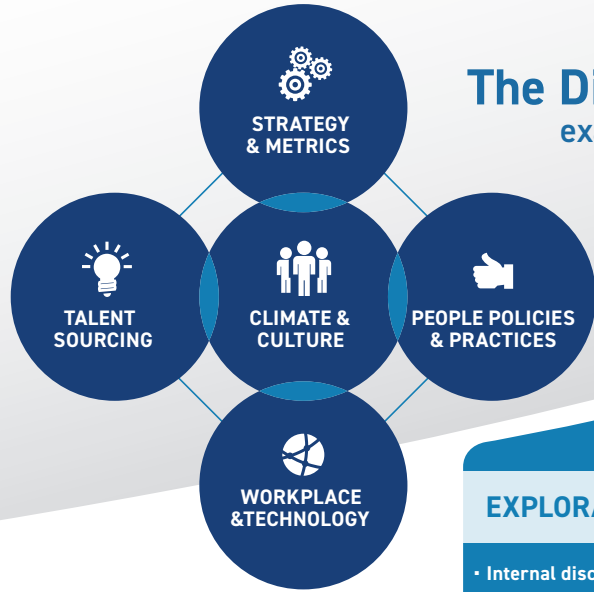


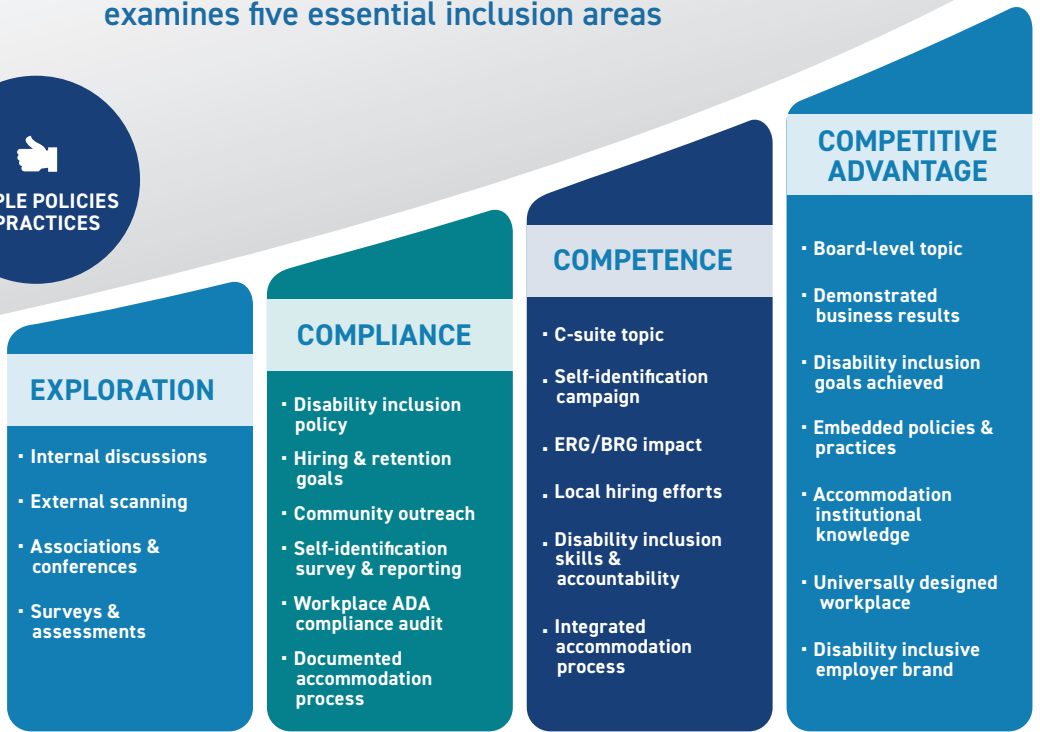
The Tracker is a confidential annual survey measuring companies' disability and veterans inclusion policies and practices.

What is the Tracker?



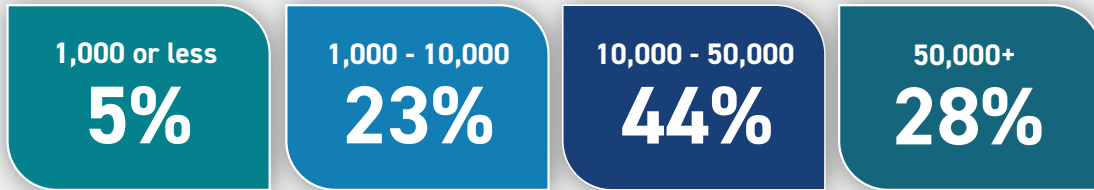
The Disability Employment Tracker™ examines five essential inclusion areas

To discover how businesses are progressing in their disability inclusion journey



Who Takes the Tracker?

In 2017, the Tracker measured practices and outcomes of 175+ companies – that together employ over 10.1 million workers



Workforce size of responding companies

Progress Against Goals

The most important disability inclusion driver is getting and keeping TALENT

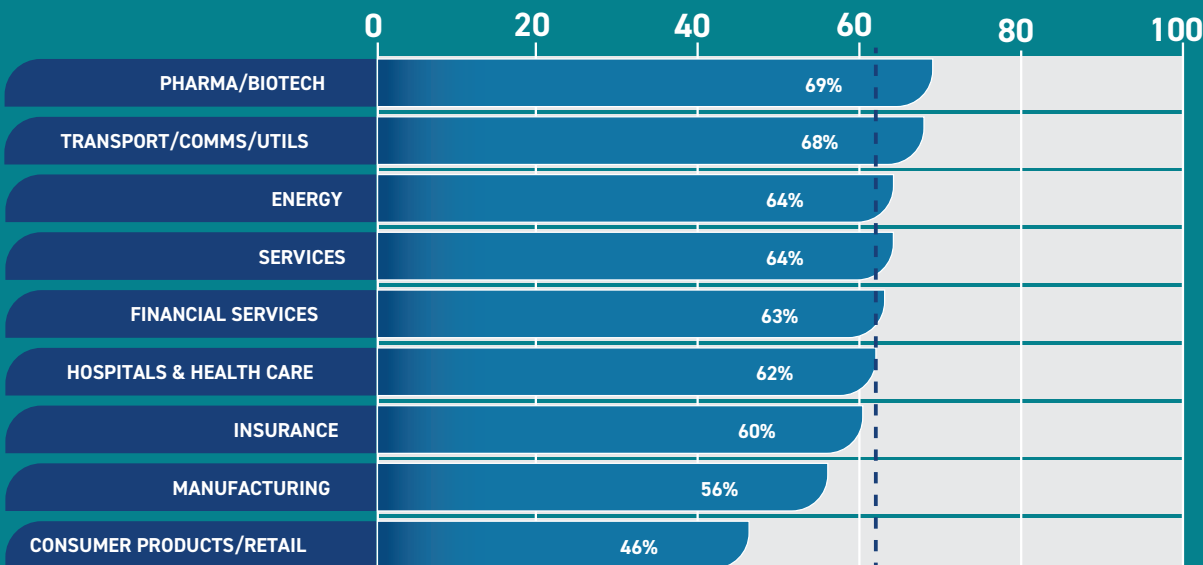
PROGRESS IS SLOW

On average, workforce representation of people with disabilities is below the Dept. of Labor target of 7%; only 7% of companies have reached that target

Current Workforce

3.2%

Average percentage of employees identifying as having a disability



Certain industries are leading the way in adopting disability inclusion best practices

2017 performance average of all companies
62%

Leading Practices

Companies with a **higher than average representation of people with disabilities (> 4%)** share these practices:



TALENT SOURCING

✓ Recruiters know how to find accommodation process



STRATEGY & METRICS

- ✓ Senior leaders discuss/publicly promote overall diversity
- ✓ Plan for improving disability inclusion practices
- ✓ Diversity champion accountable to drive disability strategy



PEOPLE PRACTICES

✓ Post-offer and pre-employment, new hires asked if accommodation needed



CULTURE & CLIMATE

- ✓ Employee/business resource groups or affinity groups
- ✓ Disability-specific employee/business resource group with annual budget

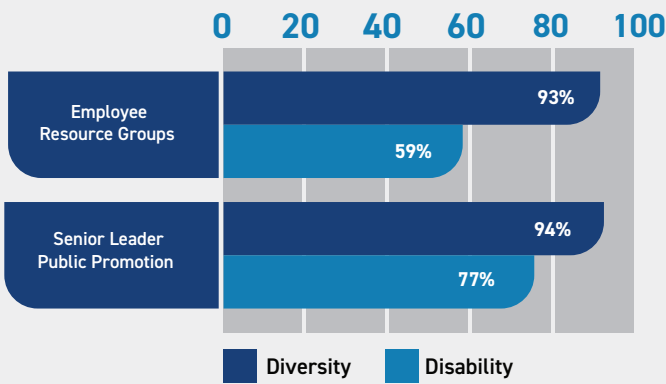


WORKPLACE & TECHNOLOGY

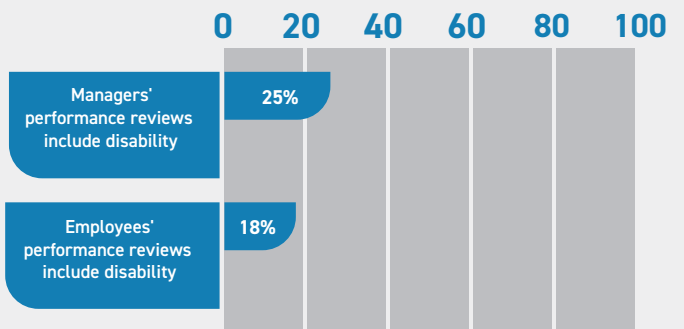
✓ Universal design principles applied in new facility buildouts

Gaps

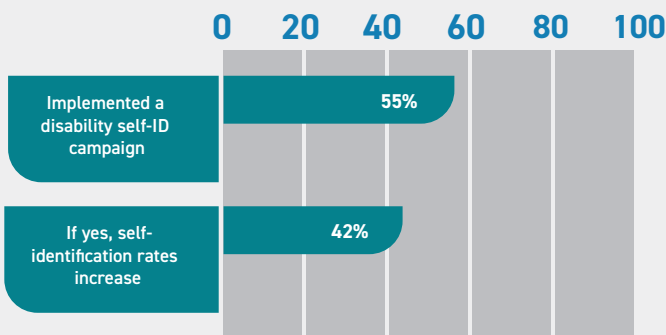
Disability still lags behind overall diversity in some areas



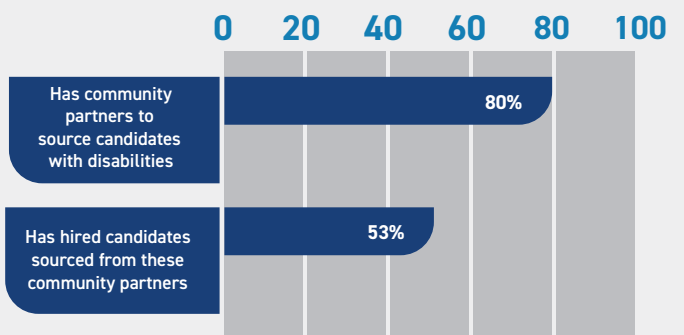
Hard measures are not being used to drive accountability for developing disability inclusion skills



Communication campaigns to raise disability self-identification rates not widely used and not generating expected outcomes, suggesting improvements are needed



Strong use of community partnerships to source talent, but companies are not seeing hiring results

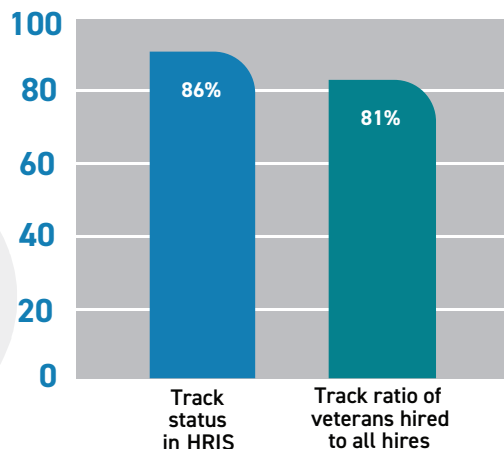


Veterans

Veteran inclusion practices are trending high, but target employment outcomes remain low

22%

Companies reporting workforce representation of veterans of 7% or more (Dept. of Labor benchmark 6.9%)



Advance Your Workforce

Haven't taken the Tracker yet? Sign up at NOD.org/tracker. Access extensive benchmarking and leading practices customized to your business goals with the Disability Inclusion Accelerator. Learn more at NOD.org/accelerator.