

Retention Rates	
US Ethnicity	Retention Rate
Hispanic or Latino	92.2%
White	92.5%
Black or African American	91.4%
Native Hawaiian or Other Pacific Islander	97.5%
Asian	92.5%
American Indian or Alaska Native	85.6%
Two or More Races	93.1%
Unknown	91.9%

Hired %	
US Ethnicity	% of Population Hired
Hispanic or Latino	11.3%
White	45.9%
Black or African American	14.9%
Native Hawaiian or Other Pacific Islander	0.1%
Asian	21.6%
American Indian or Alaska Native	0.4%
Two or More Races	0.2%
Unknown	5.5%

Gender	Retention Rate
Male*	91.63%
Female*	90.87%
Prefer not to say	93.95%
Non-Binary/Third Gender	88.94%
Unknown	81.85%

Gender	% of Population Hired
Male*	54.07%
Female*	37.28%
Prefer not to say	0.31%
Non-Binary/Third Gender	0.02%
Unknown	8.32%

Assumptions/Data Definitions

Data Definitions	
Data Source	Visier, & Golden Source Visier External Starts File of Dec'23
Date Range	Jan 2023 to Dec 2023
Requirement	Hire % in particular group & Retention Rate
Extraction Date	21st Aug 2024

Scope	
Gender	BNY Global
Ethnicity	BNY US

Key Metrics	
Male*	Male + Transgender Male
Female*	Female + Transgender Female
Vol Exit	Resignation + Death + Retirement
Hire %	Hires in particular group(Ethnicity/Gender)/Total Hire of that group
Retention Rate	1 - Vol Exit Rate

Exclusions
ELPs
Interns
Contingents