

## ETHNIC DIVERSITY

PCA is committed to the hiring, retention, and promotion of racially and ethnically diverse employees. Our retention and promotion strategies are focused on providing a culture and work environment where all employees have the opportunity to be successful in their careers and to be represented at all levels of the organization, including senior leadership.

Our people are our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our diverse employees invest in their work represents a significant part of our culture and long-term success. We aim to create a welcoming, supportive, and collaborative environment where full participation is valued and voices from all backgrounds and perspectives are heard.

PCA's ethnic diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, mentorship, work and project assignments, promotions, social and recreational programs, layoffs and the ongoing development of a work environment built on a premise of equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for traditionally underserved and historically marginalized populations.

Refer to Equal Employment Opportunity policy.