DIVERSITY

BACKGROUND

• Statistics are based on the June 2020 Meredith employee population. Both Race/Ethnicity and Gender are reflected.
• Categories shown are those used by the Equal Employment Opportunity Commission (EEOC) for employee self-identification (Asian, Black/African American, Hispanic/Latino, White, Male, Female). “Other” indicates employees who have identified as two or more races; Native Hawaiian or other Pacific Islander; American Indian or Alaskan Native; or declined to state.
• Employees included in the analysis are regular active employees in the U.S. (no freelancers, temps or interns).
• Analysis looks at data across the entire Meredith organization, and is then further broken down to show results by business unit: Local Media Group (LMG), National Media Group (NMG) and Corporate.
• Industry Competitive Data is based on EEOC statistics for Publishing and Broadcasting industries. Geographic Comparison Data is based on the current release of Nielsen Scarborough statistics for Designated Market Areas.

TAKEAWAYS / NEXT STEPS

• Racial/Ethnic Diversity – While Meredith aligns with industry and geographic norms in several categories, we have much work to do to improve diversity within our organization.
• Gender Diversity – Meredith is pacing ahead of industry norms, but lags behind in several of the markets in which we do business.
• Our goal is to increase overall diversity within our organization, with a focus on our leadership profile.
• In order to achieve sustained improvements, Meredith is establishing a multi-pronged approach that will include:
  - Establishment of trackable metrics and Key Performance Indicators (KPIs)
  - Creation of partnerships with diverse professional networks to expand our searches and pipeline talent, as well as the introduction of competency-based interview processes
  - Introduction of training programs and practices designed to educate all employees to ensure mitigation of unconscious bias
  - Talent assessments to identify career development opportunities and succession plans

See pages 2 and 3 for diversity statistics and page 6 for takeaways/next steps.

See page 4 for pay parity analysis results and page 6 for takeaways/next steps.

2021

DIVERSITY

BACKGROUND

• Statistics are based on the June 2021 Meredith employee population. Both Race/Ethnicity and Gender are reflected.
• Categories shown are those used by the Equal Employment Opportunity Commission (EEOC) for employee self-identification (Asian, Black/African American, Hispanic/Latino, White, Male, Female). “Other” indicates employees who have identified as two or more races; Native Hawaiian or other Pacific Islander; American Indian or Alaskan Native; or declined to state.
• Employees included in the analysis are regular active employees in the U.S. (no freelancers, temps or interns).
• Analysis looks at data across the entire Meredith organization, and is then further broken down to show results by business unit: Local Media Group (LMG), National Media Group (NMG) and Corporate.
• Industry Competitive Data is based on EEOC statistics for Publishing and Broadcasting industries. Geographic Comparison Data is based on the current release of Nielsen Scarborough statistics for Designated Market Areas.

TAKEAWAYS / NEXT STEPS

• Racial/Ethnic Diversity – While Meredith aligns with industry and geographic norms in several categories, we will continue to work to improve diversity within our organization with a focus on our leadership profile.
• Gender Diversity – Meredith is pacing ahead of industry norms, but lags behind in several of the markets in which we do business.
• In order to achieve sustained improvements, Meredith will identify opportunities to enhance training and development, strategic recruiting and employee engagement. A roadmap for success includes:
  - Expand outreach to professional organizations and universities to build a diverse pool of candidates and implement competency-based interview processes
  - Implement diversity, equity and inclusion training for all employees to ensure mitigation of unconscious bias and foster an inclusive work environment
  - Communicate progress on a regular basis by sharing metrics and Key Performance Indicators (KPIs)
  - Continue to factor in and review gender and ethnicity with compensation adjustment proposals and promotional opportunities
  - Develop talent assessments to identify career development opportunities and succession plans

See pages 2 and 3 for diversity statistics and page 6 for takeaways/next steps.

See page 4 for pay parity analysis results and page 6 for takeaways/next steps.