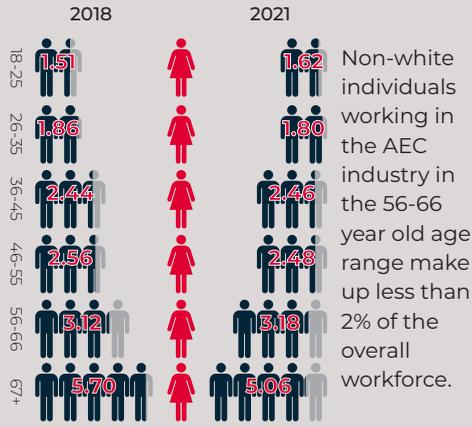


ElevateHER

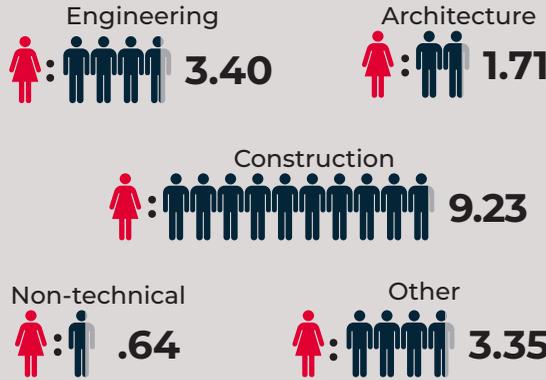
ElevateHER is about the future of the AEC industry and Zweig Group's commitment to embrace, promote, and ensure equal opportunities for everyone in the AEC industry regardless of gender, race, sexual orientation, or ethnicity. It is our goal to raise awareness for this important issue by serving as an advisor and hub of information and resources to lead this movement...a movement that brings us together to promote, advance, and elevate the industry.

Ratio of Women to Men in AEC by Age

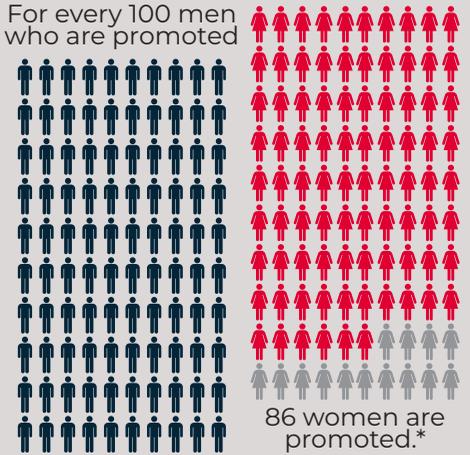


Non-white individuals working in the AEC industry in the 56-66 year old age range make up less than 2% of the overall workforce.

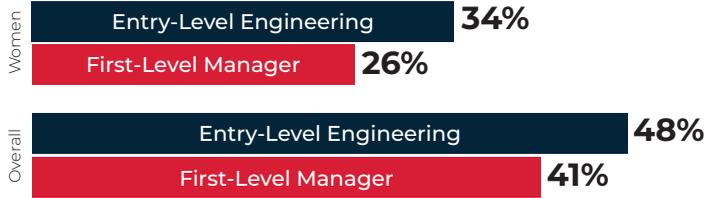
Ratio Of Women to Men in AEC by Department



For every 100 men who are promoted



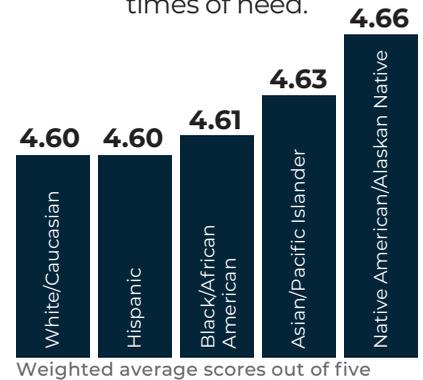
Representation of women in engineering – one of corporate America's fastest-growing job categories – trails the rest of the pipeline. Women hold only 34% of entry-level engineering and just 26% of first-level manager positions, compared to 48% of entry-level roles and 41% of first-level manager positions in the pipeline overall.*



2x

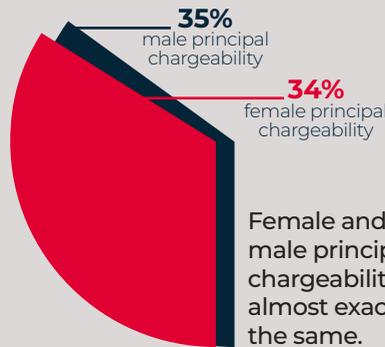
Female principals are 2x more likely than male principals to say their career has NOT matched up to their goals.

My firm's management shows compassion to employees in times of need.



\$25k less annually
30% less total compensation

Female principals make on average \$25,000 less in annual base salary than their male counterparts. Overall total compensation is 30% less.



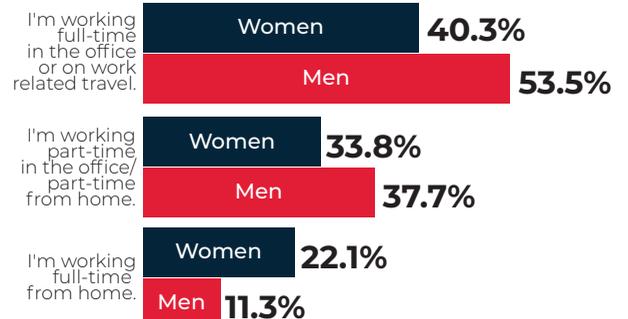
17% less
Female principals hourly billing rate is 17% less than male counterparts.



29% of women said they would consider a job at a different firm in order to remain remote, vs. 9% of men.

3x

3x as many female respondents to Zweig Group's AEC Workplace of the Future Survey were likely to say they would consider a pay-cut to remain remote (12% agree vs 4% of males).



*From the McKinsey & Company Women in the Workplace 2021