Holi is a popular ancient Hindu festival, also known as the Indian “Festival of Spring,” the “Festival of Colors,” or the “Festival of Love.” Holi celebrates the arrival of spring, the end of winter, the blossoming of love, and for many it’s a festive day to meet others, play and laugh, and forget and forgive.

The Festival begins with the lighting of a bonfire on Holi eve. The next day, during the free-for-all Festival of Colors, people smear and spray each other with colored powders in the open streets, parks, outside temples and buildings. Groups carry drums and other musical instruments, go from place to place, and sing and dance. Family, friends and foes alike come together to throw colored powders on each other; laugh; and share Holi delicacies, food and drink.

The Festival of Colors teaches humankind to transcend above the caste and creed. It is a festival to forget old grievances and meet others with great warmth & high spirit. The color, noise and entertainment that accompanies the celebration of Holi bears witness to a feeling of oneness and sense of brotherhood. The Festival of Colors underscores the lesson of spiritual and social harmony.

We have chosen to represent the Festival of Colors theme throughout our PNC Diversity & Inclusion 2019 Year in Review as our company is committed to intentional inclusion of experiences, skills, cultures and perspectives. Diversity & Inclusion is a responsibility we all share as we work together each day to foster an inclusive workplace culture where all of our employees are respected, valued and have an opportunity to contribute to PNC’s success.
At PNC, our corporate values aren’t just something we talk about; they define how we live and how we engage with our customers and the communities where we do business. They are foundational to our culture. They help us stay focused on our priorities to do right by the people we serve and to create long-term value for all of our constituencies.

Among our values are Diversity and Inclusion, which informs how we work together each day to foster an inclusive workplace culture where all of our employees are respected, valued and have an opportunity to contribute to the company’s success.

Going forward, we will continue to build on the meaningful work we’ve done, and are intensifying our commitment to driving real change – internally and externally – in areas in which we can make the greatest impact. We have a responsibility to act – a responsibility to each other, our clients and the communities we serve.

Diversity and Inclusion is a PNC core value. By creating an environment that is inclusive of all, we strive to provide employees the opportunity to work with colleagues who bring different skills and voices to the table. We are committed to intentional inclusion of experiences, skills, cultures and perspectives to promote ingenuity while embracing diversity. This results in a wide variety of solutions based on those varied experiences and schools of thought.

At PNC we value the visible and invisible qualities that make our employees who they are. We believe this helps us recognize that everyone is important for different reasons. When employees respect one another, productivity increases, morale increases and we demonstrate more inclusive behaviors with our customers.

In an increasingly diverse marketplace, we believe that it is important for us to communicate effectively with customers and understand their needs, regardless of language or culture. By having employees armed with skills to engage with an ever more diverse customer base, we sharpen our competitive advantage.

This Year In Review document provides a glimpse into the many ways that we are working to bring our inclusive corporate culture to life. We believe that diversity and inclusion is a responsibility that we all share - a critical element of our growth strategy. Thank you for your partnership and support on our journey.
PNC intentionally seeks and develops top talent with varied experiences, skills and perspectives to create teams that generate innovative, creative solutions to meet the needs of our growing and increasingly diverse customer base.
CELEBRATING

a 10-year anniversary, PNC’s
Employee Business Resource
Groups (EBRGs) support employees
with a shared heritage, gender,
sexual orientation, background or
shared interest in intergenerational
connection. EBRGs provide
a forum for discussion and
professional development,
as well as opportunities for
employees to contribute to
PNC’s success.

In 2019, EBRGs grew to nearly
16,000 employees and 90 chapters
within 11 EBRGs across 25
markets, hosting 700 events.

PNC’s EBRGs include groups
focused on African American,
Asian American, Latino and
LGBTQ+ employees; women;
military/veterans; and employees
with disabilities, as well as
groups focused on multi-cultural
employees, our intergenerational
workforce and young professionals.

ROLE-MODELING best
practices to increase effectiveness
and value, the EBRG Advisory
Council enhanced its strategic
efforts and support of EBRG
activities in 2019, and helped
drive diversity and inclusion
initiatives across PNC.

The council consists of
EBRG Local Chapter
Presidents, each elected
by their constituents, and
includes one representative
from each of the 11 EBRG
groups. Total combined
years of corporate experience
on the Council is 73 with an average of
4.23 years of experience per member.
Interfaith EBRG – Inaugural Chapter

**INTRODUCED** in 2019, the Interfaith EBRG is dedicated to bringing employees together to foster an environment of respect and to bridge understanding among the faith traditions represented by our PNC colleagues. Employees and co-workers learn how we are similar, including worship practices, holiday customs, food, and celebrated events such as birthdays and weddings. During its 2019 inaugural year, 160 employees joined the Interfaith EBRG. Similar to the Festival of Colors, the Interfaith EBRG welcomes others with great warmth & high spirit, underpinning the lesson of spiritual and social harmony.

Mentoring Program

**ORGANIZED** by and comprised primarily of PNC’s EBRG members, the Diversity and Inclusion Mentoring Program assists employees with navigating the corporate culture; building workplace relationships; and creating opportunities to discuss career, personal and professional development.

In 2019, the Mentoring Program increased its employee participation by 123% - to 2,200 employees, or 14% of PNC’s EBRG population - and its chapter participation by 150%. Participants in the program have reported promotions and lateral moves, new personal and professional relationships, increased engagement and additional opportunities for development.
Support of Diverse Segments

LGBTQ+

PNC PARTNERED with several LGBTQ+ organizations to foster an inclusive culture for all at PNC: OUT for Undergrad, Reaching OUT MBA, Out and Equal, and Lavender Law. Additionally, as part of its Pride Month celebration, PNC hosted a panel discussion to commemorate the 50th anniversary of Stonewall, a series of riots that took place at the historic Stonewall Inn in New York City.

People of Color

OFFERING its members opportunities to network, learn from one another and develop personally and professionally, PNC’s African American, Asian American, Hispanic, and Multicultural Employee Business Resource Group (EBRGs) members worked closely with senior executives on issues related to their program initiatives and business opportunities, including Pay Equity.

Women

COMMITTED to attracting, retaining and promoting female employees, PNC achieved this through various initiatives including:

- Pay Equity
- Representation: Women represent 60% of PNC’s total workforce, 52% of managers, and 33% of PNC’s Board of Directors, well above the national average among Fortune 500 companies
- Empow(H)er: A central repository and internal site where employees can learn about and engage with all of PNC’s women-based programs
- Women’s Leadership Development Program: A nine-month experience that provides women leaders with opportunities to expand their impact through stretch assignments

60% WOMEN IN THE PNC WORKFORCE
52% WOMEN IN PNC MANAGEMENT
33% WOMEN ON THE PNC BOARD OF DIRECTORS

2019 YEAR IN REVIEW 8
MANAGING over 40 external diverse partnerships regionally and nationally, Diversity Recruiting attended 87 events to source 3,900+ diverse candidates for PNC’s talent pipeline. Our Diversity Recruiting partner organizations include:

LEAD Summit
Leadership and Education for Advancing Diversity

CONVENCING 60 diverse students selected from approximately 300 applicants, the Leadership & Education for Advancing Diversity (LEAD) Summit hosted a day of resume building, one-on-one mentoring, panel discussions with PNC executives, and mock client exercises at PNC’s corporate headquarters in Pittsburgh. An additional 50 students participated in the LEAD Summit held in Washington, DC.
Professional Development Programs for Underrepresented Groups

HACR

IN PARTNERSHIP with the Hispanic Association of Corporate Responsibility (HACR), PNC’s eight HACR Young Corporate Achiever Alumni hosted a professional development program featuring the organization’s first Latino Board member. Additionally, PNC marked eight years of participation in The Young Hispanic Corporate Achievers (YHCA) Program, an organization that recognizes young Hispanic talent who have demonstrated both exceptional leadership capabilities and commitment to the Hispanic community. Of the 14 participants selected for this elite program nation-wide, three were PNC employees.

HACR Alumni

LEADING the effort to identify leadership, development and career growth opportunities for high potential Hispanic employees, past PNC participants of the HACR program comprise the group called “HACR Alumni.” Nearly 50% of HACR alumni have received promotions at PNC, advancing their careers.

Management Leadership for Tomorrow (MLT) Training Program

DEVELOPING multicultural talent in support of our talent-focused culture, PNC partners with Management Leadership for Tomorrow (MLT). In 2019, PNC identified 40 diverse employees from the following underrepresented communities: African American, Latinx, Native American and Asian American, and provided them with tools, training and programs to help them unlock their full potential and advance to senior leadership roles in the organization.
PNC fosters a corporate culture where employees are engaged, and feel valued and appreciated for who they are, which motivates them to do their best to drive business results.
Corporate Diversity Council

**C O – C H A I R E D** by Bill Demchak, PNC President/CEO, and Marsha Jones, Chief Diversity Officer, PNC’s Corporate Diversity Council (CDC) is responsible for integrating diversity into all business practices. Consisting of senior executives from across the organization, the CDC focuses on PNC’s ability to win in the marketplace through the development of an inclusive and talent focused culture. In 2019, the CDC established PNC’s Leadership Standards and focused on holding managers accountable for demonstrating leadership behaviors that create an inclusive organizational culture.

In 2019, PNC’s Corporate Diversity Council (CDC) received the PRISM award by the Association for EBRG’s and Diversity Councils. This association is the preeminent national organization for these Councils and ranked PNC 18th of their Top 25 Councils nationally.

Leadership Standards

**D E F I N E D** by five behavioral statements, PNC’s Leadership Standards are:

- **INCLUDES Intentionally:** Cultivates diverse teams and inclusive workplaces to expand thinking
- **LIVES the Values:** Role models our values with transparency and courage
- **ENABLES Change:** Takes action to drive change and innovation that will transform our business
- **ACHIEVES Results:** Takes personal ownership to deliver results. Empowers and trusts others in decision making
- **DEVELOPS the Best:** Raises the bar with every talent decision and guides the achievement of all employees and customers
IDENTIFYING opportunities to integrate PNC’s D&I strategy into their respective businesses, PNC’s Line of Business (LOB) Diversity and Inclusion Councils invest in our employees professional growth and strengths to enrich engagement and performance, promote practices to enhance inclusion by leveraging our diverse perspectives and experiences, and grow our customers and communities through community development and volunteer opportunities.

In 2019, 15 LOB D&I Councils hosted numerous events and drove several successful strategic initiatives. Examples include:

- Drove awareness and utilization of D&I tools, talent resources and Leadership Standards Toolkit to help leaders grow and sustain a diverse and talented workforce, and accelerated manager accountability with iLead Standards
- Expanded cultural agility knowledge by focusing on EBRG memberships, participating in History and Heritage Months, and joining the Mentoring program to strengthen inclusive leadership skills
- Leveraged metrics such as VoiceEx to build D/I program efforts aligned with business goals
- Hosted various virtual career fairs and talent mobility programs highlighting how to use career profile tools and resources including iLearn to grow skills, and hosted programs focused on resume writing, interviewing skills, and networking
- Hosted Annual Celebration of Inclusion Program to expand knowledge of how PNC embraces diversity, engages in dialog about inclusion, and connects with colleagues through communication, stories and key note speakers, and created Real Talk, Intentional Inclusion iLead Roundtable Series, to provide opportunities for employees to directly connect with their Executive Committee and hear personal stories of growth
- Served as ambassadors to support, cascade and connect the work of the Corporate Diversity Council to their respective business segments

Employees with Disabilities

RECOGNIZED as the Employer of the Year by Disability:IN in 2019, PNC continued to enhance the ways we recruit and retain employees with disabilities via strategic partnerships with the National Technical Institute for the Deaf, Gallaudet University, Disability:IN, Bender Consulting and Achieva.

Additional efforts included: offering accessibility software and hardware, providing increased awareness of hearing aid benefits, and partnering with Diversity Recruiting and members of the Enable EBRG to assist candidates in the hiring process.
History & Heritage Month Celebrations

S P O N S O R I N G more than 100 events across more than 20 markets, PNC celebrated the seven nationally recognized History and Heritage Months, including:

- Black History Month (February)
- Women’s History Month (March)
- Asian Pacific American Heritage Month (May)
- LGBT Pride Month (June)
- Hispanic Heritage Month (September / October)
- Disability Employment Awareness Month (October)
- Native American Heritage Month (November)

Inclusive Dialogue Series

L E A D I N G inclusive conversations on contemporary diversity and inclusion topics, the Inclusive Dialogue Series used Guided Meeting Aids to increase personal awareness and deepen understanding of ourselves and our teammates, resulting in a more collaborative, creative and inclusive culture at PNC. 2019 offerings included:

- Education, Civil Rights and Equality
- LGBTQ+ Inclusion in the Workplace
- The CTR Factor
- The Rhythm of Success
- Seeing Beyond: Visionary Women in Action Series
- Fostering a Sense of Belonging
- Sharing a Lens on Hispanic Culture
- African American Leadership Symposium: Unconscious Bias in the Workplace
- Men as Allies
- Creating Mindful Inclusion: Building Organizations that Mitigate Bias
- Getting to the Heart of the Matter
- The Six “Cs” of Inclusive Behaviors
- Inclusion Starts with I
- Keeping the Dream Alive
- Becoming Your Best in a Value-Driven Culture
- Incognito: An American Odyssey of Self-Discovery
Training Initiatives (cont)

Unconscious Bias

LAUNCHED initially to senior managers and recruiters, Unconscious Bias training expanded its impact in 2019, providing participants with tools to identify the filters and biases through which they view and interpret themselves and others: recognizing personal biases, examining impact of biases on decision-making, and determining how to navigate bias when making hiring, reviewing and promotion decisions. Over 99% of PNC’s 8,000+ people managers completed the Unconscious Bias training in 2019.

Microbehaviors

HELPING employees recognize microbehaviors (small, often unconscious things that we say and do, making those around us feel included, motivated or valued – or excluded, disrespected or unappreciated), Microbehaviors Training helped promote an inclusive environment at PNC, while improving the quality of employees’ workplace interactions and decisions.

Expanded Learnings Series

OFFERING elective webinars intended to spark in-depth conversations on diversity and inclusion related topics, The Expanded Learning Series is comprised of five courses, at least one of which was taught every week:

- LGBTQ+ Inclusion
- Faith, Spirituality and Religion in the Workplace
- Accessibility@PNC
- Leveraging a Diverse Team
- Navigating Generational Differences
PNC connects with our growing and increasingly diverse customer base through business initiatives focused on understanding the unique financial needs of our customers, and the communities where our employees live and work.
PARTNERING with Carnegie Mellon University, PNC implemented programs to benefit disabled students by connecting campus disability and career services offices.

- Accessibility@pnc.com, an email inbox, was created and made available to all customers for accessibility related questions and concerns.
- PNC is an active member of Disability:IN’s NextGen Leadership Council and Career Mentorship program.
- Accessible Care Center Policies were instituted to ensure that employees dialing into the care center did not experience additional hurdles due to their accommodations.
- PNC offers various tools and assistance for customers with visual, hearing and physical disabilities, including: Braille, diskettes and large print; TRS and TDD services; and accessible branches with accessible parking, entryways with ramps, easy-to-open doorways and accessible restrooms.

PNC SUPPORTED its communities through job creation, local infrastructure, small business loans, financial education and sponsorships. These financial services, together with philanthropic giving and volunteerism, resulted in a series of benefits that strengthen PNC and its surrounding communities. Some examples include:

- Met the financial needs of all customers, including low-to-moderate income (LMI) customers and small businesses in LMI areas, where the bank conducts business, consistent with safe and sound operations, through the Community Reinvestment Act (CRA)
- Generated $250MM in direct financing annually on a portfolio of $900MM in community development lending and investing, plus, 7,500 community development services.
COMPRISED of representatives from all lines of business, situated across 34 geographic locations, Regional Diversity and Inclusion Councils include retail branch tellers to regional presidents.

Council members worked to generate revenue by attracting new customers, partnering with diverse suppliers, hiring diverse employees who reflect their respective markets, and strengthening their relationships within communities.

A market liaison leads each Regional Diversity and Inclusion Council, and worked with subcommittees to analyze market data, identify opportunities, and create and execute a market strategy.

Regional D&I Councils:
- Akron
- Alabama
- Central IL
- Central PA
- Chicago
- Cincinnati
- Cleveland
- Columbus
- Dayton
- Delaware
- Detroit
- Eastern Carolina (Raleigh)
- Greater Georgia (Atlanta)
- Greater Maryland
- Greater Washington
- Indianapolis
- Lexington
- Louisville
- Mid-Michigan (Lansing)
- Milwaukee
- New Jersey
- Northeast PA
- Northern Indiana
- Northwest PA
- Philadelphia/PSJ
- Pittsburgh
- Southeast Florida
- St. Louis
- Toledo
- Twin Cities
- West & Central Florida
- Western Carolina (Charlotte)
- Western Michigan (Kalamazoo)
- Youngstown
First Generation College Graduate Inclusion Circle

PROVIDING significant benefit by mentoring a large underserved student population, the First Generation College Graduate Inclusion Circle supported various initiatives that encouraged students to attain their college degree. Specifically, PNC’s Louisville Regional President sponsored a cohort of 30 First Gen students with a mission to help the University of Louisville fulfill their new mentoring program for their growing enrollment of First Gen students.

Going forward, the program hopes to help reduce Louisville’s workforce gap (30,000 available jobs), growing the economy in the process. PNC is now the Official Bank of the University of Louisville, demonstrating our ability to effectively establish economically beneficial relationships with community partners while serving as a role model for other large Louisville companies.

LGBTQ+ Affinity Debit Card

SPONSORED by a Regional D&I Council, in collaboration with an EBRG Chapter, PNC developed and launched its first Consumer Debit Affinity Card created for the LGBTQ+ population, available to all PNC DDA customers. Over 13,000 cards were issued in the first six months, without public marketing campaigns, making it the most successful launch of a debit card in PNC’s history.
PartnerUp Program

**CONNECTING** businesses and schools, PNC’s PartnerUp Program builds career pathways between high school graduation and entry-level positions. PNC understands the needs of the community, and solves challenges by bringing employers, teachers, and parents together to provide students with ongoing guidance, real-world opportunities and other assistance.

Now in its second-year, PartnerUp has garnered attention in the Pittsburgh region and serves as a best-practice model for business-school partnerships. In 2019, the program reached 230 career-bound seniors and 2,100 college/career-bound juniors. As a result of the program, 35 students received and accepted full-time job offers at PNC and many other students accepted offers at partner companies.

Diversity and Inclusion Partner Roundtable

**ENHANCING** networking, communication and partnerships across PNC, the Diversity and Inclusion Partner Roundtable supported robust diversity initiatives and drove enhanced business results through a comprehensive, companywide diversity strategy that included sharing information on goals, objectives, tools and resources.
Veteran Programs

**COMMITTED TO** attracting and retaining Veterans in the workplace, the following programs and initiatives helped advance PNC’s efforts to support our veterans:

- PNC introduced the first Military Affairs Liaison in the department of Community Affairs, a role that creates strategy and synergies across the footprint to help strengthen PNC’s commitment to our nation’s veterans
- Partnerships with American Corporate Partners and The Honor Foundation paired PNC employees with veterans for mentoring in finance, wealth management, technology and operations, and retail banking
- Partnerships with organizations such as RecruitMilitary and Military Officer Job Opportunities helped PNC attract and connect with military talent
- Comprised of leaders from across PNC, the Military EBRG, Talent Acquisition, and Community Affairs, the Military Advisory Council supported PNC’s mission to attract, develop and retain veterans, and support their families in the communities we serve.
- PNC committed to hiring 1,000 veterans from 2018 through 2020 and is on track to meet this goal

Human Rights Campaign (HRC)

**NAMED** among the Best Places to Work for LGBTQ Equality by the Human Rights Campaign (HRC) for the eighth consecutive year, PNC achieved a perfect score on the 2020 Corporate Equality Index, earning top ratings on criteria related to policies and benefits for our LGBTQ+ workforce and their families.

Business Coalition for the Equality Act

**PNC SUPPORTED** the Business Coalition for the Equality Act, federal legislation that would provide the same basic protections to members of the LGBTQ+ community as are provided to other protected groups under federal law.
Community Partnerships

Homes 4 Wounded Heroes

P N C  D O N A T E D its fifth mortgage-free home to a veteran through the Military Warrior’s Support Foundation’s (MWSF) program. The Military EBRG, along with the Regional President’s office provided volunteers for landscaping, decorating and staging of the home in Philadelphia.

Mutt Strut

P N C  S P O N S O R E D the fourth community Mutt Strut – an event to fund service dogs through Guardian Angels Medical Service Dogs – mobilizing 265 PNC volunteers, 67 local vendors, and 765 local participants and their dogs. Since its inception, the community Mutt Strut – through sponsorships, donations and grants – has raised more than $1 million dollars, and paired more than 50 service dogs with veterans.
Diverse Segment Marketing and Serving Non-English Speaking Customers

PNC ASPIRES to be an industry leader in providing a best-in-class experience to all consumers and small businesses. A key part of this mission is serving and recognizing our Diverse Segments through credible and authentic marketing strategies, in-language content across multiple channels, including online and in branches, and influencing product or service innovations throughout the enterprise. The work helps meet existing consumer needs and aids in creating awareness and consideration with new consumers and small businesses as we expand into new markets.

Initiatives related to the support of our Diverse Segments in 2019, include:

- Heritage and History Month Recognition
- Marketing Campaigns in English and In-Language
- Variety of services for Limited English Proficiency Consumers and Small Businesses
  - Select account opening solutions that enable consumers to bank across all channels
  - Interpretation support in 240+ languages available in branches and over the phone
  - Dedicated HOLA Customer Care Center support – 1-866-HOLA-PNC
  - Digital resources in Spanish, including pnc.com, PNC mobile app, and news and insights
  - 9,000 ATMs featuring 10+ languages
  - Bilingual employees at select branch locations
  - In-language financial education resources and support of financial wellness events
  - Local market partnerships and sponsorships to support community organizations

The work will continue to be guided by what customers need and want from their banking experience. Opportunities, initiatives, and experiences will be grounded in serving the needs of diverse consumers and small businesses at each life stage, making PNC the easiest place to bank and invest.
Women in Business

In 2019, PNC had a total of more than 2,500 PNC-Certified Women’s Business Advocates (WBA) representing the frontline of PNC’s Women’s Business Development outreach to support women as financial decision-makers.

- Together with The Acceleration Project (TAP), PNC presented workshops in Baltimore and Cleveland for approximately 20 women entrepreneurs with businesses in the $2-7M revenue range, and provided complimentary 1:1 custom consulting sessions with TAP.

- PNC’s 9th annual Women in Business Week featured entrepreneur and cosmetics guru, Bobbi Brown, as the featured webcast speaker. The webcast was available to the public for registration.

- The Women in Business Summit attracts hundreds of female applicants, 50 of whom receive an invitation to visit Pittsburgh for a day of networking, mentoring, case studies and employee presentations.

- A “Differentiating PNC Among Women Decision-Makers” curriculum was developed and implemented across 34 markets.

Grow Up Great (EBRG Participation)

Providing tools and resources that help children from birth through age 5 develop a passion for learning that sets them on a path to future success, PNC’s Grow Up Great® is the company’s multi-year bilingual initiative in early childhood education. In 2019, PNC Grow Up Great® celebrated its 15th anniversary and announced its pledge of $150 million.

Since its inception, PNC Grow Up Great® has served 5M+ children, distributed $160M+ in grants and donated 850,000+ employee volunteer hours.
Supplier Diversity

Supplier Diversity Helps to promote economic and community development in the regions we serve. Studies show that the viability and expansion of the local business economy is directly linked to the success of small businesses and businesses owned by women, minorities, veterans, members of the LGBTQ+ community and people with disabilities. PNC’s procurement practices are designed to identify these diverse-owned businesses that are committed to delivering the service, quality, and value that defines PNC’s brand and promotes economic growth of the local business communities we serve.

2019 Highlights:

- PNC spent more than $372 million with Supplier Diversity program suppliers, exceeding the industry benchmark provided by the Financial Services for Supplier Diversity (FSRSD)
- Program Suppliers were invited to participate in 100% of competitively bid sourcing opportunities when a qualified supplier was able to be identified
- 800+ new small- and diverse-owned businesses enterprises registered in our supplier diversity registration portal in 2019
- Appointed In-Market Supplier Diversity Chairs on our D&I Regional Councils in 26 markets
- Partnered with PNC’s Women’s Business Advocates (WBA) program to include supplier diversity content in the prerequisite guide and application process
- Information on educational opportunities, events, heritage month events, etc. were communicated to registered portal suppliers on 27 occasions
Corporate Awards / Recognition

Best Finance Companies for Women
Fairygodboss (2019)

Gender Equality Index (BFGEI)
Bloomberg (2019)

Top 70 Companies for Executive Women
National Association for Female Executives (2019)

Best Companies to Work for Women
Women’s Choice Award® (2019)

Best Companies to Work for Multicultural Women
Women’s Choice Award® (2019)

Best Places to Work for LGBTQ Equality
Human Rights Campaign (2020)

Top 50 Employers
CAREERS & the Disabled Magazine (2020)

Best Places to Work
100% Score on the 2019 Disability Equality Index (DEI)

Best of the Best
U.S. Veterans Magazine

Top 100 Military Friendly Employer
GI Jobs

Top 25 Veteran Employer
Profiles of Diversity

Top Financial Companies
Professional Woman’s Magazine (2019)

50 Out Front Best Places to Work for Women & Diverse Managers
Diversity MBA Magazine (2019)

2019 Employer of the Year
Disability:IN (2019)