

The background of the slide is a dark gray color with a repeating pattern of small, light gray icons. These icons include a party hat, an alarm clock, a set of wrenches, a car with a dollar sign, a hand pointing up, a megaphone, a car with flames, a car with a dollar sign, a padlock, and a car with a shield. The text "MotoRefi Diversity Report" is centered on the slide in a white, sans-serif font. "MotoRefi" is in a smaller font size than "Diversity Report".

MotoRefi Diversity Report

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The D&I Council created a multi-pillared action plan, with a focus on 1) collecting our diversity data, 2) ensuring fair company policies, 3) improving our sourcing and hiring processes, and 4) increasing the programming and education around an inclusive workplace.

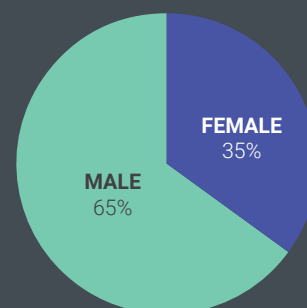
- Launching a Diversity and Inclusion survey 2x/year
- Hosting a company-wide Inclusive Culture training lead by [Paradigm](#)
- Adding Juneteenth, commemorating the end of slavery, to our permanent holiday calendar
- Designating Election Day as a flexible half day so our employees can vote or volunteer
- Making company donations to [Equal Justice Initiative](#) and [Black Lives Matter](#)
- Implementing [Greenhouse's Diversity and Inclusion module](#), ensuring fairer hiring processes
- Updating language in our job descriptions to eliminate bias.
- Measuring the diversity of our hiring pipeline, and posting on job boards to target diverse audiences
- Celebrated Pride Month with a company-wide Town Hall featuring our investor Gaingels.

Diversity Metrics

The gender and racial diversity metrics are based off of data that MotoRefi reports to the Equal Employment Opportunity Commission. Each employee is represented once, with no overlap in categories.

GENDER DIVERSITY

Gender	2020
Female	35%
Male	65%



Gender/Role	Corporate Technical	Corporate Non-Technical	Sales & Lender Operations	Management	Executives
Headcount	12	9	112	17	7
Female	33.30%	22.22%	38.40%	29.40%	14.30%
Male	66.70%	77.78%	61.60%	70.60%	85.70%

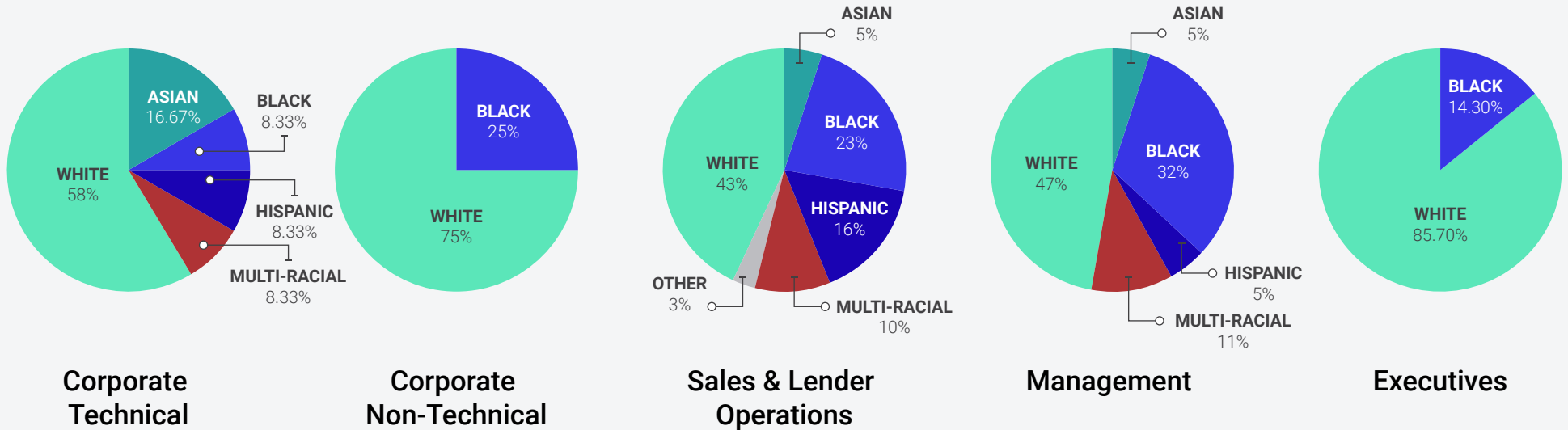
NOTE: Employees designate their [legal gender](#) in People Database and then add [preferred pronouns](#).

LGBTQ+ DIVERSITY

MotoRefi's most recent Diversity and Inclusion Survey, from July 2020, showed that of 93 respondents, 9% of team members self identified as part of the LGBTQ+ community.

Diversity Metrics

RACIAL DIVERSITY



Race / Role	Corporate Technical	Corporate Non-Technical	Sales & Lender Operations	Management	Executives
Headcount	12	9	112	17	7
Asian	16.67%	0%	4.00%	5.88%	0%
Black	8.33%	22%	23%	35.29%	14.30%
Hispanic	8.33%	0%	16.00%	5.88%	0%
Multi-Racial	8.33%	0%	10.00%	11.76	0%
Other	0.00%	0%	3.00%	0%	0%
White	58.33%	78%	44.00%	41.18%	85.70%

*Technical includes Engineering, Product & Analytics

Diversity Metrics

AGE DIVERSITY

