



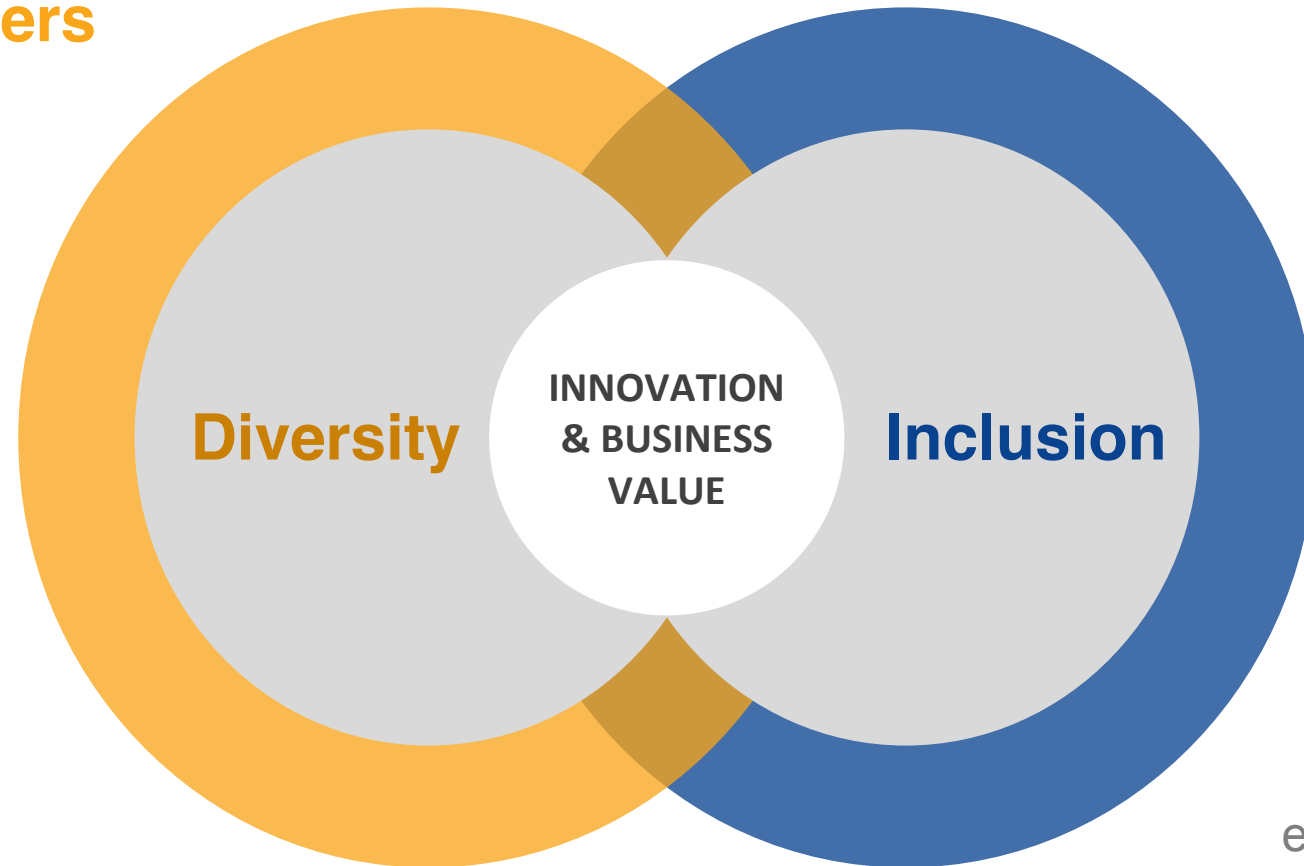
Castlight Diversity Analytics

September 24, 2018

Innovation requires a mix of people and behaviors

Diversity = the mix of thinkers

Diverse perspectives
outperform IQ on
innovation tasks...



Inclusion = getting the mix to collaborate

...when they have
interactions that
encourage and leverage
unique perspectives.

Diversity Analytics

Note: Diversity encompasses a wide range of individual characteristics including, but not limited to, elements such as gender identity, race and ethnicity, sexual orientation, disability status, veteran status, national origin, culture, age, neurodiversity, family structure, marital or relationship status, religion, socioeconomic class, native language, accent, appearance, geographic location, interpersonal style, education or background.

In this initial analysis and disclosure, Castlight is focusing on gender identity and race/ethnicity. Castlight will continue to broaden its diversity analytics over time.

Gender



Representation of women as of August 31, 2018



WOMEN	
OVERALL	48%
DIRECTOR+	45%
VP+	29%
TECH*	32%
NON-TECH	58%

* Note: Tech includes tech roles that are in both the Engineering and Product organizations.

Women’s representation against benchmarks

Castlight workforce	Women
Castlight women (August 31, 2018)	48%
Labor pool benchmarks in management and business occupations	
US – 2017 (Note 1)	44%
San Francisco – 2015 (Note 2)	46%
San Jose – 2015 (Note 3)	44%
Charlotte, NC – 2015 (Note 4)	44%

Notes:

- (1) U.S. Bureau of Labor Statistics (BLS), 2017
- (2) ACS 2015, San Francisco = the San Francisco-Oakland-Hayward, CA metropolitan area
- (3) ACS 2015, San Jose = the San Jose-Sunnyvale-Santa Clara, CA metropolitan area
- (4) ACS 2015, Charlotte, NC = the Charlotte-Concord-Gastonia, NC-SC metropolitan area

■ Castlight at or above benchmark
 ■ Castlight is below benchmark

Women's representation against benchmarks - Tech

Castlight workforce	Women
Castlight tech women (August 31, 2018)	32%
Labor pool benchmarks in computer and mathematical occupations	
US – 2017 (Note 1)	26%
San Francisco – 2015 (Note 2)	24%
San Jose – 2015 (Note 3)	23%
Charlotte, NC – 2015 (Note 4)	27%

Notes:

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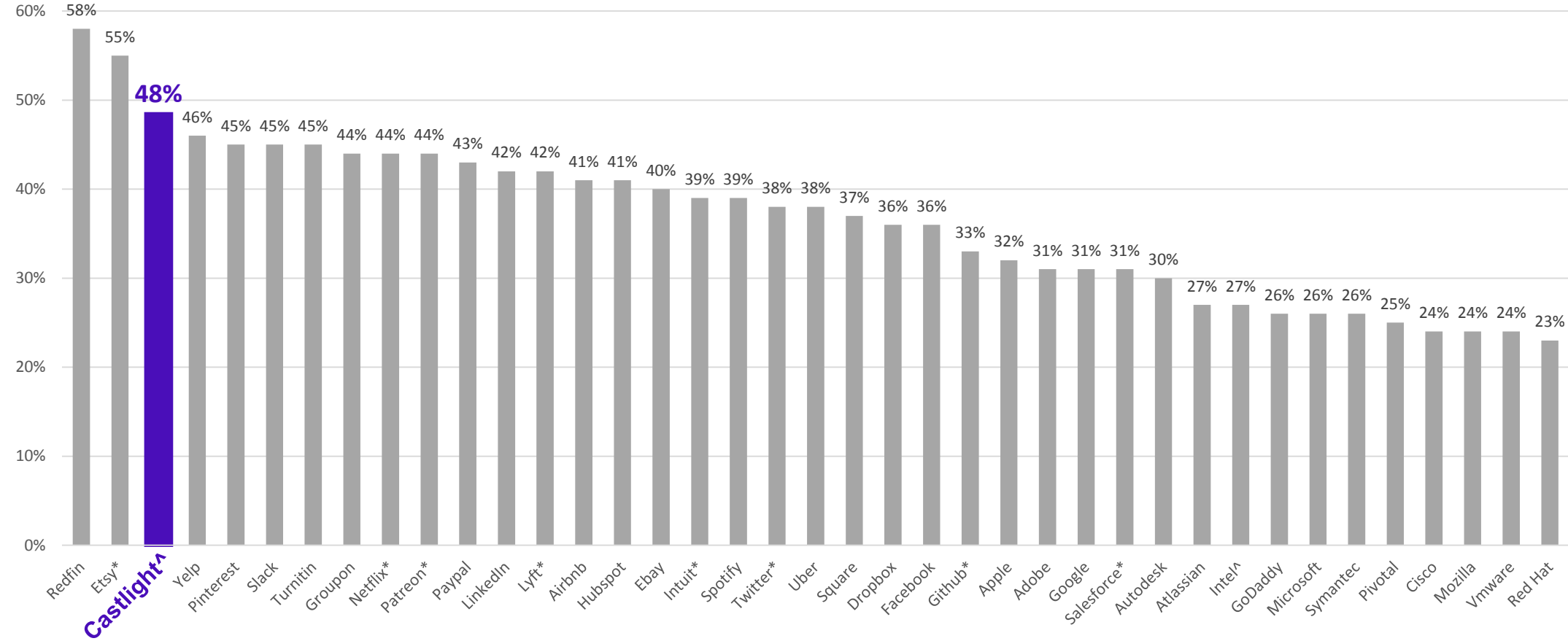
 Castlight at or above benchmark

 Castlight is below benchmark

Women – comparison to tech companies

Most recent company data, self-reported on external website and dated 2017 or 2018.

% women in workforce



^ Data is for US workforce only

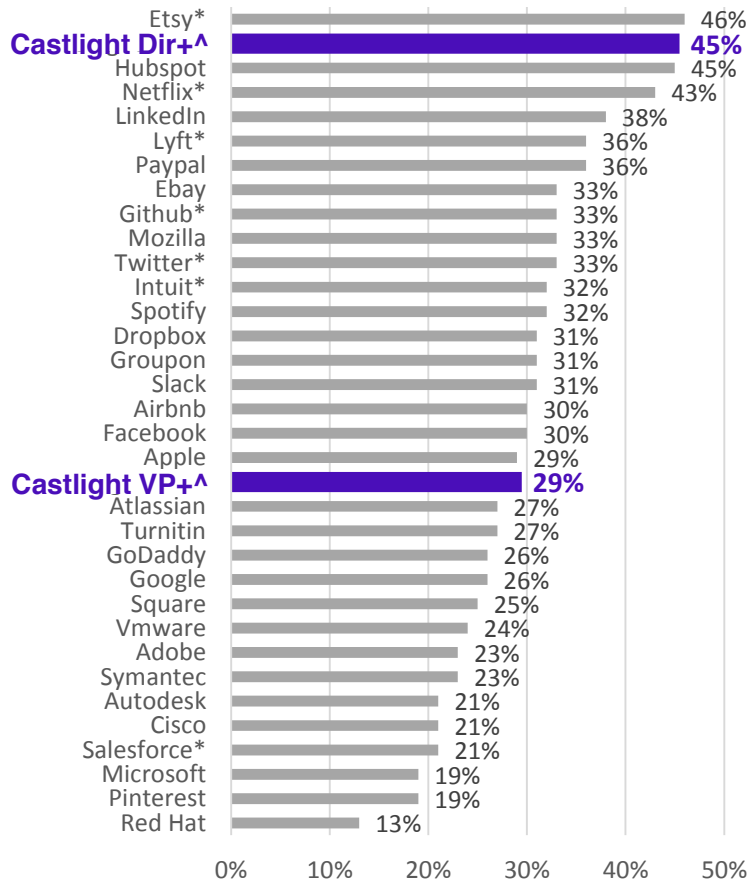
* Data has been recalculated from Company's reported numbers, to exclude respondents that left questions blank and/or "decline to state"

See notes at the end of this document for additional information on the comparison data set.

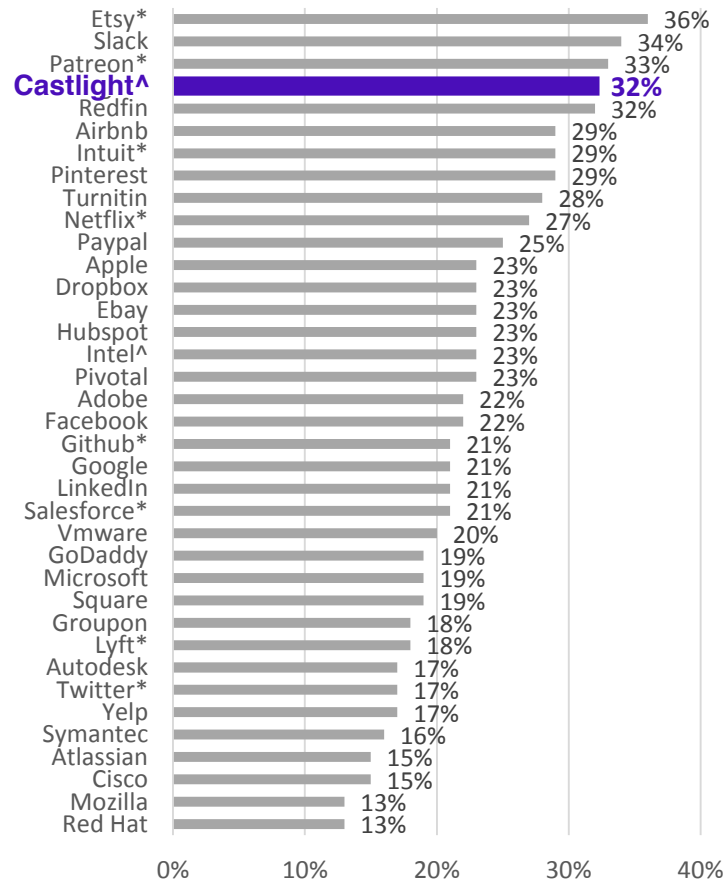
Women – comparison to tech companies

Most recent company data, self-reported on external website and dated 2017 or 2018.

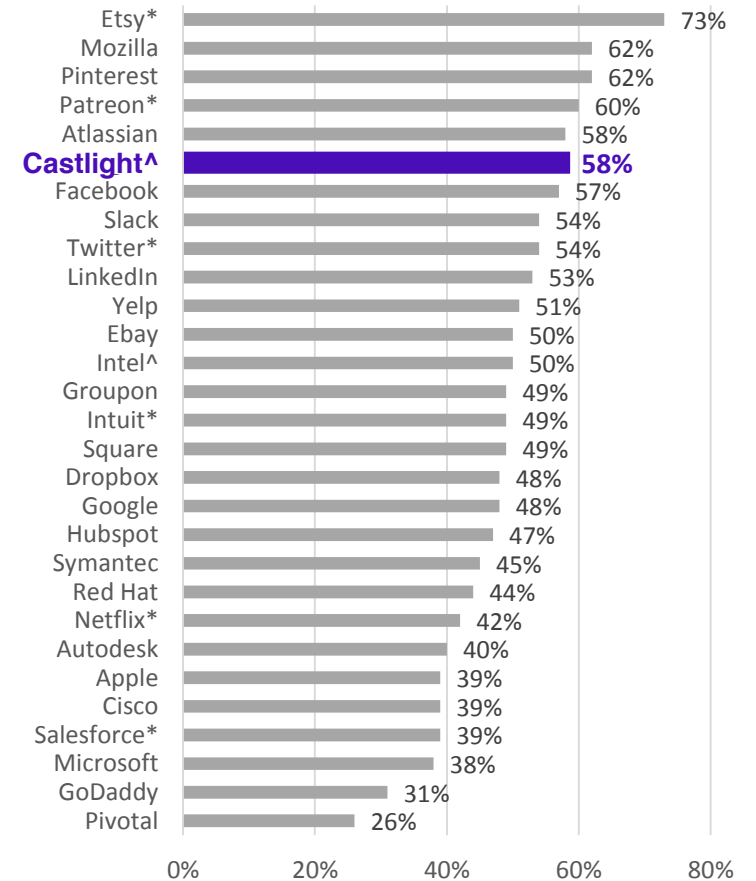
% women in leadership



% women in tech



% women in non-tech



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Race/Ethnicity



Representation for race/ethnicity as of August 31, 2018



ASIAN

BLACK

HISPANIC

	ASIAN	BLACK	HISPANIC
OVERALL	35%	5%	4%
DIRECTOR+	25%	1%	5%
VP+	26%	0%	4%
TECH*	60%	0%	3%
NON-TECH	19%	8%	5%


* Note: Tech includes tech roles that are in both the Engineering and Product organizations.

Race/ethnicity representation against benchmarks

Castlight workforce	Asian	Black	Hispanic
Castlight overall (August 31, 2018)	35%	5%	4%
Labor pool benchmarks in management and business occupations			
US – 2017 (Note 1)	6%	8%	10%
San Francisco – 2015 (Note 2)	24%	5%	10%
San Jose – 2015 (Note 3)	36%	2%	12%
Charlotte, NC – 2015 (Note 4)	3%	15%	4%

Notes:

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 Castlight at or above benchmark


 Castlight is below benchmark

Race/ethnicity representation against benchmarks - Tech

Castlight workforce	Asian	Black	Hispanic
Castlight tech (August 31, 2018)	60%	0%	3%
Labor pool benchmarks in computer and mathematical occupations			
US – 2017 (Note 1)	21%	9%	7%
San Francisco – 2015 (Note 2)	45%	3%	5%
San Jose – 2015 (Note 3)	60%	1%	4%
Charlotte, NC – 2015 (Note 4)	19%	14%	3%

Notes:

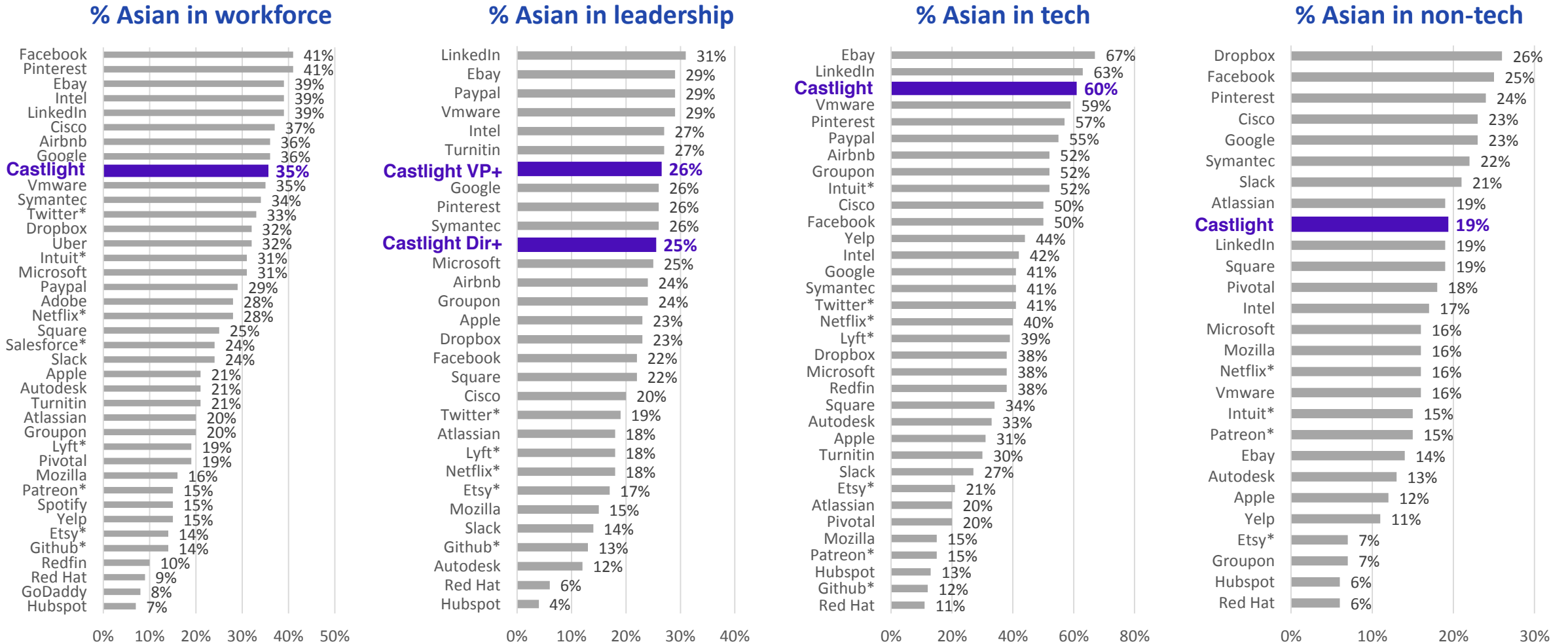
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 Castlight at or above benchmark

 Castlight is below benchmark

Asian – comparison to tech companies 2018

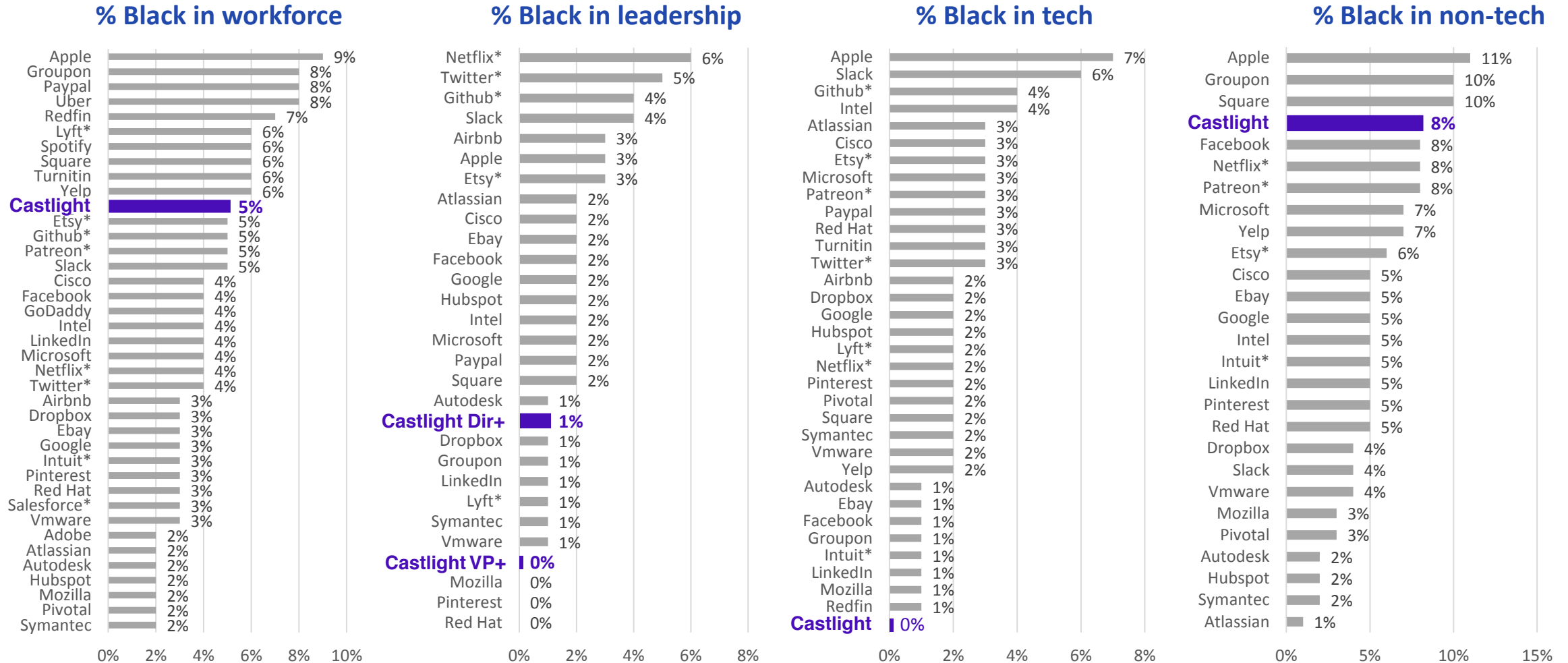
Most recent company data, self-reported on external website and dated 2017 or 2018.



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See notes at the end of this document for additional information on the comparison data set.

Black/Afr. Amer. – comparison to tech companies 2018

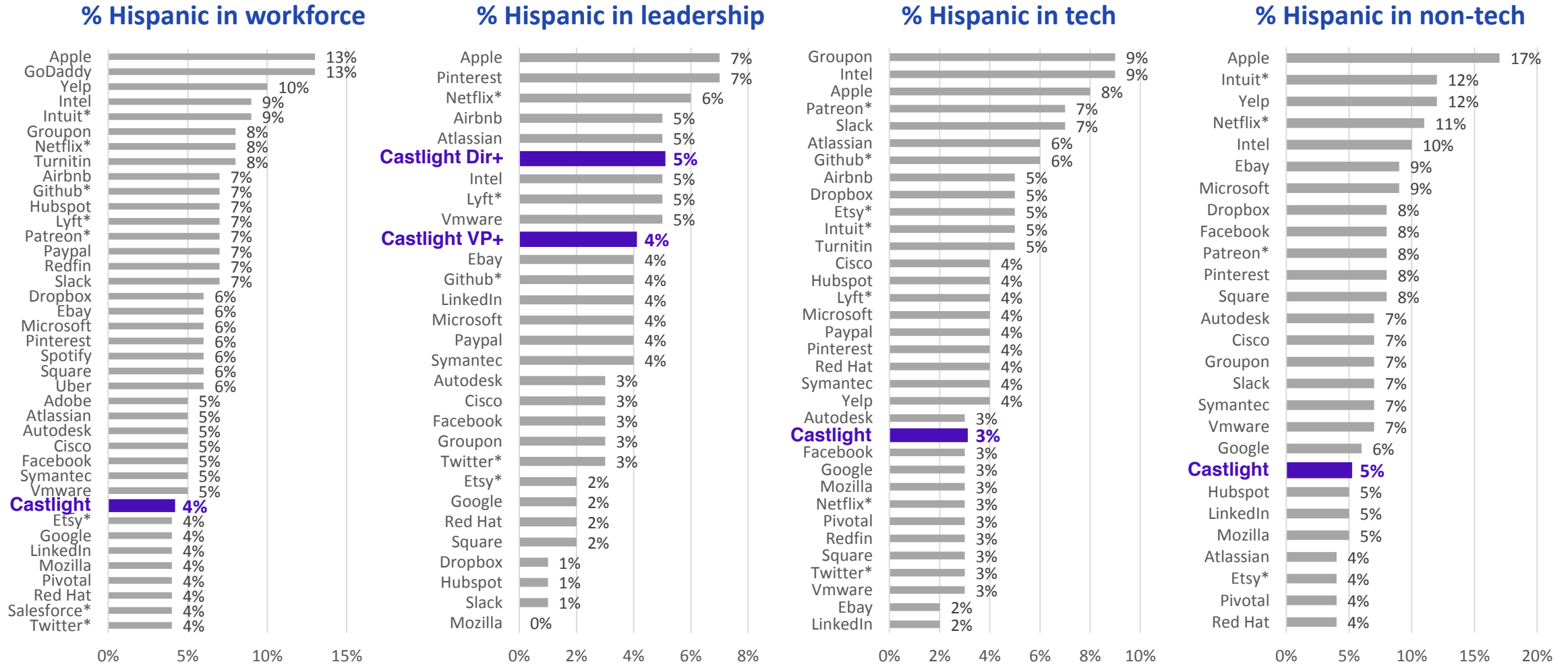
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See notes at the end of this document for additional information on the comparison data set.

Hispanic/Latinx – comparison to tech companies 2018

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See notes at the end of this document for additional information on the comparison data set.

Notes on tech company data:

Tech company data is for companies with more than 100 employees in 2018 or 2017.

Since 2014, more than 40 tech companies voluntarily disclosed diversity data. In these disclosures, companies typically provide the date of the data. If the data are from calendar year 2018 or 2017, the company is included in the comparison tables shown in this report. However, if a tech company's disclosed data is from 2016 or older that company is excluded from the comparison tables.

Tech companies that have voluntarily disclosed diversity statistics but have fewer than 100 employees are excluded.

Tech company data is self-reported data.

Exponential Talent has compiled voluntarily disclosed and publicly available data from company websites. If there is an error in the data or if we are missing a tech company that has publicly disclosed, please contact us at info@exponentialtalent.com.

Because this data is voluntarily disclosed by tech companies and does not conform to any data standards, data may not be directly comparable. For example, different companies may use different definitions of "leadership" and "tech". Some companies publish their definitions, but many do not.

Data adjustments have been made to increase comparability.

Some companies include "decline to state" or blank data fields in reported data, which skews representation low compared to standard reporting where representation is among those with known race or ethnicity. To make these companies' data comparable to other companies, Exponential Talent has recalculated representation to exclude these "decline to state" or blank segments.

A word of caution about data comparisons.

The tech companies included in this summary have different business models from one another, which may limit the validity of comparisons. For example, business-to-consumer tech companies often have a higher percentage of low-wage workers in their workforce, and these labor pools may have a larger proportion of women and people of color. This example is just one of many in which comparability of data may be constrained.

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