Diversity is essential to a total workplace culture supported by long-standing expectations around professional behavior, fairness and inclusion options for employees. This is more important than ever amid the tightening competition for talent.

CONNECTING CONSUMERS to energy resources across the country via high-voltage electric transmission infrastructure requires a level of skill and innovation that only a diverse and inclusive workforce can deliver.

We respect not only the obvious differences among employees, but also the unique ideas, talents, background and experiences they bring to our company. These valuable differences drive our business success and allow us to better reflect the diverse constituents, customers, shareholders and communities we serve. Diversity is essential to a total workplace culture supported by long-standing expectations around professional behavior, fairness and inclusion options for employees. This is more important than ever amid the tightening competition for talent.

The pillars of our approach to diversity and inclusion are:

Expectations and policies
- The expectations and policies found in our code of conduct and employee handbook (e.g., respect, fair treatment, nondiscrimination, sexual harassment, opportunities for inclusion) are discussed regularly across desks, in hallways and at meetings.
- Our company intranet is used to celebrate and educate employees around values, mindset, and behavioral expectations and reporting responsibilities.

Reporting
- An open-door policy starting with me invites employees to report issues they believe need to be addressed with any member of management.
- My periodic email messages to employees contain a direct email link back to me to address any employee questions, concerns or issues. Regular Lunch with Linda group sessions offer a similar opportunity for feedback.
- Through our whistleblower website, email mechanism, and intranet and bulletin board notices, we encourage employees to report, anonymously or personally, issues they may encounter or have
concerns about. These are addressed by a dedicated response team.

- A human resources/employee relations team is trained to investigate and respond to reported issues and concerns.

Training

- As part of their training, new hires engage in policies specific to professional behavior and expectations, anti-harassment, and nondiscrimination.

- Our annual ethics- and compliance-themed week of activities includes behavioral examples, expectations and reporting responsibilities.

- Bi-annual employee training is provided on code of conduct, nondiscrimination and anti-harassment policies.

People and process

- To ensure fairness in hiring and selection, we leverage a team approach to interviewing and hiring employees and use multiple interviewers with the ultimate selection decision being made in conjunction with a higher-level manager.

- Performance reviews are approved by a higher-level manager and include employee self-assessment input directly on the form. Resulting compensation decisions are reviewed by a higher-level manager before being finalized.

- The human resources team analyzes and reviews on an annual basis compensation changes for fairness and equity within similar job groups and employee demographics.

- I was pleased to recently form a women’s leadership group to focus on developing initiatives to support a work environment that will attract and promote the advancement of our women leaders. We also participate and leverage our initiatives at the annual Women in Executive Leadership conference hosted by our parent company, Fortis Inc.

Drawing on the strength of employee diversity and offering avenues for inclusion are essential to attracting and retaining the talent ITC needs to advance its reputation as a leader in modernizing electric transmission infrastructure.

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