

**National Credit Union Administration
Contractors Diversity Profile**

Diversity Strategy

1. How many employees does your company have (excluding 1099 employees) across all sites? What percentage of your total employees is made up of women? Minorities¹?
2. Please describe your process for assessing the representation of minorities and women in your workforce.
3. Does your organization have a strategy in place to seek diversity within your workforce by including women and minorities in recruiting efforts? (Yes, No, Not applicable). If so, please describe.
4. Has your organization identified obstacles / challenges to the inclusion of minorities and women in its workforce? Have you established a plan of action to overcome / reduce such obstacles? If so, please describe.
5. Please provide any information your organization believes would demonstrate its good faith effort to ensure that women and minorities have appropriate opportunities to enter and advance within the organization's workforce.

Diversity Policies

1. Does your organization have a diversity and/or EEO policy statement concerning inclusion of minorities and women in the workforce? (Yes, No, Not applicable). If not applicable, please explain.
2. Does your organization conduct or provide periodic training for your employees that focuses on the value of racial, ethnic and gender diversity in the workforce? (Yes, No, Not applicable). If not applicable, please explain.
3. Please explain your responses above. If possible, describe and/or attach supporting documentation.

Recruitment

1. Describe steps taken by your organization to recruit minorities and women in your workforce.
 - a. Does your organization solicit new employees through advertisements in media or professional service or trade association publications focused on issues important to minorities and women?

¹ The term "minority" has the same meaning as in section 1204(c) of the Financial Institutions Reform, Recovery, and Enforcement Act of 1989 (12 U.S.C. 1811 note), which means any Black American, Native American, Hispanic American, or Asian American.

- b. Does your organization include a statement in its employment applications, job advertisements or other solicitations indicating that your organization will consider applicants for employment without consideration of minority status or gender? (Yes, No, Not applicable). If not applicable, please explain.
- c. Does your organization use staffing agencies that actively seek qualified women and minority applicants? (Yes, No, Not applicable). If not applicable, please explain.
- d. Has your organization recruited at historically black colleges and universities, Hispanic-serving institutions, women's colleges, and/or trade schools, vocational groups, community colleges, or colleges that typically serve minority populations? (Yes, No, Not applicable). If not applicable, please explain.
- e. Does your organization attend or recruit at job fairs sponsored by, organized by, or affiliated with minority and female professional associations? (Yes, No, Not applicable). If not applicable, please explain.
- f. Does your organization attend or recruit at job fairs in urban communities? (Yes, No, Not applicable). If not applicable, please explain.
- g. Does your organization partner with inner-city high schools, girls' high schools, and high schools with large minority populations to establish or enhance financial literacy programs and provide mentoring? (Yes, No, Not applicable). If not applicable, please explain.

Succession Planning

1. Does your organization have a succession plan and/or professional development plan in place to identify and develop women and minorities at all levels of the organization? If yes, describe and / or attach supporting information.

Outreach

1. Does your organization have an external communication plan (brochures, newsletter, or advertisements) concerning the inclusion of minorities and/or women in your workforce? (Yes, No, Not applicable). If not applicable, please explain.
2. Does your organization partner with or support organizations or charities that, in turn, support developing minorities and women? (Yes, No, Not applicable). If not applicable, please explain.
3. If yes, to any of the above, please describe and / or attach supporting documentation.

Supplier – Subcontractor Diversity

1. Does your organization take steps to ensure participation of suppliers and/or subcontractors with diverse workforces? (Yes, No, Not applicable). If not applicable, please explain.
2. Does your company solicit the interest of certified minority- and women-owned suppliers who have the capability to perform work under your contracts? (Yes, No, Not applicable). If not applicable, please explain.
3. If yes, to any of the above, please describe and/or attach supporting documentation.