



At Aerotek, we incorporate diversity by creating an environment where respect for all is standard and each person's differences enrich our company. One of Aerotek's core values – valuing diversity – is an individual commitment from internal employees to:

- Understand each other's differences;
- Respect everyone;
- And leave no one behind.

Diversity Program

Every internal employee at Aerotek has attended workshops to understand diversity and raise awareness. Our employees serve as role models to help promote an appreciation for diversity to the candidates we place and customers we service.

In order to effectively manage the diverse needs of our customers and contract employees, we first embraced diversity within our organization. In mid-2005, Aerotek began to implement an internal diversity training initiative designed to establish a culture where employees value diversity not only in traditional spheres such as age, race and gender, but also in thought and perspective. By August 2006, all employees had attended a full-day workshop or participated in a more intensive three-day course.

This initiative was conceptualized by Aerotek's Diversity Board, which coordinated the effort and worked with an outside consulting firm, to help establish specific goals, a measurable program and action plan. The Diversity Board is comprised of diverse individuals within Aerotek's workforce who have established action items and formed project charters to implement Aerotek's diversity goals through communication, education, community outreach and mentoring.

Goals

The Diversity Board and consulting firm, Franklin Covey, developed the following primary goals:

- Establish a well-defined, all-inclusive definition of diversity
- Promote an understanding of diversity's value in the workplace
- Involve every Aerotek employee in the effort to promote diversity

Objectives

Aerotek's Diversity Program focuses on the following three objectives:

- **Community** – Volunteer in local areas to support Special Olympics, Boys & Girls Clubs and other community-based organizations through Aerotek's Community Outreach Program.
- **Awareness** – Educate internal employees, from leadership to new employees, to understand diversity and raise awareness through a mandatory full-day diversity workshop.
- **Partnership** – Help customers meet minority spend goals through Aerotek's Most Valued Partner (MVP) program which couples diverse suppliers that provide staffing and related services directly to Aerotek customers.

Diversity Program Highlights

- **Most Valued Partner (MVP) Program**
The MVP program was established to support customers' minority spend goals and engage diversity suppliers in support of our staffing contracts. The Preferred Partner Network includes minority, women-owned, small disadvantaged (8A), Historically Underutilized Business Zone (HUBZone) firms, American and Alaskan native owned, and service disabled veteran owned companies.



- **Diversity in action**

Since the 2006 mass training roll out, a select cross-section of 514 employees attended a comprehensive Diversity Champion program, a three-day class to promote continued appreciation for diversity throughout the company. The next level of diversity education is currently in the pilot stage.

Recognition

The following is a summary of recognitions received by Aerotek since the program's inception in 2006:

- **Top Supporter of Historically Black Colleges and Universities 2009**, *U.S. Black Engineer & Information Technology* magazine
- **Best Diversity Company 2008**, *Diversity Careers* magazine
- **Most Admired Company 2007**, *U.S. Black Engineer & Information Technology* magazine
- **Top Supporter of Historically Black Colleges and Universities 2007**, *U.S. Black Engineer & Information Technology* magazine
- **Diversity Trailblazer Award 2006**, *Black Engineer of the Year Awards*

Moving Forward

Aerotek's Diversity Program is an ever-evolving process that requires continued focus on informing and adding resources to demonstrate the importance of valuing diversity. We are confident our internal efforts to promote diversity have had a positive impact on how we recruit professionals and the way candidates view our company. We will continue to educate employees, promote best diversity practices and support customer's requirements for diversity in the workforce.