



# V2X for Everyone

## DE&I Annual Report 2022

Our continued commitment to Diversity, Equity, and Inclusion (DE&I) allows V2X to lead in the global marketplace by being the **Employer of Choice** for our workforce and the **Provider of Choice** for our clients.





**Chuck Prow**  
President and CEO

## A message from our CEO

As the Employer of Choice and the Provider of Choice, our workforce and our clients work together to align with our shared purpose of operating with excellence; a trait deep rooted within our company. Together, we became V2X and have grown to over 15,000 employees, enhancing our collaboration and bringing people together to share in our vision to understand what diversity means within our organization and chart a path to equity. Our tagline is 'Trusted wherever the mission leads' and it speaks to the direct connection our team members have with the success of evolving missions globally, including the success of our mission to foster a culture where all voices are appreciated.

The differences each team member brings to the table are what helps us innovate, grow, and inspire each other. Our individual colleagues make the company stronger by bringing their diverse perspectives, experiences, and talents. At V2X, our employees' differences and beliefs create the environment we've outlined to succeed.

### **V2X is Converged**

We're building a new era of transformed operations and sustainment.

### **V2X is Connected**

Linking people, technology, and capabilities globally and across the mission lifecycle.

### **V2X is Committed**

We operate with excellence in everything we take on.

In our 2022 Diversity, Equity, and Inclusion Annual Report, we share the results of some of our goals and commitment to diversity and inclusion which advances our decision-making and actions across our company and in our community outreach. This report outlines our diversity goals and achievements, as well as insights into how we create opportunities for involvement, like our 10 Cups Networking Initiative.


At V2X, we are proud to have veterans make up 42 percent of our workforce. We are committed to working tirelessly to advocate for veterans, active-duty military and their families and to positively impact communities; in collaboration with V2X Employee Resource Groups (ERGs) for company-wide inclusivity to support efforts aligned with the V2X Mission.

Initiatives like those create the Converged and Inclusive Environment we're building at V2X. Our reach across the globe will continue to expand with programs that cut across technologies, services, and full lifecycle support. With our diverse workforce, we're on a greater path to success both within and with our clients.

# A Legacy of Excellence

## Timeline

 Vectrus

 The Vertex Company

 V2X



## Worldwide Operations

V2X expands into higher margin markets at the intersection of technology and operations that will enable differentiation and drive growth.

- 50 countries and territories
- 4 continents



## Our Converged Solutions Across the Mission Lifecycle

- Aerospace Solutions
- Global Mission Training & Sustainment
- Advanced Technologies



# • DIVERSITY

We believe in the value of our differences - it's who we are. We proactively recognize and champion the wide range of attributes we contribute to leverage our competitive advantage.

# • EQUITY

We are transparent, fair, and provide equitable access to every member of the team.

# • INCLUSION

We leverage what makes each person unique in a way that encourages them to be authentic, feel valued, and have a real sense of belonging.



## Mission

Attract and sustain a diverse workforce by recruiting, hiring, developing, and retaining high-performing employees who work collaboratively to carry out V2X's mission.



## Vision

Value all employees by embracing their diverse talents, perspectives, and experiences and by fostering inclusion that inspires innovation, encourages respect and promotes unlimited success.

V2X for Everyone



**Shelli Green**  
Executive Director  
Diversity, Equity, &  
Inclusion

# A message from Executive Director DE&I

## Advancing Our Inclusive Journey

As we look toward the future with V2X, it's important to reflect on the past few years and the improvements we've seen with our partnerships by initiating critical conversations between our DE&I function and key stakeholders. Through our company's business expansion and growth, we have established our foundational practices and focused our attention on ways to advance our inclusive culture.

Throughout 2022, the advancement of our inclusive culture took place in three impactful ways:

**ERG Business Opportunities Guide:** We expanded the impact of our ERGs by aligning our business opportunities and providing diverse business insights to partners. This embedded diverse perspectives in our business activities.

**Critical Conversation:** We created annual recognition of diversity awareness months, regular discussions on societal and enterprise-wide changes, and initiatives that encourage participants to build upon their diverse professional network to harness the benefits of the diversity and intersectionality of our team.

**DE&I Metrics:** We established a regular analysis of demographics at all levels across our business to help us prepare for improvements in organization-wide equity. This review of our DE&I initiatives provides insight for every stage of the job life cycle within V2X, especially promotion, recruiting, and performance management.

Our ERG leaders took on initiatives such as introducing leaders to the American Psychological Association Inclusive Language Guide and Employee Resource Group Playbook. They also enhanced their ability to innovate and grow within a changing multicultural environment as Vectrus and Vertex merged to become the V2X we are today. As V2X, we've hosted inclusive events to provide an open forum for our team members including hosting 150 women leaders from our Europe and Middle East Programs in a networking and women empowerment event in Kuwait. These initiatives led by our ERGs led to the critical conversations that helped our team internally and externally become more inclusive and our analysis of these efforts sets us in the right direction for V2X's future. Our continued efforts hold each of us accountable for advancing the inclusive culture we strive to work in, building a better future for our company.

## DE&I Strategic Pillars



**Sustain a Diverse Workforce**



**Advance an Inclusive Culture**



**Enhance Business Performance**

# Executive Diversity, Equity, and Inclusion Council

Members



**Chuck Prow**  
President & Chief Executive Officer - Chair



**Sue Deagle**  
Sr Vice President, Chief Growth & Client Service Officer - Co-Chair



**Shelli Green**  
Executive Director DE&I



**Erika Morris**  
Executive Director People Operations



**Karl Sagsetter**  
Vice President Mission Support Program



**Iona Brewer**  
Vice President and LCV Kuwait Country Manager



**Jennifer Lucas**  
Director Corporate Communications



**Roger Prewett**  
Executive Director HR Operations



**John L. Smith**  
Eagle AFSBn-Bragg, Senior Program Manager

The Executive Diversity, Equity, and Inclusion Council enabled the company’s ongoing efforts to foster a culture of mutual respect and to attract, retain and promote talented individuals from all backgrounds, perspectives, and abilities.

We were reminded once more in 2022 that we must rely on one another and believe that our emotions, worries, and experiences are real and can be expressed in secure settings. The difficult times that presented themselves throughout the year led to incredibly strenuous and deeply personal experiences that have taught us that it is illogical to believe we can keep our personal and work lives separate.

V2X created opportunities through meetings and webinars to provide teams the space to share concerns they may have around difficult and uncomfortable topics. These crucial small-group discussions covered the distinguishing characteristics of strong inclusive leaders as well as how diversity fosters innovation and creativity.

In order to achieve fair outcomes and equal treatment for all employees in a setting where they feel welcomed and valued, V2X continues to diversify its methods of employee support and is committed to the development of our inclusive leaders.

**Our mission remains clear:** To ensure diversity, equity, and inclusion activities align closely with V2X’s strategic priorities and are responsive to the needs and capabilities of V2X employees.

# Employee Resource Groups

A year after establishing our Employee Resource Groups (ERGs), we continue to see how critical the efforts of these groups are to our company values and workplace inclusion. We've made progress on our goals to promote tolerance and acceptance in the workplace, advocate for equal treatment of all persons, ensure V2X policies and procedures reflect inclusion, diversity, equality, and create environments of mutual understanding, trust, respect, and unity. Our employee-led groups have led company engagement in initiatives such as The 10 Cups Networking Initiative

which allowed colleagues to be intentional and purposeful in networking beyond their bubble so they could harness the diversity and intersectionality of our work team. This was an opportunity to teach each other how to build and manage networks effectively to enhance individual performance, development, and advancement. These groups nurture a workplace that is both diverse and inclusive while aligning with our strategic goals and will lead our organization through professional growth, employee education, recruitment, and increased retention.

## Executive Sponsors



**Lisa Freeman**  
Vice President, National Security Programs  
Allies of Pride



**Joe Poniatowski**  
Vice President of Contracts  
Diverse Abilities



**Michael J. Smith**  
Vice President, Engineering  
People of Color



**Corinne Minton Package**  
Sr Vice President, Advanced Technology  
Women at V2X



**Ken Shreves**  
Sr Vice President, Global Mission Training & Sustainment  
V2X Veterans

## Meet Our Groups



### Allies of Pride

Aims to create and maintain a safe, inclusive, and unbiased workplace for the LGBTQ+ community.



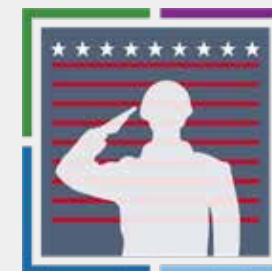
### Diverse Abilities

Aims to empower individuals with visible and invisible disabilities, and to educate our colleagues and teammates around the world.



### People of Color

Aims to promote cultural awareness, career development, and human dignity by cultivating a self-aware and diverse workforce.



### V2X Veterans

Aims to recruit and transition veterans into V2X, and position them for long term success with the company.



### Women at V2X

Aims to promote allyship of women at V2X, acknowledging the contributions women make to teams with advancement opportunities.



Women's Leadership Summit - Middle East and Europe

# V2X for Everyone

Integrity, Professionalism, Respect, Responsibility

V2X's women's leaders joined together for V2X's Executive Diversity, Equity, and Inclusion Council's Annual Women's Leadership Summit for the Middle East and Europe to **"Build Your Own Beehive"** with networking, panels, and inclusive discussions.



# V2X Human Capital Metrics

## Our Demographics Today

At V2X we develop sustainable DE&I metrics to track our progress and harness our diversity to positively impact business outcomes.



Total global employees:  
approximately  
**15,000**



Millennial:  
**38%**  
Gen X:  
**38%**



\*Global Women  
representation in  
leadership roles:  
**25%**



\*Global Women  
representation in  
technical roles:  
**17%**



Employees who  
self-identify as  
a veteran:  
**42%**



Employees who  
self-identify as a  
person of color:  
**45%**



Employees who self-  
identify as a person  
with a disability:  
**12%**



Executive Leaders  
who self-identify as  
a woman:  
**28%**



Executive leaders  
who self-identify as  
having a disability:  
**13%**



Supervisors who  
self-identify as  
people of color:  
**58%**



Supervisors who  
self-identify as a  
veteran:  
**50%**



Employees who  
disclose personal  
demographic data:  
**93%**

# V2X Philanthropic Committee

## 2022 Philanthropic Outreach Highlights

We're optimistically planning a greater impact in 2023

### ■ 75% of Outreach to Veterans and Military

- Mt. Caramel Veterans
- Pat Tillman Foundation
- Johnny Mac Soldiers Fund
- Honor Flight of Southern Colorado
- Home Front Military Network

### ■ 25% of Outreach to Women Led Efforts

- The AllTru Gathering
- Sisters of Service
- Afghan Female Tactical Platoon

## 2022 Top Three Philanthropy Goals

- 1 Increasing awareness of philanthropic endeavors with internal people/groups
- 2 Increasing the total hours that employees volunteer
- 3 Increasing awareness of philanthropic endeavors with external people/groups



**Julie Kavanaugh**  
Executive Director of Administration  
Chair



**Joe Thomas**  
Operations Center Chief  
Member



**Genny Barnette**  
Administrative Support  
Member



**Kelly Grizzel**  
Administrative Support  
Member



**Iona Brewer**  
Vice President and LCV Kuwait Country Manager  
Member



**Tracy Hanavan**  
Executive Director Total Rewards  
Member



**Melody Neff**  
Administrative Support  
Member



**Jennifer Parker**  
Administrative Support  
Member



**Jennifer Lucas**  
Director Corporate Communications  
Member



**Amy Ross**  
Manager, Corporate Benefits  
Member



**Scott Sobczak**  
Director Engineering, Mission Assurance & IT  
Member

# V2X Engagement and Diversity Outreach



Members of V2X taking part in the 2022 Pat Tillman Foundation's Tillman Scholars program signature fundraiser, Pat's Run that took place in Tempe, AZ



Amina, an Afghan Female Tactical Platoon Soldier, escaped Afghanistan with her family and is now resettled in Colorado Springs with help from Sisters of Service

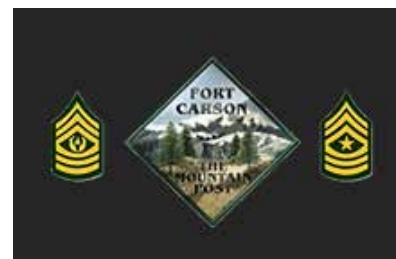


Honoring the Brave Breakfast, a fundraiser to help Home Front Military Network provide emergency financial bridge support for military service members, veterans and their families



Looking ahead, we focus on new areas and opportunities within our global outreach to advocate for veterans, active-duty military and their families, and to positively impact communities.

# Philanthropy Outreach





# Supplier Diversity

We partner with diverse small business suppliers with a mutual goal to create opportunity and growth through subcontracts awarded by V2X.

## Our Vision

- Partner with diverse suppliers and promote opportunities for small business concerns.
- Establish positive working relationships with qualified small businesses to meet and exceed contract requirements.
- Commit to building a diverse supplier base to meet small business goals on applicable federal contracts.
- Deliver on the socioeconomic mission for Supplier Diversity and Small Business Programs.
- Build awareness of the contributions small businesses make to the vitality of our economy.

### V2X 2022 Supplier Diversity Projects

Review of benchmarks for a Supplier Diversity program and establish targets.

Identify new suppliers to expand the organization's diverse supplier base.

Encourage utilization of small businesses and diverse suppliers.

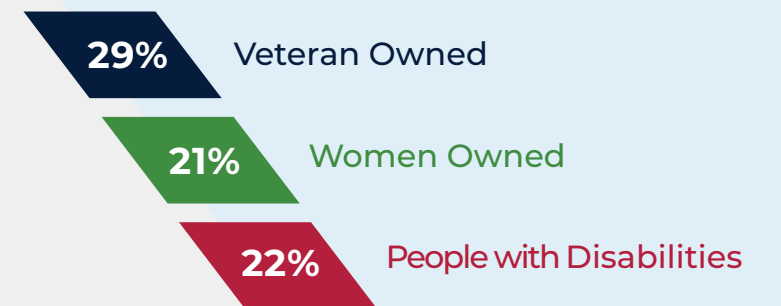
### V2X accomplishments during the U.S. federal government's fiscal year 2022:

In support of the Department of Defense, V2X awarded more than \$216.7 million in small business subcontracts. This was a 46% achievement in total U.S. subcontracted dollars to small businesses - well above the DoD SBA goal of 32.25% for subcontracting.

In support of NASA, V2X awarded more than 62% of the total subcontracting dollars to small businesses, which is well above the NASA SBA goal of 35.5% for subcontracting.

### V2X Diversity Spend

in percentage of total small business



# Awards and Recognition



# Converged Connected Committed

