



Cultivating
Inclusion

Diversity, Equity, & Inclusion

2022 Annual Report

epiq

epiqglobal.com

We believe...

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.



Epiq is a team

We are comprised of colleagues and friends. We aspire to be a company where all people feel a sense of belonging and a freedom to be their authentic selves at work. We know we are at our best when team members have that sense of belonging and freedom. We also understand that despite the progress that has been made, the world we live in falls short in providing equal opportunities for all. Through our efforts, we firmly believe we can be a force for positive change as we continue to take steps to advance diversity, promote equity, and foster inclusion within Epiq.

In this report, we address some of the most fundamental aspects of living up to our values – diversity, equity, and inclusion (DEI). Over the past year, we have made meaningful progress in our journey. We have increased the representation of underrepresented groups in our workforce, launched new initiatives to support employee development and advancement, and reinforced our commitment to social justice and equality. As we report on the state of DEI at Epiq, we remain committed to making more progress.

Our goal is to continue to build a workplace where everyone feels valued, respected, and heard, and where all employees have equal opportunities to succeed. To that end, we are putting a renewed emphasis on transparency across all our DEI efforts. This transparency will be key to build trust, accountability, and progress. We aim to be open and honest about

our successes, challenges, and plans so that together we will continue to make a positive impact in our communities and the world.

On a final note, thank you. Thank you to the more than 6,200 Epiq employees who make this a special organization. Thank you to the communities in which we are dedicated to working. And, thank you to our clients who allow us the privilege to serve them. We are grateful for all who support our efforts to serve, grow, and thrive as a force for good in many ways, including the advancement of diversity, equity, and inclusion.

Sincerely,



David Dobson, Chief Executive Officer



David Dobson
Chief Executive Officer

Who we are

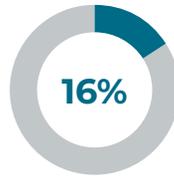
Mission: We are passionate about building a workplace where diversity, equity, and inclusion are not just values, but a lived experience for our people. Our journey is ongoing, but our commitment is unwavering.



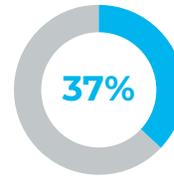
47% of the total US employee population are people of color



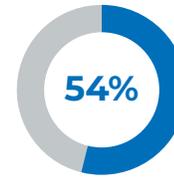
33% of manager and above positions in the US are held by people of color



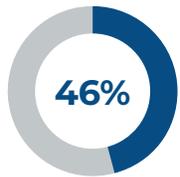
16% of our director and above positions in the US are held by people of color



37% of promotions were people of color



54% of new hires were people of color



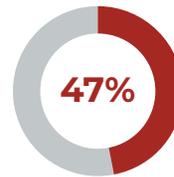
46% of the total employee population are women



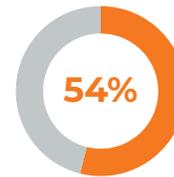
40% of the manager and above positions are held by women



36% of our director and above positions are held by women



47% of promotions were women

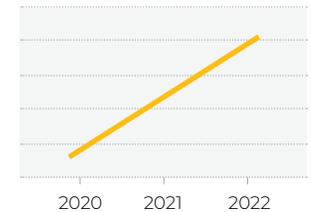


54% of new hires were women

Classification	Percentage of overall employees across generation	Is manager?	Director and above	Promotion across generation	New hire across generation
The Silent Generation (78-95)	0%	0%	0%	0%	0%
Baby Boomers (59-77)	9%	8%	7%	3%	8%
Gen X (43-58)	32%	46%	58%	27%	27%
Millennials (27-42)	48%	43%	35%	65%	50%
Gen Z (11-26)	10%	2%	0%	5%	15%

Epiq Veterans Status

Year over year, more employees have self-reported their veteran status.



Epiq Disability Status

We have also seen a significant uptick in the number of Epiq employees self-reporting a disability.

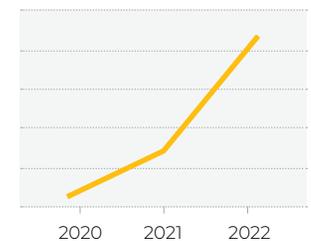


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Global Perspective

With offices, employees, and clients around the globe, Epiq understands the importance of having an inclusive perspective. This has enabled us to understand different cultures, recognize international issues, respond to world events, and embrace the diversity and strength of our people and our clients.

We continue to invest in global DEI programming by spotlighting unique cultural experiences of employees in Canada, EMEA, and India. There will be further investment in these areas and expansion into APAC in 2023.





Epiq Canada

In 2022, Epiq donated \$50,000 USD to the Calgary Board of Education to help bring focus on Indigenous education and cultural learning, as well as creating barrier-free access to education. This grant was used to further initiatives of the Indigenous Education Team by providing land-based learning, the Elder Honorarium fund, and the Barrier Removal fund.

Epiq Canada also provided education to employees throughout the year. This included content on National Indigenous History Month, Canada Day, and Truth and Reconciliation Day. Epiq is grateful to the Canada DEI leaders for their hard work in furthering inclusion through education.



"DEI work seeks to address systemic inequalities and biases. As a woman of ethnic minority, I want to help contribute to a more equitable and inclusive workplace, and society as a whole." – Elitta S., Epiq Canada Chair

Epiq EMEA

In 2022, Epiq launched an "In Conversation Series," creating a place to learn, discuss, understand, and celebrate the diversity of people in EMEA. The inaugural event held in Epiq's London office recognized U.K. Black History Month, a celebration that aims to promote the contributions of those with African and Caribbean heritage to British society and to foster an understanding of Black history overall. Conversations centered on how actions of advocating, collaborating, educating, and celebrating are contributing to change.



"The importance of an advocate is speaking up on behalf of someone who themselves is unable to speak up. And with many things in the world today, it is important to speak up because without doing so, things will remain the same." – Julian B., Sr. Review Manager

Epiq India

In 2022, India DEI Volunteers conducted 16 community outreach sessions with more than 250 participants from underprivileged schools, skill centers, and employment youth centers. These sessions covered a variety of topics including health and hygiene, yoga, resume building, financial literacy, interview skills, and Women in STEM.

Epiq India partnered with Nirmaan NGO, starting with a donation of laptops and tablets to a local school and provided 16 community sessions impacting more than 400 school children and youth from underprivileged communities. In recognition of our dedication to the community, Nirmaan recognized Epiq for our commitment to social impact and change.

In addition to driving change in the community, Epiq focused on propelling change internally, hosting an educational session on unconscious bias in the workplace and provided tools on how to recognize and address these biases to drive inclusion.



“Being on the leadership team helped me understand the actual importance of DEI in the workplace. It is a conscious effort of being inclusive and equitable in the workplace and I know it’s an evolving journey to towards making our Epiq DEI vision a reality, but we’ve had a head start and I see we’ve made good progress!” – Monica M., Epiq India Chair



UN Global Compact: Target Gender Equality

In 2022, Epiq became a member of the UN Global Compact's Target Gender Equality Accelerator. Target Gender Equality is a gender equality accelerator program for participating companies of the UN Global Compact. Through facilitated performance analysis, capacity building workshops, peer-to-peer learning, and multi-stakeholder dialogue at the country level, Target Gender Equality will support companies engaged with the UN Global Compact in setting and reaching ambitious corporate targets for women's representation and pay equality. Companies will be equipped with the latest data and research supporting the business case for gender equality, gain insights from UN partners and experts on how to accelerate progress on gender equality, and develop an action plan for putting their learnings into practice.

In 2023, we will complete the program and participate in a Practitioners Roundtable on Male Allyship at the UN Global Headquarters alongside international leaders.



Responding to World Events

Epiq recognizes how world events impact our people and remains vigilant in staying informed and responding compassionately. By doing so, we have been able to address issues that affect our employees, customers, and communities meaningfully. We are proud of our efforts in this area and remain dedicated to continuing this important work. While not all-encompassing, we would like to spotlight a few examples of how we provided support to our employees and their communities.



Employee Listening Sessions

Employee feedback is a crucial component of building a supportive and inclusive workplace. We are committed to creating a workplace culture where employees have direct access to senior leaders. In 2022, Epiq offered a series of employee listening and leadership engagement sessions in response to violence in various communities. These sessions provided a platform to share how employees had been impacted and elevate feedback, insights, and suggestions to provide support in the workplace.

In response to the feedback we received during the employee listening sessions, we took the following actions:

- Provided professional development and career growth opportunities, including training and development programs, mentorship opportunities, and skills-building workshops.
- Released our first annual DEI report, including transparent DEI metrics specific to women and people of color.
- Invested in initiatives to foster a more supportive and inclusive workplace culture, including DEI training for all employees and launching a new employee resource group for API employees.
- Provided 8 hours of paid volunteer time per employee.
- Launched Parental Leave for US employees.



In 2023, we plan to build on this momentum by taking the following actions:

- Launch an ERG for Hispanic and Latina/e/o/x employees
- Promote A Pay Transparency Campaign
- Continue expansion of inclusive benefits

A supportive, inclusive, and engaging workplace culture is essential for attracting and retaining top talent, and we are proud to lead our industry in these efforts.



"Looking back on my experience as an employee who actively participated in the listening sessions, I am genuinely grateful for the chance to share my perspective. It fills me with pride to witness the concrete actions taken based on our collective feedback. By nurturing a culture that values diversity and inclusion, we have set in motion a positive transformation within our organization. As we move forward, I am continually inspired by the ongoing commitment to listening, learning, and fostering an environment where every voice holds significance. Together, we are shaping a workplace where authenticity, growth, and a sense of belonging are paramount." - Olivea Holley, Global DEI Committee Co-Chair



Response to the War in Ukraine

Epiq prioritizes the safety and well-being of employees and their family members located near the military conflict in eastern Europe. Epiq's Employee Assistance Program continues to offer mental wellbeing support and other helpful resources to all employees.

In response to the war in Ukraine, Epiq donated \$50,000, split between two humanitarian organizations – the International Rescue Committee and the Polish Center for International Aid. Epiq also matched employee donations up to \$50,000. In addition, the Epiq Charitable Foundation was instrumental in providing employees additional support in the form of financial assistance.



Giving Back

Epiq prides itself on improving the communities where our employees live. As part of this commitment, we have established a robust charitable giving program that aligns with our values. We strive to make a meaningful and lasting impact through financial contributions and strategic partnerships. To learn more about our Corporate Social Responsibility Program, follow this [link](#).

Specific to DEI-related giving, Epiq donated to the International Rescue Committee, Rainbow Railroad, Action Play, and several other worthy causes. In 2023, we are looking to further develop our charitable giving program and opportunities to sponsor, partner, and give to organizations that align with our values and serve our communities.

EPIQ CHARITABLE FOUNDATION

The Epiq Charitable Foundation is an employee-funded non-profit organization operating with the purpose of providing Epiq employees around the world support in the form of a financial gift to assist during an unexpected crisis or hardship. Since its founding, Epiq's Charitable Foundation has helped more than 95 employees through hardship and provided over \$318,000 in financial support.



"Life often presents us with unpredictable and life-changing hardships. These challenges place financial and emotional stress on our well-being and our loved ones. The Epiq Charitable Foundation puts our company values into action and creates the global infrastructure for our employees, clients, and partners to walk alongside and support those who are struggling in our One Epiq family." – Michelle Deichmeister, President & General Manager GBTS



Charitable Giving Spotlight

Epiq sponsored Brew for Autism in New York City, which supports the local autism and broader disabled community. The event brought together some of the top amateur home brewers in New York and New Jersey, local breweries, and restaurants to raise funds for local autism and disability advocacy non-profit organizations. Epiq donated directly to Actionplay, a non-profit organization dedicated to providing autistic, neurodivergent, and disabled teens and adults with equal access to the theatre-making process.

Employee Focus

“At Epiq, our people are the heartbeat of our organization. Our success as a company is directly tied to the well-being and engagement of our employees. We believe inclusion is the cornerstone of engagement, and that’s why we are proud to invest in our employees through a multitude of benefits, initiatives, and programs.

We have an award-winning employee resource group (ERG) program led, developed, and maintained by our employees. Our ERGs act as catalysts for change, bringing members of various identities and their allies together through education. Our ERGs cultivate and elevate employee feedback that we turn into meaningful action.

Education is at the core of our program, with all employee DEI education made available year-round and a DEI education program that builds year over year. We know our leaders are the foundation of our culture and the key to our success. We hosted a targeted inclusive leadership program for our senior leaders, HR, and DEI Leadership, directly tied to senior leadership scorecards and compensation.

Finally, we know that benefits and compensation are directly tied to equity in the workplace. We have expanded our benefits program year over year and we have taken meaningful steps to ensure equity in our compensation practices; we will continue to build on that progress.

Inclusion is hard work. We have the best people for the job, support from the top, and a culture that embraces it.”



— Terry Gaylord, Chief Human Resources Officer



Terry Gaylord
Chief HR Officer

Education leads to Inclusion

We believe providing education and training is vital to weaving DEI into the fabric of our culture. Each year, our employees are taken on a cohesive educational roadmap to further develop their cultural competency. In addition to these on demand coursework and teambuilders, we provide live resources and education via our internal communications Hub.

In 2022 we provided education on the following:

- Uncovering Your Authentic Self at Work
- Gender & Pronouns in the workplace
- Developing interpersonal skills for inclusive workplaces
- MLK Day
- Chinese New Year
- Black History Month
- Women's History Month
- International Women's Day
- Holi
- Mental Health Awareness Month
- AAPI Heritage Month (US) & Asian Heritage Month (Canada)
- International Day for the elimination of Racial Discrimination
- International Day Against Homophobia, Transphobia, and Biphobia
- World Day for Cultural Diversity for Dialogue and Development
- Jewish American Heritage Month
- Pride Month
- Juneteenth (US)
- Armed Forces Days
- Canada Indigenous Peoples Day
- International Non-Binary People's Day
- Disability Pride Month (US) & Disability Independence Day (US)



- International Day of the World's Indigenous Peoples
- India Independence Day
- Hispanic Heritage Month (US)
- National Day of Truth and Reconciliation (CA)
- Breast Cancer Awareness Month
- LGBTQIA+ History Month
- National Disability Employment Awareness Month (US)
- UK Black History Month
- World Mental Health Day
- National Coming Out Day
- Men's Health Month & International Men's Day
- Native American Heritage Month (US)
- Dia De Los Muertos
- Diwali
- Global Veteran's Day Events
- Trans Awareness Week
- Trans Day of Remembrance
- International Volunteers Day

Education Spotlight: Public Use of Pronouns

As a core part of Epiq's DEI journey, in 2022, we provided employees with education and training on gender and pronouns in the workplace along with the option to share their pronouns publicly.

The Education and training provided included:

- All Employee Training Course on Gender & Pronouns in the Workplace
- Gender & Pronouns in the Workplace Panel Discussion with Epiq Pride
- "How To Be An Ally to Your Trans and Nonbinary Coworkers" Job Aide

Epiq fosters a professional and respectful work environment, and while sharing pronouns publicly is optional, acknowledging employees by the pronouns and names they choose is part of how we demonstrate respect.

As we look to 2023, we plan to continue expanding our efforts to create an inclusive workplace for our Trans and Non-Binary employees with a Trans Resource Guide launching in 2023.



"For Trans Day of Visibility I had the pleasure of participating in a companywide panel on Gender & Pronouns in the workplace. It was truly an incredibly moving event. It was extremely encouraging to see such a large and engaged audience with such thoughtful questions and meaningful discussion. In my personal journey here at Epiq, I have been supported throughout both my name change and pronoun change, not only by my team and management, but also by the IT department who moved quickly to get my email and Teams names change to appropriately reflect my new name. This collective support truly felt like affirmation of my trans and nonbinary identity, and words can't express how important that has been for me." – Hudson B.



Inclusive Leadership Training Program

Great leaders are inclusive ones. In 2022, we invested in Inclusive Leadership Training for our Senior Leadership Team, HR Business Partners, and DEI Volunteers.

Over 12 months, our top leaders participated in live interactive monthly training courses with industry leaders, with participation being directly tied to bonus outcomes. Topics covered:

- Gender and Pronouns in The Workplace
- Unconscious bias
- Confirmation bias
- Overcoming implicit biases in Decision-Making Processes,
- The importance of Diverse Cultures
- How to address isms in the Workplace
- Navigating Traumatic Events in 1:1s
- and much more!

Creating a diverse and inclusive workplace culture is an ongoing process, but our inclusive leadership training program was a crucial step in the right direction. In 2023, we will build on this momentum by expanding all manager onboarding to include these fundamental principles with a dedicated focus on allyship and application for our employees and senior leadership team.



"Inclusive leadership was an incredibly powerful program because like most meaningful changes, inclusivity has to start at the top, and continue throughout our teams. For our leaders to engage in such powerful conversations, for them to be so vulnerable – that is how we build allies. It's how we create an inclusive culture at Epiq where everyone is welcome and valued for their unique skills and perspectives." – Tiana Van Dyk, Global DEI Committee Chair





Spotlight on Industry Leader: Ceah Justice

Ceah is an uncompromising advocate for social change. She is a DEI executive committed to challenging, changing, and shaping the mindset of others to create a culture of intentional inclusionists. Ceah has dedicated herself to challenging the mindset of others so that we may create an environment where inclusion and equity are intentional.

Ceah is also a DEI Champion outside of the workplace, mentoring women across the globe, serving as a board member and faculty advisor to Ignite Worldwide and the Executive Institute on Inclusion. She is a certified executive leadership coach (The Be You Coach) and founder of Sister Tribe Vibes. She uses her intersectionality as a gay, black, female veteran to empower others to walk in their authenticity.

The heart of Ceah's work centers around creating transformative environments where people feel safe to use their voices and walk in their fullest potential and authenticity. With more than 25 years of leadership and development experience, and a passion for empowering others, Ceah has used her gifts to impact and elevate the lives of leaders across the globe.

Ceah Justice

Head of Global Employee Engagement (RTX Diversity, Equity & Inclusion), Raytheon Technologies



Employee Resource Groups at Epiq

At Epiq, we are committed to building a culture of inclusion by connecting our global network of employees through Employee Resource Groups (ERGs). These groups provide a platform for employees to build relationships, offer feedback, and support each other through shared experiences and interests. Our ERGs are crucial in shaping our DEI initiatives and business strategies.

Our ERGs serve both as a catalyst for a positive and supportive work environment and as an avenue of communication between ERG members and senior leadership and executives. Our ERGs are also led, developed, and maintained by employee volunteers, so it's important for us to invest in the futures of these employees the same way they are investing in ours. Throughout 2022, ERG leaders had access to mentorship opportunities, inclusive leadership training alongside senior leaders, and invitations to multiple industry conferences. In 2023, we plan to build upon this investment with a more advanced training program including professional development opportunities and direct access to our executive leadership to share progress and guide strategy.

We are proud to have an award-winning ERG program that brings employees of diverse backgrounds and their allies together to build community through outreach and education. We are committed to listening and engaging with our ERGs, turning employee feedback into meaningful action, and reporting on our progress and milestones.



I attended The Turning Point Leadership Group's first annual ERG Summit and Awards Ceremony. Between the keynote speaker, TPLG leadership, and other attendees, the level of knowledge and experience was inspirational. It was an amazing, fun event with lots of opportunity to engage with others. Everyone was madly taking notes and did not want it to end." – Lisa D., ERG Leader





Black@Epiq

Black@Epiq is a powerful platform for our Black employees and allies to connect, grow, and advocate for themselves and their communities in the workplace. This community is more than a social or networking group — it's a force for change, raising awareness about unique experiences and challenges Black employees face and advocating for policies and initiatives to improve their lives and careers. Whether you're a Black employee looking to connect with others and grow professionally or an ally committed to supporting and uplifting this community, Black@Epiq is an essential resource for anyone looking to drive positive change.

2022 Highlights:

- Created weekly educational newsletters shared to members and the wider Epiq community for Black History Month
- Hosted Black History Month Trivia Event
- Invited Deena Pierrot to host "Creating Your Seat at the Table"
- Panel discussion on the McKinsey Quarterly article "The Black Experience at Work"
- Celebrated Juneteenth through a Trivia event and educational content provided to all employees
- Hosted "Shifting Your Paradigm on Rejection" with Joey McCall. This event fulfilled CLE credits.
- Celebrated UK Black History Month in partnership with Epiq EMEA



I volunteered to be Chair of Black@Epiq because I believe in the importance of diversity and inclusion in the workplace. I wanted to be involved in creating a workplace culture where everyone feels valued, respected, and supported regardless of their background. During my tenure as Chair, I had the opportunity to learn from others and expand my own understanding of different perspectives and experiences. For me, diversity and inclusion are essential components of a healthy and successful workplace culture. By embracing diversity and fostering inclusion, we create an environment in which everyone can thrive regardless of our differences.

– Mitchell S., Black@Epiq Chair

Epiq Belonging

Epiq Belonging's mission is to promote the self-identity and unity of Epiq employees through education and connection across identities, cultures, and regions. This community celebrates the intersections of identity that both make our experiences unique and unite us as a people and as coworkers. With events and community content focused on veterans, employees who are disabled, Hispanic and Latine employees, and much more, Epiq Belonging embodies the idea of allyship.

2022 Highlights:

- Won award for most improved ERG from Turning Point Leadership Group
- Created all employee educational content for Global Accessibility Awareness Day
- Appeared on the DEI is Epiq Podcast for Disability Employment Awareness Month
- Celebrated Disability Pride Month with educational content and panel discussion with disabled employees
- Celebrated Hispanic Heritage Month with educational content for the Epiq community
- Hosted a Global Veterans Day event to honor our global veterans and discuss how to promote workplace inclusion



"As Chair of Epiq Belonging, I truly felt a sense of belonging. Over the year, my network grew within Epiq, and I collaborated with many new people who I wouldn't have gotten a chance to meet otherwise. Through leading a Disability Awareness discussion, I became more comfortable and confident in who I was as a disabled employee and learned about how as a manager I can support our disabled employees and employees with disabled ones at home. Through running events for Hispanic Heritage Month, Veteran's Day, and UK Black History Month, it was enlightening to hear others' stories and embrace a sense of allyship. Lastly, being able to be in discussion with members of the ELT and freely discuss important matters that affect us gave me a feeling of being heard, accepted, and appreciated to be an Epiq employee."

– Laney N., Epiq Belonging Chair



"Epiq Pride is inclusivity in a place where I never thought I'd be able to be included while being my true authentic self. To be able to come to work and be open about my family and life has been instrumental in my growth as whole and my hope is that others feel the same way." – Nichole A., Epiq Pride Chair

Epiq Pride

Epiq Pride is an inclusive, empowering community that seeks to create a welcoming and supportive environment for all employees, regardless of their sexual orientation, gender identity, or expression. Through events, education, and advocacy initiatives, Epiq Pride provides a platform for LGBTQIA+ employees and their allies to connect, grow, and drive positive change at Epiq. This community seeks to promote an open, intersectional dialogue and works to raise awareness and understanding about the experiences and challenges faced by the LGBTQIA+ community both in the workplace and beyond.

2022 Highlights:

- Monthly newsletters featuring notable dates or activity relevant to the LGBTQIA+ community
- Special newsletters or group posts on important community observances (National Coming Out Day, Intersex Day of Remembrance, Lesbian Visibility Week, and Bisexual Awareness Week)
- Panel discussion on family featuring Epiq employees followed by an overview of new and existing parental leave benefits in partnership with the Epiq Benefits team.
- Celebrated International Trans Day of Visibility with a Panel Discussion on Gender and Pronouns in the workplace.
- Presentation and discussion around International Asexuality Day
- Celebrated Pride Month through weekly newsletters, the creation of company resources, and a panel discussion featuring Epiq employees on "The Meaning of Pride" which was a featured episode on the DEI is Epiq podcast.
- Presentation and discussion on International Day of the World's Indigenous Peoples
- Presentation and discussion during Bisexuality Awareness Week
- Presentation and discussion on Pansexual/Panromantic Pride Day



"Being Chair of Epiq Women in our second year and building on what we'd started – with a super-talented and globe-spanning ERG Committee and inspiring Exec Sponsors – was an honor and a delight. It's the spark of recognition that comes in Epiq Women workshops, meetings, and events that I particularly value. The sense that – across distance and difference – we can get to know each other on a deeper level. And empowered by that connection, we can work together to make tangible change in Epiq and beyond." – Natalie B., Epiq Women Chair

Epiq Women

Epiq Women promotes gender diversity, inclusion, and a sense of belonging for women and their allies in the workplace. The group provides a platform for employees to connect with others with similar experiences and backgrounds and to work together to address important issues. Epiq Women provides opportunities for professional development, networking, and leadership growth for its members, helping to support the advancement of women in the workplace. Through events, mentorship programs, and advocacy initiatives, Epiq Women helps to create a more inclusive and supportive workplace culture that drives positive change at Epiq.

Highlights of 2022:

- Partnered with Epiq India on various volunteer opportunities for young women and girls in India
- Sponsored Women Over 50 Film 2022 Festival
- Epiq Women & Black@Epiq presented "Fireside Chat & Live Music" with Madeline Edwards
- Celebrated Women's History Month with the launch of the #BreaktheBias Campaign shared internally and on LinkedIn, a spotlight on Charity Dress for Success, and the event "Getting Out of Your Own Way: Mindfulness, Self-Compassion and Performance at Work"
- Hosted "Challenging Ageism in a World of 'You look good for your age'"
- Hosted panel discussion of "How your community supports your path to leadership" with key women senior leaders

Expanding Epiq's ERG Program

Our employees have been instrumental in establishing and expanding our ERG program. They recognized there were additional perspectives and experiences that needed to be represented, and with their guidance and leadership, we launched a new ERG in 2022 focused on our Asian Pacific Islander employees, API@Epiq.



Jason Kim
Chair API@Epiq

Here are some words from founding Chair, Jason Kim

Why did you propose and found API@Epiq?

"I founded API@Epiq in response to the wave of physical and psychological violence inflicted on the API community, especially here in the US. Far too many fellow API struggled to cope with fear, anger, and grief, all the while trying our hardest to simultaneously provide for our families during an unprecedented global pandemic. Personally, I remember too many days when I had trouble concentrating on work due to learning of yet another attack on my community, fearing that either me or my family members could also be targeted. With all that being said, I wanted to ensure that all API employees and allies here at Epiq had access to a supportive forum in which we can safely decompress and heal among those who understand one another."

What does this ERG mean to you?

"Now that API@Epiq is up-and-running, it brings me so much joy to see my aspirations come into fruition. What was once a series of scribbled notes and numbered points quickly became action plans crystalized by the best inaugural leadership group any ERG founder could ever ask for. More importantly, I felt a great sense of comfort knowing that I was not alone, as an outpouring of support came from all levels in all our departments and business units. In short, founding API@Epiq is my most rewarding and significant accomplishment in my professional career."

What are your hopes for the future?

"As we start our journey, my biggest hope is for API@Epiq to always prioritize community so that we are immediately recognized as a space for belonging. I also hope that we provide robust opportunities for mentoring, professional development, broadening cultural awareness (especially within professional settings), and API recruitment. The possibilities are truly endless."

Epiq also plans to create an employee resource group focusing on Hispanic and Latina/e/o/x employees and allies, and will continue to listen to the needs of the Epiq community as we expand our program in 2023.



The Power of Inclusive Benefits

Inclusive benefits are a powerful tool for creating a supportive and welcoming environment for all employees, regardless of their background or identity. Our benefits are designed to meet the unique needs of our diverse workforce and ensure equitable access to healthcare.

Each year we build upon our existing benefits with the guidance and feedback of our employee resource groups. In 2022, we expanded our benefits to include Parental Bonding Leave for parents including those who did not give birth. This time allows fathers, mothers, and those who have adopted or had their child via surrogacy to welcome their new child into their lives.

We also provide mental health support through our employee assistance program and Headspace. In 2022, there were various traumatic events in the world, and we offered a series of webinars for our employees to leverage to establish coping mechanisms.

Our digital-first and flexible work arrangements are fundamental to our diverse hiring and retention strategy. Studies show effective flexible work policies attract and retain employees with disabilities, caregivers, students, women, and people of color.

As more employees live farther away from large hubs for specialized medical care, we expanded our benefits to include travel reimbursement so our people will not need to factor in the cost of travel when seeking the medical treatment, they need.

We are proud of how our benefits expanded in 2022 and are excited to continue that expansion in 2023 as we focus on infertility, adoption, and surrogacy coverage.

Equity In Compensation

Compensation Philosophy

Epiq's Compensation Philosophy is built upon four basic tenets. We are committed to paying for performance, paying competitively, paying responsibly, and paying equitably.

Pay for Performance: Personal performance that aligns with company performance will be rewarded.

Pay Competitively: We pay competitively in a diverse and dynamic labor market.

Pay Responsibly: We value the skills, knowledge, and abilities of our employees and implement practices that will ensure competitiveness today and sustainability for the future.

Pay Equitably: We value equity and fairness in how we compensate employees with consideration for the job itself and employee qualifications and performance.

Pay Equity

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. Our pay equity analysis is a method of researching pay rates within Epiq and assessing any differences in pay relative to age, race, gender, performance, job description and responsibilities, seniority, etc. Through these practices, we seek to ensure equitable pay across the organization.

Pay Transparency

Pay transparency is not just about insight into what the pay range is for a specific job profile. More importantly, it's about understanding the how, where, and why of compensation. Fundamentally, employees should have answers to questions such as:

1. What is included in my compensation package?
2. How do we determine what is competitive pay?
3. Where can I find more information about my compensation?
4. Why am I paid what I am paid?



Enabling this transparency is at the core of fair and equitable pay practices and it is core to our practices at Epiq.



Diverse Recruiting

Epiq taps into broader perspectives and experiences by creating a diverse workforce, leading to more innovative and creative problem-solving. Additionally, diverse teams have been shown to have higher levels of employee engagement, better decision-making, and higher retention rates, which is why diverse recruiting strategies were a priority in 2022.

By prioritizing diversity, equity, and inclusion as a part of our recruitment process, we are more likely to attract top talent from various backgrounds, leading to a stronger and more dynamic workplace culture.

Our Talent Acquisition Team completed a Diverse Recruiting Training Program in 2022. Our hiring manager leveraged our In-House DEI Expert to review job descriptions, interview guides, and job boards to attract a diverse talent pool.

In 2023, our Talent Acquisition team is executing a multipronged diverse hiring strategy.



"Cultivating a culture of inclusion and innovation requires embracing diverse recruiting strategies. By tapping into a broad range of perspectives and experiences, we unlock creative problem-solving and foster a dynamic workplace. Prioritizing diversity, equity, and inclusion in our recruitment process attracts top talent from diverse backgrounds, addresses potential bias in the hiring process, and fuels our commitment to a stronger future. In 2023, our Talent Acquisition team will remain steadfast in executing a multipronged diverse hiring strategy, increasing the representation of women and people of color in leadership roles. Though our Talent Acquisition strategy and efforts, we contribute to a culture where voices are heard, potential is realized, and opportunities are truly equitable." – Elyssa Hamilton, VP Talent Acquisition

Client Focus

Epiq's DEI Program is as essential to our employees as it is to our clients. A diverse and inclusive workplace is essential to providing clients with the best possible service and products.

Epiq's DEI program directly benefits our clients in the following ways:

Improved Customer Service: Our diverse workforce brings a range of perspectives and experiences to the table, which enables us to understand and empathize with clients from all backgrounds. This also leads to more effective and efficient customer service and has reduced turnover, ensuring the people our clients build relationships with are retained.

Increased Cultural Competency: Epiq's DEI program helps our employees develop cultural competency, which means they are better equipped to understand and work with people from diverse backgrounds. This improves communication and client relationships built on trust.

Broader Representation: Our commitment to DEI helps us attract and retain a diverse group of employees, which results in more representative and inclusive marketing, advertising, and product development. Our offerings are more appealing and relevant to a broader range of clients.

Increased Innovation: Our diverse workforce brings a range of ideas, experiences, and perspectives to the table, leading to increased innovation and problem-solving. This results in better products and services for clients.

Enhanced Reputation: Organizations known for their commitment to DEI enjoy a positive reputation, attracting clients who value diversity and inclusiveness. By working with Epiq, clients are choosing a company dedicated to creating a more equitable and inclusive world for all.



DEI Expertise at Epiq

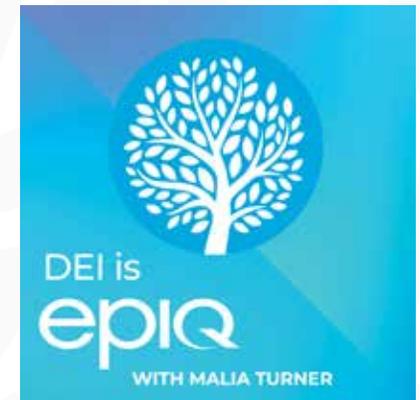
Epiq is committed to promoting DEI within the organization and beyond. Epiq's Sr. Global DEI Program Manager, Malia Turner, is a driving force in this effort, bringing more than ten years of leadership and management experience to the table. She has helped drive global strategy and provides direct consultation on DEI across the company.

As a leading expert in the field of DEI, Malia has been at the forefront of creating more inclusive and equitable workplaces, providing keynote speeches and workshops on the importance of DEI to audiences around the world. She is actively involved in various organizations and initiatives, including the Society for Diversity and the UN Global Compact partnership.

Malia has launched Epiq's DEI podcast, providing valuable insights and practical guidance to individuals and companies looking to advance DEI in their own organizations. Her contributions have increased awareness of DEI issues at Epiq and beyond, and she has taken concrete steps to make Epiq a more diverse, equitable, and inclusive workplace.



"At Epiq, our executive leadership team does not treat DEI as a mere check-the-box exercise but as a strategic priority requiring hard and uncomfortable work. They understand that creating a culture of true diversity, equity, and inclusion requires a sustained effort and are willing to roll up their sleeves and do what it takes to move the needle forward. It is a tremendous honor to be entrusted with leading our DEI Program as we work to drive progress toward a more equitable and inclusive workplace." – Malia Turner, Sr. Global DEI Program Manager



Hosted by Malia Turner, DEI is Epiq is a podcast where employees, clients, and professionals can learn how to make workplaces more diverse, equitable, and inclusive from our top leaders and best-in-class employees. Diverse companies lead the way in innovation, and diverse voices help us get there.

Our DEI Leaders

Our DEI Leaders are an essential part of Epiq's DEI program. They bring a wealth of knowledge and experience to the table, providing support, guidance and consultation to Epiq's DEI program and ERG Leaders. In addition to leveraging their lived experienced and business acumen to support the program they are committed to furthering their education in the field of DEI. They are each proud members of The Society For Diversity, the leading professional association for DEI. As members they have access to monthly educational sessions with Industry leaders and the opportunity to build connections with other DEI Leaders across industries sharing ideas and collaborating on new initiatives. Through their ongoing commitment to education and collaboration, our DEI Leaders continue to drive positive change and make a real difference in our workplace and beyond.



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Managing Director,
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Global DEI Committee
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Olivea Holley
Director of DRS
and Continuous
Improvement
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Epiq's Commitments

We are passionate about building a workplace where diversity, equity, and inclusion are not just values but a lived experience for our people. Our journey is ongoing, but our commitment is unwavering.

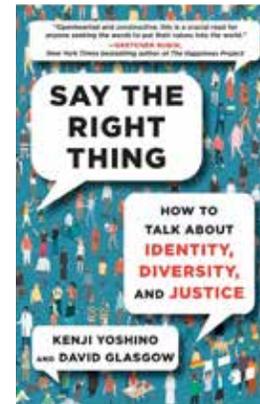
In 2023 we are committed to making the following advancements:

- Elevate the voices of our employees through regular Listening Sessions with senior leaders to gather feedback and guide strategy
- Launch a self-ID campaign to better represent and serve our global employee population
- Further evolution of our benefits offerings with direct input from our Employee Resource Groups
- Launch a Trans Benefits guide to ensure all trans employees have the resources and support needed to thrive in the workplace
- Create an Employee Resource Group focusing on Hispanic and Latina/e/o/x employees
- Further, invest and expand direct DEI programming to our APAC region
- Complete the UN Global Compact Target Gender Equality Program
- Launch a Pay Transparency campaign
- Weave Inclusive Leadership into all manager onboarding
- Evolve our ERG Leadership Professional Development Program
- Execute our multipronged diverse hiring strategy
- Continued focus on inclusion through education with year-round educational content for all employees

2023 Spotlight: A Focus on Allyship

Allyship will be the guiding focus for Epiq's 2023 DEI Journey. All Epiq Managers, ERG Leaders, and HR will receive a copy of "Say the Right Thing: How To Talk About Identity Diversity and Justice" By Kenji Yoshino and David Glasgow. We know our leaders are the foundation of our culture and the key to our success. We strive to provide them with the tools necessary to lead with inclusion. The lessons within this book will help our leaders become better allies and support others in their journey.

We will reflect on these lessons throughout the year with live sessions with authors Kenji Yoshino and David Glasgow, DEI is Epiq podcast episodes, ERG Programming, and team-building activities.



Kenji Yoshino

Chief Justice Earl Warren Professor of Constitutional Law and Author of Say The Right Thing



David Glasgow

Executive Director, Meltzer Center for Diversity, Inclusion and Belonging and Author of Say The Right Thing



Our employees continue to be the cornerstone of our program, playing a crucial role in our ongoing achievements. Throughout 2022, our dedicated team of volunteers tirelessly championed DEI, advancing the solid groundwork laid in previous years. They met and surpassed business objectives, consistently delivering exceptional results for our clients while devoting their time to fostering a more inclusive culture.

As we eagerly anticipate 2023, we are confident in our capacity to further blend the organic enthusiasm of our volunteers with the DEI professional acumen we have nurtured internally, paving the way for heightened success in the upcoming year.

We fully understand that nurturing a diverse, equitable, and inclusive workforce is indispensable for the well-being and satisfaction of our employees and clients. Our unwavering commitment to collaborating with clients on their DEI initiatives, data insights, and expertise requirements will remain a priority. Moving into 2023, we are certain that, hand in hand, we will make strides in driving progress and nurturing sustainable change.

Thank you.

A Special Thank You to Our ERG Leaders- We Could Not Have Done This Without You!



"As the daughter of a Cuban refugee, it is not lost on me that it was the bravery of my mother and grandmother that directly paved the way for my future and my successes. Launching the Epiq Women employee resource group allowed me to integrate my personal values of empowering women and their allies with my passion for marketing and storytelling. The Epiq DEI program has created an infrastructure to uplift unique voices and perspectives – allowing for each employee to celebrate their authentic self, recognize that their voice is impactful, as well as to flourish and grow. I am grateful to have witnessed the growth and evolution of the program, and I look forward to seeing what the future holds." – Megan W.



"Unity in Diversity" is the most used phrase that comes to my mind when someone tries to describe India. Thanks to DEI, this has become the most suitable way to describe the culture at Epiq. Privileged to be a small part of this wonderful effort!" – Umesh H.



"Co-chairing the DEI initiatives has been a unique learning journey; one that includes collaboration, research and execution. Facilitating sessions for a group of young women has by far been the most fulfilling activities." – Betty P.



"Being involved in our DEI initiatives, to me, meant considering our global company and its diverse employees. We have such a collection of people from different backgrounds and experiences that not only should be valued, but also highlighted as a true differentiator for our business. Encouraging employees involvement with DEI ensures that all of our unique voices are heard, which fosters great ideas and better mental health in the workplace and out to our clients as well" – Elaine G.



"Epiq Pride was a true building block for me as a leader. I was able to see and hear firsthand accounts of issues from people I know and work with. These accounts afforded me a different perspective that in turn provided me with new knowledge and a less singular understanding of LGBTQIA+ issues. This has forged a deeper desire to better serve my team, my clients and my community." – Michael R.



"As a DEI India core team member, I have had the opportunity to work with a passionate and diverse group of individuals who share a common goal of promoting diversity, equity, and inclusion in our workplace and beyond. Through our collective efforts, we have organized various community outreach events, workshops, and initiatives to create awareness and educate others. One of my favourite events was "Bring Your Child to the Workplace." Being part of this team has been a truly meaningful and enriching experience for me." – Yuva T.

A Special Thank You to Our ERG Leaders- We Could Not Have Done This Without You!



"Epiq Pride provided me a safe, inclusive space for continual learning in the most vulnerable and humbling way. Not only did I learn key leadership skills, I learned more about myself, my cohorts, and the queer community in general. I am incredibly thankful for those who participated in our meetings and events, especially those who took a leap of faith and shared their personal experiences." – Kristin F.



"Being part of a DEI committee was a privilege I had last year. Truly enjoyed my experience while working with the amazing DEI team and inspiring leaders. All the events we did were spectacular, my personal favourite initiative was the series of sessions we did in support with Nirmaan organization. These sessions gave us a chance to touch the young generations minds by sharing our knowledge and experience we have in various topics relevant to them. This opportunity to be enabled to give back with the hope that it might impact even one life is very rare and a great feeling." – Akshaya G.



"As a transgender woman, Epiq Pride is important to me because it not only showed me that Epiq would have my back, but also that I can safely interact with other members of the LGBTQ+ community at work. The community that we formed is a wonderful place to just chat with members of the community, learn about queer culture, and ask for advice from queer people of so many different backgrounds and at so many different places in their lives." – Elisabeth C.



"For me Epiq Women is a safe place where I get the sense of belonging. It felt great to be part of the OG team and work with amazing leaders, everyday was a learning experience. After all the brainstorming to make an impact, I looked forward to the outcomes and the feedback from the membership is something I will forever cherish. The bonds I have created goes beyond the committee and I wish everyone gets to experience such a life changing experience." – Pritha S.



"Creating a community and a platform for women at Epiq is tremendously important to me, to our leadership and to the health of our company. The goal of Epiq women is to create an inclusive and collaborative environment, one that welcomes and learns from diverse perspectives, champions our strengths, and one where our members can share, learn, support, and have fun. Looking forward, we plan to continue our work to support gender equality and balance, to collaborate for action, and to continue to find ways to support women and allies at Epiq." – Caitriona R.
