



**We believe that Diversity, Equity and Inclusion (DEI) must be intentional. ATHENA's mission is to create a welcoming workplace that promotes belonging for employees from all walks of life.**

We "walk the walk" by embedding DEI theories, methods and philosophies in all elements of our business operations.

- **Financial Commitment:** We put our people over profits — whether that is internally or externally within the communities that we're part of. We commit financial resources to organizations that align with our values each year.
- **Community Involvement:** In addition to financial support, we partner with non-profits working to promote equity in our industry. Events in the past have included a Women's History Month panel with Insure Equality and "Decoding the Status Quo: Sex, Gender, and Bias in Insurance" webcast with the Society of Actuaries and SAGAA. We encourage all employees to volunteer time to causes that they are passionate about and allow flexible work schedules to make that happen.
- **Recruiting:** All team members are required to participate in unconscious bias training prior to attending job fairs, holding interviews or evaluating candidates for hire. Recruiting channels are regularly audited to ensure that we are adhering to our mission — to create opportunities for underrepresented or undervalued populations and empower them to succeed.
- **Compensation:** Our compensation structure is reviewed regularly to ensure that pay is equitably aligned to the right factors and not succumbing to the unconscious bias that arises around raises and bonuses, which can create long-term, compounding deviations between genders, races, and ethnicities.
- **Work Hours:** Our team is 100% virtual and each member is able to set their own working days and working hours. Yes, we work in consulting and our employees are required to deviate from their standard working hours every so often, but efforts are made at every level to stick to their desired schedule to avoid burnout.
- **Performance Management:** Each employee's career advisor is empowered to identify the projects and initiatives that truly energize them and advocate on their behalf to make sure that their plate is filled with as much of that work as possible, while also challenging them to grow and improve in areas outside of their comfort zone.
- **Training:** At Athena, we believe in the power of education to drive positive change. We host comprehensive employee trainings including interviewing effectively, inclusive leadership development, and how to be an ally. Through these programs, we empower our team to cultivate a workplace that celebrates differences, embraces diversity, and promotes a culture of belonging for all.
- **Feedback:** As part of our commitment to continuous improvement, we prioritize the voices of our employees through regular surveys on benefits, professional development, teamwork, and overall employee experience. This feedback is instrumental in shaping our initiatives and insuring that we create an inclusive environment where every voice is heard and valued.

ATHENA operates across the spectrum of workforce strategy and rewards services, including traditional actuarial valuation and audit services, workforce analytics, and operational strategy to drive efficient delivery of top-tier benefits to employees and their families. We build transparent partnerships with our clients, where risk is managed with a long-term, collaborative vision.

