

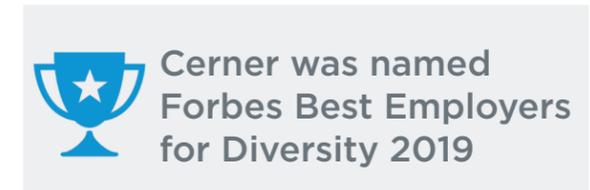
# Cerner's Diversity and Inclusion Journey



Through 2018, Cerner's philosophy has been to integrate our support for diversity and inclusion into everything that we do.

## We believe...

- We believe in viewing people by their capabilities and contributions to our mission, and not by their challenges or differences.
- We believe that diversity provides valuable perspective, creativity, innovation and experience to our workforce.
- We believe that unique experiences of our Associates from various cultures and backgrounds provide better solutions for our clients and contribute to an internal support system and social network for our Associates.



	1979-2011	2012	2013	2014	2015	2016	2017	2018
Highlights	<ul style="list-style-type: none"> <li>• '97: 1st Diversity Training</li> <li>• '09: Cerner's Board of Directors passes resolution to focus on D&amp;I</li> <li>• DDI Training</li> <li>• Partnership with regional workforce development and university partners</li> </ul>	<ul style="list-style-type: none"> <li>• Associate focused solely on Cerner's D&amp;I efforts</li> <li>• France Charter against discrimination</li> <li>• Cerner Apprenticeship Program</li> </ul>	<ul style="list-style-type: none"> <li>• Automated tools utilized to post open positions to diverse sites</li> <li>• Job offer letters highlight our support and diversity</li> </ul>	<ul style="list-style-type: none"> <li>• D&amp;I highlighted in Code of Conduct</li> <li>• Targeted campus recruiting to diverse students</li> <li>• Diversity highlighted on Careers site</li> <li>• CernerKids teachers complete D&amp;I training</li> </ul>	<ul style="list-style-type: none"> <li>• Cerner Marketing and other groups D&amp;I training</li> </ul>	<ul style="list-style-type: none"> <li>• Local Job Network for Recruiting</li> <li>• Supplier Diversity Council</li> </ul>	<ul style="list-style-type: none"> <li>• Charter of Diversity signed in Spain</li> <li>• Supplier Diversity included in RFP process</li> </ul>	<ul style="list-style-type: none"> <li>• Exec hired to focus on D&amp;I Strategy</li> <li>• India Valuing Diversity training</li> <li>• Diversity brochure for recruiting</li> <li>• Spain D&amp;I Subject Matter Experts seminar</li> </ul>
Women & Families	<ul style="list-style-type: none"> <li>• On-site daycare available at major U.S. campuses</li> </ul>	<ul style="list-style-type: none"> <li>• National Center for Women &amp; Information Technology</li> <li>• Girls in Tech KC founded</li> <li>• Central Exchange Leadership Lyceum</li> </ul>	<ul style="list-style-type: none"> <li>• Cerner Certified Maternity partnerships with KC hospitals</li> <li>• Associate affinity for Women &amp; Allies</li> <li>• Society of Women Engineers chapter support</li> </ul>	<ul style="list-style-type: none"> <li>• Central Exchange STEMMY Awards</li> </ul>	<ul style="list-style-type: none"> <li>• Girls Who Code events</li> <li>• Girl Scouts programming workshops in Spanish</li> <li>• Expanded parental bonding in US</li> <li>• Grace Hopper Annual Convention sponsorship</li> </ul>	<ul style="list-style-type: none"> <li>• India launched Women in Leadership Program 201</li> <li>• Women in Tech group created</li> <li>• France Equity Gender agreement</li> <li>• Supplier Diversity formal tracking of Women Business Enterprises</li> </ul>	<ul style="list-style-type: none"> <li>• Australia Workplace Gender Equality Agency report</li> <li>• India launched Women in Leadership 101</li> <li>• Offered fertility network coverage for US health plan</li> </ul>	<ul style="list-style-type: none"> <li>• UK Gender Pay Gap report</li> <li>• Spain National Award</li> <li>• India Women in Leadership training</li> </ul>
Military / Veteran	<ul style="list-style-type: none"> <li>• Supplemental Benefits/Pay during deployment</li> <li>• Patriot Award</li> </ul>	<ul style="list-style-type: none"> <li>• Military Decoder for position matching</li> <li>• Military-focused recruiting targets</li> <li>• Johnson County Community College Military Advisory Representation</li> </ul>	<ul style="list-style-type: none"> <li>• Honor on American Royal Parade float</li> <li>• Highlighted in G.I. Jobs</li> </ul>	<ul style="list-style-type: none"> <li>• Army Pays partnership</li> <li>• Show-Me Heroes Flag of Freedom Award</li> </ul>	<ul style="list-style-type: none"> <li>• Veteran badge holders for engagement and recognition</li> </ul>	<ul style="list-style-type: none"> <li>• Local Military base career fair sponsorship</li> <li>• Patriot Outreach</li> <li>• Spencer C Duncan Foundation</li> <li>• St Michael's Veteran Center</li> </ul>	<ul style="list-style-type: none"> <li>• Hiring our Heroes Partnership</li> <li>• Supplier Diversity formal tracking of Veteran-Owned Small Business</li> <li>• Onward to Opportunity</li> </ul>	<ul style="list-style-type: none"> <li>• Student Veterans of America National Conference</li> <li>• No Barriers Veteran's Services</li> </ul>
Race & Culture & Generational	<ul style="list-style-type: none"> <li>• GlobeSmart</li> <li>• First Hand Reach Trips</li> <li>• H1B sponsorships</li> </ul>	<ul style="list-style-type: none"> <li>• Targeted pipeline and community outreach partnerships</li> <li>• Prep KC Pathway</li> <li>• KC Tech Impact</li> <li>• France Plan Senior (Retention programs for age 55+ / return to work for age 50+)</li> </ul>	<ul style="list-style-type: none"> <li>• France Contrat de generation (Cross Intergenerational exchange)</li> <li>• National Society of Black Engineers Recruiting</li> </ul>	<ul style="list-style-type: none"> <li>• Jasmine Lynne Scholarship</li> <li>• Ramadan education for managers</li> </ul>	<ul style="list-style-type: none"> <li>• University of MO Bottom Line Case for Diversity</li> <li>• KCK Tech Impact</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier Diversity formal tracking of Minority Business Enterprises</li> <li>• Vasey Academy Corporate Showcase</li> </ul>	<ul style="list-style-type: none"> <li>• National Society of Black Engineers National Partnership</li> <li>• IHAWKe (Indigenous, Hispanic, African American, Women KU Eng) board representation</li> </ul>	<ul style="list-style-type: none"> <li>• Historically Black Colleges and Universities Recruiting</li> <li>• HBCU Connect Relationship</li> <li>• ProSource Relationship</li> <li>• PREP - KC Pathways to Tech</li> </ul>
LGBTQ	<ul style="list-style-type: none"> <li>• '05: EEO &amp; Anti-harassment Policies include "sexual orientation" and "gender identity"</li> <li>• '07: Health benefits for same-sex partners</li> </ul>	<ul style="list-style-type: none"> <li>• Founding member of Mid-America Gay &amp; Lesbian Chamber of Commerce</li> </ul>	<ul style="list-style-type: none"> <li>• Host Mid-America Gay &amp; Lesbian Chamber of Commerce B2B event</li> </ul>	<ul style="list-style-type: none"> <li>• University of MO - KC LGBTQIA Chancellor's Council representation</li> </ul>	<ul style="list-style-type: none"> <li>• Host Human Rights Campaign Corporate Equality Index awards in KC</li> <li>• University of MO - KC Pride breakfast sponsor</li> <li>• Associate Relations Guide to Transitioning in the Workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Added non-surgical transgender benefits</li> </ul>	<ul style="list-style-type: none"> <li>• HRC Equality Brunch table sponsor</li> <li>• Best-in-class fertility network &amp; coverage including same-gender partners</li> <li>• Supplier Diversity formal tracking of LGBT Business Enterprises</li> </ul>	<ul style="list-style-type: none"> <li>• HRC Corporate Equality Index - Perfect Score of 100 Award</li> <li>• Benefits added for Transgender surgical coverage</li> </ul>
Disability	<ul style="list-style-type: none"> <li>• Associate affinity/engagement groups</li> <li>• '11: France Disability Plan</li> </ul>	<ul style="list-style-type: none"> <li>• YMCA Challenger Program for Children/Families with Disabilities</li> <li>• Children's Center for the Visually Impaired</li> <li>• Children's Therapeutic Riding Center</li> </ul>	<ul style="list-style-type: none"> <li>• Disability: IN Greater KC (GKCBLN) Disability Champions Award</li> </ul>	<ul style="list-style-type: none"> <li>• Disability: IN Greater KC (GKCBLN) board representation</li> </ul>	<ul style="list-style-type: none"> <li>• Hosted annual World Usability Day</li> </ul>	<ul style="list-style-type: none"> <li>• Partner in the development of SHIFT, used for recruiting</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity: IN Greater KC (GKCBLN) Platinum Member</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Volunteer Group of the Year at The Whole Person</li> <li>• India Project Inclusivity - Differently Abled</li> </ul>

Note: Table above represents highlights, not a complete list.