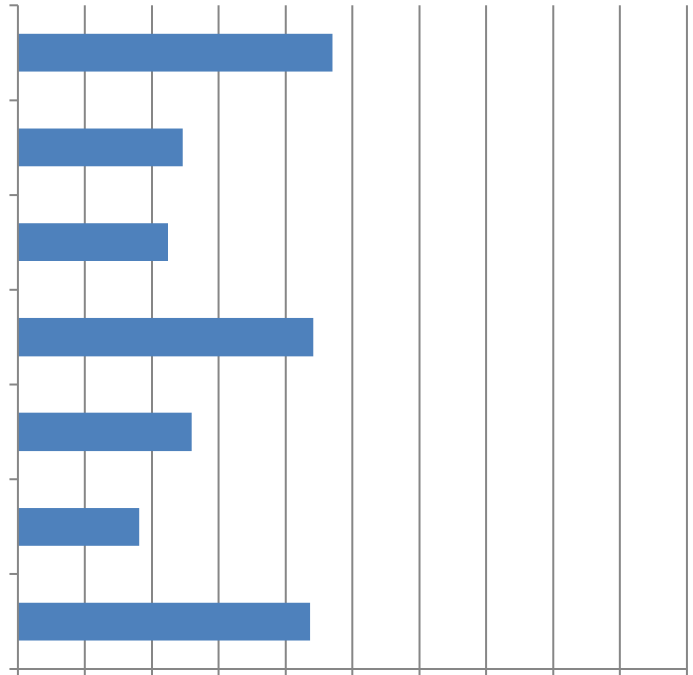


# 2020 Workforce Survey Results!

## Milli Re l

Total responses: 443, but number varies by question. !

!" #\$\$%&' ()&\* \$+, &-. /0) &' 1 (23\$+45&3' (4612&()&(&,1)+75&\$-85' 1&8(421/ .39&; (, <&(77&5' (5&(887\*-&>1)8\$4)1)?&@@A&&



&

&

&

A" B\*&%' (5&81,3145(61&' ()&\* \$+, &-. /0) &' 1 (23\$+45&3' (4612&.4&5' 1&8()5&! A&/ \$45' )9&>1)8\$4)1)?&@@! &

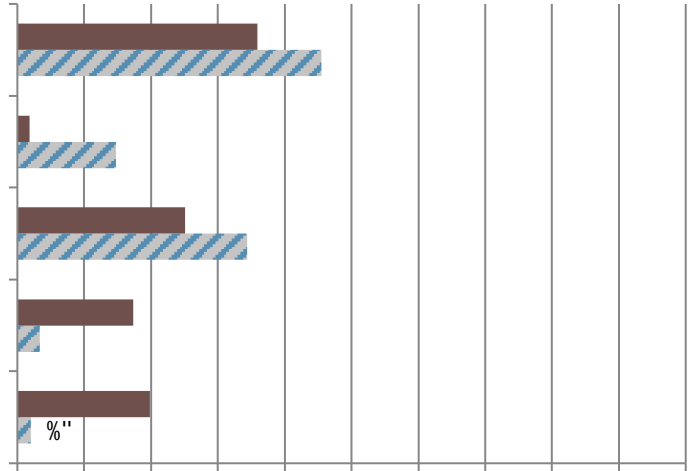
&

C" !D.2&\*\$+&+,7\$+6' &1 / 87\$\*11)&(42&5' 14&, 13(77&(4\*9&:; (, <&(77&5' (5&(887\*=&1)8\$4)1)?%@@A&

&  
!

L" #\$\$%&/ (4\*&+4-.7712&' \$+,7\*&3, (-5&\$, &) (7(, .12&8\$) .5.\$4)&2.2&\*\$+&' (M1&\$4&+41&COP&AOA09&>1)8\$4)1)?&@A&J(7(, .12F&&  
@C&K, (-5&

&



&

&

Q"#()&\*\$+, &., /&(2212&\$, &.43, 1()12&+)1&\$-85' 1&-\$7\$%.46&5\$&8, \$M.21&%\$, <1,) &.4&5' 1&7()5&L&/ \$45')9&; (, <&(77&5' (5&  
(887\*=&>1)8\$4)1)?&@CR&

&

!

!

!

!

!

!

!

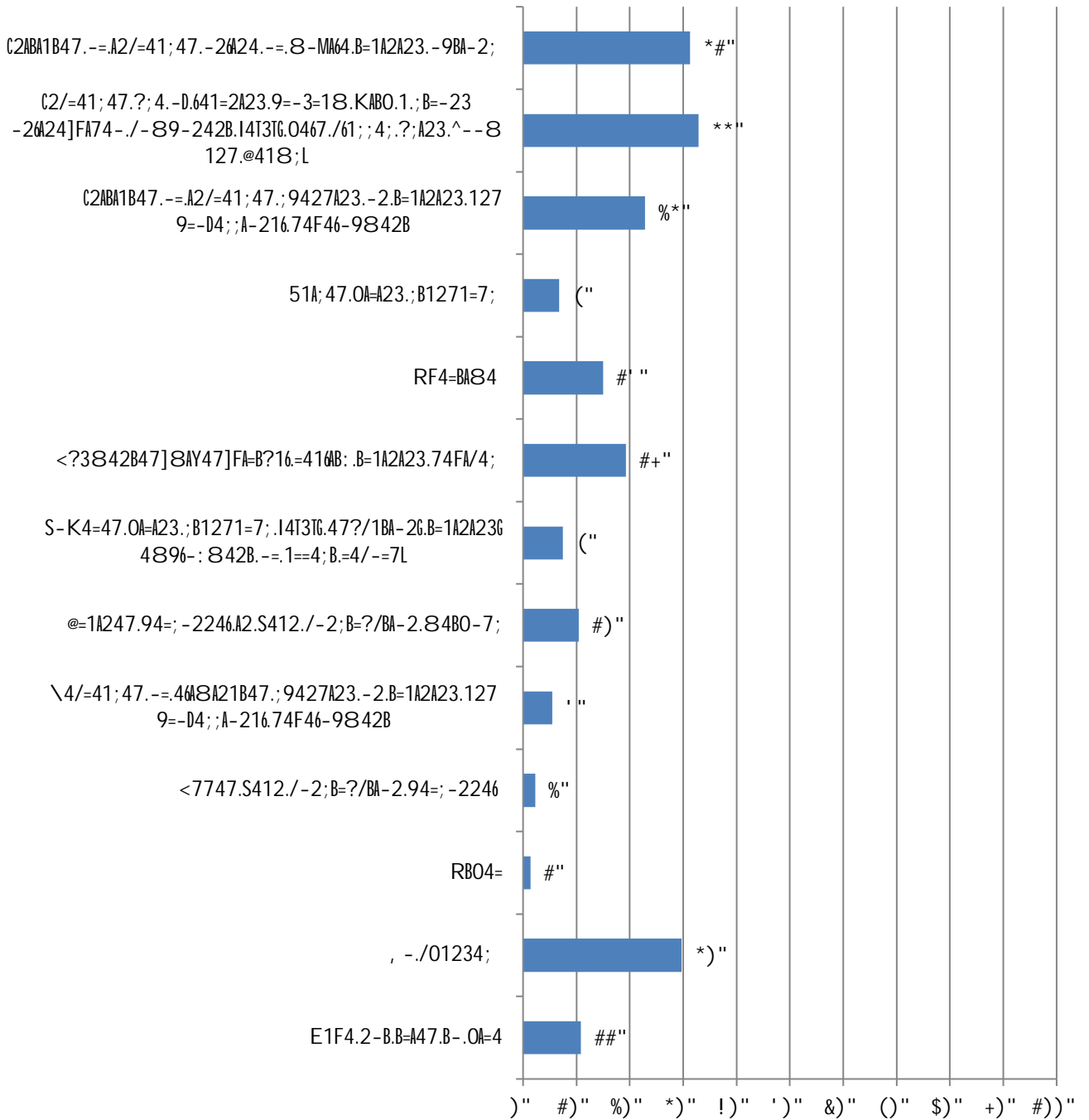
!

!

&

&

R"&#()&\* \$+, &., /&/ (21&3' (461)&.4&' ., .46P&5, (.4.46&\$, &)3' 12+7.46&.4&5' 1&7()5&L&/ \$45')9&.; (, <&(77&5' (5&& (887\*=>1)8\$4)1)?&@@!&

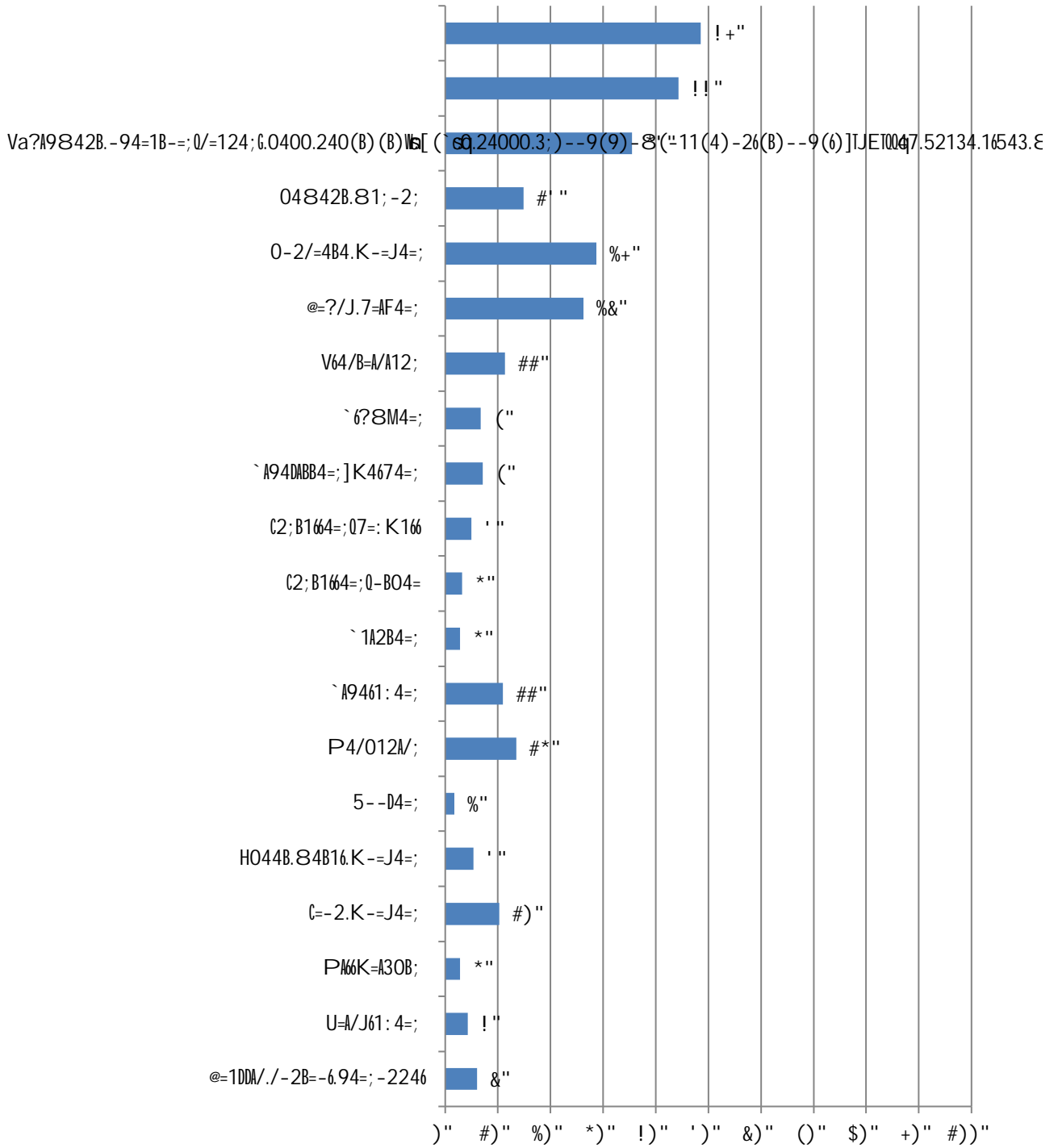


!  
!  
!

!



! 0"8&-&\* \$+, &., / &.)&' (M.46&5, \$+H71&-.77.46&' \$+, 7\* &3, (-5!8\$).5.\$4)P&871 ()1&.42.3(51&(77&5' 1&8\$).5.\$4&5\*81)&\* \$+& (, 1&' (M.46&5, \$+H71&-.77.46&.; (, <&(77&5' (5&(887\*="&>1)8\$4)1)?&ARA&



&  
&  
&  
&  
&  
&  
&  
&

!!"#(\$%&'()\*+,-./:;<=>?@A B C D E F G H I J K L M N O P Q R S T U V W X Y Z [ \ ] ^ \_ ` { | } ~ ¡ ¢ £ ¤ ¥ ¦ § ¨ © ª « ¬ ® ¯ ° ± ² ³ ´ µ ¶ · ¸ ¹ º » ¼ ½ ¾ ¿

!A"V' (5&513' 4\$7\$6.1)&:' (,2%(,1&\$,8)\$-5%(,1=&' (M1&\*\$+&1/87\$\*12&,131457\*85\$&' 178&(771M.(51&(4\*87(H\$,8)' \$,5(61)&\*\$+,&-./&' ()&1W81,.143129&; (,<&(77&5' (5&(887\*=&>1)8\$4)1)?! R&

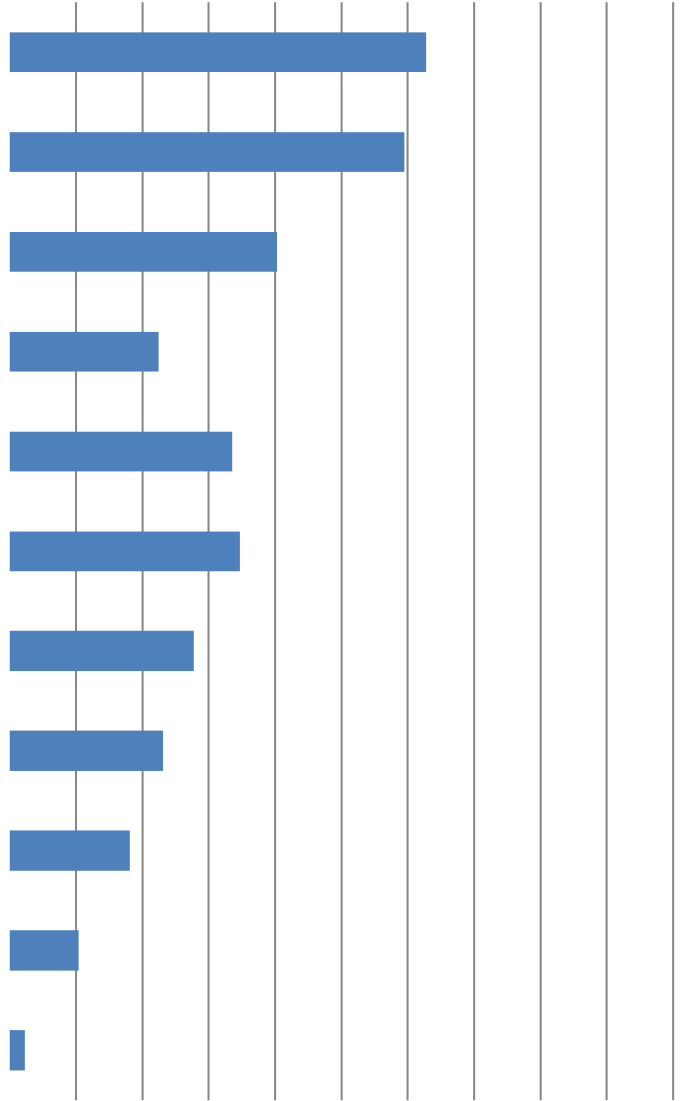
&  
&

&

! C"V' (5&/8(35P&-&(4\*P&' ()&



!G"8&-8K\$46,1))85(<1)&-+,5' 1,&(35.\$485\$8(22,1))85' 1&13\$4\$/.3&-(7\$+5&-,\$/85' 1&3\$, \$4(M., +)P8%' .3' &\$-85' 1)1&/1()+, 1)&  
%\$+72&H1&' 178-+785\$&\*\$+,&H+).41))9&; (, <&(7785' (5&(887\*=&>1)8\$4)1)?&@CA&  
&



&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&

!L"V' 14&2\$&\*\$+\$&1W8135&\*\$+\$, &., /0) &M\$7+ / 1&\$- &H+).41))&% .7&, 15+, 4&5\$&.5)&4\$, / (7&71M17&, 17(5.M1&5\$&\$41&\*1 (, &1 (, 7.1, 9&  
>1)8\$4)1)?&@CI&  
&

&  
!Q"&

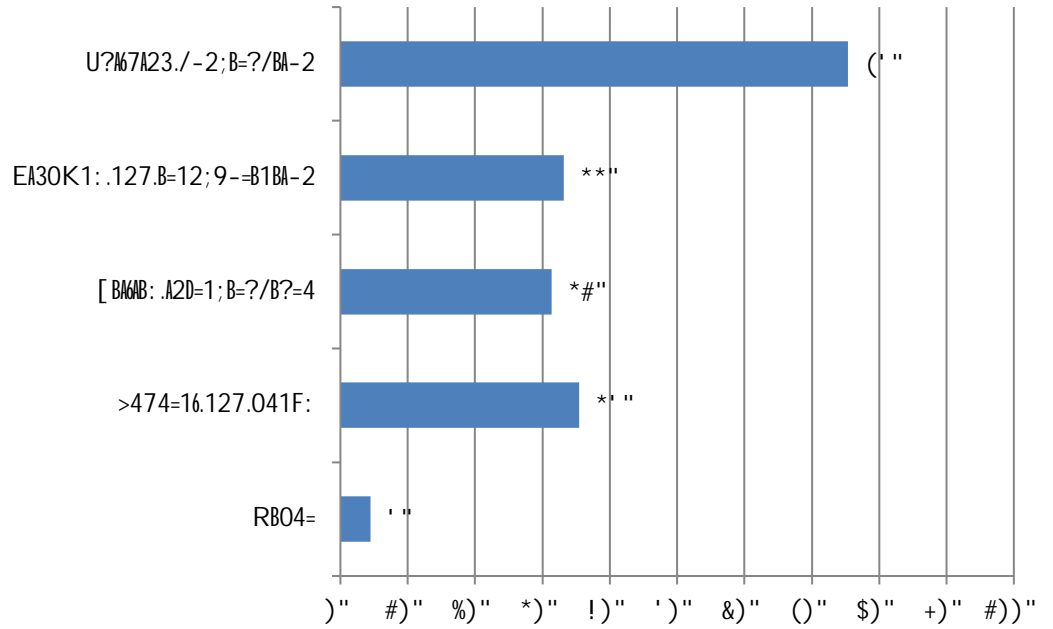
&

!R"#\$%&/ (4\*5\$5(7&1 / 87\$\*11)&2.2&\$+,&., / &1 / 87\$\*&(5&(77&\$-&.5)7\$3(5.\$4)&())&\$-W+41&COP&AOA09&>1)8\$4)1)?&@@C&  
&

&  
&  
!  
!  
!  
!  
!  
&  
&  
! | "&

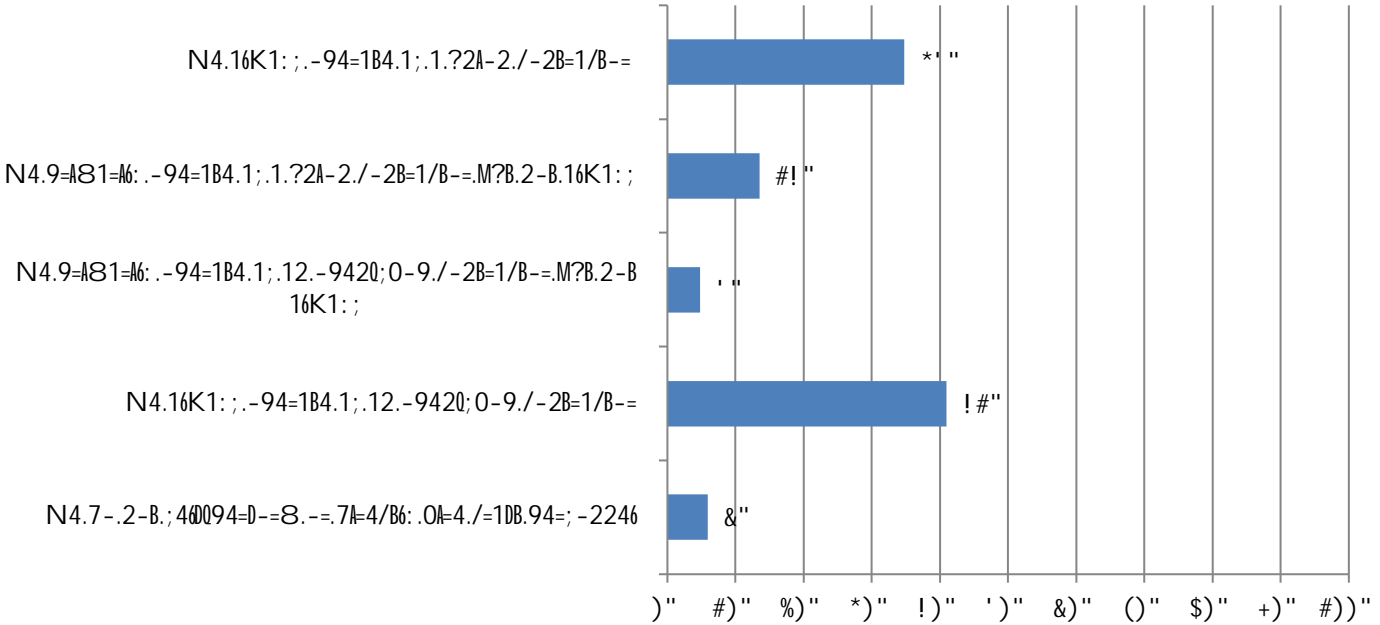
&

AO"Y71()1&.42.3(51&%'.3' &\$-85' 1&-\$77\$%.46&5\*81)&\$-83\$4)5,+35.\$4&8,\$T135)&\* \$+,&.-,/81,-\$,/)&; (<&(77&5' (5&(887\*=&  
>1)8\$4)1)?&&@C&  
&



&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&  
&

A! "V' 14&\*\$+&)17-Z81,-\$, /&3\$4)5,+35.\$4&%\$, <P&2\$&\*\$+&\$81, (51&())&(4.\$4&3\$45, (35\$, &\$, &(4&814Z)' \$8&3\$45, (35\$, 9&  
>1)8\$4)1)?&&@CQ!  
&



&  
&

&  
&  
&  
&

!  
&  
!

&

&

&  
&  
&  
&