



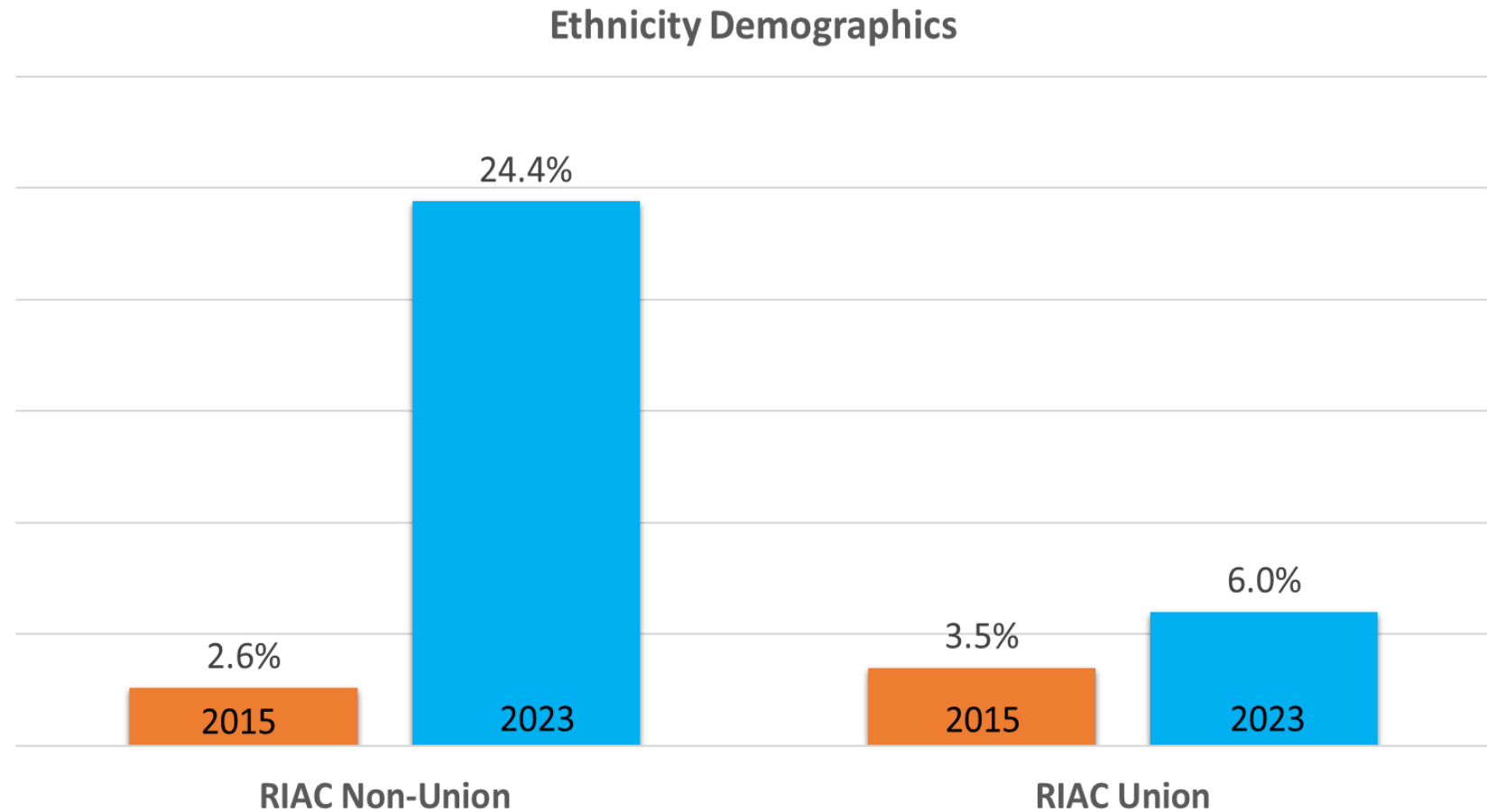
## RIAC Data on Diversity and Turnover



**Rhode Island**  
Airport Corporation

# RIAC Success in Increasing Diversity in the Ranks

RIAC serves a diverse population of passengers. Our organization encourages diversity among its ranks. Since 2015, non-union diversity increased by **938%** and the diversity in the union ranks increased by **171%**.



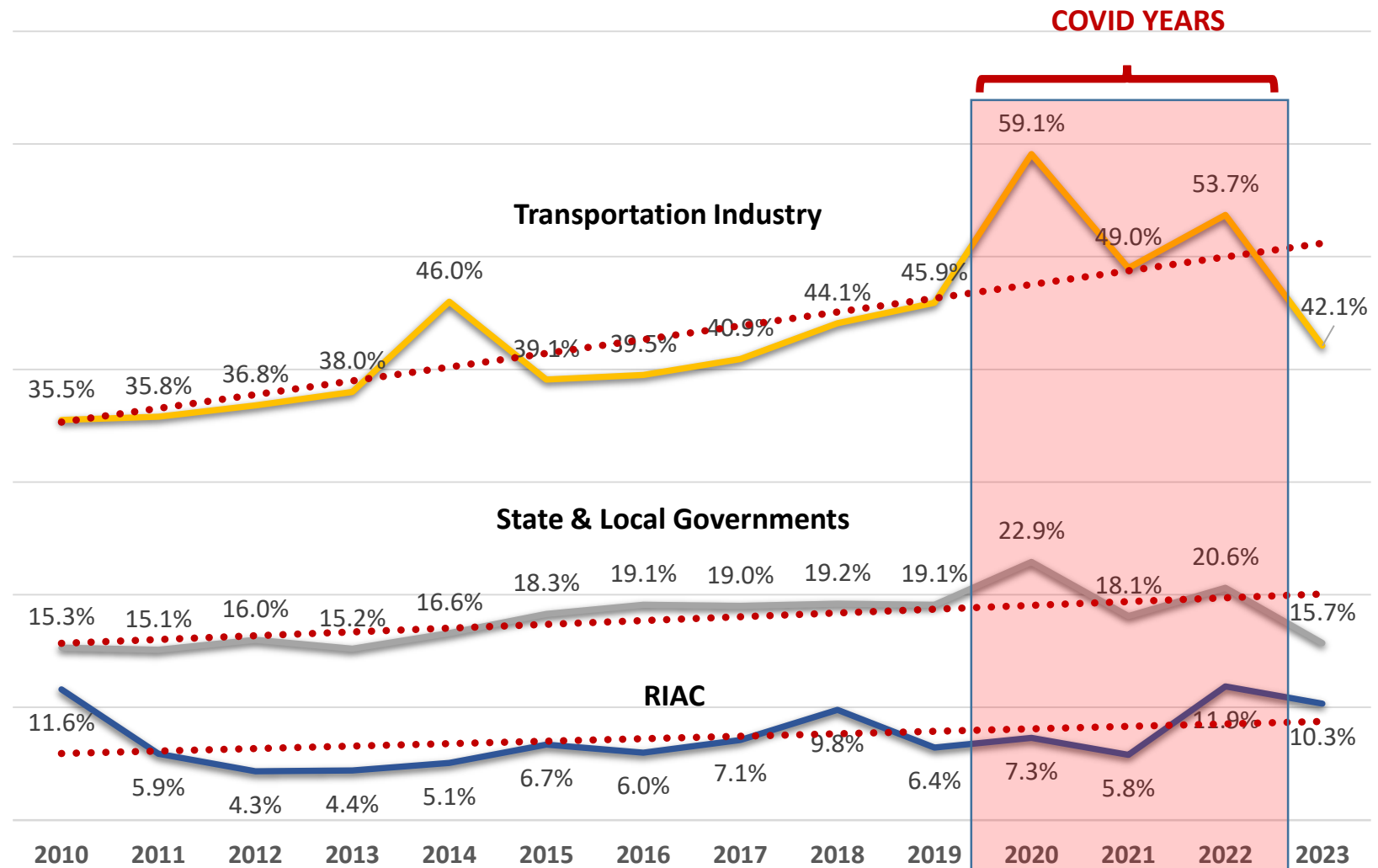
# RIAC Has Less Turnover with Lower Trends

2010-23 turnover data indicates that transportation industry trended upward by **554%** that of RIAC and the State and Local governments trended upward by **154%** as compared to RIAC.

During covid years, transportation industry average for the three years was **649%** higher than that of RIAC, while the state and local governments average for the three years was **247%** higher than RIAC.

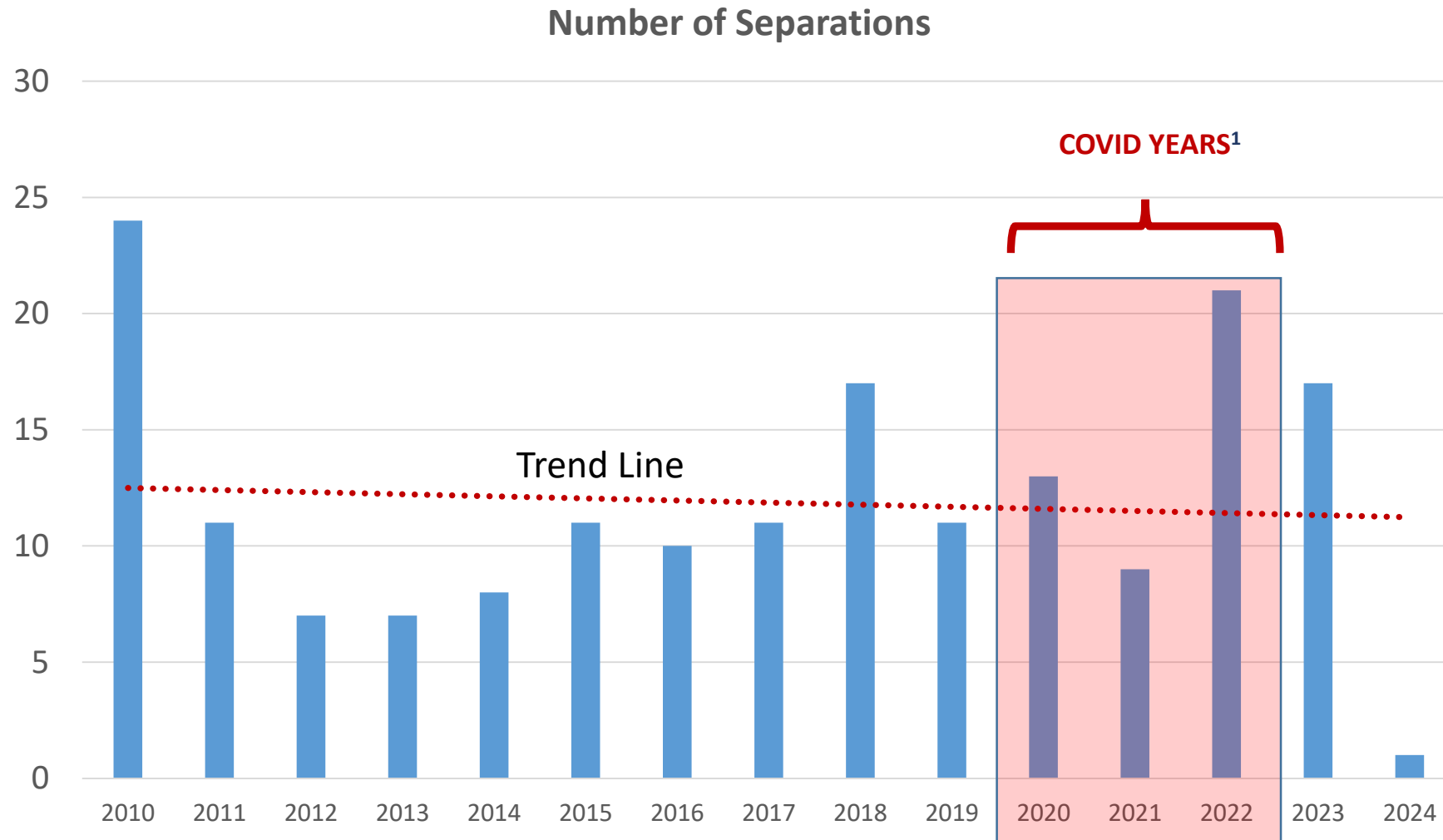
In 2023, Transportation industry was **408%** higher than RIAC and State and Local governments were **157%** higher.

## RIAC v. Transportation Industry v. State/Local Govt. Turnover



Source: US Bureau of Labor Statistics <https://www.bls.gov/news.release/jolts.t16.htm>

# RIAC's Number of Separations (Retirements, Departures etc.)



Source: RIAC

Note 1: Please see benchmarked information for Covid years on slide 3 of this report where data from US Bureau of Labor Statistics is discussed.

# Analysis of Separations (Retirements, Departures etc.) for the Last Decade

## Employees with Critical Feedback <sup>1</sup>

**Name withheld**, Deputy Fire Chief – Reported to Fire Chief

**Name withheld**, Fire Station Crewperson – Reported to Lieutenant at the Fire Station

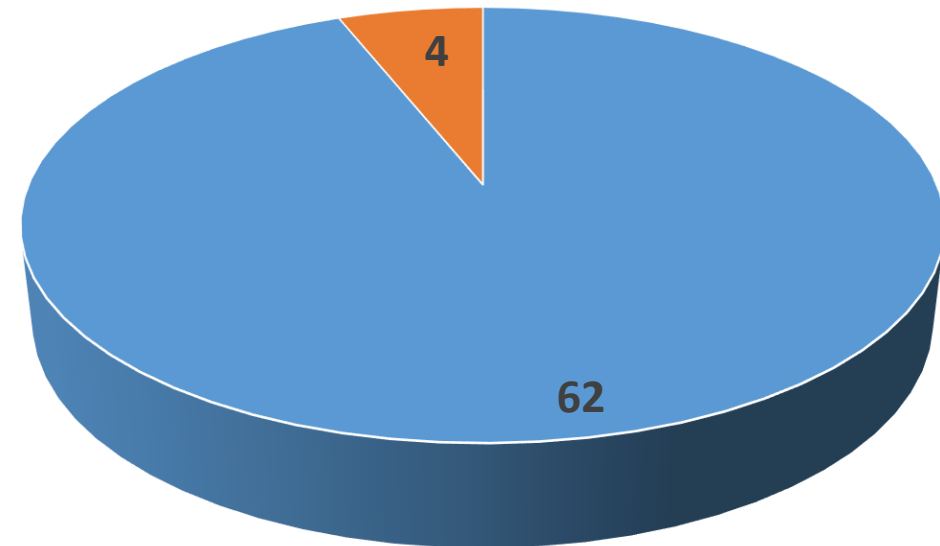
**Name withheld**, Assistant Vice President of HR – Reported to Vice President, HR & Internal Legal Affairs

**Name withheld**, Vice President of Properties and Business Development – Reported to Senior Vice President and Chief Financial Officer

Source: RIAC

Note 1: More information about the nature of separation cannot be provided without the employee's permission to release the employee file.

## Analysis of Emails, Separation Notices Data 2014-23



■ Positive/Neutral ■ Critical