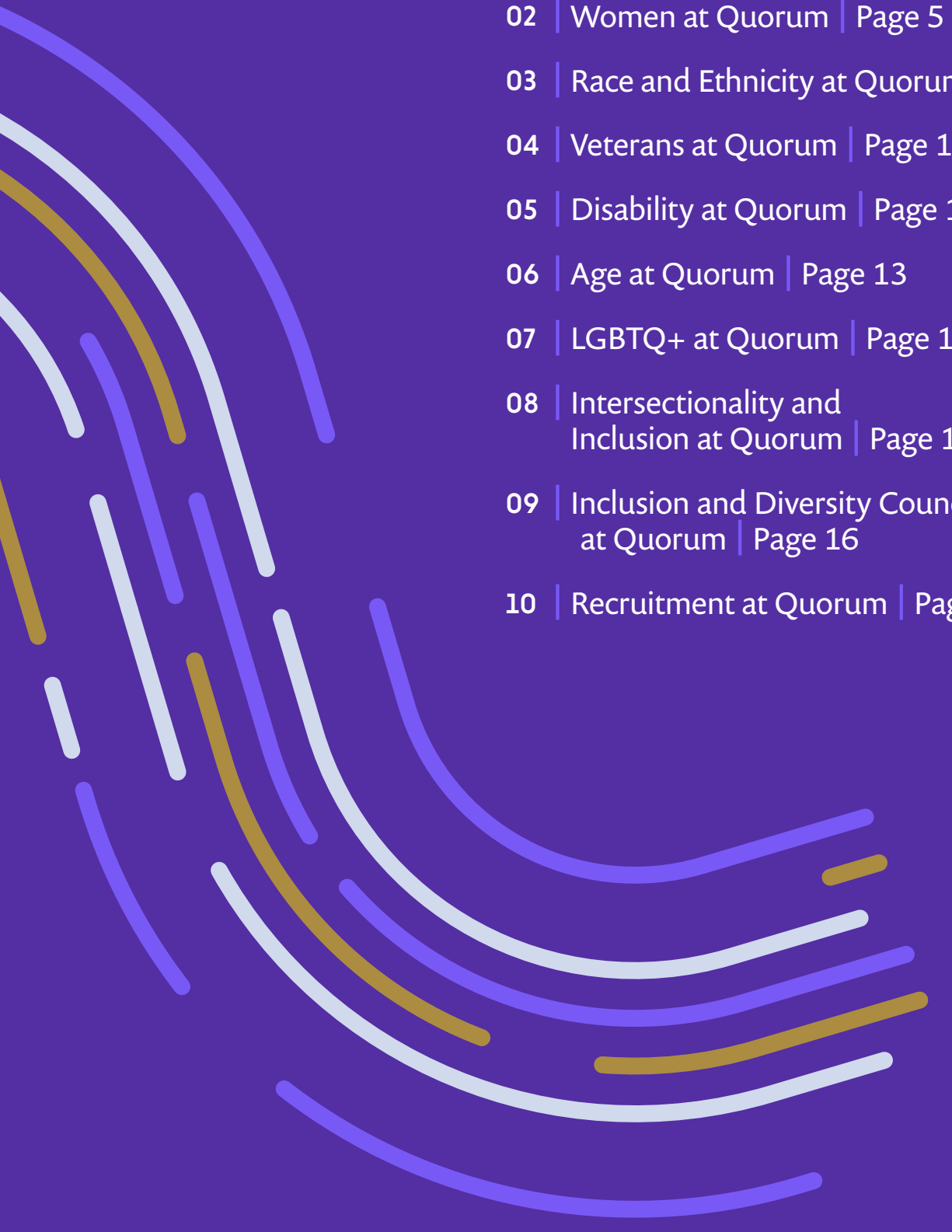
REPORT

Quorum's Inclusion and Diversity's Report 2022

| Inclusion and Diversity Means
| Trust and Progress



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Alex Wirth

Quorum

Chief Executive Officer & Co-Founder

Executive Sponsor of the Inclusion and Diversity Council at Quorum

At Quorum, inclusion and diversity mean trust and progress.

Over the last four years inclusion and diversity have been a major focus of the organization as we have grown from 30 to over 170 team members. This report is our 4th annual Inclusion and Diversity Report to provide insight into what we are already doing well and, more importantly, areas where we need to improve to meet our goal of building an inclusive and diverse organization where all team members have the opportunity to flourish.

As we looked at our metrics this year, there were three things we were especially proud of. The first is that we increased our minority representation from 22 to 24%. The second is that our LGBTQ+ team member representation is above both the DC average of 9.8% and the national average of 4.5%. And finally we beat our goal of 30% of technical positions being held by women.

One of the most notable developments this past year was Quorum's acquisition of CisionPAC. The acquisition was a key part in completing our product vision to have one platform for legislative tracking, grassroots advocacy, and PAC management. The 17 team members that joined us were on average older, more white, and more male than the rest of the Quorum organization and have impacted our diversity metrics. Most notably, over the past year, our median age increased from 29 to 33, and our gender representation of women dropped from 47% to 45%.

In 2022, Quorum signed the CEO Pledge with CEO Action for Diversity & Inclusion™. The pledge outlines a specific set of actions:

1. Making our workplace a trusting place to have complex, and sometimes difficult, conversations about diversity and inclusion.
2. Sharing best practices.
3. Introducing unconscious bias education.

4. Working with our board of directors as we continue to develop and evaluate concrete, strategic action plans to prioritize and drive accountability around diversity and inclusion.

We'd encourage other organizations to review and join the pledge and are glad to see organizations continue to focus on inclusion and diversity.

Read our complete Inclusion and Diversity Report below to learn more about where we are today and the steps we are taking this year as we cultivate for years to come.

Alex Wirth

Alex Wirth

Cofounder & CEO, Quorum

2022 Inclusion and Diversity Council Members



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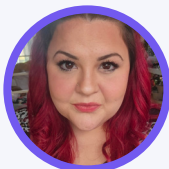


Kendall
Sax-Stevens

2022 Inclusion and Diversity Affinity Group Chairs



Ashland
Stokes



Christie Sizer



Julie
Manuszak



Lamina
Butler



Matt Sontag



Will Bliss

Women at Quorum

In 2022, Women account for 45% of team members, 2 points down from the previous year. At the end of 2021 Quorum integrated the CisionPAC team of whom 28% of the 17 team members were female.

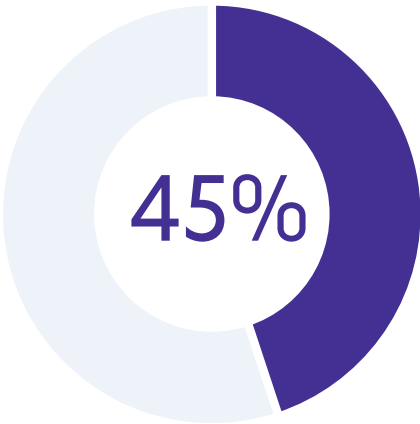
These declines can be partly attributed to PAC Classic's demographics — as no women from the PAC Classic team sit in management, executive, or leadership roles.

We saw a decrease of the percentage of female managers from 58% percent in 2021 to 45% in 2022 as we added exclusively male managers from the CisionPAC acquisition. We would like to see women in management return to at least 50%.

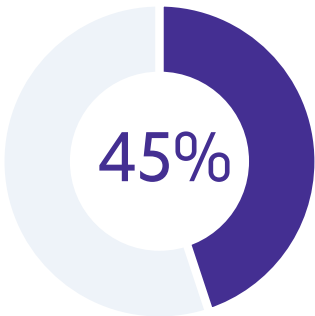
On the technology side, 11% of the CisionPAC technology team was female. Across the company, women make up for 31% of technology roles, which decreased from the 35% in 2021. Despite this decline amid company growth, Quorum is 34% ahead of the industry standard — a [Deloitte report](#) found that 23.1% of tech roles at large companies were held by women in 2020.



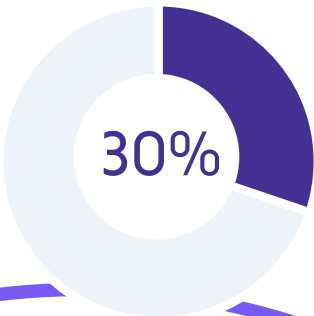
Women at Quorum



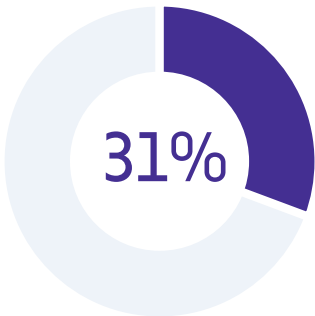
Management



Executive



Tech



Race and Ethnicity at Quorum

Last year, we had seen a moderate increase in the number of Quorum team members who identify as an underrepresented minorities increasing from 22% in 2021 to 24% in 2022.

In 2022 Quorum grew its minority representation to 24% in 2022 ahead of an industry average of 17.43% and an improvement of 7% from 2020. While we are encouraged by this, we still have more work to do to increase the representation and advancement of minority team members.

Within the organization, Asian team member representation dropped to its lowest of 11%, from its high of 14% in 2021, while close to its three year average of 13%. Asian representation on the technology team, though down six percentage points from 2021, is at 23% within tech roles and tracks closely with our average of 25% across the last three years.

Quorum-wide, Black or African American representation is up two points and at a four-year high of 11%. Black or African American representation in tech roles jumped to 11% while the percentage of Hispanic or Latinx team members in tech

roles is down to 2% from 9% in 2021. For reference, the 2019 to 2021 average of Hispanic or Latinx team members in tech roles was 10%. Besides these shifts within tech roles, other demographics have maintained their proportional representation since the previous year, or track close to their historic average.

Quorum's team members of Two or More Races continue to represent 6% of tech roles even as the company expanded in the past year. This is an improvement from the previously lagging 3% average of team member representation of Two or More Races in tech since 2019. Hawaiian or Pacific Islander representation company-wide also maintained its previous year's high of 1% amidst company growth, though Quorum has not had Hawaiian or Pacific Islander representation on the tech team historically nor in 2022.



Management¹

Within management, there were two notable shifts while most other demographics saw no change. Minority representation in management currently sits at 3%. Black or African American team members accounted for 8% of team members in management roles, down two points from its high of 10% a year prior as Quorum has added more managers. Compared to the 0% representation from 2019 to 2020, Black or African American diversity in management has gradually improved. Hispanic or Latinx team members in management account for 5%, despite total representation of Hispanic or Latinx team members being down to 4% from 2021's 7%. Asian representation in management sits at 10%, in line with its average of 10%, though 2 points below the previous year. Quorum does not have team members in management roles who are Hawaiian or Pacific Islander nor Two or More Races identifying an additional opportunity to diversify representation within management roles.

Leadership

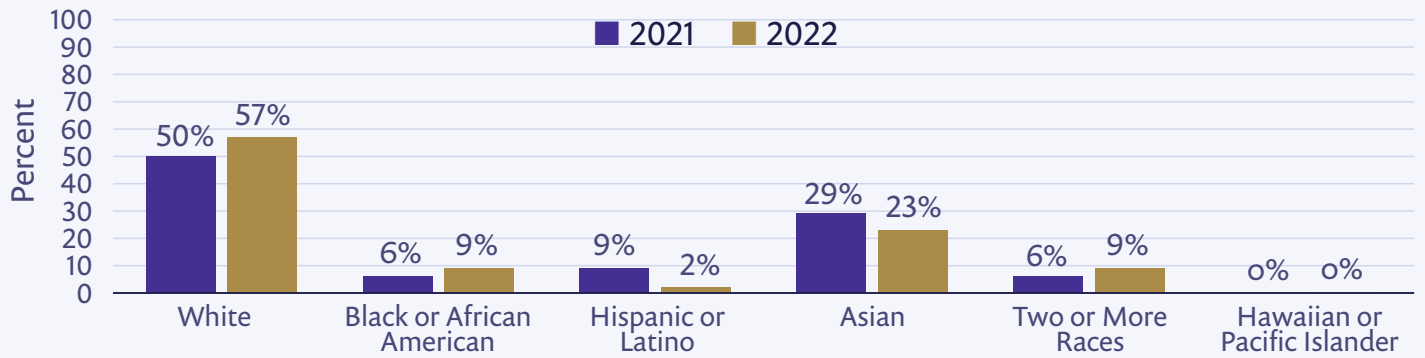
Diversity within leadership has grown - Asian and Hispanic or Latinx representation in leadership each sit at a high of 8%, both up from 0%. Within leadership, Black or African American representation dropped to 8% from its previous 17% in 2021. Though close to its previous average of 10%, there is development potential as Quorum cultivates its talent.

Executive

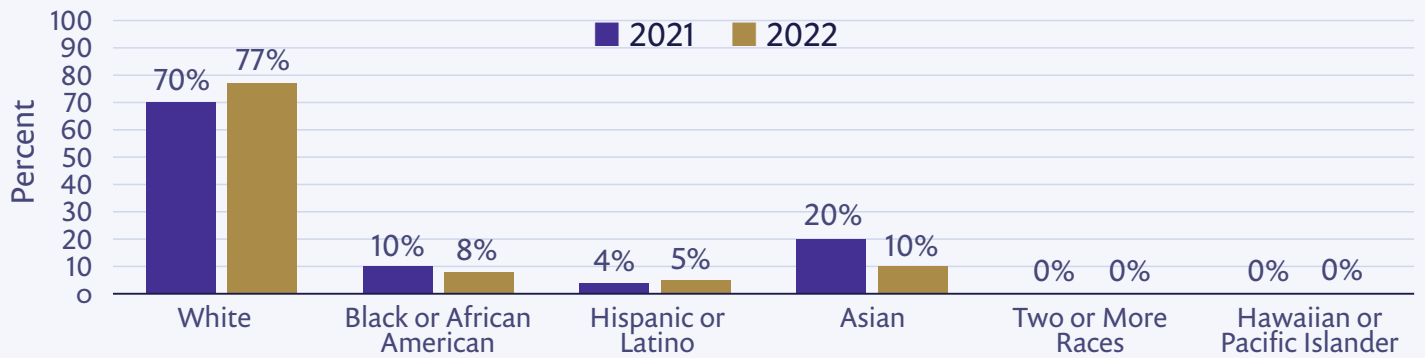
At present, 20% of the Executive team accounts for Asian or Hispanic or Latinx persons. The remaining 80% are Caucasian. While the diversity within the Executive team has increased there is still work to be done as there is no Black or African American, Two or More Races, and Hawaiian or Pacific Islander representation on the executive team.

1 Role types at Quorum are defined as Management, Leadership, Executive. Management represents managers and above, Leadership represents Directors and above, and Executive represents our Vice Presidents and above.

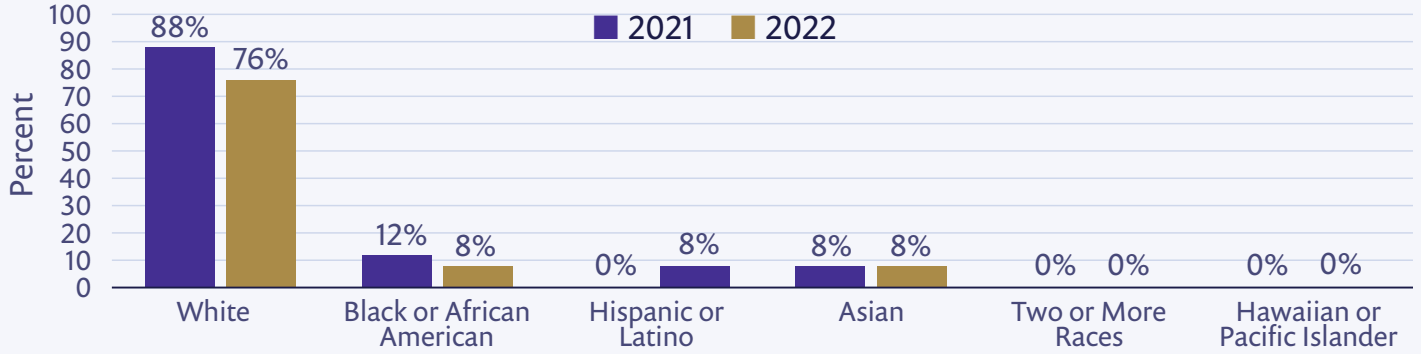
TECHNICAL



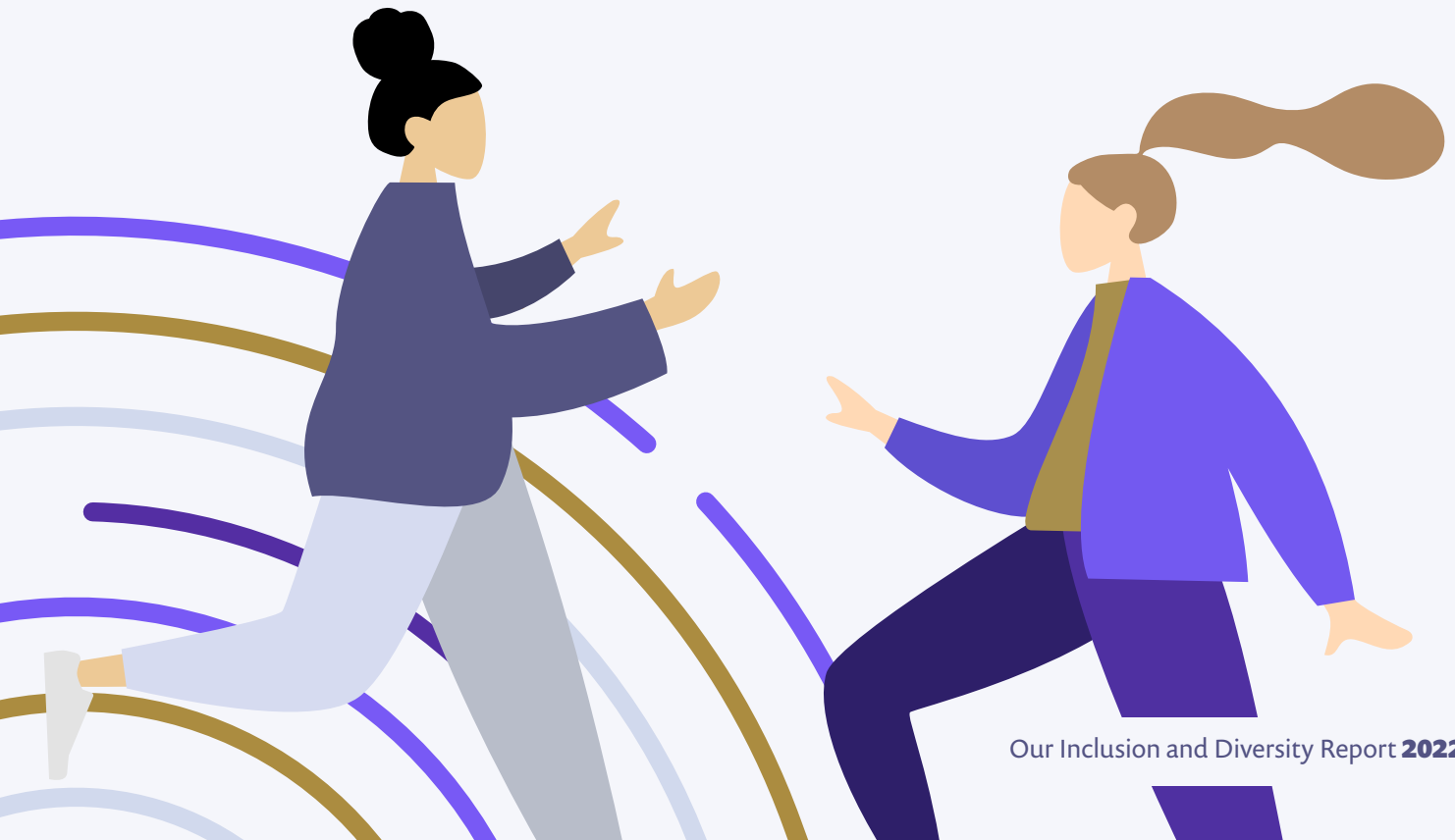
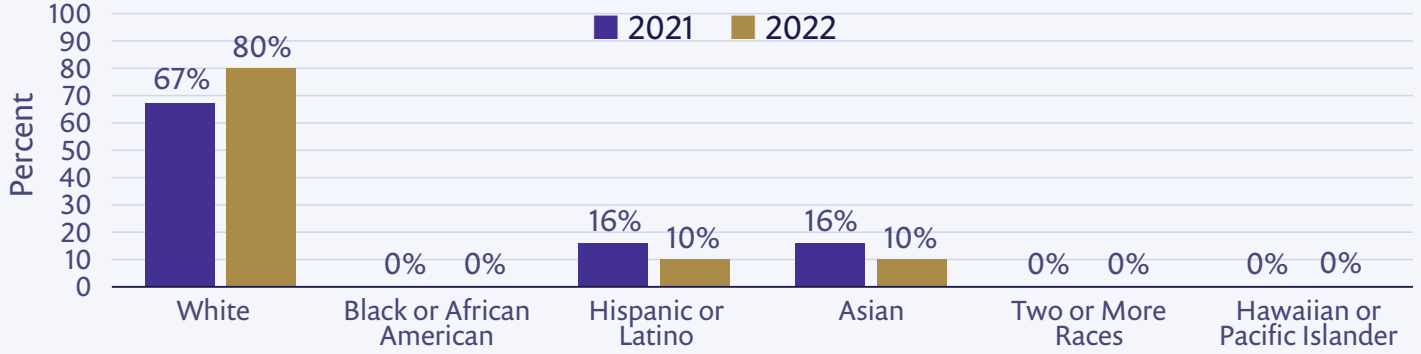
MANAGEMENT



LEADERSHIP



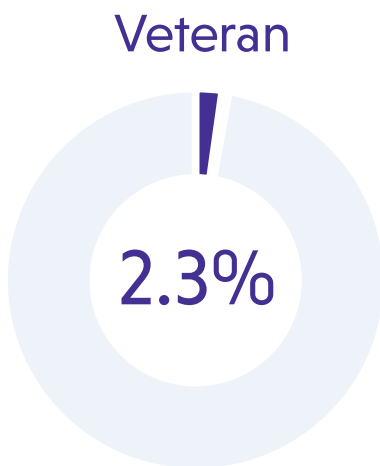
EXECUTIVE



Veterans at Quorum

Veteran representation saw the slightest decline from 2.82% to 2.32% in the past year.

Quorum's veteran representation has held steady, but continues to be below the rate of 7% of veterans nationwide. PAC Classic has strong representation with veteran team members making up 11% of the team. Being headquartered in Washington, DC, improving the number of veterans at Quorum is something we aim to improve in the coming year.

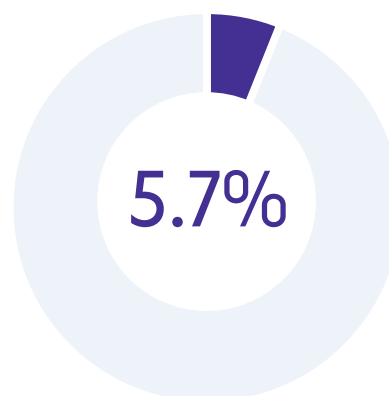


Disability at Quorum

The percentage of Quorum individuals who self-report as living with a disability dropped to 5.7% in 2022, the lowest proportion reported within this demographic since 2019 and below its three year average of 10%.

We are investigating if we need to do more training to help individuals with a disability feel comfortable talking with their manager and the company about it. With this growing culture of inclusion and representation, we will look at our numbers over the next year to see if and how programming efforts affect disability representation so team members are comfortable reporting and potential team members recognize Quorum as an inclusive employer for individuals with disabilities.

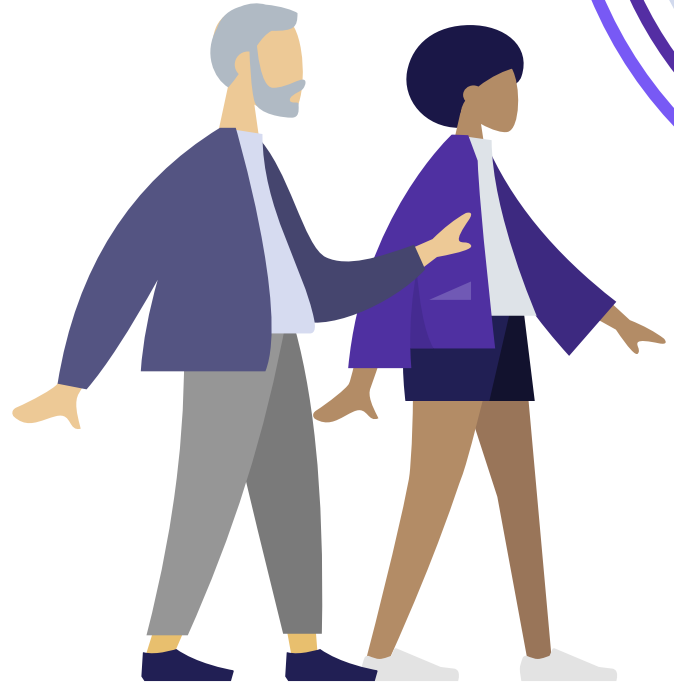
Disability



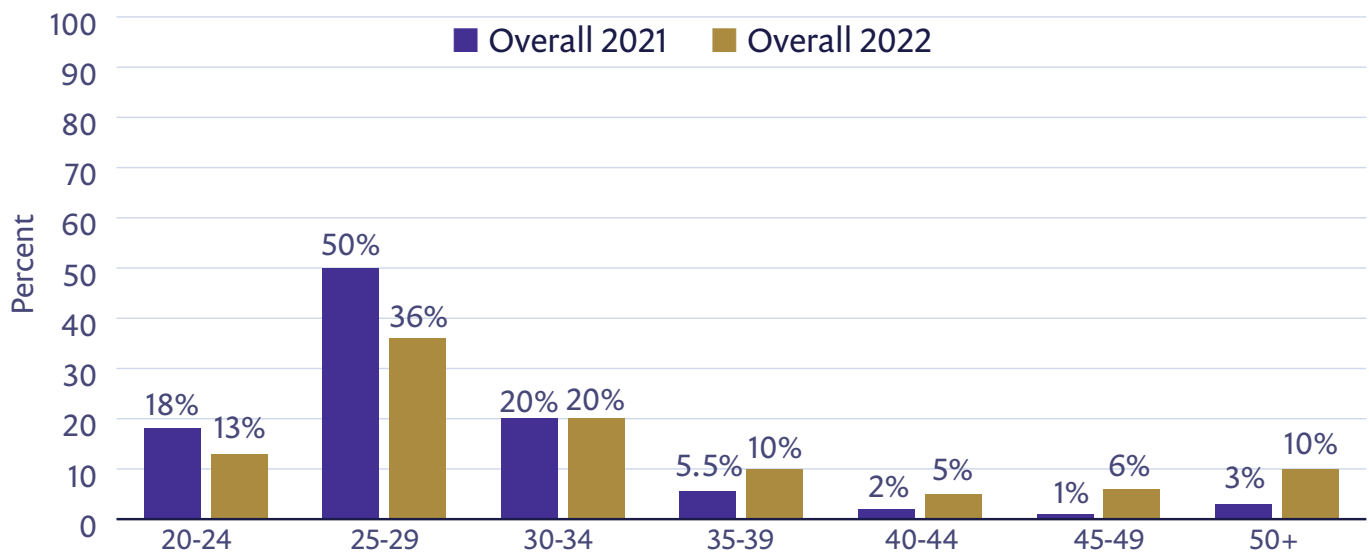
Age at Quorum

Since 2019, the median age at Quorum has increased by 32%, a necessary improvement as it skewed younger in its early years.

The median age at Quorum—33—is now within the range of median ages [reported by large tech companies](#). This is attributable to the addition of the PAC Classic team whose median age sits at 49.5.



AGE AT QUORUM



LGBTQ+ at Quorum

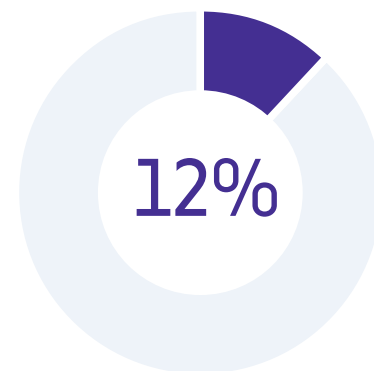
LGBTQ+ representation reduced by two points to 12%, though still exceeds the DC average by 24%³ and is almost 3x the Nationwide average of 4.5%⁴.

Over the past few years, members of the Quorum LGBTQ+ community have made a notable, positive impact on our culture and our business. LGBTQ+ team members have created spaces for others to learn and grow in their own inclusion and diversity journeys.

The I&D Council hosted a Lunch and Learn in June on The History of the LGBTQ+ Movement during Pride 2022 which allowed for productive Q&A following the engaging and informative program through Confetti.



LGBTQ+



3 Source: UCLA Law Center LGBT, Proportion of Population: United States, <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT#density>

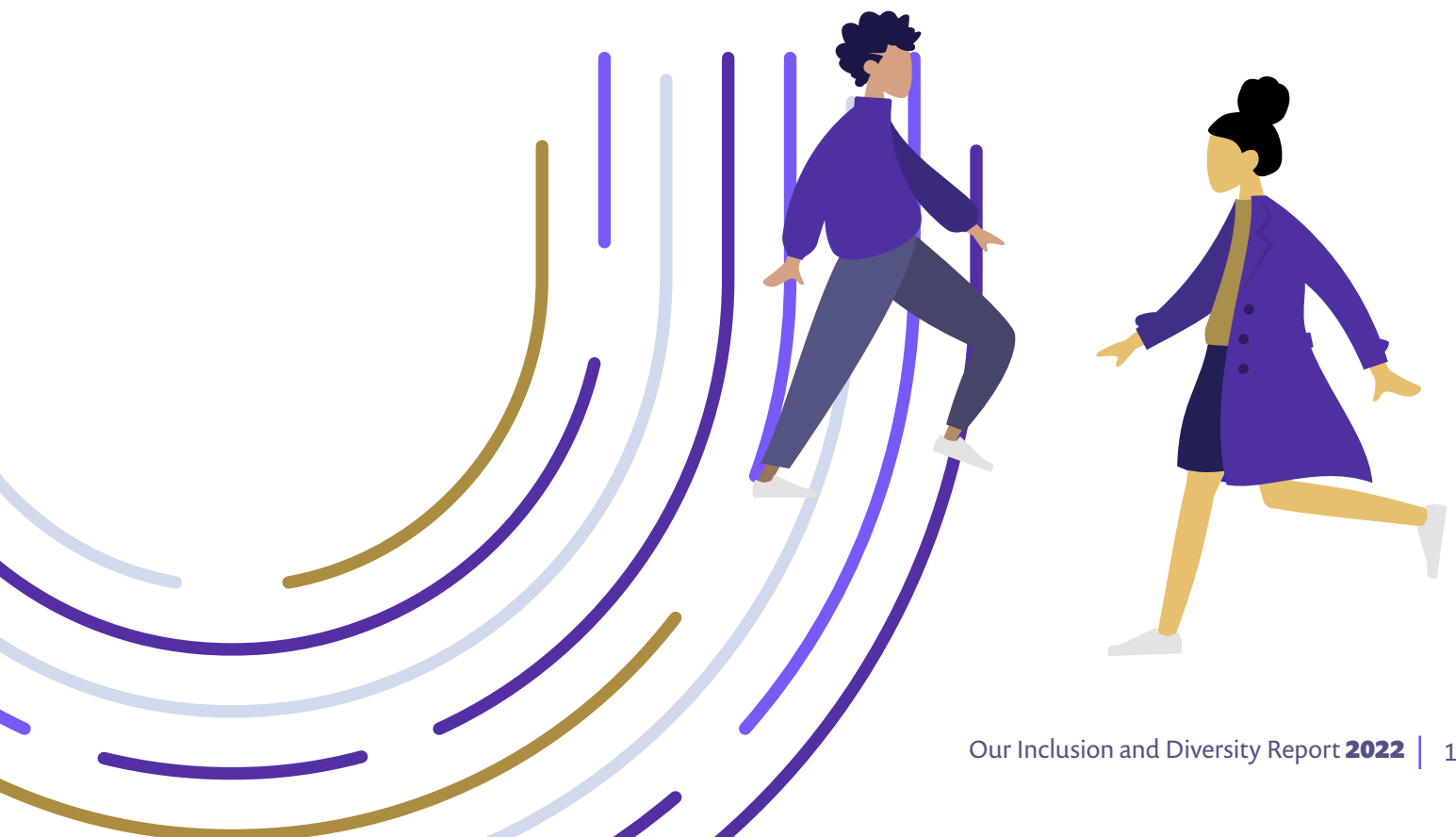
4 Source: UCLA Law Center LGBT, Proportion of Population: United States, <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT#density>

Intersectionality and Inclusion at Quorum

Inclusion and diversity are fundamental to the long-term success of our company and our culture.

As we work to build an inclusive and diverse community, we aim to design solutions that recognize and address intersectionality—the interconnected nature of identity categories such as gender, race, ethnicity, age, class, and sexual orientation that are impacted by different forms of systemic discrimination and/or disadvantages. During the Juneteenth panel, team members vulnerably shared how these identities

interact and affect their life as partners, parents, and their own intersectionality. Quorum can continue to foster these types of conversations and create space so that these intersectionalities are celebrated and are free to be expressed. As Ellen Pao, CEO of Project Include, notes, “true inclusion addresses racism, gender identification, ageism, and many more categories and combinations of marginalization.”



Inclusion and Diversity Council at Quorum

The I&D Council launched its first Annual Inclusion and Diversity Summit in February 2022.

The summit featured a speaker session with Tayo Rockson, a diversity, inclusion, and anti-racism consultant. Tayo shared his experiences growing up in different parts of the world and learning to fit in while still having his own identity, and he shared how Quorum team members should think about inclusion in an intentional way.



I&D enlisted Katie Chappell who created a visual aid of the week-long summit that included each Affinity Chair presenting who they were and an introduction to their respective Affinity Group at Quorum. The summit debuted the launch of the new Affinity Group, Sober at Quorum, led by an I&D Council member, Kendall Sax-Steven.

Quorum has maintained its existing programs to create space for all team members to further educate themselves on how they can contribute to building a work environment where underrepresented minorities can bring their whole selves to work. This has been practiced through I&D Lunch and Learns and other events, such as a Asian Pacific Heritage Movie Night - which fostered a lively chat during the Zoom screening of Crazy Rich Asians - and ongoing fun facts and Kahoots during Black History Month.



PEOPLE OF COLOR @ QUORUM

People of Color @ Quorum hosts a monthly Happy Hour that fosters conversations on growth within Quorum through collaborations and provides general support and encouragement.

People of Color @ Quorum, in partnership with the I&D Council, hosted a popular Juneteenth Lunch and Learn that saw more than 50 attendees and a panel for Black or African American team members, across roles and departments, on what Juneteenth means to them and the Black experience. The day celebrated black-owned and local businesses including Rx Catering and Swahili Village.



QUEER @ QUORUM

Founded in May 2021, Queer @ Quorum continues to host a monthly meeting for people who identify as LGBTQ+.

The affinity group has maintained its goal to provide a space for team members to discuss issues pertinent to LGBTQ+ identity and advocate for the needs of our community in the workplace and beyond. This is a group for people who identify as part of the LGBTQ+ community.

PARENTS @ QUORUM

Within affinity groups, Parents @ Quorum, founded in May 2021, has seen member growth and resource sharing.

Since 2021, Parents @ Quorum grew by 70%. Parents @ Quorum has programming slated for the fall including a company picnic to bring the Quorum extended community together. In the past year, Parents @ Quorum paid for Quorum shirts for team member's children (infant all the way to adult children) to bring them closer to Quorum culture and so that Quorum parents can share part of work with their family.

Parents @ Quorum provides a space for team members with children of any age, whether a biological parent, step-parent, adoptive parent, foster parent, or the responsible adult in charge of upbringing.

SOBER @ QUORUM

Sober @ Quorum is for team members in sobriety to find community, support, and camaraderie in navigating life, employment, and recovery.

Sober @ Quorum is an Affinity and Employee Resource Group focused on meeting four needs in sobriety for alcoholism and addiction:

- A forum of encouragement for those who are open about their recovery
- A place for help and resourcing for those who are just beginning a sobriety journey


- A resource for Employee Services and Leadership for navigating this complex issue
- A voice to de-stigmatize the view of addiction and recovery in the workplace



QUORUM 4 MENTAL HEALTH

For Mental Health Awareness Month in May, the Quorum For Mental Health (Q4MH) Affinity Group hosted a Mindfulness Meditation Session.

Q4MH started these monthly, mindfulness-meditation sessions in 2020 when the Quorum began remote work. Beyond Mental Health Awareness Month, MH4Q implemented four-day holiday weekends and added a Calm app subscription as a benefit. In tandem, Talent and Culture shared additional resources: signs of burnout workshops, a minimizing stress and burnout workbook, and a masterclass on stillness through the Calm app.

Q4MH seeks to promote awareness and destigmatize mental health by hosting events, reviewing current business processes, and collaborating with the existing Quorum infrastructure such as the Affinity Groups, and leadership to create a supportive network dedicated to talking about mental health.


Will Bliss 2:51 PM



Q4MH Event: Wizards 🏀 vs Nuggets 🐓 - Mental Health Awareness Night - Wednesday, March 16 🏀 🧠

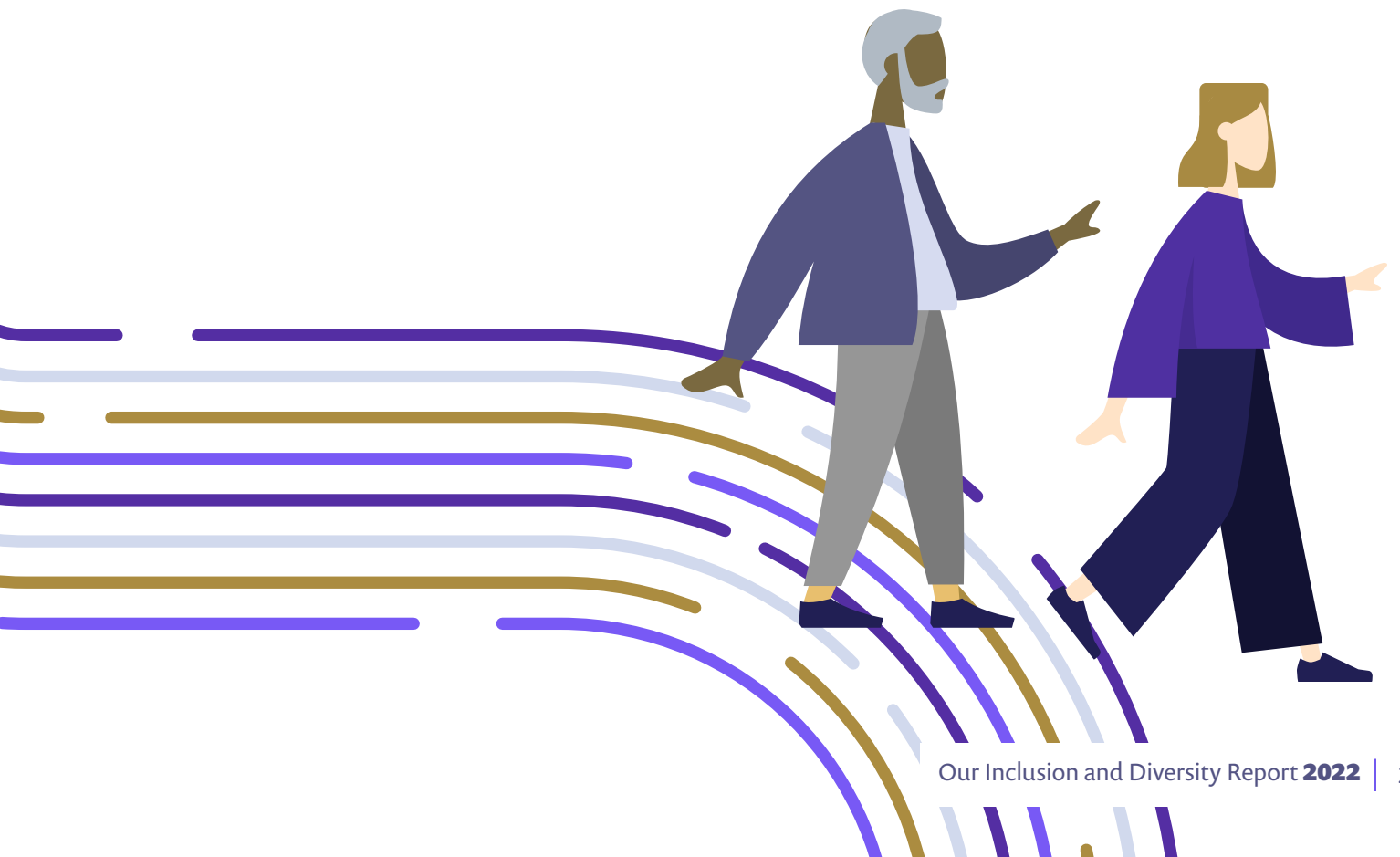
Hello my friends! Come join Quorum for Mental Health and the Washington Wizards on Wednesday the 16th at for Mental Health Awareness Night! Here is a quick description of the night and event

The event will discuss the [NBA's 'Keys to Wellness' Pillars](#), mental health in the COVID era, meaningful conversations and how to approach the topic to help yourself and others as well as resources. The panel will feature Wizards' training staff member and sport psychologist, Dr. Anderson, Monumental Sports & Entertainment Vice President of People & Culture Charise Beckett, Eric Kussin Founder and CEO of #SameHere The Global Mental Health Movement, and more. Join us for this insightful event in the Devils Backbone Club from 4:45 – 5:45 p.m. at Capital One Arena prior to the Wizards' game at 7:00 p.m. against the Nuggets.

Recruitment at Quorum

Quorum has partnered with [Circa's Diversity Catalyst](#), which is a resource that connects us with Circa's community partners, sourcing and matching candidates from diverse networks across the nation.

This organization connects our current job postings with underrepresented job seekers, including, but not limited to: minorities, older workers, individuals with disabilities, veterans, LGBTQ+, and women, along with professional and industry organizations.





Inclusion and Diversity Is Always A Work In Progress

Thank you for taking the time to read our complete Inclusion and Diversity Report.

At Quorum we strongly believe that Inclusion and Diversity is always a work in progress and the work is never finished. This year's report will be used by the Inclusion and Diversity Council and company-wide to inform goals to continue to build a representative team and inclusive culture. We look forward to continuing to work with our team members and external stakeholders to advance a diverse and inclusive culture.

If you have questions on practices that Quorum has implemented or suggestions to improve Inclusion and Diversity, please reach out to the I&D Council, share questions at Co-founder Q&A, and/or email concerns@quorum.us. We are always seeking help and hoping to help others on the shared journey to build diverse and inclusive work environments across the United States and around the globe.

www.quorum.us | info@quorum.us | [@QuorumAnalytics](https://twitter.com/QuorumAnalytics)