



2017 Accounting MOVE Project Fee Structure

	Firms < 300 employees	Firms with 301 – 600 employees	Firms > 600 employees
Participation fee (<i>includes Snapshot with confidential top-line benchmarks and recommendations</i>)	\$400	\$700	\$1,000
Gain more insight and actionable recommendations by adding the comprehensive, confidential Scorecard with analysis and detailed how-to's customized for <i>your</i> firm (when requested by 5.1.2017; thereafter, add a late fee of \$2,000)	\$1,500	\$3,000	\$4,500

For more information and for a sample Snapshot or Scorecard, please contact: Cat DiStasio, cat.distasio@wilson-taylorassoc.com

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How does MOVE work?

The MOVE methodology has been used since 1998, when Joanne Cleaver developed it to support *Working Woman* magazine's first "Top 25 Companies for Executive Women" list.

MOVE translates the business case for advancing women to business results.

MOVE measures both demographic data and workplace culture to understand what works now, in today's economy, to advance women. Our research supports:

- Advocacy for women in MOVE industries and for all working women
- In-depth reports, released directly and through publishing partners
- Webinars, conference presentations and other community events where women and employers can share insights
- Confidential scorecards to participating employers that challenge them to do more of what already works to advance women, and to address practices and culture that hold women back
- For some MOVE industries, "Best Place to Work for Women" lists, in collaboration with association partners

The MOVE survey collects both quantitative and qualitative data.

Quantitative Data based on Employer Demographics:

- How many women and women of color are employed at your workplace?
- How many women and women of color hold key positions, from entry level to partners? This includes operating positions that provide experience essential for promotion to the C level.
- Where appropriate, women in technology (IT, STEM, digital media, etc.)

Qualitative Data based on the MOVE factors:

M – Money: Pay equity programs, analysis and measurement. MOVE is not a salary survey, but does examine how employers hold managers accountable for pay equity, and how employers address equity gaps.

O – Opportunity: Leadership, management and technical training and development, especially operating positions that involve profit and loss responsibility – key for rising to top leadership.

V – Vital supports for work-life: Flexible work practices are only effective when they drive business results. MOVE examines not just the existence of programs such as telecommuting, wellness and dependent care benefits, but also, how they directly support productivity and business results.

E – Entrepreneurship: Hands-on business development and supplier diversity demonstrate a company’s investment in the business-building skills of its women employees and women-owned businesses.

Is there an employee response component to the MOVE Project?

MOVE does not request that employees complete a survey. Instead, to gain insight into your firm’s culture, MOVE researchers request interviews with key sources within your company, starting with the human resources director, and then a cross-section of staff, which might include partners, women who have taken advantage of your firm’s programs, women who have joined your career midcareer and women who have spent most of their careers with your firm.

How are these factors weighted when scoring candidates for a MOVE Project **Best Employers list? (*Accounting MOVE Project only*)**

To win, an employer must have *BOTH* a proportionate number of women at most or all levels of management *AND* proven success with the MOVE factors. An employer cannot win by having a rich array of programs but few women in leadership.

We believe that if an employer’s MOVE factors are effective, it will have a healthy and growing proportion of women in its leadership pipeline.

Do you score only on the submitted, self-reported MOVE survey?

We interview every employer, basing our questions on the survey and recent news and industry trends. This is the only way to understand workplace culture and the effectiveness of that employer's MOVE factors. We also examine the corporate website, documents from the Securities and Exchange Commission, and other sources for publicly held companies. The interview helps us to find context for the report, and produce relevant company snapshots and scorecards.

For more information about the Accounting MOVE Project and see prior years' results, please visit the [Accounting MOVE Project](#) web page.