



Inclusively's Q4 Research: The Disclosure Gap Is Real

Background:

- Inclusively surveyed nearly 600 employees/recently employed in October 2024.
- 374 answered specific questions about their company's current approach to the workforce.

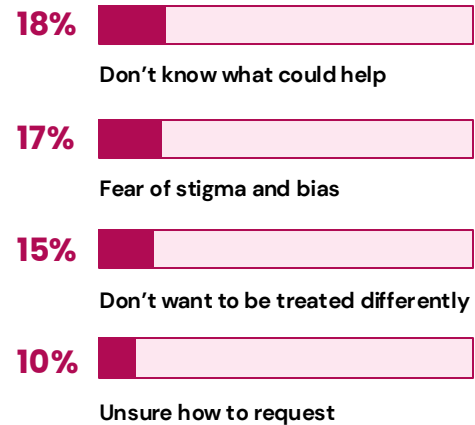
Key Takeaways:

1. Close to two-thirds of employees still do not disclose to their employers their disability or need for support.
2. Over half say their employers are failing to meet their needs and 41% are ready to quit due to a poor experience.
3. Employers have work to do to align their external messaging with what employees actually experience.

57% of Employees Still Do Not Disclose Their Disability/Need For Support To Employers



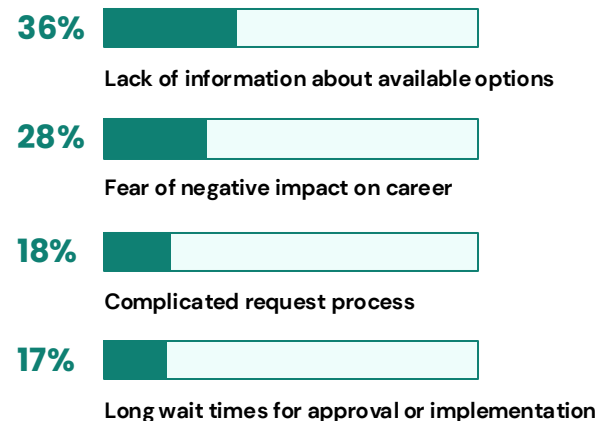
And the top reasons are:



Less Than Half (47%) Of Employees Are Confident In What They Need To Be Successful



The top challenges faced are:





Industry Facts Highlighting The Urgency For Companies To Act:

- The workforce is changing – By 2030, a **projected shortage of 85m workers will exist – costing \$8.5 trillion globally** in unrealized revenue (source: Korn Ferry).
- The next generation of workers requires support to fill the gaps – **53% of Gen Z identify as neurodiverse**, having some form of neurodivergence, like ADHD or dyslexia (source: Ernst & Young).
- Companies’ current infrastructure is not set up to support the needs of this workforce due to **fragmented processes for employees needing support** – <5% of people with disabilities disclose and ~30% meet the federal definition of having a disability (source: Disability:IN).

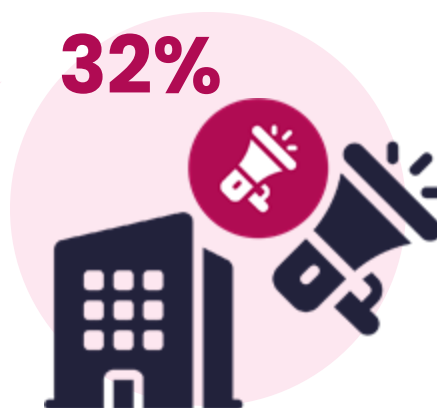
Only 46% Feel Companies Understand & Support Disability and Diverse Needs



41% said they are likely to leave their job if they don't receive support

Companies Are Not On the Right Track To Support Employees

Only 32% say that the external communications of the company aligns with the employee experience



What's Next? Tap Into Inclusively's Retain Platform To:

- Map existing benefits, resources and perks into Inclusively Success Enablement Framework.
- Drive adoption of current investments with Retain's self-service and accessible platform.
- Uncover opportunities for maximum impact via Retain's anonymous feedback features.

