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 **meredith** diversity/pay parity

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

2020

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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

2021