Engaging Diversity in the Workplace: Employee Resource Groups
Your Presenters

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What We Are

- 22,180 people
- 500+ locations in North America
- 4 Business Units
- Fortune 500
- Full complement of transportation logistics services
Who We Are

- 15,470 professional drivers
- 1,370 maintenance group
- 5,340 office workers
- 11% female, 42% minority
- We’ll hire 11,000 drivers and 2,100 non-drivers this year!
What We Do
Supply Chain Solutions

MANUFACTURING  DISTRIBUTION  POINT OF PURCHASE  CONSUMPTION

Intermodal  Truckload  Integrated Capacity Solutions  Dedicated Contract Services
Who are Our Customers
JBH Gender Demographics

Women in Our Workforce

- **All**: 2013: 10.89, 2014: 11.16, 2015 - Current: 11.36
- **Non Driver**: 2013: 26.22, 2014: 27.54, 2015 - Current: 27.77
- **Driver**: 2013: 3.3, 2014: 3.85, 2015 - Current: 4.08
- **Executive**: 2013: 12.04, 2014: 12.7, 2015 - Current: 12.84
Diversity & Inclusion in the Workplace

- Our nation and our workforce are becoming more diverse.
- A diverse workforce drives economic growth.
- Recruiting from a diverse talent pool = a more qualified workforce
- A diverse and inclusive workforce increases engagement and reduces turnover
- Diversity fosters a more creative and innovative workforce.
- To be successful in a global marketplace, companies must develop talent pipelines that mirror the business environment tomorrow.
Group Activity
What are Employee Resource Groups?

Groups of employees and allies of employees from traditionally underrepresented groups that exist to promote diversity and inclusion, foster and strengthen workplace engagement, enhance professional development and promote career growth and success.

Business Impact Areas

Source: 2010 Jennifer Brown Consulting
What ERGs Bring to J.B. Hunt

Employee Resource Group are...

A strategic asset and business partner of J.B. Hunt to foster professional development, business strategy, acquisition of talent and community involvement.

ERGs will serve to facilitate the engagement and advancement of group members by working strategically within its membership that is transparent throughout the enterprise.
ERGs Have a Business **Purpose**

**To Our Company**

- Support J.B. Hunt values and business goals, including the Company’s commitment to foster an inclusive work environment

- Bolster talent retention by providing employees with development, networking, mentoring, learning and leading opportunities that will keep them engaged, motivated and positive, creating an environment that is attractive to new talent
ERGs Have a Business **Purpose**

**To Our Employees**

- Introduce new and current employees to the organizational culture
- Help build and maintain employee engagement and satisfaction
- Professional Development
- Positively impacting the enterprise, creating personal value
- Mentoring
- Networking
Overcoming Obstacles with Best Practices

- Executive Sponsorship
- Stakeholder Support
- Value Proposition
- Budget Proposal
- Strategic Planning
- Succession Planning
- Engaging the Field
- Overcoming Opposition
Introducing, J.B. Hunt’s First ERG

Growing and Retaining Outstanding Women
GROW’s Mission & Pillars

Our mission is to engage the talented women in our organization in an effort to provide returns to the dimensions of our careers and personal connection to the company we dedicate ourselves to and bring greater value to our customers.

- Professional Development
- Recruit & Retain
- Community Involvement
- Collaborate & Connect
GROW Kickoff

Fall 2014
Total Registered Members: 317

Gender:
- Female: 10%
- Male: 90%

Location:
- Corporate Offices: 89%
- Field Office: 11%

Tenure:
- Less than 1 year: 50
- 1-3 years: 80
- 4-6 years: 40
- 7-9 years: 40
- 10+ years: 60
- DID NOT REPORT: 1
Accomplishments

- Career Connection Groups
- Lunch with a Leader Series
- Networking Events
- Work Life Balance Project Team
- Executive Women Leadership Panel
- GROW Microsite in development
- GROW video series in development
- 6 Community Involvement Events
- 8% of GROW Members promoted
- Female hiring selection up 10.85%
ERGs @ Your Organization

Organizational Assessment
• Demographic Trends
• Leadership Support
• Cultural Awareness
• Employee Engagement
Questions?

Thank you.