



Diversity and Inclusion Update

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Chief Human Resources Officer
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2020

"If everything seems under control, you're just not going fast enough."

Mario Andretti

NorthCoast 99 Winner

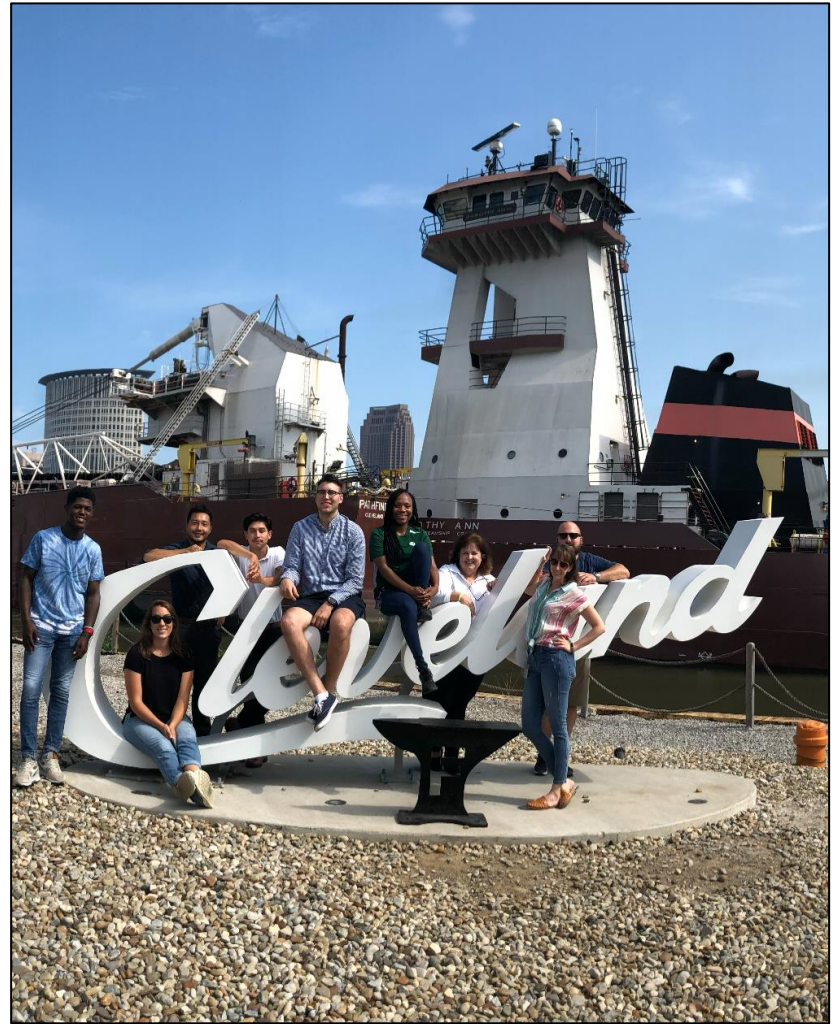
Rated on five (5) categories:

- 🌱 **Organizational Strategy, Policies, & Benefits (83%)**
- 🌱 **Talent Attraction, Acquisition, & Onboarding (100%)**
- 🌱 **Employee Well-Being (100%)**
- 🌱 **Employee Engagement & Talent Development (98%)**
- 🌱 **Total Rewards (84%)**

Overall score: **93%**

Award of Excellence Recipient

Workforce diversity is the bringing together of a variety of people to one workplace. This workplace would be comprised of people with a wide range of experiences, backgrounds and characteristics.

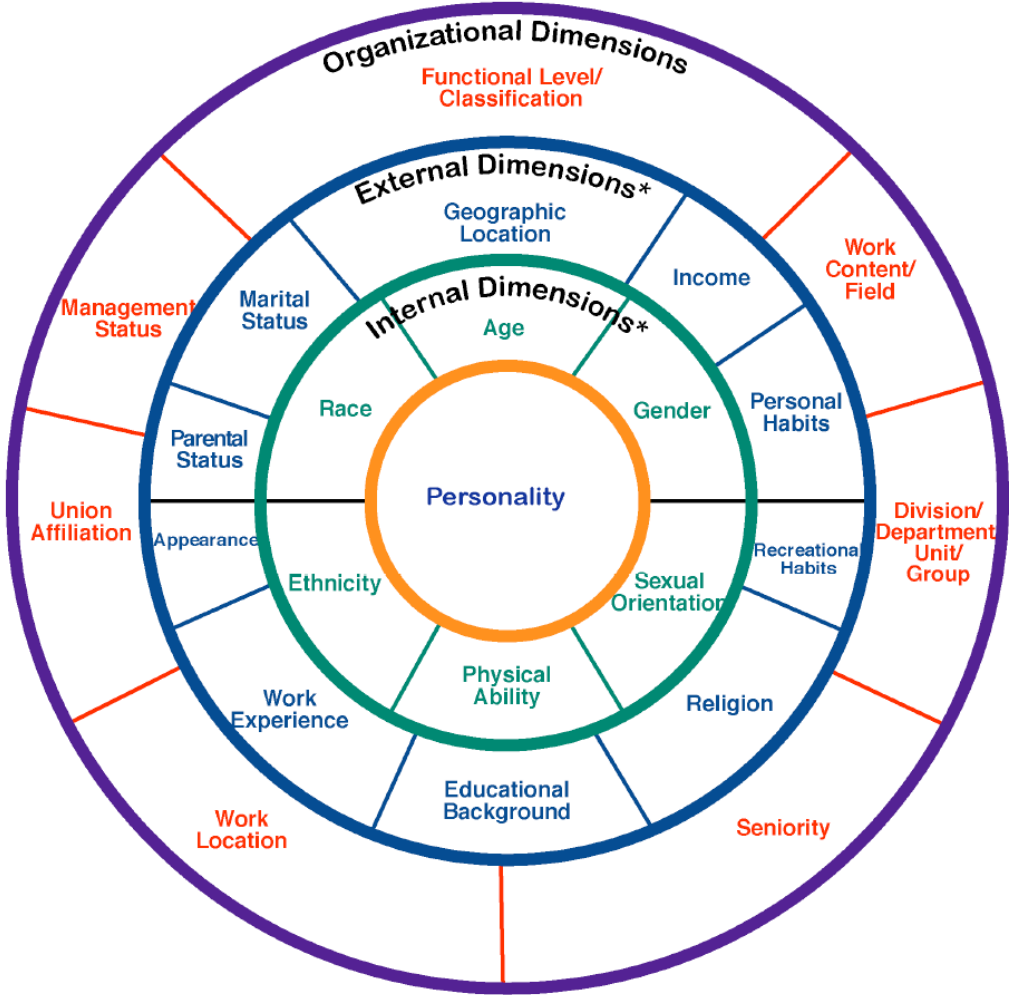


Diversity happens Inclusion is a conscious choice

Diversity
showing a
great deal of
variety; very
different.

Inclusion
the action or
state of
including or of
being included.

Dimensions of Diversity



Diversity & Inclusion - Background

Diversity Advisory Council (DAC)

- 2012-2017 Diversity Strategic Plan



Organizational Overview

- 749 full and part time
- 443 male/306 female
- 396 – less than 10 years with CMP
- Average 90% employee retention rate over 10 years
- Disparity Study

By 2025, 75% of the workforce will be millennials

Five Critical Areas

Leadership
Engagement &
Accountability

Workforce

Workplace

Community

Marketplace

Golf Operations



Irrigation Specialist!



https://youtu.be/fG3yapq_Dn4