CATALYST

Awards

DINNER

WORKPLACES THAT WORK FOR WOMEN

TUESDAY, MARCH 20, 2018 | NEW YORK HILTON MIDTOWN | NEW YORK CITY

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GENERAL MOTORS

BOARD RECEPTION SPONSORS

CATALYST
WORKPLACES THAT WORK FOR WOMEN

CARNIVAL
CORPORATION & PLC

Carnival Corporation is proud to chair the Catalyst Awards Dinner and congratulates all the 2018 Catalyst Award winners. Their achievements are an inspiration to us all.

At Carnival Corporation's ten world's leading cruise brands we deliver unmatched joyful vacations, bringing people together while exploring new places and exciting cultures all over the world. We are dedicated to creating inclusive workplaces, both onboard and shoreside with a diverse global workforce that reflects the world we sail.

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Visit our website to find and comment on the latest Catalyst research, events, programs, and infographics.

Catalyst.org/Zing
Check for our latest entries and leave your thoughts and reactions on our blog, Catalyzing, which brings together many voices and perspectives from across Catalyst and beyond.

Twitter.com/CatalystInc
Follow @CatalystInc to receive daily tweets on news, research, and trends related to women, work, and diversity and inclusion.

Facebook.com/CatalystInc
"Like" Catalyst to get the latest news about women in the workplace and global diversity issues, engage in discussions with us and other people, and stay in the know about new Catalyst initiatives.

Instagram.com/CatalystInc
Follow Catalyst on Instagram to see visuals that empower and inspire people to advocate for gender equality in the workplace.

LinkedIn.com/groups/2710104
Join this Catalyst group to participate in conversations pertinent to expanding career opportunities for women and business, and diversity and inclusion in general, with others who are leaders in their industries.

YouTube.com/user/CatalystClips
View our powerful and timely videos on women and business, including previous Catalyst Award Winner videos.

OnTheMarc.org
Join MARC—Men Advocating Real Change—Catalyst's online learning community for professionals committed to achieving equality in the workplace.

WELCOME FROM
CATALYST'S PRESIDENT & CEO AND BOARD CHAIR

Welcome to the 2018 Catalyst Awards Dinner where we celebrate workplaces that work for women–and for everyone.

Our mission at Catalyst is to accelerate progress for women through workplace inclusion. Tonight is an opportunity for us to come together in support of that mission and to celebrate our progress and shape new ideas about continuing to advance gender equality in the workplace. It's also a time to recognize some of the organizations who are taking bold actions to make progress happen for women.

When women succeed, businesses succeed. Innovation, team performance, and retention strengthen. And in diverse workplaces, where women feel included and safe, problem-solving increases and companies gain a competitive advantage.

This year, we are proud to recognize The Boston Consulting Group, IBM, Nationwide, and Northrop Grumman Corporation for their Catalyst Award-winning initiatives that are changing minds, changing behaviors, and creating more opportunities for women. In doing so, they help shine a light on what diversity and inclusion programs can and should achieve:

- Opening robust, dynamic dialogue across levels, gender, race, and ethnicity.
- Expanding workplace gender equality.
- And propelling women into leadership ranks in greater numbers than ever before.

Tonight, we toast the accomplishments of our 2018 Catalyst Award winners. And on behalf of all of us at Catalyst, thank you for sharing this special evening with us.

Sincerely,

Deborah

DEBORAH GILLIS
President & CEO
Catalyst

Cathy

CATHY ENGELBERT
Chair, Catalyst Board of Directors
Chief Executive Officer
Deloitte

LETTER FROM OUR DINNER CHAIR

Welcome to the 2018 Catalyst Awards Dinner.

I am delighted to welcome tonight's guests, including representatives from the Catalyst Award-winning companies as well as other global business leaders and corporate influencers in gender, diversity, and workplace inclusion.

Tonight, we not only convene as thought leaders who are willing to share knowledge and expertise—helping to shape ideas about gender equality in the workplace—but also to recognize some of the world's most powerful companies for taking a no-holds-barred approach to accelerating women's progress:

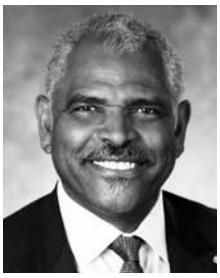
- The Boston Consulting Group: *Women@BCG*
- IBM: *Leading the Cognitive Era Powered by the Global Advancement of Women*
- Nationwide: *Our Associates' Success Drives Business Success*
- Northrop Grumman Corporation: *Building the Best Culture, Leveraging the Power of Women*

Catalyst's recognition of the companies that are driving real change for women in the workplace spotlights a path forward during this moment of reckoning about workplace issues that impact women. As we travel this path together, we must take every opportunity to amplify Catalyst's mission to create workplaces that work for women.

Changing the status quo takes persistence, courage, and tenacity. And it doesn't happen overnight. It happens every day, in every meeting, in every organization, promotion by promotion, decision after decision. It requires leadership at every level, powered by an inclusive culture that accelerates the careers of all women.

Please join me in toasting the achievements of the 2018 Catalyst Award winners and all those who are working persistently, courageously, tenaciously, and intentionally to create progress for women. Because progress for women is progress for all.

Thank you,

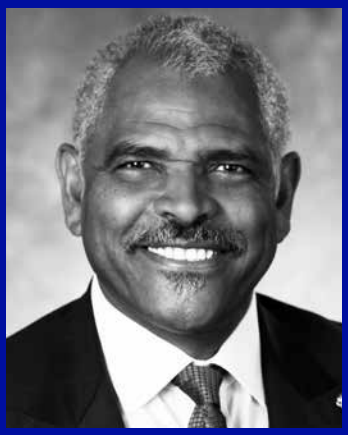


ARNOLD W. DONALD
2018 Catalyst Awards Dinner Chair
President & CEO
Carnival Corporation & plc

Speakers

DEBORAH GILLIS
President & CEO
Catalyst

ARNOLD W. DONALD
2018 Catalyst Awards Dinner Chair
President & CEO
Carnival Corporation & plc



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The Boston Consulting Group

GINNI ROMETTY
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BP America Inc
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KPMG LLP
McDonald's Corporation
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United Airlines
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United Technologies Corporation
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Aramark
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The Dow Chemical Company
Hilton
The Home Depot
Jacobs
JPMorgan Chase & Co.
Mondelez International
PepsiCo, Inc.
Pitney Bowes Inc.
PwC
QBE North America
Shell Oil Company
Society for Human Resource Management
Texas Instruments
The Walt Disney Company
Williams Companies

$15,000–$26,999
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ADP
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AlixPartners
Bechtel Corporation
Belden
Bloomberg
Campbell Soup Company
Charter Communications
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Sidley Austin LLP
Skanska
Terex Corporation
USAA
Walgreen Co.

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Barilla
Cargill
Christine Miller Marketing and Communications
Comerica Bank
Diversity Inc.
Eaton
General Motors Company
Georgia-Pacific LLC
HSBC
KeyBank
ManpowerGroup Inc.
Mary Cranston
Merck & Co., Inc.
The MITRE Corporation
New York Power Authority
Nutrien
PAREXEL
State Farm
Welbilt, Inc.
Wells Fargo
WFF–Women's Foodservice Forum

List complete as of February 28, 2018

20 CATALYST AWARD WINNING 18 INITIATIVES

THE BOSTON CONSULTING GROUP

"Diversity is our lifeblood. Diverse teams generate more creative solutions and deeper collaboration with clients. Ensuring our organaization works for everyone is not only the right thing to do, but it's how we build BCG to its full potential."

–Rich Lesser, President & CEO, The Boston Consulting Group

Women@BCG

In 2013, The Boston Consulting Group (BCG) reformed its Women's Initiative into *Women@BCG*, with the goal of increasing the number of women employees in senior leadership roles and creating a more effective work environment. Consulting staff at all levels of BCG are targeted through five pillars: recruiting and hiring; talent development and mentoring; work-life and flexibility; awareness and affiliation; and external engagement.

Partners and other senior leaders are highly engaged and accountable for many aspects of the initiative. Major components and programs include:

- Strategic efforts to decrease bias in recruiting and hiring processes, such as unconscious bias interviewer calibration and training.
- Apprenticeship in Action, a program that coaches women and men leaders to improve their communication and leadership skills and encourages a broader range of leadership styles.
- The Segment of One program, which recognizes that each person is unique and requires a specific type of support through evolving career and life stages.
- The Predictability, Teaming, and Open Communication working model, which supports teams to better work, learn, and communicate with each other.

From 2013 to 2017, representation for women has increased across senior levels. Women's representation on BCG's Executive Committee has increased from 17.6% to 35.3%. The number of women partners has increased at almost three times the rate of men partners over the past four years. Currently, women lead six NAMR (North America/Mexico Region) offices which account for over 30% of staff in the region. In addition, the percentage of women in every cohort has grown as a result of parity in promotions and retention as well as an aggressive focus on recruiting.

BCG

THE BOSTON CONSULTING GROUP

IBM

> *"IBM has a long-standing commitment to equal opportunity and our employees represent a talented and diverse workforce. Achieving the full potential of diversity and inclusion is a business priority that is fundamental to our competitive success."*
>
> **–Ginni Rometty, Chairman, President & CEO, IBM**

Leading the Cognitive Era Powered by the Global Advancement of Women

Leading the Cognitive Era Powered by the Global Advancement of Women at IBM is a global initiative that started in 2012 with the appointment of CEO Ginni Rometty. In the midst of global transformation, IBM has strategically and purposefully focused on technical women's career development and advancement. HR and global business leaders partner to drive IBM's diversity and inclusion goals by attracting and recruiting diverse talent; prioritizing leadership development and talent discussions; and engaging as a good corporate citizen.

Important components and programs include:

- Robust recruitment and diverse-slate practices.
- A variety of programs to help re-engage women and diverse talent, such as:
  - Reconnections, a program to re-engage IBM alumni.
  - Tech Re-Entry, a program for mid-level women who have been out of the tech workforce for at least two years.
- Career development activities across the talent lifecycle, including targeted mentoring, sponsorship, and support structures for technical women and executives.
- Monthly CEO-led "Five-Minute Drills," which discuss talent to identify critical roles, review talent development, and place talent for growth.

Women's representation globally has increased between 2012 and 2016. Additionally, women make up 29% of IBM's Board of Directors.

NATIONWIDE

"Nationwide's commitment to diversity and inclusion continues to strengthen our culture and fuel our success. It will also inspire the innovation that guides our future."

–Steve Rasmussen, CEO, Nationwide

Our Associates' Success Drives Business Success

In 2011, Nationwide launched its initiative, *Our Associates' Success Drives Business Success*, to build on its strong cultural foundation anchored by the company's first core value, "We Value People." A comprehensive framework of programs enabled by strong senior-level and board sponsorship, it has resulted in increased associate engagement and inclusion scores year over year, in line with steady business growth. Nationwide has achieved this success with strategic and intentional efforts to attract, accelerate, and advance women at all leadership levels—and in particular women of color—with a strong focus on sustaining an inclusive workplace culture for all.

Fundamental elements include:

- Enterprise-wide development programs, such as INSIGHT, for high-potential current and future executives, and the Touch Point sponsorship program, which exposes senior leaders to executive talent, including women and women of color.
- 19 Associate Resource Groups centered on employee interests and demographics, such as women, women of color, LGBT associates, and sustainability, along with 18 D&I Business Unit Councils.
- Various accountability mechanisms, such as Human Capital Scorecards, a 30% people performance objective, diversity and inclusion, and engagement.

From 2011 to 2017, the representation of women, including women of color, in leadership roles and the pipeline has increased at Nationwide. For example, in executive roles (Senior Vice President/Vice President/Associate Vice President), representation of women overall increased from 29.1% to 33.9% and from 2.8% to 6.9% for women of color vice presidents. Additionally, women hold 26.6% of Nationwide's Board of Directors seats.

Nationwide®

NORTHROP GRUMMAN CORPORATION

> *"To ensure that we have a pipeline of diverse talent for future leadership positions, we drive change through every aspect of our talent acquisition, development and succession planning processes. We also promote a culture that is inclusive. We believe that workforce diversity generates innovation and delivers top performance for our customers' important missions. At Northrop Grumman, accelerating the advancement of women and people of color has translated into real value for our stakeholders. We're proud to receive this prestigious award from Catalyst and grateful to Catalyst for their leadership in promoting the advancement of women."*
>
> **–Wes Bush, Chairman & CEO, Northrop Grumman Corporation**

Building the Best Culture, Leveraging the Power of Women

Northrop Grumman Corporation began its US-based initiative, *Building the Best Culture, Leveraging the Power of Women*, in 2010 to shape a diverse pipeline of leaders that would be ready for future executive positions. As the company was making plans for future growth, projections for normal retirements were increasing, and the lack of diversity in engineering disciplines required the company to design a comprehensive initiative to expand the leadership pipeline, with a specific requirement for diverse representation inclusive of women and people of color. The initiative has five strategic elements: leadership commitment, talent acquisition, work-life integration, employee development, and building the future pipeline.

Key components and programs include:

- Leadership commitment to drive culture change from the top, creating a role model for diversity in the executive team, and holding all executives accountable for diversity in performance metrics.
- A drive for new and more robust sources of diverse talent, as well as measuring and reporting the diversity of candidate slates for all management positions (10,000+) in quarterly business performance review meetings.
- Leadership programs such as the Executive Leadership Program, Women and Leadership, and the Leadership Cohort Program, in which participants are nominated from succession processes, form strong cross-functional business networks as cohorts, and gain visibility to the executive team and strategic issues. Participant diversity for all programs was also measured.
- The Women's Conference and Inclusive Leadership Conference nurture and develop talent across the company, with consistently strong participation from board members and company executives.

Representation of women, including women of color, has increased across levels from 2010 to 2016. Women's representation on the board increased from 15.4% to 21.4%, and on the executive team it has grown from 8.3% to 46.0%. At the vice president level, women overall increased from 15.5% to 29.1% and women of color increased from 2.0% to 4.4%. At the director level, women's representation increased from 19.4% to 26.9% overall and from 2.6% to 5.7% for women of color.

NORTHROP GRUMMAN

HERE'S TO THE BRIGHT WOMEN WHO LEAD

General Motors is committed to the advancement of women in the workplace. We are proud to support Catalyst and celebrate the 2018 Catalyst Awards recipients.

GENERAL MOTORS

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IT'S A GREAT DISTINCTION
TO HAVE GREAT BUSINESS PARTNERS

At Shell, we know that a diverse workforce led by inclusive leaders fuels engagement and performance.

One of our primary goals continues to be the development and progression of our female leaders. We are achieving this through support and awareness-building for both women and men, targeted development, purposeful succession planning, mentorship, sponsorship, flexible working arrangements and effective employee networks.

CATALYST is a valuable partner for us in this work, and we are proud of our continuing association. We wish all participants a successful conference and congratulate this year's winners of the 2018 Catalyst Award.

DISCOVER MORE AT **www.shell.us/careers**

CATALYST AWARD *winners*

Catalyst is honored to be associated with organizations whose innovative and pioneering initiatives have proven so powerful in making change. Since 1987, we have recognized **94 initiatives at 85 organizations** from around the world with the Catalyst Award.

2018	The Boston Consulting Group IBM Nationwide Northrop Grumman Corporation	**2010**	Campbell Soup Company Deloitte LLP RBC Telstra Corporation Limited
2017	3M BMO Financial Group Rockwell Automation	**2009**	Baxter International Inc. CH2M HILL Gibbons P.C. KPMG LLP
2016	Gap Inc.	**2008**	ING U.S. Financial Services Nissan Motor Co., Ltd.
2015	Chevron Corporation Procter & Gamble	**2007**	The Goldman Sachs Group, Inc. PepsiCo, Inc. PricewaterhouseCoopers LLP Scotiabank
2014	Kimberly-Clark Corporation Lockheed Martin Corporation	**2006**	BP p.l.c. The Chubb Corporation Safeway Inc.
2013	Alcoa Inc. The Coca-Cola Company Unilever	**2005**	Georgia-Pacific Corporation Sidley Austin Brown & Wood LLP
2012	Commonwealth Bank of Australia Sodexo	**2004**	General Electric Company Harley-Davidson, Inc. Shell Oil Company U.S.
2011	Kaiser Permanente McDonald's Corporation Time Warner Inc.	**2003**	Accenture Ernst & Young LLP WellPoint Health Networks Inc.

2002
Bayer Corporation
Fannie Mae
Marriott International, Inc.

2001
American Express Company
General Mills, Inc.
JPMorgan Chase & Co.

2000
Charles Schwab & Co.
IBM Corporation
The Northern Trust Company

1999
Baxter Healthcare Corporation
Corning Incorporated
TD Bank Financial Group

1998
The Procter & Gamble Company
Sara Lee Corporation

1997
The Allstate Corporation
Avon Mexico

1996
Hoechst Celanese Corporation
Knight-Ridder, Inc.
Texas Instruments

1995
Deloitte & Touche LLP
The Dow Chemical Company
J.C. Penney Company, Inc.

1994
Bank of Montreal
McDonald's Corporation
Pitney Bowes Inc.

1993
The American Business Collaboration (ABC) for Quality Dependent Care
Con Edison
Morrison & Foerster
Motorola

1992
American Airlines
Continental Insurance
Hewlett-Packard Company

1991
Arthur Andersen & Co., S.C.
SC Johnson Wax
Tenneco Inc.

1990
Eastman Kodak Company
John Hancock Financial Services
US Sprint Communications Company

1989
Fannie Mae
IBM Corporation
U S WEST, Inc.

1988
Avon Products, Inc.
Corning Glass Works
E.I. du Pont de Nemours and Company
Gannett Co., Inc.

1987
Connecticut Consortium for Child Care
The Equitable Financial Companies
IBM Corporation
Mobil Corporation

CATALYST CEO CHAMPIONS FOR CHANGE

These leaders have made a public commitment to advance more women, including women of color, into senior leadership positions and onto their boards. Together, they are building workplaces that work for women. Learn more at catalyst.org/champions.

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LINDA L. ADDISON
Immediate Past Managing Partner
Norton Rose Fulbright US LLP

CRAIG ARNOLD
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KPMG

STEVE EASTERBROOK
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Catalyst recognizes and thanks our 20 Research Partners, a leading group of companies committed to supporting and contributing to our research programs. Through the Expert Community, a leadership group that tests ideas and focuses on implementation of actionable solutions, our Research Partners participated in convening events throughout the year, both in-person and virtually, to develop successful strategies and actions for women and other diverse groups.

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BMO FINANCIAL GROUP
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Ben van Beurden
CEO
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thank you Deborah

for your inspirational leadership and passion for our mission.

We wish you incredible success in your new role.

THE CATALYST STAFF

MANY THANKS TO OUR SPONSORS AND SUPPORTERS

UNLOCKING POTENTIAL

We're honored to be recognized by Catalyst for the work we are doing to increase opportunities for women in the workplace. We are proud to stand together with IBM, Nationwide, and Northrop Grumman in shared commitment and responsibility toward improving gender parity and advancement.

Rich Lesser

CEO, BCG
Catalyst CEO Champion For Change

BCG

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THE VALUE OF
DIVERSITY AND INCLUSION LETS GENIUS THRIVE.

Many corporations seek to empower women. But, at Northrop Grumman, they power our company. In the c-suite, the lab, at the conference table, and on the manufacturing floor, women of all backgrounds enable us to create the smartest, most innovative solutions for our customers. Because the future of global security depends on advancing the best and most diverse perspectives.

THE VALUE OF PERFORMANCE.

NORTHROP GRUMMAN

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#inclusiveIBM

At IBM, diversity and inclusion are not policies and programs, they have been integral to our habits, practices, and purpose for more than 100 years.

The work of creating an inclusive culture is never finished. One question we continually ask: What is needed today that we didn't see before? We call on all businesses to ask this of themselves and to join us in finding the answer.

#PressforProgress

Let's put smart to work.

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Everything is possible
when barriers are removed.

At Nationwide, we cultivate an environment where women can pursue and achieve their career dreams. We intentionally remove barriers, creating a culture where everyone belongs and our business succeeds. We are proud to support the mission of Catalyst in accelerating progress for women through workplace inclusion and are honored to be a 2018 Catalyst Award winner.

Congratulations to our fellow recipients. Together we will remove barriers. We will encourage all women to dream and to be inspired to achieve anything.

nationwide.com/diversity

Nationwide®
is on your side

2018 CATALYST Award WINNER

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To excel is to reach
the top without forgetting
where you came from.
McDonald's® is proud to support Catalyst.
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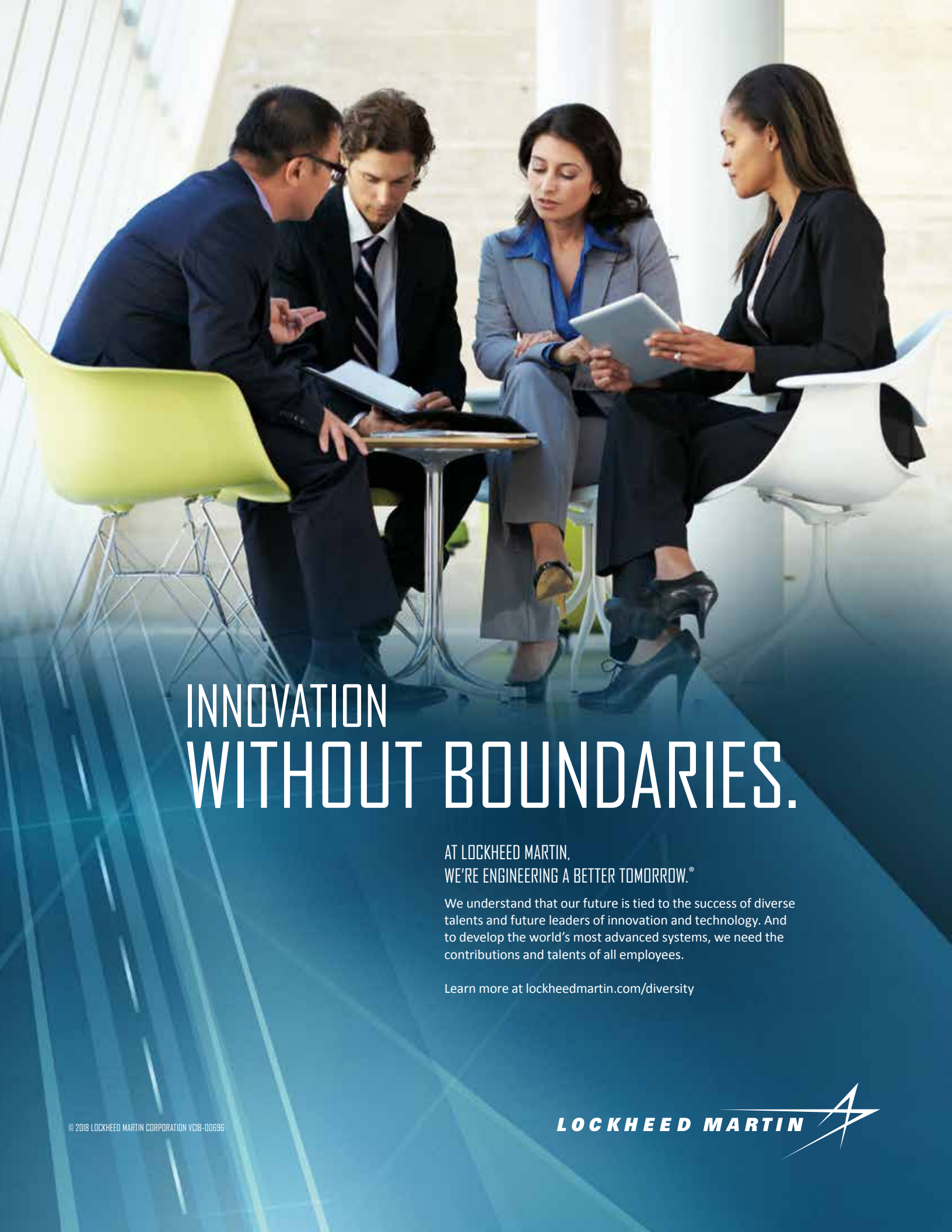

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AT LOCKHEED MARTIN, WE'RE ENGINEERING A BETTER TOMORROW.®

We understand that our future is tied to the success of diverse talents and future leaders of innovation and technology. And to develop the world's most advanced systems, we need the contributions and talents of all employees.

Learn more at lockheedmartin.com/diversity

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United® is proud to partner with Catalyst in honoring the 2018 Catalyst Award Winners.
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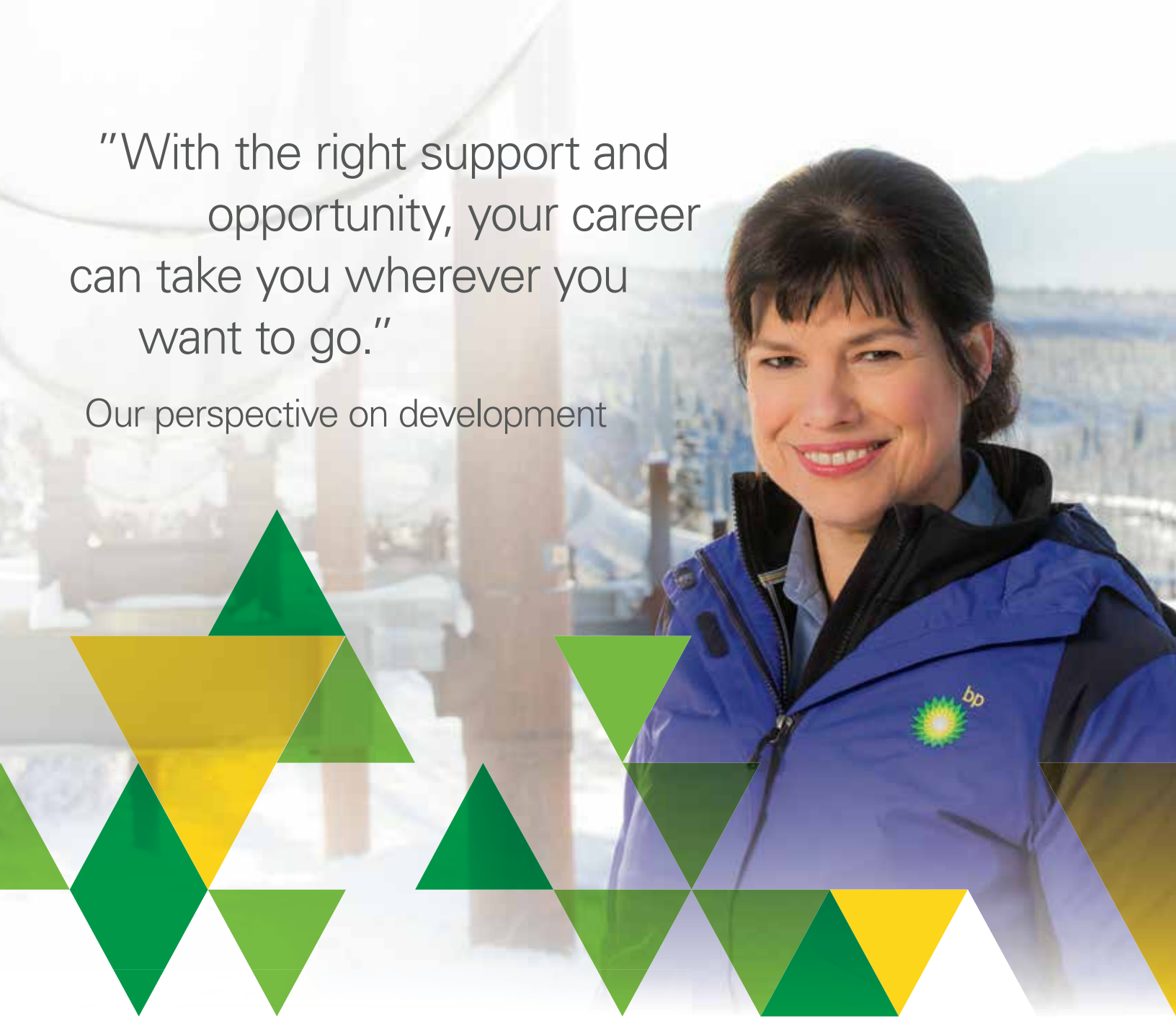
"With the right support and opportunity, your career can take you wherever you want to go."

Our perspective on development



A place at our top table

Janet started out as an engineer in Alaska in 1986. Today, she is the BP Alaska president and runs BP's entire Alaskan operation. Janet's story demonstrates how we encourage excellence in our people, and give them the support they need to deliver, develop, and become the leaders of the future. When it comes to progression, we're proud to reward ability, aptitude, relationships centered in our values and behaviors, and hard work.

If you're ready to follow in Janet's footsteps, we're ready to invest in you.

BP is delighted to support tonight's awards ceremony and would like to congratulate the winners.

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Here's to the day we are all just **human.**

BMO®

We're here to help.™

BMO congratulates this year's Catalyst award winners. You inspire leadership, provoke action and inspire others to rise to the occasion.

BMO is an honored signatory of the Catalyst Accord 2022, Catalyst CEO Champions For Change and honored two-time Catalyst Award recipient.

#BMOforwomen

Marla Philpot, Associate Project Manager, Chicago, IL. Ervey Ayvar, Coordinator, Administrative Services U.S. Finance, Chicago, IL.

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Take a closer look at Altria.com.

Altria salutes Catalyst for accelerating progress for women through workplace inclusion, and congratulates the 2018 Catalyst Award winners.

Altria

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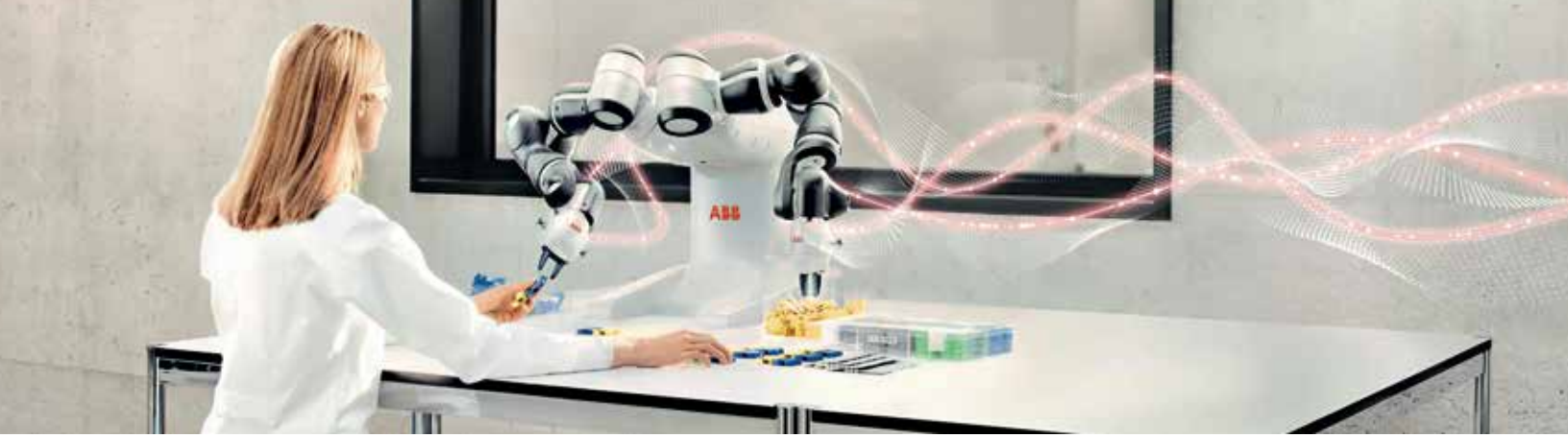

True innovation
starts with diversity.

Solving the once unsolvable means bringing ideas and expertise together. Every day, ABB drives progress across entire industries by enabling the collaboration of different people, skills, and technologies from around the world. Every day, we see the value of diversity – to business, to society, and to progress. As a proud supporter of Catalyst, we would like to extend our warmest congratulations to this year's winners. Let's write the future.

ABB

WORKING TOGETHER FOR Patients™

At Bristol-Myers Squibb, we are working together for patients

Our mission is clear — we discover, develop and deliver transformational medicines that help people prevail over serious diseases. Our sense of urgency is real — we work every day to push the boundaries of scientific discovery and to make a meaningful difference in the lives of patients. **It's what we do. It's why we do it.**

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STRENGTHENING DIVERSITY

IN THESE FACES, WE SEE THE FUTURE.

Congratulations to the winners of the 2018 Catalyst Award. Today, the young girls who will play vital roles in tomorrow's workforce are looking to you. You level the playing field. You create the opportunities.

Raytheon.com/responsibility
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If you see challenges from different perspectives, how much better will the solutions be?

Diverse and inclusive teams make the working world better. They fuel innovation, foster collaboration and strengthen relationships. At EY, we applaud Catalyst and the recipients of the 2018 Catalyst Award for all they contribute to the advancement of women in business leadership.

ey.com/differencesmatter

EY
Building a better working world

The better the question. The better the answer. The better the world works.

In good company

At CIBC, we are proud of our commitment to inclusion, but we know there's still work to be done. That's why we hosted Canada's first-ever MARC (Men Advocating Real Change) Leaders program. We know that change happens when we all come to the table together.

CIBC is proud to be a Premier supporter of the 2018 Catalyst Awards Dinner. Congratulations to this year's award winners!

CATALYST MARC MEN ADVOCATING REAL CHANGE

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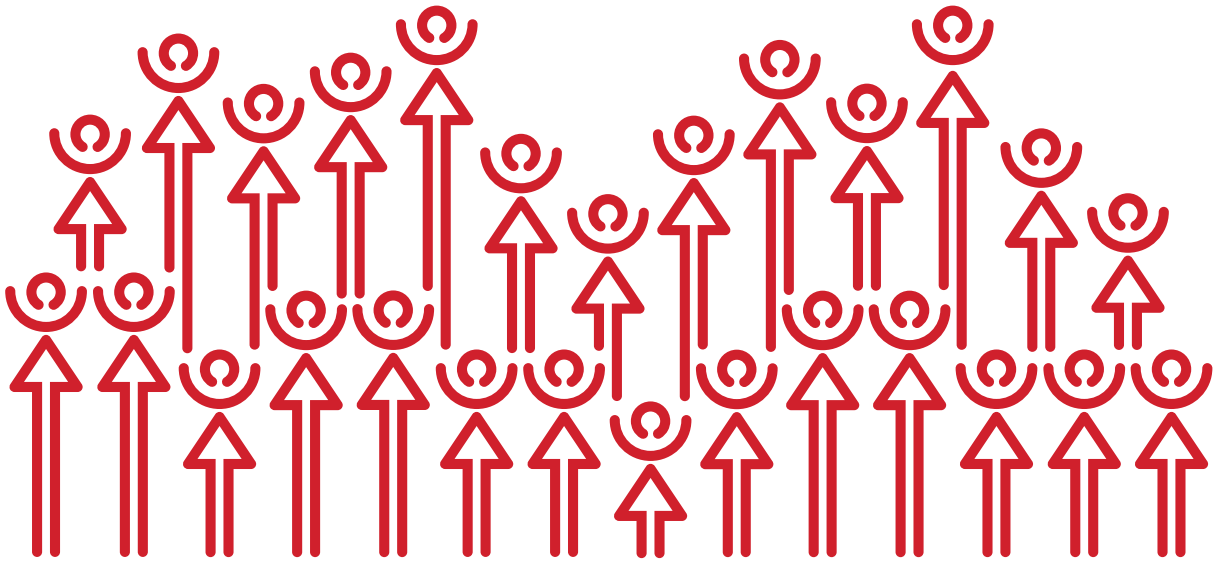

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Want to know the secret ingredient to growing small business to revitalizing economies to fostering prosperity to creating opportunity to helping communities thrive to reducing poverty to connecting neighbors to improving lives to strengthening families to gathering hope to true sustainability?

Women.

5by20

Every day, everywhere, women entrepreneurs are changing the world. At The Coca-Cola Company, we know that they are the secret to building thriving communities for all and to achieving sustainable business growth. That's why we are committed to helping them prosper. Our goal is to enable the economic empowerment of 5 million women entrepreneurs across our value chain by 2020. Read their stories at www.5by20.com

UPS Congratulates the 2018 Catalyst Award Winners

UPS is proud to join Catalyst in its mission to accelerate progress for women through workplace inclusion. This mission inspires companies to demonstrate the commitment to women exhibited by the four 2018 Catalyst Award winners.

As a proud member of Catalyst CEO Champions For Change, we are pleased to see women developing new skills and gaining additional confidence across our enterprise. Our trust in their leadership abilities is evidenced by the number of women leading our business in key areas around the world.

Empowering women to take charge of their careers and reach their full potential is a strategy that continues to deliver results for our people, our customers and our business.

Learn more at **sustainability.ups.com**
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Diverse perspectives are a recipe for innovation.

We value the impact of an inclusive and diverse culture.

At KPMG, we believe our people must be as diverse as the clients and communities we serve and that their unique backgrounds, experiences, and talents are essential to our success. We're proud that at every level of our firm, our professionals take ownership of creating a diverse and inclusive culture.

Congratulations to all the winners of the 2018 Catalyst Award!
Learn more at KPMG.com/us/careers

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To improve the Quality of Life of the people it serves, Sodexo has always placed gender balance and the advancement of women at the heart of its economic, social and environmental development.

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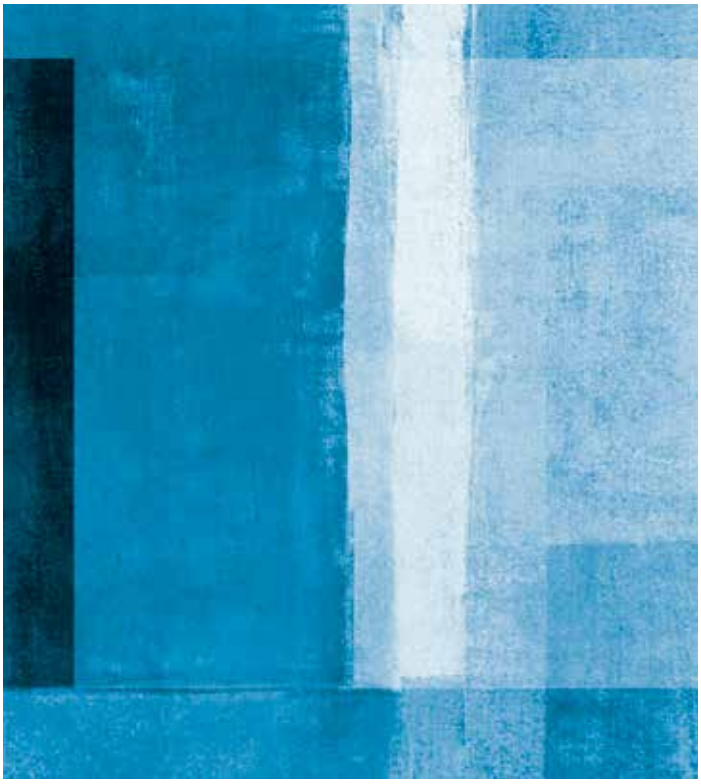

Morgan Stanley is proud to support the

Catalyst Awards Dinner

At Morgan Stanley, a diverse, dynamic and inclusive culture underlies the success of our company. It widens our perspective, helps our employees achieve their professional objectives and allows us to better serve our clients.

Learn more at **morganstanley.com/people**

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DuPont Congratulates and Celebrates

THE 2018 CATALYST AWARD WINNERS!

At DuPont, we leverage our diversity of thought and experience to drive innovation and creativity to solve the world's most difficult issues and to accelerate our business growth. By fostering a culture where all employees feel included, valued, and engaged, we have developed a community of problem solvers, committed to making a difference with science-powered solutions, created through collective ingenuity. We thrive on the globality, strength and diversity of our people.

Visit dupont.com to learn more aboutDuPont.

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We deliver essentials for a better life to nearly one-quarter of the world's population every day through products from our leading brands. That's why we believe the more our workforce looks, thinks and behaves like the people who use our products, the more likely we are to ignite change.

Congratulations to all the Catalyst Award Winners.

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We're grateful for all you do.

We can't express in just a few words how much we appreciate your dedication. Thanks to your efforts you've made a difference in our community and had a positive effect on us all. For that and more we're grateful.

KeyBank thanks **Catalyst and tonight's Catalyst Award recipients** for making a difference.

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Talent thrives here

Humana is committed to advancing women and their careers

In fact, women make up **73 percent** of our workforce and individuality is celebrated. With over dozens of awards for inclusion, diversity and work-life balance, Humana makes sure that talent thrives here.

We congratulate the 2018 Catalyst Award winners who share our commitment.

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Learn more at
Humana.com/careers

CATALYST HAS LED THE WAY FOR WOMEN WITH THE TALENT TO LEAD THE WAY.

This year's Catalyst Award winners are living proof that inclusive workplaces are launching pads for everyone's success.

We congratulate Catalyst as we do all women determined to succeed.

thehartford.com/diversity

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WE AGREE.

Chevron congratulates the 2018 Catalyst Award winners The Boston Consulting Group, IBM, Nationwide, and Northrop Grumman Corporation.

Different perspectives bring different strengths. At Chevron, our diverse workforce and inclusive work environment help us find better options, make better decisions, and reach better solutions in everything we do. Whether it's our employees or our partners, diversity and inclusion are at the core of who we are and how we do business.

Learn more at chevron.com

Chevron
human energy®

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Pfizer Women:
TAKING BOLD MOVES

At Pfizer, women are taking bold moves to advance their careers and help Pfizer fulfill its purpose of innovating to bring therapies to patients that significantly improve their lives.

Women at Pfizer enjoy visible support from senior leaders, access to robust mentoring, sponsorship and development programs, an array of flexibility options, and innovative programming from the Global Women's Council.

Pfizer is proud to support Catalyst and congratulates the 2018 award winners.

Pfizer

We salute all women and their achievements in the workplace

Bank of America is a proud supporter of Catalyst

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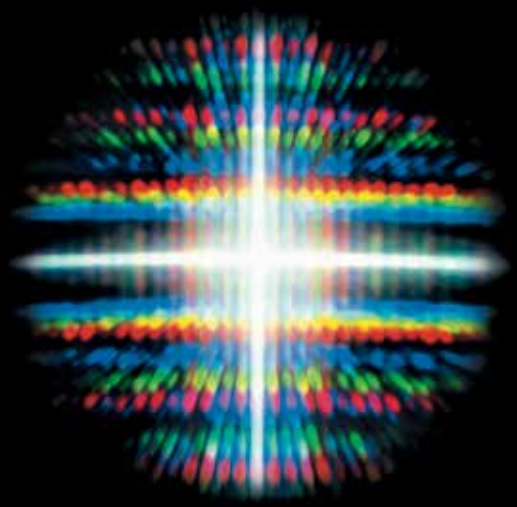

Be brilliant. Together.

Inclusive cultures can embrace individuality and give voice to a broad range of perspectives. Because nothing outshines authenticity. Look again.℠ See what inclusion powers at deloitte.com/us/inclusion.

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Cognizant is proud to support

THE CATALYST AWARDS DINNER

Cognizant is committed to elevating the experience of work for women through our Women Empowered (WE) program. We pledge to help close the gender gap in tech by getting more girls into STEM and by equipping 12,000 Cognizant women across North America in 2018 with the critical digital skills needed to advance at all stages of their careers.

Learn more at cognizant.com

Cognizant

WOMEN **EMPOWERED**

At Danaher, our purpose is simple...

"Helping Realize Life's Potential."

We stand proudly in support of Catalyst to build workplaces that engage and empower women – because progress for women is progress for everyone.

Danaher is a globally diverse science and technology innovator committed to helping customers solve complex challenges and improving quality of life around the world. At Danaher, we believe that real breakthroughs come from teams that think big, encourage all voices to be heard and respect each other's differences – different ideas, different perspectives, and different experiences. We are proud to nurture a continuously improving workplace culture that celebrates diversity, inclusion, and associate engagement.

DANAHER

Diversey

Diversey's purpose is to protect and care for people every day. Everything we do has our customers' needs at heart and is based on the belief that cleaning and hygiene are life essentials. The contributions of our diverse employee base help to make the world a safer, healthier and more sustainable place to live. We have been, and always will be, pioneers and facilitators for life.

diversey.com

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Driving innovation. **Empowering women.**

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What does it mean to **stay open**?

It means recognizing we all have **different perspectives**. It means honoring your truth. And the **truth of others**. It means getting comfortable **being uncomfortable**, and giving everyone access to the **same opportunities**. It means being bold, accountable, curious. Together. Let's ask more questions. Let's **listen courageously**. There's only one you. And you, your stories and your experiences are **exactly what we need**.

We invite you to **stay open with us**.

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Diversity is part of how we work.

Every day, all over the world, we see the immense value of diversity and inclusion. By seeking out people of varied backgrounds and experiences, we find the very best for every job. And through the range of perspectives an inclusive work environment brings, we're better prepared to take on the world's energy challenges.

ExxonMobil
Energy lives here™

CONGRATULATIONS 2018 CATALYST AWARD WINNERS.

Together, with Catalyst, let's make workplaces that work for all women – everywhere. It's why at Rockwell Automation, our Culture of Inclusion journey continues.

Rockwell Automation

It will take the world 217 years* to achieve gender equality

Transformation can't wait that long
(Neither should you).

According to the World Economic Forum's latest annual gender gap report*, it will take 217 years for the disparities in pay and employment opportunities between men and women to end. We all know that world-class performance demands a world-class workforce that is empowered, engaged, and equal. And we can't wait two centuries for that to happen. Neither can our clients. At Genpact, 39% of our workforce is women. With 46% at the entry level, 19% in our Leadership Council, and 27% on our board of directors, we are working toward building a gender-balanced organization that reflects the world we live in and makes business transformation real for our clients. Because gender equality is just good business. Now that, we can get behind.

genpact

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Go where your efforts really will make a difference.

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Someplace where meaningful innovation creates medical technology breakthroughs.

Take healthcare Further, Together.

Medtronic

Dedicated to progress

Barclays is proud to support Catalyst for its dedication to promoting gender equality in the workplace. Congratulations to this year's award winners and best wishes for continued success.

To learn how Barclays supports workplace equality, visit barclays.com

BARCLAYS

ACCELERATING WORKPLACE EQUALITY

What will it take? Read our latest research to find out.

accenture.com/IWD

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accenture

P&G Honors the 2018 Catalyst Award Winners.

We aspire to build a better world for all of us—inside and outside of P&G—free from gender bias and with an equal voice and equal representation for women and men.

P&G #WeSeeEqual

PANTENE always Secret SK-II

DOING WELL BY DOING GOOD

ManpowerGroup® believes that powering the future of work is humanly possible. Because of this, we are proud to support the Catalyst Awards in their continued commitment to accelerating progress for women through workplace inclusion.

ManpowerGroup

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TimeWarner *is proud to support*

Catalyst

CONGRATULATIONS ON 30 YEARS AND COUNTING

TimeWarner | turner HBO

MAKE THE WORLD GO.

We make the things that make the world go. From infrastructure to aviation, we power a world in motion. That's why we support women's forward momentum.

We congratulate the 2018 Catalyst Award winners.

At United Technologies, we believe that diversity and inclusion in our business and in leadership fosters open minds and differing perspectives – driving the innovation we need to deliver the best solutions for our customers and for the marketplace. We are committed to ensuring that women thrive and lead at all levels of our workforce.

United Technologies

At Georgia-Pacific, we believe real growth doesn't happen despite differences – it happens because of them. That's the true value of diversity.

Georgia-Pacific congratulates the 2018 Catalyst Award winners.

GP
Georgia-Pacific

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BELDEN
SENDING ALL THE RIGHT SIGNALS

Celebrating talented women who PLAY TO WIN

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The Walt Disney Company

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Creating a world of opportunities together

We're proud to support the 2018 Catalyst Awards Conference and Dinner and congratulate the 2018 Catalyst Award recipients.

Our employees flourish in a respectful and open environment that embraces diversity, and encourages equal support and growth throughout the organization. We continuously work to preserve that.

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HSBC

Together we thrive

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FOR THE

2019 & 2020 CATALYST AWARDS!

THURSDAY MARCH 14, 2019 | THURSDAY MARCH 12, 2020

APPLY FOR THE CATALYST AWARD

The global Catalyst Award attracts organizations **from around the world**. Every year, Catalyst identifies and receives applications from companies of all sizes, regions, and industries, whose groundbreaking initiatives to advance women and diverse groups make them eligible for the Award.

Diversity and inclusion (D&I) is a strategic imperative for organizational success. That is a proven fact. How you get there…that's the real story.

By applying for the Catalyst Award, your company or firm will:

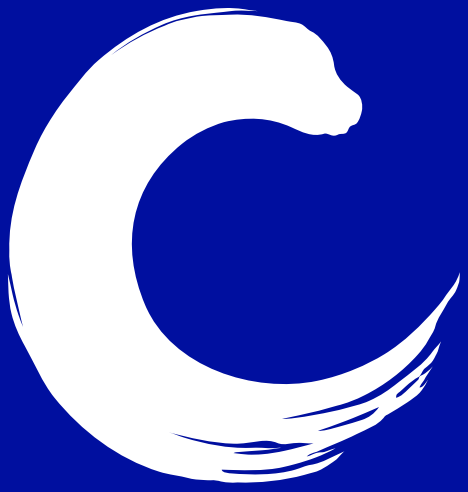
- Benefit from an external perspective on your organization's culture and D&I efforts.
- Showcase your internal and external strategies, talent, and progress.
- Learn how to continuously improve your efforts.
- Show your commitment to being an employer of choice.

Catalyst welcomes your application.

Our Eligibility Worksheet (catalyst.org/apply) will help you determine whether your organization's initiative is eligible for nomination for the Catalyst Award.

As you prepare your submission materials, you may find it useful to review descriptions of previous Catalyst Award-winning initiatives by visiting catalyst.org/winners.

And you can find process, criteria, timeline, and application materials at catalyst.org/apply.



CATALYST

WORKPLACES THAT WORK FOR WOMEN

Catalyst.org

MENU

APPETIZER

Roasted beet carpaccio with lollipop sprouts, Coach Farms goat cheese, watermelon, and Thai basil syrup

ENTRÉE

Tournedo of beef, almond-crusted Berny potatoes, baby zucchini, blue foot mushrooms, shallot marmalade, and red wine reduction

DESSERT

Pear brown-butter cake with salted caramel sauce