Our Commitment to Diversity

At Apex, we feel diversity is an essential component of success.

We have the resources, experience, and partnerships to help you meet your organization’s diversity efforts.
The Strength of Diversity

Diversity is not just a trend – it is how forward-driving companies are building a strong workforce and developing this competitive advantage. Companies who seek out ways to engage diverse individuals have seen a positive impact for their employees, clients, and the bottom line. Research from McKinsey & Company supports this view and found that “companies in the top quartile for gender or racial and ethnic diversity are more likely to have financial returns above their national industry medians.”

Strong diversity programs enable companies to:

• Mirror the markets where they are located.
• Improve customer and employee satisfaction.
• Build a strong company culture and attract top talent.
• Position their organization for long-term success.

At Apex we value diversity and the positive impact the differing perspectives bring to our business. We view diversity as recognizing and valuing differences based on things like ethnicity, gender, age, religion, disability, military status, and sexual orientation. As a technology staffing and services company, we also recognize diversity includes things like life experience, education, military status, communication styles, career path, and many other things that influence an individual’s personal view of life.

We view diversity as a way to enhance our business and we get results:

• In the last three years, Apex placed 3,720+ military veterans with our clients, 1,559 of which were successfully placed in 2017. Our applicant log included 6,230+ veterans.
• 54% of Apex’s internal workforce is currently comprised of women.
• In 2016 and 2017, Apex was recognized as a Top 10 Diversity Leading Employer by Professional Diversity Network.

Apex has developed practices and processes to support our internal efforts and to support the goals of our clients and needs of our contractors. Our resources, experience, and knowledge make us a strong diversity partner.

Apex has progressed in our internal diversity initiatives over the past few years and we continue to build on that foundation in order to build a more prosperous and productive company. In 2018, we launched a Diversity Leadership Program. Internal employees from all different ethnicities, races, religions, and backgrounds were invited to apply to be a part of the program that includes monthly small group conversations and quarterly speakers. The intent of the small and larger group dialogues is to aid in personal and professional development for the participants as well as fostering informal mentoring and overall corporate citizenship. Topics covered during the program include: emotional intelligence, leadership, difficult conversations, appreciating differences, professional networking and work life balance.

See how our tracking and reporting systems, community partnerships, and diversity resources can help you:
Systems Tracking and Reporting

As a Federal Contractor, Apex is held to high standards. We give each applicant and hire the opportunity to voluntarily declare their ethnicity, gender, military, and ADA status. This data is tracked and reported on submittals for our internal employees and contractors in middleware, so it is stored away from the candidate record before the hire is made. The records for our hires, both internal and contractors are stored in our system of record, PeopleSoft. For confidentiality reasons these records can only be accessed by request from senior management.

Focus

Apex has a Diversity Planning Analyst who creates Affirmative Action Plans for all of our reporting entities (branches) and in partnership with the SVP, Human Resources, holds an education call to ensure that branch leadership is aware of how to read the plan, then each individual branch leader receives a plan with their hiring goals for the year. In addition, adverse impact analyses are done at various points to measure progress against the goals. The Diversity Planning Analyst is also tasked with tracking our outreach efforts as an organization and staying on top of new opportunities to more effectively connect with different segments of the population. As an organization, Apex has resources dedicated towards diversity.

Partnerships and Resources

Apex, a V3 (Virginia Values Veterans) certified organization, helps our clients achieve their goals by using various methods of outreach including community colleges, job fairs, and community programs like Year Up, and relationships with various military installation TAPs programs, as well as our partnership with Professional Diversity Network (PDN). PDN ensures that all of our job openings are posted and the local state employment commission and in addition posts our openings at diversity and lifestyle sites so our jobs are put in front of a diverse array of candidates. In order to measure the effectiveness of these resources, we have the ability to pull reports showing applicants that came from PDN and cross reference those candidates with our internal tracking system so we can measure our success rate with this vendor as well as others.

“The professionalism, preparation, and execution of helping me get employment was far above and beyond from anything I had experienced to date. As a retired Navy veteran, I can’t thank [Apex] enough. What a superstar team!”

– Apex veteran contract employee

Diversity Spend

Since 2007, Apex has leveraged a formalized Associate Vendor Program (AVP) to achieve these key objectives:

- **Commitment to Diversity**: Over 50 proven certified diverse partners within our Associate Vendor Program who are able to supplement our diversity efforts. Certified Diverse Suppliers comprised $163 million in spend, equaling 90% of total Tier II Payout. To support our commitment and focus on the future, we partner with firms that we meet through networking events such as the annual National Minority Supplier Development Council conference and Small Business Administration (SBA) Matchmaker events. In addition, Apex provided diversity and veteran hiring best practice presentations and reporting capabilities for various clients.
Participating in our AVP allows DBEs to significantly expand their business portfolio and receive mentoring through quarterly evaluations and feedback reports available through our VMS tool.

- **Access to Global Talent**: Partnering with fully vetted suppliers whose owners have a diverse background can help open up access to pools of diverse candidates within their networks, including international resources, veterans and minorities.

- **Quality Suppliers**: Apex’s Account Managers and Technical Recruiters contract with pre-approved Associate Vendors (AVs). These AVs are selected annually through a formal vendor RFP process. All AVs are required to maintain insurance coverage and financials that meet or exceed Apex requirements. We look to partner with mature, well managed firms that have a proven track record in IT Staffing and Consulting. 10% of a vendor’s RFP score is based upon their ability to help Apex fulfill our client’s diverse Tier 2 spend goals.

- **Quality Assurance**: Apex’s Vendor Management Office ensures that all AVP placements are in compliance with Apex and end client subcontracting regulations. Dedicated Business Development, Compliance and Accounts Payable resources ensure a commitment to supplier and client satisfaction.

- **Proven Success through Process and Mentoring**: Our AVP has quintupled in active headcount since 2007, growing from 150 consultants to over 1,650 currently in Q2 of 2018. Over 500 end clients have benefitted by utilizing these resources. 40% of current AV contractors have been on project for more than 1 year, and many more eventually went perm with our end clients at no additional fee to the customer. Part of this success can be justified through commitment to sound tools such as our Vendor Management System and ongoing vendor mentorship through reporting, scorecards and quarterly calls where Best Practices are reinforced to ensure that newer suppliers have the resources and feedback to become best in class, long term partners.

All suppliers and their representatives are treated fairly and impartially. Ability, capacity, integrity, financial status, geographical locations, performance, reliability, quality of product, delivery and overall customer-supplier relations are factors which govern the evaluation of all sources prior to soliciting their quotation and during the tenure of the purchase contract.

**Results**

Apex was awarded a Top 100 Diversity Leading Employer by Professional Diversity Network. Although this announcement will not be made public until 4th quarter, we received permission to share advance notification of this award. Apex was selected to be part of the Top 100 Employers from a pool of over 2,200 employers based on:

- Number of job openings actively promoted to our diverse audience
- Senior leadership statements, policies and objectives specific to diversity recruitment
- Quality of Content in Diversity Recruitment Outreach
  - Content
  - Target advertising
  - Personal outreach and participation in events

“The goal of our diversity program is to build a strong workforce – both internal and contract – that mirrors the marketplace.”

Michele McCauley, Senior Vice President, Human Resources
About Apex Systems

Apex Systems combines with parent company ASGN Incorporated (NYSE: ASGN) to be the 2nd largest IT staffing and services firm in the U.S. Founded in 1995 and headquartered in Glen Allen, Virginia, Apex utilizes specialized technology and industry practice groups to deliver the most talented and qualified technical professionals to clients within all major industries. Apex has a presence in over 60 markets across North America with more than 5,750 contractors currently placed in companies throughout the U.S. and Canada. To learn more, visit www.apexsystems.com.