



Cultivating
Inclusion

epiq

Diversity, Equity, & Inclusion
2021 Annual Report

Diversity,
Equity, and
Inclusion is at
the core of who
we are and is a
key component of
our overall success.



At Epiq, we operate as “One Epiq.” Our mission as a global workforce is to transform the way business operates through innovative technology and modern solutions. To ignite change in our corporate and legal landscape, we rely on our many diverse backgrounds, experiences, ideas, and contributions.

We are committed to fostering an environment where every employee feels they belong and is given opportunities for growth and success. By weaving diversity into the fabric of who we are, we embrace our unique voices to drive creativity and deliver solutions to our clients’ biggest challenges. Our journey is ongoing, but our commitment is unwavering.

The focus of our DEI Program is Diversity, Equity, & Inclusion in the workplace.

Our Commitment is to drive Diversity and Equity through Cultivating Inclusion.

Diversity: encompasses the full range of characteristics and experiences that make each individual unique. Everyone at Epiq is diverse, no two of us are the same, which is what makes us great.

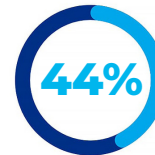
Equity: creates an even playing field for all our employees to be recognized, rewarded, and developed. By achieving equity, all our employees stand on their merits alone in our pay-for-performance culture.

Inclusion: seeks to ensure that all people have their views heard by creating an environment where employees feel valued, respected, accepted, and encouraged to fully participate in the organization.



The strength
of Epiq is in the
unique back-
grounds, voices,
talents, and
experiences of
each person.

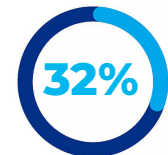
Epiq is a worldwide provider of technology-enabled services, partnering with law firms, corporations, financial institutions, and government agencies. We have over 80 offices in 14 countries with 5,500 employees. We know that the diversity of our employees is key to our success.



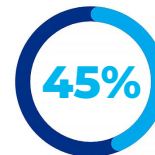
44% of our
employee
population
are women



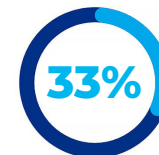
39% of our
people leaders
are women



32% of our
directors and
above are
women



45% of our
employee
population are
people of color



33% of our
people leaders
are people
of color



14% of our
directors and
above are
people of color

*Data collected for gender is representative of our global workforce population.

*Data collected for race is only collected in the United States due to overseas privacy laws.

Looking to the future

With a culture of belonging, we enable teamwork, spark innovation, and fuel success. To ignite change in our corporate and legal landscape, we rely on our many diverse backgrounds, experiences, ideas, and contributions. We are committed to fostering an environment where every employee feels they belong and is given opportunities for growth and success. By weaving diversity into the fabric of who we are, we embrace our individual voices to drive creativity and deliver solutions to solve our clients' biggest challenges.

Throughout 2021 and into 2022, we have and will continue to leverage diverse job boards as a key part of our hiring strategy. We are committed to seeing improvements in the representation of women and people of color in leadership in 2022. In 2021:

48% of all promotions were women and **32%** were people of color

56% of all employees hired were women and people of color

Diversity covers a broad range of intersections of identity that expand beyond race and gender. While we actively work towards a self-ID campaign to further collect our data, we are already committed to:

- Host disability-specific employee resource group (ERG) events and provide educational resources on neurodivergence
- Work with disability inclusion industry leaders to provide consultation on our policies and practices
- Host veteran-specific ERG events
- Further invest and develop our LGBTQIA+ ERG



DEI is woven
into the fabric
of our business
with our
employees
leading the way...



Investing in Employees

In 2021, we shifted into a permanent investment of our program by bringing on in-house DEI expertise. Malia Turner is a culture expert emphasizing inclusive leadership and creating more equitable organizations. She has provided career mapping, pay equity consultation, and leadership development programs. She drives global, business line, and ERG-specific DEI strategies and emphasizes representation and education to create transparent processes, expectations, and program structure.



Malia Turner

Sr. Global DEI Program Manager

Employee Resource Groups

Our ERGs are led, developed, and maintained by employees. They provide a space for people to offer feedback and shape our business strategies. These groups act as a catalyst for change by cultivating and elevating employee feedback that we turn into meaningful action.

Our ERGs are available to all employees, including allies. Allies are individuals who support and advocate for those of an underrepresented group. We provide a safe place for allies to learn from those with lived experience to help drive DEI forward.

In 2021, we launched Black@Epiq, Epiq Women, & Epiq Pride. In 2022, we are committed to launching two additional ERGs, a multicultural ERG and an ERG focused on another racial minority.



Black@Epiq

Black@Epiq's mission is to foster an inclusive environment that promotes the growth, advancement, and retention of Black employees. We aim to leverage the collective strengths and experience of our members to create opportunities for engagement, education, and dialogue within the Black community and our allies.



Highlighted Accomplishments in 2021:

- Established the Epiq Global Diversity and Inclusion Excellence Award, and Epiq Global Bilingual and Cultural Scholarship for two students at the Florida A&M University College of Pharmacy
- Celebrated Black History Month
 - Lunch & Learn with Rosa Walker, Senior Director of Diversity & Inclusion at Pillsbury Law
 - Black History Month Trivia Night
- Celebrated Mental Health Awareness Month
 - Lunch & Learn with Dr. Charlie Colquitt, Florida A&M University School of Pharmacy
- Celebrated Juneteenth with a virtual mixer discussing history and traditions of Juneteenth
- Epiq CEO Dave Dobson hosted a Lunch & Learn conversation to discuss his vision for diversity, equity, and inclusion at the company
- SVP and Executive Sponsor of the DEI program Crystal Utley hosted a Lunch & Learn to discuss her career journey and finding work/life balance



Epiq Pride

Epiq Pride's mission is to educate, celebrate, and connect the LGBTQIA+ community and its allies.



Highlighted Accomplishments in 2021:

- Hosted trans activist, Matt Ellison, to discuss gender identity in the workplace
- Hosted panel discussion for National Coming Out Day
- Held a workshop event discussing the evolution of the word Queer in our global LGBTQIA+ community
- Celebrated Pride Month by publishing weekly newsletters covering the following topics:
 - The History of Stonewall
 - What does LGBTQIA+ stand for?
 - Sexualities: Gay, Lesbian, Queer, Bisexual, Pansexual, Asexual
 - Gender: Nonbinary, genderfluid, agender & gender queer
 - Intersex Individuals highlighting the battles they fight for acceptance in society and autonomy in healthcare
 - Trans Identities
 - The Battles We're Facing and the Battles We've Won
 - Pride Flag infographic and histories
 - World Map of Sexual Orientation Laws
- Researched, created, and circulated additional educational content on the following topics:
 - LGBTQIA+ History Month
 - National Coming Out Day
 - Queer and POC Intersections with Breast Cancer Awareness Month
 - Transgender Awareness Month/Transgender



Epiq Women

Epiq Women is a global, employee-led community resource group whose purpose is to champion gender equity and cultivate an inclusive environment for women and their allies at Epiq. We believe that each woman brings a unique voice and perspective to the table. It is our mission to create space for each individual to flourish and grow so that they have freedom to be their authentic self and recognize that their voice is impactful.



Highlighted Accomplishments in 2021:

- Conversations & Coffee: Women in Leadership at Epiq - How to Cultivate Success in Your Career
- Conversations & Coffee: Sally Velazquez - Billboard Magazine's Top Business Manager
- Conversations & Coffee: Dressing for Wellbeing with Susana Cunha
- Epiq Women in India Present: A Conversation with Squadron Leader Mini Agarwal
- Your Money Mindset with Tania Mabrey: Setting Women Up for Financial Success
- Biannual Epiq Women Book Club: Crucial Conversations & Braving the Wilderness: The Quest for Belonging and the Courage to Stand Alone
- LeanOn Mentoring Program: Pairing up CRG members for co-coaching and informal professional development



We believe
in uplifting
the voices of
those with lived
experiences.



International DEI Chapters

With offices and employees across the globe, we have launched and will continue to launch Regional DEI Chapters. In 2021, we created our first regional chapter, Epiq India, which identifies opportunities to advocate for diversity, equity, and inclusion across local and global offices.

SOME ACTIVITIES BY EPIQ INDIA INCLUDE:

- Hosted a women's recruitment drive to attract diverse talent and provide opportunities for women to return to the workforce
- Created India-specific volunteer distribution list to circulate and organize volunteer opportunities in the community with a key monthly focus
- Celebrated Holi, Ugadi and Gudi Padwa cultural celebrations
- Hosted a regional Pride event focusing on the LGBTQ+ Community, the power of inclusion, and how to make a difference with your colleagues and co-workers
- Celebrated India's 75th Independence Day with a workshop discussing India's history and path towards independence and freedom
- Curated a video to feature and celebrate diversity of different regions across India
- Hosted global women's event to discuss the importance of DEI across all areas of life
- Celebrated Global Diwali with live cooking show and live housie game.

We are committed to launching additional regional chapters to ensure all our global employees have a sense of belonging.

Inclusion is the cornerstone of engagement...

IN ADDITION TO OUR EMPLOYEE RESOURCE GROUPS AND INTERNATIONAL CHAPTERS WE DID THE FOLLOWING TO DRIVE CHANGE:

- Hosted 14 focus groups to hear directly from our employees about diversity, equity, and inclusion at Epiq. The results from these focus groups helped influence our DEI strategy and roadmap
- Added Martin Luther King Day as a paid holiday for all employees
- Launched DEI-specific employee learning content
- Launched multiple new health and mental wellness programs, including the following:
 - SupportLinc, new global EAP
 - Virgin Pulse, new US wellness program
 - Headspace, mental health app
 - Sponsored a mental health speaker event focusing on the importance of Psychological Safety
- Increased 401k match
- Enhanced US maternity leave benefit
- Developed MyHR for managers, a new landing site hosting manager-related resources
- Designed new onboarding program for a remote work environment creating more accessible onboarding
- Launched new enterprise recognition program, Recognize, in direct response to employee feedback reinforcing our Epiq Values.
- Launched International Manager Connect Sessions in our EMEA and APAC regions
- Implemented LinQ Social Committee, an Employee Engagement Initiative in our EMEA and APAC regions
- Implemented Epiquirious and EngagEpiq, two new engagement programs in India, which hosted 10 webinars on wellness and 7 additional engagement activities



We believe providing education and training is vital to weaving DEI into the fabric of our culture.



Educational Resources

We delivered five Leadership Engagement Series Sessions, bringing all people leaders together for live professional development programs. We also launched 30 new learning resources covering DEI, flex work, career development and mental health & wellbeing.

An employee favorite from this series was The Danger of A Single Story, a Ted Talk by novelist Chimamanda Ngozi Adichie, who shares the story of how she found her authentic cultural voice and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.

Our employees watched the talk and then participated in an accompanying team-building event.

Michael Ruddell, Site manager said the following:

"As we began to break bread together the conversation took off. There was no formality to the flow. There were literally seven people sitting around talking about their life experiences. Eureka!! It was finally happening! The who, the why, the similarities, the differences, it was all coming out in a beautiful symphony of comradery, respect, and genuine interest."

In addition to DEI education, we provide a monthly DEI newsletter to connect our employees with the progress of our program and education throughout the year.

WE COVER TOPICS SUCH AS:

- Martin Luther King Jr. & the Civil Rights Movement
- National Mentoring Month
- Black History Month
- LGBT+ History Month for the UK
- Chinese New Year
- Women's History Month
- International Women's Day
- International Transgender Day of Visibility
- How To be An Ally To your Trans Coworkers
- International Day for the Elimination of Racial Discrimination
- The rise of Anti-Asian Hate
- Arab American Heritage Month
- World Autism Awareness Day
- Mental Health Awareness Month
- Asian Pacific Heritage Month
- International Day Against Homophobia, Transphobia & Biphobia
- World Day for Cultural Diversity for Dialogue and Development
- Jewish American Heritage Month
- Juneteenth
- Summer Solstice
- Global Armed Forces Days celebrated throughout the month of June
- Indigenous Peoples Day (Canada)
- International Non-Binary People's Day
- Disability Pride Month
- Disability Independence Day
- International Day of the World's Indigenous Peoples
- Women's Equity Day
- National Hispanic Heritage Month
- National Day of Truth and Reconciliation (Canada)
- India Independence Day
- The intersectionality of Breast Cancer Awareness
- National Coming Out Day
- LGBTQIA+ History Month (US)
- National Disability Employment Awareness Month (US)
- World Mental Health Day
- Men's Health Month
- Transgender Awareness Month
- Transgender Day of Awareness
- Intersex Day of Remembrance/Solidarity
- Poland Independence Day
- Veteran's Day (US)
- Remembrance Day (UK)
- Remembrance Day (Canada)
- Dia De Los Muertos
- Diwali
- Native American Heritage Month (US)
- Holocaust Education Week (US)

We commit to further developing our DEI education in monthly Inclusive Leadership Training for all senior leaders, an all employee DEI roadmap, and launching a DEI podcast.



At Epiq, we believe in bettering the communities in which our employees live. We'd like to spotlight just a few of the company's donations and sponsorships.



CHARITABLE CONTRIBUTIONS & COMMUNITY OUTREACH:

- Sweets treats and coffee to essential workers of Rush University Medical Center in Chicago
- Books for elementary children that encourage diversity and inclusion
- Hyderabad India technology donation
 - 193 – Student tablets with six months of internet access
 - 6 – Teacher laptops
- Laptops for Learning Southwark
- Haiti Relief
- Afghan Relief
- The Community Foundation of Middle Tennessee
- United Way of Haywood County – flooding assistance and flood relief
- Indigenous People's Organization supporting survivors of residential schools in Canada
- Muslim Resource Centre for Social Support and Integration
- Houston Foodbank
- Feed the People Dallas
- Phoenix Metropolitan YMCA

We commit to further investing in our communities through paid volunteer time for employees.





Our employees are the foundation of our program and the key to our success. In 2021, our team of volunteers came together to drive DEI forward and lay the foundation for the future. They met business objectives and went above and beyond for our clients while giving their time to make Epiq a better place. As we look forward to 2022, we are confident we will be able to continue to weave the grassroots passion of our volunteers with the DEI Professional expertise we have cultivated in-house for an even more successful year.

We know that having a diverse, equitable, and inclusive workforce is vital for our employees and clients. We are committed to continuing to partner with our clients directly on their DEI programming, data, and expertise needs. We know together, we will be able to drive progress and change.

Thank you.