

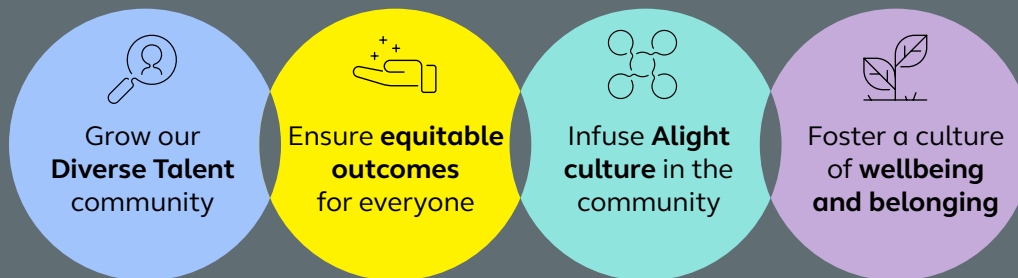
About this report

“Reaching New Heights,” Alight’s Corporate Diversity Report, is an essential step in our commitment to fostering a more diverse and inclusive workplace. This report provides a transparent view into the state of diversity at Alight, including the representation of ethnic minorities in the United States and women globally, as well as volunteerism, community service initiatives, Inclusion Networks, and Colleague-Led Communities employee resource groups (CLCs).

The demographic data reflected in this report is current as of July 1, 2023, and is consistent with the data contained in Alight’s annual Environmental Social Governance (ESG) Global Impact Report.

This report is centered on Alight’s Diversity Equity and Inclusion (DEI) strategy and provides additional insights into the investment and data utilized to make informed decisions about how best to invest resources in promoting a culture of inclusion. By making this report available to our colleagues, clients, and the community, we are creating milestones toward our visible commitment to creating an environment where everyone feels valued.

Our strategy is a sustainable framework to:



And while our strategy is core to the outline of this report, our colleagues are at the heart of everything we do. Each strategy section also includes quotes and inspiration from our colleagues and those whose lives we touch in the community. We believe that highlighting our achievements alongside of our impact is a pure reflection of what it means to #beAlight.

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INTRODUCTION

Prioritizing Diversity, Equity, and Inclusion is essential for organizations. Now more than ever, it's imperative that organizations build on the momentum they have created over the past few years. Not only is it the right thing to do, it's vital for innovation and an integral part of encouraging authenticity within organizations. Embracing a diverse mix of perspectives, backgrounds, and experiences leads to an enriched exchange of ideas, meaning more creativity and driving transformative change. Simply put, diversity of mind equals diversity of thought.

At Alight, one of our core values is Championing People, which means creating a diverse and inclusive environment as well as always treating people with dignity and respect... and we mean it. That's why we take the topic of DE&I so seriously, and that is why we are releasing this report. We, like most companies, can always improve. Still, at the same time, we believe we are already living by our Championing People value, and we're excited to share some of the data points and initiatives that support this belief.

What you will also see is that the topic of wellbeing is integral to our DE&I strategy. We believe that every single colleague has a right to a healthy and happy life, and we, therefore, ensure all wellbeing products and initiatives offer equal access for all.

For Alight, this is just the beginning. We will be sharing this report on an annual basis and we are very excited to share what is working with the world.

Lastly, none of this would be possible without the hundreds of colleagues who lead our DE&I initiatives and thousands of colleagues who participate in them and think about DE&I every single day. So I would like to thank each and every one of them. Your collective efforts today lay the groundwork for a future where inclusion is not just our greatest strength, but our most cherished asset.

With gratitude,

Michael Rogers
CHRO

Our promise

We can't improve the lives of others without first enriching our own employees' wellbeing. This Corporate Diversity Report provides an overview of Alight's culture, values, and efforts to create a diverse, equitable, and inclusive workplace. Our purpose is to promote transparency and accountability while highlighting our progress and areas for improvement.

Alight is committed to fostering an inclusive culture where every employee feels valued, supported, and empowered to bring their full selves to work. We recognize the power of inclusion and the value that diverse perspectives bring to our organization. Our diversity and inclusion efforts extend beyond our workforce and into our communities, where we aim to make a positive social impact.

Alight's promise:

At Alight, we believe that diversity should be visible, valued, and sustained throughout the organization. We all play a role in ensuring that we work toward an inclusive workplace and organization. It's critical to cultivate a strong, inclusive workforce where employees bring their best ideas to work every day. Much of Alight's success can be attributed to the belief that great ideas come from everywhere in the company. We are committed to creating a winning and inclusive culture, where everyone has opportunities for growth and development.



Our workforce metrics

Alight recognizes the significance of diversity metrics to assess and track our progress. Through our self-identification process utilizing Alight Worklife® and Workday, we are able to gain invaluable insights into our workforce, identifying areas for improvement and fostering an inclusive culture. These metrics also allow us to measure the effectiveness of our strategy, as well as hold ourselves accountable for progress.



Global gender diversity

Women make up 62 percent of Alight's workforce globally. Nearly 57 percent of all people managers are women, and 46 percent of our director and higher levels are women. Our commitment to parity at all levels of the organization garnered us recognition by Seramount as a Top Company for Executive Women. Companies with this designation demonstrate strong progress in promoting women to the highest levels, having women lead major divisions and having high participation of women in formal mentoring, sponsorship, and executive succession planning.

Ethnic minorities in the United States

We define ethnic minorities as individuals who identify as Hispanic/Latino, Asian American, Pacific Islander, Native American, Hawaiian Islander, Black, or African ancestry. Ethnic minorities make up 42 percent of the overall population and 25.6 percent of people managers. Approximately 16 percent of all director and higher levels identify as an ethnic minority.

Veterans in the United States

Just over 2 percent of Alight's workforce are military veterans, representing five of the six armed forces. In 2022, a concerted effort to hire military spouses resulted in ten military spouses joining Alight's workforce. Alight is recognized as a top employer by Military Friendly®. As a military-friendly company, we meet or exceed standards in:

- Recruiting and Sourcing
- Policies and Compliance
- Support and Retention
- Culture and Commitment
- Opportunity and Advancement
- Hiring and Advancement

People with disabilities (United States)

This year, 7.1 percent of all colleagues are people with disabilities. People with disabilities possess physical, sensory, cognitive, or mental health impairments that may impact their ability to perform certain tasks or access employment opportunities. These disabilities can be visible or invisible, and they vary in nature and severity. Despite the challenges they may face, people with disabilities bring unique perspectives, talents, and capabilities to the workplace. They possess skills and experiences that contribute to a more inclusive and dynamic work environment.

Generations

Our multigenerational workforce brings varied perspectives, ideas, and experiences to the table, which can foster innovation, adaptability, and resilience in an organization. Our workforce is also a reflection of the global population, with nearly half of the Alight workforce representing the millennial generation, 35 percent represents Gen X generation, and 8 percent represents Gen Z and Baby Boomer generations.

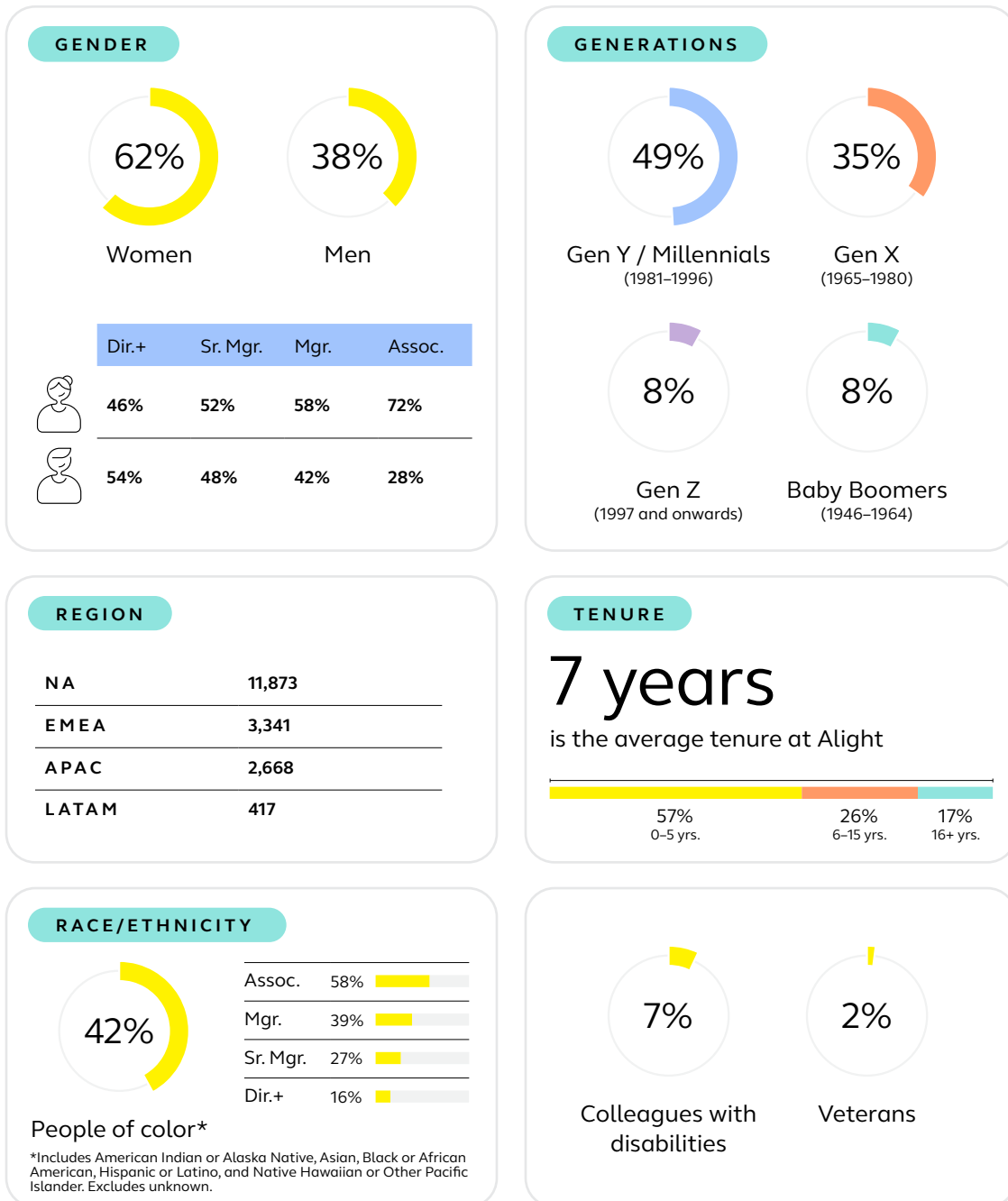
OUR WORKFORCE METRICS

Tenure

We evaluate tenure in the context of retention and as a reminder that new colleagues join us daily. While tenure is often overlooked in DEI discussions, it provides valuable insights and is crucial in shaping our DEI strategy. The average tenure at Alight is seven years; 57 percent of our colleagues have joined us within the last five years.

OUR DIVERSE WORKFORCE

(As of July 1, 2023)



Our colleague-led communities and inclusion networks

We firmly believe that our Colleague-Led Communities (CLCs) and Inclusion Networks are an integral part of our strategy. For us, these groups are the pillars that support belonging in our organization. The CLCs and networks are meant to represent the intersectionality of our colleagues' identities and bring together a broad spectrum of our workforce, encouraging an exchange of experiences, ideas, and perspectives. Through our networks, we can provide a safe space for our diverse workforce where we celebrate the uniqueness of each individual so that all employees can truly be their most authentic selves.



OUR COLLEAGUE-LED COMMUNITIES AND INCLUSION NETWORKS

Our networks and communities reflect our diverse workforce of:

ABLE AT ALIGHT

Empowering people with long-term, temporary, or situational disabilities and their families. Being able to get people to believe in themselves and perform.

PRIDE/LGBTQ+ PROFESSIONAL NETWORK

Collaborate with inclusivity leaders at Alight to advocate for the LGBTQ+ community while educating and raising awareness of LGBTQ+ concerns for all colleagues across Alight.

WOMEN'S PROFESSIONAL NETWORK

Provide resources, opportunities, and knowledge to empower, inspire, represent, and connect women in the workplace and beyond.

INTERFAITH

Promote interfaith understanding, build community, and support colleagues who come from different religious backgrounds

FAMILIA ALIGHT | LATINX PROFESSIONAL NETWORK

Unite Alight's Latinx community by serving as a voice for our unique needs and promoting access to professional development and career advancement opportunities.

VIRTUAL PROFESSIONAL NETWORK

Share opportunities and challenges associated with performing work virtually as well as strategies and experiences to promote career growth and satisfaction while working at Alight.

YOUNG PROFESSIONALS NETWORK (YOPRO)

Consists of a diverse network of emerging Alight professionals around the world who help each other grow in their careers and expand cultural understanding.

ASIAN PROFESSIONAL NETWORK

Strive to enhance professional and individual development for Alight employees of Asian descent and help build a corporate culture that embraces diversity. With our unique language and cultural skills, we further contribute to the success of the company.

BLACK PROFESSIONAL NETWORK

Promote initiatives that strengthen the Black experience at Alight so that all Black colleagues feel heard, seen, and safe while having access to sponsorship, skill development, and growth opportunities.

TEAM VALOR — VETERANS NETWORK

Foster an environment where Alight veterans, military associates, family members, and allies strive for excellence in all we do for our organization and clients. Our community offers the opportunity to connect, network, and share experiences while creating a veteran-friendly corporate culture.

INCLUSION NETWORKS

Drive inclusion and belonging at the local and regional level by building cultural awareness, facilitating learning, celebrating differences, and creating opportunities for networking beyond borders.

Championing people every day

By advocating for the interests and needs of various groups, CLCs work to ensure all voices are heard and contribute to shaping a culture of belonging. They also serve as a conduit between leadership and our diverse workforce, offering us valuable insights into the unique experiences and needs of our team members.

From a talent management perspective, our CLCs offer powerful tools to attract, retain, and develop a diverse workforce. Their existence signals our commitment to DEI, attracting top talent from varied backgrounds. For our existing team, CLCs present opportunities for networking, mentorship, and personal growth, enhancing career satisfaction and increasing retention.

We are proud to report that our communities and networks are represented in 18 countries and in all of our major offices. Each year we seek to include additional networks and communities that are part of that mosaic. This year we will add two new communities, an Interfaith Network and a Men Advocating for Real Change chapter.



Canada's inclusion network land acknowledgment

“The discovery of thousands of unmarked graves at the sites of former residential schools in Canada sent shockwaves of grief through the Alight DEI community. The Canadian Inclusion Champions wanted a way to honor the Indigenous Peoples of Canada as well as to foster a deeper understanding and appreciation for the rich cultural heritage of the Indigenous peoples by creating land acknowledgment. Spearheaded by the Canadian Inclusion Champions, the language for the land acknowledgments was carefully crafted to ensure that they acknowledged the Indigenous Peoples as well as the sacred lands. These land acknowledgments are read in large gatherings to acknowledge the ancestral lands upon which Alight colleagues work and operate. Additionally, the land acknowledgments have been added to our corporate directory, directly below the address, as a symbol of our commitment to reconciliation and building stronger relationships with Indigenous communities.

We at Alight Solutions recognize our corporate responsibility to promote reconciliation. We honor Indigenous histories, worldviews, and cultures and acknowledge the enduring presence of all First Peoples who were here before us, those who live with us now, and future generations to come.”

— Dilusha Will

CLC PRIDE chapter in Manila

“This year, our PRIDE CLC established a chapter in Manila, Philippines. One of the first steps the chapter took was to walk the walk. The PRIDE team conducted a timely and relevant Gender-Fair Awareness talk by [Dominic Gutoman](#) of [Commission on Human Rights of the Philippines](#) and was inducted to [PFIP– Philippine Financial & Inter-Industry Pride](#), joining respectable brands that value uniqueness and differences in the workplace. And to close June, Manila Pride joined their first [#PrideMarch](#) as a company. There are several ways to show support, but taking the principles out on the streets is a true essence of a company that values equity. A whopping 100,000 attendees participated in this event.”

— Ryanreb Oniola

Fostering a culture of wellbeing and belonging

Wellbeing is at the core of who we are at Alight. Our wellbeing strategy cares for the whole person, with diversity, equity, inclusion, and culture underscoring how we meet our objectives. We encourage our colleagues to lead balanced lives, where self-care and compassion are valued and supported. We have a practice of prioritizing mental health and emotional resilience through open dialogue, care circles, de-stigmatization, and ensuring that mental health resources are accessible to all. We know that leading a balanced life is unique to the individual, so we have taken the next step to ensure that we apply a lens of empathy and understanding to our wellbeing strategy, nuanced to meet the needs of our diverse population. Doing so encourages authentic connections, empathy, inclusion, and support networks, thus fostering a sense of belonging and cohesion.



Building upon this philosophy, Alight further focuses on wellbeing equity, underpinning our commitment to ensure equal access to resources and opportunities that enhance wellbeing for all. Recognizing that every individual's journey to wellbeing is unique and can be influenced by a multitude of factors, we are deeply committed to eliminating barriers and addressing disparities. We aim to provide a supportive environment where each person, regardless of their background, can flourish both personally and professionally. This means not only creating opportunities but also proactively addressing the systemic issues that might hinder individual progress.

Through fostering a culture that values diversity, promotes equity, and encourages inclusivity, we are working toward creating a more balanced, fulfilling environment where wellbeing equity is not just a goal but a lived reality. Wellbeing equity is the cornerstone of our approach to whole-person care, because when every individual thrives, we all do.

WPN Menopause Policy

“During one of our Women’s Professional Network meetings, a brave colleague opened up about her personal experience, highlighting how menopause-related challenges were not receiving enough attention in our workplace.

Her words struck a chord with all of us, prompting a collective determination to make a positive change. With full support from Alight’s leadership, a new global support policy was announced, tailored to address the needs of colleagues going through menopause. This policy, developed in collaboration with our Women’s Professional Network, not only offers practical tips and suggestions but also aims to raise awareness about menopause issues and provides various support options for better health and wellbeing.

This experience shows just how much Alight genuinely cares for its employees. Our colleague’s courage empowered us to take action and to create an environment where everyone feels supported and valued. By caring for the whole person, both personally and professionally, Alight fosters a compassionate and empowering workplace for all of us.”

— Anne Lawrence, Women’s Professional Network

Blogging as a path to wellbeing

The landscape of the modern workplace has seen an explosion in innovative avenues for communication, one of which is the writing of blogs. Our blogging journey has uncovered the profound influence these digital platforms have, not only on fostering an inclusive culture but also on enhancing the overall wellbeing of our colleagues, particularly as seen in our efforts to create a healthier and more connected workforce.

As a part of our mission, our DEI team encourages our CLCs to share their unique life experiences through blogs. Over the past two years, 75+ blogs have been published, encompassing a range of topics, from PTSD and digital inclusion to exploring what Pride means to individuals. It is within this context that blogging takes on a pivotal role in contributing to wellbeing.

First, these blogs act as outlets for expression. The act of writing can be therapeutic, giving employees a space where they can articulate their thoughts, feelings, and experiences. Writing about deeply personal topics such as PTSD and trans-colleague support helps individuals process their emotions and experiences, often providing a sense of catharsis and relief. Blogs also serve to strengthen resilience as employees share their struggles and victories, thus contributing to their emotional wellbeing.

Blogs also cultivate empathy among colleagues. When employees read a blog about a coworker's experience, for example, "Your Autistic Kid Really Shouldn't Hit, and Other Helpful Advice," they gain insight into their peers' perspectives and struggles, fostering a sense of shared humanity and understanding. This emotional connection can have significant positive impacts on mental health, helping to reduce feelings of isolation while increasing feelings of belonging.

Moreover, blogs have become an essential tool for promoting diversity, equity, and inclusion (DEI) in the workplace. Blogs not only inform and educate but also advocate for change and acceptance within the work environment. This commitment to DEI can significantly impact employees' wellbeing, as they feel acknowledged, valued, and supported, fostering an atmosphere of psychological safety.

Blogging can also be a means of preserving and sharing cultural traditions. Blogs such as "Easter Traditions Live On" provide a platform for employees to share their heritage, fostering respect and appreciation for diverse cultures. Such practices enhance social wellbeing and foster a sense of unity and belonging, which has been shown to improve overall job satisfaction. These short, 250 words or less moments serve to remind us of the shared humanity that connects us all.

“

Using our blogging platform, I've had the opportunity to share my journey as a parent of an autistic child, and it has been incredibly rewarding. The support and camaraderie from my colleagues have been exceptional, knowing we stand together as a united team. This bond has encouraged empathy and collaboration within our workplace community, strengthening it further. As we tackle obstacles and celebrate achievements together, this platform serves as a vital tool in fostering inclusivity and cultivating a supportive culture.” — Jen Frye

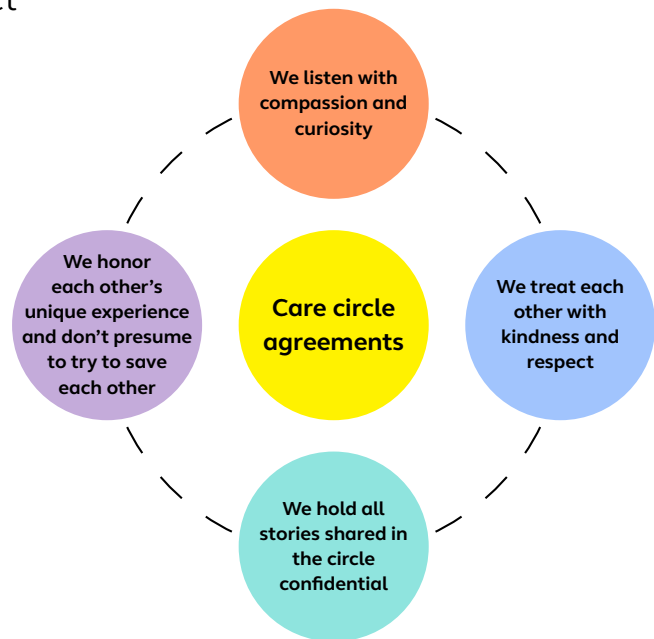
CLC care circles create space to connect

Launched in response to the need to support women in menopause, Care Circles are built on a foundation of collective sharing and mutual aid. They are designed to foster wellbeing by creating an environment that encourages emotional honesty, compassionate dialogue, and deep reflection. These Care Circles have emerged as a pillar of the corporate wellbeing initiative, a testament to the power of community and shared experiences.

The underlying purpose of a Care Circle is to create a space where people can feel safe and supported, a sanctuary where they can unburden themselves and share experiences with their peers without fear of judgment. It is an amalgamation of sharing, silence, compassion, and curiosity. Each participant is encouraged to speak their truth, while others listen with an open heart and mind. This helps to create a dynamic wherein every member feels seen, heard, and valued.

Care Circles are instrumental in forging deeper connections between employees beyond the professional realm. They offer a platform for mutual support and growth, where people can gain insights from each other's experiences and share resources to navigate life's complexities. This model helps to create a resilient workforce by fostering a sense of camaraderie and shared responsibility, where no one is alone in their struggles.

Moreover, these circles are self-organized and autonomous. While they initially were formed within the Women's Professional Network (WPN), they have been expanded to include other communities. The grassroots nature of the circles ensures that the facilitation process is organic, unregulated, and flexible, taking shape according to the specific needs and interests of the group members.



Each Care Circle holds the potential to catalyze positive change within the company. As members journey through various aspects of life together, they also reflect on how to influence others outside their circles, including HR and benefits policies. By fostering a culture of openness and mutual respect, Care Circles offer a vital resource for the mental and emotional wellbeing of employees. They also promote the integration of professional and personal identities, making the workplace a more humane and understanding environment. In essence, Care Circles are not just support groups; they are a reflection of the company's commitment to its people, a beacon of empathy and understanding that is redefining what it means to care for the whole person.

“

Leading the Journey to Motherhood Care Circle as part of the Women's Professional Network has allowed me to connect with peers by sharing our stories and journey on the path to parenthood. The Care Circle has created a safe space where we can share the hardships and joys that come with building a family when the path seems uncertain. We can discuss openly the struggles and obstacles of managing work and life when it comes to building a family. With the Care Circles, I have found a community of colleagues who understand the challenges, and we are there to lift each other and share ideas for navigating through this journey.” — Kirsten McGaugh



Mexico International Children's day

Children's Day in Mexico, known as El Día del Niño, holds significant cultural importance as it reflects the nation's emphasis on the wellbeing, happiness, and rights of children. Celebrated on April 30 annually, Alight colleagues are encouraged to bring their children to work for the day. Throughout the day, colleagues and their families participate in educational workshops, creative arts and crafts, and storytelling sessions. Games that foster teamwork and cooperation are also played by the families, creating shared experiences that bring both parents and children closer together. Colleagues also post about their experiences on our intranet for our global population.

For others, learning about Children's Day is an enlightening way to understand the deep-rooted family values and communal spirit that characterize Mexican culture. It provides a chance to learn about the history of El Día del Niño and customs associated with children. Moreover, understanding the focus on children's rights can lead to a broader understanding of Mexico's social and political context. It not only strengthens cross-cultural understanding but also helps foster a sense of global citizenship.

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For me it was an important event in the sense that Alight is a company that cares not only about the employees but also about our families. For my children, it was like a lesson since they saw that an office can also be fun and comfortable. It was truly inspiring to see children of all different ages interacting and to know that our leaders also care about promoting coexistence, not just between workers but also between families.”

— Maribel Resendiz

El Día del Niño en México

El Día del Niño en México, conocido como Día del Niño, tiene una importancia cultural significativa ya que refleja el énfasis en el bienestar de la nación, la felicidad y los derechos de los niños. Celebrado el 30 de abril de cada año, se alienta a los colegas de Alight a que traigan a sus hijos al trabajo ese día. A lo largo de la jornada, los empleados y sus familias participaron en talleres educativos y de manualidades creativas, así como en sesiones de narración de cuentos. Las familias también realizaron juegos que fomentan el trabajo en equipo y la cooperación, creando experiencias compartidas que acercaron a padres e hijos. Los colegas también publicaron sus experiencias en la intranet de Alight para compartir con nuestra comunidad de empleados global.

Para otros, aprender sobre el Día del Niño fue una forma esclarecedora de entender los valores familiares profundamente arraigados y el espíritu comunitario que caracterizan la cultura mexicana. Brindó la oportunidad de aprender sobre la historia de el Día del Niño y las costumbres asociadas con los niños. Además, comprender el enfoque en los derechos de la niñez puede conducir a una comprensión más amplia del contexto social y político de México. No solo fortalece la comprensión intercultural, sino que también ayuda a fomentar un sentido de ciudadanía global.

“

Para mí fue un evento importante en el sentido de que Alight es una empresa que no solo se preocupa por los empleados sino también por nuestras familias. Para mis hijos fue como una lección ya que vieron que una oficina también puede ser divertida y cómoda. Fue realmente inspirador ver interactuar a niños de todas las edades y saber que nuestros líderes también se preocupan por promover la convivencia, no solo entre trabajadores sino también entre familias.”

— Maribel Resendiz

Growing our diverse talent community

To grow our talent through attraction and retention, we are focused on creating an engaging and supportive work environment that fosters professional development and personal growth. It starts with a strong employer brand that showcases Alight's purpose and amplifies our commitment to employee wellbeing. We use our communities and Alight technology to promote opportunities for growth, advancement, and learning that help attract top talent. This includes mentorship programs, coaching, workshops, and access to educational resources. Building a culture that values and invests in its employees not only aids in attracting top talent but also fosters loyalty and long-term commitment, contributing to the growth and success of the organization.

By implementing these comprehensive, inclusive growth strategies, Alight seeks to nurture a workplace that truly represents the diverse world in which we live. Growing our diverse talent is not just about filling positions. Instead, it's a holistic, long-term approach aimed at promoting the overall growth and development of the individual and the organization.



Inclusive hiring training for managers and recruiters

Our commitment to creating and sustaining a diverse workplace is a cornerstone of our corporate ethos. We believe that a dynamic mix of backgrounds, perspectives, and experiences among our employees fosters creativity, innovation, and effective problem-solving, driving our business growth and fulfilling our goal of being a global leader. As part of our mission to embody this value, we have instituted a thorough inclusive hiring strategy that combines the training of our managers and recruiters, regulatory compliance, and an ongoing dialogue on diversity and inclusion.

To ensure the efficacy of this initiative, we have developed a series of educational programs for our managers and recruiters worldwide. The training serves not only to reinforce Alight's commitment to diversity but also to provide a solid framework for understanding and implementing regulatory hiring practices. In addition, the program seeks to recognize and overcome potential biases, often unconscious, that can arise in the hiring process. We openly address the types of objections that are sometimes raised when considering applicants from diverse backgrounds. By doing so, we aim to dismantle the barriers that hinder inclusion and establish a culture that values and respects all voices. A critical element of our training is the understanding of the difference between visible and non-visible differences. While some forms of diversity are immediately apparent, such as race or gender, others, including neurodiversity, sexual orientation, or cultural background, may not be. Our training helps managers and recruiters recognize these non-visible differences, ensuring we avoid any unconscious bias or discrimination that could be detrimental to our inclusivity goals.

In 2021, in partnership with Talent Acquisition, we made the Advanced Internet Recruiting (AIRS) Diversity and Inclusion certification a requirement for all US-based recruiters. AIRS classes introduce recruiters to sourcing tools and techniques and strategies to help them create or improve upon diversity recruiting efforts. The training also gives recruiters a step-by-step plan for discovering hard-to-find diverse talent and teaches them how to build pipelines of diverse talent. Recruiters will learn how to target and locate the right resources and how to use those resources to implement a solid sourcing strategy to find and attract diverse candidates.

“

Achieving certification as a Diversity and Inclusion Recruiter has significantly expanded my capacity to develop and implement diverse recruitment strategies. Through this process, I have gained a profound understanding of how to effectively identify and cultivate diverse candidate pools, leveraging advanced internet search techniques and incorporating diverse keywords. Moreover, I have curated a comprehensive library of relevant organizations and resources for sourcing, conducting outreach, and understanding local demographics. Additionally, I have acquired valuable insights into crafting more inclusive job descriptions, enhancing my ability to foster diversity within the recruitment process.” — Susan Wilson

Attracting new talent and identifying untapped talent

We believe that the path to sustained growth and innovation lies in our ability to harness untapped talent — individuals who may often be overlooked by traditional recruitment approaches. To attract this talent, we are actively eliminating biases and barriers such as degree requirements when they aren't central to the role. We're not just focused on providing opportunities but also on fostering an atmosphere where individuals can grow and prosper in their careers.

We go beyond typical recruitment platforms to alternative sources for job postings on Fairygodboss, a platform designed for women job seekers. We also leverage our relationships with professional organizations, including the National Black MBA Association®, Out & Equal, Hispanic Alliance for Career Enhancement, RecruitMilitary, Disability:IN, and Prospanica. These platforms allow us to reach talent groups that may be excluded from traditional pipelines.

We are also enthusiastic about forging partnerships with organizations such as CareerSpring. This community-based organization provides support to first-generation and/or low-income (FGLI) college students, a demographic teeming with potential yet often missed by mainstream recruitment. Through CareerSpring, we can connect with these talented individuals and provide them with meaningful career opportunities within Alight Solutions.

Moreover, we are committed to direct engagement with colleges and universities, especially those with significant FGLI student populations. We believe it's essential not just to invite diverse talent but also to actively seek it. It's about showing these potential colleagues the welcoming culture we've cultivated and the array of opportunities they can find at Alight Solutions.



University of Granada to Georgia State University creating spaces for emerging talent

University of Granada

In a groundbreaking partnership aimed at nurturing young talent, Alight has partnered with the University of Granada in Spain. This strategic collaboration aims to transform the University into a talent incubator for the company's Human Resources (HR) jobs. The partnership is designed to tap into the University's rich pool of talent, particularly students and graduates from HR, business, and related disciplines.

The innovative partnership embodies Alight's commitment to developing future HR leaders and further strengthens the University of Granada's position as a hub for talent development in the HR sector. Moreover, the program bridges the gap between theoretical learning and practical application, preparing students to tackle HR's most pressing challenges in today's increasingly digital and globalized world.

Deepening their collaborative bond, Alight Solutions and the University of Granada have centered their relationship around three fundamental programs, all meticulously curated to cultivate tomorrow's HR leaders. The first is a tailored master's degree program, designed in conjunction with Alight's specific HR needs and industry trends. The second initiative is the Talent Incubator Program. The talent incubator identifies promising students at the University, offering them an immersive six-month program that blends theoretical knowledge with practical experience. Last, the Female Talent 4.0 program underscores Alight's commitment to gender equality and diversity in the workplace. Recognizing the importance of women's representation in HR and beyond, this initiative handpicks the University's best female students to participate in a six-month intensive program.

“

Participating in the Professional Competencies Acceleration Program at the University of Granada marked a turning point in my life, both personally and professionally. Through highly innovative learning methodologies and access to personal coaches and professional mentors, I was able to chart my career on paths that wouldn't have been within reach without the support of the great professionals and colleagues who joined me in my cohort. Now, I can confidently say that I have a promising future at Alight. I will always be grateful for this opportunity.” — Raquel Pedregal

Georgia State University

With an enrollment of more than 54,000 students, Georgia State University (GSU) is one of the most diverse universities in the United States, graduating more first-generation and Black students than the largest Historically Black Colleges and Universities. With an introduction by Erika Meinhardt, Alight board member, in 2021 Alight quickly became one of the stewards and sponsors for GSU students. We are proud to sponsor GSU's WomenLead program, a program that is housed in the Robinson College of Business and focused on providing a semester-long experimental course on leadership strategy. With this partnership, leaders from Alight participate as judges in the WomenLead Poster presentation ceremony, where we also announce three scholarships for the program annually.

Alight is committed to building a relationship with GSU students beyond WomenLead. This year, in partnership with our Talent Acquisition team, we had the opportunity to network with students to gain insight into what appeals to them or doesn't appeal to them during the recruiting, onboarding, and training process and what employers should consider as it relates to DEI. Their feedback confirmed that the Alight campus recruiting team is leading inclusive hiring practices by incorporating inclusive language in the job posting, training interviewers to be more conversational, being as transparent as possible, keeping students engaged, and staying connected after offers are accepted through the start date.

“

My journey from GSU to Alight has been an odyssey of self-evaluation, adaptability, and empowerment. GSU's encouragement of self-reflection and critical thinking nurtured my academic and personal growth. The Peace Corps reinforced the value of empowering contributions towards causes I care about. UNC Kenan-Flagler enriched my skills in creative problem-solving and collaboration with industry leaders. The NB MBA Conference opened doors to empowerment and growth, leading me to my fulfilling role at Alight. As I continue to thrive in the HR technology sector, I am driven by the desire to empower others, foster inclusion, and create a transformative impact, reinforcing the belief that a unified and diverse community can shape the future of technology for the better.” — Bola Mustapha

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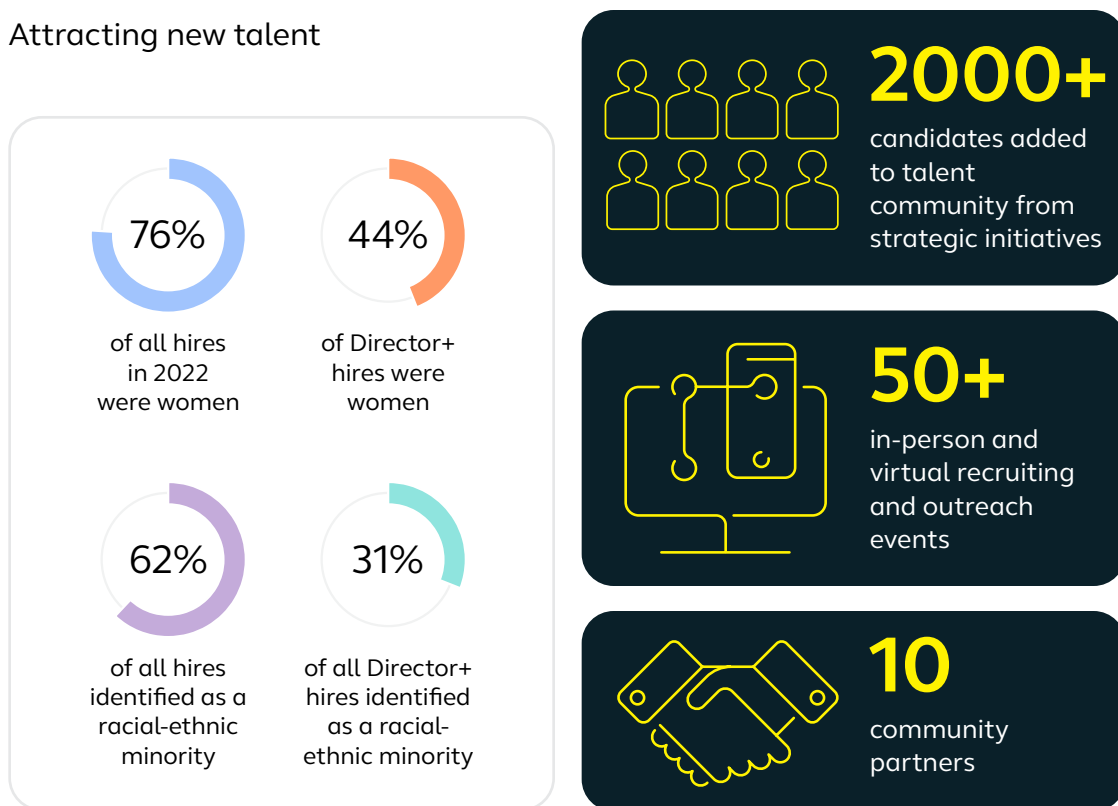
Thank you, Alight Solutions, for selecting me as a distinguished recipient of this scholarship. This award granted me a way to continue my education during one of the most challenging periods of my life, when I had to provide full-time care for my injured and disabled mother. I am immensely grateful for the financial support, which empowered me to continue my studies without undue stress on my finances while caring for my mom. Thanks to the generosity of Alight Solutions, I was able to focus and achieved a place on the Dean's List. I genuinely appreciate this award. Thank you.”

— Jennifer Osunde, Alight WomenLead Scholar 2023

New talent pipelines show growth

Our efforts to create new talent pipelines are paying off. In 2022, we added more than 2,000 potential candidates to our talent community, through 50+ outreach events hosted by 10 strategic partners. As a result, more than 72 percent of all hires globally in 2022 were women, of whom 44 percent were hired into director-level roles or higher. More than 61 percent of all US hires in 2022 identified as an ethnic minority, of whom 31 percent were hired into director-level roles or higher. This year, we amplified our efforts to focus on people with disabilities globally as well as veterans in the United States and look forward to reporting on those efforts in our next annual report.

Attracting new talent



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YoPro colleagues are the future of Alight. The network attracts, develops, and retains emerging young professionals at our organization. It bolsters Alight's values by offering networking opportunities, career development opportunities, and engagement activities in the community.”

— Yode Guerrier-Ford

Community-based learning: a commitment to growth and engagement

At Alight, we value the power of collective learning. Over the past three years, we have shown steadfast dedication to nurturing the talent that drives our mission forward. We believe that our strength is underpinned by the depth and diversity of our colleagues. As part of this commitment, we have partnered with strategic partners to foster a robust community-based learning program. The aim of this program is not only to enhance individual expertise but also to construct an interwoven learning network within the organization.

Through our Colleague-Led Communities, we facilitate a culture of continuous learning. CLCs serve as active platforms that unite colleagues in a shared learning journey. This presents a unique opportunity not only to acquire knowledge but also to learn from peers as we exchange ideas, experiences, and viewpoints. The CLCs offer a safe, supportive, and open environment where everyone feels comfortable to contribute and grow.

In line with our Continuous Performance Management plan, we encourage every team member to strive for constant improvement. Our community-based learning approach integrates seamlessly with this plan, transforming performance management from a solitary task into a collaborative process. The shared accountability within the learning community motivates all participants to remain engaged and make consistent progress.

At the core of our approach is the principle of accountability partners. Colleagues participate in these programs as cohorts fostering a sense of shared responsibility. These pairs become the pillars of our community-based learning approach. Their function is twofold: they provide mutual support during the learning process and hold each other accountable for progress and outcomes. This dynamic ensures a constant feedback loop, fostering an atmosphere of commitment and camaraderie.

Embracing the ethos of self-directed learning, we provide CLC members with the opportunity to complete development and certificate programs at their own pace. Our learning model recognizes that everyone has unique learning styles, preferences, and schedules. We therefore provide the resources, tools, and support required, while our employees take ownership of their learning journey, setting their own targets and pace.

Upon successful completion of selected programs, some participants receive certificates or badges that recognize their effort and achievement. These tokens serve not only as a testament to the participant's dedication and progress but also enhance their professional credentials. They act as motivators, instilling a sense of pride and accomplishment while fostering a culture of continuous learning and achievement.

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Attending the Mujeres for HACE Program through Alight has been an incredibly transformative experience. Graduating from the program, I can confidently say that it has equipped me with invaluable skills, insights, and a broader perspective on leadership. The program's curriculum and collaborative environment have pushed me to grow personally and professionally. It has empowered me to take on new challenges, navigate complex situations with confidence, and inspire those around me. I am immensely grateful for this opportunity, as it has truly helped me unlock my potential and become a more impactful leader in my organization and beyond.” — Nelly Gonzales

Infusing Alight culture in our communities

At Alight, we firmly believe that corporate social responsibility is an essential part of who we are as an organization. Guided by our core values, we have developed a comprehensive strategy that encompasses various aspects of corporate social responsibility, including diversity, equity, and inclusion (DEI). Our commitment to DEI is deeply ingrained in our culture and acts as a guiding principle for our actions and behaviors within our community, with our colleagues, clients, vendors, and partners.



INFUSING ALIGHT CULTURE IN OUR COMMUNITIES

Infusing culture in the community is a key aspect of our corporate social responsibility strategy. We understand the importance of giving back to the communities we operate in and strive to make a positive impact through both charitable donations and volunteerism. By supporting various charitable initiatives, we aim to contribute to the betterment of society and create a more inclusive and equitable future for all.

Charitable contributions play a significant role in our corporate social responsibility efforts. We have implemented multiple avenues for giving, ensuring that our clients, employees, and communities are actively involved in making a difference. Through our client charitable giving program, we encourage and facilitate donations to charitable organizations that align with our values. This collaborative approach allows us to extend our impact beyond our immediate reach.

Furthermore, we have established the Alight People Matter fund, which serves as an employee assistance fund. This fund provides financial support to employees facing unexpected hardships, promoting a culture of care and support within our organization. We firmly believe that taking care of our employees is an essential part of our responsibility as a socially conscious company.

To amplify the impact of our charitable efforts, we have also introduced the Alight Cares matching program. Through this program, we match the charitable donations made by our employees, effectively doubling the impact of their contributions. This not only encourages individual philanthropy but also strengthens our collective ability to address social issues and support causes that are important to our employees.

Recognizing the importance of Colleague-Led Communities (CLCs) in fostering inclusivity and driving positive change, we actively support their initiatives through community donations. Our CLCs have the opportunity to allocate funds to community projects and organizations that align with their focus areas, enabling them to make a meaningful impact in areas they are passionate about.

 Client charitable giving	 Alight People Matter Fund	 Alight Cares Matching
 Colleague-led community donations	 Local donations through location leader network	 CEO Fund

Our fundamental approach to corporate social responsibility is guided by the values of our organization, which are the foundation of how we act and behave in our community, with our colleagues, clients, vendors, and partners.

Moreover, our commitment to local communities is exemplified through our location-based donations facilitated by the location leader network. Each of our locations has a designated leader who identifies local organizations and initiatives that could benefit from our support. This decentralized approach ensures that our contributions are tailored to the specific needs of each community we operate in, fostering stronger connections and meaningful relationships.

Finally, our CEO fund reflects the personal commitment of our leadership to drive positive change. Through this fund, our CEO actively supports causes and initiatives that align with our corporate social responsibility strategy, demonstrating our top-level dedication to making a difference in the world.

Location-based giving inclusion networks

In our office in Hyderabad, India, we have strived to make a positive impact on local government schools, aiming to create a lasting change in the lives of students. One of our significant achievements this year was at Dorepally School, located in the rural village of Nalgonda district. By providing much-needed desks, chairs, and laptops, we have significantly improved the learning environment for these students. The impact of our support goes beyond just the physical resources; it empowers these children to dream big and achieve their aspirations.

Another remarkable initiative took place at Narsingi Primary School, situated in the heart of Hyderabad city. Recognizing the hardships faced by students from lower-income backgrounds, we have consistently provided essential supplies and food support. Our efforts have played a crucial role in ensuring these children can focus on their studies without worrying about hunger or lack of materials.

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Our team's commitment to making a difference in the lives of those less fortunate was truly exemplified when 400 of our colleagues came forward to raise \$5,000 in funds. These initiatives have allowed us to provide basic infrastructure improvements and books and stationery supplies to three schools in need.” — Raghu Ram VSV

Global days for giving back

At Alight, we understand that volunteerism is a powerful catalyst for social change and community development. As part of our corporate social responsibility strategy, we actively promote volunteerism through two key community service opportunities: the Global Day for Social Justice and Global Service Week.

The Global Day for Social Justice, celebrated annually on Juneteenth, holds great significance for us. On this day, we provide a paid day off for all our employees, encouraging them to actively engage in promoting social justice. This day serves as a platform to address critical issues such as poverty, exclusion, gender inequality, unemployment, human rights, and social protections. By granting this paid day off, we empower our employees to contribute their time and expertise to organizations and initiatives dedicated to addressing these pressing challenges. We believe that collective action is essential in creating a more just and equitable society, and the Global Day for Social Justice provides a meaningful opportunity for our employees to play their part.

In addition to the Global Day for Social Justice, we organize Global Service Week, which takes place in December. This weeklong initiative is designed to inspire our colleagues to volunteer their time and efforts in their respective communities. We encourage our employees to actively engage with local organizations, nonprofits, and community projects, fostering a people-centric movement that aims to build a better and safer future for all. During Global Service Week, our employees have the opportunity to participate in various volunteer activities, such as mentoring programs, environmental initiatives, educational campaigns, and other projects aligned with our core values and community needs. By dedicating a specific week to volunteerism, we aim to amplify the impact of our collective efforts and demonstrate our commitment to making a difference in the communities we serve.

Through these two community service opportunities, the Global Day for Social Justice and Global Service Week, we strive to create a culture of volunteerism and social responsibility within our organization. By providing paid time off and encouraging active engagement, we empower our employees to contribute their skills, knowledge, and passion to address social challenges and drive positive change. We believe that volunteerism not only benefits the communities we serve but also enriches the lives of our employees, fostering a sense of purpose, fulfillment, and connection to the world around us. Together, through these initiatives, we can make a lasting impact and work toward a more inclusive, just, and compassionate society.

The Black Professional Network, Juneteenth and Social Justice

“One of the highlights of our diversity initiatives last year was the impactful keynote address by Ms. Opal Lee, the esteemed grandmother of Juneteenth. This momentous event took place on the one-year anniversary of President Joe Biden signing Juneteenth into law as a federal holiday. Ms. Opal Lee’s presence at Alight was nothing short of awe-inspiring, as she shared her remarkable journey, wisdom, and passion for justice and equality.

Ms. Lee’s words had a profound impact on everyone present, leaving an indelible mark on our hearts and minds. Through her compelling stories and personal experiences, she shed light on the historical struggles of the Black community and emphasized the importance of recognizing the full history of our nation, including its painful chapters.

The event itself was historic, not only because it coincided with the first anniversary of Juneteenth being designated as a federal holiday but also due to Ms. Lee’s role as a prominent civil rights activist and a driving force behind the recognition of Juneteenth. This year we joined Ms. Lee in her tireless efforts to advocate for Juneteenth’s acknowledgment by participating in her annual 2.5 mile walk to recognize the 2.5 years it took for the news and enforcement of freedom to reach the enslaved people in Texas. Colleagues who walked raised more than \$2,500 to deepen our understanding of the significance of Juneteenth and to recommit ourselves to advocating for a diverse and inclusive workplace.”

— Siatta Ollison

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Engaging virtually, we bridged the distance to touch hearts and bring smiles. Through Alight’s Global Service Day event, we crafted cards, not just for seniors, but for souls craving connection. In a world craving unity, our virtual acts of kindness showed that compassion knows no bounds. Together, we illuminated the lives of seniors, reminding them they are cherished, even from afar.” — Vicki Hansen

Ensuring equitable outcomes for all

Ensuring equitable outcomes for all is a multifaceted strategy that involves more than just pay. It involves auditing the entire employee lifecycle for opportunities to ensure inclusivity and fairness. While both equality and equity aim for fairness, the approach is not the same. Equality is about giving everyone the same resources or opportunities, treating everyone equally. However, equity involves acknowledging and accommodating individual differences and circumstances to ensure everyone has an equal opportunity to succeed.



Incorporating DEI focus on equity into this approach creates the opportunity to address the specific needs and barriers of individuals and groups, which leads to fairness and inclusivity in the workplace. This involves a comprehensive review of the employee lifecycle, including prioritizing workforce demographics, sourcing talent from nontraditional avenues, and implementing robust mentorship programs.

Prioritizing our workforce demographics

Understanding the diverse identities of our colleagues is pivotal in addressing the needs of a workforce. This year, we've incorporated modifications into our recruitment and hiring procedures, enabling prospective employees to self-identify as a veteran or a person with disabilities right from the application stage. This provision empowers applicants to express their requirements for accommodations, such as for hearing or vision impairments, ahead of time, mitigating the risk of unfavorable feedback during the interview process.

Moreover, we've revamped our annual self-identification survey via Alight Worklife to gather more precise data, including details such as military spouse status and more explicit language regarding disabilities. Consequently, we've noticed a 2 percent increase in colleagues identifying as having a disability and have been able to establish new policies and practices that cater to specific needs, such as enabling close-captioning where possible for live events.

Sourcing talent from nontraditional avenues

To broaden the talent acquisition processes, we actively seek alternative recruitment channels. In 2022, Alight solidified a partnership with Fairygodboss, an organization dedicated to empowering women to achieve corporate success. This partnership not only opens up avenues for diverse talent acquisition but also provides a platform for Alight to enhance its employer brand through unique methods such as job promotion videos and participation in "best of" lists.

Creating these unconventional pathways for talent acquisition plays a crucial role in advancing workplace equity. By sourcing talent from alternative pipelines, Alight is ensuring access to opportunities for a wider array of candidates, particularly those who may be overlooked through traditional hiring practices. This strategy allows the company to reach and attract a more diverse range of candidates, contributing to a workforce that is rich in varied perspectives, experiences, and skills. Furthermore, it reflects Alight's awareness that talent is not confined to specific demographics or traditional career paths. By actively seeking talent in new places, we are demonstrating Alight's commitment to equity, diversity, and inclusivity in the workplace.

Fairygodboss Love My Job: I Get to Make a Difference: From My Daily Role to Leading a Latinx Community

Welcome to I Love My Job, the series where we hear from women who really love their jobs. In this edition, we sat down with Elisa Tavaréz, an executive assistant lead at Alight Solutions, a company she's been at for over 16 years!

Looking back, Tavaréz recalls beginning her journey at the company as an experienced administrative assistant. "From there, I was promoted to a senior administrative assistant and then to an administrative operations manager," she tells us. "Today, I'm considered an executive assistant lead, and I've been leading our administrative team for over six years."

And this isn't the end of Tavaréz's impact either! She also leads Alight's Familia Latinx Colleague-Led Community (CLC). CLCs (which also include the Women's Professional Network, Young Professionals Network, and many more) enable employees to find mentorship and sponsorship, as well as to receive support from talented professionals in other areas of the business whom they might not normally collaborate with.

"As a Latina, I've been able to take advantage of career development that is geared toward growing Latinos in the management space," notes Tavaréz. "This has afforded me so many opportunities and has helped me grow my own career and journey here at Alight."

Click [here](#) to see Elisa's video.

Mentoring@Alight

Mentorship programs are powerful tools in the pursuit of equity within Alight Solutions. These programs facilitate relationships between employees and senior leaders who may share similar backgrounds or experiences. Such alignment provides a more relatable context for mentees, allowing them to glean valuable insights from their mentors' journeys. Moreover, mentorship programs contribute to equity by offering a customized learning experience tailored to each mentee's specific goals and needs. Unlike one-size-fits-all training initiatives, mentorships enable personalized guidance and support, addressing unique areas of growth and development.

This year saw a collaborative effort between the Talent Acquisition and DEI teams to initiate a global mentoring program. Integrated within our internal jobsite as a key element of our talent development strategy, this program facilitates mentor-mentee matching. Mentoring@Alight is for anyone, at any level, to receive guidance and learn from the experience of fellow Alight colleagues. This program is not exclusively for work-related mentoring. While it is encouraged for colleagues to take ownership in their professional career development, Mentoring@Alight can also be for those looking to develop personally as well. All colleagues are encouraged to sign up to be a mentor as an opportunity to support the development of others, develop coaching skills, and network with other colleagues.

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“I've been with the company for almost 19 years and during that time I've been both a mentor and mentee and continue to do so. I've learned and grown so much from being on the giving and receiving end of my mentoring partnerships. And it's funny how much you can develop on both sides of being a mentor and a mentee. I've created some great long-lasting relationships and been able to network outside my normal circles. This commitment between both parties takes work to build that confidential relationship but it's well worth the effort. I've been blessed by those relationships not only professionally but also personally.” — Chris King

DEI strategic partner network

Our DEI strategic partners play a crucial role in our strategy and outcomes, as they represent the diversity within our own organization. Collaboration with external partners who reflect the various facets of our organization ensures that a broader range of perspectives, experiences, and expertise is brought to the table. Recognizing that we cannot address DEI challenges alone, these strategic partners contribute their unique insights and knowledge, helping us gain a more comprehensive understanding of the complex issues at hand. By partnering with organizations that mirror our diversity, we create an inclusive ecosystem that embraces the principles of equity and fosters a culture of belonging. Through this collaboration, we leverage the collective strengths and capabilities of our diverse partners, amplifying our impact and accelerating progress toward building truly inclusive environments.



Alight's first DEI strategic partner: Seramount

When Alight launched its global Inclusion Council in 2018, we sought a partner that could grow with us on this journey. Seramount, formally Diversity Best Practices and now a part of EAB, was selected due to their expertise and dedication to advancing diversity, equity, and inclusion (DEI) in the workplace. With over four decades of partnering with more than 450 of the most iconic companies in the world, Seramount has built a deep, data-driven understanding of the employee experience, which lays the groundwork for everything they do. Their comprehensive DEI toolkit includes actionable research and insights, learning and development, strategic guidance, and inspiring events.

In 2021, one year after the killing of George Floyd, Alight partnered with Seramount on a Pledge to Progress. This research set out to examine how far corporate America has come regarding addressing racism in the workplace. This research conducted a national survey of 2,431 college-educated professionals at companies with at least 5,000 US employees about their perceptions of racism in the workplace and their organization's support for anti-racism efforts. The results of the report were widely accepted as a baseline for organizational commitment and a go-forward strategy for addressing racism and bias.

When Alight wanted to ensure that the voice of Ms. Opal Lee's story was heard by all, Seramount served as a partner by distributing the live recording to its thousands of members as well as broadcasting Ms. Opal's messages on their social platforms. Following the Opal Lee broadcast, we continue to partner with Seramount by bringing forward Alight best practices at Seramount professional conferences and opportunities to engage with our client members.

We also proudly participate as a founding member of Seramount's CDO collaborative. CDO Collaborative members are dedicated to creating authentic and sustained engagement with DEI among the executive leadership team and across their global organizations. Collaborative members receive three broad pillars of service, including unique convenings, strategic support, and tactical guidance. All three pillars focus on how to shift the narrative on DEI ownership and drive broader accountability for both action and results.

Alight's global partner to the LGBTQ+ community: REDI Spain

The Red Empresarial Association for LGBTI Diversity and Inclusion (REDI) represents Spain's first ecosystem of corporations and professionals committed to fostering workplaces that are secure and respectful for everyone, irrespective of their identity, gender expression, or sexual orientation. Launched in June 2015 and influenced by similar global initiatives, REDI is focused on preparing inroads for the Spanish LGBTQ+ community into the corporate workforce. Through their free access to learning, best practice toolkits, recruiting events, and live webinars, REDI seeks to be a driver of change not just for the corporations in their consortium but to all citizens of Spain.

Alight joined REDI in 2021, securing our first DEI strategic partnership in Spain. Our membership has provided us with access to a permanent forum for consultation and exchange, connecting Alight with other companies, institutions, and expert professionals in diversity. Through the exchange around best practices, we are able to stay abreast of trending topics in the region.

On its fifth anniversary, REDI achieved a significant milestone by releasing the first-ever list of professionals and allies promoting LGBTI diversity within Spain's corporate framework. This initiative aimed to highlight the exceptional contributions of individuals who fill us with pride every day in the workplace. The purpose of the list was to recognize those who foster respect and inclusion for diversity based on sexual orientation, gender identity, or expression in the corporate world. Whether part of the LGBTI community or not, these individuals play a pivotal role in creating diverse and inclusive environments, aligning with the core values of REDI. Alight is deeply honored to have two of its colleagues included in this esteemed list of outstanding professionals.

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It is an immense honor and a source of great pride to be selected as Alight's ambassador for REDI in Spain. Representing this incredible organization allows me to actively contribute to the advancement of the LGBTQ+ community, and it fills my heart with joy to be part of such a meaningful cause. REDI's unwavering commitment to promoting inclusivity and driving positive change aligns perfectly with Alight's values, and I am thrilled to work alongside my supportive colleagues in making a real impact in Spain. Together, we will raise our voices, embrace diversity, and strive to build a more inclusive and compassionate society for all.” — Josue Perez

Alight's 2023 DEI partner network



Awards and recognition

Our commitment to establishing a diverse and inclusive environment has made a significant impact on our colleagues and has garnered notable recognition from well-respected external bodies. Each year, we engage in a range of benchmarking surveys, enabling us to evaluate our progress and compare our efforts against industry peers. These awards are a testament to our unwavering dedication to fostering a diverse and inclusive work environment. They represent significant milestones in our DEI journey, and while we celebrate these accomplishments, we understand that our journey does not end here. The benchmarking surveys we participate in each year serve not just as tools for measurement but also as catalysts for continual improvement and innovation in all aspects of diversity, equity, and inclusion.



Notable awards in 2022/2023 to date include:



PARITY.ORG BEST COMPANIES FOR WOMEN TO ADVANCE

The Parity.org Best Companies for Women to Advance list is a prestigious recognition given to organizations that have demonstrated a significant commitment to gender parity. The award recognizes companies that implement programs and practices aimed at improving the rates at which they hire, retain, and promote women to higher positions within their organizations. The assessment process takes into account factors such as pay equity, flexibility in work hours, recruitment practices, promotion rates, women in leadership roles, and more. Earning a spot on this list is an affirmation of an organization's dedication to creating an inclusive and equitable work environment where women have equal opportunities to thrive and progress in their careers.



SERAMOUNT'S INCLUSION INDEX

Seramount's US Inclusion Index assesses corporate efforts in areas such as hiring, retaining, and promoting underrepresented groups, best practices in inclusive and equitable policies, leadership accountability for DEI success, and creating inclusive company culture. To qualify, organizations have to reach a threshold score of 60 percent. Inclusion on the index is a recognition of a company's dedication to DEI.



SERAMOUNT'S 100 BEST COMPANIES

Seramount's 100 Best Companies is a prestigious 40-year-old list that recognizes the companies leading the way in creating family-friendly policies and programs that benefit working parents. The list is compiled through a comprehensive evaluation of each company's practices and policies, including gender-neutral parental leave and childcare benefits.



SERAMOUNT'S TOP COMPANIES FOR EXECUTIVE WOMEN

This prestigious award recognizes organizations that are going above and beyond to foster and encourage women's movement into senior positions. Companies are selected based on a comprehensive set of criteria, including the representation of women in senior leadership roles and the availability of programs and initiatives that support the advancement of women. Companies that receive this award have demonstrated their commitment to gender diversity at the executive level and to creating a workplace where women can thrive and reach their full potential.



SERAMOUNT'S BEST COMPANIES FOR MULTICULTURAL WOMEN

The Best Companies for Multicultural Women list acknowledges organizations that create an inclusive and equitable environment for women of various ethnicities and cultures. The award is determined by evaluating the representation of multicultural women across all levels of the organization, evaluating them in distinct racial/ethnic groups, the effectiveness of diversity and inclusion programs, and the company's commitment to fostering a supportive and inclusive workplace culture. Companies receiving this award have shown exemplary efforts in ensuring multicultural women feel valued and heard and have equal opportunities for growth and development.



MILITARY FRIENDLY EMPLOYER

The Military Friendly Employer Award is a respected recognition given to organizations that demonstrate exceptional commitment to recruiting, hiring, and training military veterans. The award examines an organization's dedication to create sustainable and meaningful benefit for the military community, which includes service members, veterans, and their families. The criteria for the award evaluate a company's efforts in areas such as recruitment and sourcing, hiring and onboarding, career opportunity and advancement, culture and commitment, and military employee policies and compliance, as well as military employee support and retention. Being honored with the Military Friendly Employer Award is a testament to an organization's significant commitment to fostering an environment that appreciates and utilizes the unique skills and experiences of military veterans.



Before joining Alight, I held a leadership position at a major US financial institution. I decided to leave this role due to a forthcoming Permanent Change of Station (PCS) — my family and I were planning to relocate, and I was unable to retain my position under these circumstances. I then began exploring new job opportunities and came across Alight. Alight stood out to me primarily because of their understanding of the need for flexible work-from-home arrangements. During the interview process, they demonstrated a refreshing openness and adaptability in response to global trends. I was up front about my military affiliation, and I was relieved to find that this did not negatively impact their decision to hire me. Upon joining the company, I was introduced to Team VALOR. Here, I immediately felt a sense of family, a close-knit community of people who truly understood my needs. I am incredibly grateful for Alight, Team VALOR, and my manager, all of whom have been incredibly open and flexible with the relocations demanded by my military service.” — Sandra Saldivar-Oliver

Supplier diversity

Alight recognizes and welcomes the role we can play in advancing inclusivity and equity throughout the supply chain by extending opportunities to qualified diverse suppliers. In addition to encouraging innovation with new products and services, supplier diversity builds economic growth in the communities where we do business and levels the playing field for historically underrepresented groups.



In alignment with our core values, Alight's US Supplier Diversity Program's goal is to obtain a diverse and inclusive supply chain to guarantee equal opportunities to qualified suppliers. Diversity and inclusion have always been the principles that bind our core values. In 2022, we spent \$22M+ with Certified Minority-Owned Businesses (MBE) and \$13M+ with Certified Women-Owned Business (WBE).

Since we launched our US Supplier Diversity Program in 2021, developing strategic actions to strengthen our program has been our goal year after year. This includes, but is not limited to, the following goals:

1. Promoting our commitment to diversity and our program

Our commitment to supplier diversity is prominently highlighted on its US Supplier Diversity Program page on alight.com. We showcase its rigorous diversity programs and the benefits they bring to both Alight and the diverse suppliers. This comprehensive webpage provides insights into the qualifications, application processes, and vibrant community of diverse suppliers that Alight partners with. Beyond this, Alight maintains an internal US Supplier Diversity Program resource page exclusively for colleagues. This internal resource page is aimed at educating employees about the importance of supplier diversity, promoting active participation, and detailing how each employee can contribute to the program's success.

2. Advertising and marketing

We employ a strategic approach to reach out to diverse suppliers by advertising in six diversity-focused magazines and their corresponding digital platforms. These targeted advertisements not only highlight Alight's commitment to supplier diversity but also provide essential information on how potential suppliers can engage and partner with Alight. Through these placements in websites, digital magazines, and e-newsletters, Alight effectively markets its Supplier Diversity Program to a wide audience, thereby enhancing its reach within diverse communities.

3. Active Diverse Council Corporate Membership and partnership with other Supplier Diversity organizations

Alight takes an active role in promoting diversity by maintaining a Diverse Council Corporate Membership and establishing partnerships with several leading Supplier Diversity organizations. These include the Women's Business Enterprise National Council (WBENC), the National Gay and Lesbian Chamber of Commerce (NGLCC), and the Council for Supplier Diversity (CSD). Being part of these prestigious networks offers numerous advantages.

Alight regularly participates in conferences organized by these councils, presenting an excellent platform to strengthen its Supplier Diversity brand, network with diverse businesses, and amplify engagement efforts. Matchmaking events facilitate valuable face-to-face interactions with potential suppliers, enabling Alight to create robust, diverse supply chains. The council's national databases serve as trusted resources for Alight to search and validate diverse suppliers, ensuring credible and beneficial partnerships.

4. **Best-in-class, third-party platform for managing our program's goals and diverse spending**

Alight utilizes a best-in-class, third-party platform for managing its Supplier Diversity Program's goals and diverse spending. This platform facilitates the creation of Alight's Supplier Registration Portal, enabling the company to search, identify, and engage with diverse suppliers using an extensive third-party database. The platform's robust capabilities include monitoring and validating diverse certification or self-classification, providing an added layer of assurance to Alight's commitment to diversity.

Furthermore, it is instrumental in generating key metrics and reports, such as Economic Impact, program and target spend metrics, Tier-2 diverse spend, supplier and potential registrations, and more. The platform also supports the implementation of Enhanced Digital Certification and Small Business Certification, allowing for straightforward supplier self-classification. In essence, Alight's platform is a sophisticated tool that streamlines the company's Supplier Diversity Management, ensuring a productive and inclusive ecosystem.

Awards and recognition

Alight has earned notable recognition for its commitment to supplier diversity, underlining its position as a leader in creating inclusive business ecosystems. In 2022, the company was recognized by DiversityComm, Inc. for the second consecutive year, reflecting its ongoing dedication to diverse supplier engagement. Additionally, Alight's top-tier Supplier Diversity Program has been featured prominently in esteemed publications such as the *Black EOE Journal*, *Hispanic Network Magazine*, and *Professional Woman's Magazine*, further underscoring its commitment and success in fostering diverse business partnerships.

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We know real change — enduring change — happens one step at a time. Therefore, in the upcoming years, we will continue to develop the building blocks needed to ensure growth year over year, which includes developing mentorship and training programs for diverse suppliers that focus on expanding opportunities and economic growth. We are committed to putting forth the effort to partner with both external and internal resources, using data-driven strategies to strengthen growth rather than solely to maintain our program's growth.” — Michele Walker, Supplier Diversity

Looking ahead

My DEI commitment: We didn't come this far to just get this far

As the leader of Inclusion and Diversity, I am acutely aware that we are on a critical journey — a journey of cultivating a culture where diversity, equity, and inclusion (DEI) are not mere buzzwords but integral strands of our corporate DNA. We didn't come this far to just get this far. In fact, each stride we have taken on this path compels us to challenge ourselves, to aim higher, to do better.

In reflecting on our achievements so far, we have made significant strides in creating a more diverse, equitable, and inclusive environment. We have acknowledged the rich tapestry of talents, experiences, and perspectives that our people bring to the table. We have taken steps to ensure that everyone — regardless of race, gender, ethnicity, sexual orientation, gender identity, age, religion, disability, or socioeconomic background — feels heard, valued, and respected. However, it is not enough to rest on the laurels of past progress. “Good enough” isn't good enough when it comes to DEI. Our commitment goes beyond merely checking off boxes. We are committed to authentic change, to creating an environment where diversity thrives, where equity is a reality for all, and where everyone feels included.

To fulfill this commitment, we must keep pushing boundaries, breaking barriers, and debunking myths. This means continuously reviewing and updating our policies, procedures, and practices to ensure they do not inadvertently perpetuate bias, exclusion, or inequality. It means being transparent and accountable about our progress toward achieving our DEI goals. It means providing the necessary training and resources to help our people understand and respect different perspectives, challenge their biases, and work collaboratively across the beautiful spectrum of human diversity.

In advancing our DEI efforts, I see us not only addressing the tangible — hiring practices, leadership development, and workplace policies — but also the intangible: the feeling of belonging, the sense of being truly seen and appreciated for who you are and what you bring to Alight, the knowledge that your success and advancement won't be hindered by aspects of your identity.

We stand committed to creating an Alight where every individual can shine their unique light brightly. I am excited about the journey ahead, about the possibilities it holds, about the organization we are shaping. We didn't come this far to just get this far. Together, let's continue our journey toward an ever more diverse, equitable, and inclusive future.

Never complacent, always committed,
Xan Daniels, Global Vice President, Alight Solutions

About Alight

Alight is a leading cloud-based human capital technology and services provider that powers confident health, wealth and wellbeing decisions for 36 million people and dependents. Our Alight Worklife® platform combines data and analytics with a simple, seamless user experience. Supported by our global delivery capabilities, Alight Worklife is transforming the employee experience for people around the world. With personalized, data-driven health, wealth, pay and wellbeing insights, Alight brings people the security of better outcomes and peace of mind throughout life's big moments and most important decisions. Learn how Alight unlocks growth for organizations of all sizes at alight.com.

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