



OUR COMMITMENT TO DIVERSITY & INCLUSION

WE CAN ALL BE PART OF THE SOLUTION

We believe that Diversity and Inclusion in our workplace matters to the highest degree, because we value our employees and the people we serve. We are committed to courageously engaging in this important conversation, to talking about uncomfortable topics, and to becoming stronger as our team grows, together. Our success as an organization is directly proportional to our ability to individually engage our talents, our unique perspectives, and our respect for every client, customer, and partner.

Diversity and Inclusion are critical to our success. Therefore, we will:

- 1 CREATE AWARENESS.** When every employee feels empowered to bring their full self to work, we benefit from the best of their personality, experiences, and perspectives.
- 2 ESTABLISH EMPATHY.** When we value the unique giftedness and perspective of all our employees, it encourages everyone to respectfully work together.
- 3 PRODUCE OPPORTUNITY.** When every voice is valued and heard, an environment of productive collaboration is created for the benefit of all.
- 4 BUILD BUY-IN.** When we fail to value the uniqueness of others, we push people down, which limits our ability to maximize our impact for clients and diminishes the value of our entire organization.

We are individuals, each unique in our own ways, and together we can create something special through our diversity. To innovate and bring forward remarkable growth in our organization, we must be diverse in our thoughts so that we can co-create the best solutions. If we are not diverse in representation, or stifle the diversity we have, we severely limit our ability to compete against those who seek and embrace diversity.

WE HAVE A SEAT FOR YOU AT THE TABLE, AND WE WANT TO HEAR YOUR VOICE.

