

RING & DUCHATEAU CULTURE AND DIVERSITY

At Ring & DuChateau, we believe our culture drives our success. We value and seek to be a workplace that is accessible, inclusive, diverse and equitable for our employees. We embrace this value as it drives the success of our business and creates a culture that supports innovation, personal growth and financial stability. We strive to inspire our population as we know that each contributor brings a different, equally important perspective that contributes to our collective success.

Throughout our 60-year history, we have made tremendous strides in inclusion of diverse peoples. Our demographic groups include people of color, women, LGBT, veterans, people with disabilities, national origin, religious diversity and more. We are proud of our achievements thus far, and we are firmly committed to continuing the process.

While we know that statistics do not translate to culture, we also are proud of our diverse population. We began our journey in the early 1960s with no women or minorities represented in our workforce. Today, we are proud to share that our incumbent women total 33% of our team. Of those women, 82% are in a professional capacity, with 18% of those being in a leadership role.

Our minority population currently is 12% of our total population and growing. Of those, 60% are in a professional capacity with 20% being in a leadership role.

Our diversity efforts are not solely about increasing numbers of women and minorities. We place value in our people and nurture their development while ensuring that all employees go through a consistent process and have equal opportunity for success. This includes all of our demographic groups.

We are committed to creating an environment where all employees are included, and are treated with dignity and respect. This attitude is a true means of conducting our business, not an artificial statement necessitated by regulatory mandates.

We extend our commitment to diversity to our support and utilization of sub-contractors for projects. We have established strong, ongoing relationships with firms that qualify as historically underutilized businesses and engage their services to the best advantage of any project.

