



## CDW's Consolidated EEO-1 Data

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Thank you for your interest in CDW's Consolidated EEO-1 Data.

The decision to make our EEO-1 data publicly available is in line with our commitment to increasing transparency about our efforts to foster an inclusive and welcoming environment. We are deliberate and focused on creating a culture where The CDW Way becomes a lived reality – where belonging is an everyday experience for all our coworkers, customers, business partners and communities.

For more information about our environmental, social and governance (ESG) strategy, see our [2023 ESG Report](#).



The data that follows on the diversity of CDW's U.S. workforce is from our annual submissions to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects data as of December 31, 2023, December 31, 2022 and December 31, 2021. The EEOC mandates the use of specific job categories, which do not always reflect how CDW organizes its workforce. The EEOC filing provides our workforce diversity data at a single point in time and is not intended to holistically convey our strategy or progress. For additional information, please visit our [ESG website](#).



# CDW's 2023 Consolidated EEO-1 Data

(as of December 31, 2023)

## Section H - Workforce Demographic Data

JOB CATEGORIES	Not-Hispanic or Latino														Total
	Hispanic or Latino		Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	
Executive/Senior Level Officials and Managers	1	0	5	0	3	0	0	0	4	1	1	0	0	0	15
First/Mid-Level Officials and Managers	96	55	792	47	87	3	1	17	498	48	58	2	0	9	1713
Professionals	341	185	2593	254	432	5	11	73	1129	152	202	3	3	31	5414
Technicians	75	33	106	35	47	2	0	9	9	2	7	0	1	1	327
Sales Workers	152	77	1808	90	95	4	3	39	582	32	33	1	4	17	2937
Administrative Support Workers	76	147	234	52	51	0	0	5	331	114	31	1	1	12	1055
Craft Workers	2	0	5	0	2	0	0	0	0	0	0	0	0	0	9
Operatives	94	45	21	11	18	4	0	1	4	1	5	1	0	0	205
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	1	1	3	1	0	0	0	0	3	0	0	0	0	9
<b>Total</b>	<b>837</b>	<b>543</b>	<b>5565</b>	<b>492</b>	<b>736</b>	<b>18</b>	<b>15</b>	<b>144</b>	<b>2557</b>	<b>353</b>	<b>337</b>	<b>8</b>	<b>9</b>	<b>70</b>	<b>11684</b>



# CDW's 2022 Consolidated EEO-1 Data

(as of December 31, 2022)

## Section H - Workforce Demographic Data

JOB CATEGORIES	Not-Hispanic or Latino															Total
	Hispanic or Latino		Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
Executive/Senior Level Officials and Managers	1	0	4	0	3	0	0	0	5	1	1	0	0	0	15	
First/Mid-Level Officials and Managers	98	63	834	53	80	3	3	14	503	45	52	1	0	11	1760	
Professionals	327	162	2582	244	409	5	12	72	1017	149	183	2	2	26	5192	
Technicians	76	31	108	40	42	2	0	11	8	4	6	0	1	1	330	
Sales Workers	159	80	1862	100	95	5	4	41	593	30	35	3	3	18	3028	
Administrative Support Workers	80	193	204	41	35	0	0	7	432	96	39	2	2	12	1143	
Craft Workers	2	0	3	0	1	0	0	0	0	0	0	0	0	0	6	
Operatives	112	55	30	18	18	5	0	0	4	1	5	1	0	0	249	
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Service Workers	0	1	1	3	1	0	0	0	0	2	0	0	0	0	8	
<b>Total</b>	<b>855</b>	<b>585</b>	<b>5628</b>	<b>499</b>	<b>684</b>	<b>20</b>	<b>19</b>	<b>145</b>	<b>2562</b>	<b>328</b>	<b>321</b>	<b>9</b>	<b>8</b>	<b>68</b>	<b>11731</b>	



# CDW's 2021 Consolidated EEO-1 Data

(as of December 31, 2021)

## Section D - Workforce Demographic Data

JOB CATEGORIES	Not-Hispanic or Latino															Total
	Hispanic or Latino		Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or more races		
Executive/Senior Level Officials and Managers	0	0	5	0	0	2	0	0	5	1	0	1	0	0	14	
First/Mid-Level Officials and Managers	105	69	906	56	3	85	2	19	545	41	2	52	1	13	1899	
Professionals	256	125	2350	176	1	337	11	62	829	93	2	144	1	27	4414	
Technicians	76	33	153	48	1	51	0	9	18	10	0	9	1	2	411	
Sales Workers	146	66	1955	90	7	96	5	43	605	29	3	32	4	17	3098	
Administrative Support Workers	50	167	193	22	0	21	0	4	444	75	1	43	2	15	1037	
Craft Workers	2	0	4	0	1	1	0	0	0	0	0	0	0	0	8	
Operatives	132	76	41	27	6	22	0	1	6	4	1	6	0	0	322	
Laborers and Helpers	2	0	0	3	0	2	0	0	1	2	0	0	0	0	0	
Service Workers	0	1	1	3	1	0	0	0	0	2	0	0	0	0	10	
<b>Total</b>	<b>769</b>	<b>536</b>	<b>5607</b>	<b>422</b>	<b>19</b>	<b>617</b>	<b>18</b>	<b>138</b>	<b>2453</b>	<b>255</b>	<b>9</b>	<b>287</b>	<b>9</b>	<b>74</b>	<b>11213</b>	