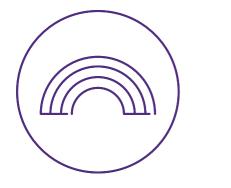
Opening the door

LGBT inclusion is good for business

THE RAINBOW WORKFORCE

LGBT workers by the numbers



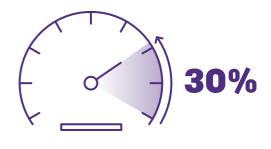
in **25**

20% of Millennials

12% of Gen X

% of Americans who identify as LGBT

8% of Baby boomers



% of loss of LGBT employee engagement due to unwelcome environments

3%

50%

of LGBT workers are out in their professional lives

35%

of LGBT workers lie about their personal lives in the workplace

OPEN FOR BUSINESS

Attract and retain top talent

% of job candidates who consider





% of allies likely to accept a job at a company supportive of LGBT employees

% of LGBT workers who stayed in a job due to welcoming environment

% of LGBT closeted employees who will leave their companies within the next three years

Stay competitive



% of consumers more likely to reward businesses supporting LGBT equality:



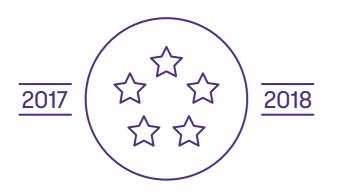


87% of LGBT adults who consider a brand providing equal workplace benefits



70% of LGBT adults willing to pay a premium for a product from a company supporting LGBT

OUR COMMITMENT TO LGBT INCLUSION



Perfect inclusivity rating

Grant Thornton has earned a perfect rating of 100% on the Human Rights Campaign Corporate Equality Index

Grant Thornton champions its LGBT workforce through:

COMMUNITY	Equality GT Business Resource GroupCulture conversations
TRAINING	Gender transition guidelinesSafe space peer-to-peer mentoring
BENEFITS	 Gender transition health benefits Same-sex spouse and domestic partner health benefits Non-discrimination policy includes "sexual orientation" and "gender identity"

6 STEPS TO LGBT INCLUSION

Create a safe workplace for employees

Hire and develop leadership that reflects LGBT commitment

Provide training on diversity and inclusion

Develop business resource groups to support LGBT workers/allies

Encourage and facilitate allyship

Provide LGBT-friendly benefits and policies

Learn more about diversity and inclusion at gt.com/culture

• Gallup 2016 survey of 1.6M US adults

- Institute of Public Relations and Weber Shandwick
- 2012 Human Rights Campaign study
- GLAAD / NBC article
- (Center for Talent Innovation: Out in the World) Cost of the Closet
- Center for Talent Innovation: Out in the World · Community Marketing Inc. & Harris Interactive
 - Human Rights Campaign Corporate Equality Index



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