

INCLUSION AND DIVERSITY AT WOOLPERT

Our Approach

We believe that a strong, thriving company requires a diverse team with a broad range of perspectives, backgrounds, knowledge and experiences. That is why we are dedicated to fostering a culture of inclusion and diversity for all our employees.

We promote an inclusive environment where employees are respected, empowered and encouraged to be their true selves. Together, our differences make us stronger.

How We Foster Our Inclusive and Diverse Culture



Core Values



Supportive



Focused



Balanced



Progressive



Industry Leading



High Performing

Distinct Ways that We Commit to Inclusion and Diversity

Talent Acquisition

We hire the best by executing a recruitment process that allows us to present diverse candidates.

- At Woolpert, we are committed to building a more diverse workforce. For every one out of two jobs posted, we seek to present a qualified diversity candidate.
- We identify diverse talent pools through our college recruiting efforts, job postings and career fairs.
- We conduct an annual salary review to ensure above-market total compensation for all employees.

Culture and Engagement

Woolpert is committed to being supportive, balanced and collaborative to ensure employees have avenues to celebrate their passions and enhance their communities.

- *Inclusion and Diversity Network*: This network brings together employees from different roles and regions to weigh in on executive decisions that affect culture.
- *Community Service and Charitable Giving*: We emphasize individual charitable interests, not just corporate ones.
- *Great Place To Work (GPTW) Initiative*: Woolpert uses the proven GPTW methodology to ensure an overall culture of trust and support. Since starting this in 2015, we have been rated a GPTW by all our employees every year. As part of this survey, our employees are asked each year if they feel that they are treated fairly regardless of age, race, gender and sexual orientation. In all these categories, we consistently score in the 90th percentile. Our goal is 100%.
- *Diversity in Leadership*: A company's belief of inclusion and diversity should be reflected at the highest levels of leadership. At our highest level, our corporate team reflects a 33% diversity level. Our goal is to increase this to 50% over the next two to three years.

External Brand

We believe that sharing the diversity and unique interests of individuals is vital to the voice of our external communications. We are proud of our passionate employees, and we want our clients and communities to know it. Some of the ways we do this are:

- Social media channels that give our people a voice to promote their passions.
- Website content that vividly showcases the skills and personalities of our employees.
- Videos that highlight the unique inner cultures of our regional offices.