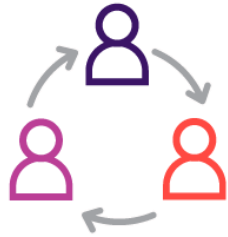


Retaining Diversity in a Fair Workforce



Create a Diverse and Inclusive Workplace

- Evaluate D&I performance
- Create overall strategic plan
- Enhance D&I programs and performance
- Establish reputation for fairness



Recruit and Hire a Diverse Workforce

- Build diversity into high-functioning team
- Visible exec. D&I commitment
- Diversity at all levels
- Critical mass & role models



Sustain Success – Retention

- Avoid “leaky pipeline”
- Create sense of trust and fairness
- Ensure talented diverse employees know they are wanted/respected
- Create fair development and promotion standards

All must be done while maintaining high legal and performance standards.