

WORKFORCE COMPOSITION

New Hires

	2023	2022	2021	2020	2019
Generation					
Silents (1925-1945)	0.3%	1.20%	0.5%	-%	-%
Early Boomers (1946-	0.6%	0.40%	0.3%	0.4%	0.4%
Late Boomers (1955-	4.4%	3.90%	3.1%	4.2%	4.4%
Generation X (1964-	21.9%	20.70%	18.3%	17.9%	20.0%
Generation Y (1979-	51.7%	52.60%	55.9%	51.8%	54.5%
Generation Z (From	21.2%	21.10%	21.6%	25.4%	20.7%
Gender					
Male	48.7%	59.2%	36.3%	44.6%	44.2%
Female	51.1%	36.6%	63.1%	55.3%	55.8%
Undeclared	0.2%	4.3%	0.6%	0.2%	
Minority Groups*					
White	48.1%	42.50%	36.8%	41.8%	47.0%
Black or African	25.7%	31.10%	39.2%	30.2%	27.4%
Hispanic or Latino	12.9%	12.20%	13.3%	17.1%	13.9%
Asian	4.7%	4.20%	3.8%	6.0%	6.9%
American	0.5%	0.50%	0.4%	0.4%	0.3%
Native Hawaiian or	0.3%	0.20%	0.2%	0.2%	0.3%
Two or more Races	4.3%	4.40%	4.7%	4.1%	4.2%
Undeclared	3.5%	5.20%	1.5%	0.2%	

Total/Exempt/Non-Exempt by Gender & Race

Gender					
Total					
Female	55.4%	57.70%	57.1%	55.20%	55.6%
Male	44.6%	42.20%	42.9%	45.80%	44.4%
Undeclared	-%	0.10%	0.1%		0.08%
Exempt					
Female	49.3%	49.90%	48.0%	47.4%	47.7%
Male	50.7%	50.10%	52.0%	52.6%	52.3%
Undeclared	-%	-%	-%		0.03%
Non-Exempt					
Female	74.8%	73.10%	59.4%	72.3%	72.2%
Male	25.2%	26.80%	40.6%	27.7%	27.8%
Undeclared	-%	0.10%	-%		0.03%
Race					
Total					
African American	18.90%	20.50%	20.3%	17.5%	17.7%
Native American	0.40%	0.40%	0.4%	0.3%	0.3%
Asian	6.30%	5.50%	5.6%	6.2%	5.7%
Hispanic	11.80%	12.30%	12.3%	11.3%	11.1%
Native Hawaiian or Two or More Races	0.20%	0.20%	0.2%	0.2%	0.2%
White	58.80%	57.90%	58.4%	61.5%	62.1%
Undeclared	0.80%	0.40%	-%	0.4%	1.1%
Exempt					
African American	15.0%	14.70%	14.2%	13.0%	13.0%
Native American	0.4%	0.30%	0.4%	0.3%	0.3%
Asian	7.5%	7.20%	7.7%	8.0%	7.3%
Hispanic	10.1%	10.20%	9.3%	8.8%	8.4%
Native Hawaiian or Two or More Races	0.2%	0.20%	0.2%	0.2%	0.2%
White	2.5%	2.40%	2.2%	2.0%	1.9%

White	63.6%	64.60%	65.5%	67.2%	68.4%
Undeclared	0.8%	0.40%	0.5%	0.4%	0.5%
Non-Exempt					
African American	31.40%	31.90%	35.1%	27.7%	27.4%
Native American	0.40%	0.50%	0.4%	0.4%	0.4%
Asian	2.50%	2.20%	2.0%	2.3%	2.4%
Hispanic	17.40%	16.40%	16.2%	16.9%	16.8%
Native Hawaiian or Two or More Races	0.30%	0.30%	0.2%	0.2%	0.3%
White	3.60%	3.80%	4.1%	3.3%	3.1%
White	43.50%	44.60%	41.4%	48.8%	49.0%
Undeclared	1.00%	0.40%	0.6%	0.4%	0.5%

Total & Voluntary Turnover

Overall					
Termination Rate	22.0%	30.60%	28.3%	23.5%	18.5%
Voluntary Termination	13.2%	25.30%	23.1%	12.9%	14.1%
Race					
Termination Rate					
Minority	28.4%	39.00%	34.0%	27.8%	22.7%
Non-Minority	17.2%	24.20%	24.0%	20.8%	15.3%
Undeclared					
Voluntary Termination					
Minority	16.9%	31.20%	28.8%	16.0%	17.4%
Non-Minority	10.4%	20.70%	18.9%	11.0%	12.1%
Undeclared					
Gender					
Termination Rate					
Male	21.5%	28.70%	27.6%	22.1%	17.7%
Female	22.4%	31.80%	28.5%	24.6%	18.5%
Undeclared					
Voluntary Termination					
Male	14.0%	23.40%	22.2%	12.5%	14.3%

Female	12.2%	26.50%	23.6%	13.2%	14.0%
Undeclared					
Generation					
Termination Rate					
Silents (1925-1945)	82.2%	56.0%	81.3%	45.1%	29.2%
Early Boomers (1946-	34.1%	40.6%	47.1%	44.5%	31.4%
Late Boomers (1955-	19.6%	27.7%	29.4%	24.7%	13.6%
Generation X (1964-	14.9%	18.6%	17.0%	17.0%	12.2%
Generation Y (1979-	23.9%	34.0%	30.8%	24.5%	22.3%
Generation Z (From	41.5%	61.5%	59.4%	46.2%	40.9%
Voluntary Termination					
Silents (1925-1945)	74.0%	50.0%	79.7%	6.40%	21.2%
Early Boomers (1946-	17.9%	29.2%	33.3%	25.00%	25.1%
Late Boomers (1955-	10.0%	23.4%	19.4%	8.80%	9.8%
Generation X (1964-	7.7%	15.1%	12.6%	6.60%	8.1%
Generation Y (1979-	14.8%	28.3%	27.1%	15.60%	18.5%
Generation Z (From	29.0%	50.3%	52.8%	39.10%	35.8%

Management Type by Gender & Race

Gender					
OFFICER					
Female	36.2%	30.16%	29.9%	31.4%	30.2%
Male	63.8%	69.84%	70.1%	68.6%	69.8%
MID LEVEL LEADER					
Managers of managers (ex: Senior Managers,					
Female	40.5%	39.32%	40.9%	40.7%	41.0%
Male	59.5%	60.66%	59.1%	59.3%	59.0%
Undeclared		0.02%			
FIRST LEVEL LEADER					
Managers of individual contributors					
Female	49.9%	51.40%	50.3%	49.5%	49.3%
Male	50.1%	48.60%	49.7%	50.5%	50.7%

TEAM MEMBER					
Female	51.2%	52.18%	49.7%	48.6%	49.2%
Male	48.8%	47.78%	50.1%	51.4%	50.8%
Undeclared		0.07%			
TEAM MEMBER NON					
Female	77.9%	74.35%	59.4%	74.2%	75.5%
Male	22.1%	25.52%	40.6%	25.8%	24.5%
Undeclared		0.13%			
Race					
OFFICER					
African American	6.6%	6.30%	6.2%	4.9%	3.5%
Native American	-%	-%	-%		0.5%
Asian	10.5%	10.10%	8.5%	4.9%	4.5%
Hispanic	2.6%	3.20%	2.3%	2.7%	2.5%
Two or More Races	0.7%	0.50%	0.6%	1.1%	1.0%
White	79.6%	79.90%	82.5%	85.9%	87.6%
Undeclared	-%	-%	-%	0.5%	0.5%
MID LEVEL LEADER					
Managers of managers (ex: Senior Managers,					
African American	5.2%	5.70%	5.2%	5.3%	5.8%
Native American	-%	0.20%	0.1%	0.1%	0.2%
Asian	13.9%	12.70%	13.6%	12.4%	10.6%
Hispanic	5.6%	5.80%	5.2%	5.2%	5.0%
Native Hawaiian or	0.2%	0.20%	0.2%	0.2%	0.1%
Two or More Races	1.7%	1.70%	1.4%	1.3%	1.2%
White	73.0%	73.40%	74.0%	75.2%	76.9%
Undeclared	0.4%	0.30%	0.3%	0.2%	0.3%
FIRST LEVEL LEADER					
Managers of individual contributors					
African American	14.3%	13.20%	14.7%	13.6%	14.1%
Native American	0.6%	0.60%	0.6%	0.4%	0.3%
Asian	3.1%	3.20%	3.0%	3.1%	3.1%
Hispanic	11.6%	12.10%	10.9%	10.6%	10.5%
Native Hawaiian or	0.2%	-%	-%	0.1%	0.1%

Two or More Races	2.3%	2.30%	1.9%	1.7%	1.6%
White	67.6%	68.40%	68.7%	70.5%	70.2%
Undeclared	0.3%	0.20%	0.2%	0.1%	0.2%
TEAM MEMBER					
African American	17.7%	17.30%	16.7%	14.9%	15.2%
Native American	0.4%	0.30%	0.4%	0.4%	0.3%
Asian	6.5%	6.50%	6.9%	7.7%	7.0%
Hispanic	11.4%	11.40%	10.6%	9.9%	9.6%
Native Hawaiian or	0.2%	0.20%	0.2%	0.2%	0.2%
Two or More Races	2.8%	2.70%	2.6%	2.3%	2.2%
White	60.0%	61.20%	62.0%	64.3%	64.8%
Undeclared	1.0%	0.50%	0.7%	0.5%	0.7%
TEAM MEMBER NON					
African American	31.8%	32.20%	23.4%	28.2%	28.2%
Native American	0.4%	0.50%	0.4%	0.4%	0.4%
Asian	2.4%	2.10%	5.5%	2.0%	2.1%
Hispanic	16.6%	16.00%	12.4%	16.7%	16.7%
Native Hawaiian or	0.2%	0.30%	0.2%	0.2%	0.3%
Two or More Races	3.6%	3.60%	3.1%	3.4%	3.1%
White	44.2%	44.80%	55.0%	48.6%	48.7%
Undeclared	0.8%	0.40%	-%	0.4%	0.5%

NOTE: As of year-end. These figures represent U.S. employees only. Beginning in 2022, the figures represent Allstate and National General employees. Prior to 2022, the figures represent Allstate employees only.