

# DIVERSITY & INCLUSION AT MUTUAL OF OMAHA



## OUR COMMITMENT

We will continue to build a corporate culture that respects and values the unique strengths and cultural differences of our associates, customers and community.

## OUR STRATEGY

**Impacting Our Customers:** We will recognize the diverse needs and backgrounds of our customers and do business in a way that is comfortable and welcoming to them.

**Impacting the Community:** We will support community programs that encourage inclusion, equality and fair treatment.

**Impacting Suppliers:** We will utilize the products and services of minority and women-owned vendors.

**Impacting Our Corporate Culture:** We will provide an environment that enables associates to do their best work, free from harassment or discrimination.

**Impacting Our Workforce:** We will endeavor to recruit, hire and develop a diverse workforce.

### Diversity Advisory Council

In an effort to further our commitment to build an inclusive culture, Mutual of Omaha formed a Diversity Advisory Council in 2003. Made up of leaders from across the company, the Council meets on a regular basis to provide focus and direction for the company's diversity initiatives and to ensure that strategies are being implemented to enhance the company's inclusive culture.

### Community Outreach

In addition to building an inclusive culture within the company, Mutual of Omaha is also committed to enhancing diversity in the Omaha/Council Bluffs community. Through the Mutual of Omaha Foundation, we support nonprofit organizations and programs that impact diverse families with significant needs. Our hope is that through this support, families will be connected to the resources they need to achieve and maintain a higher quality of life.

## 2007 HIGHLIGHTS & RECOGNITION

### Impacting Our Customers

- Equipped sales management with diversity sourcing tools related to business development and recruiting
- Developed bilingual staff to support diverse customer base

### Impacting the Community

- Dedicated a majority of corporate giving in 2007 to support programs that impact a diverse population
- Funded scholarships for college-bound minority students in conjunction with the Interdenominational Ministerial Alliance's Martin Luther King Jr. celebration

### Impacting Suppliers

- Enhanced supplier diversity efforts and measurements through improved recordkeeping, vendor classification and business unit awareness
- Supported Great Plains Minority Supplier Development Council, Inc. through Board of Directors involvement and corporate membership

### Impacting Our Corporate Culture

- Implemented a Same Sex Domestic Partner Benefit Program
- Recognized as a leader in workplace equality for lesbian, gay, bisexual and transgender employees by the Kansas City Steering Committee for the Human Rights Campaign

### Impacting Our Workforce

- Developed and facilitated additional diversity training opportunities for management, including a Managing Inclusion Seminar and diversity presentation at the company's annual management conference
- Enhanced recruiting strategies, like the Minority Actuarial Scholarship program, to attract more qualified diverse candidates
- Participated in the INROADS internship program, matching talented minority college students with internships at Mutual of Omaha
- Celebrated diversity with multicultural activities and performances by the Mutual of Omaha Gospel Choir

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CULTURE

