


Connected talent systems produce stronger outcomes

FAIR360

FAIR360 Website Subscription

Equip your entire workforce to act on inclusion — with research-backed content, practical toolkits, and implementation guidance proven to move the needle on retention, promotion, and leadership pipelines.

 FAIR360.COM

 UNLIMITED WORKFORCE ACCESS

 RESEARCH-BACKED

Retention

Promotion

Symmetry

Leadership Bench

Mentoring
Capability

Leadership

Sponsorship
Opportunity

Talent

HiPo
Pipeline

ERGs
Exposure

The Work Hasn't Stopped. **Neither Have We.**

The landscape around inclusion has shifted. Programs have been renamed, budgets have been scrutinized, and some organizations have stepped back. But the underlying business challenge hasn't changed: voluntary turnover is expensive, promotion pipelines are fragile, and the war for talent is unforgiving.

The organizations that continue to execute — quietly, rigorously, and with data — are the ones building durable competitive advantages in talent retention and leadership development.

Why the Work Must Continue

Turnover Costs Don't Take a Break

Replacing an employee costs 50–200% of their annual salary. Retention is a financial imperative, not a cultural one.

Talent Pipelines Don't Fill Themselves

Organizations that stop investing in mentorship, sponsorship, and HiPo programs today will feel it in 3–5 years.

The Data Is Clear

Five years of workforce data from 150+ employers shows that stronger initiative execution produces measurably better outcomes — regardless of what you call the program.

How Fair360 Helps

A Framework That Works

The five initiatives are grounded in longitudinal data, not ideology. They reduce turnover, accelerate promotion, and build fairer pipelines.

Content Built for Action

Everything we produce — articles, toolkits, data analysis, and implementation guidance — starts from one question: what's actually useful to you? Our work is grounded in what real organizations need to execute, not what looks good on a slide.

Benchmarking That Shows Where You Stand

Know exactly how your talent systems compare to peer organizations — and where stronger execution will move the needle most.

Always Credible. Always Practical.

We don't publish theory. Every insight is grounded in longitudinal data from 150+ employers and tested against the realities of organizations that have done this work — so you can trust that what we recommend actually works.

A Library That Goes **Wide and Deep**

Unlimited access to a growing content library covering every dimension of the five core inclusion initiatives — from foundational concepts to advanced implementation.

→ **The Talent Operating System**

How mentoring, sponsorship, ERGs, HiPo, and leadership engagement reinforce one another

→ **Mentoring & Sponsorship in Practice**

Moving from participation to measurable advancement and opportunity

→ **Monthly Cultural Toolkits**

Black History Month, Women's History Month, AAPI Heritage, Pride, Mental Health Awareness, and more

→ **Leadership Engagement 101 & 201**

Accountability, governance cadence, KPI integration, and the discipline of everyday decisions

→ **Identify High-Potential Talent Without Bias**

Calibration panels, documented rationales, and re-evaluation discipline

Every Subscription Includes



Unlimited Access

Every employee in your workforce can access Fair360.com — no login limits, no seat caps



Research-Backed Articles

A growing library of content grounded in 5 years of real workforce data from 150+ employers



Monthly Cultural Toolkits

Ready-to-use resources for cultural observances and workplace engagement throughout the year



Implementation Guidance

Practical roadmaps and governance frameworks for the five initiatives that drive measurable outcomes

What the Data Shows: Five Initiatives That Move the Needle

Fair360's longitudinal database spans five years of workforce data from 150+ major employers. The findings are unambiguous: organizations that execute all five core inclusion initiatives outperform those with only 0–1 initiatives in place — materially and measurably.

The Five Initiatives

01

Leadership Engagement

02

Mentorship

03

Sponsorship

04

High-Potential Programs

05

Employee Resource Groups (ERGs)

Organizations with all 5 initiatives see:

44%

Lower Turnover

38%

Promotion Velocity

55%

Promotion Equity

150+

Employers Studied

Beyond the Articles: Benchmarking That Shows Where You Stand

The Fair360 website subscription gives your workforce the content and tools to act. Benchmarking is a separate, deeper service – and it's where organizations get the precise, comparative intelligence that tells them exactly where they stand and what to do next.

What Benchmarking Delivers

Peer Comparison – See how your initiative implementation compares to relevant industry and workforce cohorts – not averages, but organizations like yours.


Turnover & Promotion Analysis – Understand where your talent systems are leaking and where stronger execution would have the greatest impact on retention and advancement.

Trend Intelligence – Fair360's database spans five years. We can identify early signals of talent challenges before they become crises – and direct you to the practices most likely to correct them.

Confidential & Private – All data is kept confidential. Results are shared only with your organization. No public disclosure.

What Subscribers Get vs. Benchmarking Clients

Feature	Website Subscription	Benchmarking
Research-backed articles & toolkits	✓	✓
Implementation guidance	✓	✓
Peer comparison data	–	✓
Turnover & promotion trend analysis	–	✓
Custom recommendations & roadmap	–	✓
Ad hoc advisory support	–	✓

 Benchmarking pricing is tailored to your organization's size and needs. Reach out to the [Fair360 team](#) to start the conversation.

Built for **Everyone** Who Shapes Culture

Fair360 is not just for HR. Every person who influences decisions, conversations, and culture gets tools built for their role.



Executives & Senior Leaders

Business-case research and frameworks for reinforcing fairness in everyday decisions — and tying inclusion directly to retention and promotion outcomes.



People Managers

Playbooks on identifying high-potential talent without bias, sponsoring advancement, and structuring effective mentoring conversations.



HR & Talent Teams

Governance frameworks, KPI integration guidance, and implementation roadmaps for the five initiatives that move workforce outcomes.



ERG Leaders & Members

Governance and funding guidance, plus monthly Cultural Toolkits for cultural observances and meaningful workplace engagement.



Workforce-Reach Pricing

Priced by the size of the workforce you are equipping — **no per-seat or per-login charges**. One subscription unlocks unlimited access for your entire organization.

Tier	Workforce with Access (U.S. Employees)	Annual Price	Per-Seat Cost
Small Workforce	Under 1,000 employees	\$7,500	None
Mid Workforce	1,000–10,000 employees	\$18,500	None
Large Workforce	10,000+ employees	From \$35,000	None
Mission-Sector	Nonprofits, accredited colleges, government agencies (under 5,000 employees)	40–60% off	None

- ✔ Pricing reflects the size of the workforce you are equipping. Every employee gets access — no per-seat or per-login charges, ever.

Built on **70+** Years of Expertise

Fair360's leadership team has done this work from the inside — inside boardrooms, inside HR functions, inside the companies whose data now sits in our longitudinal database. There are very few people in this country who can say that. We are three of them.



Shane Nelson

Managing Director, Inclusion Initiatives

Shane has done this work from the inside. With 17 years of consulting experience and 4+ years in corporate — including the pharmaceutical sector — he has sat in the rooms where inclusion strategy either gets operationalized or quietly shelved. He knows the difference. Shane brings business rigor and an MBA from Rutgers Business School to the design of inclusive workplace systems that actually stick — translating benchmarking data into governance structures, KPIs, and execution roadmaps that leaders can act on.



Luke Visconti

Founder & Chairman

Luke was a pioneer in building this industry. In 1997 he built the benchmarking infrastructure that corporate America came to rely on — and in 2001 launched the Top 50 list that changed how organizations measure inclusion performance. For nearly three decades he has spoken directly with CEOs, CHROs, and board members across industries. He knows what keeps them up at night — talent loss, pipeline fragility, brand risk — and he built Fair360 to address it with data, not ideology. A veteran Naval aviator and stroke survivor, Luke leads with the discipline of someone who has seen what real accountability looks like.



C. Craig Jackson

Senior Director, Inclusion Initiatives

Craig has lived this work across 17 years in corporate America — spanning Fortune 100 companies in financial services, pharma, media, technology, and retail — plus 6 years in consulting. He has held the seat. He knows what it takes to move metrics inside complex organizations, and he knows where execution breaks down. With a JD from American University and certification as a Diversity Executive (CDE), Craig operates at the intersection of law, analytics, and workforce strategy — helping leaders move from intention to measurable impact.

VA-CERTIFIED & VETERAN-OWNED

CERTIFIED BY DISABILITY:IN



Ready to Equip Your Workforce?

Join the growing number of organizations using Fair360 to build more equitable workplaces — and see measurable results in retention, promotion velocity, and leadership pipeline strength.

One subscription. Unlimited access. Research-backed tools for every person who shapes your culture.

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