



ChoicePoint Diversity and Inclusion Fact Sheet

"ChoicePoint's goal is to achieve a workplace environment where every individual is given the opportunity to make the most of his or her unique abilities. It is our goal to hire and retain the most talented individuals available, from all backgrounds. Diversity of thought, idea, creativity and skill creates positive working relationships and increased company performance and growth - the ultimate goal."

- *Derek V. Smith, Chairman and Chief Executive Officer, ChoicePoint*

We are proud of ChoicePoint's commitment to excellence as a leader in corporate diversity and in equal employment opportunity. At ChoicePoint, we work to foster an inclusive culture and an environment free of discrimination or harassment.

As evidence of our commitment to diversity and inclusion, ChoicePoint:

Organization and Culture

- Established a **Corporate Diversity Advisory Council** that sets the direction and guides the implementation for diversity and inclusion at ChoicePoint.
- Has **grassroots diversity councils**, consisting of geographically-based volunteer teams of associates in our various field locations, which encourage and capitalize on the diversity of our associates and promote personal and professional development.
- Has **affinity groups** (informal, company-recognized groups of associates with common interests) that meet periodically to network and support one another's development and success. Each affinity group is sponsored by a senior ChoicePoint executive.
- Has a **diverse workforce comprised of approximately 57% women and 30% non-White associates**.
- Provides **domestic partner benefits** and has an equal opportunity policy that includes a nondiscrimination clause based on sexual orientation.
- Organizes an **annual Women's Conference**, which offers information on leadership development, mentoring and coaching, along with opportunities to network with senior leaders and peers and attend career assessment workshops.
- Mandates **diversity training for all managers** and offers diversity training for all associates.
- Hosts **annual CultureFest celebration** to promote a multicultural workforce and educate associates as well as other awareness events such as: Dr. Martin Luther King, Jr. Holiday, Black History Month, Women's History Month, Asian Pacific American Heritage Month, Gay Pride Month.
- Operates a **diversity reference library** which offers various book selections on a number of diversity-related and career development topics.
- Promotes "**The Diversity Challenge**," a voluntary quiz where winners of various prizes are randomly selected from those associates who correctly answer questions on diversity issues with all participants receiving developmental credit.



Supplier Diversity

- Spent approximately **6.1% of procurement budget with diverse suppliers in 2006**, which is **triple the national average of 2.0%** according to *DiversityInc*.
- ChoicePoint is also an active member of the National Minority Supplier Development Council and its Georgia affiliate, and has served as a mentor to minority companies for the past three terms.

Diversity Recruitment and Educational Commitment

- Partners with **national multicultural professional associations** to recruit new talent and develop new business relationships. We are corporate sponsors of the National Black MBA Association and the National Urban League.

Leader in Diversity

Our commitment to diversity has been recognized by several sources. We were named:

- **2007, 2006, 2005, 2004, 2003 "Best Places to Work" list for Gay, Lesbian, Bisexual and Transgender Job Seekers** for the fifth consecutive year by the Human Rights Campaign Foundation – ChoicePoint received a perfect score of 100 in all five years.
- **2004 Good Company of the Year** by *Atlanta Woman* magazine
- **2004 Best Place to Work for Gay and Lesbian Employees** by *Southern Voice* newspaper and *Advocate* magazine
- **2003 Best Employer Overall** by *Women in Technology*, a division of the *Technology Association of Georgia (TAG)*
- **2002 Best Place to Work for Women** by *TechLINKS* magazine