

**HYBRID MEETING OF THE BUSINESS AFFAIRS COMMITTEE
OF THE BOARD OF TRUSTEES
Community College of Philadelphia
Wednesday, February 15, 2023 – 9:00 A.M.**

Present for the Business Affairs Committee: Mr. Michael Soileau (presiding) (*via Zoom*), Mr. Rob Dubow (*via Zoom*), Mr. Steve Herzog (*via Zoom*), Mr. Jeremiah J. White, Jr., Dominique Ward, Esq. (*via Zoom*), Mr. Ronald Bradley (*via Zoom*), and Mr. Harold Epps

Present for the Administration: Dr. Donald Guy Generals, Mr. Jacob Eapen, Ms. Marsia Henley, Danielle Liautaud-Watkins, Esq. (*via Zoom*), Mr. Gim Lim, Dr. Shannon Rooney (*via Zoom*), Mr. Derrick Sawyer, Mr. Tim Trzaska, Victoria Zellers, Esq., Mr. Vijay Sonty, Dr. Alycia Marshall, Mr. John Wiggins, Dr. Mellissia Zanjani, Ms. Lisa Hutcherson and Ms. Josephine DiGregorio

Guests: Dr. Judith Gay (*via Zoom*), Vice President Emerita
Ms. Sabrina Maynard, Office of Finance, City of Philadelphia (*via Zoom*)

PUBLIC SESSION
AGENDA

Please note that Attachment A contains a spreadsheet that lists the vendor/consultant, the amount, and the source of funding (i.e., Capital Budget, Operating Budget, Perkins Grant, or Bond Proceeds) which College Administration is seeking approval.

Mr. Soileau opened the meeting and pointed out to the Committee that overall, he does not see any of the following agenda items to be contentious because there are funds in the budget to take care of each item. He then asked Mr. Eapen to proceed with agenda item one.

(1) Purchase of CATTO Laptops (Action Item):

Mr. Eapen stated the College's program requires that the CATTO students have laptops. He stated that the request is to purchase 250 Lenovo laptops at a cost of \$610 for a total cost of \$152,688 which provides a one-year warranty and a three-year total maintenance. Mr. Eapen stated that the College went through a review of all manufacturers and Lenovo was the most responsible and practical manufacturer. He further mentioned that the College is buying under the COSTARS purchasing program and that the funds are in the CATTO Budget. The College is requesting approval to purchase 250 laptops at the cost of \$152,688 using CATTO dollars. (Please refer to Attachment B.)

Mr. Soileau reported to the Committee that he asked Mr. Eapen to work with his team to figure out from a technology perspective, if there was a way to disable the laptops remotely which might encourage the students to return the laptops after a certain period of time since they will have no use for the laptop. Mr. Soileau pointed out that there have been incremental efforts in getting back the laptops as well as students signing a laptop loaner agreement with a return guaranteed; but unfortunately, this does not always happen.

Mr. Soileau asked if the Committee was in favor of the purchase of the 250 laptops at the cost of \$152,688 using CATTO dollars.

Action: Mr. White moved and Mr. Herzog seconded the motion that the Committee recommend to the full Board the purchase of the 250 Student Loaner laptops for CATTO students from CDWG at the cost of \$610.75 each for a total cost of \$152,688 which includes a one-year warranty and three-years total maintenance and support. The College will be using CATTO dollars for the purchase of the laptops. The motion passed unanimously. Hearing no nays nor abstentions, Mr. Soileau stated it will be forwarded to the full Board for approval.

(2) Renewal of Trion Contract (Action Item):

Mr. Soileau stated that Mr. Eapen and his team will walk the Committee through the renewal of the Trion contract. Trion is the College's benefits consultant. Mr. Eapen stated that, three years ago, the College did an RFP for a benefits consultant and Trion was selected based on their bid as well as their services that they were willing to provide to the College. He stated the three years have passed and the College is requesting that the Trustees consider renewing their contract for two years. Mr. Eapen asked Ms. Hutcherson to discuss the services Trion provides, followed by Ms. Henley to discuss Diversity, Equity and Inclusion.

Ms. Hutcherson stated that Trion has been a solid business partner of the College over the past two years and has assisted the College with the business administration of the College's benefits plan which has not been an easy task. She stated that the College has a pretty complex benefits plan between the active and retirees' benefits. Ms. Hutcherson noted that in Attachment C, Trion has saved the College almost \$1.7 million in savings, cost avoidance and re-negotiation of the College's contracts with the College's dental providers, Stop/Loss and medical plans. Ms. Hutcherson stated that the College is ideally positioned based on Trion's knowledge and expertise as the College moves into negotiations. She further expressed that the College has a lot to do in terms of trying to redesign the College's benefits plan as the College's prescription costs and medical costs continue to rise. Ms. Hutcherson said that she hopes that the College can continue to partner with Trion to realize more savings beyond the \$1.7 million. Mr. Hutcherson stated that Trion has been a very supportive and a highly responsive team.

Ms. Henley stated that Trion is under the Marsh McLennan Agency which is located in King of Prussia, PA. Ms. Henley stated that Trion is located in Conshohocken, Pennsylvania and, in this region, has 174 employees of which 67% are females and 29% are other minority professionals. Trion has a number of ongoing DEI efforts. Ms. Henley stated that in 2021, Trion hired a Chief DEI Inclusion Officer. She stated that Trion has a number of awareness programs including a Diversity & Inclusion Council, a COLORES (Community of Latinx Organizers Rising for Education and Solidarity) Resource Group as well as a Race Advisory Council. Ms. Henley stated that Trion has committed \$5 million over three years to support the black communities. Ms. Henley stated that Trion has number of Colleague Resource Groups including GROW (Growth in Relationships and Opportunities for Women), which is a women's initiative, and an Asian Resource Group which promotes and celebrates Asian heritages. Trion also has a Black Lives Affecting Change & Collaboration (BLACC) group, and a colleague resource group, SALUTE (which stands for support, armed forces, leadership, understanding, teamwork and engagement) which supports and celebrates the veteran experience.

Mr. Soileau asked if there are any questions or concerns regarding Trion. Discussions centered on savings with Trion which amounted to close to \$1.7 million in the last two years with Trion in savings/cost avoidance for the College through renewal negotiations related to proposed vendor/carrier premium and fee increases. Mr. Eapen stated that the stop/loss is negotiated on an annual basis. Mr. Eapen stated that when the College starts negotiating on stop/loss which starts in the spring, College staff will get a better understanding of what savings the College can receive.

Mr. Dubow stated that entering negotiations with Trion offers a lower base because of these savings so it will help produce more savings going forward because of what Trion achieved in the last couple of years. Ms. Hutcherson stated that it is the expectation to produce additional savings with Trion. Mr. Eapen stated that the significant part of this is the cost avoidance to the College. Mr. Eapen stated that Trion has agreed to work with the College as the College starts the contract negotiations. He stated that there are some ideas especially in terms of policy costs and medical costs to work with the negotiating team.

Mr. Epps asked that based on Trion's three-year performance, the College would like to extend the contract by two years. Mr. Eapen answered in the affirmative. Mr. Bradley stated that clarifies his question. Mr. Bradley wanted to confirm that instead of going out to bid, the College wanted to negotiate an extension of the contract by two years. Mr. Eapen stated that this was correct, and the College wants to do a two-year extension of the contract. Mr. Bradley asked that at the end of the two years, the College would then send it out for a bid. Mr. Eapen stated that is what the College plans to do at the end of the two years and will come back to the Trustees with a recommendation. Mr. Bradley stated at this point, Trion needs to identify some of these savings and any embedded savings at this point. Mr. Bradley said that the College needs to be careful that Trion does not "clawback" what they will project based on what revenue they lost and try to recover it in the next two years with some cost adjustments based on commodities, service and what it costs to hire staff.

Mr. Soileau stated that the Committee provided great feedback. Mr. Soileau asked if there are any more questions. Mr. White asked how does the cost savings benefit Trion. Mr. Eapen stated that Trion is not a brokerage firm and receives a fixed fee of \$180,000. Mr. Eapen stated that in the past, the College used a brokerage firm and the College lost money. He stated that the College stop using a brokerage firm about four years ago.

Mr. Soileau asked if any Committee members had more comments or questions. If not, he asked to proceed for approval.

Action: Mr. Dubow moved, and Mr. Bradley seconded the motion that the Business Affairs Committee recommend to the full Board the renewal of the Trion Contract in the amount of \$180,000 annually for two years, effective April 1, 2023 through March 31, 2025. The funds will be paid from the Operating Budget. The motion passed unanimously. Mr. Soileau stated it will move to the full Board for approval.

(3) Rental of Laptop Expenses (Action Item):

Mr. Eapen stated that Dr. General wants to stop the laptop rental program. Mr. Eapen stated that the College is currently developing an agreement between CDWG & Follett Bookstore (the College's vendor) to provide the ability for students to buy laptops instead of renting laptops. Mr. Eapen stated that it is difficult for the College to get the laptops back that the College rents or loans to students. Mr. Eapen stated that under the guidance of Mr. Derrick Sawyer, the College is working through the cost of \$610-\$650 per laptop as well as working with the Foundation to get a scholarship that will reduce the cost by \$100. In addition, the students can use their financial aid to buy laptops. The College can now stop the rental of laptops and give the ability for the students to buy one at a reasonable price.

Mr. Eapen said that the College wanted to stop this program before but the College had challenges in terms of having an agreement between the vendor and Follett Bookstore. The College had to rent laptops in order for the students to be ready for the semester. Mr. Eapen stated that Mr. Vijay Sonty will go over the rental program and costs involving the program.

Mr. Sonty stated he wanted to clear up that 20 to 30% of the College's students were in the loaner laptop program. Mr. Sonty stated that if you look at the numbers and the College has 10,000 students for Fall & Spring as an example, that 20% would be 2,000 students and the College started this program two & half years ago. Mr. Sonty stated that over time the College procured over 2,500 laptops through HEERF and CARES dollars. The laptops were primarily given to students as well as some staff and faculty. Mr. Sonty stated that 2,100 students were given laptops and out of those laptops, 280 of them were given to CATTO students. Mr. Sonty stated as of right now, the laptop program is no longer sustainable given College's current enrollment so the College decided in November 2022 to stop the program. Mr. Sonty stated that the College then wanted to collect all of the outstanding loaner laptops and the College sent out communications regarding the laptops. Mr. Sonty stated that there are still 752 students that still have laptops. When the College started the program, the College had 100 rental laptops for loan and they were distributed within a week so the College ended up ordering an additional 200 laptops. Mr. Sonty stated the College ended up renting 300 laptops and the goal was to rent them for three months. Mr. Sonty stated that the students kept on hanging onto the laptops. As of February 2023, the College was able to retrieve 246 of the rental laptops and there are still 65 students with laptops. Mr. Sonty stated that the College is being charged on a monthly basis for those rental laptops. He stated that the College will not most likely get back those 65 laptops. Mr. Sonty stated that the College will buy out the 65 laptops so the College does not have to keep paying the rental company.

Mr. Eapen stated that staff is asking the Business Affairs Committee to vote on buying the laptops from RentalComputer.com for \$138,350 out of the Operating Budget. Mr. Eapen stated that the College did not budget for this fully so the College would need to cover it within the existing budget.

Mr. Soileau asked if there were any comments or questions. With no comments or questions, Mr. Soileau asked for approval.

Action: Mr. White moved and Mr. Bradley seconded the motion that the Business Affairs Committee recommend to the full Board the approval to buy the laptops from RentalComputer.com in the amount of \$138,350. The funds will be paid from the Operating Budget. The motion passed unanimously. Mr. Soileau stated it will move to the full Board for approval.

(4) Next Meeting (Information Item)

A Hybrid meeting of Business Affairs Committee is scheduled for Thursday, March 30, 2023 at 9:00 a.m.

The Public Session adjourned at 9:30 a.m.

EXECUTIVE SESSION

An Executive Session followed the Public Session. Discussions centered on legal and personnel matters.

ATTACHMENT A FUNDING
FOR ACTIONS ITEMS

BUSINESS AFFAIRS COMMITTEE MEETING

AGENDA: February 15, 2023

Agenda No.	Vendor/Consultant	Amount	Source
1.	CDWG	\$152,688	CATTO Funds
2.	Trion	\$180,000	Operating Budget
3.	RentalComputer.com	\$138,350	Operating Budget

ATTACHMENT B

Background on Purchase of CATTO Laptops

Lenovo Unit Specs: **KEY SPECIFICATIONS**

Processor AMD Ryzen™ 3 / 5 / 7 Processor

Operating System Up to Windows 11 Pro

Display 14" FHD TN (1920 x 1080) Anti-Glare 250nit/14" FHD IPS (1920 x 1080) Anti-Glare 300nit

Graphics AMD Radeon Graphics

Memory Up to 32 GB DDR4 (3200Mhz) 2 x DIMM

Storage Up to 1TB HDD , Up to 512GB SSD

Audio Dolby Audio

Battery† 38Wh Polymer Battery or 45Wh Polymer Battery

Power Adapter *One of the following*

65W USB-C (2-pin)

65W USB-C (3-pin)

Camera HD 720p with Privacy Shutter

Keyboard , 6-row, Spill-resistant keyboard,

Dimensions Aluminium (top), PC + ABS (bottom) models: 324.2 x 215.2 x 17.18 mm (12.76 x 8.47 x 0.68 inches)

PC + ABS (top), PC + ABS (bottom) models: 324.2 x 215.2 x 17.65 mm (12.76 x 8.47 x 0.69 inches)

Weight Aluminium (top), PC + ABS (bottom) models: Starting at 1.51 kg(3.34 lbs)/PC + ABS (Top), PC + ABS (Bottom) models: Starting at 1.5 kg (3.3 lbs)

GREEN CERTIFICATIONS

Energy Star 8.0, RoHS compliant

OTHER CERTIFICATIONS

optional EPEAT Silver

CONNECTIVITY

I/O Ports 1x USB 2.0, 1x USB 3.2 Gen 1 (Always On),1x USB-C 3.2 Gen 1 (support data transfer only), 1x USB-C 3.2 Gen 1 (support data transfer, Power Delivery 3.0 and DisplayPort™ 1.4),1x HDMI 1.4b, 1x Ethernet (RJ-45), 1x Headphone / microphone combo jack (3.5mm)

WLAN + Bluetooth *One of the following*

Mediatek MT7921 11ax, 2x2 + BT5.1

RTL8852BE 11ax, 2x2 + BT5.1

ATTACHMENT C

Renewal of Trion Contract Stewardship Summary



MarshMcLennan
Agency

Stewardship Summary

Community College of Philadelphia

12/2/2022

Your future is limitless.SM

Services currently being performed

Strategic planning

- Market overview
- Business objectives
- State of the Market Update
- Benchmarking
- Strategy development and plan management
- Total Opportunities Matrix (TOM)
- Stewardship review

Financial management

- Budget development
- Budget tracking
- Contribution and surcharge modeling
- Actuarial plan design modeling including IBNR
- Migration analysis
- Comprehensive RFPs and analysis
- Cost & Utilization Analysis/Data Dashboard

Client service

- Bi-weekly calls/meetings with issue logs
- Quarterly pharmacy newsletters
- Vendor issue resolution
- Implementation support
- Vendor meetings
- Open Enrollment planning and communications
- iNGAGED

Specialty practice expertise

- Trion Rx Practice/pharmacy coalition
- Absence, Life and Disability
- Voluntary Benefits
- Custom Communications
- Technology Consulting & Administrative Services
- Planning & Analytics for Total Health
- Stop Loss Panel

Compliance

- Compliance Center of Excellence support
- Form 5500 Preparation
- Timely Alert/Webinars
- Compliance Checklist
- Ad hoc compliance support

Benefits administration

- Marketlink Technology Solution
- Cobra Administration

Vendor management

- Implementation support
- Utilization Meetings
- Escalated issue resolution
- Open enrollment coordination
- Stop Loss Claims Tracking

Value added services

- Mineral (ThinkHR)
- Benefit E-ssentials
- Well-being Your Way
- Medicare Part D Creditability Testing
- Non-Discrimination Testing
- Global Benefits Management

Financial Stewardship

2020 through 2022 Plan Years (Partnership Began in 2020)

Category	2020 Financial Stewardship	Result (Cost Avoidance)
Medical	<ul style="list-style-type: none"> Negotiated +1.6% Admin fee increase to no change in fees for three years 	\$12,000 cost avoidance
Dental	<ul style="list-style-type: none"> No changes to fully insured rates or ASO fees 	
Life and Disability	<ul style="list-style-type: none"> Negotiated +21% renewal with 12 month guarantee to No Increase for 24 months 	\$163,000 cost avoidance
Stop Loss	<ul style="list-style-type: none"> Negotiated +39.4% renewal with 12/15 contract to +13.4% with 24/12 contract 	\$347,000 cost avoidance Improved Stop Loss contract terms

Category	2021 Financial Stewardship	Result (cost avoidance)
Medical	<ul style="list-style-type: none"> ASO fees under 3 year rate guarantee 	
Dental	<ul style="list-style-type: none"> No changes to fully insured rates Proposed ASO fee negotiated from \$4.99 to \$4.89 	\$2,000 annual savings
Life and Disability	<ul style="list-style-type: none"> Under 24 month rate guarantee 	\$163,000 cost avoidance
Stop Loss	<ul style="list-style-type: none"> Conducted marketing; renewed with Sun Life +8.6% increase 	

Category	2022 Financial Stewardship	Result
Medical	<ul style="list-style-type: none"> ASO fees under 3 year rate guarantee Implemented PrudentRx for Non-Union Population 	\$103,940 hard dollar savings YTD
Dental	<ul style="list-style-type: none"> No changes to fully insured rates or ASO fees 	
Life and Disability	<ul style="list-style-type: none"> Negotiated one year extension of current rates to align marketing with union negotiations 	No Rate change despite poor claims experience
Stop Loss	<ul style="list-style-type: none"> Sun Life renewal +49.1% Conducted marketing; Moved to Granular with +0.4% rate increase 	\$905,000 cost avoidance

Our partnership achieved over \$1.69M savings/cost avoidance for CCP through renewal negotiations related to proposed vendor/carrier premium and fee increases.

Representative Team

Community College of Philadelphia

Andrew Neary
Executive sponsor

Charles Haub/Ron Encarnacion
Relationship manager

Karey Kelly
Strategic Account Manager

Theresa Stenger
Practice Leader

Debbie Montella
Client Leader

Lauren Conley
Client Service Manager

Jason Kaminski
Sr. Underwriter

Strategic initiatives division

Captive solutions

Data analytics

Well-being

Pharmacy

Path

Worksite health

Compliance

Communications

Voluntary
benefits

ACA solutions

Absence,
disability, life

Benefits
administration

Marsh McLennan

How Else Can We Help You?

Additional Resources



Compliance Center of Excellence to keep you up to date and compliant



Digital Solutions including MMA MarketLink, Virtual Health Fairs, and iNGAGED



Stop Loss Center of Excellence with several captive and participatory solutions to help manage this growing risk



Well-being Your Way provides multiple options to help your organization build a Culture of Health including PATH Data Warehousing and Minding Mental Health



Pharmacy Practice and Prescription Drug Coalitions on average saves clients 15% to 20% off their current drug spend



Mineral (formerly ThinkHR) integrated suite of HR knowledge, content and training solutions



Voluntary Benefits Practice including warranty, participatory options and large employer captive solutions



Communications writers and designers create campaigns to get and keep your employees engaged



Absence, Disability & Life Practice to support time away from work and rebalancing strategies for Large Employers



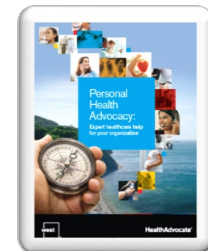
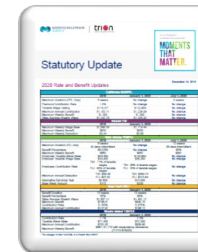
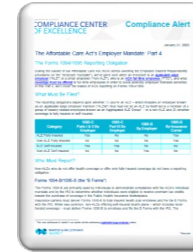
Technology Consulting & Administrative Solutions guiding the you through the *technology acquisition and adoption process*



MMA Retirement Services provide plan consulting and investment advisory services to improve retirement outcomes



Worksite Health Solutions evaluate and implement onsite care solutions



Please note that not all solutions are available to all size Employers, talk to your MMA Representative today about how we can best support your needs.

ATTACHMENT D

Trion-MarshMMA DEI (Diversity, Equity and Inclusion) Overview

MMA's EEO-1 Form

Our Commitment to Diversity, Equity and Inclusion

A deep commitment to diversity, equity, and inclusion is critical for attracting talented people, serving our clients, and generating creative business solutions. To further our journey, MMA welcomed its first Chief Diversity, Equity and Inclusion Officer in the fall of 2021. As Chief DE&I Officer, Kira Kimball provides strategic leadership and supports organizational goals such as:

- Embedding the guiding principles of inclusion, equity, and diversity as a key part of our business strategy.
- Driving purposeful diversity and inclusion, facilitating a culture of understanding, and enhancing the colleague experience.
- Being the employer of choice in our industry by creating an inclusive environment where every colleague is valued, respected, and heard.
- Establishing measures so we know where we are and where we can do better.

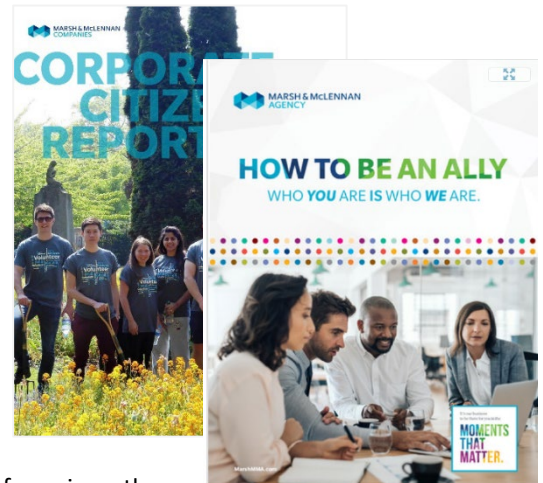


We seek to shape a workplace where colleagues feel valued and are embraced for their individuality. Our approach to inclusion and diversity is driven by deliberate diversity, facilitating a culture of inclusion and understanding, and enhancing the colleague experience. We strive to be the employer of choice in our industry by creating an inclusive environment, where every colleague is valued, respected, and heard.

Lifting up Voices & Raising Awareness

MMA rejects racism, bigotry and discrimination in all forms. We are committed to the fundamental principles of human dignity, equality, community and mutual respect. We've taken the following steps to lead the way on diversity at MMA:

- **Diversity & Inclusion Council:** As part of the MMA National Diversity, Equity & Inclusion (DE&I) initiative, our DE&I Committee is focused on elevating our work experience by committing to a diverse, equitable, and inclusive workplace. All MMA regions have DE&I councils, with a number of regional leaders attaining Certified Diversity Professional (CDP) certifications.
- **Colleague Resource Groups:** Colleague resource groups are groups dedicated to promoting and advocating for a more inclusive work environment. We are proud to offer a variety of Colleague Resource Groups including GROW (Growth in Relationships and Opportunities for Women), Working Parents, Social Justice, Asian Resource Group, Black Lives Affecting Change & Collaboration, COLORES (Community of Latinx Organizers Rising for Education and Solidarity), and SPECTRUM (LGBTQ+).
- **Race Advisory Council:** MMA created a Race Advisory Council whose initial focus is on the Black community, to meet with senior leaders on a regular basis. The Race Advisory Council considered and approved the recommendation to adopt Juneteenth as a company holiday starting in 2021. MMA also hosted a series of "safe space" sessions with Black colleagues, to listen, learn and understand what we can do better, as individuals and as an organization.
- **MMA Voices:** Colleagues with diverse experiences lead a panel discussion highlighting the realities surrounding social injustices, such as gender inequality or racism in the workplace.

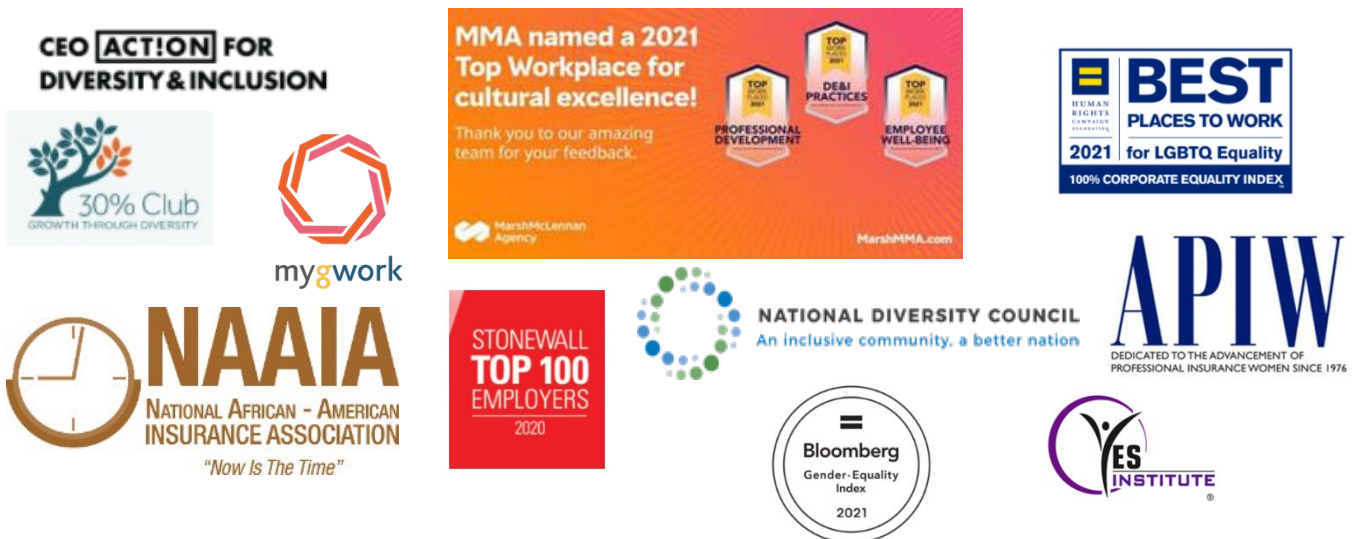


- **Unconscious Bias and Inclusive Leadership:** Through this course, colleagues are able to understand unconscious bias, realize its impact, and learn new skills.
- **\$5 Million Commitment:** In addition to investments internally, MMC committed \$5 million over the next three years, to supporting select organizations that advocate for equity for the Black community and doubling our match for donations our colleagues make to organizations that advocate for equity for the Black community. Through the double-match program, we've already donated close to \$500,000 to social justice organizations this year.
- **Thought Leadership:** As DE&I gains importance in the world of business, MMA continues to drive our organization and our industry to make a lasting difference for our clients, colleagues, and communities. Our parent company Marsh recently published a Risk Management Report highlighting the role of effective DEI efforts in mitigating risk.



Our Recognition

As part of the world's leading insurance broker and risk advisor, our commitment to inclusion and diversity is critical for attracting talented people, serving clients, and generating creative business solutions. We are working to embed the guiding principles of inclusion and diversity as a key part of our business strategy. *We are proud to be named a 2021 Top Workplace for cultural excellence in the categories of DE&I practices, employee well-being, and professional development.*



Looking Ahead

We have more to do. In the coming months, MMA plans to explore recruiting practices, collaborative partnerships with community groups, and sponsorships. Possible opportunities for colleagues include virtual fairs to learn about colleague resource groups, coursework in allyship, and mentorship programs, to name just a few plans on the horizon.

Colleague Resource Groups

Colleague resource groups are groups dedicated to promoting and advocating for a more inclusive work environment. Each group is made of colleagues who volunteer their time to articulate the group's mission, plan events, and develop growth opportunities. There are currently over 25 colleague resource groups across all of Marsh McLennan's businesses with new groups formed regularly. In addition to the groups outlined below, COLORES, dedicated to the advancement of our Latinx colleagues, is in its formative stage with more information to come soon.



In 2016, MMA established our women’s initiative called GROW, which stands for Growth in Relationships and Opportunities for Women. GROW provides women with the tools and support they need to excel. Five key areas of focus include mentorship, inspiration, community involvement, networking, and education.



The **Asian Resource Group (ARG)** strives to enhance and cultivate our colleagues’ abilities both personally and professionally by providing mentorship and professional enrichment activities; networking opportunities; collaboration through community activities and outreach; and forums for colleague engagement while promoting and celebrating our Asian heritages.



Black Lives Affecting Change & Collaboration (BLACC) is an initiative focused on awareness, advocacy, and allyship for our collective Black and African-American colleagues.



COLORES is a colleague resource group created by and for our Latinx colleagues. Our mission is to celebrate our diverse heritage, share resources for our personal and professional growth, and raise awareness as a counterpoint to historical and institutional discrimination. **COLORES stands for Community of Latinx Organizers Rising for Education and Solidarity.**



SALUTE is MMA’s national colleague resource group dedicated to our veteran colleagues and the families of veterans and service members. SALUTE provides a place for colleagues (including non-veterans) to gather to share resources, facilitate open discussion, and celebrate the veteran experience. **SALUTE stands for support, armed forces, leadership, understanding, teamwork, and engagement.**



a Marsh & McLennan Agency Resource Group

At MMA, we're proud to support our LGBTQ colleagues and create an environment where everyone can feel not only like they're accepted, but that they belong here. Our company's greatest strength is the collective talent of our people. The more diverse our backgrounds and experiences, the more we can achieve working side by side.

Partnering with DE&I Organizations

CEO Action for Inclusion & Diversity

We believe businesses can and should do more to advance diversity and inclusion in the workplace. We're committed to creating an environment that attracts more people with different life and work experiences to our firm.

Happily, we're in great company— our CEO Dan Glaser and more than 500 other CEOs have pledged to lead the way on enhancing diversity efforts through specific, measurable actions, including:

- Expanding unconscious bias training
- Fostering an open and transparent culture, where colleagues are safe to speak their minds—and can expect to be heard.
- Creating systems to ensure accountability
- Sharing best practices with other companies



30% Club

In a public commitment to gender equality, MMA signed on to the US chapter of the 30% Club, a campaign for greater representation of women on corporate boards and in other leadership roles. Research suggests that companies with strong gender diversity outperform those that don't. Women make up the majority of our colleague population, and we have a significant opportunity to help more women succeed at the highest levels of our company.

MMA joins 70 other companies in the US chapter, and several of our businesses are already members of chapters around the world, including Mercer in Italy, Ireland and the UK, and Oliver Wyman in Italy.



Bloomberg Gender Equality Index

The Bloomberg Gender-Equality Index (GEI), established in 2018, is a uniquely comprehensive data source that tracks the financial performance of companies committed to advancing women in the workplace globally. Inclusion in the index has become the gold seal for companies to publicly demonstrate their commitment to gender equality, and only companies that score above an established threshold are certified as GEI members. We're in good company among 325 other leading businesses representing 50 industries and 42 countries. Our submission included information about our policies, demographics, culture and business offerings; we are extremely proud that Marsh McLennan earned a spot on this list.



National Diversity Council

On September 1, 2019, MMC was named a National Diversity Council (NDC) corporate partner. The NDC is a non-profit organization dedicated to advancing diversity and inclusion by transforming work places and communities. As an NDC corporate partner, MMC has access to best practices, consulting, and training opportunities from leading D&I organizations. MMC works closely with the NDC in the coming months to identify and develop a long-term strategy to build our own D&I programs and practices.



NATIONAL DIVERSITY COUNCIL
An inclusive community. a better nation

LGBTQ Equality

For over a decade, Marsh McLennan Companies has achieved a perfect score in the Corporate Equality Index and being named a Best Place to Work for LGBTQ Equality in the United States. In 2015, MMC signed on to an amicus brief arguing for marriage rights for same-sex couples in the US and updated company-wide policies and practices to make life easier for LGBTQ colleagues and their families. CEI rated businesses on their policies and practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBTQ community. In addition, MMC is listed by Stonewall, the United Kingdom's leading benchmarking tool for inclusion in the workplace, as a Top 100 Employer for LGBTQ people.



Honoring Veterans

<<Company_Brand>> recognizes that veterans possess skills and perspectives that are tremendously valuable to our company, such as resiliency, team building expertise, cross-cultural fluency and leadership. We value the service, sacrifice and dedication of our veterans. We have the resources to help ease their transition to the civilian workforce and help them build successful careers – and we're proud to do so. Veterans have served our country with distinction, and it is important that we show our support for them. We were named on the best employers for veterans by *Military Times* in 2018.



STATE OF NEW JERSEY

**Division of Purchase & Property
Contract Compliance Audit Unit
EEO Monitoring Program**

EMPLOYEE INFORMATION REPORT

IMPORTANT-READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING FORM. FAILURE TO PROPERLY COMPLETE THE ENTIRE FORM AND TO SUBMIT THE REQUIRED \$150.00 FEE MAY DELAY ISSUANCE OF YOUR CERTIFICATE. DO NOT SUBMIT EEO-1 REPORT FOR SECTION B, ITEM 11. For instructions on completing the form, go to: https://www.state.nj.us/treasury/contract_compliance/documents/pdf/forms/aa302ins.pdf

SECTION A - COMPANY IDENTIFICATION

1. FID. NO. OR SOCIAL SECURITY 26-3237576	2. TYPE OF BUSINESS <input type="checkbox"/> 1. MFG <input checked="" type="checkbox"/> 2. SERVICE <input type="checkbox"/> 3. WHOLESALE <input type="checkbox"/> 4. RETAIL <input type="checkbox"/> 5. OTHER	3. TOTAL NO. EMPLOYEES IN THE ENTIRE COMPANY 490
4. COMPANY NAME Marsh & McLennan Agency, LLC - East Region		
5. STREET 2300 Renaissance Blvd.	CITY King of Prussia	COUNTY Montgomery
	STATE PA	ZIP CODE 19083
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) Marsh & McLennan Co.		CITY New York
	STATE NY	ZIP CODE 10036
7. CHECK ONE: IS THE COMPANY: <input type="checkbox"/> SINGLE-ESTABLISHMENT EMPLOYER <input checked="" type="checkbox"/> MULTI-ESTABLISHMENT EMPLOYER		
8. IF MULTI-ESTABLISHMENT EMPLOYER, STATE THE NUMBER OF ESTABLISHMENTS IN NJ 1		
9. TOTAL NUMBER OF EMPLOYEES AT ESTABLISHMENT WHICH HAS BEEN AWARDED THE CONTRACT TBD		
10. PUBLIC AGENCY AWARDED CONTRACT		
	CITY Monroe Twp. BOE	COUNTY Williamstown
	STATE NJ	ZIP CODE 08094
Official Use Only	DATE RECEIVED	ASSIGNED CERTIFICATION NUMBER

SECTION B - EMPLOYMENT DATA

11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN									
	COL. 1 TOTAL (Cols 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****				
				BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.
Officials/ Managers	25	7	18	0	0	0	0	7	4	0	0	0	14
Professionals	91	27	64	3	3	0	0	21	11	5	1	2	45
Technicians													
Sales Workers	1	0	1	0	0	0	0	0	0	0	0	0	1
Office & Clerical	57	22	35	3	5	0	0	14	9	4	1	0	21
Craftworkers (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	174	56	118	6	8	0	0	42	24	9	2	2	81
Total employment From previous Report (if any)													
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.												

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED? <input type="checkbox"/> 1. Visual Survey <input checked="" type="checkbox"/> 2. Employment Record <input type="checkbox"/> 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES <input checked="" type="checkbox"/> 2. NO <input type="checkbox"/>	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR
13. DATES OF PAYROLL PERIOD USED From: 4/16/2022 To: 4/30/2022		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) John Milne	SIGNATURE	TITLE Senior Consultant	DATE MO DAY YEAR 05 19 22
17. ADDRESS NO. & STREET 2300 Renaissance Blvd	CITY King of Prussia	COUNTY Montgomery	STATE PA
	ZIP CODE 19406	PHONE (AREA CODE, NO., EXTENSION) 877 - 652 - 6712	