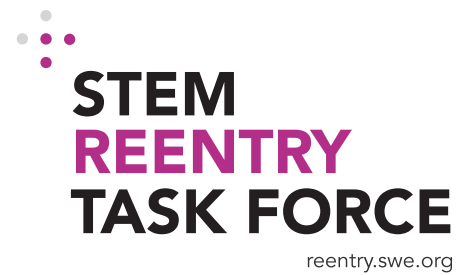


STEM Reentry Task Force Impact Statement



- ● “Our iReturn program offers us a unique opportunity to find diverse, critical talent, especially women, who have left the workforce and are ready to return. We are proud to bring a program that offers careers in a variety of fields, including engineering, supply chain, mission assurance, business and finance programs, and operations. We are honored to continue to work with our partner, SWE, on such an important initiative to have women with engineering and other technical skills return to the workforce.”, says Sandra Evers-Manly, Vice President, Global Corporate Responsibility. “This program provides Northrop Grumman with the opportunity to connect with individuals who can bring their professional skills, combined with their life experiences and emotional intelligence, to add immediate value to the workplace. It’s a win-win-win all around!”

Sandra Evers-Manley, Vice President, Global Corporate Responsibility at the Northrop Grumman Corporation

“IBM said the company’s commitment to diversity and inclusion advanced under Rometty’s leadership. This includes extending parental leave and making it easier for women to return to work after taking time off to care for children.”

USA Today - <https://www.usatoday.com/story/tech/2020/01/30/ginni-rometty-ibms-first-female-ceo-exit-april/2859727001/>

“For us, diversity is more than just women or underrepresented minorities but also men who had left the workforce, perhaps to care for family – this really embodied our commitment to diversity.”

Christina Baldwin, Director, Functional Talent Management, Cummins

“At GM, we’re creating a culture, an energy and an attitude that says anything is possible, especially when we ensure that every employee has a chance to contribute to his or her full potential. That is why we will continue to drive diversity forward.”

Mary Barra, General Motors, Chairman and CEO <https://www.ceoaction.com/actions/take-2/>

In the war for talent, we must remain open to explore and draw from unexpected talent pools. One such pool is experienced female STEM talent-particularly women who have taken extended leaves of absence from employment to care for children, aging/disabled parents or other personal needs and are now ready, but uncertain, how to successfully return to the workforce.

CEO Action for Diversity & Inclusion™ Challenge

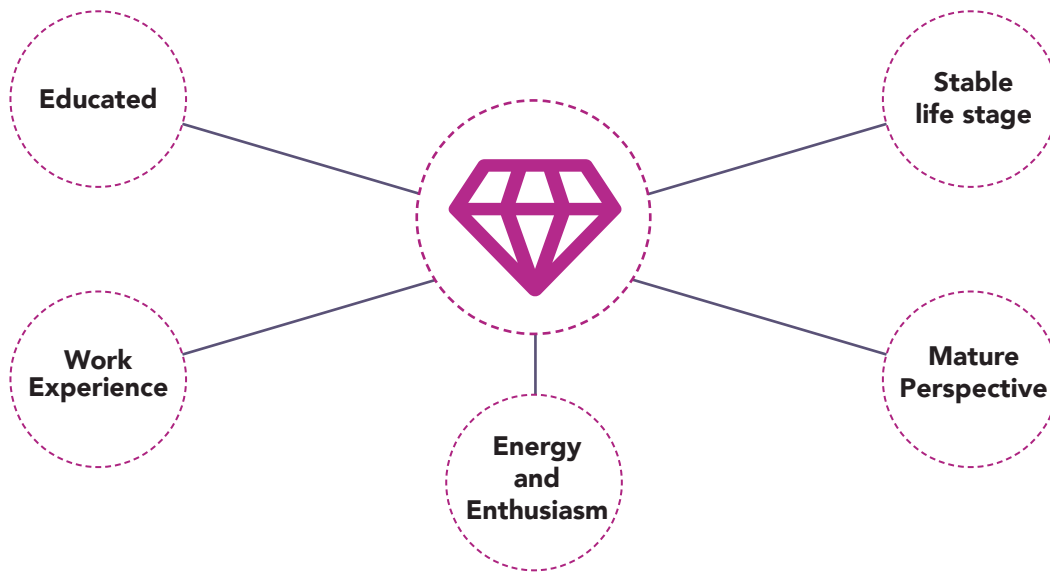
“One intangible benefit of the program is the message the re-entry program sends to our entire workforce. It sends a strong message to young individuals coming into the company, who may not have their entire career planned out, that even if your individual situation takes you away from the workforce for a period of time, we still value your experience and what you have been trained to do.”

Kristen Siemen, Executive Director - Global Validation Engineering, General Motors

CONVERSION RATE OF RETURNERS TO EMPLOYEES



● ●
● **Relaunchers:**
A Gem of the Workforce

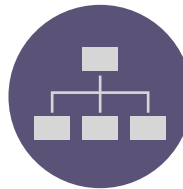


● ●
● **Accessing the**
Relauncher Talent Pool



Relauncher Talent Pool

- High quality
- Largely untapped
- Primarily female



3 Types of Return to Work Program

- Mid-career internships
- Direct hire with support
- Event-based

● ●
● **STEM Reentry**
Task Force Growth

2015	2016	2017	2018	2019	2020
iRelaunch <small>YOUR RETURN TO WORK EXPERTS</small>	Booz Allen Hamilton	Ford	AEROSPACE	Apple	Ameren
swe	CATERPILLAR	GE	asurion	CDM Smith	Chevron
	Commins	Johnson & Johnson	BOEING	Honeywell	FCA
	GENERAL MOTORS	Medtronic	DELL	IR Ingersoll Rand	GLOBAL FOUNDRIES
	IBM	NORTHROP GRUMMAN	MILLIPORE SIGMA	P&G	gsk
	intel	LifeIsOn Schneider Electric	Raytheon		MERCK
	Johnson Controls	United Technologies			Stantec

