

Diversity & Inclusion Snapshot

To reach our strategic goal of promoting a diverse and inclusive workforce, JMT is excited to provide its diversity and inclusion snapshot. The diversity and inclusion snapshot is a summary of JMT's diversity and inclusion efforts and accomplishments over the past several years.

We Want Your Feedback!
Contact the JMT Diversity and Inclusion Committee to share your thoughts.

[CONTACT D&I](#)

Looking Back and Moving Forward

In June 2017, the JMT Board of Directors formalized JMT's long-term D&I efforts and developed the diversity and inclusion committee. The mission of this committee is to sustain work environment and culture that values and supports the diversity and inclusion of people, perspectives, and experiences. Our journey will constantly evolve over time, and we will continue to move forward as a firm, strengthening and maintaining a diverse and inclusive workplace for all employees.

✓ HERE'S WHAT WE'VE DONE!

— 2018

July Appointed a chief D&I officer.

September Launched our D&I statement.

October Partnered with Pope Consulting, a firm that specializes in helping organizations create more inclusive cultures. Pope Consulting provided JMT a "current state assessment" of our diversity and inclusion efforts.

— 2019

January Developed JMT's D&I Charter.

Held a 1-day inclusive leadership program facilitated by Pope Consulting with the JMT to strengthen inclusion and promote our leadership engagement.

February Conducted focus groups for employees to share their feedback, thoughts, and concerns regarding diversity and inclusion.

April Pope Consulting completed their "current state assessment" of JMT's diversity and inclusion efforts and shared recommendations to forward our progress.

September Launched JMT's first Business Resource Group, (BRG). It is called JMT Women's Influence Network, (JMT WIN)

December Released the D&I Action Plan. JMT WIN also expanded its chapters to the Philadelphia office.

— 2020

January Transitioned to using gender-neutral language in all communications. JMT's Written Style Guide was also updated with guidance.

- The D&I Champion program was also launched.

February Re-introduced the "feedback" option on Halogen to recognize D&I efforts. A feedback type was added to the "Kudo for Colleagues" campaign.

March Women's History Month was celebrated with several initiatives which included social media posts, intranet articles and stories, several corporate communications, and company-wide activities.

June JMT sent "A Message of Acknowledgment and Support" to all employees recognizing the recent homicides of Ahmaud Arbery, George Floyd, and countless others.

- JMT launched a giving campaign totaling \$28,000 to the Equal Justice Initiative and Thurgood Marshall College Fund.
- JMT WIN hosted a companywide discussion about racial injustice.

August The second Business Resource Group, Black, Indigenous, and People of Color (BIPOC), was established.

October JMT WIN released their annual report.

December A session on D&I was introduced into JMT's internal lead people classes.

- Promoting a diverse and inclusive workforce was included as a strategic goal in **JMT's Strategic Plan**.

— 2021

February Commemorated Black History Month.

- JMT's second Business Resource Group, Black, Indigenous, and People of Color (BIPOC) launched their first event hosted by speaker David Gould, the Philadelphia 76ers Chief Diversity Impact Officer.
- Rolled out mandatory D&I training for all employees.

March JMT WIN's celebrated Women's History Month by highlighting women at JMT through our intranet and social media.

- JMT posted an article and resource on our intranet regarding anti-Asian hate.

June JMT supports PRIDE month with a LinkedIn post.

Diversity and Inclusion Action Plan Update

We are continually working towards the goals we outlined in our **D&I Action Plan**. We are excited to say we have met most of them. As we continue on our D&I journey, we will adjust our goals to ensure we are strengthening and maintaining an inclusive workforce.

GOAL

1

WORKPLACE INCLUSION

Foster a culture that ensures employees feel included, respected, and valued, enabling them to contribute to their full potential.

- ✓ Support more business resource groups (BRGs) such as the JMT Women's Influence Network (JMTWIN).
- ✓ Provide education on diversity and inclusion to all employees, thereby increasing our education and understanding about creating an inclusive workplace.
- ✓ Promote inclusivity in everything we do.

GOAL

2

WORKPLACE DIVERSITY

Embrace the differences among individuals by recruiting and retaining a variety of people in our organization.

- ✓ Support our human resources efforts to identify qualified applicants from diverse organizations and candidate pools.
- ✓ Deliver training to our hiring managers, giving them the tools to recruit effectively without bias.
- ✓ Raise diversity and inclusion awareness within our internal training programs. This includes candidate selection, award nomination, and compensation practices.

GOAL

3

EXTERNAL AND INTERNAL OUTREACH AND COMMUNICATION EFFORTS

Support and promote essential D&I programs and ensure our external and internal facing communications fully showcase our efforts.

- ✓ Ensure the JMT marketing collateral reflects our brand values and the culture at JMT.
- ✓ Seek partnerships with diverse organizations within the community for events and volunteer opportunities (ACEC Mentor Program, Building Steps, Best Buddies, Year Up, COMTO, WTS, etc.).
- ✓ Create a D&I intranet resource page to provide ongoing communication about our diversity and inclusion efforts.
- ✓ Recruit D&I Champions – JMT employees who want to push the D&I mission forward. Champions are self-aware, collaborative, flexible, and will serve as a resource in their office or region.
- ✓ Select inclusive and diverse consultants, vendors, and suppliers.

Dimensions of Diversity

Diversity encompasses primary, secondary, workplace, and style dimensions. The information below lists some of the diversity characteristics through which all of us process stimuli and information. The ways we view these characteristics lead to the perceptions that we make about others and their behaviors, ultimately affecting our own behavior. We want to create a culture at JMT that uses the dimensions of diversity to think broadly about diversity and inclusion.

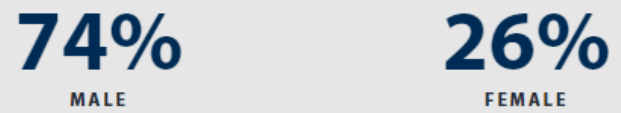
Keep in mind the dimensions we cannot see.

While the information below represents JMT's **primary dimension** of diversity (that which we CAN see). There are three other dimensions we cannot see. (secondary, workplace, and style).

SECONDARY Education Class/Income Language/Accent Marital Status Military Experience Religious Beliefs Geographic Location Nationality	WORKPLACE Organizational Occupation Job Level Job Classification Department Work Location Skills Years with Organization	STYLE Leadership Style Work Habits Performance Expectations Personality Type Communication Style
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JMT's Workforce Demographics *(as of July 2021)*

OVERALL COMPANY REPRESENTATION GENDER

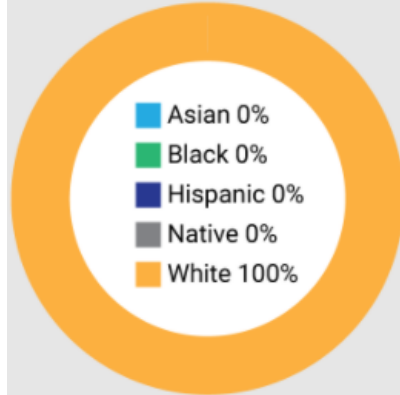


OVERALL COMPANY REPRESENTATION BY RACE



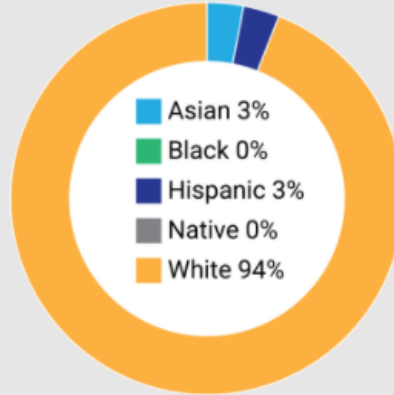
EXECUTIVE VICE PRESIDENT

100% **0%**
MALE FEMALE



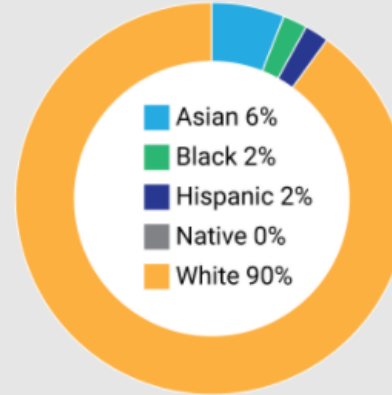
SENIOR VICE PRESIDENT

90% **10%**
MALE FEMALE



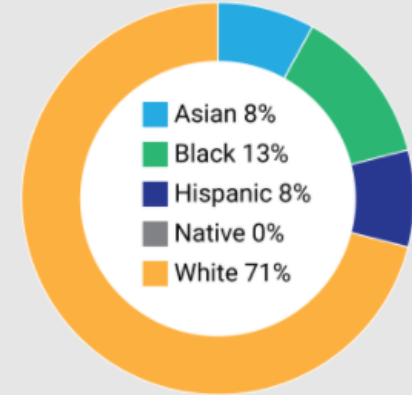
VICE PRESIDENT

87% **13%**
MALE FEMALE



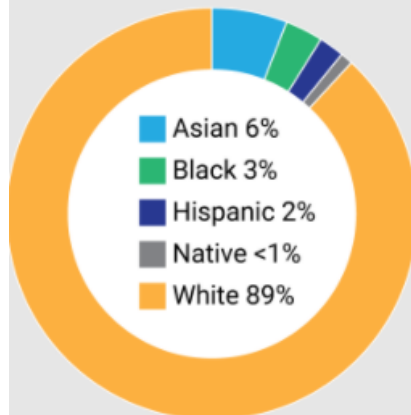
ASSOCIATE VICE PRESIDENT

59% **41%**
MALE FEMALE



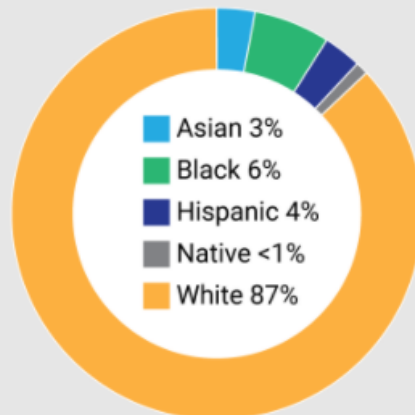
SENIOR ASSOCIATE

75% **25%**
MALE FEMALE



ASSOCIATE

73% **27%**
MALE FEMALE



4%

VETERAN REPRESENTATION

3.6%

DISABILITY REPRESENTATION

**Data Not
Collected**

LGBTQIA+ REPRESENTATION

GENERATION REPRESENTATION

1%

SILENT
(1945 OR BEFORE)

17%

BOOMERS
(1946 - 1964)

23%

GEN X
(1965 - 1976)

47%

MILLENNIALS
(1977 - 1995)

7%

GEN Z
(1996 - 2015)

The JMT Board of Directors

To provide professional services in each state we currently serve, the JMT Board of Directors must meet the following minimum requirements:

- Two-thirds of the board must be design professionals (professional engineers or architects). Currently, eight of the twelve board members meet this requirement.
- At least one board member must be a professional surveyor. Currently, one board member meets this requirement.
- The remaining board members have no specific professional requirements other than to have the expertise and experience to guide management. The three remaining board members meet this requirement.
- The chairman and one additional board member must have security clearance for federal work. Currently, two board members meet this requirement.

The JMT Advisory Board has no specific professional requirements other than to have the expertise and experience to provide guidance to the JMT Board of Directors.

ESOP Trustees

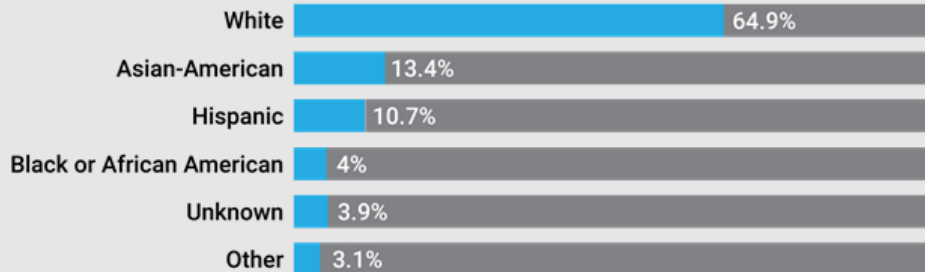
To provide professional services in each state we currently serve, the JMT ESOP Trustees must be registered professional engineers, architects, or surveyors (at least one of each). Currently, the JMT ESOP Trustees consist of four engineers, one architect, and one surveyor.

The JMT ESOP Committee members have no specific professional requirements other than the expertise and experience to provide guidance to JMT ESOP Trustees.

Industry Demographics *(2015, this is the most recent, accurate data available for our industry)*

Source: <https://www.asee.org/papers-and-publications/publications/college-profiles/15EngineeringbytheNumbersPart1.pdf>

Engineering Degrees by Ethnicity (Civil, Electrical, and Mechanical)



Engineering Degrees by Gender



Percent of Women with Engineering Degrees by Discipline



Focusing on Inclusion

JMT is working to focus on inclusion to build a sense of belonging and cultivate an environment of belonging. Inclusion helps empower and motivate people to be their full selves and do their best work.

JMT's Business Resource Groups (BRGs)

JMT's Business Resource Groups are for everyone. We created these groups to support our employees and promote a more inclusive workplace. Our differences make us stronger and more innovative, and they help us better serve our clients.

D&I Champions

D&I Champions are employees who value the differences in the way others look, think, act, believe, etc. Champions practice inclusion using the dimensions of diversity in the action plan as a guide. They are open to changing their perspectives and behaviors and will work to help other employees change their perceptions and behaviors, thereby strengthening JMT's D&I mission, vision, and goals.

Open Call for BRGs

We encourage you to establish other BRGs at JMT! These might be drawn together by a shared interest or characteristics such as veteran, LGBTQIA+, differently-abled employees, Latinx, etc. The D&I committee is empowering you to create a space for whatever group you would like to connect.



WOMEN'S INFLUENCE NETWORK

JMT Women's Influence Network (JMT WIN) is the first Business Resource Group (BRG) established in 2019. This group addresses the need for collaborative forums across JMT, where employees can discuss specific topics, share experiences, grow in positive ways, and be agents of influence.



BLACK, INDIGENOUS, AND PEOPLE OF COLOR

Established in 2021, Black, Indigenous, and People of Color (BIPOC) are JMT's second Business Resource Group (BRG). This group addresses the need for collaborative forums across JMT in response to the racial disparities displayed across America.



WHAT DO CHAMPIONS DO?

Support JMT's mission and vision for diversity and inclusion.

Work directly with the JMT D&I Committee to identify and share barriers that may exist for employees in their office or region.

Promote inclusion and respect among peers and leadership.

Serve as a resource in your department, office, and or region for diversity and inclusion initiatives and act as a liaison for the JMT D&I Committee.

Suggest continued education and learning opportunities about diversity and inclusion for all employees.

Inform the D&I committee of behavior that is not representative of JMT's mission and vision towards diversity and inclusion.

D&I CHAMPIONS

Our Commitments for Progress

Continue every day to develop our D&I strategy



Be Led by Our D&I Mission



Keep D&I a Priority



Give back to Our Communities



Foster an Inclusive Workplace

We Want Your Feedback!

Please share your feedback about this data! Contact the JMT Diversity and Inclusion Committee. [CONTACT D&I](#)