

# Employee Resource Groups (ERGs)

At SEH, we recognize that our workforce is as unique and diverse as the clients that we serve. Our goal is to create a culture of inclusion with respect for everyone, one that empowers individuals to have a voice while striving towards the company's goal of Building a Better World for All of Us®.

Employee Resource Groups (ERGs) are employee-led and company-wide groups that share a common purpose, interest or background. They serve as a framework for professional and personal growth through developing skills and contributing to the growth of the Company. Membership is open to all employees and inclusive of anyone regardless of age, race, sex, status or identity. ERGs focus on professional development, business development, outreach and recruiting/retention.

SEH currently has two ERGs, Women in STEM and Young Professionals.

## Women in S.T.E.M. an SEH Employee Resource Group

### Women in Stem

The SEH Women in STEM employee networking group is committed to encouraging women in the workplace by fostering an environment of open communication and support. Its goal is to use the diverse network of advocates company-wide to support the business goals of SEH while fostering personal growth for its members.

## Young Professionals an SEH Employee Resource Group

### Young Professionals

The SEH Young Professionals ERG will provide resources and a networking environment to grow the business and personal skills of young professionals. Its goal is to achieve this vision through a teaching and learning dynamic with seminars, speaking events, and courses that will tackle topics considered useful for young professionals and other SEH employees.

## SEH | Employee Resource Groups

### New Opportunities

We support one another through Employee Resource Groups (ERGs) at SEH. Developing and implementing an ERG is open to all employees, regardless of background or experiences. These groups value all contributors and recognize that when we all come together, our differences are what make us strong.

## Women in STEM

*"An advocate and driving force in the creation of an environment that encourages the advancement of women in STEM careers."*

*—Lindsey Roberts McKenzie*



## Young Professionals

*"Create a network of resources for young professionals to seek guidance and mentors."*

*—Rebecca Beduhn*

## Future ERGs

*"Our differences are what make us strong."*