



# our journey

DIVERSITY, EQUITY AND INCLUSION (DEI)  
ANNUAL TRANSPARENCY REPORT

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# our passion

## EVERY JOURNEY STARTS WITH A STEP

In 2018, Prime Therapeutics (Prime) embarked on a path toward creating a more diverse, equitable and inclusive way of running our business, both under our roof and in how we interact with our clients and partners.



## THE NEXT STEP IS UP TO US

Change is hard. Mistakes are inevitable. But nobody at Prime is moving forward on this path alone. And being a part of this greater change means a greater good for all.

## EVERY STEP MAKES A DIFFERENCE

We've made changes, big and small, from top-management initiatives to how we do everyday business.

Along the way, we've had hard conversations, frank discussions, and eye-opening moments of understanding. We've challenged ourselves to become comfortable with being uncomfortable.

# striving for true equality

## FROM OUR SPONSORS



At Prime, our commitment to diversity, equity and inclusion is rooted in our collective values as a company and inseparable from our purpose and dedication to serving others.

We believe that all individuals deserve an equal opportunity to succeed. And that differences in age, race, gender, nationality, sexual orientation, physical ability, thinking style and background bring richness to our work and improve the results we achieve for our clients and their members.

As executive sponsors, we are committed to driving, supporting and championing diversity, equity and inclusion at every opportunity. We support the Diversity & Inclusion (D&I) Council in their work to help deepen our collective understanding and devotion to diversity. We pledge to continually assess our progress, test new ideas and sponsor difficult conversations about difficult issues. We will listen, and we will learn as we move forward — together.

### CHRIS BENT

Sr. Vice President, Chief Operating Officer

### ERIN FEIGAL

Sr. Vice President, Chief Human Resources Officer

### MIKE KOLAR

Sr. Vice President, General Counsel and Secretary to Board of Directors

## PRIME'S DEI STRATEGY HOLDING OURSELVES ACCOUNTABLE AT EVERY STEP

“ Though Prime is in the beginning stages of its DEI journey, we have made tremendous exponential progress, even over the course of the past year. We have established a strong foundation and are holding ourselves accountable to continued growth and development. While we have work to do, we are proud of where we are.”



WHITNEY HARVEY

Director, Diversity, Equity and Inclusion



# a journey toward ongoing improvement

## OUR DEI MISSION AND VISION

### MISSION

Champion diversity and inclusion (D&I) awareness, initiatives, communication, outreach and events at Prime Therapeutics to foster strong employee engagement and business success and reflect the communities in which we live and serve.

### VISION

Diversity and inclusion efforts are seen, heard and felt throughout Prime, and these positive outward actions become part of our DNA as an organization.

“At Prime, we are dedicated to allyship in its multiple forms. We do this individually by continuing our own learning. With each other, we learn to speak up when it’s right and lend a supportive hand or ear. We do this at home with our families and in our communities. And now we want to do more of this at work with our teams and departments, using our words and our actions. As we learn from each other, our compassion and our capabilities grow.”

**MIKE KOLAR**

Sr. Vice President, General Counsel and Secretary to Board of Directors



# our people



## MOVING FORWARD TOGETHER

In the months and years ahead, we'll learn as we go. Mistakes will be made. Ideas will be shared. Ideals will be shaped. The most important outcome of our journey: that all of Prime's people will know how to learn from each other, have courageous conversations, and turn words and ideas into understanding and action.

*“Diversity, equity and inclusion are important in our society—and to Prime’s future. Launching and enhancing our D&I Council and Employee Resource Groups (ERGs) reflects how our awareness and commitment have evolved. Unfortunately, it is also shadowed by the racial unrest we continue to see as a nation. As an organization, we continue our journey by remaining alert to the perspectives of our employees and our members.”*

**ERIN FEIGAL**

Sr. Vice President,  
Chief Human Resources Officer



# new processes oriented to hopeful destinations

## HIRING AND RECRUITING

Prime's Talent Acquisition Team has been diligent in building inclusive teams to continually develop, enhance and execute on our DEI strategy. Talent Acquisition has created a Diversity Action Guide. It provides detailed information on how Talent Acquisition weaves DEI into daily interactions.

- Created new interview guides for hiring leaders, which includes training that helps to eliminate unconscious bias
- Recorded a video that highlights key actions to take during an interview to ensure biases are not a part of the interview selection process
- Added an action task in Workday for required DEI trainings for hiring leaders
- Created a Talent Acquisition Community Outreach program
- Changed to new vendor, Direct Employers, to build job syndication alliances for diversity sites
- Supported the creation of Employee Resource Groups (ERGs) — communities beyond an employee's role or team that provide a sense of belonging
- Built Recruitment Chair Leads to collaborate with Prime's ERG groups on recruitment efforts
- Launched strategic sourcing efforts to focus on diversity recruiting marketing and passive sourcing

- Held diversity job fairs and events
- Created additional training to encourage and highlight the benefit of hiring military-affiliated employees
- Introduced additional company-wide training

*“I greatly appreciate working for a company that recognizes the importance of diversity, equity and inclusion. Prime understands how having a diverse workforce is a benefit to all who work for the company as we are able to learn from one another.”*



**JASON CLAUSEN**

Diversity and Inclusion Council Co-Chair

# a moment in the journey

## WHO WE ARE

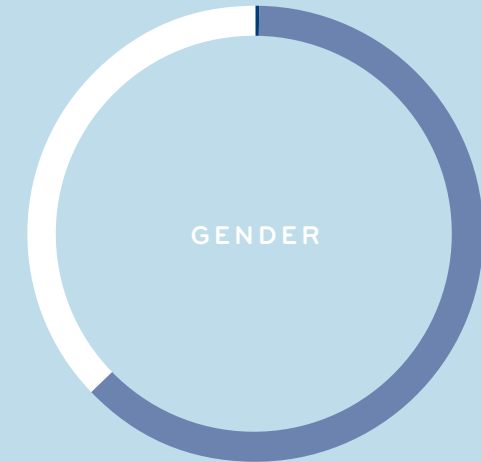
Our goal is for Prime to represent the communities that we live in and serve in its workforce. We recognize that we have a long way to go and, in full transparency, we're sharing our demographics to illustrate the need for proactive, mindful progress.



### Prime Representation

% of population (3,562 employees)

- 1.3% American Indian or Alaska Native
- 11.9% Asian
- 8.4% Black or African American
- 6.8% Hispanic or Latino
- 0.2% Native Hawaiian or Other Pacific Islander
- 1.9% Two or More Races
- 67.7% White
- 2.2% Other



### Prime Representation

% of population (3,562 employees)

- 62.6% Female
- 37.3% Male
- 0.1% Other

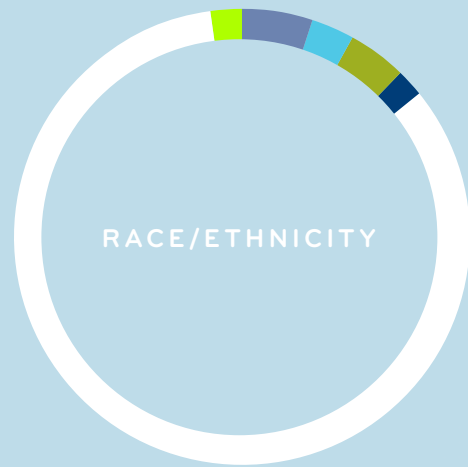
*“The biggest challenge facing Prime is infusing DEI efforts into the DNA of Prime. DEI should be an integral part of every business and people decision and, to do this, we need processes and procedures in place to give it life.”*



**ZABRINA WATKINS**

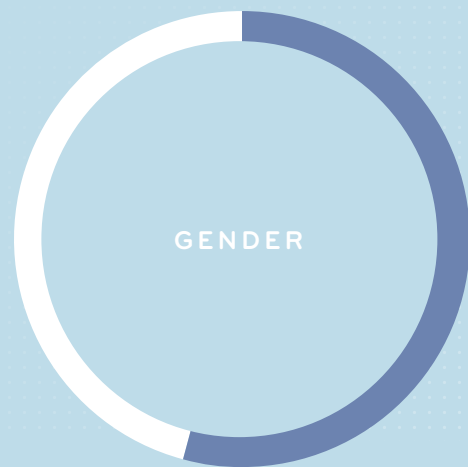
Black Professionals+Allies Employee Resource Group Leadership Team member





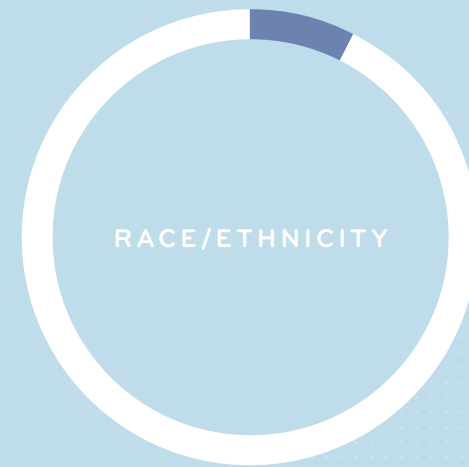
**Prime Leadership Representation**  
% of population (478 leaders)

- 5.2% Asian
- 2.9% Black or African American
- 4.4% Hispanic or Latino
- 1.7% Two or More Races
- 83.9% White
- 2.1% Other



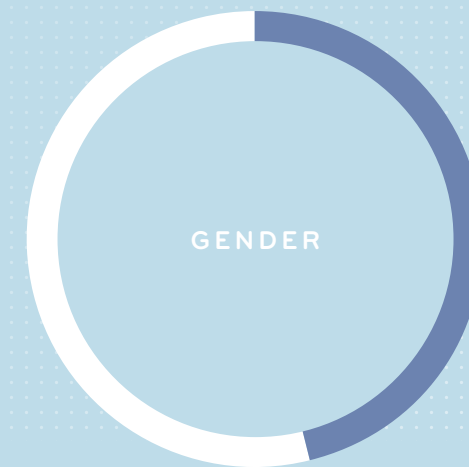
**Prime Leadership Representation**  
% of population (478 leaders)

- 54.4% Female
- 45.6% Male



**Prime Senior Leadership Representation**  
% of population (80 leaders)

- 92.5% White
- 7.5% Other



**Prime Senior Leadership Representation**  
% of population (80 leaders)

- 46.3% Female
- 53.8% Male

## SELF-IDENTIFICATION QUESTIONS

Additional self-identification options for sexual orientation, gender identity, and personal pronouns were added in January 2021 (PrimeToday communication published January 25, 2021)

14.0%

of employees have responded to one or more of the additional self-identification questions

**Disability**  
6.4% Employees identifying as Disabled or previously Disabled

**Veteran Status**  
3.1% Employees with Veteran Status

**Sexual Orientation**  
1.4% LGBTQIA+ Employees

**Gender Identity**  
0.3% Employees identifying outside of Gender Binary

**Pronouns**  
10.9% Employees that have added personal pronouns



## PAY EQUITY STATEMENT

Prime is committed to fair and equitable pay. Our goal is to attract, select, develop, and retain high-performing talent to drive critical priorities. This includes identifying and promoting best and fair practices in compensation, hiring, promotion and career development.

“ I am incredibly proud of the safe and brave space that our DEI work at Prime has helped to build and sustain. As we work to put advocacy behind our words and actions behind our intentions, we are making strides to advance the vision at Prime that aims to make our positive actions part of Prime’s organizational DNA.”



**CJ THOMPSON**  
Diversity and Inclusion Council Co-Chair



# our progress

## WORDS MATTER

Our everyday language can make a world of difference in whether a Prime employee or partner feels included or excluded, heard or ignored. By examining how we talk about our DEI efforts and the words we use, we can be honest in our challenges and clear in our objectives moving forward.

## DIVERSITY AND INCLUSION DEFINITIONS

Diversity at Prime means giving respect, fairness and acceptance to all individuals whose qualities, backgrounds and/or experiences may be different from your own.

Inclusion at Prime is about creating “radical welcome-ness,” where every day you can be your authentic self and achieve your highest potential.

## RADICAL WELCOME-NESS

The Council’s aim is to create a culture of inclusion by embracing radical welcome-ness:

What is radical welcome-ness? Let’s break down the words:

**Radical:** At all costs, prominent, life changing.

**Welcome-ness:** To receive others gladly into one’s presence.

Embracing radical welcome-ness means gladly, completely, and earnestly receiving colleagues of all backgrounds, races, ethnicities, gender identities, sexual orientations and religions.

“ Prime’s DEI efforts makes me feel confident that the company is working to become more transparent and equitable. I feel that I can be more authentic to myself at work knowing that diversity, equity and inclusion are valued in the company. By feeling welcome at Prime, I am encouraged to apply those same values in serving our clients and members.”



**RICHARDSON HANDJAJA**

Asian, Pacific Islander, Desi, and Allies Employee Resource Group Chairperson

## EMBODYING OUR VALUES: EMPLOYEE EXPECTATIONS

We embrace radical welcome-ness through each of the Employee Expectations at Prime:

### Act with courage

Recognize and acknowledge our own biases. Respectfully foster open and safe dialogue to help eliminate bias, microaggressions, prejudice, racism and intolerance in the workplace and in our communities.

### Be transformative

Work to open the hearts, minds and skills of Prime’s workforce to build a diverse and inclusive workplace culture.

### Elevate knowledge

Seek out opportunities to learn and openly share our knowledge with others. Provide educational diversity and inclusion opportunities to all Prime employees. Improve awareness and drive action on a path to radical welcome-ness.

### Advance our purpose

Foster a workplace culture that aligns with the communities and members we serve by empowering every employee to be their truest, most authentic self.



# the path ahead

## EDUCATION, LEARNING AND COLLABORATION

The goal at Prime is to provide a sense of welcome and belonging to all team members. MindGym is an experienced vendor partner, sparking conversations focused on positivity, learning and reflection.

Through MindGym, we launched Ignite Inclusion training by functional business area. By creating an inclusive environment using this training, we can truly value what makes each of us unique, leading to a sense of belonging.

### IGNITE INCLUSION

Ignite Inclusion is a 60-minute, virtual training facilitated by one of Prime's MindGym certified trainers. The training incorporates MindGym's four cornerstones:

- Value variety
- Step up
- Forbid and forgive
- Judge wisely

“ *This work challenges the status quo. Identifying unconscious bias and privilege will require courage. Bringing it to light will be transformative. This is what we have committed to do. We have a responsibility to keep our eyes open in our work at Prime, for our colleagues and for the benefit of our members.*”

CHRIS BENT

Sr. Vice President, Chief Operating Officer

### IN THE TRAINING, PARTICIPANTS:

- Learn about similarity, along with bystander and stereotype biases
- Explore how these biases show up in day-to-day decision-making and the impact they can have
- Discover the conscious techniques they can use to remove these biases from their decisions and contribute to a culture of inclusion

### SO FAR,

75% OF THE ORGANIZATION  
HAS COMPLETED  
THE TRAINING

### AND WE'RE COMMITTED TO ACHIEVING

100% PARTICIPATION

## WHAT PARTICIPANTS ARE SAYING

“ *Valuable, timely and appropriate. Excellent use of corporate resources. Seeing the greater good being prioritized at WORK—phenomenal. Excellent way to bring awareness to people who might not be inclined to seek the information on their own in their private lives.*”

“*I really appreciate that we are going after this topic company-wide and building a framework by which we can make those small improvements that add up to the right culture at work and in our communities.*”

“*I think this was an excellent way to approach a touchy subject and get people thinking how they treat others and the consequences of not being open to other people. It was ‘how does MY behavior affect others’—not beating us up because we are perceived as or assumed to be prejudiced. There are SO many ways we have negative responses to others, not just race—weight, age, gender, etc.*”

# steady progress through small steps

## TRACKING OUR DEI EFFORTS

As we prioritize DEI initiatives throughout our organization, it's essential that we work toward our inclusion goals through inclusive means. A first step: the creation of Employee Resource Groups (ERGs), led and populated by experienced team members as well as new additions to Prime.

*“If we want to help foster a culture at Prime where everyone feels like they belong and can thrive, we have to be fully engaged in the process to do so. Being involved in ERG events and initiatives strengthens employee engagement, provides opportunities for professional development, allows for networking and socializing, helps foster a better work environment where everyone can be their authentic selves, and raises awareness of relevant issues.”*



**ZABRINA WATKINS**

Black Professionals + Allies  
Employee Resource Group Leadership Team Member

### EMPLOYEE RESOURCE GROUPS: ACTIVITIES AND ACCOMPLISHMENTS

- Hosted Pay Equity educational series
- Founded Women in Leadership panel
- Launched a Diversity Book Club, hosted by Renee Treberg
- Donated to three U.S.-based 501(c)(3)s in response to India's COVID-19 crisis: Association for India's Development, Doctors Without Borders, and UNICEF
- Donated to UN Women to assist women and children who are Afghan refugees

### Hosted the first Courageous Conversation sessions, including:

- Model Minority Myth, hosted by APIDA ERG
- December Dilemma, hosted by Tanenbaum Center for Interreligious Understanding
- National Disability Employment Awareness Day Panel, hosted by The Arc Minnesota
- VetFAN U.S. withdrawal from Afghanistan, hosted by VetFAN ERG
- Allyship in Youth, hosted by D&I Council
- Thriving in the Face of Change/Veteran's Day, hosted by speaker Justin Constantine
- Seasonal Self-Care, hosted by Women + Allies ERG

*“We recognize that racial disparities in health care have a profound impact on the quality of care that patients receive, and there are cultural nuances within the Asian, Pacific Islander, and Desi population that may prevent them from getting the care that they need. My ERG — Asian, Pacific Islander, Desi, and Allies — can provide assistance to Prime teams in increasing health care outcomes for members.”*



**RICHARDSON HANDJAJA**

Asian, Pacific Islander, Desi, and Allies Employee Resource Group Chairperson



# key milestones

“There’s something really special that happens when you can serve others and take your focus off yourself. And when you get to share that experience with your peers and coworkers, it does so much to humanize and break down barriers to relationship building.”



AARON COX

Military, Veterans, Families and Allies Network Employee Resource Group Co-Chair

## 2018

- Formed D&I Council
- Established Executive Sponsor role and business area subject matter expert (SME) partnerships

## 2019

- Sponsored and participated in Twin Cities Pride Festival
- Hosted D&I sessions at spring and fall Prime Career Day events
- Participated in Diversity Career Fair

## 2020

- Sponsored and participated in Twin Cities Virtual Pride Festival
- Created Director of Diversity, Equity and Inclusion role
- Started OutFront MN trainings/education
- Held Brandon Hall Group “A Disciplined Approach to Diversity and Inclusion” training
- Participated in community rebuilding efforts through a paid volunteer day
- Added Martin Luther King Jr. Day as a paid company holiday
- Published *Prime Eats Better Together Cookbook*
- Added D&I-related questions to employee engagement survey
- Established D&I Alumni Board
- Held Employee Listening and Leader Dialogue sessions
- Launched new Employee Resources Groups (ERGs): Prime Pride and Women + Allies
- Participated in Professional Diversity Network and Eagle Group of MN (Veterans) Career Fairs
- Hosted D&I session at Prime Career Day events
- Established Prime Together Foundation

## 2021

- Added pronouns and sexual orientation options to Workday
- Added domestic partnerships to 2022 benefit period
- Removed cap for gender reassignment surgery
- Established diversity recruiting and development organizational goal
- Scored 100 on Corporate Equality Index
- Achieved Yellow Ribbon Program certification
- President and CEO of Prime Therapeutics Ken Paulus signed CEO Action Pledge
- Launched Prime Together Foundation 501(c)(3), initiating employee nominations and establishing grant distribution process
- Launched company-wide mentorship program
- Launched three additional ERGs: Asian, Pacific Islander, Desi & Allies (APIDA), Veterans, Families and Allies Network (VetFAN), and Black Professionals + Allies
- Took a deeper dive into demographic data, including candidate, workforce, turnover and retention
- Incorporated DEI-related behavioral requirements into leadership expectations
- Sponsored and participated in Twin Cities Pride and Heartland Pride

# WHAT'S NEXT ON PRIME'S DEI JOURNEY?

Every year, we plan to update this document with accomplishments and progress we all can be proud of. And most importantly, we will be building our collective capacity for allyship, advocacy and understanding.

Offering radical welcome-ness in every interaction.

And constantly finding new ways to move forward — together.

1. Prime Therapeutics employee population as of January 1, 2022.

2. Seasonal employees excluded.

3. Hispanic or Latino data represents the percent of population identifying their Race and/or Ethnicity as Hispanic or Latino.

4. Other includes any of the following: 1) Employees who indicated they wish to not disclose self-identification data, 2) There are not enough respondents of a particular category to meet confidentiality criteria, or 3) Self-Identification data is not available.

5. Leader is defined by Position Level and includes: Supervisor, Manager, Director, Senior Director, Assistant Vice President, Vice President, Senior Vice President, Executive Vice President.

6. Senior Leadership, or Internally SLT, is defined by Position Level and includes: Assistant Vice President, Vice President, Senior Vice President, Executive Vice President.



FOR MORE INFORMATION, VISIT  
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