

2023
Diversity
Equity
+ Inclusion
Belonging







ViaPath DEI&B Statement

Diversity, Equity, Inclusion and Belonging are at the core of ViaPath's Mission and Values. Our differences make us all a better team; they allow us to make better decisions, enhance innovation, and positively impact the communities we serve. Diversity in the ViaPath culture allows all employees to contribute their unique talents and skills. We believe in the "Power of Together" by providing an inclusive environment that represents many different cultures, backgrounds, and viewpoints.

Diversity, Equity, Inclusion and Belonging Strategic Plan reflects our overarching initiatives to improve diversity and inclusion, and the understanding that this is a shared responsibility of all ViaPath employees.

The plan builds on the ViaPath mission and values to include standards for organizational commitment, workforce diversity, inclusion, and sustainability with a special focus on second-chance hiring. The implementation of the plan involves a myriad of stakeholders at all levels of the organization and requires the active involvement of leaders and employees throughout ViaPath.

- ▶ **Diversity:** a broad array of differences in identity, perspective, skill and style
- ▶ **Equity:** practices and policies that are just, transparent, and consistent
- ▶ **Inclusion:** an environment that actively welcomes, connects, and values all while harming none
- ▶ **Belonging:** the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It is when an individual can bring their authentic self to work. When employees feel like they don't belong at work, their performance and their personal lives suffer.



Deborah H. Alderson
Chief Executive Officer

The mission of our organization is simple: we are focused on moving forward – to help break the cycle of incarceration through transformative technology and services for incarcerated individuals, their support network, correctional agencies and returning citizens.

I firmly believe that to achieve our mission, we must be focused on and intentional about creating an environment that speaks to diversity, equity, inclusion and belonging. To be deliberate in our actions is to be cognizant of the rich tapestry of similarities and differences among our employees that makes us better together.

To be successful, we must be willing to be transparent about who we are and courageous enough to have challenging conversations to ensure the workforce at ViaPath Technologies is representative of all our stakeholders.

A handwritten signature in green ink that reads "Deborah H. Alderson". The signature is fluid and cursive, matching the green color used throughout the document.



Jessica Artz
Chief Human Resources Officer

At ViaPath, we believe that DEIB requires commitment and action. Commitment to recruit, commitment to retain, commitment to demonstrate our passion for making a unified and diverse community visible to our employees at all levels of the organization.

We recognize and celebrate that different together means better together, and we strive to ensure that all employees, clients, and community members find ViaPath synonymous with the belong which says, we appreciate you and the unique talents and perspectives you bring to our organization.

We also recognize that building a diverse team is a journey and not a destination. We will continue to improve upon our efforts to recruit, retain, and promote diversity of our employees, hire and retain individuals with lived experience with the justice system, and make sure that everyone feels valued, respected, and included.

A handwritten signature in green ink, appearing to read 'J. Artz', with a long horizontal stroke extending to the right.





ViaPath Commitments

ViaPath is committed to modeling the principles of a DEIB inclusive and appreciated environment.

Our greatest assets are our employees. We are committed to valuing, respecting, and including all facets of diversity in carrying out our mission to break the cycle of recidivism. We uphold the values of respect and inclusion in our practices and commit to examine internal and external processes to seek out and eliminate implicit and institutional bias and barriers. We promote cultural connection, understanding, and respect to all groups we serve including facility staff, the incarcerated, their friends and families, and our employees. Our goal is to be an employer that values diversity, equity, inclusion, and accessibility. As a result, we make the following Commitments to ensure we continue to improve our internal equity through meaningful opportunity, access, and inclusion for all our people.

ViaPath recognizes that ability is universal but opportunity is not; ViaPath is committed to expanding opportunities to everyone.

ViaPath is committed to celebrating being different and recognizes that different together translates to better together.

ViaPath is committed to transparency with our efforts and evaluating and adjusting our practices as necessary to achieve our desired results.

ViaPath is committed to impacting and improving the lives of our employees and others.

ViaPath is committed to embracing cultural competencies.

ViaPath is committed to being advocates for positive change in our workspace and in our communities.

ViaPath is committed to championing diversity, equity, inclusion and belonging.

Our Core Values

Our Values guide everything we do each day. How we interact with our coworkers impacts how we feel about our work and how successful we can be as individuals and as a company. We look to foster a culture of trust and respect by behaving in a fair and ethical manner towards others. We expect each person to take ownership for the quality of their individual work and also take pride in what we deliver as a team. We want to maintain good working relationships with our coworkers and customers and create a work environment that is welcoming to all. We strive for excellence in new and creative ways, not constrained by how things have always been done, but looking for contributions from those with differing experience. We want our Core Values to lead us to create a lasting and positive impact within our communities, for incarcerated individuals, their support networks, correctional agencies, and returning citizens.

INTEGRITY

We conduct business in a highly ethical manner and maintain an unwavering commitment to operational excellence; we communicate openly and honestly and build relationships based on trust and respect.

ACCOUNTABILITY

We focus on finding solutions and achieving results; we take responsibility – individually and in teams – for our behaviors, actions, and results.

TEAMWORK

We work together, across boundaries, to meet the needs of our company and our customers; we encourage collaboration and value each member of our diverse and talented team.

INNOVATION

We foster creativity, embrace change, and develop relevant, effective, and meaningful solutions for our customers by continuously improving our products and services.

EXCELLENCE

We continuously improve our performance and strive to be the best in everything we do.



Our Goals

ViaPath Technologies is an equal opportunity employer that provides an inclusive and diverse work environment. Supporting and valuing all employees, we recruit, hire, train, and promote people in all jobs without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, citizenship, genetic information, disability, veteran, or other protected status.

There are two major players in diversity and inclusion: ViaPath as a company and ViaPath team members. ViaPath corporate policy facilitates diversity, but inclusion is facilitated through its people and their personal interactions. Starting in 2020, ViaPath set five diversity and inclusion strategic goals. These goals focus on increasing:

- ▶ Workforce Diversity
- ▶ Second Chance Hiring
- ▶ Sustainability
- ▶ Workplace Inclusion
- ▶ Organizational Commitment

As we moved forward with diversity in mind, we also recognized that inclusion extends beyond just our team members. The justice-involved people and families that we serve come from diverse backgrounds, and better understanding their circumstances and life experiences allows us to better shape our response, technologies, and partnerships.



Workforce Diversity

Foster an organizational environment that allows each employee to realize their full professional potential in the workplace by leveraging both the talent development and performance management processes toward equitable advancement and retention of employees.

ViaPath embraces the range of similarities and differences everyone brings to the workplace, including diversity of thought, experience, and background. Our goal is to attract, retain, and develop a diverse, agile, and highly qualified workforce to execute the ViaPath mission.

As we began this effort in 2020, our employee population was not fully reflective of the diversity in the United States. Many of our employees are drawn from IT, telecom and law enforcement and we saw that, like those industries, we had more white and male employees than the general population.

	US Pop 2020	IT / Telecom	Justice / Corrections
White	59.6%	74%	77.5%
Black	12.6%	17.6%	16.4%
Asian	5.9%	5.1%	3.0%
Hispanic/Latino	18.7%	16.1%	14.2%
Two or More Races	3.2%		
Women	50.4%	30.2%	35.6%

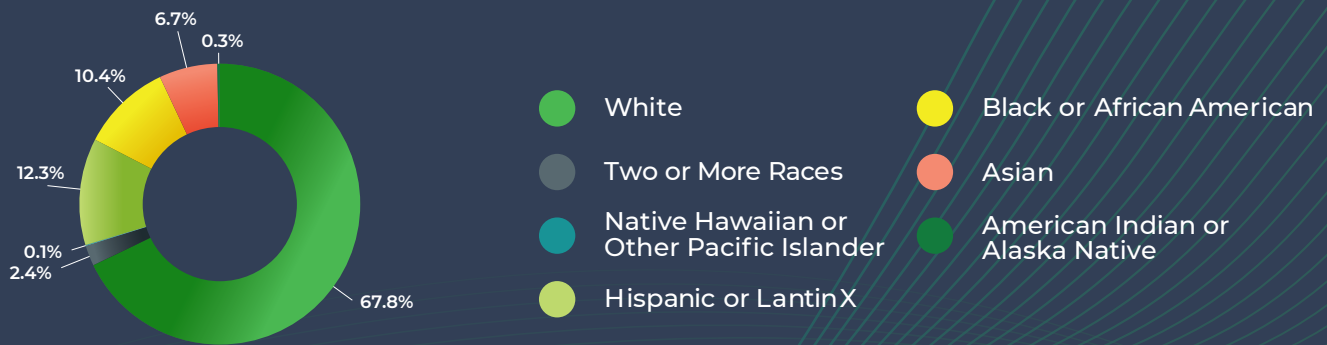
US population by year, race, age, ethnicity, & more | USAFacts

Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity : U.S. Bureau of Labor Statistics (bls.gov) Hispanic/Latino population may be represented within both Black and White categories.

2020

To reach our goal of a more diverse and equitable workforce that more closely mirrors the U.S. population while also being aware of the structural issues that cause an imbalance in the prison population, we implemented programs and procedures to ensure that:

- ▶ Outreach and recruitment strategies include a variety of resources, such as social media, professional associations, job postings, and publications, to maximize our ability to recruit from a diverse pool of applicants and to draw from all segments of society, including those who are underrepresented.
- ▶ Hiring managers are knowledgeable about lawful hiring and the impact of unconscious bias in the recruitment process and are involved in recruitment activities through participation in career fairs and outreach events.

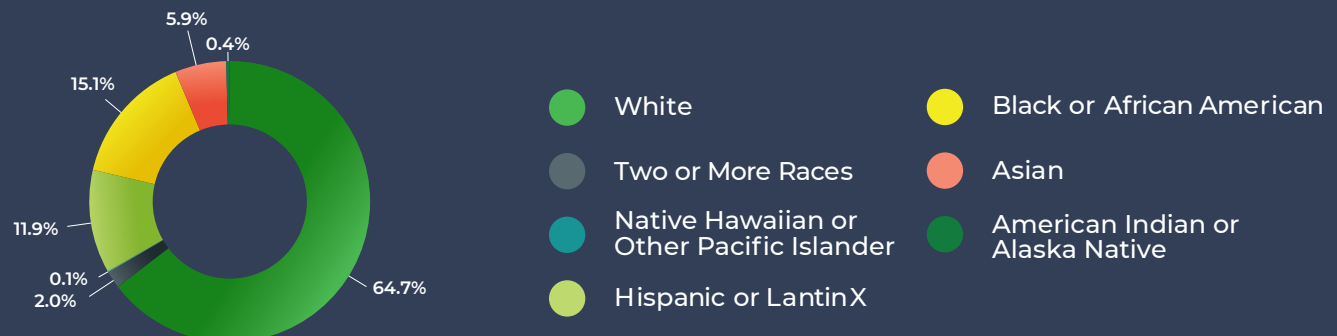


2022

We have conducted barrier analyses and developed and implemented action plans to eliminate any barrier(s) to EEO as part of our effort to ensure that outreach and recruitment strategies are designed to draw from all segments of society, including those who are underrepresented.

We have created opportunities for cross-collaboration and rotational assignments among employees to enrich the employee climate, foster diversity of thought, and inspire innovative solutions. We also strive to post vacancies internally – and if appropriate, externally – in order to promote diversity and encourage open competition.

From 2020 to year ending 2022, ViaPath Technologies has increased its ethnic diversity by more than three percent as we developed a strong, well-rounded team. We believe in gender equality and the power of female voices in a traditionally male-dominated industry. We are proud to note that our female employee percentage has increased year over year. In addition, we have added well-qualified second chance hires across all departments each year.



Workplace Inclusion

Maximize employee engagement to enable individuals to contribute at their full potential.

We have created and support seven Employee Resource Groups (ERGs), which are multicultural and multigenerational teams focused on business outreach, professional development, and recruitment. These groups are led by employees and support corporate-wide and office specific events and programs.

These groups are:

LatinX for Engagement, Advancement & Development (LEAD)

LEAD is a community dedicated to the development of LatinX employees through networking, education, and mentoring. This group also creates a voice within the company to allow for equity in treatment throughout ViaPath.

Global Diaspora Black Leadership Forum

This group's mission is to enhance and support a progressive environment that values and embraces diversity while providing leadership skills to enhance employees' careers.

disABILITIES

disABILITIES ERG aims to advance inclusion and equity for disabled employees. The disABILITIES ERG is dedicated to empowering disabled employees by dismantling ableist structural and attitudinal barriers.

Alliance for Women's Empowerment (AWE)

AWE fosters a culture where enhancing women's individual and professional growth contributes to the success of ViaPath.

Friends and Family Voices (FNF)

FNF supports employees who are formerly incarcerated, family and friends of incarcerated individuals, and those wanting to learn more about the experience of the formerly incarcerated. The focus of the group is to create an environment within ViaPath that provides safety and trust.

ViaPRIDE

ViaPRIDE focuses on creating opportunities for the LGBTQ+ community to connect personally and professionally to exchange information; providing a safe space where individuals can share lived experiences, support each other, and learn about various resources to help create a sense of solidarity and belonging.

VetNet

VetNet increases awareness and support of our military personnel and the sacrifices they have made for our country. It is open to all employees who have a desire to express patriotism, including veterans and non-veterans who support our military. This group supports veteran transition, recruitment, and retention while helping ViaPath become the employer of choice for veterans and military supporters.

2nd Chance Hiring

Attract returning citizens to sustain the mission of ViaPath by ensuring that strategic outreach and recruiting processes are supportive of those reentering society.

We have developed guidelines and partnerships with second chance programs to support hiring returning citizens at ViaPath Technologies – which has been steadily increasing with consistent, well-placed second chance hires each year.

In 2023, we launched our wholly owned subsidiary, 2C Workforce Solutions, devoted to expanding the labor market with second chance hiring for returning citizens. Nationally, there are more job vacancies than applicants in the labor market. However, hiring practices generally exclude individuals with a criminal record from securing employment. Expanding the applicant pool to include returning citizens is a viable workforce solution to the increased job vacancies.

2CWS focuses on connecting talent to employers across a wide spectrum of industries including manufacturing, distribution, e-commerce, IT, and administrative businesses. We connect businesses with job seekers of all backgrounds, experiences, and skill levels, including formerly incarcerated individuals pursuing second chance employment opportunities.

Our mission is to fight injustices in the staffing industry and change lives through meaningful partnerships. We offer a wide suite of services including mental health and education and training resources. We partner with companies across multiple business verticals to facilitate local training, transitional housing, and both pre- and post-release opportunities for individuals impacted by the criminal justice system.



Organizational Commitment

Strengthen understanding of the interrelationship between diversity, inclusion, and equal opportunity through education and training.

ViaPath cultivates an inclusive workplace to ensure that employees are engaged and recognized for their contributions by providing flexible work processes, varied work experiences, and training on behavioral competencies. We embrace diversity, recognizing that every employee has unique skills and talents, and works to support and coach employees to maximize their contributions and personal satisfaction through organizational initiatives.

We have created Centers of Excellence for both managers and employees specifically focused on supporting these initiatives. The Centers of Excellence comprise two 10-course internally developed training programs as part of our standard course offerings and leadership development activities.

These programs are designed to promote discussion by employees and managers on a wide range of topics to ensure we fulfill this commitment. The topics include unconscious bias, generational and cultural differences, and the employment of underrepresented and veteran persons. These programs integrate inclusive and positive behavioral competencies into our performance management process to support an inclusive culture.





Sustainability

Demonstrate leadership commitment and accountability to promote a diverse and inclusive workplace culture.



ViaPath has developed practices and strategies to equip leaders with the ability to manage diversity, measure results, and refine approaches while institutionalizing a culture of inclusion. We use both quantitative metrics, such as applicant tracking data, and qualitative metrics, such as engagement survey results, to assess our performance toward a more diverse, equitable, inclusive, and welcoming environment.

For the past three years, ViaPath Technologies received the Top Workplaces USA from Energage which recognizes employers who demonstrate leadership in creating a culture that supports employees at work and at home. Additionally, in 2021, we received a Cultural Excellence badge for Woman-Led Top Workplace and an Industry Badge for Technology Industry Top Workplace. For the past two years, ViaPath was recognized with the Cultural Excellence Badge of Work-Life Flexibility. This recognition is given based on feedback provided by our employees during our annual engagement survey.



For the past three years, the company also received the Department of Labor HIREVets Platinum Medallion which recognizes employers' efforts to recruit, employ, and retain veterans. The award is given based on a company's focus on hiring and retaining veterans as well as compensation and programs focusing on veterans. In addition to the Hire Vet Award, ViaPath Technologies became a certified Virginia Values Veterans (V3) employer in 2022.



MOVING FORWARD

ViaPath Technologies remains committed to providing a best-in-class employee experience to ensure we attract and retain highly skilled talent which is focused on our mission. We are committed to making a difference by ensuring individuals everywhere have the same opportunities—criminal records or not, while helping transform facilities into safer environments for the staff and incarcerated alike.