



Inaugural
ESG
Impact Report



LOOKING FORWARD

**This isn't just an ESG report.
It represents the soul of our company.
We're proud of the progress we've made,
and this is only the beginning.**



Bert Bean

CEO, Insight Global

Insight Global has achieved unmatched growth in our industry over our 22-year history. We've been on every list and won every award. We have and are continuing to build something truly special.

“So, what? What does it matter if you don’t do something with that success? If you don’t use your success for good, we would suggest it’s all meaningless.”

With great successes come great responsibilities. That’s how we think about ESG. Maya Angelou put it more simply, “When you know better, do better.” Being a staffing company that puts tens of thousands of people to work every year at thousands of customers, gives us a great window to see the world. What we see through that window is a world that’s counting on companies like Insight Global to “do better,” and to be better.

We are here to answer that call. Whether it’s bringing awareness and answers to DE&I, challenging ourselves to do better for the planet, stepping into a global gap to help our brothers and sisters around the world access quality healthcare, or stepping into a local gap to help gritty, high character people launch meaningful careers — our tanks are full, our shoulders are broad, and we are on the move. After all, we’re a company that’s all about being the light to the world around us. And don’t tell us one act doesn’t make a difference. We believe each one counts. To not appreciate this, to not act at all, is a terrible thing to waste. We won’t always get everything right, we know that, but that will never discourage us from stepping in the arena and doing our best to be a champion for good.

Today is only one day in all the days that will ever be. But what will happen in all the other days that ever come can depend on what you do today.

— Ernest Hemingway



Cecil Stokes

Practice Director, Evergreen

“We became known to one another through a shared sadness of a horrific hate crime that happened a few hours from our HQ.”

Directly following the murder of Ahmaud Arbery, Cecil was inspired to host a small format conversation with black employees at Insight Global. Little did he know, our CEO Bert would offer to amplify the message and co-host the conversation for the entire company. What was going to be a 30-minute call to address the tragedy became a two-hour conversation with over 900 employees who called in to express their feelings, sympathy, and fears. Cecil's open dialogue created a movement among black employees and allies to reshape how race, diversity, and global issues are treated in our workplace.

A portrait of Sue Boyle, a woman with long brown hair, looking slightly to the right. The background is orange with abstract shapes and patterns. The text is overlaid on the left side of the image.

Sue Boyle

Program Director, Insight Global Family Foundation

“There are cases that change you as a human being. Samantha’s was mine. Reading her request was impactful, but speaking to her about what she and her family were enduring made me her #1 advocate.”

By employees, and for employees, the Insight Global Family Foundation’s (IGFF) mission is to help our people, including our family of more than 30,000 consultants, with unexpected life emergencies and the financial strain created by a critical event. By providing short-term, emergency assistance to address specific needs, the IGFFs assists our employees so they can overcome these unforeseen life obstacles and continue their personal and professional development. It is funded by our employees, consultants, and 1099s. For Sue and others, being on the IGFF Committee means living out the company’s Shared Value, We Take Care of Each Other, with real conviction.

Tyler Manfrin

Talent Strategy & Branding Coordinator, Evergreen
Pride ENRG Member

“For me personally, Insight Global’s Pride group has opened the floodgates for me leaning more into the gay community.”

Through Insight Global’s Employee Network Resource Groups (ENRGs), we strive to provide a safe, uplifting environment and all employees, regardless of their background, ethnicity, sexual orientation, or other identifiers. We’re all human, and we must build each other up whenever and however we can. The LGBTQIA+ (PRIDE) ENRG, along with all our ENRGs, provides the safe space for this ideology to cultivate and grow. We will always have more work to do as an entire company, but the presence of our ENRGs and our DE&I work provides us the perseverance to continue to achieve our goals.





Hannah Jenkins

Wellness Specialist

Titan (2021)

“There’s nothing more important to me than having a positive impact on everyone I encounter, both personally and professionally.”

The highest award an Insight Global employee can receive is being named a Titan, a coveted designation that is reserved for employees who live out our Shared Values. Seven offices across the sales organization came together to thank Hannah Jenkins for her irreplaceable spirit, work ethic, and support by nominating her for the Titan Award. Their compelling nomination showcased Hannah’s commitment to each of our Shared Values; they are wired into her DNA. Her hard work, kindness, and positive attitude are unmatched. Hannah’s favorite Shared Value is We Take Care of Each Other, which is a large reason why, in 2022, she transitioned from our Payroll team to become our very first Wellness Specialist. Hannah is dedicated to making sure our employees make their wellbeing a focus and support our Wellness Ambassadors in their local market efforts, all to ensure we are taking care of our people in every season of their lives.

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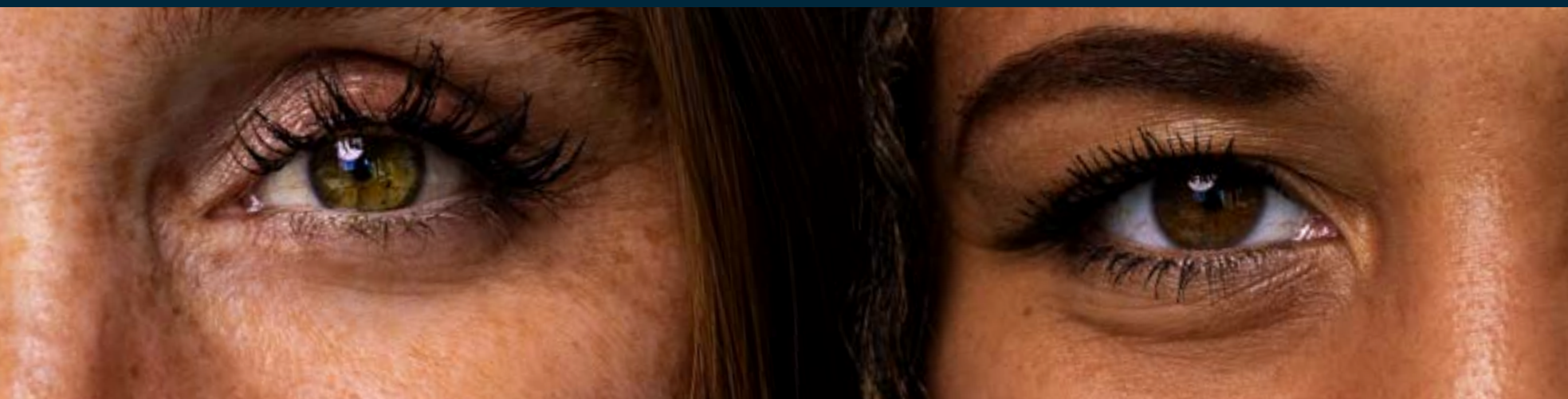
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Intro

At Insight Global, we empower people by connecting them with opportunities. This means more than just staffing.

Founded in 2001 as an entrepreneurial start-up, we have grown into a purpose-driven company of more than 5,000 employees and 69 offices. We are a company that helps tens of thousands of people find jobs every year and supports hundreds of clients, big and small across all industries. We believe the impact we can make is a result of our culture and Shared Values.

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**TOGETHER,
ANYTHING IS POSSIBLE.**

We Put People and Culture First

Founded in 2001, we experienced 16 years of unprecedented growth within the staffing industry. But with such rapid growth, we began to lose our way.

The Eight Core Principles on which we built the company were words on a wall more than they were a foundation for everything we do. We didn’t have a culture of purpose, values, or development—and so our culture began to crumble. As a result, promotions stalled, productivity was down, turnover spiked to 65%, and revenue began to flatten.

We took an honest look in the mirror and knew it was time to change. Leaning into the elements of our culture that made us unique, like our grit, our model to promote from within, and our work ethic, we started to re-imagine the type of company we wanted to be. In 2018, Bert Bean stepped in as CEO, and our culture transformation journey began. To really evolve, we knew we would have to build a culture of development where Everyone Matters and where we would grow our people personally, professionally, and financially.

But we didn’t stop there. In the fall of 2018, the executive team attended their first Compass—a retreat for leaders and teams to connect on a deeper level and get to know one another so they could tackle the company’s biggest problems. They asked each other things like: Who do we want to be? What is our purpose? How can we better invest in our people? In answering those questions, they created a new set of values to guide everything we do.

Our Shared Values are woven into the culture of how we operate, interview, hire, train, promote, and make big company decisions. In living our Shared Values every day, our people started seeing success through promotions and productivity, a decrease in attrition, and rapid company revenue growth.

Our Shared Values

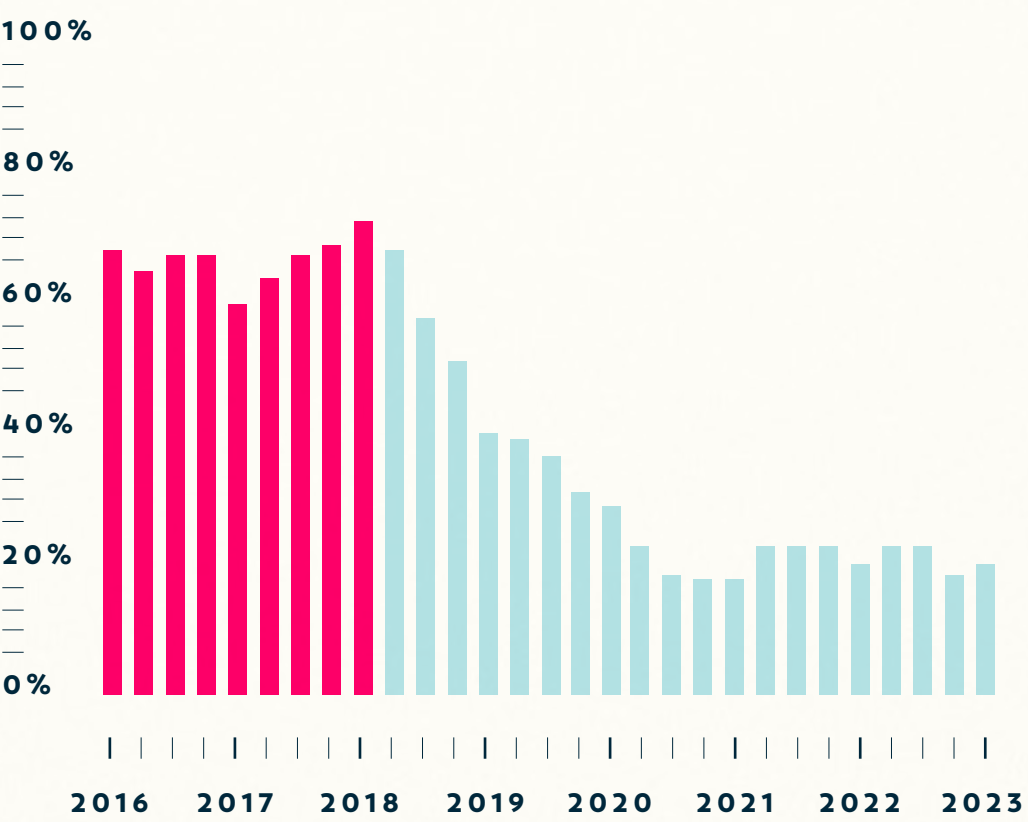
- 1 Everyone Matters
- 2 We Take Care of Each Other
- 3 Leadership is Here to Serve
- 4 High Character and Hard Work Above All Else
- 5 Always Know Where You Stand

Our company purpose, to grow our people personally, professionally, and financially, aligns perfectly with our Four Pillars of Success model for growing our business. We focus primarily on initiatives to drive Hiring, Conversion, and Productivity while reducing Turnover rates. We grow our business by hiring amazing people and providing training and development so that our people get promoted and become successful at the next level, all while building a culture of support where people want to stay for their entire career. By executing the Four Pillars, we allow our people to grow, which in turn allows our business to reach our growth goals and achieve the vision we have set for the future.

Our 4 Pillars of Success

- 1 Hiring
- 2 Conversion
- 3 Productivity
- 4 Turnover

Turnover % from 2016 to 2022



Then came an unprecedented global pandemic in 2020, putting our culture and Shared Values to the test. With these guiding lights, we promised our people no layoffs and continued to hire while the world did the opposite. Our mission as a company positioned us to get jobs for people who had been laid off or forgotten in the face of the pandemic. We started to see our impact on the world, and this changed everything.

We went into the pandemic one company and came out from it a different company. We knew our purpose was more significant than just the development of our people personally, professionally, and financially. So, we committed to developing our people personally, professionally, and financially so that they could Be the Light to the world around them.

In 2021, we re-branded our company to represent better the company we had become. We designed our logo with three circles to represent the three populations we serve: our internal employees, our consultants who we help find jobs, and our clients. We developed the brand on our firm belief that together, anything is possible.



This Impact Report represents our culture transformation journey. When you put people and culture first, the business results will follow. Today, we are a company that will do close to \$4 billion in revenue and put more than 80,000 people to work. We’ve come a long way, but we know our journey is just beginning. We can’t wait for you to dive in and get a peek into who we are.

Our Shared Values Shape Everything We Do

We're a company that cares for others. We're also a company that people can anchor to in moments of triumph, struggle, and everything in between. Our Shared Values are the fabric of our company. This is who we are, what we live by and what shapes everything we do.

Our Shared Values bind us together and create a framework for how we treat one another, our business partners, and our communities. They define us when we are the best versions of ourselves.

When making our biggest and boldest decisions, we look to our Shared Values. They are the North Star by which we navigate. They are also the language we use to hold each other accountable in our words and deeds every day. They are, therefore, foundational to our concept of governance.

While our Shared Values give us both purpose and direction, we also seek to operate and move our business forward within guardrails that ensure we are acting with integrity in the thousands of little decisions we make every day.

EVERYONE MATTERS

WE TAKE CARE OF EACH OTHER

LEADERSHIP IS HERE TO SERVE

HIGH CHARACTER AND HARD WORK ABOVE ALL ELSE

ALWAYS KNOW WHERE YOU STAND



InsightGlobal

TOGETHER
ANYTHING IS
POSSIBLE

We are a staffing company dedicated
to connecting people with opportunities.
It begins with you.

#It Begins With You

Great Culture Drives Great Results



INCREASE IN REVENUE
SINCE CULTURE
TRANSFORMATION



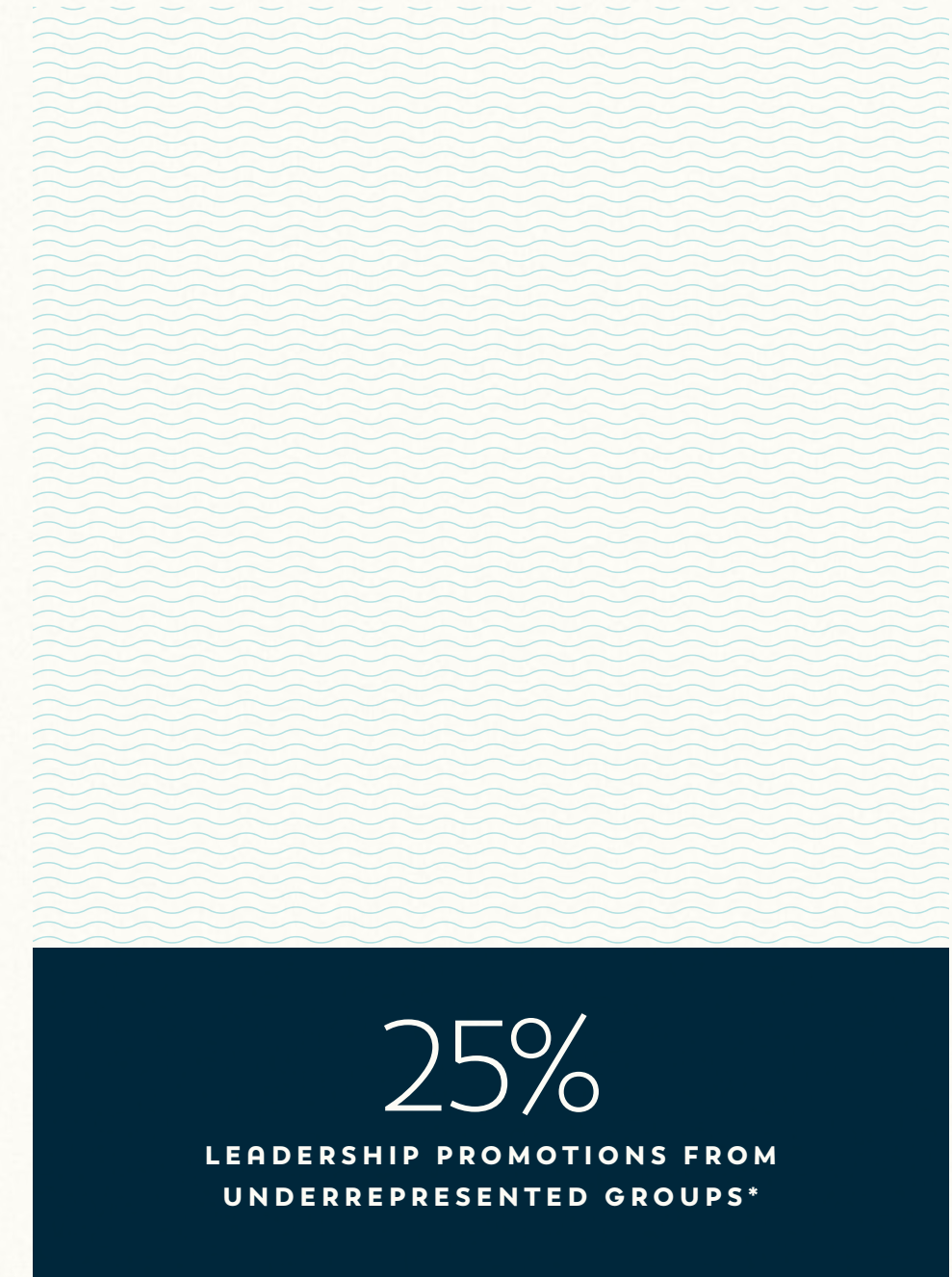
2025 GOALS



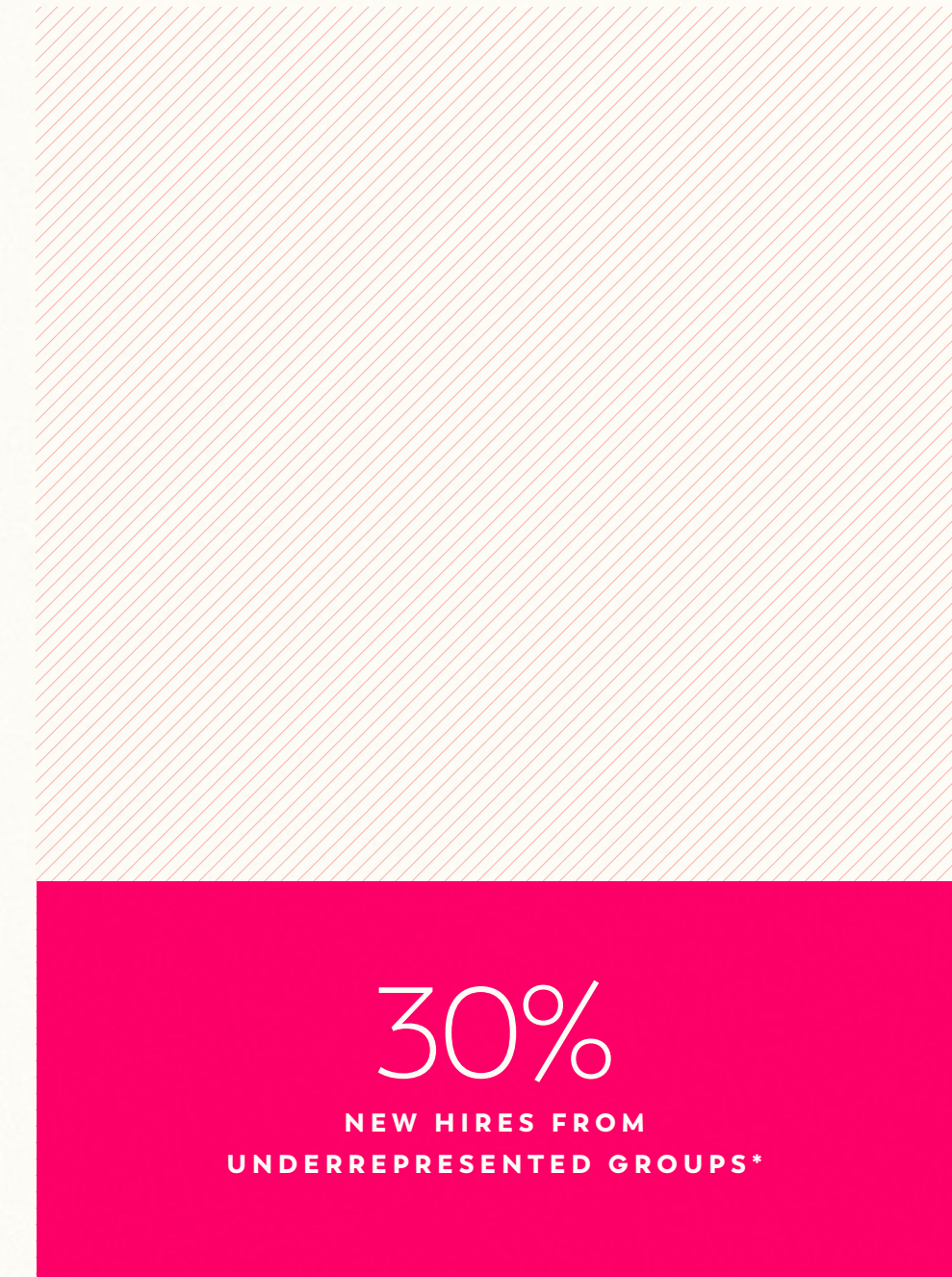
2025 GOALS

Amplify Diverse Voices

GOAL #1
25% of leadership promotions from underrepresented groups*



GOAL #2
30% of new hires from underrepresented groups*



*Underrepresented Groups include: Black/African American, Hispanic, LatinX (including Puerto Rico and Cuba), or of Spanish origin, Asian/Asian American (including Middle Eastern or South Asian/Indian), Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, LGBTQIA+, Veteran status, Disability status, Immigrant/First Generation Immigrant status



2025 GOALS

Create an Inclusive and Sustainable Workforce

GOAL #1
Impact 15,000 individuals from underserved communities during the Be The Light Mobile Tour

15,000

UNDERSERVED INDIVIDUALS IMPACTED DURING MOBILE TOUR

LEARN MORE

GOAL #2
Sponsor 100 Visas through the Pathway to Citizenship initiative

100 Visas

SPONSORED THROUGH PATHWAY TO CITIZENSHIP



2025 GOALS

Empower Women in Leadership

GOAL

Increase the number of women in senior leadership



50% Female
CEO-2*

25% Female
CEO-1*

*CEO-1 reports directly to the CEO; CEO-2 reports directly to a CEO-1



2025 GOALS

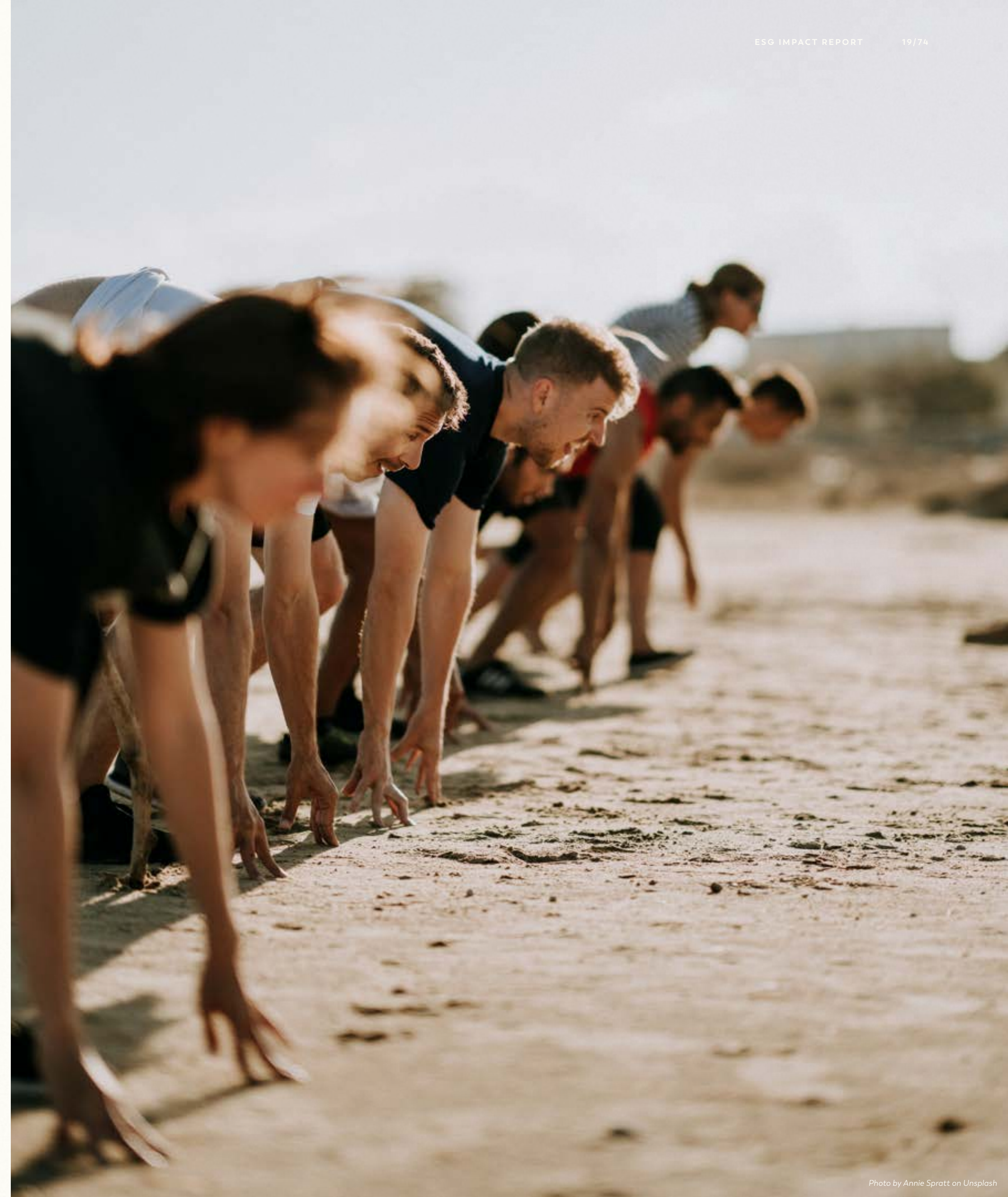
Promote Wellness From the Inside Out

GOAL #1

Extend Our Wellness Program to our Consultant Workforce

GOAL #2

Implement Mental Health Leadership Training For All Leadership Roles



2025 GOALS

Set Ourselves Up For a Sustainable Future

GOAL #1

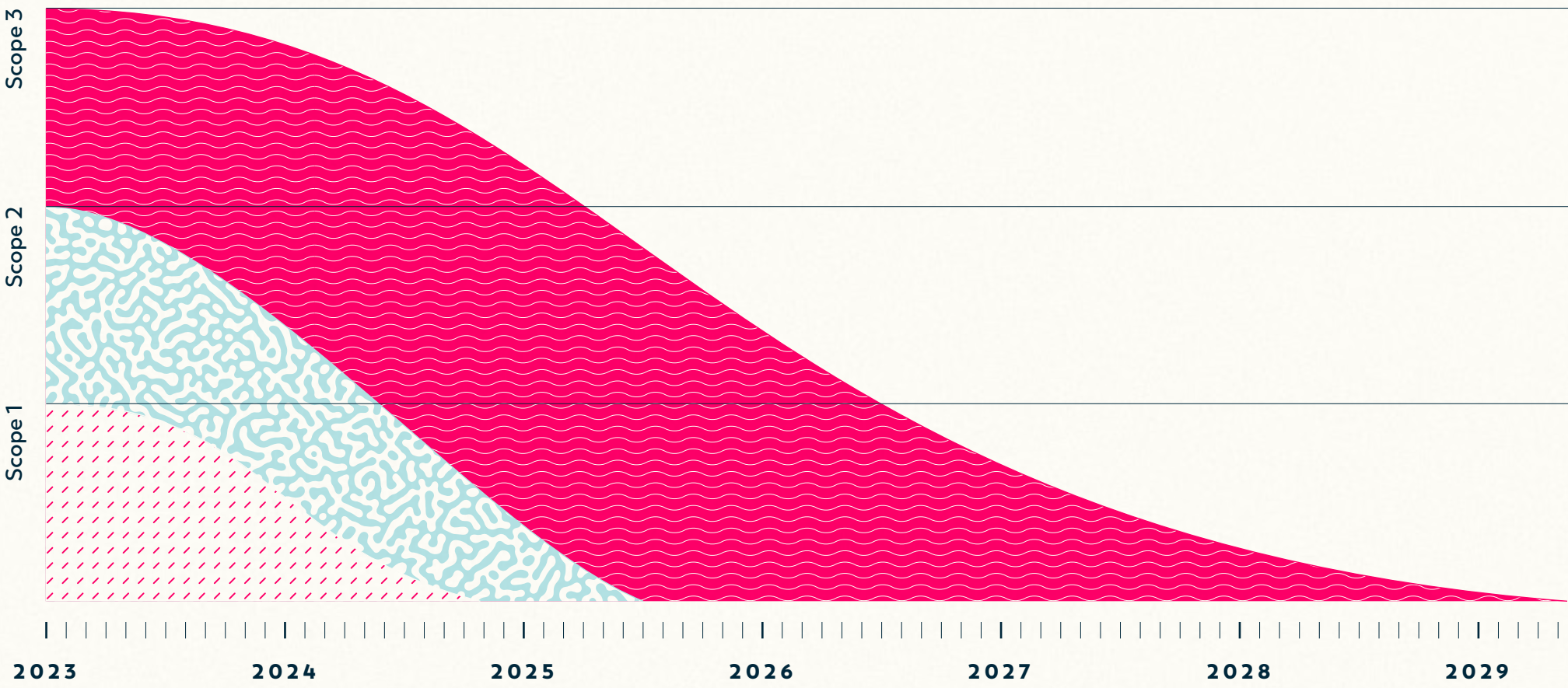
Track and disclose Scope 1, 2, and 3 Emissions to CDP

GOAL #2

Implement an Environmental Management System (EMS)

GOAL #3

Become carbon-neutral in our Scope 1 and 2 emissions by 2025



2025 GOALS

Shine a Light on Causes That Matter

GOAL #1
Award 500 hardship grants to our employees and consultants through our Family Foundation

500
HARDSHIP GRANTS AWARDED

GOAL #2
Fund 10 OneWorld Health GRIT Clinics in international developing communities

10
HEALTH CLINICS FUNDED

GOAL #3
Enroll 100% of Director roles (and above) to give to the Be The Light Fund

100%
CONTRIBUTIONS TO BTL FUND

GOAL #4
Achieve 100% participation in Insight Global's service days

100%
EMPLOYEE VOLUNTEER PARTICIPATION

GOAL #5
Award 36 college scholarships to underserved individuals

36
SCHOLARSHIPS AWARDED

GOAL #6
Donate \$15 million to our charity partners

\$15M
DONATED TO CHARITIES

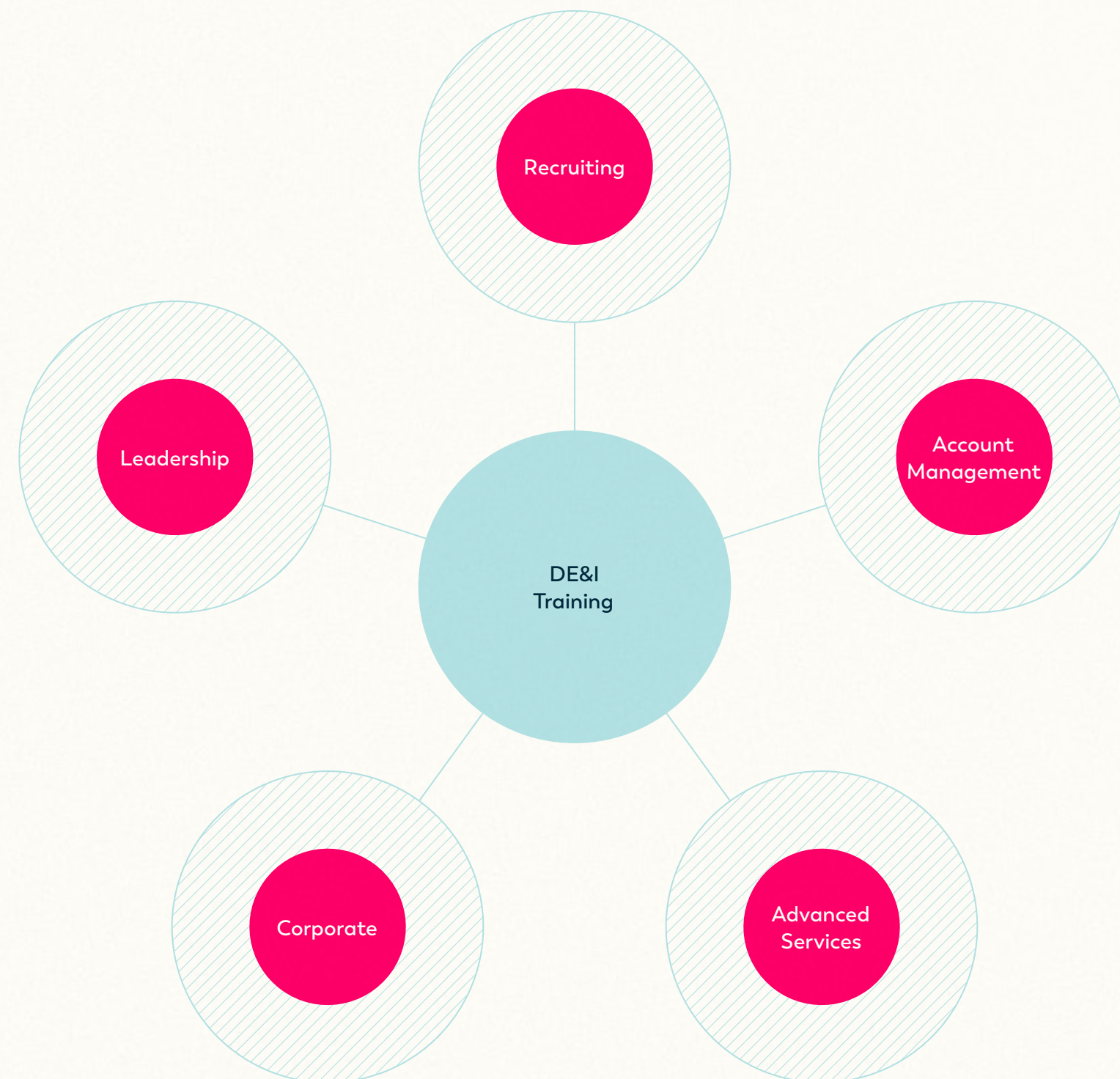


2025 GOALS

Serve All Employees at Every Phase of Their Career

GOAL

Implement DE&I continual educational programming that serves all employees at each phase of their career to create inclusive environments



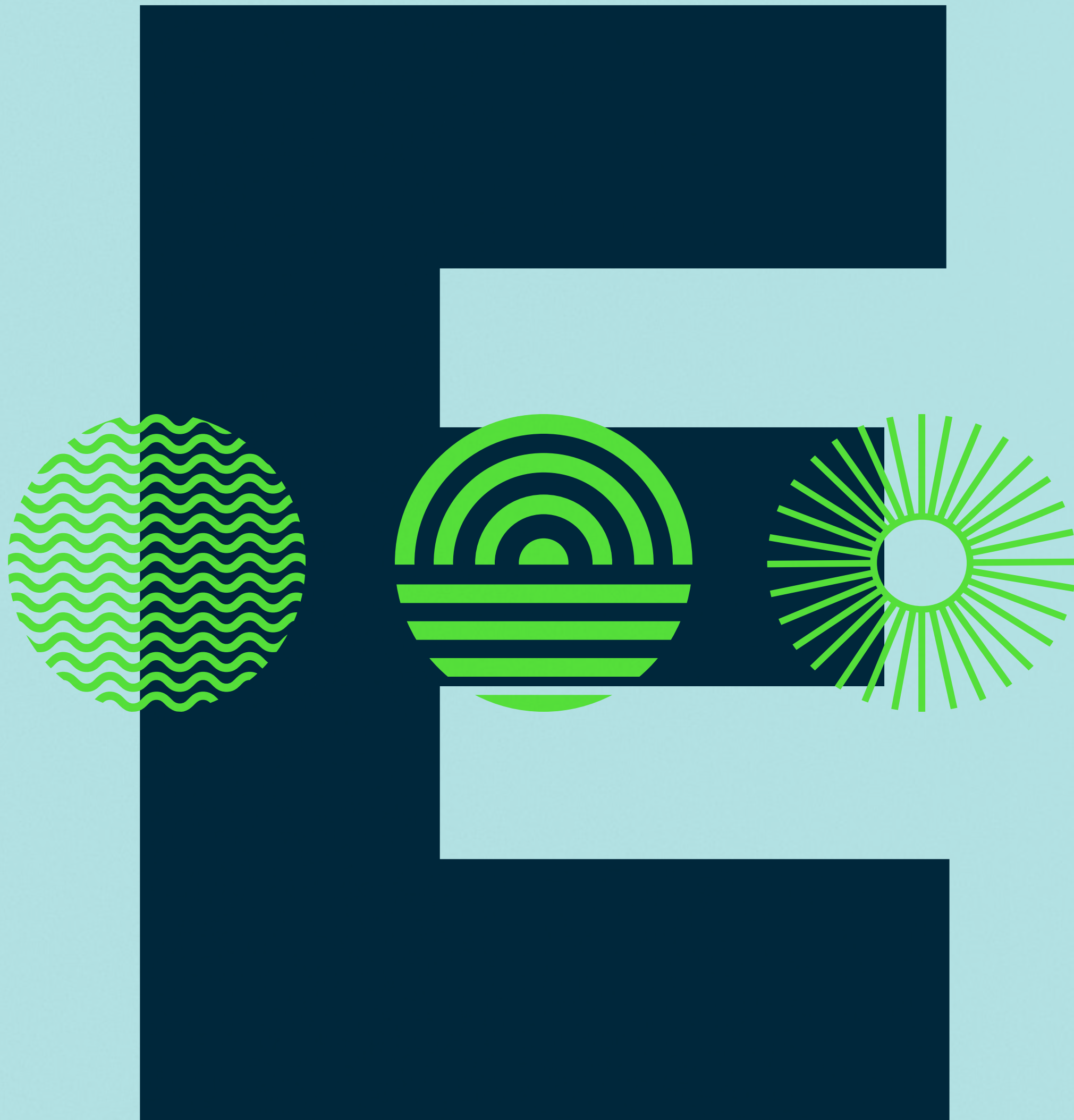
Committed To a Global Call to Action

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

At its heart of the 2030 agenda are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries—developed and developing—in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while tackling climate change and working to preserve our oceans and forests.

In addition to our 2025 Goals, Insight Global has chosen to align with these fundamental objectives to guide us in our impact. For example, the work that our Women’s Leadership Council is doing to increase women in senior leadership at Insight Global is aligned with Goal 5, Gender Equality.

<div><div>1NO POVERTY</div><div></div><div>End poverty in all its forms everywhere.</div></div>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div></div><div>Ensure healthy lives and promote wellbeing for all at all ages.</div></div>	<div><div>4QUALITY EDUCATION</div><div></div><div>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</div></div>	<div><div>5GENDER EQUALITY</div><div></div><div>Achieve gender equality and empower all women and girls.</div></div>
<div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div><div>Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.</div></div>	<div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div><div>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</div></div>	<div><div>10REDUCED INEQUALITIES</div><div></div><div>Reduce inequality within and among countries.</div></div>	<div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div></div><div>Make cities and human settlements inclusive, safe, resilient, and sustainable.</div></div>
<div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div><div>Ensure sustainable consumption and production patterns.</div></div>	<div><div>13CLIMATE ACTION</div><div></div><div>Take urgent action to combat climate change and its impact.</div></div>	<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div></div><div>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.</div></div>	<div><div>17PARTNERSHIPS FOR THE GOALS</div><div></div><div>Strengthen the means of implementation and revitalize the Goal Partnership for Sustainable Development.</div></div>



Environment

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We'll be honest, environmental sustainability hasn't been as big of a priority as it should be for us over the years. It's not that we didn't care, it's that we just didn't know. We didn't have a true line of sight on our footprint. We thought that being a professional services company meant that we couldn't have a significant impact. As we have continued to grow and mature in our understanding and practices within this area, we have realized the potential to make a big difference and the obligation to make it a priority.

As a services company, our carbon footprint is relatively small compared to businesses that manufacture products. However, we firmly believe that it is our corporate responsibility to take meaningful steps towards getting them to zero.

**WE RECOGNIZE THE REAL IMPACT OF
CLIMATE CHANGE IN OUR COMMUNITIES
AND KNOW THE TIME TO ACT IS NOW.
IT'S NOT OUR STYLE TO WAIT AROUND.**



Reporting and Operations

CARBON EMISSIONS

We know an EMS will level up our efforts as we look toward the future, so we began tracking and reporting on our carbon emissions in 2019. In 2021, we participated in reporting to both EcoVadis and CDP and started a rudimentary capturing of our carbon footprint.

In the CDP report, we calculated an estimate of our Scope 1 and 2 emissions for 2021 that included our sales fleet mileage and the energy powering our leased office spaces. Our Scope 1 was 1,976 metric tons of CO₂e, and Scope 2 was 5,138 metric tons of CO₂e. For 2022 reporting, we will be capturing a more holistic view of our Scope 1 and 2 emissions.

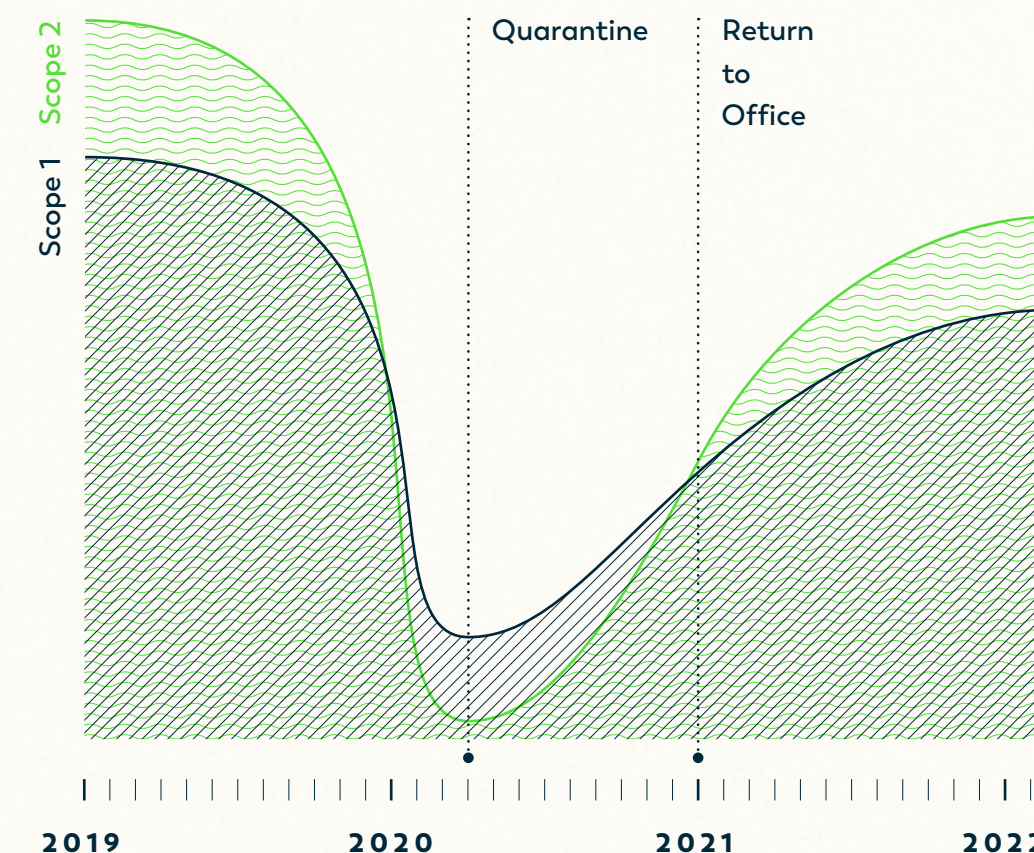
Our Scope 1 and 2 GHG emissions saw an increase in 2021 due to returning to office and business travel.

2020 EMISSIONS

Emissions (in Metric CO₂e)

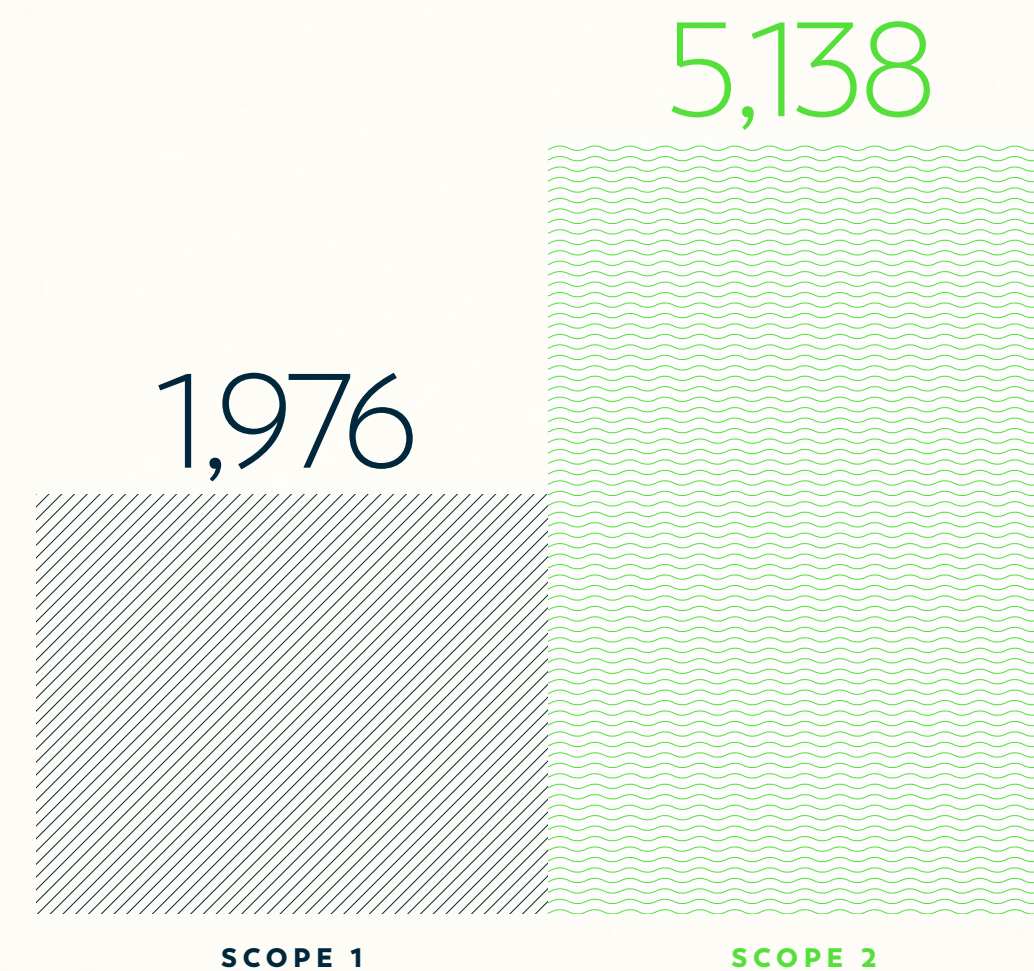


2019–2021 Emissions



2021 EMISSIONS

Emissions (in Metric CO₂e)



Insight Global's Scope 1 direct emissions is the mileage incurred by our sales team and consultants. We were able to utilize our expense reporting system to report our total mileage driven and utilized the Environmental Protection Agency's EF for calculating our GHG emissions in metric tons of CO₂e. From 2020 to 2021, we saw a 264% increase due to a return to in person interactions as the COVID-19 pandemic abated.

We utilized the EPA's Indirect Emissions from Purchased Electricity EF for Scope 2 calculations across our 69 leased office spaces. In 2021 we saw a 39.9% increase in our rented square footage as well as a 308.27% increase in our Scope 2 emissions from 2020, although this is still a decrease from our 2019 base year. The increase from 2020 to 2021 is largely accounted for due to returning to in office activities in 2021. We strive to put measures in place to reduce this number in the coming years.

OFFICE SPACE

As of 2022, we have 69 leased office spaces—59% of which are LEED-certified or Energy Star/Sustainable practice buildings. 100% of our offices are built out with LED/occupancy sensors for maximum efficiency.



69
LEASED OFFICE SPACES

59%
LEED-CERTIFIED OR ENERGY STAR SUSTAINABLE

100%
OFFICES BUILT WITH LED/OCCUPANCY SENSORS

Sustainability Council

In addition to tracking and reporting, we believe in the importance of educating our employees about environmental sustainability to rally them around ways they can make a difference in their personal and professional lives.

Our goal is to make it easy for our people to make decisions that are sustainable. In October 2019, we established a Sustainability Council, which now includes an ambassador program of 66 active members as of 2022. The mission of the inaugural Sustainability Council was threefold:

Sustainability Council Mission

- 1 Raise awareness about environmental issues.
- 2 Reduce our environmental impacts to improve the footprint of our operations.
- 3 Educate our communities on the little things we all can do to make a positive difference.

The ambassadors come from all areas of our business and represent over 90% of our offices. The Sustainability Ambassadors are responsible for raising awareness and encouraging engagement and participation on sustainability efforts in their local market.

For example, one of these initiatives was our national Suit Up and Serve On event in 2021 in partnership with our Philanthropy team. For this event, we hosted a drive to collect gently used employee business clothes for donation to Dress for Success. This provided quality clothing to women entering the workforce and helped divert waste from landfills.



Katherine Slater
Sustainability Program Manager

“We’re striving to educate and raise awareness throughout all of Insight Global to not only impact our actions as a company, but in our personal lives as well. Together, we are becoming a community where making earth-conscious decisions isn’t just what we should do, but what we want to do. Because ultimately, Being the Light to the world around us can’t happen without taking care of the planet too.”



ACCOMPLISHMENTS SINCE 2019

- We conducted our first environmental assessment of our office spaces: 59% were in LEED, Energy Star and/ or otherwise Sustainably Certified Buildings
- Green Review with our Office Suppliers Vendors: 50+ products we purchase regularly have been swapped to more eco-friendly options
- Equipped all offices with proper recycling and EWASTE bins and services
- Implemented a Sustainability Calendar to raise awareness, educate on ways we can make positive impacts and organize service activity options

Like many companies, during the pandemic and as part of our digital transformation, we automated our onboarding processes and created electronic versions of frequently used documents to significantly reduce our printing and paper usage. We want to continue our digital transformation so that everything in our operation can be done without printing paper. For the use of paper that cannot be avoided, we will pursue treeless options, where possible.

Environmental Sustainability within Our Managed Services Space



Our Managed Services Division, known as Evergreen, currently oversees 341 active engagements in which we are helping our clients design processes and build and manage teams.

Evergreen is placing a major focus on actively pursuing opportunities centered around sustainability, while also expanding current engagements to support our clients in making a positive environmental impact.

This includes:

- Managing a 40+ person project team for a Fortune 100 telecommunications provider traveling throughout California to collect and properly dispose of E-Waste. This resulted in over 95k E-Waste deviations resolved from 2020-2021.
- Supporting a team of 50+ consultants who are providing a streamlined application process for home and business owners to add solar panels to the utility provider's electrical grid. This has resulted in over 254k applications processed for Solar Panels.

EVERGREEN'S 2023 PLEDGE

In 2022, we launched our Managed Services Division's new brand, Evergreen. In collaboration with Evergreen and our Philanthropy team, we are excited to announce a newly established partnership with One Tree Planted. One Tree Planted is an international non-profit dedicated to restoring forests and habitats for biodiversity where they are needed most.

Through a partnership with One Tree Planted, in 2023 we pledge to plant a tree for every consultant placed on an Evergreen project, with a minimum contribution of \$10k. We will not only grow our teams and clients, but also the landscapes in the US, Canada, and the UK in which we operate.



Photo by Tim Grow on Unsplash



Social

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We strive for inclusivity at all levels — whether that means in the office or around the world, we are committed to making a difference across communities.

As a staffing company, our business is people and people are our business. Insight Global recognizes the various challenges that our employees, consultants, and their communities face. Through efforts such as DE&I, employee support groups, parental leave programming, and mental health initiatives we aim to enable our employees to reach their full potential and encourage giving back to communities that need it most.

Through contributions to philanthropic efforts and charity partnerships including OneWorld Health, we've taken our impact beyond the office to global communities.

A close-up, high-resolution photograph of two women's faces, split vertically. The woman on the left has light skin and green eyes, while the woman on the right has darker skin and brown eyes. Both are smiling slightly. The text is overlaid in the center.

**WE ARE DEDICATED TO ENSURING OUR
IMPACT GOES BEYOND JUST STAFFING.**

Diversity, Equity, and Inclusion

We believe different perspectives and backgrounds make us better. And we know that employees do their best work when they are able to be themselves and have authentic interactions with colleagues.

We've been on a journey to ensure our company better reflects the overall workforce, building and maintaining a culture where people can bring their full, authentic selves to work, and sharing what we are learning on our journey with our client and consultant families so they can make similar advances.

We are dedicated to achieving real diversity, equity, and inclusion in our company because we recognize the incredible value that DE&I brings to the personal, professional, and financial development of people.

Regardless of who you are or where you come from, we believe you should feel safe, welcome, and connected at work, and that if we can create environments like that, people can achieve more together. We still have work to do, but we're proud to share what we're doing to advance DE&I at Insight Global.

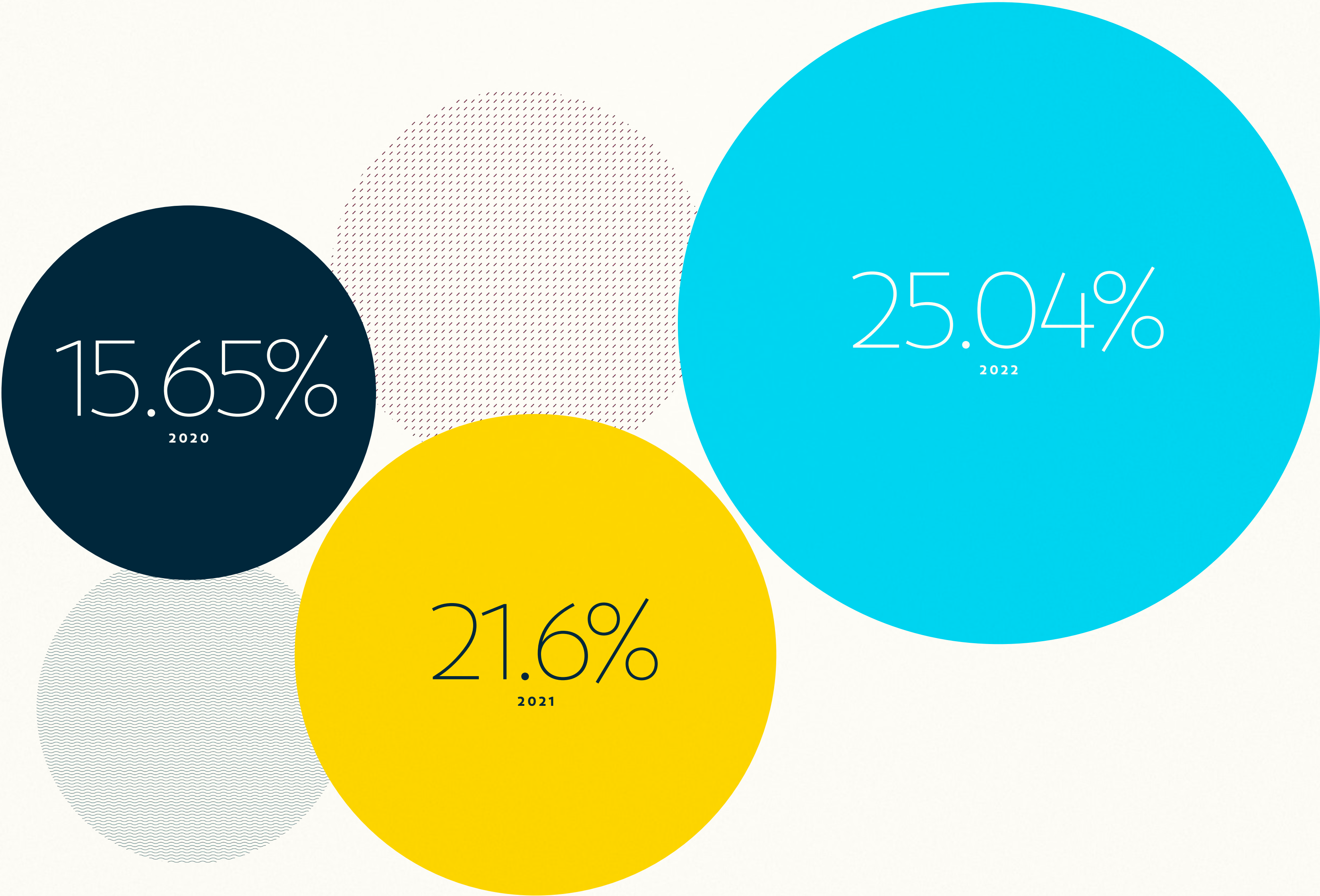


Hiring Stats of Underrepresented Groups*

DE&I Hiring Stats

As an organization, we know that DE&I helps you tap into a larger talent pool, improve productivity, increase trust, and reduce turnover.

It’s important that our organization be one that is reflective of the populations we intend to serve. To do that, we are committed to diversifying the hiring pool by partnering with diverse organizations on large campuses, utilizing our Diversity Council Ambassadors for on-campus recruiting and representation, and increasing our outreach at institutions such as HBCU’s, military bases, and community colleges.



*Underrepresented Groups include: Black/African American, Hispanic, LatinX (including Puerto Rico and Cuba), or of Spanish origin, Asian/Asian American (including Middle Eastern or South Asian/Indian), Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, LGBTQIA+, Veteran status, Disability status, Immigrant/First Generation Immigrant status

Making Real Change with the Diversity Council

We founded our Diversity Council in 2019, with the recognition that achieving DE&I goals requires focus, intentionality, and thoughtful discussion.

What began as a small group of people with a fiery passion for diversity has since become a platform and voice for the many backgrounds and cultures that make up our company. Recognizing that additional investment was needed to sustain and accelerate this growth, we hired a full-time Diversity Council Program Manager and have grown our program to 56 ambassadors.

The Diversity Council's mission is to champion diversity and inclusion to create environments where people can bring their full, authentic selves to work every day. As one of our company's biggest priorities, the Diversity Council aims to create a more equitable and inclusive workforce through education, dialogue, and careful review of policies and practices that can impact DE&I goals, positively or negatively.

By 2025, the Diversity Council aspires to see 30% of the company's new hires come from underrepresented groups.*

DIVERSITY COUNCIL AMBASSADORS

In 2022, there were over 63 Insight Global employees directly involved in the work of the Diversity Council, either as core council members or as regional and office ambassadors.

We see our Diversity Council as the think tank while our Ambassadors are our microphone. Core Council members are responsible for partnering with Insight Global Stakeholders to provide guidance and feedback on DE&I practices to implement into each line of business in our organization as well as collectively creating new initiatives and process to further our overall DE&I goals. Our Ambassadors are responsible for driving that message to their local markets, offices, and organizations while also independently organizing and creating dialogue surrounding DE&I in our various offices and functional areas.



*Underrepresented Groups include: Black/African American, Hispanic, LatinX (including Puerto Rico and Cuba), or of Spanish origin, Asian/Asian American (including Middle Eastern or South Asian/Indian), Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, LGBTQIA+, Veteran status, Disability status, Immigrant/First Generation Immigrant status

Recruiting, Culture and Inclusion, and Communications Task Forces

The work of the Diversity Council is tackled primarily by its three Task Forces, which reflect the Diversity Council's major priorities:

1. Recruiting

- Building the base of the pyramid
- Works to ensure that Insight Global's internal sales, recruiting, and corporate employees are comprised of talented people who are representative of the overall population

2. Culture and Inclusion

- ENRGs, Inclusive Leader Training, Perspectives Series, DC Survey, Holiday Policy
- Builds and maintains a diverse and inclusive culture where every person can bring their full, authentic selves to work

3. Communications

- Ambassadors, Branding, Dialogue
- Creates and drives the IG Diversity Council Brand to encourage ongoing dialogue around diversity both internally and externally



Maya Spates

Diversity Council Program Manager

"The fight for a more equitable workplace is one I have more or less been a part of since I entered the work force in 2019. As a Black woman, I understand the limitations diverse candidates feel when it comes to Corporate America. We want to create a work environment and culture where people show up to work as the same person they are outside of work. It's all about empowering our people to be themselves. Bring your purple hair! Show your tattoos! Be you!"



Bri Hurst

Talent Acquisition Manager,
Cincinnati

"I began my career as a Recruiter in our Cincinnati location and felt passionate to pursue a career with our TA Team because I was so in love with IG, our culture, and the opportunity IG was able to give others. Our company's recognition of Pride month has been something I have been proud of. I feel very welcomed and celebrated here. Being a part of an inclusive environment is so important to me."

The Diversity Council was formally introduced to the company in January 2020 at our Dallas conference. I was invited to be a part of this conversation and share my story. Being totally transparent, I was terrified. Dialogue around who I am has rarely been positive. So saying the words, "I'm gay" in front of thousands plus a few hundred more tuned in online was daunting. My company has been nothing but supportive of me, so I expected it to go smoothly but I certainly didn't expect the cheering and standing ovation that followed. Every rejection and painful memory of my past are now far outweighed by the overwhelming love and support I felt in those 15 minutes by my colleagues across the country."

Educating Our People with Intention

INCLUSIVE LEADER TRAINING

We know that strong leaders understand the power in vulnerability and are consistently seeking out ways to learn and stay curious. As we continue to weave DE&I in into everything we do, we want to ensure our leaders have the tools to support their people.

In partnership with our Diversity Council and DE&I Division, our Leadership Academy launched Inclusive Leader Training in 2021. This program is designed to help leaders engage with employees where they are, furnish leaders with the tools and the confidence to lead and facilitate meaningful conversations around DE&I, and educate leaders on how to spot and address barriers to success for underrepresented employees.

More than 180 leaders across the company have participated in Inclusive Leader Training.

2021

22

GRADUATES FROM FIRST JOURNEY COHORT

79%

OF GRADUATES PROMOTED FROM COHORT

2022

22

APPLICANTS ACCEPTED

35%

OF GRADUATES PROMOTED FROM COHORT SO FAR

JOURNEY

To ensure professional development opportunities for our underrepresented people, we founded in 2021, the Journey program, provides executive coaching and small group sessions to individuals from underrepresented groups in partnership with the Diversity Council and Leadership Academy. Each year, employees apply to be a Journey Executive Coach open to all senior leaders across IG or a Journey Mentee, open to individuals apart of our defined underrepresented groups at any level. Once selected, participants enter a one-year program, designed to unleash leadership potential, maximize impact at IG, and lead authentically.

PERSPECTIVE SERIES

As a company, we believe in the power of fostering environments with a diversity of thought and perspective and creating space for open and honest dialogue. Doing this right requires both empathy and understanding. People often hold back for fear of disapproval or judgment, especially in a work environment. That’s why the Diversity Council created the Perspective Series: an audio/visual series aimed at educating and sharing perspectives of various underrepresented groups.

We know that providing our people with the tools and resources they need will encourage healthy, productive discussions and help us achieve our mission for diversity and inclusion.

2021 Topics

- The Immigrant Experience
- The Black Employee Experience
- The Asian American Experience

2022 Topics

- Selling & Recruiting: A Diverse Perspective
- No Small Perspective: Becoming a U.S. Citizen, Ramadan, Women’s History Month, and Hispanic Heritage Month



Employee Network Resource Groups

The Diversity Council fostered the creation of its first Employee Network Resource Groups (ENRG)s in the spring of 2020.

These groups are voluntary, employee-led groups collectively comprised of more than 690 members who share various identity characteristics or consider themselves allies of a particular affinity group.

ENRGs create a sense of belonging and community, especially for people who might be a significant minority in their particular office or functional group. By creating cross-company groups where employees can connect with others like themselves, seek emotional support, or receive informal mentorship, we believe we can better support, retain, and develop a diverse workforce.

We are also proud to celebrate the addition of a brand new ENRG in 2022: ADAPT.

ADAPT is geared towards our employees who identify with the disabled community.



Rachelle Kim
Program Director, Atlanta
Asian and Pacific Islanders
ENRG Member

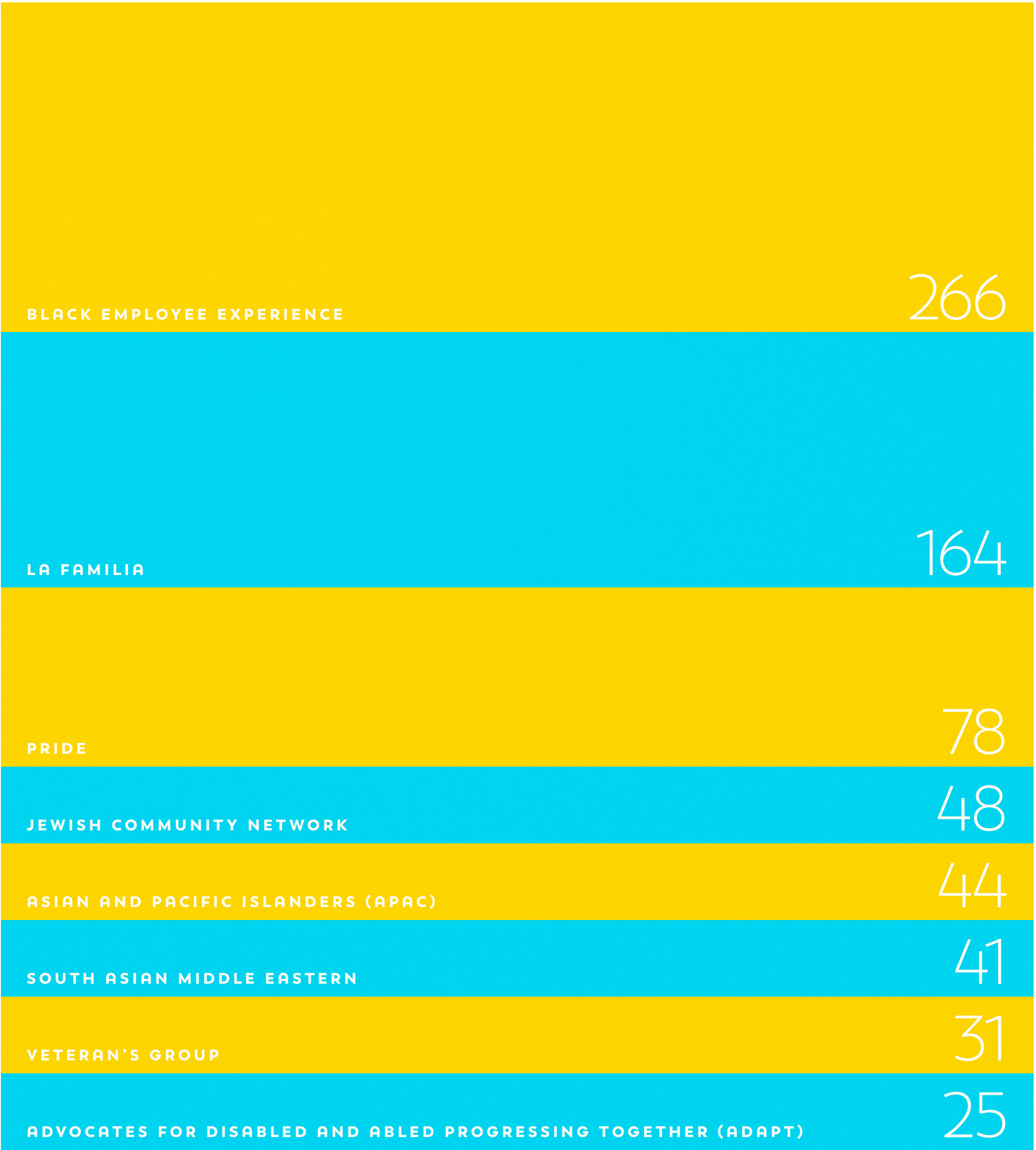
“Throughout my time at Insight Global, I have always felt welcomed, comfortable, and proud to work in an inclusive environment. My APAC family is such a monumental part of that. This ENRG group strengthens my sense of belonging and provides me with so much fulfillment and joy. I’m so grateful to APAC for creating open spaces without judgment, providing immediate acceptance, and sharing our love of good food.”



Marcelo Armondes
National Account Coordinator,
Atlanta
LA Familia ENRG Member

“All in all, the La Familia group has re-energized me and given me purpose outside of my daily role. We come from similar backgrounds and we’re here to share different perspectives, which has helped me grow as a professional. The fact that we get individuals together from similar backgrounds to share stories and upbringings helps us feel a bit more connected to the company.”

Employee Network Resource Groups



Korryn Williamson

DE&I Director

“The past few years have brought to light so many of the systemic social injustices that exist in this country, and we are determined to change the narrative. As a staffing firm, we can shift and shape what the future workforce of America looks like to ensure it is more representative of the population and demographics that we — and our clients — serve.”



Now Serving DE&I

Within our organization, we have made major strides toward inclusivity, and we believe that it is imperative that we share what we've learned—this is the reason that in 2022, we launched our Diversity, Equity, & Inclusion division to our clients.

We are committed to lifting others as we climb. The services provided by our DE&I division are designed to uplift teams to achieve at the highest level. The mission of our DE&I division is to create more equitable and inclusive workforces through education, perspective, and the implementation of diverse practices. Through our educational courses, community partnerships, and staffing solutions, we have the customized resources that will build a solid foundation of equitable practices and a workforce representative of today's society.



Our DE&I services are tailored to the needed solution: talent and training. While our talent solutions focus on reporting, diverse recruiting practices, and leveraging niche talent pools, our training solutions focus on personalized guidance to ensure organizational and team change. By providing strategy and training to our clients, we positively impact our consultants' experiences.

SERVICE TOPICS

DE&I 101 and Biases

Explaining what DE&I is, what biases are, and how it impacts the workforce.

Dimensions of Diversity

A further look into gender, diversity, generational diversity, neurodiversity, able-ism, tokenism, and other aspects of diversity.

Hiring and Onboarding

Defining professionalism, best practices in interviewing, access and opportunity, quota hiring versus belonging, and more.

Inclusive Communication

A dive into microaggressions and microaggressions, trust, privilege, and other communication habits.

Biases

Deeper conversation and education around different biases with an emphasis on specific biases that are relevant to work environments and daily operations.

Anti-Racism, Ally-ship, and Advocacy

Defining each of these terms, how they play into daily interactions in and out of the workplace, as well as breaking down stigmatization around the words themselves.

Mental Health, Psychological, and Social Safety

A deeper discussion on creating inclusive environments that support mental wellness. Covers mental illness versus wellness, vulnerability, empathy, conflict, and more.

RECOGNITION FOR OUR EFFORTS BEHIND DIVERSITY, EQUITY, AND INCLUSION

#37 in Best Workplaces for Millennials™ 2022 (Large) 2022

Best CEO's for Diversity – Comparably 2022

SIA- The Diversity, Equity and Inclusion Influencers 2022

Best Company for Diversity – Comparably 2021

Best Workplaces for Millennials – Comparably 2020

Best Workplaces for Millennials – Fortune and Great Place to Work 2020

Best CEO for Diversity – Comparably 2019

Women's Leadership

We know the women of Insight Global put an incredible amount of pressure on themselves to do everything and be everyone. The challenges that women face—ranging from discrimination, pay gap, exclusion, lack of childcare support, to pregnancy discrimination—are unique.

In 2018, CEO Bert Bean recognized that we could be doing more to support and empower our women. The Women's Leadership Council (WLC) was born out of that belief, and the founding members of the WLC set out on a mission to advance, empower, and retain our women.



Jessica Calzaretta

President, Insight Global Health

“As an organization that’s nearly 70% female, we want to empower women to bring their unique perspectives and whole selves to work every day, to help solve tough problems, and to lead others. I believe my role as a female leader is to clear the hurdles that stand in the way of someone’s full potential.”



Our Women's Leadership Council Tackles Real Problems

At Insight Global, we know the strength and wisdom that women bring to the table. That's why we are dedicated to advancing women in the workplace and why women hold more than 60% of the leadership roles at our company.

Knowing there is still work to be done, we created the WLC to put a strategic focus on advancing and retaining women in leadership.

Founded in 2018, the WLC is comprised of six regional divisional councils and is governed by an executive council, all run by senior female leaders. The WLC also provides mentorship and networking opportunities and hosts regular forums throughout the year. The WLC is a platform for the Shared Values of Insight Global to be realized through the unique lens of women.

FOUNDING MEMBERS

- Bretlyn Morales
- Brindy Pickett
- Courtney Luther
- Elizabeth Musser
- Emma Garber
- Erin Tanzos
- Giselle Bamberg
- Jessica Calzaretta
- Katie Archer
- Kristen Brown
- Kristin Millard
- Lindsay Vignone
- Linzee Miller
- Natalie Brooks
- Nicole Simpson
- Rachel Dowling
- Stephanie Wisman
- Sue Boyle

One of the first massive issues the WLC tackled was developing a parental leave support program to ensure our sales employees were supported while out of the office spending precious time with their new families. This included identifying a dedicated support team to ensure business is maintained or even grows during leave. That work became the foundation for what our Parental Leave program is today.



The Women's Leadership Summit

THE 2019 SUMMIT

In 2019, Insight Global's WLC held its first Summit. This Summit was intended to Educate and Empower women.

Kicked off by our first president of the WLC, Jessica Calzaretta, the Summit was led by members of the WLC Executive Council and influential female leaders throughout the company. The WLC defined their mission and created a 6th Shared Value during this Summit:

Our 6th Shared Value

Evolve. Advance. Partner.

Evolve

- Specialized Trainings
- Host Regular Forums
- Improve Policy and Benefits
- Promote Diversity and Inclusion

Advance

- Education and Awareness
- Host Leadership Trainings

Partner

- Provide Mentorship
- Foster Internal Relationships
- Seek External Partnerships

Our mission is to live out the Shared Values of Insight Global through the unique lens of women.

The Summit consisted of breakout groups and panel discussions which resulted in amazing engagement and inspiring conversations.

Breakout Group Topics

- Standing Up Against Stereotypes
- Advocating for Each Other
- Owning Your Career
- Finding Your New 100% as a Working Parent
- Managing Working Parents
- Professionalism and Preparation
- Situational Training

Panel Discussion Topics

- Taking Ownership of your Career
- Self-Promotion and Advocacy
- Managing Stress
- Finding Your New 100%



THE 2022 SUMMIT

Raise Your Hand; Raise Your Voice. A theme that speaks perfectly to the type of women that embody our company and our Shared Values.

The WLC hosted its annual Summit with over 200 women in the business. Beyond personal and professional growth for the attendees, the 2022 Summit demonstrated the value of contributing to a community that embraces and uplifts female leaders.

The WLC is so proud to not only provide a safe space for these impressive women in business, but to be curating an environment where they can thrive.

In addition to a live podcast where Ryan Hawk, host of the Learning Leader Podcast, interviewed Kat Cole, COO of Athletic Greens, five of our own spoke through their various experiences as women in the workforce.

- Elizabeth Musser, newly appointed President of the WLC, started us off reminding us that anything is possible with the right community
- Hillary Throckmorton, National Account Manager, gave a nod to the strong generations of women before us who inspire us to be fearless
- Brittany Dankworth, Director of National Accounts, taught us we can all do hard things, and with courage we all have the opportunity to rewrite our story
- The ESG panel discussed the purpose and goals of ESG and the WLC's impact on them
- Eladia Watkins, Sales Manager II, inspired us to never settle and fight for the life we want

Celebrating Our Women with Women's Week



Celebrating and recognizing our people is a core component of our culture. Every year during Women's Week in March, we highlight women across all facets of our business: our internal team, clients, and consultants. Women's Week is an opportunity to share resources, host forums and special events, and honor the accomplishments of women among our far-reaching networks.

This special week is packed with education and empowerment for women and in all of our employees' lives. It is a time for our company to come together in celebration of all the women across our organization who have trail-blazed, inspired, and led others to greatness.

Keeping It Real with the Real Talk Series

We all know the stresses and pressures brought on by COVID-19. The members of the WLC decided they needed to do their part to provide a platform for women to discuss the challenges they were facing during and after the pandemic.

Recognizing the tidal wave of emotions, doubts, fears, and insecurities, the WLC addressed them head on. So what was their message out to our people? You are not alone. Through the Real Talk Series, each of the speakers explained that we were all learning to navigate our way through this new normal and that we could talk about it openly – no judgment. The Real Talk Series provide a safe, relaxed, virtual forum to open up, share your feelings, and get some advice.

The WLC hosted segments covering a broad spectrum of topics:

- Coping with Anxiety
- Finding Your Leadership Voice
- Finding Your New 100% WFH Edition
- How to Advocate for Yourself
- The Keys to Buying a Home
- Motherhood and Finding the Right Balance
- Supporting and Celebrating Past, Present and Future Moms
- Infertility and Infant Loss Awareness

As time has gone on and we've made our way through a pandemic and slowly back into offices and social spaces, the Real Talk Series has continued and expanded not only the topics of discussion but also the partnerships and audiences. In 2021, the WLC partnered with the Benefits and Wellness teams to launch "Men's Real Talk" which opened the Series to the entire company along with any significant others that may have the chance to benefit from the open conversation.

The Series covered the below topics:

- Pressure, Confidence, and Vulnerability
- Fatherhood
- Anxiety

Supporting Communities with Meaningful Partnerships

SUSAN G. KOMEN

Insight Global is a proud partner of the Susan G. Komen Foundation.

This year alone, we donated over \$159k in donations from Insight Global employees, consultants, and friends and family.



Erin Tanzos
Director of Managed Services, Evergreen
VP, Philanthropy—WLC

“Working so closely with the SGK team has been eye opening especially knowing that 1/4 women will be impacted by this disease and almost 70% of our company’s makeup are women. I have learned so much and have felt some of the most pride in career watching the IG Family unite for such an amazing cause, support our own who have been personally impacted by breast cancer, and show up for their communities.”

Joined by over 250 employees, we participated in more than 18 walks across the country. Insight Global is currently the fifth largest corporate sponsor for Susan G. Komen nationally and in the top three of largest corporate sponsors in the state of Georgia.

An especially proud moment of ours:

Our Chicago office, along with other IG offices across the country, organized a team to walk alongside Kathryn Ross, a Director of Operations in our Chicago Office who is fighting her own battle with breast cancer, and her “Krew” during Chicago’s 60-Mile, 3-Day walk. The comradery and support displayed during this event is a moment that many of the attendees will always hold close.



THE WOMEN’S COLLECTIVE

The Women’s Leadership Council provides its members the unique opportunity to engage in community partnerships like The Women’s Collective, an organization dedicated to bringing together C-suite and executive-level women leaders to nurture and enhance women leaders.

The Women’s Collective focuses on three key areas: Workplace, Education, and Mentorship. Through each of these areas, they provide actionable items to impact change.



Rachel Dowling
Managing Director, Government Services
VP, Training—WLC

“Being part of the Leaders on the Rise program by ‘The Women’s Collective’ has been so impactful! This has been my first experience with a mentor that is outside of the company. I have loved getting to hear about another female’s journey, my mentor Allison has been in the workforce for 20+ years and has seen a lot! She has given me a lot of inspiration and molded some ideas I have brought to life as the VP of Training for the WLC. I have also loved networking with women in the Atlanta market that have similar professional goals as me. The topics are curated to meet us where we are now; I particularly enjoyed our Building Trust session. Overall, I have had a very positive experience and am looking forward to the back half of the year with my new mentor!”

WOMEN FOR WOMEN INTERNATIONAL

In 2021, Insight Global made a \$250k donation to Women for Women International to assist those affected by the crisis in Afghanistan.

To truly impact the world with our light, we knew our efforts to support women must extend beyond the hallways of our own workplace. We are committed to leading with compassion, empathy, and support for women, not just at Insight Global, but also in underserved global communities.

Our donation was put to immediate use in ways identified as the most critical through Women for Women International:

- Supplying women with solar-powered phones, so while isolated, they could connect with each other and the Women for Women International team for emotional comfort, vital information, and receipt of cash transfers.
- Supporting the mental health and psychological wellbeing for the Women for Women International program participants and staff in the country or refugees forced to leave Afghanistan facing extreme emotional hardships.
- Staffing additional security assistance for staff and operations on the ground in Afghanistan.
- Developing real-time solutions as the situation—and women’s needs—changed.

RECOGNITION FOR THE SUPPORT OF OUR WOMEN & PARENTS

Ranked Best Workplaces for Women by FORTUNE in 2019, 2020, 2021, and 2022

#49 in Great Place to Work's Best Workplaces for Women™ 2022

#35 in Great Place to Work's Best Workplaces for Parents™ 2021

#40 in Fortune Best Workplaces for Women™ 2021

Best Large Workplaces for Women (Article)

#60 in Great Place to Work's Best Workplaces for Parents™ 2020

#20 in Fortune Best Workplaces for Women™ 2020

#21 in Best Workplaces for Women™ 2019

#64 in Best Workplaces for Women™ 2018

Employee Wellbeing

We care about our people's wellbeing. After all, one of our Shared Values is We Take Care of Each Other. But, as it did for so many others, the COVID-19 pandemic solidified the importance of our people's overall health.

We knew we could only fulfill our mission to be the light to the world if we first took care of our people, including their mental health. When our CEO, Bert Bean, opened a dialogue with the entire company about mental health, it inspired an internal movement. We have been normalizing mental health conversations and support ever since.

Maintaining mental wellbeing is a lifelong pursuit, and we're constantly searching for new ways to support our people in the personal, professional, and financial development.



**Tracee Smith**

Strategic Sourcing Analyst
Wellness Ambassador

“Personally, 2021 was a difficult year for me and being a Wellness Ambassador helped me recenter and focus on my mental health, wellbeing, and self-care. Being able to help my team members do the same and focus on their health and wellness goals is inspiring.”

Promoting Wellness From Top to Bottom, Inside and Out

MENTAL HEALTH LEADERSHIP TRAINING

Ensuring our people have the support and care they need begins with equipping our leadership with the right tools and resources. Through research, we found that our leaders had a strong desire to learn how to effectively address performance issues when someone is suffering from mental health issues. Most importantly, our leaders sought more information on how best to support employees who may be struggling. This finding was the impetus for our Mental Health Leadership Training.

Through this training, participants learn how to be effective listeners and how to guide their people to the root of the problem through compassion and empathy. Our leadership is trained through our Shared Values to promote open and vulnerable conversations around our people’s mental health and to ensure every person feels heard and supported.

2021

169

MENTAL HEALTH TRAINING LEADERSHIP PARTICIPANTS

2022

116

MENTAL HEALTH TRAINING LEADERSHIP PARTICIPANTS

WELLNESS AMBASSADOR PROGRAM

In 2022, our Wellness Program was led by 90 wellness ambassadors, specifically dedicated to the mental, physical, and financial wellbeing of our people across all 69 of our locations. These programs focus on everything from stress management to health screenings to mobile medical clinics—and most recently—to our partnership with GROW Counseling, providing all internal employees free mental health counseling.

Insight Global’s Wellness team’s mission: to create an equal wellness experience across all offices and departments by actively encouraging employees to put their physical, mental, and financial wellbeing first.

WELLNESS INITIATIVES

- Fitness Fridays
- Sleep Webinars: How to Create a Routine for Successful Night’s Sleep
- Mental Health Awareness and Activities
- Social Media: How to be Influenced (or not influenced) By What’s Being Posted
- Organized Runs and Walks
- Financial Webinars
- IG Holiday Cheer: 12 days of wellness challenges for our employees to participate in
- Meditation webinars and sessions



Jo King
Senior Program Support Manager,
Insight Global University

“As someone who has experienced mental illness, I know what it’s like to feel isolated. I know what it’s like to feel incapable of getting out of bed and going to work. In those moments, it can be challenging to admit you need help.

When I was feeling this way, my Regional Manager, Greg Murray, noticed and had the courage to take immediate action. He took the time to talk with me, let me know that there was no shame in feeling how I did, and helped me identify ways to take care of myself. He asked meaningful questions, and he directed me to the right resources. It was evident that he truly cared. Greg’s unwavering support, guidance, and direction empowered me to get the help I needed.

I’m forever grateful for Greg’s leadership and the resources Insight Global has in place.”



Greg Murray
VP of Emerging Markets

“We believe that our Shared Value, We Take Care of Each Other, truly means to put first our people’s overall physical and mental wellness. If our company is a place where people are getting the support they’ve always wanted, and we are helping them become the best versions of themselves, we’re accomplishing something so uniquely human that the results will take care of themselves.”



Christie Nuce
Director of Wellness

“Community is a huge part of Wellness at Insight Global. We live out our Shared Value, We Take Care of Each Other, by having a Wellness Ambassador in each of our offices. We want to make sure that no one is feeling alone, that they have a supportive community, and that they know who to go to for help or resources.”

Supporting Parents Through Our Parental Leave Program

Parenthood comes in many forms—and with each one comes different challenges. To create a culture that supports working parents, we developed a Parental Leave program to help adoptive, foster, biological, and LGBTQIA+ parents navigate their new phase of life.

The program supports soon-to-be or new parents through community groups based on due dates, prenatal yoga classes, and more. Additionally, over 40 program ambassadors mentor and host events for parents and conduct leadership training for managers to develop transition plans while parents are on leave.

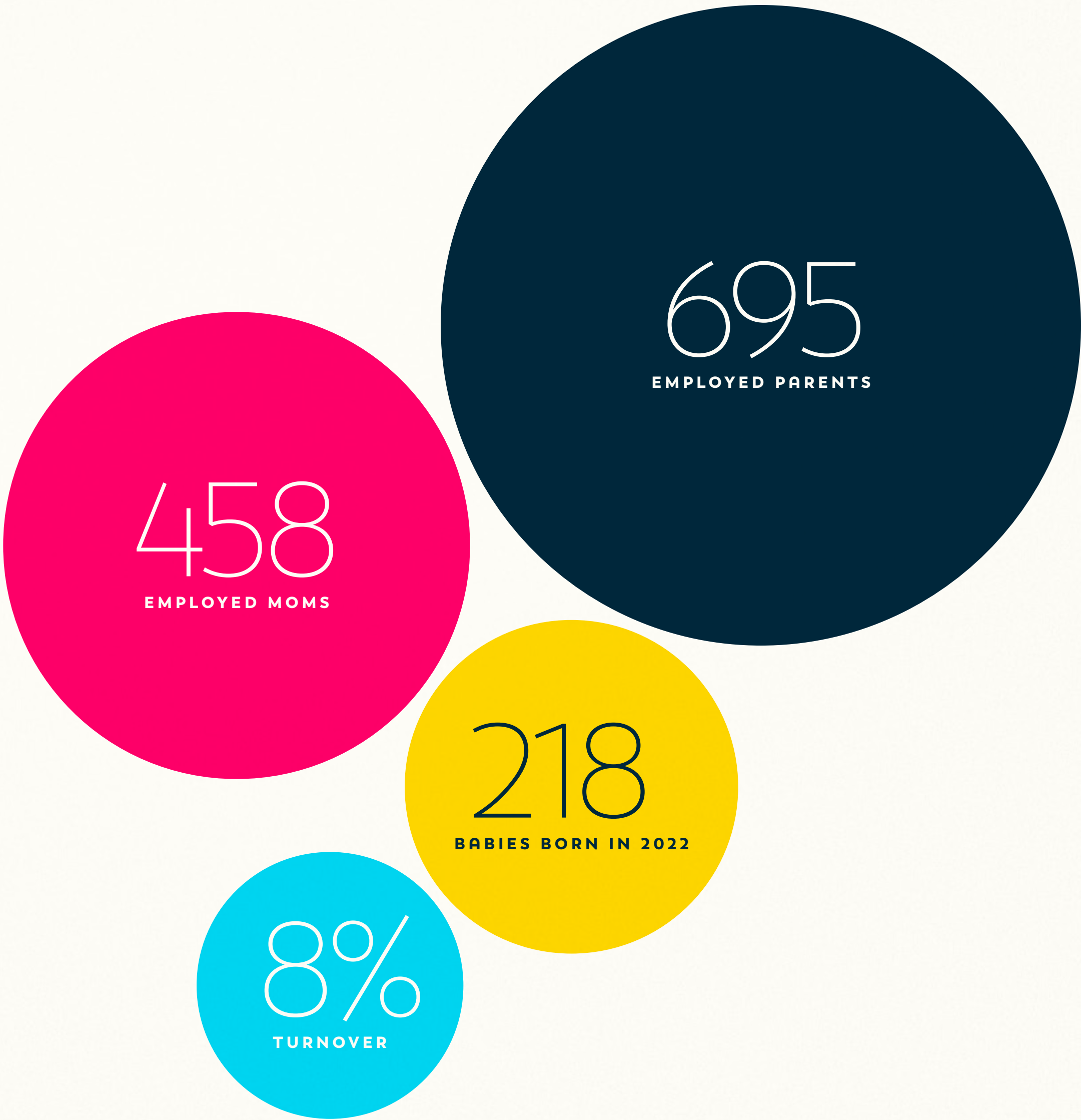
Employees who have walked through our parental leave process can volunteer to assist new parents with transition plans, schedule changes, and finding their new normal as a working parent.

Turnover for mothers who have been through our Parental Leave program is 12% lower than the company average (8% vs. 20%).

PARENTAL LEAVE DETAILS

- Improved healthcare benefits, specifically around fertility coverage
- Prenatal and postnatal yoga classes
- Confidential cohort groups based on due dates, fertility issues, adoption, and more
- Parental Leave Leadership Training for managers encouraging them to create transition plans while parents are on leave
- Moms-on-call resources
- Pre-leave and post-leave Leadership Training for managers encouraging them to create two-week transition plans for parents when they return to office
- Three weeks for bonding
- Nine weeks for medical recovery
- Six weeks for adoption

Parental Leave Participants



Sarah Kelley

HR Lead—Employee Relations,
Parental Leave Program Participant

“Planning for our first baby was as exciting as it was intimidating! We knew there was so much we needed to learn and to prepare for in order to welcome a baby to our lives, but knowing that IG and our Parental Leave team had my back made that aspect of planning such a lighter load to carry. From the moment I shared the exciting news that our little boy was on the way, Merrill took it upon herself to be the light during every stage of the process. The preparation for leave made me feel confident that things would be alright during my leave. The resources that were provided such as Pre-Natal Yoga and calls with Moms-on-Call were incredibly helpful- and fun! The thought and preparation Merrill and the team has put into every step of the program to make it resourceful for parents is unmatched. The best part is that this team truly takes care of our parents to every extent. Thank you for making me feel supported and cared for; I truly couldn't have asked for a better experience!”



Imani Crosby

Community and Partnerships Manager,
Parental Leave Program Participant

“I have said before about pregnancy and new motherhood that you don't know what you need until you need it. Our Parental Leave team has thought about everything it seems, and I did not go without resources I needed or getting to the right person who could get me to the resource(s).”



Providing Guidance Through Our Employee Support Programs

THE EMPLOYEE ASSISTANCE PROGRAM

Sometimes, we find ourselves on life's terms, not the other way around. Knowing this to be true, we proudly offer every internal employee and consultant access to the Employee Assistance Program (EAP), which provides professional guidance and referrals for specific treatment.

The EAP is a free and confidential tool to help employees overcome life's challenges and live a happy, balanced life through services such as:

- Crisis Support
- Work/Life Referrals
- Training & Webinars
- Coaching
- Legal/Financial Consultation
- Health Resource Library

The EAP also provides work-life services, such as helping the employee find childcare, assistance for an elderly parent, consulting and financial services, or a home within the employee's budget.

The EAP is a free and confidential tool to help employees overcome life's challenges and live a happy, balanced life.

PEER SUPPORT NETWORK

More often than not, when our people go through something difficult, they want to be there to support others who struggle with the same or similar issues. We recognize how special that is and decided to harness the power of that mentality by creating the Peer Support Network. The Peer Support Network is a confidential support system made up of Insight Global & Monument employees connecting with each other over a shared experience, demographic, or identity.

Today, there are more than 100 Peer Support volunteers, with communication forums focused on those facing complex issues ranging from health challenges to relationships and financial stresses to building confidence and growing professionally.

Sometimes all we need to know is that we're not alone. And at Insight Global, We Take Care of Each Other.

Anonymous

Peer Support Participant

"The Peer Support Network has allowed me to feel less isolated in my own struggles. In a year where nothing was certain, my mental health was at an all-time low. Having a peer mentor gave me companionship, safety, and hope. Meeting with my mentor on a weekly cadence has made me more conscientious of my mental health throughout the week; I find myself focusing on ways to take care of myself, because I know that my mentor will be checking in to see how I'm doing."

Anonymous

Peer Support Participant

"It's been an incredibly rewarding experience for me. Seeing my peer do a full 180 has been so good for my soul. He even picks me up sometimes when I'm having a bad day and that would never have been the case at the beginning. I'm super grateful to be involved with this and I hope to get matched with more peers in the future."

GROW Counseling with Wendy Dickinson

Wendy Dickinson

Founder and CEO of GROW Counseling, PhD

“One of my core values is to ‘do big things’. Starting a big thing is like standing at the bottom of a giant mountain and envisioning the ascent to the summit—along the journey I’ll feel excited, nervous, strong, inadequate, and energized — sometimes all at the same time. Talking with [the IG team] about the possibility of providing counseling for anyone on the IG staff was definitely a ‘base-of-the-mountain’ moment. The prospect of GROW developing a global network sufficient to meet IG’s needs was daunting, but the excitement inspired by the idea and by working with this IG team was even greater; we were all standing at base camp dreaming together.

GROW regularly has the opportunity to partner with organizations to provide care for their team members. Companies often talk about providing mental health support for their teams; however, most lose momentum when confronted by roadblocks like the time required for design and implementation, ongoing leadership support, or expense of the services. It is rare to find a company that truly prioritizes the overall wellbeing of their people—that possesses the tenacity and vision to push past the roadblocks to further the personal wellbeing of its team members. By contrast, the dedication, determination, and support that I have experienced firsthand from the IG team has been nothing short of exceptional. In a season where a record number of people are struggling with depression, stress, anxiety, and loneliness, IG has taken a decidedly people-first approach, removing common barriers to counseling that prevent people from getting healthy. The generosity of IG in offering this program has been a truly stunning display of kindness.

My role in the partnership has afforded me the great honor of interacting with hundreds of the IG team over the last few months. I’m convinced that this is the kindest, most positive and professional group of people in the world. I have been so inspired by the way the staff has responded to the offer for mental health support. You have taken it seriously, engaged in the hard work of healing, and been diligent about asking hard questions, learning new skills, and striving to be the best versions of yourself.

My hope is that your revolutionary approach to caring for people will challenge and encourage other companies to do the same. I’m confident that partnerships like this one — with people-first corporations - do the biggest “big thing” of all; they create a place for life change. Simply put, when you change a person, you change a community and when you change a community, you change the world.”

“This program is so amazing! I am new to therapy, but since starting, I feel like I have learned so many helpful tools to help manage my relationships and handle stressful situations.”

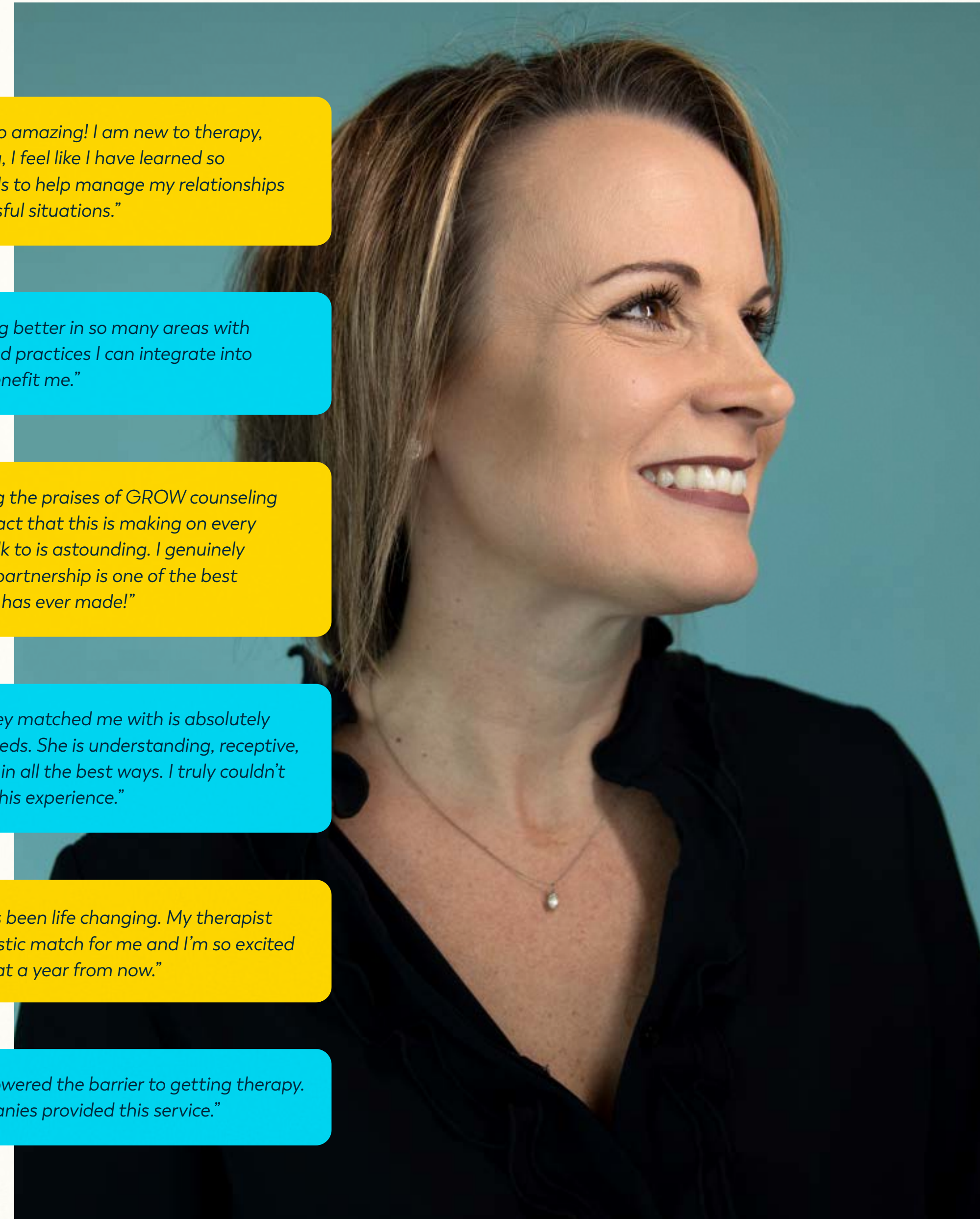
“I’m already feeling better in so many areas with specific habits and practices I can integrate into my routines to benefit me.”

“I truly cannot sing the praises of GROW counseling enough. The impact that this is making on every single person I talk to is astounding. I genuinely believe that this partnership is one of the best decisions that IG has ever made!”

“The counselor they matched me with is absolutely perfect for my needs. She is understanding, receptive, and encouraging in all the best ways. I truly couldn’t be happier with this experience.”

“This program has been life changing. My therapist has been a fantastic match for me and I’m so excited to see where I’m at a year from now.”

“Love it. It really lowered the barrier to getting therapy. Wish more companies provided this service.”



Philanthropic Impact

We have become increasingly aware of our ability to impact the lives of so many people and the world around us. We can give people hope through the dignity of employment.

In addition to the opportunities that we have to provide hope through new job opportunities, we also have the opportunity to fundamentally change the world around us for the better. Be the Light is a mission that inspired our CEO, Bert Bean, at the beginning of the COVID-19 pandemic when the world felt especially dark. This mission has since become a key part of our company purpose—something that we live to do every day through the thousands of lives we impact across our many offices, divisions, and services.

As we began to really focus on our mission to be the light, we started to receive it tenfold. Because that's just it — good creates more good.



Tim Stutz

Chief Operating Officer

“People can never experience too much kindness or too much dignity. We believe in our hearts and souls that the impact of serving others is limitless. And we strive to be relentless in that service. To help when, where, and as often as we can.”



Taking Care of Our People Through Our Family Foundation

For our own employees to shine their light, we need to take care of them. That’s why we created the Insight Global Family Foundation (IGFF). The Foundation is a grantmaking non-profit created because of our company’s Shared Value: We Take Care of Each Other.

Developed by employees, for employees, the Foundation provides grants of up to \$10k for Insight Global employees and consultants experiencing financial hardships due to unplanned events, with no expectation of repayment. Grants provide restorative relief and can cover unforeseen medical bills, natural disaster recoveries, automobile hardships, housing, rent assistance, and shelter support.



When dark times came to the people of Ukraine, we responded with a \$25k donation to the CARE International Ukraine Crisis Fund, as well as asking our employees to help contribute funds that could be issued out as grants through the Insight Global Family Foundation. These grants were provided to our people who were directly impacted by the war.

2020 Numbers

\$432k	48	23	\$801k
TOTAL FUNDS GRANTED	INTERNAL EMPLOYEES SUPPORTED	CONSULTANTS SUPPORTED	TOTAL DONATIONS RECEIVED

2021 Numbers

\$598k	20	61	\$583k
TOTAL FUNDS GRANTED	INTERNAL EMPLOYEES SUPPORTED	CONSULTANTS SUPPORTED	TOTAL DONATIONS RECEIVED

2022 Numbers

\$563k	33	95	\$504k
TOTAL FUNDS GRANTED	INTERNAL EMPLOYEES SUPPORTED	CONSULTANTS SUPPORTED	TOTAL DONATIONS RECEIVED
\$15k	15		
GRANTED TO UKRAINIAN EMPLOYEES	GRANTS AWARDED TO UKRAINIAN EMPLOYEES		

Giving Back on a Global Scale with OneWorld Health

Just as we found a way to impact those closest to us, we discovered OneWorld Health and how closely our values were aligned. So began our partnership in 2020, allowing us to be the light on a global scale.

OneWorld Health supports communities in developing countries to bring permanent, sustainable healthcare to the chronically underserved. There are many areas in the world where basic care doesn't exist. Because of this, minor injuries or illnesses can lead to significant suffering.

As a company, we have raised more than \$2.9 million to fund the construction and operation of four brand-new healthcare facilities in Kyenjojo, Uganda and Tipitapa, Nicaragua, a new maternity ward in Bweyale, Uganda, and a telehealth clinic in Portrerillos, Honduras.



Oscar Ibarra
Volunteer Program Director,
Central America, OneWorld Health

"I've had the blessing of working with OneWorld Health for the last 10 years and am constantly amazed by the generous partners who embrace our mission as their own. This type of shared urgency for serving our brothers and sisters in need not only changes lives in the communities we serve, but provides motivation, support, and care for our local staff here in Nicaragua who are leading the charge on a daily basis. Thanks to Insight Global, we're giving those in need access to high-quality, affordable healthcare, and giving hundreds of trained medical professionals the dignity of work in the communities we serve."



BWEYALE, UGANDA



New permanent health care facilities built in Uganda, Honduras, and Nicaragua

5

NEW HEALTH CARE FACILITIES

By 2023, we will have seven clinics serving patients in Uganda, Honduras, and Nicaragua

7

CLINICS RUNNING BY 2023

Money raised by Insight Global

\$2.9M

RAISED

Projected patients to be served through telehealth investments

390k

TELEHEALTH PATIENTS SERVED

Patients served through our Grit clinics and telehealth resources that we made possible

61.6k

PATIENTS SERVED

People employed through the implementation of three new facilities around the globe

917

JOBS CREATED

Babies born at IG-funded Bweyale Maternity Ward as of December 2022

183

BABIES BORN

International OneWorld Health Service Trips

Over the summer of 2022, we partnered with OneWorld Health to send over 60 Insight Global employees on service trips to Uganda, Honduras, and Nicaragua

In July, a team of 21, including CEO Bert Bean and his wife and children, was given the opportunity to travel to Uganda to serve in community outreach and tour Insight Global-funded active medical facilities in Masindi, Bweyale, and Kyenjojo. 29 more employees traveled to the Tola region of Nicaragua to operate outreach clinics.

During the fall of 2022, a group of eleven employees went to Nicaragua and Honduras as we celebrated the grand opening of our newest Grit clinics, which will provide healthcare to new communities and provide sustainable employment. We have seven more service trips planned for 2023, where our employees can continue to experience what it means to be the light to the world around us.



Michael O'Neal
Executive Director,
OneWorld Health

"We're humbled and inspired by the incredible support of Insight Global as an organization — but mostly by the hearts of the individual employees who are choosing to make our mission their own each and every day and bring light to communities in need."



Monique Garlington
Product Manager, Insight Global

"Traveling to Uganda with Insight Global and OneWorld Health was an experience I will treasure forever. What it reinforced in me is that when a problem seems too big or too complex to solve throwing up our hands in surrender is never the answer. Our gifts, our talents, our acts of kindness, both great and small, can help relieve the suffering of many. We all have something to give. I'm so proud to work for Insight Global and will continue to support this worthy cause. As a Product Manager, I'm committed to delivering products that continue our success so that we as a company can continue to be the light to our communities and our world."



Committed to Giving Back

VOLUNTEERING AND FUNDRAISING

In living out our mission, we see the importance of service beyond monetary donations. Each employee receives five paid service days per year. Individuals are encouraged to choose where to donate their time, energy, and heart.

In addition to service hours, our company:

- Has 92 philanthropy ambassadors across our 69 offices who organize service events where local and regional fundraisers support giving back to those organizations that are important to their respective communities
- Participates annually in canned food drives and Toys for Tots during the holiday season
- Provides the opportunity to travel around the world to serve alongside OneWorld Health



Allison Green
Senior Director of Philanthropy

“Philanthropy is woven into the fabric of Insight Global. As we work to be the light to the world around us, our charitable partnerships enable us to serve in own backyards, in communities across the country, and around the world.”



Megan Beigl
Account Manager, Denver
Philanthropy Ambassador

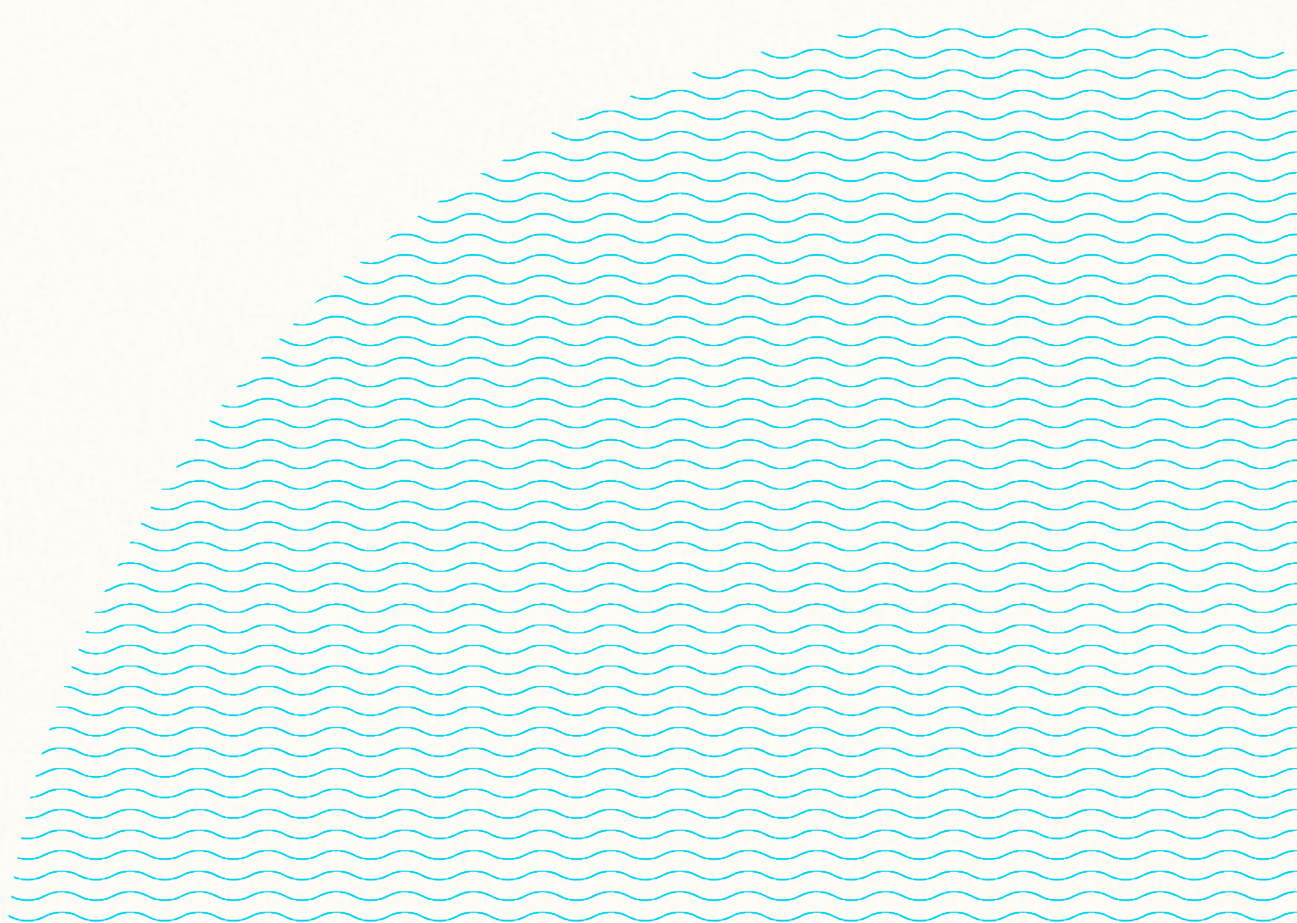
“Being able to be the Philanthropy Ambassador in Denver has given me a drive and sense of purpose outside of the regular day-to-day job. We are so lucky at IG that we get to be the light to people each day with a new job that may help them keep a roof over their head, put food on the table or send their kids to school AND we are even luckier that we’re encouraged to continue that outside of work, too. The Denver office was able to be the light for many during our Summer of Service last year where we partnered with four different local non-profits to volunteer about 520 service hours for a community garden, improvements to a non-profits landscaping, or sorting food for a food bank. It was so encouraging and uplifting to be around so many like-minded people who share a passion for giving hope to the community around them.”



Fritz Kielblock
Account Manager, New Jersey

“This year’s service week really helped the New Jersey office get back to being hands-on with our community through hard work, sweat, and smiles! We spent a lot of time this summer supporting the local Salvation Army branch that runs a daycare and summer program. In the beginning of the summer, we cleaned up the camp picnic area, planted flowers, and setup a large outdoor tent where the kids can eat their lunches outside. After lots of laughs, water breaks, and high fives, everyone left the event with a feeling of purpose.

We also hosted a backpack drive with the Salvation Army, where we donated 40 backpacks for the children participating in the summer camp so they have the supplies and backpacks they need for the new school year. As our group left to head back to work, we were grateful for the experience, but more importantly, we left wanting to do more for the people and communities around us.”



Lifting Each Other Up with the Be The Light Fund

In early 2022, our company launched the Be The Light Fund where employees and our partners can donate to support our philanthropic efforts.

In the first year, we raised over \$1M with the company matching an additional \$2M for a total of \$3M contributed to the Be The Light Fund! Over \$400k of which was raised in a single day at our national conference.

Proud Moments from 2020–2022

\$500k

RAISED FOR THE LEUKEMIA AND LYMPHOMA SOCIETY

\$540k

DONATED TO OUR CHARITY PARTNERS THROUGH OUR JOBS & JOY CAMPAIGN

LEARN MORE

2020–2022

46k

EMPLOYEE VOLUNTEER HOURS

2020–2022

\$6M

DONATED TO CHARITY PARTNERS

2025 Goal

\$15M

DONATED TO CHARITY PARTNERS BY 2025

We have developed these partnerships with national charity partners aligned with our Shared Values and our Mission:



Training and Development

We are obsessed with developing our people. Whether we're training new hires, future leaders, corporate and sales managers, or our executive team, we know that ongoing development helps build perspective—and teach invaluable skills that go beyond the day-to-day grind.

Our purpose is directly tied to our mission: we want to develop our people personally, professionally, and financially so that they can be the light to the world. So, not only do our people become experts in their trade through our state-of-the-art training programs, but they also spend the same amount of time if not more learning how to tend the flame of our culture.



**Eli Doster**

Chief Talent Officer

“All the goals of Insight Global University are to brand our culture as one of growth and development. Our growth model is hiring great people and getting them on a path toward success personally, and professionally. And yes, even financially.”

Class is Now in Session

INSIGHT GLOBAL UNIVERSITY

In 2018, we decided to change how we historically trained our people and rebuild our foundation. Insight Global University (IGU) was born out of a desire to provide our people world class training to set them up for success.

From day one, everyone who steps through our doors is welcomed into our signature program designed to equip our people with everything they need to find success. This multidisciplinary resource includes one-on-one mentorship, classroom training, group discussions, C-suite shadowing, and a learn-by-doing approach.

We’ve found that our employees gain—and holistically benefit from—perspective through meaningful conversations. When people begin their journey with us, we just ask that they bring a handful of grit and a growth mindset. From there, we teach them everything they need to know, unique to their role. Perfection is not the standard—it’s a commitment to getting 1% better every day.



Jeremy Krickel
Vice President, Talent Development
IGU

“Insight Global University has been an opportunity to pay it forward. Throughout a twenty-year career here, I have earned both promotions and demotions. Regardless of my ups or downs, there was always someone there wanting to help me get better. We wanted to make sure that EVERY employee had that experience. That is why we built IGU. It’s our mission to lean in and train, mentor, and serve the needs of our people to ensure they can celebrate their ten year and twenty-year anniversaries as well.”



Lana Simmons
IGU Program Manager

“Our Virtual Learning programs are designed to provide personal and professional development at any level and tenure. Study Halls and Lunch and Learns are targeted at larger audiences to educate employees on new initiatives and trends across the business. Electives are thoughtfully crafted workshop-style classes conducted in smaller groups that focus on addressing topics outside of the core curriculum. These courses are optional and are meant to ‘feed the hungry’ for those that crave additional development throughout their career journey at Insight Global.”

THE IG WAY

The systematic way that we train and develop our internal employees through core curriculum, study halls, electives, and bootcamps.

Study Halls

Open forums that are easily accessible with targeted content for each division and for the organization at large. These are recorded and uploaded to our digital library to ensure that our people have equitable access to this knowledge on demand, enhancing their understanding and leveling up their skills.

Electives

These smaller, more intimate, learning opportunities that will take a deeper dive into specific topics, and focus on building a skill. These classes are discussion-based, require personal engagement through pre-work and post-session takeaways, and allow conversation to guide the learning process.

Boot Camps

Aimed to bolster our new recruiters with the tools they need to get promoted, these sessions are optional and focused on a key skill that is critical to be eligible for promotion.



Training and Development for Current and Future Leaders

PURPOSE

The purpose of Leadership Academy is to empower our leaders to pursue the best version of themselves so that they can live out our company’s purpose.

Both tactical and functional skills are taught through the lenses of our Shared Values in each training. The goal is to ensure that our employees have an exceptional experience, whether it be by mentoring our future leadership or ongoing training of current leadership.

Employees are encouraged to be vulnerable. Our programs are also unique in that we approach training and development as an ongoing and evolving process with the employee’s goals and needs in mind.

STRATEGIES

- Shared Learning
- Results Driven Focus
- Diversity of Thought (External)
- Uniting IGC & Field (“Same Team”)
- Systems of Feedback
- Analytics – Scoreboard
- Connection to Customer
- Top-Down Adoption
- Partnership with IGU
- Increased Fulfillment of Leaders

LEADERSHIP ACADEMY VALUES

- Invest in yourself. We believe in taking the time to strive towards the best version of yourself so that you can inspire your team to do the same.
- Driven by the power of meaningful relationships, we bring people together through shared learning to build connection, belonging, and fulfillment; “I am because we are.”
- Progress over perfection. We believe that great leadership is empowered leadership, having the courage to take action.
- The most effective leaders are constantly seeking clarity in who they are and how they are representing themselves to others.
- We want to help leaders be authentic so that they can confidently lead in their own way.
- We practice what we teach.
- To develop and grow great leaders that deliver great results.



Adrienne Healey
Leadership Coach I
Leadership Academy

“Investing in yourself is so crucial as a leader because our leaders are usually the first ones to give everything they have to their people and the person they invest in the least is themselves so if we can make that cultural shift, that’s so huge and really helping our leaders understand the type of person, the type of leader that they want to become, and then have the programs and the opportunities and resources available to be able to become that better version of them.”

MENTORSHIP

Another way we seek to train and develop our people is through mentorship. What better way to learn than from someone who’s been in your shoes?

In addition to our IGU courses, trainings, guides, and resources, we offer mentoring opportunities and culture curriculums that support and encourage our employees to invest their time, effort, and energy into becoming the best versions of themselves.

Mentorship at Insight Global is more than just a practice we leverage with every new hire, it’s a personal connection that is established at the onset of their career and journey at Insight Global. Through our training and development programs, the objective is not to just have someone walk away with knowledge but truly develop perspective and skills that set them up for success in every position and at every level.



Sam Kaufman
Chief Revenue Officer

“We have a responsibility to help expand the talent pool. If we think about ESG, something cool to consider is that talent is a part of sustainability. We would like our company to be known as a company creating sustainable talent for our clients and our business.”



RECOGNITION FOR THE TRAINING AND DEVELOPMENT OF OUR PEOPLE

Best Career Growth – Comparably 2022

Best Leadership Teams – Comparably 2022

Best Company Career Growth- Comparably 2021

Best Company Culture – Comparably 2021

Best Company Culture- Comparably 2020

Best Company for Leadership – Comparably 2019

Best Company Culture – Comparably 2018



Governance

Governance provides the guardrails for how we engage with and make decisions to ensure we are having the impact we want to have on our people, our consultants, our clients, and the world around us.

68 OUR THREE GOVERNANCE TENETS

69 THE TITAN AWARD

71 BOARD OF DIRECTORS

72 ESG EXECUTIVE COMMITTEE

A background image showing two hands, one from a darker-skinned person at the top and one from a lighter-skinned person at the bottom, reaching towards each other against a bright blue sky with soft white clouds. The hands are positioned vertically, with the top hand slightly to the right of the bottom hand.

OUR SHARED VALUES GUIDE US.

Our Three Governance Tenets

We seek to weave these concepts into the fabric of our company.

While our Shared Values give us both purpose and direction, we also seek to operate and move our business forward within guardrails that ensure we are acting with integrity in the thousands of little decisions we make every day. We believe the best way to do that is to weave three key governance tenets into everything that we do: Transparency, Alignment, and Representation.

1

TRANSPARENCY

In discussions with our board, our leadership, our employees, and beyond, we are open about the decisions we are making and the reasons behind them.

We encourage robust, group-oriented discussions around important decisions. We communicate those decisions broadly through forums like our monthly “Be the Light” calls hosted by our CEO to disclose business priorities and trends and quarterly calls with our employees to discuss company financial performance.

Metrics matter. We share individual, group, and divisional performance with our people so they always know where they stand. We have found that transparency builds trust and empowers our people to achieve personal, professional, and financial growth.

2

ALIGNMENT

Alignment across our compensation systems allows our people to succeed as the company succeeds.

Sales and recruiting employees have highly variable compensation that rewards performance rather than tenure, giving our people incentives to solve the needs of our clients by putting consultants to work.

Our “LTIs for All” program ensures that from the first day employees begin their journey with us, they can grow their wealth in line with the company’s growth, regardless of role. Management employees have compensation packages that similarly reward them for year-over-year growth of the entire business—not just the segments for which they are responsible—so that they are incentivized to make decisions that benefit the entire company (and avoid decisions that can hurt the whole company). Wherever possible, we push incentives deep into the organization so that everyone is working toward our shared mission.

3

REPRESENTATION

Diverse perspectives enable better decisions. Inclusion helps us better understand and connect with the many diverse communities we serve and support—in business or otherwise.

This also increases employee engagement and trust by demonstrating to all that anyone with high character and grit can succeed while remaining true to who they are. Because we believe it makes our company better, we are taking meaningful steps to increase representation throughout the company, and to capture and include in our decision making the voices and opinions of those that might not otherwise be heard.

Our Women’s Leadership Council was created to advance and elevate women in leadership so they are proportionately represented in the senior executive ranks. Our Diversity Council seeks to expand our hiring pool of talent to capture more people from historically underrepresented groups and to create an inclusive workspace where people can be their most authentic selves. We have prioritized and will continue to prioritize the addition of new directors on our board who can bring diversity of thought, background, and experience to guide us in our strategic decision making.

Our Titans Embody Our Values

We create and sustain our culture by celebrating the people who exemplify our values. The Titan Award is given to employees who live out our Shared Values every day. To be named a Titan is the highest award one of our employees can receive. It is an unrivaled honor.

There are no tenure or title requirements to become a Titan. Any employee can become a Titan if they are committed to our Shared Values. Nominated by peers, Titans are selected by the Titan Committee—a group of five “Super Titans” who have the challenging task of determining which of the submissions are most worthy and then recognizing each new Titan in a way that celebrates and showcases them to others the behaviors at the core of who we are.

As a reward for vigorously living out our Shared Values, each Titan attends a special contest trip exclusively for Titans, separate and apart from contest trips based on individual business performance. It is an opportunity for us to bring together and invest in these amazing people from across the company and showcase to all what our Shared Values mean to us.

2022 TITAN COMMITTEE

Sue Boyle
Program Director, IGFF

Dominic Pera
Director, National Accounts

Justin Harris
Program Director, Evergreen

Kathryn Ross
Director of Operations

Derek Andrzejczak
Director of Recruiting



David Lowance

Chief Legal Officer

“When making our biggest and boldest decisions, we look to our Shared Values. They are our North Star.”



Board of Directors

Our board of directors works closely with senior management to set direction, offer perspective, and hold us accountable to the goals we establish. They bring to the table knowledge and wisdom from their diverse experiences, and they have been critical supporters and partners on our ESG journey.

Our directors, comprised of both representatives of our key financial stakeholders as well as independent directors, have a broad array of experience and provide oversight and guidance on matters of strategic importance.

The board has both audit and compensation committees that work with management or specific company teams to provide oversight in key risk areas. The company maintains a robust internal audit function as well as a cross-functional Compliance Committee, each of which report to the audit committee to ensure transparency into all levels of the organization.

MEMBERS

Bert Bean
Chief Executive Officer,
Insight Global

Jay Wilkins
President, Harvest Partners

Jim Mitchel
Partner, Harvest Partners

Andrew Hudelson
Principal, Harvest Partners

Timothy J. Flynn
Partner, Leonard Green & Partners

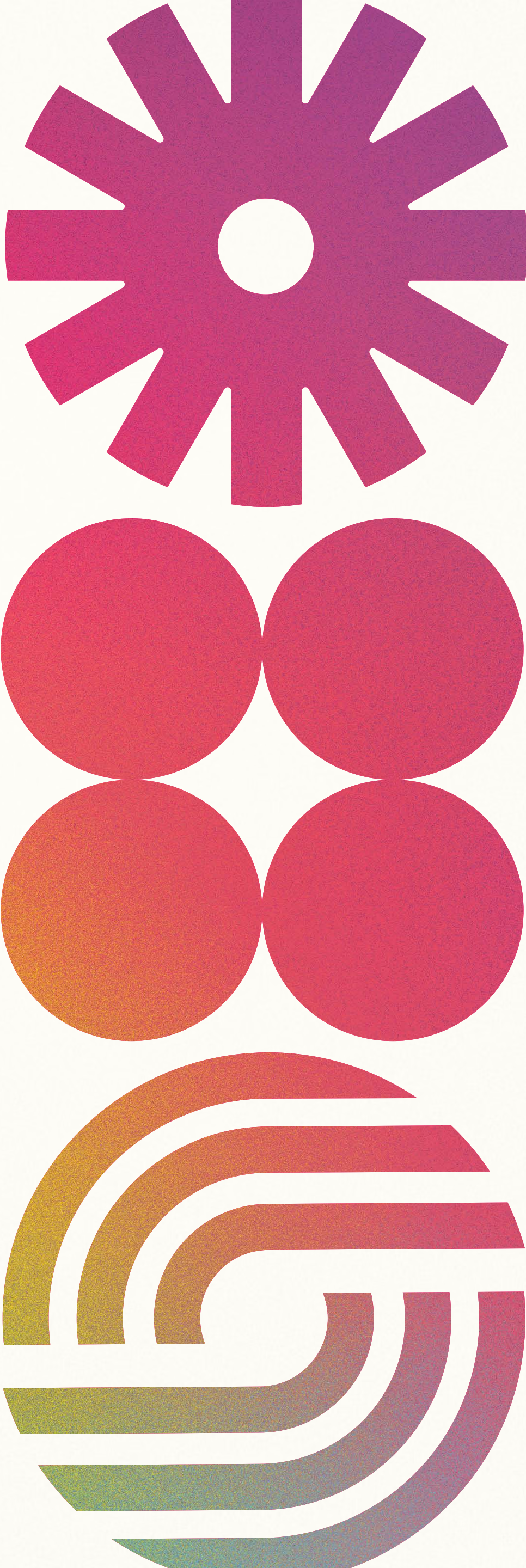
Usama Cortas
Partner, Leonard Green & Partners

Bob Hensley
Director, Insight Global

DeWayne Griffin
Director, Insight Global

Lou Andreozzi
Director, Insight Global

Viola Maxwell-Thompson
Director, Insight Global



ESG Executive Committee

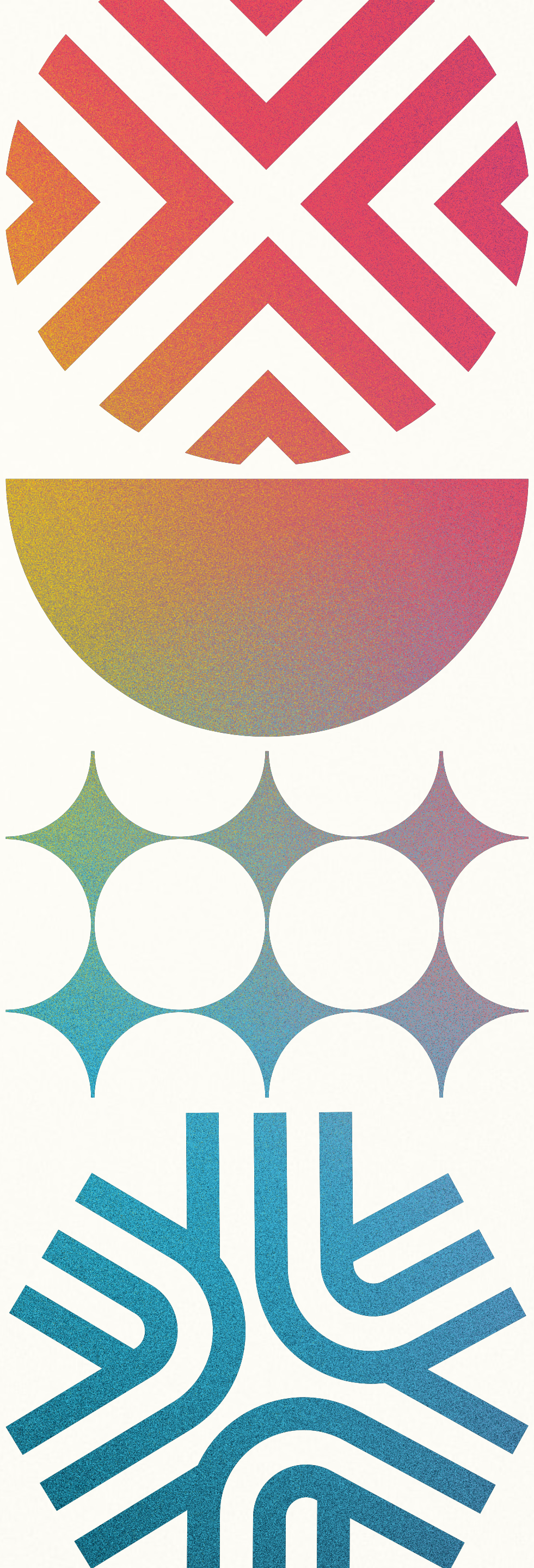
We are incredibly thankful to have a group of leaders passionate about our ESG efforts, providing guidance and walking with us every step of the way. Our ESG Executive Sponsors drive our mission forward by providing total buy-in, engagement, and support—making ESG mean more at Insight Global.

In 2021, we founded the ESG Executive Committee. The purpose of the ESG Executive Committee is to (1) set general strategy related to ESG matters that help us be the light, including our 2025 ESG Goals; (2) develop and oversee initiatives and policies based on that strategy; (3) oversee Insight Global’s reporting and disclosure with respect to ESG matters; and (4) oversee our internal and external communications regarding Insight Global’s position or approach to ESG matters. The ESG Executive Committee meets on a quarterly basis as a collective body, but most members also serve as an executive sponsor for an ESG program and meet with their program manager or director on a regular basis between quarterly ESG Executive Committee meetings.

MEMBERS

- Bert Bean**
Chief Executive Officer
- Eli Doster**
Chief Talent Officer
- Jenny Sabo**
Vice President, HR & ESG
- Jeremy Krickel**
Vice President, Talent Development
- Mike Lewis**
Chief Financial Officer
- Jessica Calzaretta**
President, Insight Global Health
Women’s Leadership Council
Executive Sponsor
- Sam Kaufman**
Chief Revenue Officer
Diversity Council Executive Sponsor
- David Lowance**
Chief Legal Officer
Diversity Council Executive Sponsor

- Cecil Stokes**
Practice Director, Evergreen
Diversity Council Executive Sponsor
- Lawrence Dearth**
President, Recruiting
Sustainability Council Executive Sponsor
- Greg Murray**
Vice President, Emerging Markets
Wellness Executive Sponsor
- Tim Stutz**
Chief Operating Officer
Philanthropy Executive Sponsor
- Tommy Cadden**
Vice President, Sales
DE&I Executive Sponsor



Jenny Sabo

Vice President, HR & ESG

We've been privileged with incredible growth over the last few years. With that growth, though, comes a responsibility. A responsibility to give back, lift others, and live out our purpose. To say we are a purpose-driven company is easy. Living out that purpose—to be the light to our people, our communities, and our planet—is hard work. The issues we seek to tackle such as equity, access to affordable healthcare, and climate change, are big and require effort that goes beyond the walls of Insight Global. But between our people, our consultants, our clients, and our community partners, our reach is large.

There is no limit to what we can do when we come together. We know we have the grit needed and discipline required to stay the course until the work is done—and let's be honest, the work is never done. There will always be opportunities to be the light for others. Although we are incredibly proud of what we've accomplished so far, we will not stop here.

*We will **be a voice** for job seekers who don't know how to begin or further their careers;*

*We will **be the reason** why our employees feel safe to openly discuss their mental health;*

*We will **be a partner** to organizations that seek to leave people and places better than they found them;*

*We will **be an advocate** for the women and diverse employees in our organization and beyond;*

*We will **be the change** we want to see in the staffing industry;*

*And we will always **be the light** to the world around us.*

To track our progress towards our 2025 goals or join us on this journey, visit our website.

INSIGHT GLOBAL'S
ESG WEBSITE



