



The JUST Jobs Scorecard User Guide

2024

WHY THE JUST JOBS SCORECARD?

The JUST Jobs Scorecard responds to requests from companies to better understand their performance on key issues in comparison to peers and leading practice.

“ This scorecard puts quantifiable measurements on things that are sort of qualitative. But this creates a pathway for how to do things differently and how to proceed forward. ”

- R1000 TELECOM LEADER

“ We recently completed a very robust strategic planning process... We pieced together what you're doing with this Scorecard. It didn't exist in the marketplace. ”

- R1000 RETAIL LEADER

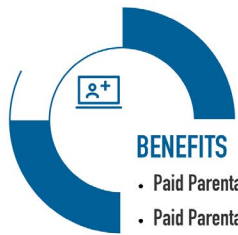
TOPICS

The JUST Jobs Scorecard helps corporate leaders visualize their performance across six key topics, benchmark their data against peers, and explore where they can take action to improve.



The JUST Jobs Scorecard holistically integrates diversity, equity, and inclusion metrics across job quality topics. It also holds space for an extra topic area to acknowledge that the worker experience is not included in this Scorecard, but is an important part of assessing JUST Jobs.

DATA POINTS



BENEFITS

- Paid Parental Leave for Secondary Caregivers
- Paid Parental Leave for Primary Caregivers
- Parity in Parental Leave
- Days of Paid Time Off
- Days of Sick Leave
- Dependent Care Policies



EMPLOYEE WELLNESS

- Health & Safety Management Systems
- Total Recordable Incident Rate (TRIR)
- Employee Satisfaction Survey Disclosure
- **Anti-Harassment Training**
- **Discrimination and Harassment Grievance Mechanism**



HIRING & STABILITY

- Internal Hiring Rate
- Fair Chance Policy
- **Veteran Hiring Policy**
- Retention or Turnover Rate
- Working Hours Policies



TRAINING & DEVELOPMENT

- Average Hours of Training or Career Development per Employee
- Tuition Reimbursement
- **Apprenticeship Programs**



WAGES & COMPENSATION

- Minimum Wage or Salary
- Minimum Wage or Salary Disclosure
- Pay Equity Analyses
- Gender Pay Equity Ratio
- **Race/Ethnicity Pay Equity Ratio**
- Living Wage Commitments
- **Employee Ownership Disclosure**

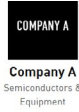


WORKFORCE COMPOSITION

- Diversity and Opportunity Targets
- Gender Diversity Targets
- **Race/Ethnicity Diversity Targets**
- Gender Workforce Demographics
- **Race/Ethnicity Workforce Demographics**

Bolded data points indicate DEI metrics integrated across topics.

The Scorecard features 31 data points across six key dimensions of job quality. These data points are based on publicly disclosed information and help companies assess their performance and improve against clear disclosure and practice thresholds, from “no disclosure” to “leading practice.”



Company A is a JUST Jobs BUILDER

Company A designs and manufactures products and technologies for computer, networking, and communication platforms.

Ticker: COMA Market Cap: 142B Global Employees: 131,700

[Methodology](#) [Compare](#) [PDF](#) [Leading Practice](#) [DEI](#)

Industry Benchmarking

Industry	Min	Max	Avg
Industry	0.61	2.87	1.64

All Companies	Min	Max	Avg
All Companies	0.00	3.20	1.42

COMPANY SCORECARD

How to Read the JUST Jobs Scorecard

0

No disclosure

1

Limited practice and/or disclosure, with significant room to improve

2

Foundational practice and/or disclosure, with room to improve

3

Good practice and/or disclosure, with minimal room to improve

4

Current leading practice and/or disclosure

Top Performer A company with the maximum score of 4 on any given topic area.

Top in Industry A company with the highest score in its industry on any given topic area, provided the score is at or above 2.0. If there is a tie, multiple companies will receive this designation.

DEI Data points related to Diversity, Equity, and Inclusion are noted with a DEI tag within the Scorecard.

Topics

Topic	Score	Out of	Across	Data Points
Benefits	2.50	4	across 6	data points
Employee Wellness	4.00	4	across 5	data points
Hiring & Stability	2.40	4	across 5	data points
Training & Development	2.00	4	across 3	data points
Wages & Compensation	2.57	4	across 7	data points
Workforce Composition	3.60	4	across 5	data points

Based on data collected through September 2023

Benefits 2.50 Out of 4 across 6 data points

This scorecard topic captures key workplace benefits that promote employee well-being, support financial stability, and cultivate work-life balance. Companies demonstrate leading practice on this scorecard by disclosing access to equitable and adequate paid leave and caregiving support.

Dependent Care Policies:

Subsidized & Backup 4/4

This data point captures whether a company offers emergency backup dependent care benefits and routine dependent care subsidies. Companies demonstrate leading practice by publicly disclosing both emergency backup dependent care benefits and routine dependent care subsidies.

Days of Paid Time Off or Vacation:

15 days 3/4

This data point captures a company's minimum days of Paid Time Off (PTO) or paid vacation for its exempt U.S. employees. Companies demonstrate leading practice by publicly disclosing a policy that offers at or above 20 days of PTO per year. Unlimited PTO and vacation policies receive full credit, but it is important to note that they require a workplace culture that supports employees in fully utilizing the benefit.

Scorecard PDF Access

Company representatives can access a PDF of their organization's Scorecard through the [Corporate Portal](#). If you don't have a [Corporate Portal](#) account, you can request access to your company's PDF by emailing corpengage@justcapital.com. In your request, please include: name, work email, company, and title.

Leading Practice Examples

For examples of leading job quality disclosure and practice, explore JUST Capital's [Corporate Guide to Human Capital Disclosure](#).

Diversity, Equity & Inclusion

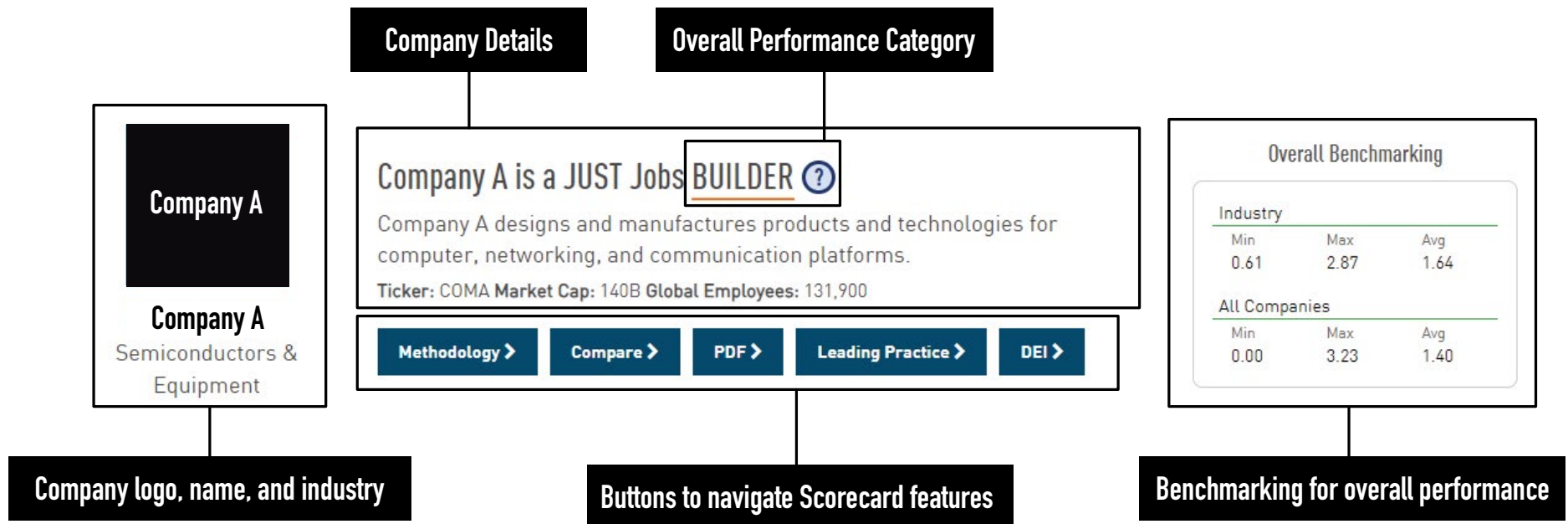
The Scorecard holistically integrates diversity, equity, and inclusion across all six job quality topic areas, with relevant data points tagged with a DEI designation. To explore additional insights and resources on DEI, visit our [Advancing Racial Equity Initiative](#).

Overall JUST Jobs Performance Categories

- BEGINNER:** Starting the journey with early steps toward transparency and an overall score between 0 and 0.99. *260 companies achieved this designation.*
- EXPLORER:** Making progress with limited disclosures and practices and an overall score between 1 and 1.99. *509 companies achieved this designation.*
- BUILDER:** Ahead of the pack, building foundational disclosures and practices with an overall score between 2 and 2.99. *162 companies achieved this designation.*
- LEADER:** Championing good disclosures and practices with an overall score between 3 and 3.99. *Six companies achieved this designation.*
- TRAILBLAZER:** Setting the bar with the current leading practice across all measures with an overall score of 4. *No Russell 1000 company has achieved this designation yet.*

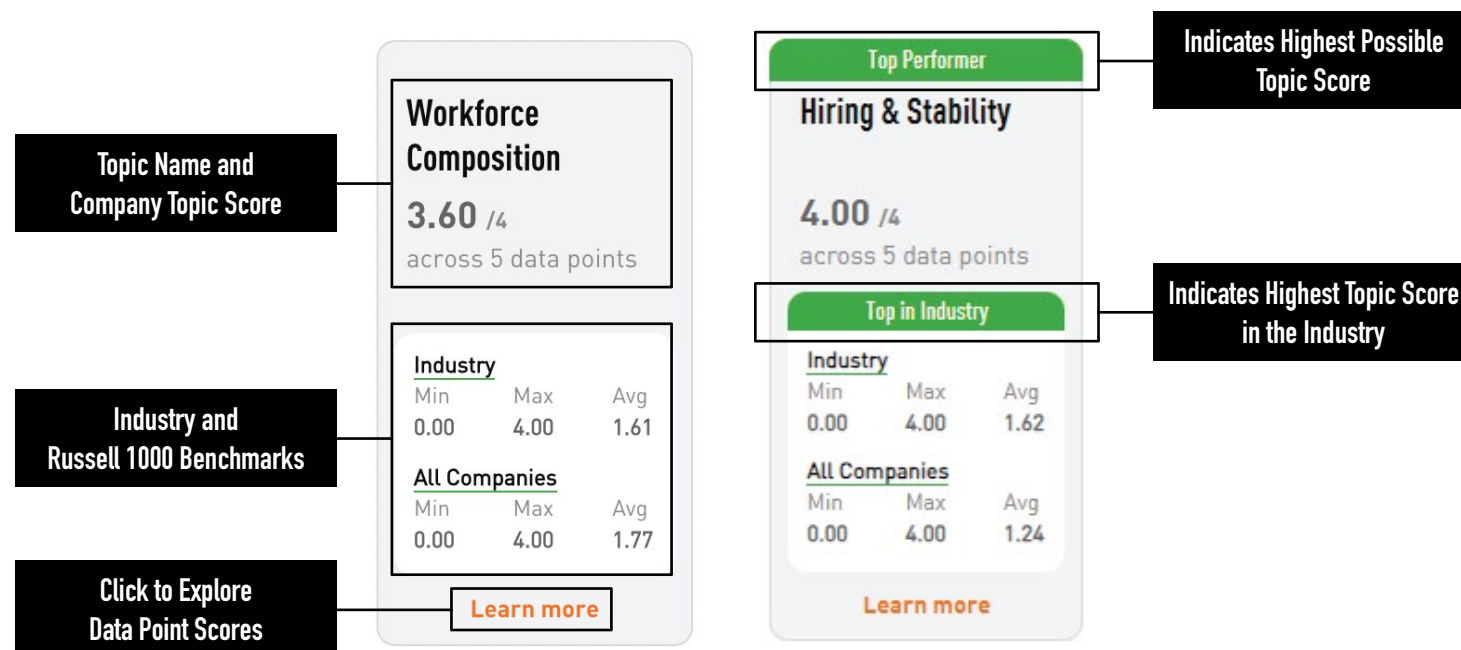
Each scored company among the Russell 1000 has a JUST Jobs Scorecard that unpacks its performance on each of the 31 data points and provides steps toward improving disclosure and/or performance on different measures of job quality. Each Scorecard includes an Overall Just Jobs Performance Category, Topic Scores, and Data Point Scores, as well as industry and Russell 1000 benchmarking for each.

JUST Jobs Scorecard – Overview & Navigation



Each Scorecard outlines general information about the company and its overall job performance category, a designation awarded based on the simple average of the company's Data Point Scores across all Scorecard topics. Companies fall in one of five categories: Beginner, Explorer, Builder, Leader, and Trailblazer. Five buttons provide quick links to a detailed Scorecard Methodology, the Company Compare feature (which enables users to select up to three companies to compare performance across Overall Category, Topic and Data Point Scores), instructions to access to a PDF version of the Company's Scorecard (available to company representatives), a link to detailed descriptions of leading practice examples, and an overview of how Diversity, Equity, and Inclusion (DEI) appears in the Scorecard. Finally, the rightmost box contains overall benchmarking for companies to review the minimum, maximum, and average overall score of companies within their industry and the Russell 1000 at large.

JUST Jobs Scorecard – Topic Dashboard



The Topic Dashboard displays company performance on each of the six Scorecard Topics, generated by calculating a simple average of company Data Point Scores within that Topic. Companies with the highest score in their industry, provided that it's greater than or equal to 2.0, receive a "Top in Industry" designation. Companies with the maximum score of 4.0 on any given Topic receive a "Top Performer" designation. Multiple companies can receive any one of these designations when scores are tied, and each company can receive both designations simultaneously provided that it meets the criteria.

Each Topic Dashboard includes minimum, maximum, and average scores on the Topic for the relevant industry and all scored Russell 1000 companies. These benchmarking insights contextualize the company's Topic Score and identify current leading performance for the company's industry and the Russell 1000.

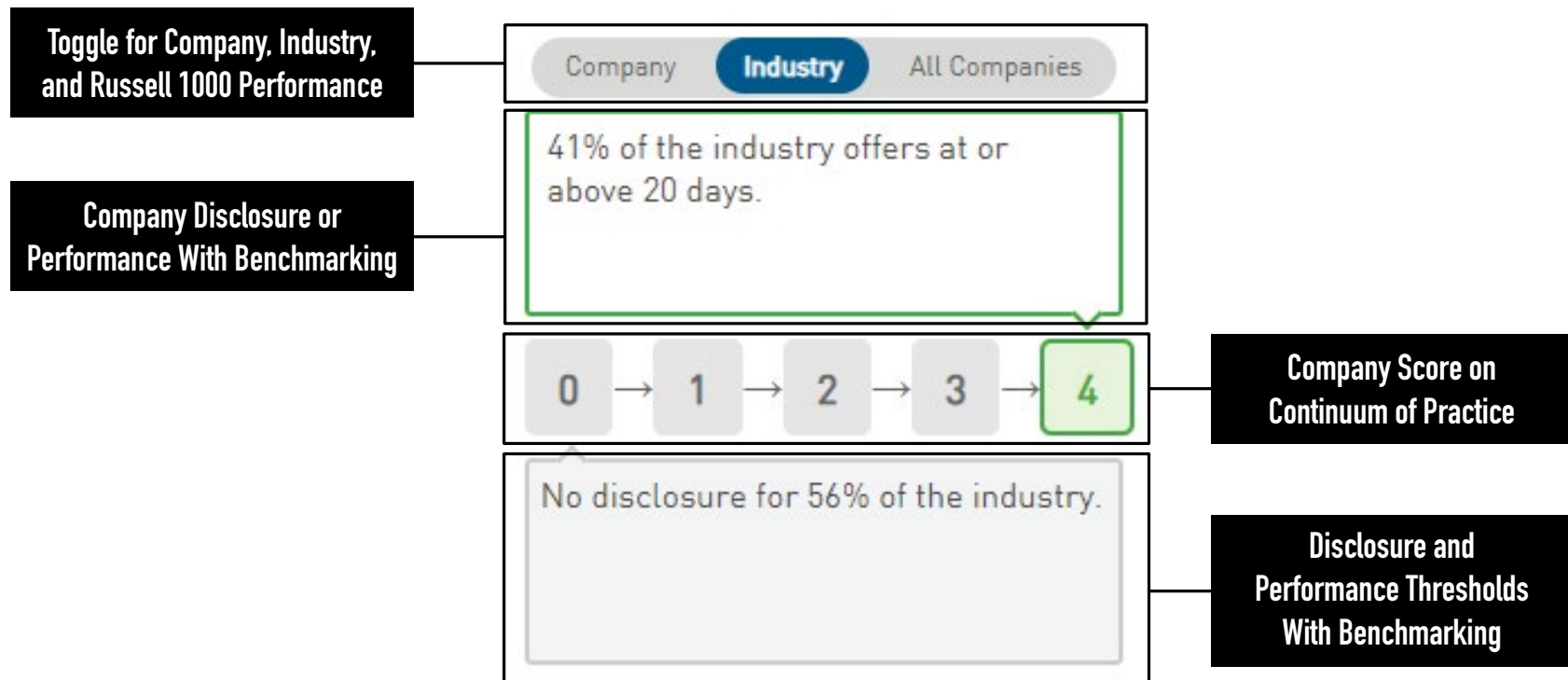
JUST Jobs Scorecard – Topic Area and Data Points

Topic Score and Description	<p>Benefits 2.50 Out of 4 across 6 data points</p> <p>This scorecard topic captures key workplace benefits that promote employee well-being, support financial stability, and cultivate work-life balance. Companies demonstrate leading practice on this scorecard by disclosing access to equitable and adequate paid leave and caregiving support.</p>	
Data Point Value, Score, and Description	<p>Dependent Care Policies:</p> <p>Subsidized & Backup 4/4</p> <p>This data point captures whether a company offers emergency backup dependent care benefits and routine dependent care subsidies. Companies demonstrate leading practice by publicly disclosing both emergency backup dependent care benefits and routine dependent care subsidies.</p>	<p>Company Industry All Companies</p> <p>Offers emergency backup dependent care and subsidies for routine dependent care</p> <p>0 — 1 — 2 — 3 — 4</p>
Notes Diversity, Equity, and Inclusion Data Point	<p>Paid Parental Leave for Primary Caregivers: (DEI)</p> <p>12 weeks 2/4</p> <p>This data point captures the length of paid parental leave at a company for primary or maternal caregivers. Companies demonstrate leading practice by publicly disclosing at least 20 weeks of paid parental leave for primary or maternal caregivers to welcome a new child to their family, a key milestone toward the evidence-based best practice of six months of paid parental leave.</p>	<p>Company Industry All Companies</p> <p>Provides at least 12 and fewer than 16 weeks</p> <p>0 — 1 — 2 — 3 — 4</p>

Data Point Company Score and Benchmarking

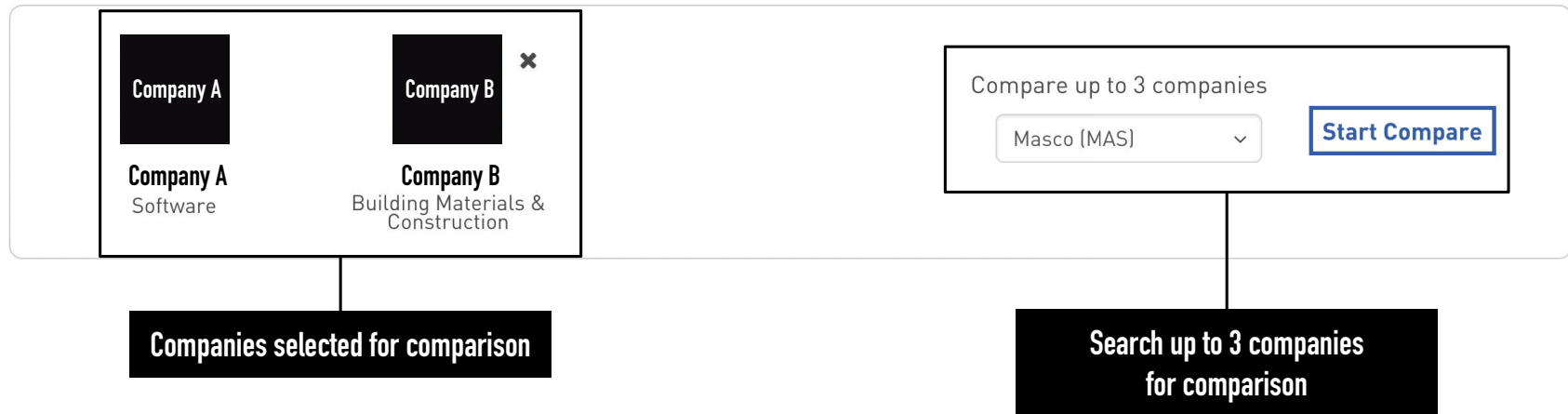
The Scorecard categorizes Data Points by Topic Area. Each Data Point displays the company’s current disclosure or practice, its respective score, and the step(s) the company can take to improve. Company performance on each data point is scored along a continuum of practice where 4 represents current leading job quality disclosure or practice and 0 represents no disclosure. Users can toggle to reveal industry and overall benchmarks, which contextualize the company’s performance relative to peers as well as the entire Russell 1000.

JUST Jobs Scorecard – Scoring and Benchmarking



Each Data Point is scored along a continuum that clearly indicates leading practice and the steps companies can take to achieve it. The benchmarking toggle feature enables users to explore the percentage of companies exhibiting each level of disclosure or performance within the organization's industry or across the entire Russell 1000.

JUST Jobs Scorecard – Company Compare Search Function



The Compare feature enables users to identify up to three companies within the Russell 1000 to compare side-by-side across all Topics and Data Points. read “Users type a company’s name or ticker into the search bar and then select using the pull down menu.



Company A
Banks
JUST Jobs BUILDER

[Learn More](#)



Company B
Semiconductors & Equipment
JUST Jobs BUILDER

[Learn More](#)



Company C
Semiconductors & Equipment
JUST Jobs BUILDER

[Learn More](#)

Benefits	2.33	Benefits	2.50	Benefits	2.50
Dependent Care Policies	4/4 Subsidized & Backup	Dependent Care Policies	4/4 Subsidized & Backup	Dependent Care Policies	4/4 Subsidized & Backup
Days of Paid Time Off or Vacation	0/4 Not Disclosed	Days of Paid Time Off or Vacation	3/4 15 days	Days of Paid Time Off or Vacation	4/4 Unlimited <i>Offers at or above 20 days</i>
Days of Sick Leave	0/4 Not Disclosed	Days of Sick Leave	0/4 Not Disclosed	Days of Sick Leave	0/4 Not Disclosed
Paid Parental Leave for Primary Caregivers	3/4 16 weeks	Paid Parental Leave for Primary Caregivers	2/4 12 weeks	Paid Parental Leave for Primary Caregivers	4/4 22 weeks
Paid Parental Leave for Secondary Caregivers	3/4 16 weeks	Paid Parental Leave for Secondary Caregivers	2/4 12 weeks	Paid Parental Leave for Secondary Caregivers	2/4 12 weeks
Parity in Parental Leave	4/4 Parity	Parity in Parental Leave	4/4 Parity	Parity in Parental Leave	1/4 No Parity
Employee Wellness	2.40	Employee Wellness	4.00	Employee Wellness	4.00
Employee Engagement	4/4 Yes	Employee Engagement	4/4 Yes	Employee Engagement	4/4 Yes
Discrimination and Harassment Grievance Mechanism	4/4 Yes	Discrimination and Harassment Grievance Mechanism	4/4 Yes	Discrimination and Harassment Grievance Mechanism	4/4 Yes
Anti-Harassment Training	0/4 Not Disclosed	Anti-Harassment Training	4/4 Yes	Anti-Harassment Training	4/4 Yes
Health & Safety Management Systems	4/4 Yes	Health & Safety Management Systems	4/4 Yes	Health & Safety Management Systems	4/4 Yes
Total Recordable Incident Rate (TRIR)	0/4 Not Disclosed	Total Recordable Incident Rate (TRIR)	4/4 0.9	Total Recordable Incident Rate (TRIR)	4/4 0.1

COMPANY COMPARISON PAGE

The Company Comparison search results provide clear side-by-side comparisons of companies' Overall Performance Categories, Topic Area scores, and Data Point scores. This comparative tool provides context for company Scorecard performance and indicates the areas where a company might invest in job quality disclosure and practice.

COMPANY A
Banks

COMPANY B
Semiconductors & Equipment

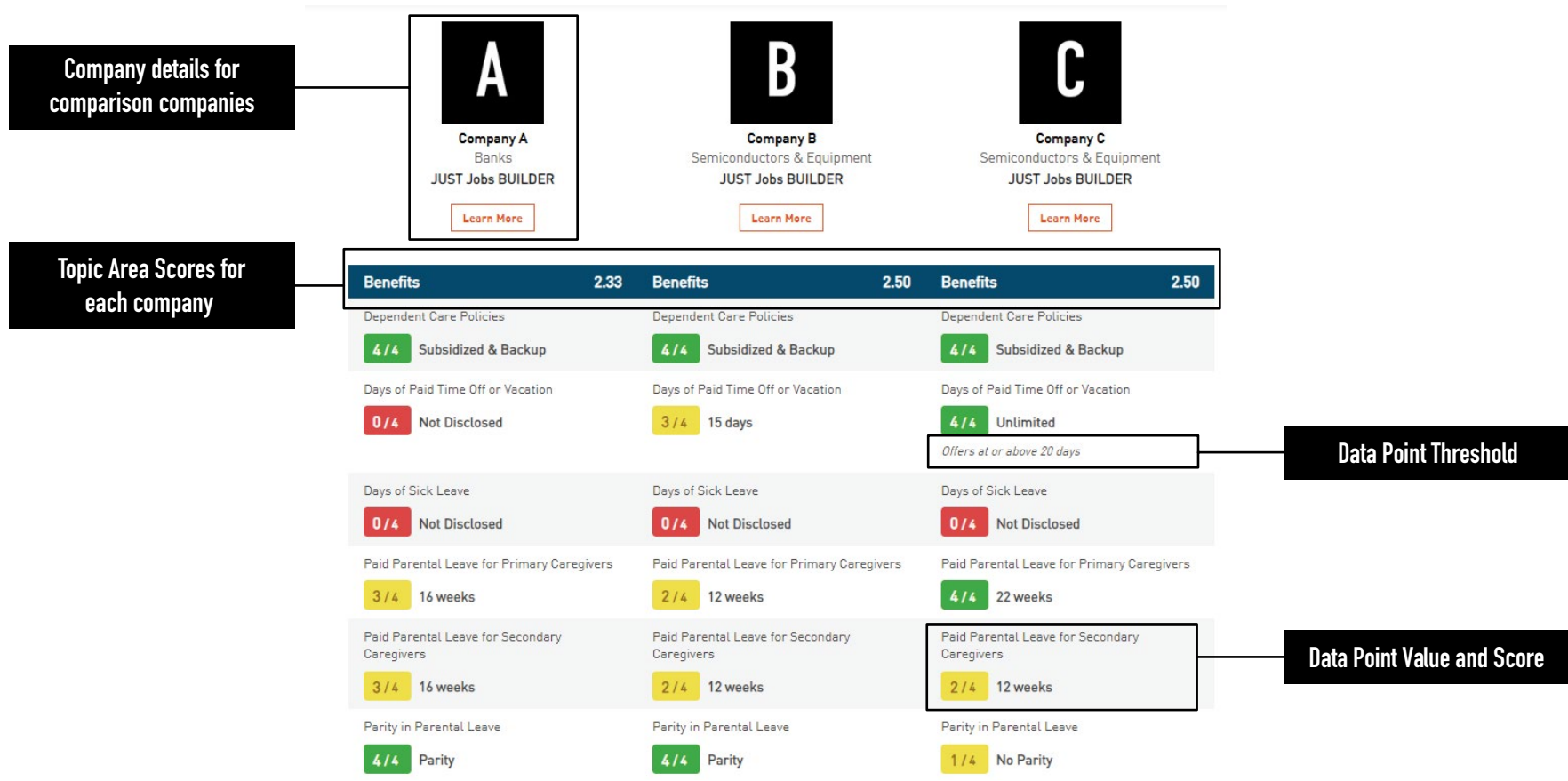
COMPANY C
Semiconductors & Equipment

Compare up to 3 companies

▼

Start Compare

JUST Jobs Scorecard – Company Comparison Page Details



Companies can use the Comparison tool to understand how their performance stacks up not only against their industry and the Russell 1000 overall, but as compared with specific peers. Users select which companies to compare, and can then explore performance across all Topic Areas and Data Points.

CONNECT WITH US TO LEARN MORE AND CREATE IMPACT

The JUST Jobs Scorecard was built to support companies on their path towards improved workforce well-being and meaningful job quality disclosure. Reach out to JUST if you would like to learn more about implementing the Scorecard and to connect with JUST resources, peer cohorts, programmatic Initiatives, and impact partners.

Corpengage@justcapital.com | <https://justcapital.com/initiatives>