

# Diversity & Inclusion

Cultivating a workplace that values and respects the culture, talents, experiences, and contributions of associates from all backgrounds is a continued focus.

Understanding that people thrive when they feel they belong, our 2022 D&I initiatives aimed to advance inclusivity, engagement, and wellbeing for all associates.



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## MANAGEMENT

34.49%	13.55%	0.50%
FEMALE	HISPANIC/LATINX	AMERICAN INDIAN OR ALASKA NATIVE
65.44%	10.38%	0.47%
MALE	AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER
0.07%	5.05%	
NON-BINARY	ASIAN	
66.13%	1.66%	2.27%
WHITE	TWO OR MORE RACES	NOT DISCLOSED

## ASSOCIATES

42.63%	16.77%	0.65%
FEMALE	HISPANIC/LATINX	AMERICAN INDIAN OR ALASKA NATIVE
56.40%	18.55%	0.93%
MALE	AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER
0.86%	6.77%	
NON-BINARY	ASIAN	
52.61%	1.64%	2.09%
WHITE	TWO OR MORE RACES	NOT DISCLOSED

The 2022 U.S. workforce data provided above is from our EEO-1 Reports and is based on our employees' voluntary self-disclosure of gender and race/ethnicity. The information does not include data from our Federation companies, which continue to operate as separate entities.