

Morningstar, Inc. Workforce Demographics (as of 9/30/18)

	<u>Gender (Global)</u>		<u>Gender (U.S.)</u>		<u>Ethnicity (U.S.)</u>						
	Female	Male	Female	Male	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	Native American or Alaskan Native	Two or More Races	White
Senior Leaders	21.7%	78.3%	25.5%	74.5%	0.0%	0.0%	9.9%	0.0%	0.0%	1.0%	89.1%
First/Mid Managers	34.4%	65.6%	36.4%	63.6%	2.0%	2.9%	21.6%	0.0%	0.0%	1.1%	72.4%
Non-Managers	40.1%	59.9%	37.5%	62.5%	2.7%	3.8%	22.7%	0.1%	0.1%	1.9%	68.8%
Morningstar	38.9%	61.1%	36.8%	63.2%	2.5%	3.4%	22.1%	0.1%	0.1%	1.7%	70.2%

Morningstar, Inc. Workforce Demographics (as of 12/31/17)

	<u>Gender (Global)</u>		<u>Gender (U.S.)</u>		<u>Ethnicity (U.S.)</u>						
	Female	Male	Female	Male	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	Native American or Alaskan Native	Two or More Races	White
Senior Leaders	21.2%	78.8%	25.0%	75.0%	0.0%	0.0%	8.6%	0.0%	0.0%	1.0%	90.4%
First/Mid Managers	33.2%	66.8%	34.0%	66.0%	1.5%	3.6%	22.7%	0.0%	0.0%	1.0%	71.2%
Non-Managers	39.7%	60.3%	36.8%	63.2%	3.3%	2.6%	23.0%	0.1%	0.1%	1.9%	69.0%
Morningstar	38.4%	61.6%	35.8%	64.2%	2.9%	2.7%	22.3%	0.1%	0.1%	1.7%	70.3%