

**WELLS
FARGO**

2022 Company Profile



ASU The Difference
Engine

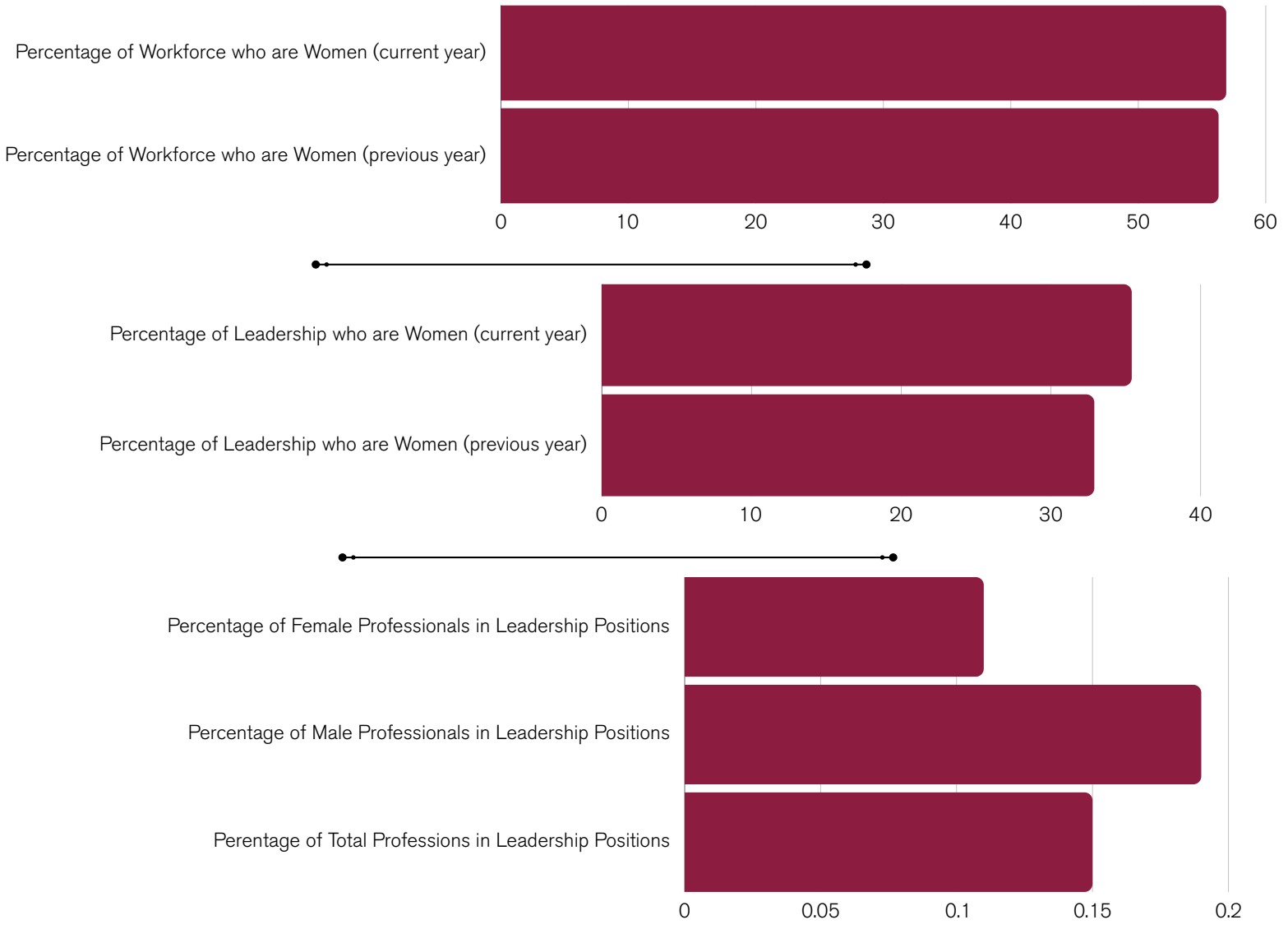
Arizona State University

Women's Power & Influence Index (1.0)



Wells Fargo, a multinational financial services company, has been ranked as a PACESETTER based on the criteria used for the Women’s Power Index. Wells Fargo is committed to addressing the gender pay gap by offering fair and equitable compensation for all employees. They also offer inclusive and diverse recruitment and mentorship efforts, caregiver PTO, gender equality programs, and harassment and discrimination trainings. Wells Fargo offers professional development through their OC Diversity Sponsorship program that ensures diverse employees receive proper training. They also have an initiative called the Wells Fargo’s Diverse Asset Managers Initiative which is set up to invest their own assets to benefit women and underrepresented populations. Based on the most recent EEO data, 35.4% of its executives are women and 56.9% of the workforce is female. We could not find any information regarding Wells Fargo’s specific health benefits or child care benefits.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/3/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"At Wells Fargo, we have an ongoing commitment to fair and equitable compensation for all team members"

Ref: Wells Fargo, Pay equity Studies

Career Growth

Professional Development

Professional Development Score

Existence of professional development programs geared towards female employees

1

"The companywide OC Diversity Sponsorship Program currently serves 42 participants, all of whom are diverse along racial, ethnic, or gender lines and each spends time monthly with their respective OC member sponsors"

Ref: Pg 11, Diversity Report

Mentorship

Mentorship Score

1

Existence of formal mentoring programs to facilitate advancement of careers of female employees

"The Building Organizational Leadership Diversity (BOLD) program is designed to provide mentorship and sponsorship to employees primarily four and five levels below the CEO"

Ref: Pg 11, Diversity Report

Recruitment Efforts

Recruitment Efforts Score

Written commitment to attracting women to open positions

1

"To help ensure Wells Fargo leadership reflects the people it serves, the company has developed DE&I Performance objectives for its Operating Committee members and other leaders. Their ability to increase gender, racial, and ethnic representation in their areas of business is factored into their performance evaluation and compensation"

Ref: Pg 11, Diversity Report

Work-Life Balance

Childcare Benefits

Existence of childcare subsidies and support

Information related to this criterion could not be found.

Childcare Benefits Score

0

Caregiver Paid Time Off (PTO)

Availability of paid caregiver leave in excess of government mandates

"Wells Fargo provides up to 16 weeks of paid parental leave for a primary caregiver and up to four weeks for a parent who is not the primary caregiver to care for a new child following birth or adoption "

Ref: Wells Fargo Benefits

Caregiver PTO Score

1

Health Benefits

Existence of female oriented health benefits

Information related to this criterion could not be found.

Health Benefits Score

0

External Stakeholder

Community Engagement

Organizational support of initiatives that drive gender equality and women's empowerment in the community

"Wells Fargo's Diverse Asset Managers Initiative is a multi-year plan to invest its own assets with women asset managers and those from underrepresented racial and ethnic backgrounds. The company launched the initiative in 2021 with \$300 million and intends to expand it to \$1 billion in 2022"

Ref: Pg 18, Diversity Report

Community Engagement Score

1

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

1

"Wells Fargo created its Glide – Relaunch program specifically to connect with individuals seeking a return to work after a prolonged period of time. It recognizes that a variety of life events – such as the birth of a new baby, medical treatment and recovery, or taking care of an ailing family member – may lead a person to step away from the workforce"

Ref: Pg 12, Diversity Report

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"Wells Fargo prohibits sexual harassment and harassment of any of our employees, contingent resources, vendors, applicants for employment, or customers based on an individual's race, color, gender, national origin, religion, age, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, pregnancy, marital status, hairstyles or hair texture, status as a protected veteran, or any other status protected by federal, state, or local"

Ref: Pg 35, Employee Handbook

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"We encourage employees and managers to complete training on unconscious bias, understanding and appreciating differences, and leading inclusively. We offer experiential learning programs (done virtually during COVID-19) to provide deeper learning and collaboration on key diversity, equity, and inclusion initiatives and topics. We're also developing anti-racism training that will be mandatory for managers in 2021"

Ref: Pg 20, Sustainability Highlights