



# U.S.-BASED WORKFORCE AND BOARD COMPOSITION REPORT

by Race, Gender and Job Category



*Aug. 31, 2014*



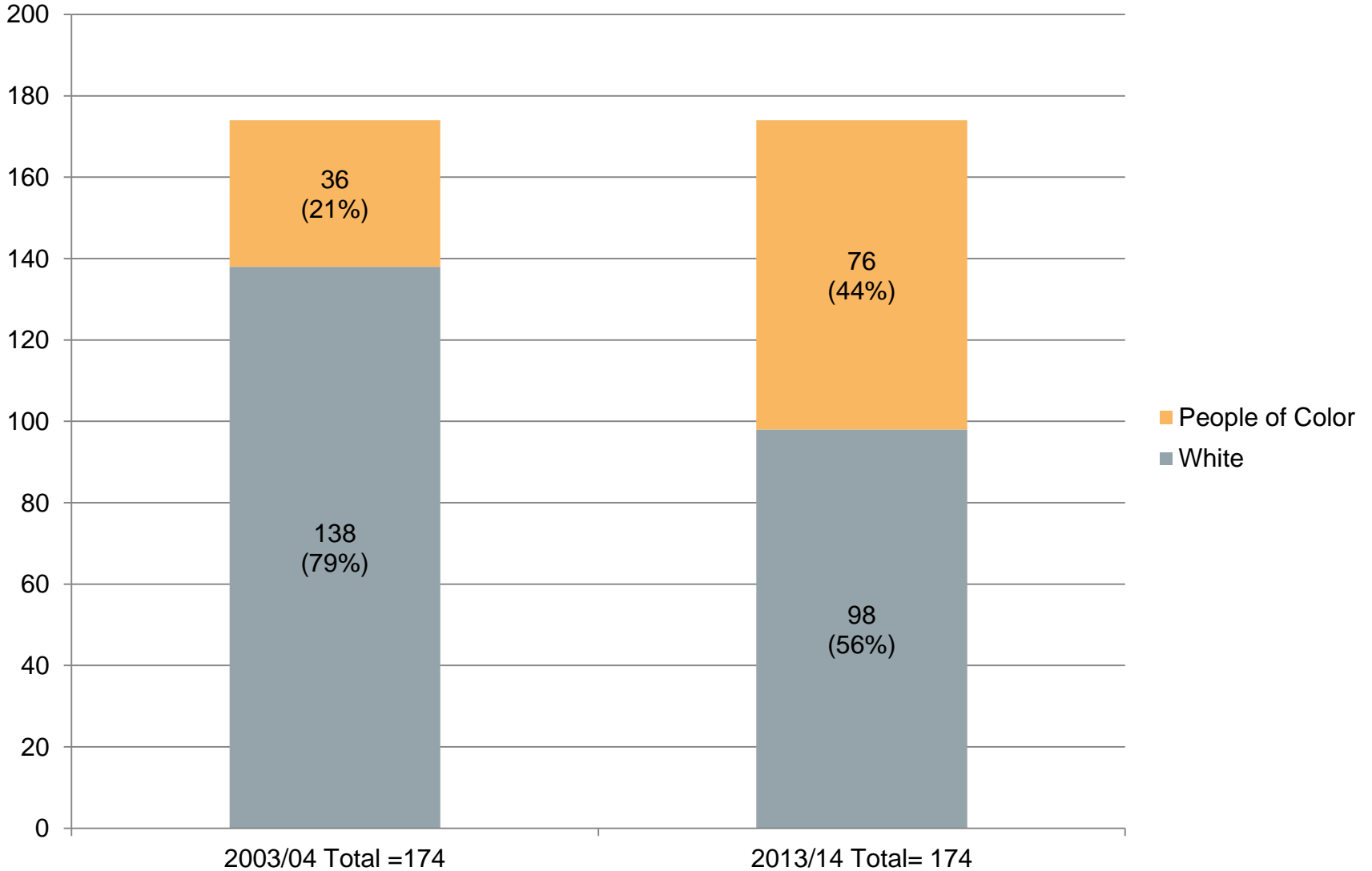
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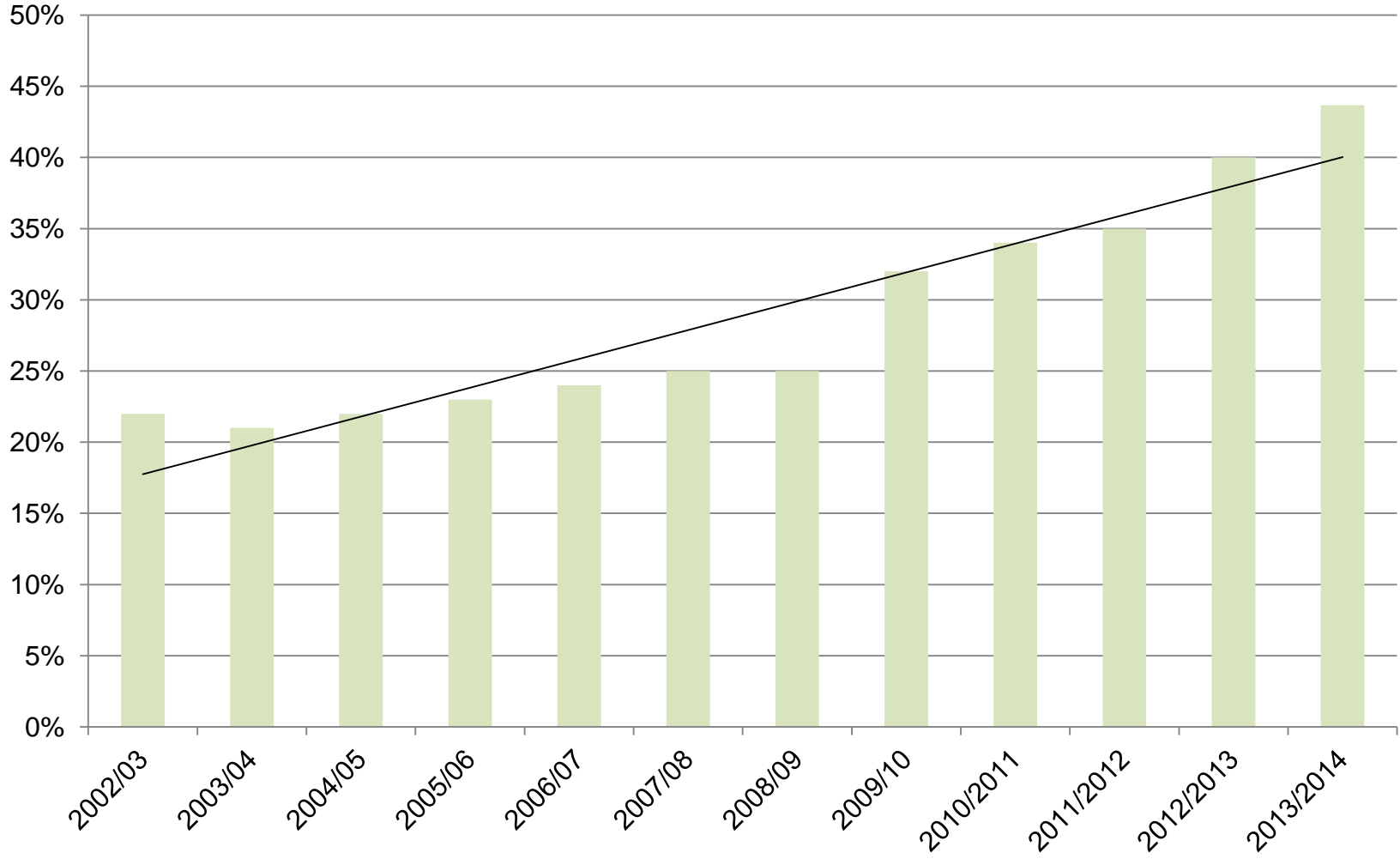


# WORKFORCE COMPOSITION AND CHANGE OVER TIME

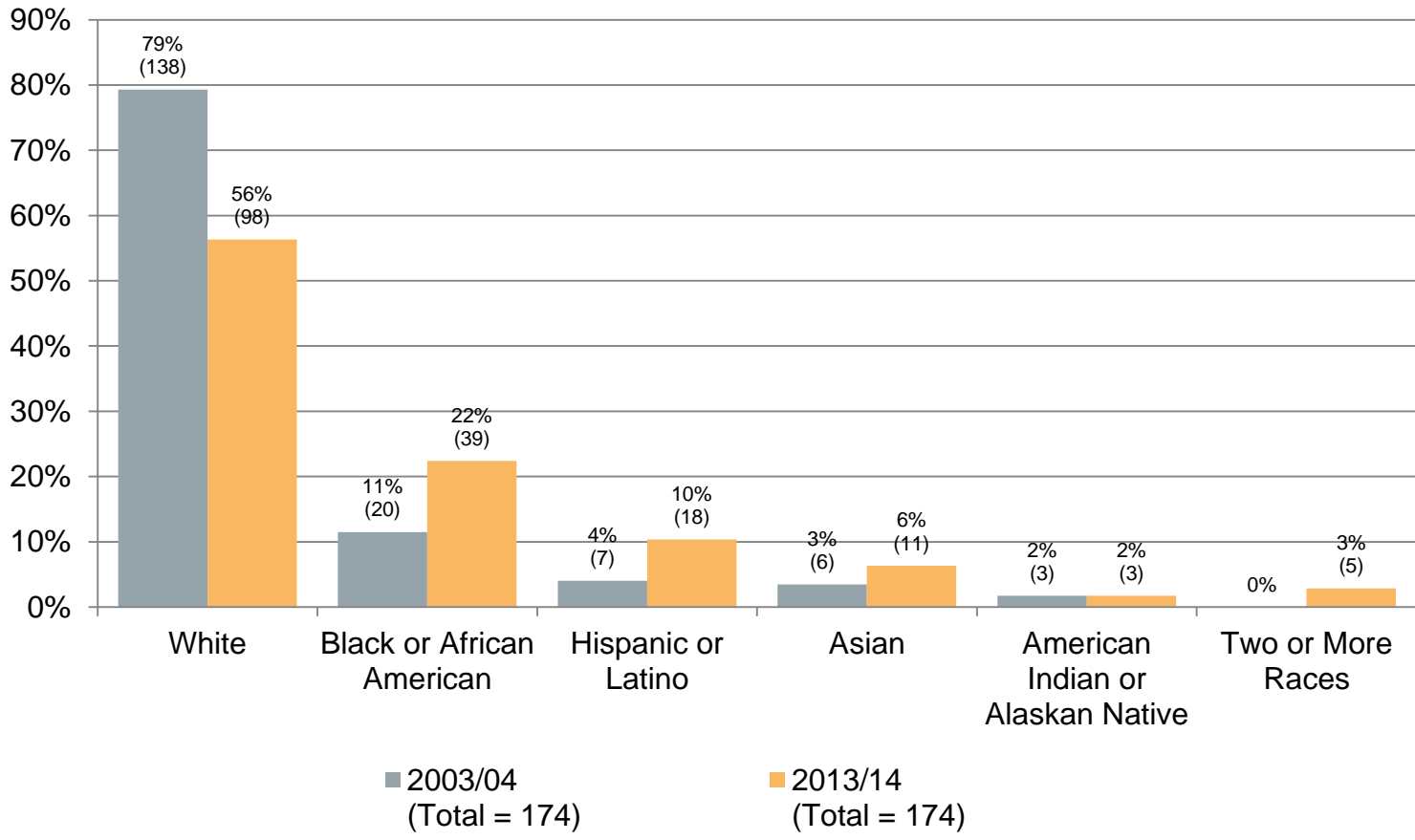
### W.K. Kellogg Foundation U.S.-based Workforce Representation by Race/Ethnicity 10-Year Comparison (2003/04-2013/14)



### W.K. Kellogg Foundation U.S.-based Workforce Composition People of Color Staff Representation Trend 10-Year Period (2003/04-2013/2014)

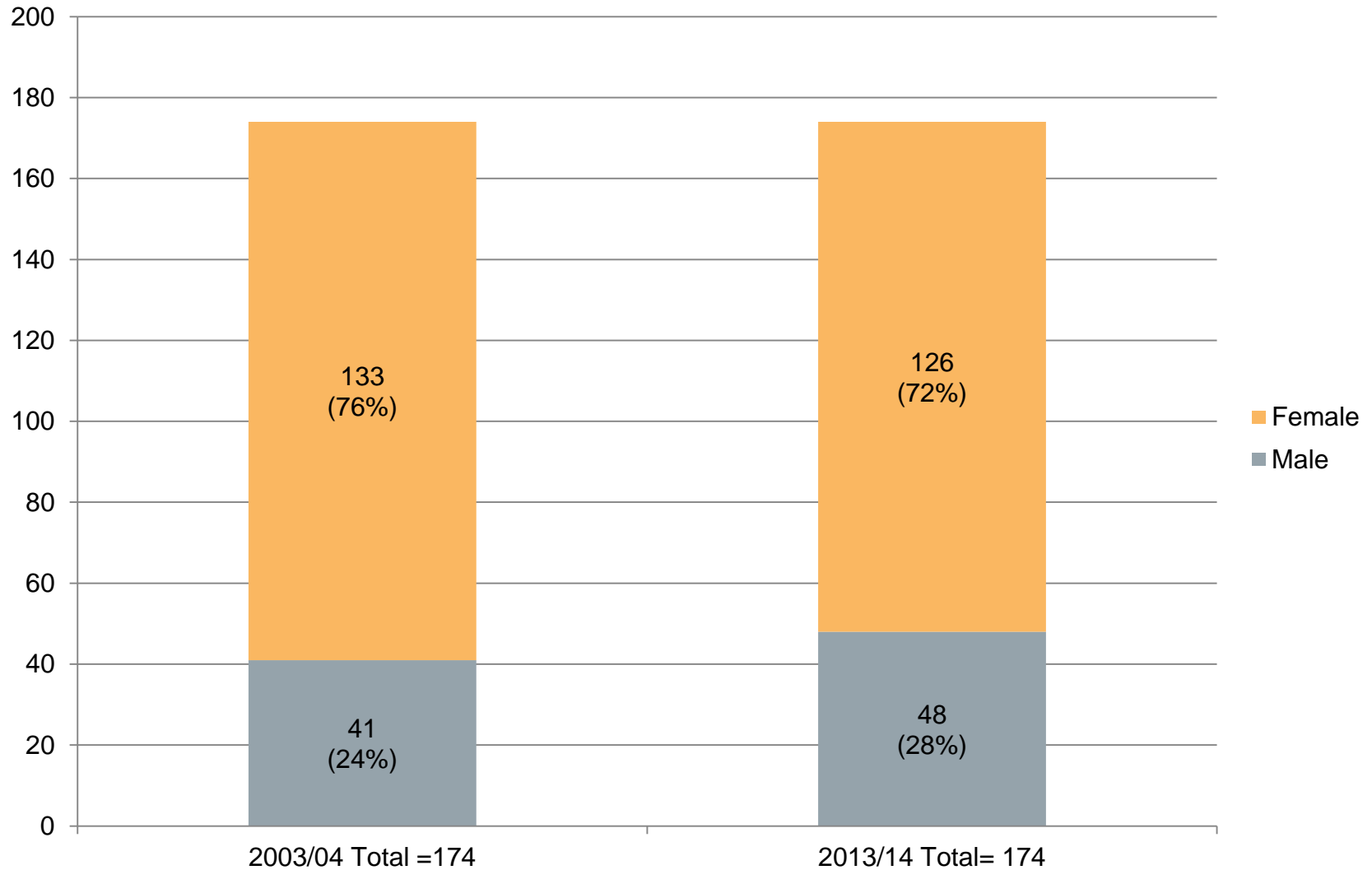


## W.K. Kellogg Foundation U.S.-based Workforce Composition by Race/Ethnicity 10-Year Comparison (2003/04-2013/14)



Note: The "Two or More Races" category did not exist in 2003/04 (established as a category by the EEOC in 2007)

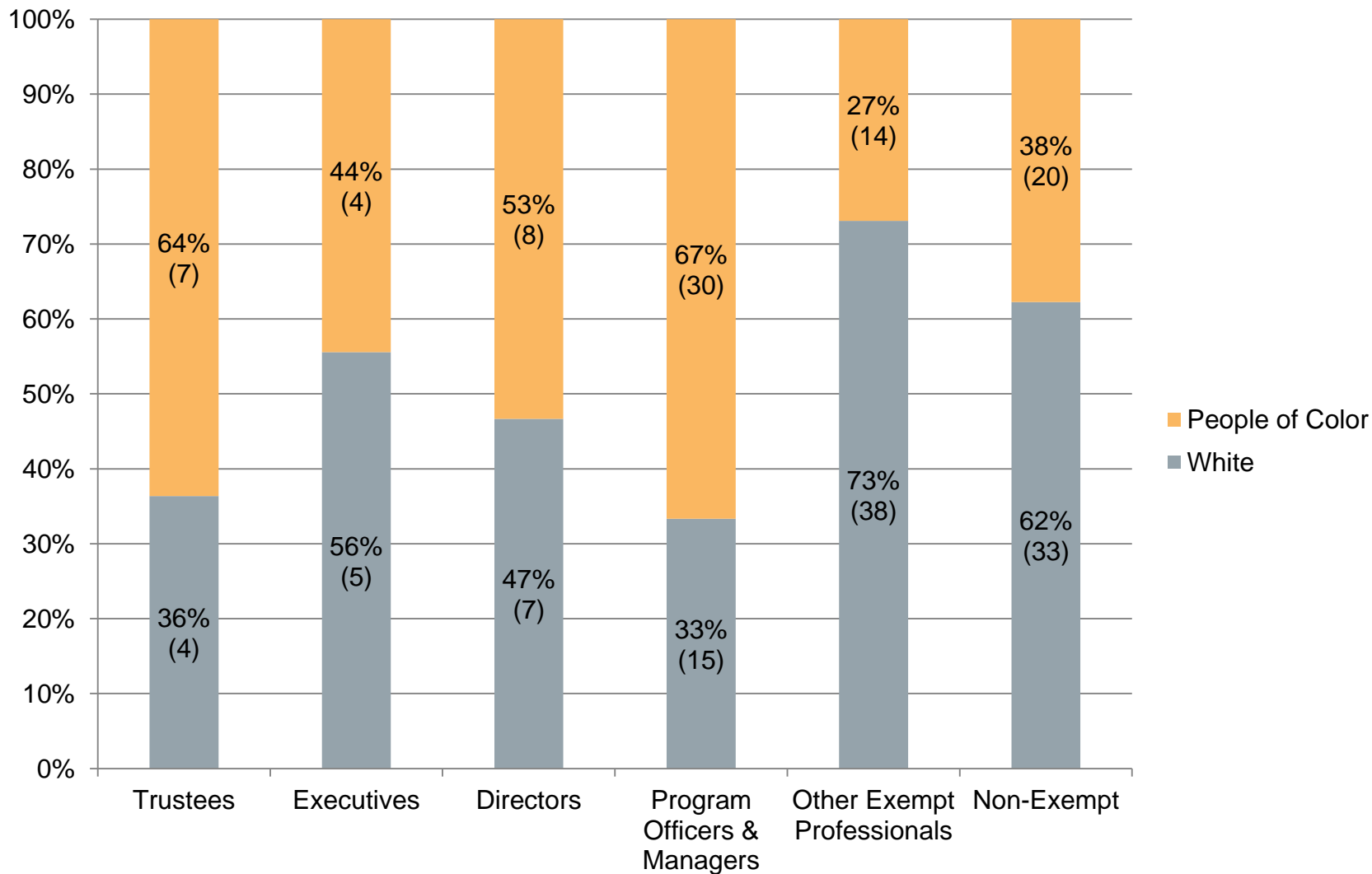
**W.K. Kellogg Foundation**  
**U.S.-based Workforce Representation by Gender**  
10-Year Comparison (2003/04-2013/14)





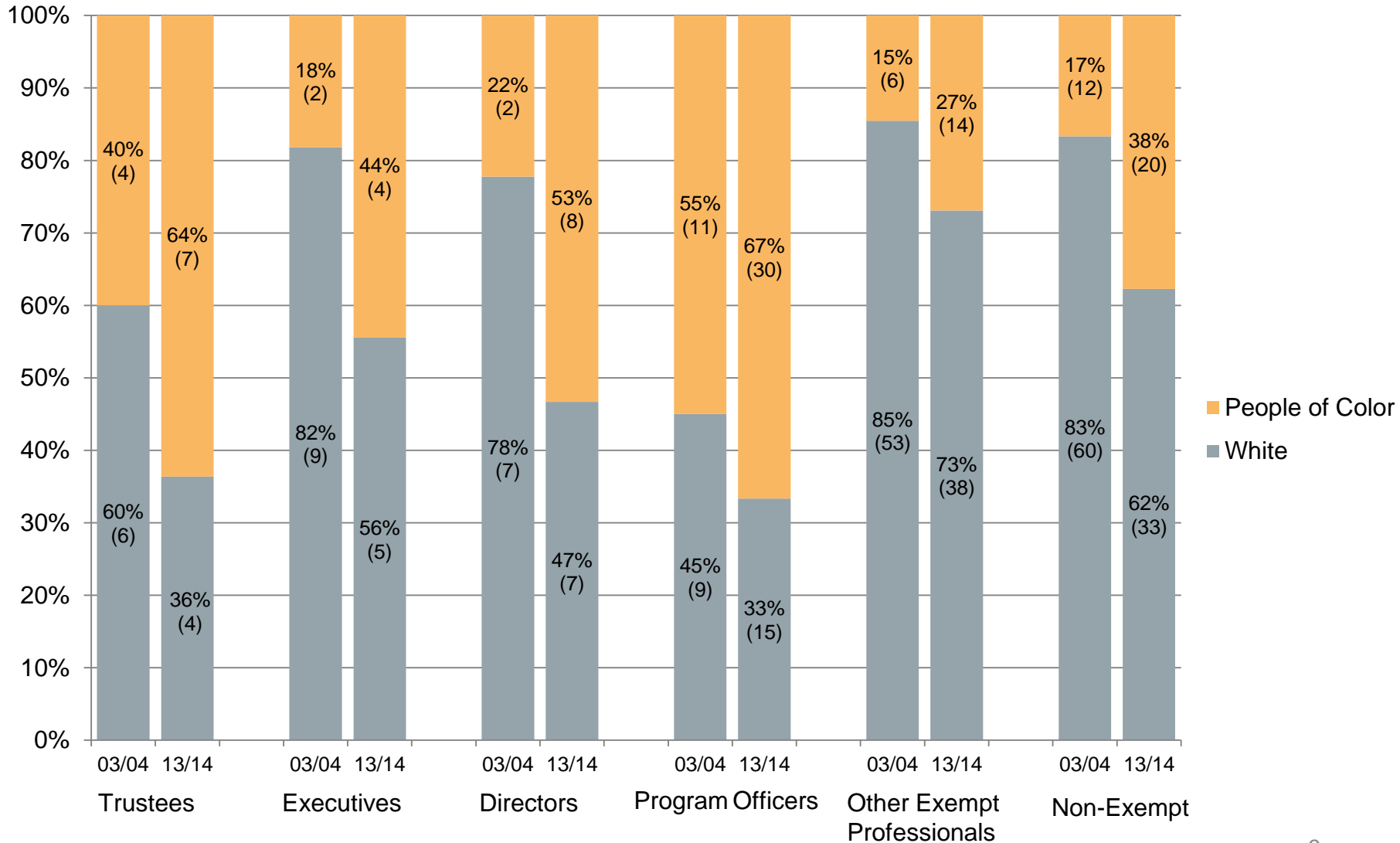
# WORKFORCE COMPOSITION BY JOB CATEGORY

## W.K. Kellogg Foundation U.S.-based Workforce Representation by Race/Ethnicity and Job Category as of Aug. 31, 2014

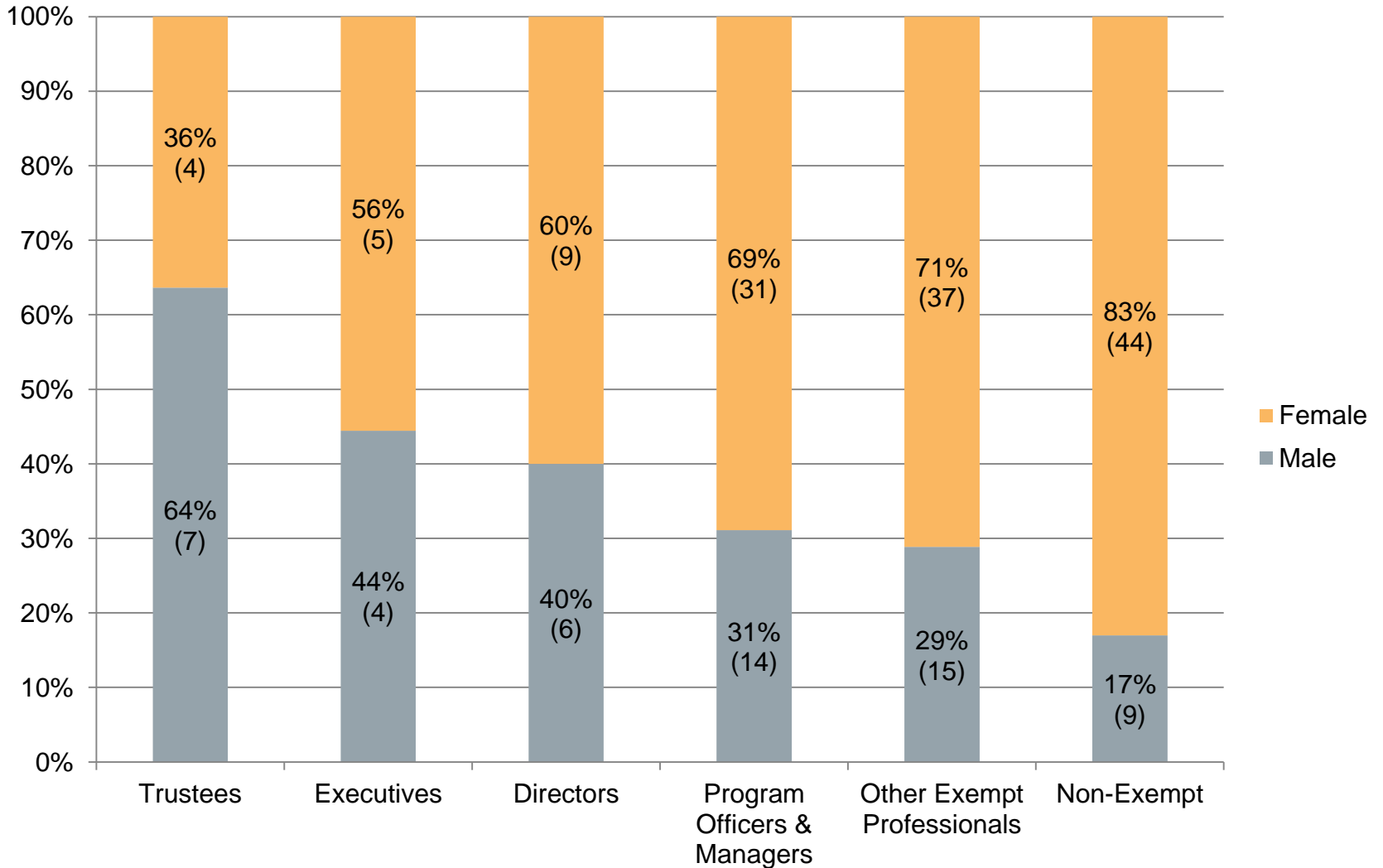




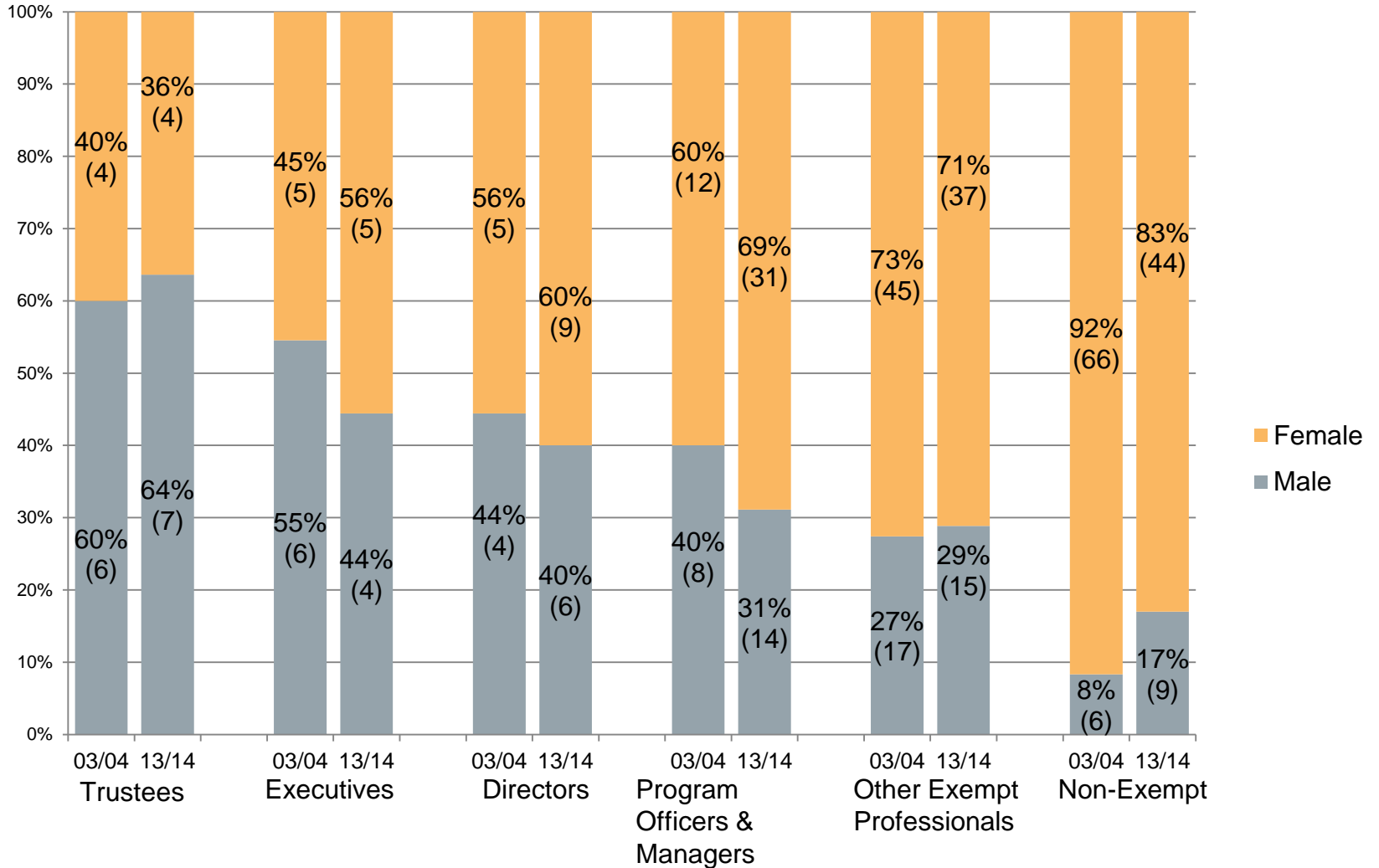
## W.K. Kellogg Foundation U.S.-based Workforce Representation by Race/Ethnicity and Job Category 10-Year Comparison (2003/04-2013/14)



## W.K. Kellogg Foundation U.S.-based Workforce Representation by Gender and Job Category as of Aug. 31, 2014



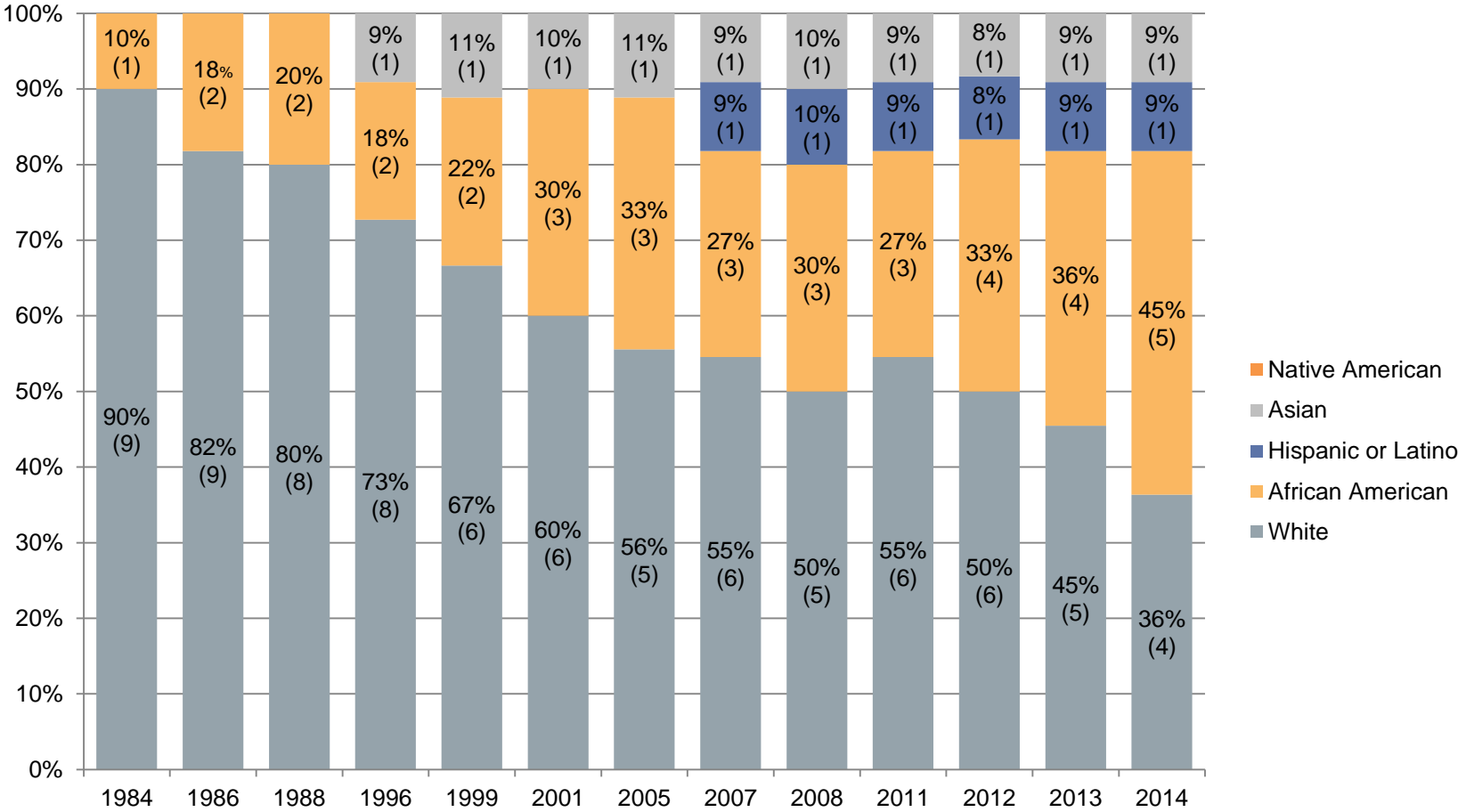
## W.K. Kellogg Foundation U.S.-based Workforce Representation by Gender and Job Category 10-Year Comparison (2003/04-2013/14)





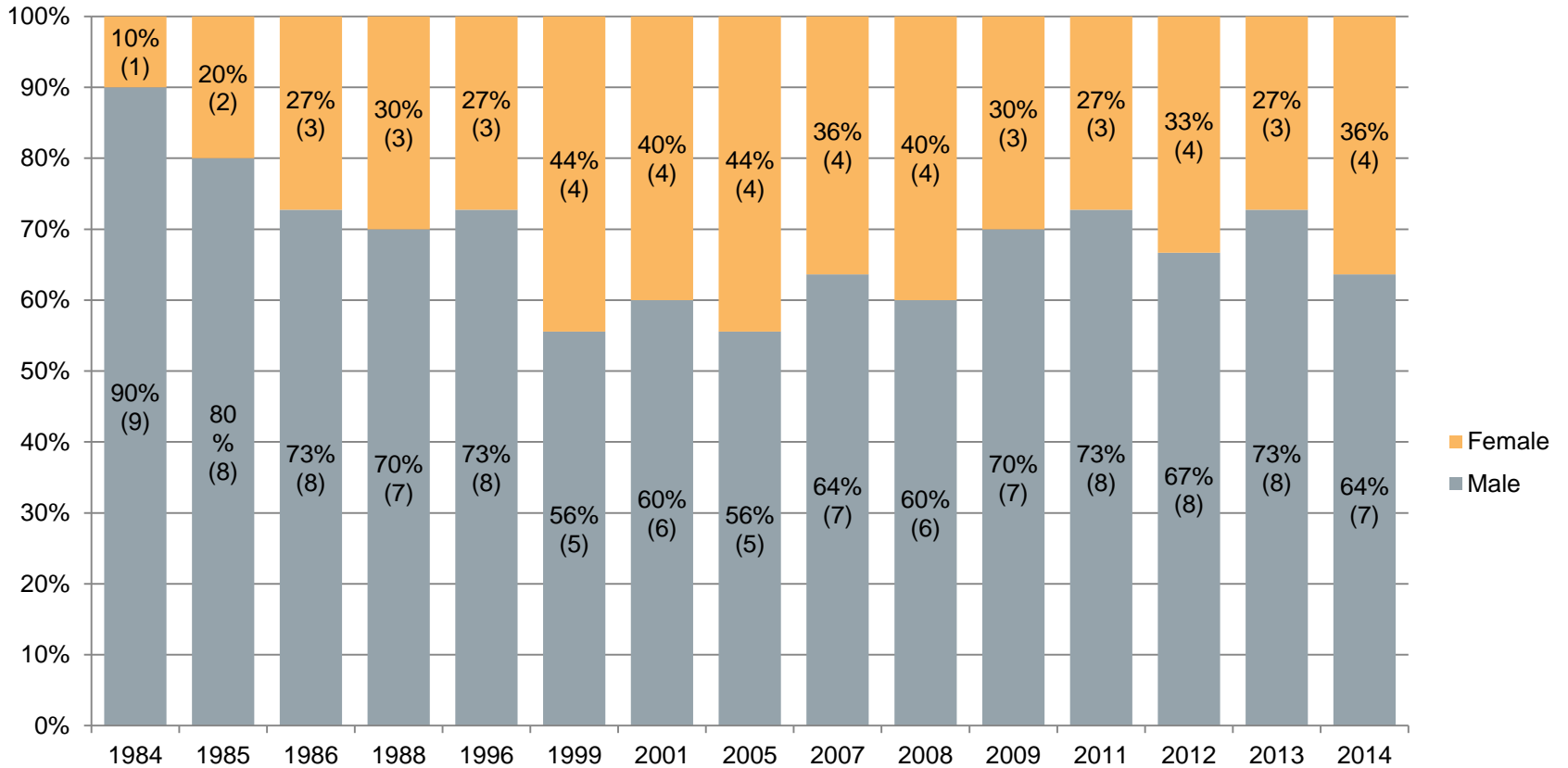
# BOARD COMPOSITION

## W.K. Kellogg Foundation Board of Trustees Race/Ethnicity Composition 30-Year Period (1984-2014)



Note: No data is shown for years in which there were no changes. Percentages may not equal 100% due to rounding.

## W.K. Kellogg Foundation Board of Trustees Gender Composition 30-Year Period (1984-2014)

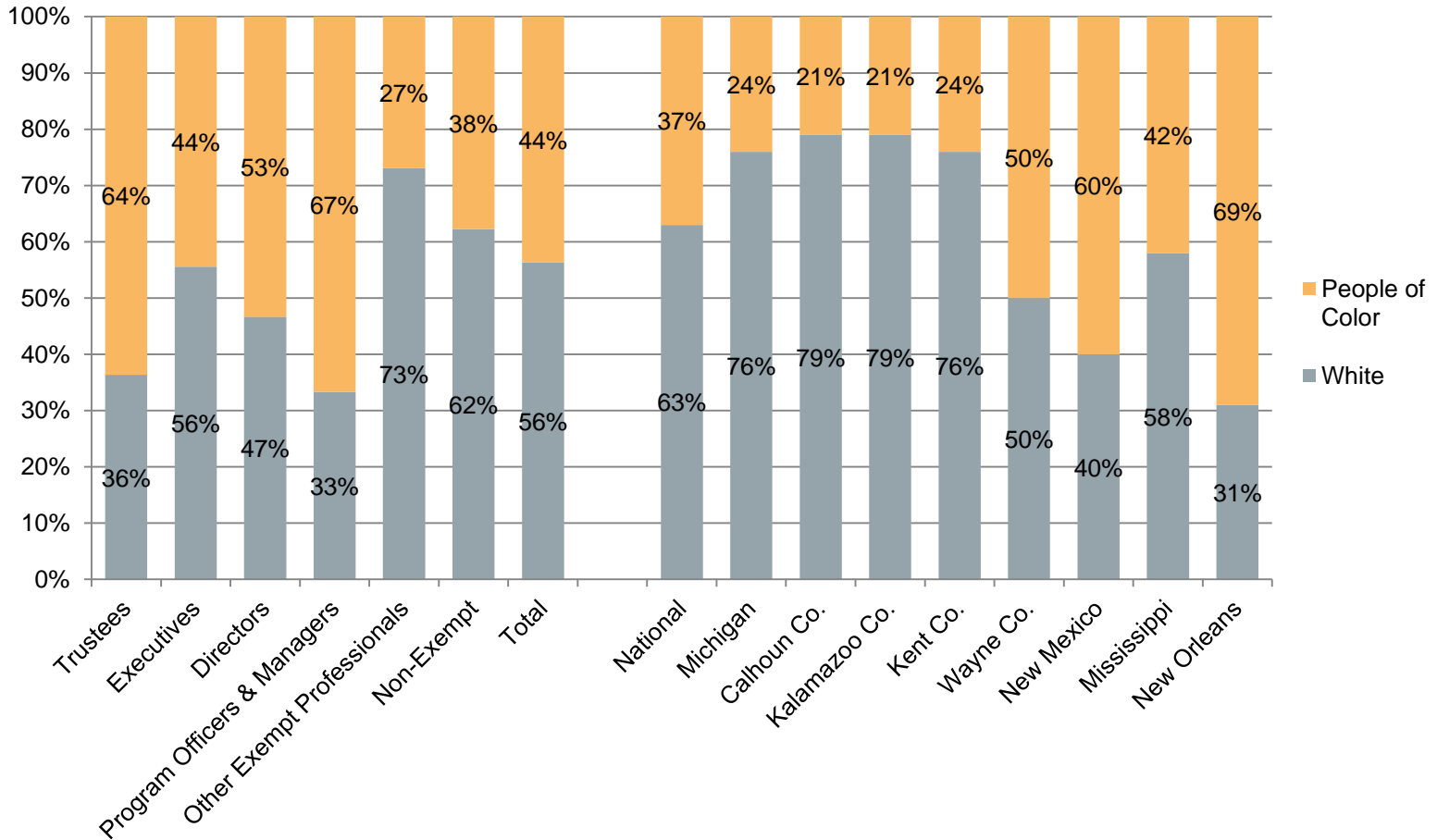


Note: No data is shown for years in which there were no changes



# WORKFORCE COMPARISON TO SELECT POPULATION STATISTICS

## W.K. Kellogg Foundation U.S.-based Workforce Compared to Select Population Statistics by Race/Ethnicity



Note: WKKF US-based staff as of Aug. 31, 2014; population statistics from U.S. Census 2010 data.





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