

The power of **TEAMWORK**



Diversity, Equity and Inclusion

At Mutual of Omaha, we're committed to helping every associate be at their best. We honor ideas from all associates, expecting that we each hold the key to our future success. When we respect and celebrate the unique strengths and differences in each other, we elevate our success — through the power of diversity.

Employee Resource Groups

Mutual is home to nine Employee Resource Groups, consisting of associates who have joined together around shared characteristics or life experiences. Each group focuses on creating awareness and programming to improve the diversity and inclusiveness of our workforce, workplace and business.

Each group has a mission focused on creating awareness and programming that improves the diversity and inclusiveness of our workforce, workplace and business.

Our ERGs, which are open to any regular full- or part-time employee, support the company's diversity and inclusion goals in many ways:

- Promote recruitment and retention of diverse associates
- Connect employees with others who share similar interests or backgrounds
- Provide diverse insights and perspectives on business initiatives
- Contribute to the personal and professional development of members
- Participate in civic leadership and volunteer opportunities to improve our communities

A3 Advocates for All Abilities (A3)

- Contributes to the company's goals of recruiting, retaining and empowering employees to be at their best at work, home and in the community
- Celebrates the talents and attributes of all associates by creating dialogue, etiquette, insight and communication exchange regarding the unique abilities and contributions of each associate
- Provides education and advises on business decisions involving visible and nonvisible disabilities

BERG Black Employee Resource Group (BERG)

- Committed to the success, growth and retention of diverse employees through networking, professional development opportunities and educational events
- Celebrates the rich history of Black and African American heritage
- Nurtures leadership skills, personal strategic planning and ongoing learning of members
- Coordinates and attends cultural and social events to expand members' professional connections and build cultural competence

ELN Emerging Leaders Network (ELN)

- Focused on enhancing the professional and civic leadership qualities of the company's next-generation leaders
- Facilitates interaction with key leaders and members to grow personal and professional relationships
- Actively participates in professional development events such as the Greater Omaha Young Professionals Summit, as well as other community and volunteer activities
- Fosters new and existing member connections through networking events and new-member outreach

GLOB
BAL

Gay, Lesbian, Bisexual, Transgender and Allies Organization for Business and Leadership (GLOBAL)

- Fosters a supportive and inclusive work environment through awareness activities
- Provides the company with insight into concerns and issues in the LGBT community
- Strengthens the company's reputation within the LGBT community and the community at large

LEC Latino Employee Connections (LEC)

- Provides all employees with a forum to communicate and exchange ideas
- Creates awareness of the Latino culture through events such as Hispanic Heritage Month, Cinco de Mayo and the Omaha Sister Cities events
- Provides educational, mentoring and networking opportunities through "Salsa, Chips and Chat" series and other events
- Serves as a resource for company-sponsored projects and initiatives such as the Latino Marketing Assessment Partners with Community Affairs to coordinate volunteer opportunities in the community
- Partners with other companies and associates to enhance diversity and inclusiveness

MAPA

Mutual's Asian Pacific Association (MAPA)

- Recruit, retain, engage and professionally develop Asian and Pacific Islander employees
- Build awareness and positively impact the diverse culture through engagement within the company and community
- Provide market insights for the business

VERB

Veterans Employee Resource Board (VERB)

- Provides a forum for employees who are veterans to develop their business knowledge and leadership skills and goals within the company and community
- Works to increase Mutual of Omaha's involvement with veterans' causes in the community

WIL

Women in Leadership (WIL)

- Provides opportunities to develop and build connections at all levels
- Supports career development through business acumen and financial intelligence programs
- Offers a forum for members to collaborate and build confidence in pursuit of goals
- Celebrates Women's History Month, recognizing influential women in history and accomplishments of female leaders within the enterprise
- Signature events include the Sip & Share networking series, financial intelligence programs, career development offerings and co-sponsored events with other internal and community ERGs

WOW

Wealth of Wisdom (WOW!)

- Leverages the diverse and multi-generational work force to build a stronger community and company
- Coordinates an internal mentoring program to build a team of future leaders
- Hosts speaker events that provide direction for associates seeking balance between work, home and community commitments
- Connects members with networking activities to build skills and share knowledge

Together We Achieve Greatness

We believe each associate is a unique contributor to creating a diverse, dynamic, thriving and inclusive workplace.

We want associates to become engaged ... feel a sense of belonging ... and contribute to the company's exceptional future.