

2025 EMPLOYEE SURVEY RESULTS

93.8%

FEEL PROUD TO WORK AT FIREHOUSE

87.5%

SAY FIREHOUSE IS COMMITTED TO
CREATING AN INCLUSIVE WORKPLACE

87.5%

FEEL THEY CAN BRING THEIR
AUTHENTIC SELF TO WORK

93.8%

FEEL VALUED FOR UNIQUE
PERSPECTIVES AND CONTRIBUTIONS

100%

AGREE PEOPLE FROM DIFFERENT
BACKGROUNDS COLLABORATE
EFFECTIVELY

WHAT WE'RE DOING WELL

- ✓ WELCOMING AND FRIENDLY
WORKPLACE ATMOSPHERE
- ✓ MORE AGENCY-WIDE PARTICIPATION
IN 2025 VS PREVIOUS
- ✓ EDUCATIONAL & FUNDRAISING
OPPORTUNITIES ARE VALUABLE

ADDITIONAL FOCUSES IN 2026

- NEW TRAINING COURSES FOR
MANAGERS
- NEW AUDIT PROCESS FOR AGENCY
POLICIES TO ENSURE INCLUSIVITY
- CONTINUED FOCUS ON FUNDRAISING
AND COMMUNITY INVOLVEMENT
INITIATIVES

2025 RECRUITING REPORT

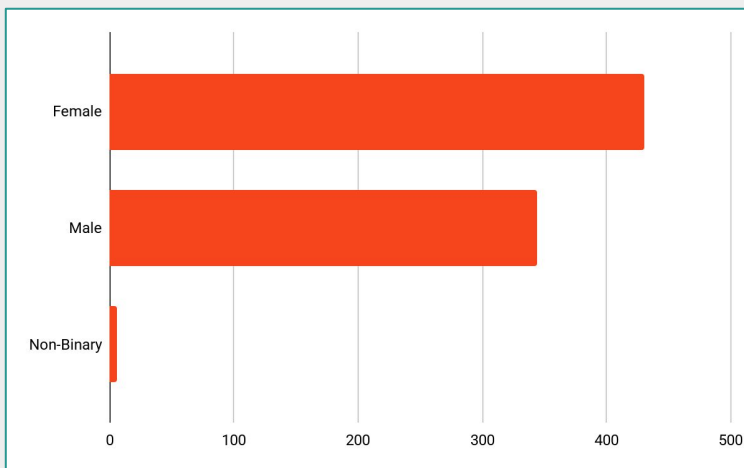
733 CANDIDATES CONSIDERED



19 CANDIDATES INTERVIEWED



CANDIDATES SOURCED VIA LINKEDIN
(remaining provided via recruiters)



25% Female candidates out-number male candidates by 25%.



The shift comes mainly from female Black (+21) and Hispanic (+16) applicants.

Caucasian candidates continue to hold the largest representation.

Black and Hispanic candidate representation improved vs. 2024.

Asian candidate representation held steady.

