

To: All Associates
Subject: Time to Act

Over the past few months, significant events in our country have brought an important and needed spotlight to the issues of race, justice, discrimination and civil rights. Like many of you, I have been personally and deeply affected by the tragic deaths of people of color and moved by the resulting protests and calls for change.

These events require more than just a status quo response. They have prompted us, as a senior leadership team, to listen and learn from the diverse perspectives of our own associates, community leaders and diversity and inclusion experts. With an improved awareness and understanding of the issues, we've relied upon our corporate values to evaluate our efforts to become the kind of company we aspire to be. While we acknowledge the great strides we've made in our commitment to diversity and inclusion, we can and must do more to achieve the results and outcomes we desire.

This is a time for action. That's why today we are announcing four additional efforts aimed at creating meaningful, positive change in our company, in our communities and in our nation:

- **First, we will remove the Native American imagery associated with our corporate logo.** The transition away from our current symbol will begin immediately and be concluded as quickly as possible. I want to emphasize that this change does not take away from our proud history. We have always treated our logo with great respect and have never sought to disparage anyone. But we feel strongly our logo should reflect who we are as a company today and our commitment to positive change. We believe this is the right thing to do and is consistent with our values and our desire to prevent racial bias and stereotypes. This decision will likely prompt many questions in your mind about where and how our logo shows up today. Rest assured, we are forming a team to move quickly to address those questions and help move us forward to ensure our logo reflects our mission, our values and our commitment to our customers.
- **Second, Mutual of Omaha is committing \$1 million of additional annual corporate funding to programs and non-profit organizations committed to racial equity, inclusivity, economic equality and social justice.** This funding is in addition to the funding we already contribute annually through the Mutual of Omaha Foundation and our corporate giving. We have spent time listening to community leaders and will direct our funding to support the essential work already taking place to advance these causes. In addition, we will offer our time and talent to be directly involved in these initiatives in a supportive role, as appropriate. You can expect more specific details about this funding and subsequent opportunities in the days to come.

- **Third, we will invest in additional efforts to equip and mobilize our management team to be leaders in driving positive outcomes in diversity and inclusion.** This will include additional training for managers, with a specific focus on racial equity and social justice. We will also enhance our efforts to recruit, hire, promote, develop and retain a more diverse workforce, and heighten our focus on inclusive culture-shaping. We will expand performance expectations and evaluate management on progress in these areas.
- **Fourth, we will develop and implement a more robust supplier diversity strategy.** We will proactively seek out vendors from underrepresented communities and purchase from suppliers who are demonstrably committed to social justice and racial equity.

I want to stress these are initial actions, intended to build on our existing diversity and inclusion strategy. Our intent is to continue learning, growing and improving, with more actions to come.

It's important to acknowledge our prior diversity and inclusion efforts have positioned us to take these important additional steps. Many of you have been involved in the following efforts, which have laid the groundwork for today's announcement:

- We formed a Diversity and Inclusion Action Group in 2002 that has provided focus and direction for our diversity initiatives, tying those efforts to business results and enhancing the overall diversity of our work environment.
- We have a comprehensive diversity and inclusion strategy that guides our efforts around the pillars of our workforce, our workplace and the marketplace. That strategy is guided by our diversity and inclusion mission: *to build a corporate culture that respects and values the unique strengths and cultural differences of our associates, customers and the community.*
- We have been a leader in establishing employee resource groups that are actively engaged in helping us celebrate the diversity of our associates and promote inclusion throughout all facets of our culture.
- We updated our talent acquisition process to ensure a diverse candidate slate in the first round of interviews for open positions.
- We have established education for our associates, including our quarterly Mutually Inclusive sessions focused on allyship and unconscious bias training.
- We have been proactive in creating employment policies and benefits that reflect our commitment to building an inclusive culture.
- We have supported nearly 60 organizations that work in this critical space through the Mutual of Omaha Foundation and our corporate giving, including more than \$2 million in 2019.

Thanks to our associates, we have accomplished a lot and have much to be proud of. With that great foundation, I'm confident in our ability to continue pushing forward, making great strides in our efforts to realize tangible outcomes in this incredibly important work. It's the right thing to do and, together, I know we'll succeed.



James Blackledge
Mutual of Omaha Chairman and CEO