

Diversity & Inclusion

We strive for our workforce to mirror the communities in which we live and do business. As such, our ongoing goal is to become more diverse and inclusive to empower all in our communities. We recognize that diversity and inclusion can provide a competitive edge, but we also want to ensure that we prioritize Diversity & Inclusion practices throughout the entire employee life cycle, making sure every team member—regardless of demographics—can achieve their highest potential.

2020 WORKFORCE DIVERSITY

Total # of Employees	Management Diversity	Non-Management Employee Diversity
	1991	13029
Asian	110 :: 5.5%	699:5.4%
Black or African American	58 :: 2.9%	496::3.8%
Hispanic or Latino	246:: 12.4%	3448::26.5%
White	1410: 70.8%	7092::54.4%
Other	167: 8.4%	1294::9.9%

Board Diversity

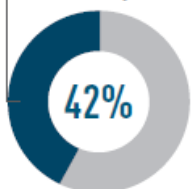
We also recognize the tone on Diversity & Inclusion needs to come from the top. The composition of our Board of Directors reflects the value we place in a diversity of perspectives.

Our objective is to strike a balance between the institutional knowledge that comes with long-term service and the fresh perspective provided by new members. In addition, we aim to be transparent about our board's diversity statistics.

Our independent directors bring a variety of diversity and tenure, effectively balancing the inputs and viewpoints represented on our board.

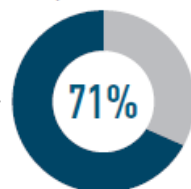
DIRECTOR NOMINEE DIVERSITY

42% of Board members are women or ethnically diverse



DIRECTOR NOMINEE INDEPENDENCE

71% of Board members are independent



COMMITTEE INDEPENDENCE

100% of Board committee members are independent



INDEPENDENT DIRECTOR NOMINEE AVERAGE TENURE

6.2 YEARS



INDEPENDENT DIRECTOR NOMINEE AVERAGE AGE

63.6 YEARS



