

Gender equality at CHG.

When you believe in Putting People First, good things happen. That's how CHG Healthcare achieved pay parity. By building a culture of inclusion and fairness, we closed the gender pay gap, and women at CHG began earning equal pay for the same work.

But we know we still have work to do to. That's why we're committed to continuing Putting People First and creating an inclusive culture for all.

PAY PARITY.

On average at most companies, women make \$0.82 for every \$1 a man makes. Men and women should be paid equally for the work they do, and at CHG, they are.



LEADERSHIP.

46% of senior directors and above are women, including **29%** in VP roles and above.

In 2021, CHG signed the **Parity Pledge**, a commitment to interview at least one qualified woman and person of color for every open role, VP and higher.

GENDER REPRESENTATION.

Part of an equitable workforce includes representation. CHG strives for equality at all levels of leadership.



FLEXIBILITY AND SUPPORT.

CHG supports women by offering:

- Flexible work schedules, including remote options
- Fully paid medical leave
- 12 weeks of fully paid parental leave
- Access to care-related resources like Wellthy, Care.com, and Learning Care Group
- Company match for our Dependent Care FSA offering



RECOGNITIONS.

- In 2020, 2021, 2022, and 2023, CHG was included on the **Shatter List**, an award that showcases technology companies that are creating and enacting practices and cultures that remove the glass ceiling. The list is sponsored by the Women Tech Council.
- CHG was also included on In Utah's 2022 - 2023 list of **100 Companies Championing Women** for our family-friendly policies and women-specific initiatives.
- Parity.Org recognized CHG on their 2023 list of **Best Companies for Women to Advance**. We were among other companies recognized for fostering a culture in which women can rise.



METHODOLOGY

All data from CHG Healthcare internal sources.

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