DIVERSITY & INCLUSION AT HILTON

We are diverse by nature and inclusive by choice
Conrad Hilton set out to “fill the earth with the light and warmth of hospitality over 100 years ago.” Today, our instinct is the same: to look outward and create heartfelt experiences for Guests, meaningful opportunities for Team Members, high value for Owners and a positive impact in our Communities.

We are more than just a business.

We Are **HILTON** We Are **HOSPITALITY**

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**VISION**
To fill the earth with the light and warmth of hospitality - by delivering exceptional experiences - every hotel, every Guest, every time.

**MISSION**
To be the most hospitable company in the world - by creating heartfelt experiences for Guests, meaningful opportunities for Team Members, high value for Owners and a positive impact in our Communities.

**VALUES**
- **HOSPITALITY**
- **INTEGRITY**
- **LEADERSHIP**
- **TEAMWORK**
- **OWNERSHIP**
- **NOW**
Our Commitment to Diversity & Inclusion:

Diversity is at the core of our Vision, Mission, and Values. We are committed to an inclusive workforce that fully represents many different cultures, backgrounds and viewpoints. Our global brands provide meeting places for people to connect, creating a welcoming environment for all.

Understanding our Team Members’ unique perspectives, along with those of our Guests, Owners, Suppliers, and Partners, is essential to driving our competitive performance. Our company will always strive to reflect the global communities where we live and work.
Accountability starts with our executive leadership. Our senior leaders demonstrate ongoing support and commitment to diversity and inclusion through a variety of channels:

- Our President and CEO Chris Nassetta chairs the Hilton Executive Inclusion Council (EIC). The EIC is comprised of the company’s most senior leaders and provides oversight of our diversity and inclusion programs and initiatives.

- A Quarterly Diversity Dashboard, including updates on key diversity metrics and progress related to our culture, talent and marketplace initiatives, is reviewed by EIC members.

- Our leaders are committed to our diversity and inclusion efforts, and we hold them accountable through Organizational Objectives, tied to compensation, that measure their performance against our diversity goals. We also monitor feedback directly provided by our Team Members on our leaders’ diversity focus.

- We are driving transparency by sharing our commitment, internally and externally, to increase diversity at our leadership levels.

- Through our Executive Committee (EC) Mentoring Program, Chris Nassetta and all EC members mentor and sponsor diverse emerging leaders on a regular basis.

- Our Board of Directors, of which are 11% Ethnically Diverse and 44% female, review our diversity initiatives, programs and metrics regularly.

- Our Team Member Resource Groups (TMRGs) are all sponsored by C-Suite level executives.

- Leaders are equipped with resources and training to build and sustain inclusive environments for every Team Member and guest.

- In our new Courageous Conversations series, leaders are encouraging vulnerability and authenticity through allyship, advocacy, and inclusive leadership.

Hilton hospitality is a powerful, unifying force that has fueled greater understanding and served as an engine of opportunity for more than a century – for our Guests, Communities, Partners and most of all, our Team Members. We have committed to create the best, most inclusive home for our Team Members at Hilton, ensuring they feel welcomed and empowered to bring their full selves to work every day.

And looking forward, we will continue to hold ourselves accountable to that commitment through recruitment, hiring and leadership targets; partnerships with racial and social justice organizations; and ongoing learning and development opportunities. We celebrate the diversity of everyone in our extended Hilton family, and we appreciate the unique experiences and perspectives they share with us every day.

– Chris Nassetta
President & Chief Executive Officer
WE HAVE COME A LONG WAY IN OUR DIVERSITY & INCLUSION JOURNEY

Established a global framework for Diversity and Inclusion under Culture, Talent & Marketplace initiatives

Created Hilton Executive Inclusion Council

Initiated Executive Committee Networking Program

Launched first Team Member Resource Groups (TMRGs)

Created partnerships with Black, Hispanic, Asian and Pacific Islander-serving colleges and universities

Established relationships with diverse nonprofit strategic partners (i.e. NAACP)

Appointed two women to the Board of Directors

Launched Multicultural Marketing Advisory Board

Launched Operation: Opportunity, our veteran hiring initiative

Pledged to ‘Open Doors’ for One Million Young People by 2019

Achieved 100% on the Human Rights Campaign Corporate Equality Index

Partnered with U.S. State Department in support of Global Equality Fund

Signed White House’s Equal Pay Pledge

Launched best-in-class parental leave policies and adoption assistance

Recognized as DiversityInc Top 50 Companies for Diversity (#42)
• #3 Mentoring
• #4 Supplier Diversity
• #11 Employee Resource Groups

Recognized as a World’s Best Multinational Workplace, and as a Great Place to Work
winner 13 countries
• Best Companies to Work for - US (#56)
• Best Workplaces for Women (#56)
• Best Workplaces for Millennials (#60)

Recognized as DiversityInc Top 50 Companies for Diversity (#2):
• #1 Supplier Diversity
• #4 People with Disabilities
• #3 Mentoring
• #4 Employee Resource Groups
• #4 Executive Diversity Councils
• Top Companies for LGBT employees

Evolved TMRG model to extend global reach and increase participation

Enhanced our systems with more inclusive identification options (i.e. non-binary)

Committed to being transparent with our workforce data

2010 - 2011

2012 - 2013

2014 - 2016

2017 - 2021

Launched Thrive at Hilton: our Team Member Value Proposition

Joined the Valuable 500 in support of disability inclusion

Required Diversity & Inclusion and Unconscious Bias Training globally for all managed and franchised properties

Achieved 100% on the Human Rights Campaign Corporate Equality Index since 2014

Recognized as the #3 World’s Best Multinational Workplace, and as a Great Place to Work in 24 countries and 3 regions,
• Best Companies to Work for - US (#1) 2019 - 2020
• Best Workplaces for Parents (#2) 2020
• Best Workplaces for Women (#1) 2019 - 2020
• Best Workplaces for Millennials (#6) 2020
• Best Workplaces for Diversity (#15) 2019
Our strategy is to leverage and promote diversity and inclusion through a framework of Culture, Talent and Marketplace initiatives to foster innovation and create a globally competitive business.

**Culture**

We are proud to create a culture where all are welcomed and celebrated.
- Team Member Resource Groups that celebrate our uniqueness and commonalities
- Focused development programs to build robust, diverse talent pipelines
- Inclusion councils that provide oversight and alignment of our initiatives to the overall Hilton Global Diversity and Inclusion framework

**Talent**

We attract, develop, and retain the best and brightest talent in hospitality.
- A commitment to hire diverse candidates at all levels
- Inclusive recruitment, learning, and leadership development programs
- Quarterly reporting of Team Member diversity metrics to improve transparency and drive accountability
- Team Member benefits that support personal and professional growth

**Marketplace**

We engage, support, and create business opportunities in our communities.
- Strategic partnerships with non-profit organizations and marketing campaigns to engage diverse customer segments
- Property ownership for women and ethnic minorities
- A supplier program that procures products and services from diversely owned businesses
- Partnership with ESG (Environmental, Social and Governance) and the Hilton Effect Foundation to support communities around the globe

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**LEADERSHIP SPOTLIGHT**

Hilton is determined to infuse diversity and inclusion at every level of our organization. From recruitment to promotions and training initiatives, we are working together to create a welcoming and inclusive work environment where all of our Team Members can thrive.

- Laura Fuentes
  Chief Human Resources Officer
  Executive Committee Sponsor of the Black TMRG
Culture

We are proud to create a culture where all are welcomed and celebrated.

TEAM MEMBER RESOURCE GROUPS

We celebrate our uniqueness and commonalities

Our Team Member Resource Group (TMRGs) are voluntary groups that bring together Team Members with shared backgrounds or interests.

Our TMRGs drive impact by:
• Building communities across all segments of our workforce
• Providing professional development opportunities for our Team Members
• Fostering innovation in our business strategy

COURAGEOUS CONVERSATION SERIES

A virtual thought-provoking series to initiate dialogue and real change

Our Courageous Conversation Series is dedicated to intentional conversations with thought leaders to advance allyship, racial equity, and a more inclusive workplace.

Topics include:
• Understanding the impact of systemic racism
• Building opportunity for women and ethnic minorities
• Creating inclusive “hotel” experiences for Team Members and Guests

THRIVE AT HILTON

Thrive at Hilton, our Team Member Value proposition, is embedded in our culture

Our ecosystem of programs support the entire Team Member journey from onboarding, through their career and after becoming Hilton alumni.

Our best-in-class programs include:
• Go Hilton - deep discounts on room rates and food and beverage
• Lead@Hilton - our leadership development framework with a multi-faceted approach to developing leaders at every level

LEADERSHIP SPOTLIGHT

“At Hilton, our culture is a reflection of our individual commitment to our values and an appreciation for diverse perspectives. With over 170 nationalities represented in our workforce, we are committed to promoting an inclusive environment for our Team Members, Guests and Communities while leveraging diversity to fuel innovation and drive our growth. I proudly celebrate our achievements thus far, and embrace all the opportunities that lie ahead.”

- DeShaun Wise Porter
Vice President Diversity, Inclusion and Recognition

LEADERSHIP SPOTLIGHT

“In our TMRGs, you get to know and connect with a lot of people from the company. As the Hilton Leadership Group sponsor of the Latinx TMRG, it’s been an amazing ride. It really feels like a family environment where we share and continue to innovate, furthering the company’s progress towards diversity and inclusion.”

- Juan Corvinos
Vice President Development CALA
HLG Advocate for the Hispanic Latinx TMRG
THE IMPACT OF OUR TEAM MEMBER RESOURCE GROUPS

Our Team Member Resource Group (TMRGs) successes are shining examples of Hilton’s commitment to an inclusive workforce that fully represents many different cultures, backgrounds and viewpoints. In just a short time, our program has grown to be best in class.

**16,000 TEAM MEMBERS**

**8 RESOURCE GROUPS**

**245 CHAPTERS**

**16% OF TMRG LEADERS WERE PROMOTED IN 2020**

**8**

**245 CHAPTERS**

**16% OVERALL PROMOTION RATE**

Areas of TMRG impact:

- **Building COMMUNITIES** across all segments of our workforce
  - We launched a TMRG monthly newsletter called “The BRIDGE - Building Relationships in Diverse Group Environments” that features:
    - Reflections from our leaders
    - Rotating TMRG spotlight content
    - Upcoming events and learning opportunities
    - Easy access to D&I resources

- **Providing professional development opportunities for our TEAM MEMBERS**
  - The WTMRG launched “In Conversation” – a series of podcast-style interviews featuring incredible women across our global network sharing insights on personal growth and building fulfilling careers.

- **Fostering INNOVATION in our business strategy**
  - Our Black TMRG partnered with the Black Travel Alliance to survey the black leisure market and understand how race plays a role in travel.

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1. Chapters include Corporate and Property Team Members
2. Corporate Team Members only
MEANINGFUL MOMENTS FROM OUR TMRG MEMBERS

We are amplifying our Team Members’ voices on our careers blog and social media channels to recognize heritage months and celebrate the impact our TMRGs are making around the world.

To celebrate Hispanic Heritage month, our Hispanic/Latinx TMRG hosted a virtual discussion and live cocktail and salsa crafting class.

Barbara, one of our deaf Team Members, taught how to sign the three most common phrases in hospitality: “Welcome,” “How can I help you?” and “Thank you.”

Lorena shared how Hilton supports her as a Military spouse.

We honored Black History month by celebrating Black culture and commemorating the historic contributions and achievements of Black people everywhere.

Our Pride Team Member Resource Group leader, Alex, shared his thoughts on our blog how to create a more inclusive space for LGBTQ+ individuals to come out in the workplace.

Our Black Team Member Resource Group encouraged all Team Members to rally together around our theme “Calling All Allies” for BlackHistoryMonth

We celebrated being a Great Place to Work for Women around the world.

In celebration of the “Year of the Ox,” our Asia & Pacific Islander TMRG members around the world wished #TeamHilton a Happy New Year in their native languages.

To recognize International Pronouns Day, our Pride TMRG hosted a virtual conversation on inclusive language and gender pronouns.
DEVELOPING AN INCLUSIVE & RESPECTFUL WORKPLACE CULTURE

Our new virtual Courageous Conversation series is dedicated to intentional conversations with thought leaders to advance awareness, understanding and a more inclusive workplace.

Topics have included: “How to use your Privilege to Become an Ally”, “Systemic Racism and the impact of COVID-19 on our industry”, and “Valuing Diversity and Culture in the ‘Hotel’ Experience”. We are proud to have partnered with thought leaders such as Adam Grant, Arianna Huffington, and Willie Jackson.

Thousands of Team Members have joined these internal sessions and utilized the learning resources for self-reflection and guiding discussions for smaller groups.

Inclusive & Respectful Workplace Training Curriculum:

All hotels and our corporate Team Members are required to complete annual training as part of Hilton’s commitment to an inclusive and respectful environment for all.

Core Components

1. Diversity & Inclusion/Unconscious Bias
   Build awareness of the implicit bias all humans have and how to overcome this to create an inclusive environment for all.

2. Anti-Trafficking
   Learn the signs of human trafficking for sexual or labor exploitation and know how to take action.

3. Code of Conduct
   Commit to acting with integrity and maintaining the highest ethical standards.

4. Harassment-Free Workplace
   Create a positive environment for all, avoiding actions which create a hostile or offensive environment for others.

THE IMPACT TO OUR TEAM MEMBERS:

“I am so inspired and personally will do more to make an impact. I am so proud of what Hilton is doing to lead, listen, learn and take action to make the world a better place.”

“This call was extremely inspiring and motivating and I know it will lead to incredibly meaningful conversations with teammates and leaders that are long overdue.”

“During Global Week of Service, our clients said our work with Courageous Conversations far outweighs any other initiatives we’ve undertaken. Hilton is setting us apart and above the rest.”
Thrive at Hilton is embedded in our culture and is supported by an ecosystem of programs

**Thrive at Hilton**
Thrive at Hilton, our Team Member Value Proposition, inspires our Team Members to bring their best selves to work every day and can be their authentic selves at every step of their career journey.

**Joining**

**Operation: Opportunity**
Meeting our prior commitment and announcing new military hiring goals

**Diversity for All**
Expanding education efforts to include new Diversity and Inclusion and Unconscious Bias trainings for all Team Members

**Psychologically Safe Workplace**
Creating inclusive environments where all Team Members feel safe, heard and valued with e-Learning courses and resource kits to help support

**Team Member Resource Groups**
Supporting company goals, promoting professional growth and providing company insights from the group’s vantage point

**Careers@Hilton**
Provide career guidance and opportunities to young people through annual awareness campaigns

**Heart of House**
Renovating the back of house and providing new wardrobe options to Team Members

**Working**

**Health and Physical Well-being Programs**
Providing discounts at gyms, on-site health clinics at corporate offices, on-site health screenings, educational sessions and health coaches, and free flu shots at our hotels

**Family-Focused Programs**
Supporting the family through industry-leading parental leave, bereavement leave, adoption assistance, upgraded rooms and milk transportation for new mothers, and backup care for family

**Financial Well-being Programs**
Providing student loan consolidation with discounted rates, finance and budgeting help, home ownership, investments

**Recognition Programs**
Recognizing our Team Members in the moments that matter

**Employee Stock Purchase Program**
Giving Team Members an opportunity to take ownership in the success of Hilton

**Emotional Well-being Programs**
Providing confidential counseling, legal advice, child- and elder care resources, grief and trauma counseling

**Growing**

**Leadership Development**
Giving every Team Member the chance to grow as a leader through our Leadership Development framework, Lead@Hilton

**Go Hilton**
Offering deep discounts on room rates and food and beverage

**Thrive Sabbatical**
Helping our Team Members thrive and bring their dreams to life with a paid sabbatical

**General Manager Academy**
Developing hotel leaders to build skills and become fully-developed leaders

**GED Assistance & Apprenticeship Programs**
Leading the hospitality industry with our fully-paid GED certificate

**Career Pathways for All**
Providing job-specific career maps for positions in hotel operations

**NEW FOR 2021:** A targeted mental health campaign to help destigmatize and draw awareness to emotional well-being.
This will include authentic and vulnerable leader messages, centralized self-service resources and Team Member stories.
Our TMRG members are leading some of these efforts.
Talent

We attract, develop, and retain the best and brightest talent in hospitality.

Recruiting
We are committed to sourcing and hiring gender and ethnically diverse talent
We establish pipelines of diverse talent through partnership engagement, scholarship endorsement and our referral program.
• Engagement with diversity-focused, professional organizations, colleges and universities to build pipelines of diverse talent
• Sponsoring scholarships and professional conferences for diverse talent
• All hiring managers and interviewers are trained to reduce bias throughout the process
• Hotel and corporate internship programs to develop future leaders

Development
We have a deliberate focus to develop and elevate internal talent
We provide an industry-leading leadership framework that provides professional development opportunities for Team Members at every level of the organization:
• External development programs with top universities (e.g., Harvard, Cornell)
• Lead@Hilton leadership programming for all Team Members
• Signature development programs for diverse groups of emerging leaders
• Leadership events & publications
• Mentoring programs for ethnically-diverse and women leaders

Leading
We are committed to increasing the diversity of our leadership
Our senior leaders are committed to increasing diversity:
• Leading diverse teams and practicing inclusive leadership
• Performance and compensation tied to demonstrated D&I progress
• Measured feedback and performance provided quarterly and annually

“At Hilton, we believe that hiring, developing and advancing talented Team Members who represent richly diverse backgrounds and experiences builds an engaging workplace for everyone. We know that our Team Members are the heart of all that we do and we value the unique perspectives and individual strengths that each person brings to our Hilton team.”

- Gretchen Stroud
Senior Vice President Talent
We believe transparency is a key part of our D&I journey.
Our new Diversity & Inclusion site is one click from the Career Website home page and proudly demonstrates our commitment to D&I.

New features include:
- Our D&I commitments and updates on our progress
- Sub-pages on Culture, Talent, and Marketplace
- Team Member stories/video testimonials
- Awards & recognition

Operation: Opportunity -
Our Veteran Focus
We have hired over 30,000 veterans, spouses and dependents in the last six years. With shared values like leadership, integrity and teamwork, veterans, spouses, caregivers and dependents are a natural fit with our culture.

D&I Partnership -
Morris Brown College
Morris Brown College will become the only HBCU with both a flagged hotel and a hospitality management training program on its campus. In addition to welcoming the on-campus hotel as part of our portfolio, Hilton will serve in an advisory capacity for Morris Brown’s hospitality management program, providing guidance on how best to prepare students for the hotel business and create pathways for internships and post-graduation career opportunities.
MENTORING & SPONSORING

We are committed to cultivate and prepare our talent for their next level of leadership through direct engagement and advocacy.

Both mentoring and sponsoring are key components of how we grow and develop our future leaders.

Our work in this space includes:

**EC Mentoring and Sponsoring** - Every EC member commits to mentoring and sponsoring diverse rising leaders from across the business. Our most senior leaders engage directly with rising talent through quarterly meetings and ongoing advocacy and support.

**Mentoring Monday** - Started by the Memphis Women’s TMRG chapter, this semi-annual event gives all Team Members the opportunity to meet with senior leaders in a speed-mentoring format intended to create networking opportunities and share information on potential career paths and opportunities.

**Mentoring for ALL** - In addition to formal mentoring programs, we encourage all leaders to actively sponsor and mentor talent across the organization. Our TMRGs also host mentoring and connection opportunities and regularly engage in informal mentoring.

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**MENTOR SPOTLIGHT**

“Mentoring at Hilton is part of our leadership DNA and we believe that every leader has a responsibility to engage and develop our rising talent. Mentors are an essential part of professional and personal growth and can help you gain new perspectives and thoughtfully plan your career journey. I find my mentoring engagements rewarding and enlightening. A great mentor-mentee partnership allows insights and learning to flow both ways and helps both people continue to grow and thrive.”

- Kristin Campbell
  EVP, General Counsel & Chief ESG Officer
  EC Sponsor for the Women’s TMRG

**MENTEE SPOTLIGHT**

“The EC Networking program is an excellent way for rising leaders to connect with senior level executives who leverage their wealth of professional experience to provide meaningful guidance on a variety of professional topics. Having an EC level mentor gives me confidence that the guidance I receive is aligned with the ideals, culture, strategic direction and expectations of the organization’s senior leadership team. The mentorship program demonstrates Hilton’s commitment to grooming team members for future success and makes participants feel appreciated and recognized.”

- Shruti Gandhi Buckley
  Global Head of Hampton
Marketplace

We engage, support, and create business opportunities in our communities.

Diversity is continually promoted within our marketplace through our supplier diversity program, multicultural marketing to diverse customer segments, partnerships with numerous diverse nonprofit organizations, and development of property ownership opportunities for women and ethnic minorities. We partner with key stakeholders to create opportunity in the marketplace for Suppliers, Guests, Communities and Owners.

Through our award-winning supplier diversity program, which began nearly a decade ago, we have cultivated relationships with over 4,900 women-, minority-, veteran-, LGBTQ-, disabled-owned and small businesses in the U.S. In 2020, we sourced from 2,700 Supplier Diversity Program partners, accounting for over $266 million of our supplier spend. We were proud to be named #1 on DiversityInc’s Top Companies for Supplier Diversity list in 2020.*

At the heart of our Corporate Responsibility strategy, Travel with Purpose, is the fundamental belief that any Team Member can make a difference, and that we as individuals, teams, hotels, and a company can positively impact the communities where we live, work, and travel.

*Tier 1 & 2

SUPPLIER SPOTLIGHT

“I have had the privilege of working with Hilton for several years and even participated on their Diversity panel. I am thrilled to see where our partnership takes us in the future.”

- Amy Manzanares
Senior Vice President, LEO Events

IMPACT AT HILTON: LEO Events has partnered with Hilton for more than five years providing unforgettable conference experiences. Their team is able to create events that are both fully immersive for attendees and reflective of Hilton’s brands and objectives.

OWNER SPOTLIGHT

“Introducing women and people of color to hotel ownership early on will change the trajectory of their lives.”

- Tracy Prigmore
Hampton Inn Owner/Franchisee

FUN FACT: Founder of “She Has a Deal”
- After having a positive experience as a first-time Franchisee at Hilton, Tracy wanted to give back to people of color and women who wish to get into hotel ownership but faced two big challenges: the lack of representation and access to capital. These challenges inspired her to form the She Has a Deal program which includes an annual hotel pitch competition and educational opportunities for aspiring hotel investors.
PRIORITIZING OUR COMMUNITIES

During the pandemic, Hilton delivered the light and warmth of hospitality to those who needed it the most.

A core pillar of the Hilton Effect Foundation is to support our communities during both good and challenging times to ensure they remain strong and resilient for generations to come. As the impact of COVID-19 has continued to broaden globally and cause society to face unprecedented challenges, the Hilton Effect Foundation is investing in grants to support organizations fighting the spread of infection and aiding communities in need.

In 2020, the Hilton Effect Foundation...

Awarded $1 Million in Global COVID-19 community response efforts, including the funding of 23 grants to organizations worldwide to help build stronger and more inclusive communities.

American Express contributed $1 Million to the World Central Kitchen to provide healthy, freshly-prepared meals to the frontline healthcare professionals who are staying at participating Hilton properties in cities across the United States during the COVID-19 pandemic.

Continued to partner with Clean the World to ensure communities who are struggling get the soap and supplies they desperately need. Our funds help with distribution of recycled soap bars and promotion of the power of sanitation and hygiene in stopping the spread of COVID-19.

We continue to make progress towards our Travel with Purpose 2030 Goals.

1 Million Room Nights
We partnered with American Express to donate up to 1 Million Rooms across the United States to frontline medical professionals leading the fight against COVID-19.

We are on a mission to cut our environmental footprint in half and double our social impact.

Travel with Purpose is our commitment to redefine sustainable travel. By 2030, Hilton commits to double our social impact investment and cut our environmental footprint in half.
RECOGNIZED FOR OUR
AWARD-WINNING
CULTURE

Top Employer
Top Supplier Diversity Program
Top LGBT-Friendly Company
Black EOE Journal Best of the Best, 2020

Top 50 LGBTQ Legacy Leaders
LGBTQ Business Equality Excellence Award
Business Equality Network (BEQ) Pride, 2020

DiversityInc
Top 50 Companies for Diversity (#1)
Top Companies for People with Disabilities (#6)
Top Companies for Employee Resource Groups (#8)
Top Companies for Mentoring (#3)
Top Companies for Executive Diversity Councils (#5)
Top Companies for Sponsorship (#7)
Top Companies for Philanthropy (#3)
Top Companies for Veterans (#10)
Top Companies for ESG (#25)
Top Companies for Board of Directors (#6)
Top Companies for Latino Executives (#2)
Top Companies for Asian American Executives (#12)
Top Companies for Native American/Pacific Islander (#5)
DiversityInc, 2021

FAIRYGODBOSS
Best Companies to Work For (#118)
Best CEO for Women (#11)
Fairygodboss, 2020

Forbes
Best Employers for Diversity, 2020
Best Employers for Women, 2020
Best Employers for Veterans, 2020
Forbes

75 Best Workplaces for Millennials (#6), 2020
75 Best Workplaces for Women (#11), 2020
100 Best Workplaces for Diversity (#15), 2019
Fortune Magazine

Recipient of the Secretary of Defense Employer Support Freedom Award, 2020
Freedom Award

Above & Beyond Award
Gary Sinise Foundation, 2020

Companies Committed to Diversity Hiring
Best Places to Work - Employees’ Choice (#92), 2020
Top CEOs - Employees’ Choice (#79), 2019
Glassdoor

Country Wins around the World 2021
• Argentina (#1)
• Canada (#1)
• China (#1)
• Colombia (#6)
• France (certified)
• Germany (#11)
• Italy (#5)
• Peru (#2)

Best Workplaces for Women (#1), 2020
Best Workplaces for Parents (#2), 2020
Best Workplaces for Diversity (#15), 2020
Best Workplaces for Millennials (#6), 2020
Great Place To Work

Top Employer
Top Supplier Diversity Program
Top LGBT-Friendly Company
Hispanic Network Best of the Best, 2020

Corporate Equality Index (CEI) rating of 100%
Human Rights Campaign Foundation (HRC), 2021

Top 50 Companies forLatinas to Work For
LATINA Style, 2021

Best for Vets (#11)
Best for Vets Indexes
Military Times, 2020

Military Friendly® Company – Top 10 (#6)
Military Friendly® Employers – GOLD
Military Friendly® Supplier Diversity Program – Top 10 (#5)
Military Friendly® Spouse – designation
Military Friendly® Brands - designation
Military Friendly®, 2021 – Over 5 Billion category

Best of the Best Corporations For Inclusion
National Business Inclusion Consortium, 2020

Leading Disability Employer
National Organization on Disability (NOD) 2020

America’s Top 50 Organizations for Multicultural Business Opportunities
Omnikal Omni 50

Top Veteran Friendly Company
Top Supplier Diversity Program
U.S. Veteran Magazine Best of The Best, 2020

Business of Pride 2019 Honoree
Washington Business Journal

Top Employer
Top Supplier Diversity Program
Top LGBT-Friendly Company
Professional Woman’s Magazine Best of the Best, 2020

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