

# 2017 Bloomberg Financial Services Gender-Equality Index



**Bloomberg**

# Message from Mike Bloomberg


At Bloomberg, we pride ourselves on our commitment to arming investors with industry-leading market data and analysis. That commitment requires us to continually identify – and bring clarity to – opaque areas of the market, including environmental, social, and governance (ESG) information that investors increasingly are relying on to evaluate reputation, value, and performance. For some time, we have worked to capture this type of data for the benefit of our clients and the marketplace, and we always are looking to better understand ESG issues to help investors and firms make more informed decisions.

One of these issues is gender equality. Evidence continues to show that gender-equality policies and practices can positively impact a company's productivity, decision making, ability to attract and retain the best talent, and ultimately its financial performance. While more firms are focused on addressing this issue, there is a lack of available data that organizations and investors can draw upon to assess the gender-equality performance of various firms.

We set out to change that last year when we launched the Bloomberg Financial Services Gender-Equality Index, delivering a first-of-its-kind performance barometer for the industry. Rather than relying exclusively on limited public data, we are asking companies directly about the policies and practices they are undertaking and the goals they are setting and achieving. The index – which we develop, publish, and maintain for our clients – is based on firms' internal company statistics and policies, as well as their external products and community engagement.

The 26 members of last year's inaugural index demonstrated their commitment to both transparency and workplace equality. The data they provided is helping investors make smart decisions and showing the rest of the industry that gender equality is a priority.

This index provides investors with comparative information on gender equality at a time when increasing attention is paid to the business impact of such policies and practices. We hope the index will grow every year – and that your company will choose to be a part of that growth.



Michael R. Bloomberg

# About the index

Bloomberg Financial Services  
Gender-Equality Index (GEI)

## Overview

The Bloomberg Financial Services Gender-Equality Index (GEI) is a Bloomberg-created reference index that measures gender equality in the financial services industry. The index considers internal company statistics, employee policies, gender-conscious product offerings, and external community support and engagement. Bloomberg designed the Bloomberg GEI to reward firms for disclosure as well as to showcase firms that have made strong commitments to gender equality.

## Purpose

Investors and companies increasingly rely on environmental, social, governance and other information to evaluate reputation, value and performance. The Bloomberg GEI will arm managers and investors alike with more comparative information across the gender-equality space. The index encourages disclosure and provides greater market transparency, as well as raises awareness of gender-related issues. To help understand the most pertinent social and governance challenges facing the financial services industry, Bloomberg received advice from multiple organizations and experts.

## Methodology

The Bloomberg GEI comprises financial services companies, as classified by the Bloomberg Industry Classification System (BICS), with a market capitalization of USD 1B or greater, and that have at least one security trading on a U.S. exchange. Companies that earn a Bloomberg Financial Services Gender-Equality Index score at or above a globally established threshold will be included as an annual member of the index, on a Bloomberg GEI-score normalized market capitalization basis.

Special thanks to our third-party advisors for their valuable insights and guidance.



## Transparency

Bloomberg is dedicated to increasing data transparency and seeks to showcase additional environmental, social, and governance (ESG) data as a means of promoting awareness, particularly where the data relate to gender equality.

## Collaboration

The Bloomberg GEI creates a shared platform for executives, investors, shareholders, policy makers, and others to identify and discuss social challenges, and to measure the business impact of gender-equal policies and practices.

## Bloomberg

Bloomberg, the global business and financial information and news leader, gives influential decision makers a critical edge by connecting them to a dynamic network of information. The company's strength – delivering data, news and analytics through innovative technology, quickly and accurately – is at the core of the Bloomberg professional® service, which provides real-time financial information to more than 320,000 subscribers globally.

## Index criteria

The index uses data collected across four sections

---

### Gender statistics

Companies demonstrate commitment to diversity and inclusion in the workplace by promoting female hires into management and senior positions.

---

### Company policies

Policy goals are set to maintain and improve a diverse working environment and to promote women professionally, including gender-neutral family support.

---

### Community engagement

Companies can publicly support women in various ways including sponsoring external education programs, supporting gender-equal legislation and supporting organizations that advocate for gender equality.

---

### Product offerings

Beyond a company's own employees, women's empowerment includes creating financial resources and opportunities for women clients, which promote economic growth through communities and families.

# The universe

Criteria for inclusion in the Bloomberg  
Financial Services Gender-Equality Index

## Universe criteria

Bloomberg screens securities eligible to be included in the index using the following criteria on EQS <GO> on the Bloomberg professional service:

- I** The index focuses on companies within the Bloomberg Industry Classification System (BICS) Financials sector. Under Financials, it includes BICS industry groups Asset Management, Banking, Institutional Financial Services, Insurance & Specialty Finance, but excludes Real Estate.
- II** Security must be a public company and trade on a United States exchange
  - a) For non-U.S. companies, ADR listings are eligible as securities in the index universe
- III** Trading status is active
- IV** Current market cap is greater than or equal to USD 1B (1,000M)
- V** 3-Month average daily value traded is greater than USD 50,000
- VI** 3-Month average volume is greater than 5,000
- VII** In the event a company has multiple listings that meet these screening qualifications, the securities will be reviewed by:
  - a) Liquidity, based on average volume and average daily value traded
  - b) Market capitalization

## Index selection

Companies that participate in the Bloomberg Financial Services Gender-Equality Index survey and meet universe criteria are eligible for the Bloomberg Financial Services Gender-Equality Index (GEI). Those companies that complete the survey are assigned a Bloomberg GEI score based on both disclosure and data excellence. The Bloomberg GEI score is calculated based on published survey category weightings and a proprietary scoring of the underlying survey responses, made available at each annual index update. The Bloomberg GEI score and index membership are reviewed and updated on an annual basis.

Companies that earn a Bloomberg Financial Services Gender-Equality Index score at or above a globally established threshold will be included as an annual member of the index, on a Bloomberg GEI-score normalized market capitalization basis. All underlying survey data is associated with both the U.S. exchange-traded ticker and the primary ticker for non-U.S.-based companies.

## Index weighting

The index uses a modified market cap weighting model by multiplying the company's current market cap with its Bloomberg GEI score. The membership weights will be rebalanced on a quarterly basis.

New securities will only be added to the index if they meet the universe criteria at the time of index and survey review. Bloomberg uses a proprietary algorithm for corporate actions. These are detailed in the "Bloomberg Corporate Actions Automation" document on page 13.

# Survey overview

Overview and weighting

## Survey details

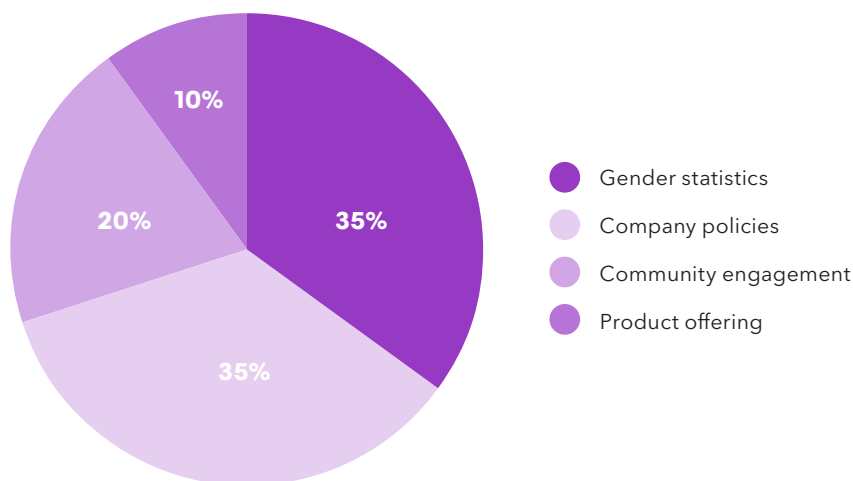
The Bloomberg Financial Services Gender-Equality Index survey was designed to encourage the disclosure, aggregation, and validity of company-specific social data. The survey is based on voluntary disclosure, allows firms to verify data internally, encourages discussions about the methods currently being used to track internal data, and may help companies set goals for gender-related policies and practices.

Surveys are pre-populated where available based on data that is currently collected by Bloomberg as well as other publicly available data. Firms are then asked to complete, modify, and verify the full survey before submission.

All survey responses, either manually entered or verified pre-populated, earn positive value based on disclosure, regardless of the data point entered. Those data points that are best-in-class based on our third-party partner standards earn additional positive value towards the overall Bloomberg Financial Services Gender-Equality Index score.

## Survey weighting

While the survey aims to capture social data across a firm's workplace, client base, and community, the survey places the largest weight on employment statistics and policies in the workplace. The four survey categories are assigned the following weightings:



---

# 2016 Survey

The following pages outline the 2016 Bloomberg Financial Services Gender-Equality Index survey, which is used to determine 2017 index membership.

## **Instructions for participation**

Please email [BFGEI@bloomberg.net](mailto:BFGEI@bloomberg.net) to receive the firm's pre-populated survey spreadsheet.

Survey responses should be completed and submitted only in the separate Bloomberg Financial Services Gender-Equality Index survey spreadsheet.

Unless otherwise noted, all questions should be answered as of the date of the company's 2015 fiscal year-end, and based on global employee and client populations.

# Section 1: Internal employment & female management statistics

**Significance of this category:** Companies demonstrate commitment to diversity and inclusion in the workplace by promoting female hires into management and senior positions.

---

**1) How many women are on the company's board?**

# of women on board

**2) What percentage of the company's board is composed of women?**

% of women on board

**3) Is the company's current Chairperson or equivalent position held by a woman?**

Female chairperson or equivalent? Yes ☐ No ☐

**4) Is the company's current CEO or equivalent position held by a woman?**

Female CEO or equivalent? Yes ☐ No ☐

**5) What percentage of the company's executives are women?**

% of women executives

**6) What percentage of the company's management are women?**

% of women management

**7) What percentage of the company's total employee workforce are women?**

% women of workforce

**8) What percentage of the company's total employee base are multi-cultural women?**

% of employees are multi-cultural women

**9) Does the company have a Chief Diversity Officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion initiatives?**

CDO or equivalent executive Yes ☐ No ☐

**10) What percentage of the company's top 10% compensated employees are women?**

% women of top 10% compensated employees

**11) Does the company track the percentage of women employees in revenue-producing roles?**

Track women in revenue-producing roles Yes ☐ No ☐

**11a) If the above is yes, what percentage of revenue-producing roles are held by women?**

% women in revenue-producing roles

**12) In the last fiscal year, did the company's percentage of women employees grow more than the percentage of women turnover?**

% women growth more than % women turnover Yes ☐ No ☐

**13) Of employees promoted during FY2015, what percentage were women?**

% of women promoted



## Section 2: Internal policies supporting a gender-equal workplace

**Significance of this category:** Policy goals are set to maintain and improve a diverse working environment and to promote women professionally, including gender-neutral family support.

---

**14) What is the minimum fully paid maternity/primary leave in weeks, available to employees globally?**

Global minimum fully paid maternity leave in weeks

**15) What is the minimum fully paid paternity/secondary leave in weeks, available to employees globally?**

Global minimum fully paid paternity leave in weeks

**16) For U.S. Employees only\*\* Does the company offer fully paid maternity/primary leave?**

Fully paid maternity leave Yes ☐ No ☐

**16a) For U.S. Employees only\*\* How many weeks of fully paid maternity/primary leave does the company offer?**

Weeks of fully paid maternity leave

**16b) For U.S. Employees only\*\* For those employees that returned from maternity/primary leave during FY2015, what was the average number of weeks taken?**

Average number of maternity weeks taken

**17) For U.S. Employees only\*\* Does the company offer fully paid paternity/secondary leave?**

Fully paid paternity leave Yes ☐ No ☐

**17a) For U.S. Employees only\*\* How many weeks of fully paid paternity/secondary leave does the company offer?**

Weeks of fully paid paternity leave

**17b) For U.S. Employees only\*\* For those employees that returned from paternity/secondary leave during FY2015, what was the average number of weeks taken?**

Average number of paternity weeks taken

**18) Does the company offer a return to work program for women?**

Return to work program for women Yes ☐ No ☐

**19) Of global employees that returned from parental leave during FY2015, what percentage of these employees used the full parental leave allotted?**

% of employees that used full parental leave

**20) Does the company provide child care benefits/services? Yes ☐ No ☐**

**If yes, please check all programs that are offered:**

**20a)** Back-up child care ☐

**20b)** Child-care subsidy ☐

**20c)** On-site child care ☐

**20d)** Referral service ☐

**20e)** Other ☐

**21) Does the company provide adoption assistance?**

Adoption assistance Yes ☐ No ☐

## Section 2: Internal policies supporting a gender-equal workplace continued

---

**22) Does the company offer insurance coverage for fertility services?**

Fertility services covered Yes ☐ No ☐

**23) Does the company offer insurance coverage for egg-freezing as a part of its benefits plan?**

Egg-freezing covered Yes ☐ No ☐

**24) Does the company offer gender reassignment insurance coverage?**

Gender reassignment coverage Yes ☐ No ☐

**25) Does the company offer employees elder care support?**

Elder care support Yes ☐ No ☐

**26) Does the company offer an option to control and/or vary the start/end times of the workday or workweek (e.g., flextime)?**

Option for control/vary work day Yes ☐ No ☐

**27) Does the company offer an option to control and/or vary the location where employees work from (e.g., telecommuting)?**

Option for control/vary place of work Yes ☐ No ☐

**28) Does the company train managers on eliminating unconscious bias?**

Unconscious bias training for managers Yes ☐ No ☐

**29) Does the company conduct a compensation review to evaluate gender-based variations in pay?**

Company conducts compensation review Yes ☐ No ☐

**30) Does the company have an employee-based group(s) focused on recruiting, retaining, and developing women?**

Employee-run group focusing on women Yes ☐ No ☐

**31) Does the company offer/provide any development programs?**

Offer/provide development programs for women Yes ☐ No ☐

**If yes, please indicate the % participation of women employees out of total employee participation**

**31a)** % women in all development programs ☐

**31b)** % women participating in mentoring programs ☐

**31c)** % women participating in executive coaching ☐

**31d)** % women participating in formal sponsorship programs ☐

**32) Does the company use a recruiting strategy to increase women hires?**

Recruiting strategy to increase women hires Yes ☐ No ☐

**33) Does the company require a gender-diverse slate of candidates for management roles?**

Requires diverse slate for all senior roles Yes ☐ No ☐

**34) What is the company's fiscal year goal for women as a percentage of total executives?**

Goal for women as a % of total executives

## Section 3: Public support for women in the community

**Significance of this category:** Beyond a company's own employees, women's empowerment includes creating financial resources and opportunities for women clients, which promote economic growth through communities and families.

---

**35) Does the company conduct and/or sponsor any financial-education programs targeting women (non-employees and non-clients)?**

Conduct/sponsor public financial-education programs Yes ☐ No ☐

**36) Does the company conduct and/or sponsor any health and/or insurance-education programs targeting women (non-employees and non-clients)?**

Conduct/sponsor health/insurance-education programs Yes ☐ No ☐

**37) In the last 7-10 years, has the company lobbied directly in support of, or does the company belong to corporate or civic organizations that lobbied in support of, any of the legislation listed below?**

Lilly Ledbetter Fair Pay Act (U.S.), Paycheck Fairness Act (U.S.), Fair Employment Protection Act of 2014 (U.S.), Healthy Families Act (U.S.), The 21st Century Women's Health Act (U.S.), Federal Employees Paid Parental Leave Act (U.S.), Violence Against Women Reauthorization Act (U.S.), Family and Medical Insurance Leave (FAMILY) Act (U.S.), Pregnant Workers Fairness Act (U.S.), Schedules that Work Act (U.S.), Strong Start for America's Children Act (U.S.), Protect Women's Health from Corporate Interference Act (U.S.), Equality Act 2010 (UK), Equal Treatment Directive 2006 (EU)

Lobbied in support of any of the bills listed Yes ☐ No ☐

**38) Does the company have a Supplier Diversity program that includes women suppliers/vendors?**

Company has a Supplier Diversity program Yes ☐ No ☐

**39) Is the company a signatory to, or is the CEO/Chair a member of any organization(s) in which the primary mission is to advocate for gender equality?**

Some examples are: Member of the 30% Club, Signatory to the UN Empowerment Principles, Signatory to the Women in Finance Charter

Member of gender-equality advocating organization Yes ☐ No ☐

**40) In the most recent fiscal year, has the company, CEO, Chair, or equivalent given monetary support to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?**

Given to gender equality advocating non-profits Yes ☐ No ☐

## Section 4: Product offerings supporting women

**Significance of this category:** Companies can publicly support women in various ways including sponsoring external education programs, supporting gender-equal legislation and supporting organizations that advocate for gender equality.

---

**41) Does the company measure the retention of women clients in any of its businesses?**

Measure women-client retention Yes ☐ No ☐

**42) Has the company allocated specific resources for both retaining and increasing the percentage of women clients in any of its businesses?**

Resources allocated for women engagement Yes ☐ No ☐

**43) Does the company offer/fund any products targeting women clients?**

Products targeting women clients Yes ☐ No ☐

**44) Does the company track the client base by gender?**

Track the % of client base by gender Yes ☐ No ☐

**45) Does the company offer/fund any lending, savings, or other financial products specifically for women-owned businesses - micro, small or other?**

Products for women-owned businesses Yes ☐ No ☐

**46) Does the company offer/fund non-financial services to women clients and/or women-owned businesses?**

Non-financial services for women clients/businesses Yes ☐ No ☐

**47) Where applicable, does the company track repayment rates by gender?**

Track repayment by gender Yes ☐ No ☐

# Glossary

Listed alphabetically are definitions for some of the terms used within the survey. For a full list of definitions, please refer to the tab labeled 'Definitions' within the separate Bloomberg Financial Services Gender-Equality Index survey spreadsheet.

<b>Adoption Assistance</b>	Refers to any time-off, monetary, resources, referral services, or agency help
<b>Back-Up Child Care</b>	Back-up child care for when there is a gap in employee's regular care arrangements
<b>Chief Diversity Officer</b>	Refers to a full-time role within the company whose primary function is to manage the company's diversity and inclusion initiatives
<b>Child-Care Subsidy</b>	The program that results from the expenditure of company funds to assist employees with child care costs
<b>Gender-Diverse Slate</b>	Ensuring at least one candidate from each gender
<b>Gender Reassignment</b>	Refers to any process for changing a person's sexual characteristics
<b>Maternity/Primary</b>	Refers to a period of absence from work granted to the primary care-giver before and after the birth of her/his child
<b>On-Site Child Care</b>	On-site child care is a child center located at parent's place of employment
<b>Paternity/Secondary</b>	Refers to a period of absence from work granted to the non-primary care-giver after the birth of her/his child
<b>Return To Work</b>	Refers to program(s) that help females transition back into the workforce
<b>Supplier Diversity</b>	Refers to a proactive business program that encourages the use of minority-owned, women-owned, veteran-owned, LGBT-owned, service disabled veteran-owned, or other historically underutilized businesses, as suppliers
<b>Unconscious Bias</b>	A preference for or against a person, perspective or group - that one is not aware of - but nevertheless is communicated through statements or actions

# Bloomberg's corporate actions automation for equity indices

The Bloomberg Equity Index Corporate Actions Automation processes the effects of corporate actions on the shares or divisor of an index. Our automation uses the most up to date and accurate information to adjust our indices based on each specific corporate action. It is designed to be consistent, accurate and timely, by using the latest information available from the Bloomberg corporate actions database.

The Bloomberg Equity Index Corporate Actions automation covers the following corporate actions:

- I** Stock Splits – The shares in the index are adjusted by the split ratio/adjustment factor on the corporate action. The shares and the price move inversely and do not change the overall market cap of the security. Therefore, the overall market cap of the index does not change and the divisor is not adjusted. The one exception is if the index is a price weighted index.
- II** Stock Dividends – The shares in the index are increased by the amount of the dividend. Because the market should adjust the price of the new shares the market cap should not change. The divisor is not adjusted unless it is a price weighted index. If the shares being distributed in the dividend are not the same as the shares in the index the dividend is ignored.
- III** Rights Offering – The shares in the index are increased by the amount of the rights offering. The divisor is also updated to take into account the discounted price at which the shareholder receives the shares. The discounted price is calculated by adding the market cap of the new shares to the market cap of the existing shares then dividing by the total new shares.
  - a) If the shares offered in the rights offering are not the same as the shares in the index then the action will be ignored.
  - b) If the subscription price of the offering is more than the current price the action will be ignored.
- IV** Cash Dividends – The shares are not adjusted but the price used in calculating the divisor is adjusted based on the amount of the dividend. Only cash dividends, which are classified as return of capital, are processed.
- V** Delistings – the security is removed from the index and the divisor is updated.
- VI** Spin-offs – The price of the parent company in the index is adjusted by the price of the spun off company. The new price is used to calculate the divisor. Only U.S. spin-offs are covered.

# Frequently asked questions

## About Bloomberg

### Why did Bloomberg set out to create a Gender-Equality Index?

Bloomberg saw a unique opportunity to create an index providing data and greater transparency around gender equality in the financial services industry. We hope that the index will also encourage additional market disclosure and awareness.

### Why is Bloomberg maintaining a reference index?

Bloomberg has been in the index business for many years, with a dedicated index team of data analysts and research and development personnel. The Bloomberg professional service hosts thousands of third-party indices, in addition to those created and maintained by Bloomberg, such as the Bloomberg World Index Series and Bloomberg Global Leaders Climate Change Index. Bloomberg also maintains a database of environmental, social, and governance (ESG) information.

## Participation

### Why should a company complete this survey?

The Bloomberg Financial Services Gender-Equality Index survey was developed out of a shared mission to disclose and standardize additional social and governance data, in order to provide managers and investors with comparative information across the gender-equality space in the financial services industry. The corresponding Bloomberg Financial Services Gender-Equality Index is designed to reward companies for disclosure on every question on the survey, and showcase those that have made strong commitments to gender equality. Both the survey and Bloomberg GEI are voluntary and have no associated costs. The survey provides each company an opportunity to highlight accomplishments, to understand their policies and practices relative to their peers, and to share data more broadly to investment professionals using the Bloomberg professional service.

### Should a company that is new to the diversity and inclusion space participate in this survey?

The Bloomberg Financial Services Gender-Equality Index is a non-punitive index. The index is not ranked, and membership is based on disclosure and demonstrated commitments to gender equality. We encourage companies to participate in the survey in order to better understand their own progress in achieving gender diversity, identify leaders and best practices in the space, and encourage others to continue developing their own policies and programs.

### When/where will Bloomberg share the survey data?

Bloomberg will upload all survey results by individual company, regardless of index inclusion, to the Bloomberg professional service. This data will be located within the Company Filings function (CF <GO>) as well as within the Fundamental Analysis function (FA <GO>) on the Environmental, Social, and Governance (ESG) data tab. This data will be presented in the same format as other ESG data that Bloomberg already collects. Index members and their data can also be located by loading the ticker {BFGEL Index <GO>}.

### How are the companies chosen to participate?

All companies invited to participate in the survey are public companies with current market cap greater than or equal to USD 1B and that have at least one security trading on a United States exchange. If a company is ineligible for index membership based on outlined universe criteria, but would still like to submit a verified survey to be included within the Bloomberg professional service and company-specific Environmental, Social, and Governance (ESG) database, Bloomberg can upload this file and indicate on the primary source that the company is not eligible for inclusion based on the outlined criteria, but chose to disclose information voluntarily.

### Will companies be ranked by survey responses?

Survey participation will not result in a ranked list. Membership within the Bloomberg Financial Services Gender-Equality Index will be determined based on the company earning a Bloomberg Financial Services Gender-Equality Index score at or above a globally established threshold.

## Index details

### Where is the Bloomberg Financial Services Gender-Equality Index located within the Bloomberg professional service?

The Bloomberg Financial Services Gender-Equality Index can be located by loading the ticker {BFGEL Index <GO>} on the Bloomberg professional service. After loading the ticker, index details are housed on the Bloomberg description page, function (DES <GO>).

### Is Bloomberg looking to expand the survey/index into other industries?

Bloomberg developed this survey with a focus on the financial services industry but is exploring expansion in future years.

### If a company is not primarily traded on a U.S. exchange, why does the Bloomberg GEI use ADR tickers?

While the Bloomberg Financial Services Gender-Equality Index was constructed to look at policies and community engagement in the United States, Bloomberg would also like to recognize firms headquartered outside of the U.S. that are focused on gender equality. To include these companies within a United States exchange-based index and to allow for investors to invest efficiently in foreign markets, where applicable, the index features foreign ADR tickers as a reasonable proxy for local listings.

### How often is the Bloomberg Financial Services Gender-Equality Index rebalanced?

The BFGEL weights are recalculated on the third Friday of each quarter based on the calendar year. Index membership is updated on a calendar-year basis on the third Friday of each January. Index membership within the BFGEL is determined based on an eligible firm scoring at or above a globally established threshold on the Bloomberg Financial Services Gender-Equality Index survey.

### Is the Bloomberg Financial Services Gender-Equality Index available online?

While the index methodology packet and an alphabetical list of the current index members can be found under the Sustainable Finance product section of Bloomberg's website, the index ticker, member weights, and underlying data is only available on the Bloomberg professional service. <http://www.bloomberg.com/professional/sustainable-finance/>

# Frequently asked questions

## Survey details

### **Does a company have to fill out the entire survey?**

While the company is not required to complete the entire survey, the Bloomberg Financial Services Gender-Equality Index awards credit for all disclosures, regardless of the data point entered. Each company is encouraged to submit answers to all questions where disclosure is possible.

### **What date or data range should the company use to complete and submit the survey?**

Data should be entered as of the date of the company's 2015 fiscal year-end, unless otherwise noted.

### **Should the company respond on a global basis?**

Unless otherwise indicated, all data should be entered based on the global employee population, and the global client population. If the company is unable or prohibited to report on data for a certain sub-set of the employee or client base, please indicate in the supplementary cell adjacent to the data point, any exclusions, as well as the percentage of the respective employee or client population that is covered by the provided data point.

### **What is the methodology behind the survey, and how is the survey weighted?**

The survey considers internal company statistics and policies as well as external gender-conscious products and community engagement. The Bloomberg Financial Services Gender-Equality Index score calculation weights the four survey sections in the following proportions: Gender Statistics: 35%, Company Policies: 35%, Product Offering: 20%, Community Engagement: 10%.

### **What does "REQUIRED CALCULATION AND DEFINITION" mean when displayed within a supplementary cell?**

All survey questions that indicate "REQUIRED CALCULATION AND DEFINITION" within adjacent supplementary cells must include the firm's definition for the term in question, as well as details clearly explaining how the value was determined. Responses that do not provide calculation and definition as indicated will not be included for survey consideration.

### **Is there a section to add supplementary information?**

If you would like to include supplementary data such as an anticipated policy change or a detailed response to a binary question, you may do so within the "Supplementary Information" column to the right of each answer or within the designated space below the survey. While supplementary data will not be included as a part of the Bloomberg GEI score calculation, Bloomberg will upload supplementary information on this tab to the company's Company Filings function (CF <GO>) on the Bloomberg professional service. Any supplementary data included will be published as submitted.

### **Which file(s) should be submitted?**

Please submit a verified firm-specific survey spreadsheet only to [BFGEI@bloomberg.net](mailto:BFGEI@bloomberg.net) by October 26, 2016. By returning the file, the company is verifying that all information submitted is accurate.

### **Will the company be contacted after the survey is submitted?**

Once the survey is submitted, you will receive a confirmation from [BFGEI@bloomberg.net](mailto:BFGEI@bloomberg.net) that Bloomberg has received the file.

### **Will a firm that submitted a survey receive a scoring template with explanation of the scoring system?**

Yes. All firms that voluntarily submit a verified survey will receive a company-specific scoring template with full transparency into how their score was derived. Participating firms will receive a scoring template regardless of their eligibility or membership within the Bloomberg Financial Services Gender-Equality Index.

### **If a company has updated a policy or product in the current fiscal year, where can this be reflected to receive credit in the survey?**

The 2016 survey is based on data as of the close of each company's 2015 fiscal year. If the company's response to any question has changed since the 2015 fiscal year-end, the company is welcome to indicate as such in the supplementary cell adjacent to each survey answer box. Completing the supplementary cell will allow Bloomberg professional service users to view and anticipate the updated information for the following fiscal year.

### **Did Bloomberg consult with any third parties in the development of the survey?**

Bloomberg reached out to five primary organizations for advice throughout the survey development process -- Women's World Banking, Catalyst, Working Mother Media, the National Partnership for Women & Families, and the National Women's Law Center. By consulting with third-party advisors, Bloomberg was able to design survey questions that capture the scope of the challenges within the gender-equality space.

## General inquiries

### **Who can I contact for questions or to provide feedback?**

Please email [BFGEI@bloomberg.net](mailto:BFGEI@bloomberg.net) if you have feedback or a question that is not addressed in the PDF overview document or the firm-specific survey spreadsheet.





## Bloomberg Gender-Equality Index

Invest in a more equal future

---

### 2016 Financial Services member firms

Allianz  
American Express  
Banco Santander  
Bank of America  
Bank of Montreal  
Barclays  
BNP Paribas  
BNY Mellon  
CIBC  
Citigroup  
Credit Suisse  
Deutsche Bank  
Franklin Templeton  
HSBC  
ING  
JPMorgan Chase  
MasterCard  
MetLife  
Old Mutual  
Prudential Financial  
Prudential PLC  
Standard Chartered  
State Street  
The Hartford  
UBS  
Visa