



DRIVING STEM CAREERS:

# A Journey for Equality



**2019** Gender Pay Report  
UNITED KINGDOM



Itisha T. — Product Marketing Manager

“Our corporate culture continues to be recognized as a workplace where our employees feel proud to work and are committed to the company’s success. We believe this is a direct result of our commitment to hiring and retention processes that are based on fairness and inclusion while ensuring we adhere to our core principles of equality in the workforce.”



*Jo-Dee M. Benson*  
**Jo-Dee M. Benson**  
 Vice President and Chief Culture Officer



# Beyond the Numbers

As the world’s market share leader in audio semiconductors, Cirrus Logic occupies a unique place within our highly specialized industry. Cirrus Logic’s rocket fuel is innovation, driven by highly skilled and educated electrical design engineers from all parts of the world. The challenge for the semiconductor industry is diversifying the available worldwide talent pool of engineers, which is comprised overwhelmingly of men. In fact, according to the Engineering UK Report 2018, females comprise only 12 percent of the UK’s engineering workforce.

THE DATA PRESENTED IN THIS GENDER PAY REPORT REPRESENTS ONLY TECHNICAL EMPLOYEES IN OUR RESEARCH AND DEVELOPMENT ORGANISATION. AN ADDITIONAL 83 EMPLOYEES IN OTHER FUNCTIONS RESIDE IN A DIFFERENT CIRRUS LOGIC UK ENTITY AND ARE NOT INCLUDED IN THIS DATA.

This factor contributes heavily toward the tilt in the number of male engineers versus female engineers employed by the company. Making it even more challenging are Cirrus Logic’s

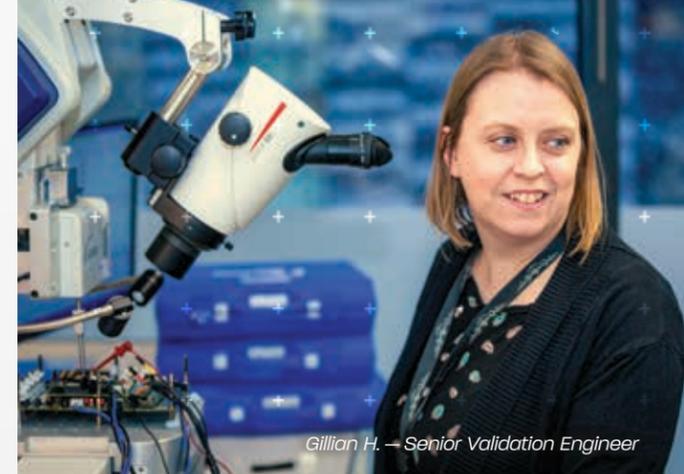
unique engineering skill set requirements— analog and mixed-signal technologies. This is a highly specialized area, even within the electrical engineering disciplines, further significantly reducing the overall pool for qualified talent to design the innovative products that our customers demand.

It’s with this backdrop that Cirrus Logic nevertheless strives for a balanced workforce by encouraging and promoting diversity in the workplace. We remain firmly committed to the principles of equal pay for equal work. Above all, we see our efforts as part of a journey—a journey in which we’ve made considerable progress. We will continue to build a world-class workforce forged on the principles of equality and fairness in the workplace.



Dajel G. — Validation Engineer

**INDUSTRY-WIDE CHALLENGE:**  
 Females comprise only 12% of the UK’s engineering workforce.  
 Source: Engineering UK Report 2018



Gillian H. — Senior Validation Engineer

HOURLY PAY RATE



# Finding the Right Talent

The search for top-tier engineering talent to help drive our business strategy and focus on innovation requires that we search far and wide for candidates from all backgrounds to be a part of our global team. In that process, we take into account all perspectives in order to find the right individuals for the job.

## KEY PROGRAMMES:

- + Continue to review and monitor our recruiting processes while working closely with hiring managers and seeking out candidates that can help us grow a strong, diversified workforce.
- + Continue to promote our career opportunities externally to ensure we attract the best candidate pools of diverse talent for our open positions.
- + Work with our managers and business leaders to continue the recognition of diverse perspectives in building our workforce.
- + Provide opportunities, programmes and a workplace environment that attracts female technologists to careers at Cirrus Logic.



Sophie H. — Technologist

### ATTRACTING FEMALE TALENT

We continue to address the gender balance of the workforce and focus on increasing the number of women in our organisation.

# Growing the Ranks of Our Female Workforce

## PAY QUARTILE EQUALITY

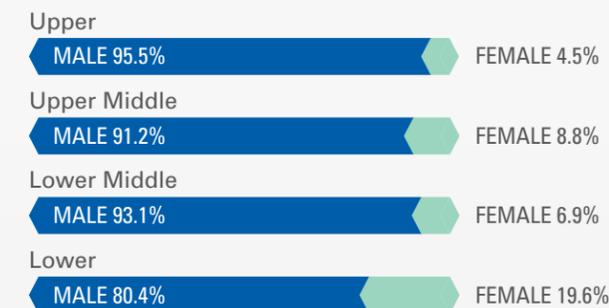
During the current reporting period ending on 5 April 2019\*, the overall size of the Cirrus Logic UK-based workforce moderately declined 5.5 percent. As the company continues its commitment to expanding diversity among top engineering talent, the difference in the mean hourly pay rate between full-pay relevant male and female employees has continued a significant decline over the past three years—from 22.2 percent for the 2017 reporting period to 17.2 percent in 2019—a 22.5 percent change over the past three years. Equally noteworthy is the substantial gain in the percentage of females receiving bonus pay, from 91.9 percent in 2018 to 97.7 percent for the current reporting period. Overall, the gap between the proportion of males to females receiving a bonus now stands at 97.5 percent and 97.7 percent respectively. These key data points reflect significant progress toward the balance of average base pay and bonus pay among females and males in engineering-related positions.

### Male and Female Employees by Pay Quartile

#### OVERALL COMPOSITION OF THE CIRRUS LOGIC RESEARCH AND DEVELOPMENT WORKFORCE IN THE UK\*



#### AS OF APRIL 5, 2018



#### AS OF APRIL 5, 2019



#### WHO IS ELIGIBLE FOR BONUS PAY?

**100%**

of our permanent employees can participate in an incentive bonus plan.

All new hires are eligible for the incentive bonus plan beginning on their first day of employment.

#### PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS

**97.5%**

Male Employees

**97.7%**

Female Employees

#### DIFFERENCE IN BONUS PAY

**MEAN**  
**54.7%**

**LOWER**  
Female Employees

**MEDIAN**  
**50.0%**

**LOWER**  
Female Employees

\* Reported in the required six areas. We are reporting the statistics for Cirrus Logic International Semiconductor Ltd., as we employ more than 250 people in the United Kingdom. The data presented in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations"). These figures are as of 5 April 2019 and represent only technical employees in the Research and Development organisation. This data excludes employees in other functions that reside in a different Cirrus Logic UK company.



Roopa J. — Senior Verification Engineer

“ Cirrus Logic dedicates significant resources to supporting a multitude of STEM-related activities for school-aged young girls because we believe it plays a vital role to begin growing the female talent working in STEM-related careers. In 2019, a Women’s Leadership Team was formed at Cirrus Logic with the goal to provide our female workforce with the support and encouragement to advance their job skills and leadership potential. ”

**Jo-Dee M. Benson**  
Vice President and Chief Culture Officer



# Career Development

We deliver appropriate learning and development opportunities to ensure that a pipeline of suitably experienced and capable candidates are available for consideration for promotion to more senior roles, with a focus on under-represented groups.

## KEY PROGRAMMES:

- + Develop supporting material highlighting the potential career paths at Cirrus Logic.
- + Provide access to mentoring, training and development opportunities to encourage and promote progression for senior roles.
- + Establish a network of groups across our offices to support the career development of staff by helping address the issues in both their work and personal life that could impact their opportunities to pursue higher level roles within the organisation.
- + Provide opportunities for our engineers to earn additional compensation by securing patents for innovative technological approaches.
- + Offer 24-hour, year-round access to eLearning platforms so that employees can develop their skills at their convenience.
- + Support our female engineers by encouraging their active participation in the Society of Women Engineers (SWE), Women in Science and Engineering (WISE) and Women's Engineering Society (WES) as members and by sponsoring their attendance at conferences, such as the annual conferences of Women in Tech Scotland and the IEEE Women in Engineering International Leadership.
- + Encourage all of our female employees working in technology-based roles to participate in the biannual Cirrus Logic Innovation Conference. This conference showcases innovative thinking to problems facing our company or customers, while elevating the visibility of technical skill sets.
- + Host regular programmes, such as "Lunch-n-Learns," geared towards women's leadership topics.

In fiscal year 2019, Cirrus Logic invested more than £705K in global training initiatives involving personal, professional and leadership development. More than 43 percent of all training dollars — or £304K was specific to UK-based employees.

**£304K**

Invested in UK-Based  
Employee Training

Prathibha S. — Verification Engineer  
Tracey M. — Production Planning Manager

# Encouraging Leadership

The mission of the Women's Leadership Team at Cirrus Logic is *to cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, collaboration, and discussion.* In 2019, the group held monthly career enhancing training and networking events, provided mentoring at STEM-related activities, and participated in multiple community service projects.



# Inspiring Tomorrow's Workforce

Cirrus Logic believes that during the next 10 to 20 years we can help impact the number of females participating in STEM fields, and engineering in particular, through both our own efforts and by joining with other organisations to promote STEM occupations to aspiring young women. In 2019, Cirrus Logic worked with these UK-based organisations in support of STEM-related activities.

- + This revolutionary research-based campaign allows our engineers to help young women understand their strengths, aptitude and engagement with inspirational role models who have similar interests and to pursue careers in STEM-related fields.
- + Participate in the International Women in Engineering Day media campaign.
- + Conduct a biannual International Innovation Conference to enable the sharing of ideas and future innovation across our workforce.
- + Sponsor and participate in STEM Scotland to bring together a variety of stakeholders that will allow delegates to explore the latest educational developments and champion best practices.
- + Cirrus Logic is an annual major sponsor of the Edinburgh International Science Festival, hosting educational activities for the general public, Cirrus Logic employees and their families.
- + Sponsorship of The University of Edinburgh's Hyperloop Team, a student society dedicated to accelerating the development of Hyperloop technology and advancing technical achievements.



- + Our very own Cirrus Logic Kids' Club not only brings together children of employees from around the world, but it also encourages STEM learning through a variety of fun activities throughout the year.
- + The Digital Xtra Fund was formed to nurture Scotland's youth, ages 16 and under, by funding opportunities to learn computer and digital skills. Cirrus Logic supports this grant funding to widen extracurricular digital activities across Scotland.
- + Cirrus Logic is a proud corporate sponsor for the Edinburgh University Electronics Electrical Engineering Society. This student run organisation aims to bring members and industry closer together, while also providing ample opportunities for social gatherings.
- + Cirrus Logic works with the London and Scotland STEM Women organisations to sponsor events for university students and graduates where they can meet with employers, hear inspirational speakers and participate in panel discussions.
- + This annual event is Scotland's largest celebration of women in the technology sector. Women working in technology at Cirrus Logic are encouraged and supported to attend and participate.

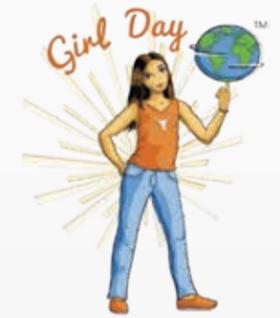


# Our Journey Continues

Despite the small number of female electrical engineers in the UK, we remain focused on attracting new talent and developing our workforce — particularly our female engineers. We are working aggressively as a company and with other organisations to broaden the appeal and participation of females in STEM careers. In 2019 alone, Cirrus Logic invested approximately £135K in STEM-related organisations and events worldwide. We believe we can impact the future and that our journey will never be complete. Each day, Cirrus Logic strives to build a great company by supporting exciting career paths for both women and men and working closely with engineering societies to promote STEM careers and advancing workforce diversity and equality.

**£135K**  
STEM-Related 2019  
Global Investment

## Other STEM Organisations Through Which We Participate Worldwide



Introduce a Girl to Engineering Day & the Girl Day STEM Festival



Megan E. — Product Test Engineer  
Ben B. — Product Test Engineer



#### CONFIRMATION

We confirm that Cirrus Logic is committed to the principle of gender pay equality and has prepared its 2019 Gender Pay Gap results in line with mandatory requirements.

**Allan Hughes**

Vice President

Cirrus Logic International Semiconductor Ltd.

#### THREE-YEAR HOURLY PAY GAP DECLINE

There has been a 22.5% decline in the mean hourly pay gap from 2017 to 2019. This reduction typically signifies a positive trend towards a balance of pay between male and female employees in our engineering workforce.

*Ramya B. — Analog Design Engineer  
Lingli Z. — Design Engineering Manager*



*Front Cover:*

*Daisy S. — Speech Researcher*

*Ivona V. — Principal Design Engineer*



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