

Quorum

At Quorum, diversity and inclusion are fundamental to the long-term success of our company and culture. Diverse perspectives that stem from a variety of sources — including but not limited to gender, race, age, disability status, national origin, sexual orientation, as well as work and life experiences — enrich our workplace and contribute to greater innovation for our company as a whole. Working with people from a wide range of backgrounds is crucial for diverse ideas to exist, grow, and ultimately shape the future of Quorum.

Mission of the Diversity and Inclusion Council

The Diversity and Inclusion Council exists to foster diverse perspectives within Quorum and facilitate conditions for everyone to thrive. Our mission is to attract and retain talent of varying backgrounds and perspectives while also ensuring Quorum is a workplace in which every team member feels welcomed, respected, and valued. The principles of fostering trust and facilitating progress sit at the core of the council's mission.

Benefits of Membership

In order to continue maintaining Quorum's focus on diversity and culture of inclusiveness, the Diversity and Inclusion Council will share ownership for improved outcomes, taking actions based on the current state of the company through the use of Objectives and Key Results (OKRs) to measure progress as we pursue our mission. The OKRs are intended to accomplish the following:

- Establish Quorum's current status on diversity in the workplace
- Recruit and retain today's top talent from a diverse range of backgrounds
- Support current team members by implementing measures that foster inclusion

Composition of the Council

The council consists of five full-time Quorum team members in addition to Melissa Theiss, Vice President of Operations, who serves as the Council's executive sponsor to ensure ongoing support from senior leadership. The individual members of the Council may serve in a liaison role to their respective departments within Quorum. These team members will serve an initial six-month term to initiate and oversee diversity and inclusion efforts within Quorum. Council members will be eligible for additional terms following the standard, company-wide application process. Currently, members of the council meet bi-monthly to discuss progress on initiatives but will meet more frequently on an as-needed basis.

2019 Diversity and Inclusion Council Members

George Danforth

Zainab Feroze

Taylor Lemmons

Emily Lim

Neal Walia