

Equity Report

Q2 2022
First Annual Report



Unwavering Commitment to Equity in Every Level of Our Company.

Our company is committed to being transparent in our processes and practice. We hold ourselves accountable and remain aligned with our core values as we grow. To accomplish this goal, we publish an annual equity report that includes representation, pay gap and our roadmap to improving equity, diversity and inclusion.

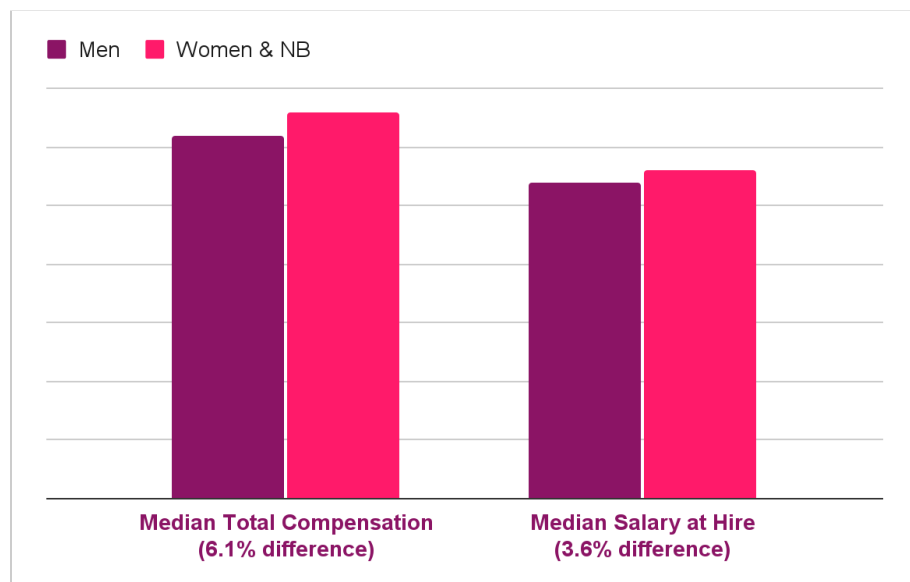
REPRESENTATION

Percentage of total hires since company formation.

	Full Time	Fractional
Women & Non-binary	57%	56%
POC	43%	63%

* We acknowledge that identity is intersectional and this report does not represent all dimensions of lived experience and identity.

PAY ACROSS GENDER



Every full-time employee is granted the opportunity to earn equity at hire. They also have the option to take less equity in lieu of increased salary or vice versa.

ADVISORS & INVESTORS

Beyond our workforce, we have representation in our investors and advisors.

Advisors & Investors	
Women & Non-binary: 59% POC: 27%	82% of our 1.2M in pre-seed funding came from women & POC General Partners in VC firms or as angels 100% women on Board

ACCOUNTABILITY

In October 2021, mpathic hired a DEI consultant, a few weeks after we hired our full-time employees - at the ground level. We implemented the following data driven and research-backed [best-practices](#):

- Recruiting from a diverse, talented pool of engineers and clinical experts and blinding our hiring processes for inbound applicants.
- Using an [Equal Value Estimator](#) to ensure employees are being paid for their talents and skills; we address any discrepancies in pay if someone with the same skills or value score is being paid less.
- Publishing a transparent [Commitment to Equal Pay](#) and measurement standards.
- Tracking data on our recruitment and hiring pipeline.
- Embedding financial literacy into our work, starting with access to online course work and consultants available to new hires from day one.

Social justice and equity are critical to our mission and work.

Our goal is to bring in and retain the most talented folks into mpathic. We value diverse life experiences that are key to ensuring the highest level of ethical AI and conversational analytics with empathy. We continue to offer our team ongoing DEI training to strive towards a product and culture with integrity.