

# DE&I INITIATIVES: Embracing and celebrating our differences

**At Matlen Silver, we actively seek to build a workforce that represents the rich tapestry of the global community, promoting a culture of respect and appreciation.**

## Recruiting Training, Processes, and Programs to Advance Diversity at Work

We continuously review and refine our recruitment practices to foster an environment where everyone feels welcomed and valued. Best practices and programs include, but are not limited to:

- Job description standardization for inclusive language and removing unconscious bias from job requirements.
- Accessing sources that attract diverse talent such as Diversity.com; iHispano; National Association of Asian-American Professionals (NAAAP); Pink Jobs.
- AI skills-based test assessments that gather results on candidate abilities, knowledge and potential in a fair and unbiased manner.
- Our [Referral Program](#) to strengthen our talent pool and create brand ambassadors through an interactive and 'gamified' digital environment.
- The Excel Program to cultivate the potential of aspiring professionals and prepare them for success in their careers.

**Matlen Silver** is dedicated to supporting local organizations that lift up the communities around them with clear missions to advance diversity in the tech workforce and beyond. Some of the programs we affiliate with and support include:

## Community Partnerships

- **Career Fairs:** Focused on underrepresented and diverse backgrounds.
- **Local Partnerships:** Specializing in upskilling, reskilling, and returnship training.
- **Pre-Employment Preparation:** A variety of services to help potential employees succeed in the current market.
- **Philanthropic Events:** Participating and sponsoring philanthropic events is an integral part of our culture.
- **Social Media:** Expanding our reach to groups focused on diversity ensures that job seekers feel safe, valued and respected.
- **Community Activities:** Our employees engage in community service to build strong bonds and actively aid in addressing their needs.

## Working with Veterans

Our dedicated internal "task force" goes to work for our nation's veterans to assist them at any stage of their workforce transition to the civilian sector. Our pre-hire candidate experience includes: resume writing, interview training, the *Matlen Silver Excel* program for reskilling and upskilling, partnerships with local veteran resources, like Veterans Bridge Home, and much more.

From this effort, **veteran hiring has increased over 25%** and we are helping clients nationwide fill their in-demand technical and non-technical roles, onshore with local talent.



**65%** of our workforce represents diverse backgrounds

**84%** of our female workforce is from diverse background

**2X** the industry average for female employees