



HEYMAN ASSOCIATES

While no one can predict market conditions or the talent pool, Heyman Associates makes every effort to ensure a diverse representation on a candidate slate presented to our clients.

At a Glance:

- In 2019, **95%** of our long-list slates include qualified, diverse candidates and **21%** of the people we placed were ethnically and/or racially diverse.
- In 2018, **90%** of our long-list slates included qualified, diverse candidates, and **25%** of the people we placed were ethnically and/or racially diverse.
- In 2017, **85%** of our long-list slates included qualified, diverse candidates, and **21%** of the people we placed were ethnically and/or racially diverse.
- The male/female gender split for candidates we placed was **50%/50%** in 2015, **35%/65%** in 2016, **35%/65%** in 2017, **60%/40%** in 2018 and **30%/70%** in 2019.
- **We see this as a long-term mission.** Heyman Associates is continuously working to improve our ability to deliver highly qualified and diverse talent. We pride ourselves in the relationships we build with our clients and candidates and are conscientious of finding ways for us to be part of a greater solution in meeting recruitment needs.