

DIVERSITY AND INCLUSION

Encore strives to create an inclusive workplace where everyone feels valued and respected because of their differences. We want to provide a place where every employee can be themselves so they can reach their potential and help us achieve our business goals.

For our business to continue down the path of innovation, and so we can deliver the best solutions and service offerings to our customers, we need diversity to help us achieve our goals. Greater collaboration and valuing difference allows us to get closer to living in a truly inclusive community.



Our diversity and inclusion strategy provides a road map to create an inclusive workplace. To be successful, we need the commitment of every employee to understand what we are trying to achieve, to work together, and be open to change. This strategy is everyone's responsibility.

Vision:

To have a respectful and supportive workplace that enables us to attract and retain a diverse workforce that represents our customers and community.

Purpose:

This strategy is a continuous plan to help us achieve our business and people goals. It provides a shared direction and commitment for the organization so we can work together to respect and value our diverse workforce and build a more inclusive workplace.

It comprises of three key goals and identifies the priorities and actions we will take. It outlines the key roles and responsibilities and how we will track progress and measure success.

Program Goals:

1. Workforce diversity – recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective
2. Workplace inclusion – foster a culture that encourages collaboration, flexibility, and fairness to enable all employees to contribute to their potential and increase retention rates
3. Sustainability and accountability – identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results
4. Create a pipeline of diverse IT candidates
5. Work with local high schools to attract diverse candidates into IT careers early
6. Identify further opportunities for adding diverse suppliers to the supply chain

SUSTAINABILITY

Sustainability is a strategic initiative for Encore Technologies. We work to design, develop, and operate efficient and environmentally friendly multi-tenant data centers. The data centers are central to our corporate sustainability objectives. Examples include:

1. Roof-mounted solar power array provides green power to the base building energy load
2. High efficiency data center cooling (Vertiv DSE) for greater economizer utilization
3. LED lighting retrofitted throughout the facility
4. Zone based lighting in the Data Center
5. Extensive use of recycled products throughout the facilities



COMMUNITY



Encore Technologies exists because of opportunities: an opportunity to fill a void in full-service technology providers delivering solutions from the “Desktop to the Data Center”, and an opportunity to invest in people and the community. Our Founder and CEO feels a strong responsibility to the greater Cincinnati area and supporting diversity, and this is evident in our efforts both financially and through volunteering. In the five years since Encore’s inception, we have made an impact in several lives, and we see a bright future ahead to increase activities in these areas by creating opportunities for others.

Encore’s impact on the Community is realized through the following board positions, corporate support, and volunteering:

The INTERalliance of Greater Cincinnati: Encore CEO John Burns helped establish INTERalliance, which is an organization that helps to inspire and assist young talent to pursue IT careers. INTERalliance also has a Women in IT program that aims to help encourage women to get involved in the IT Industry.

Board of Directors, Cincinnati Golden Gloves: Cincinnati Golden Gloves is based in the roughest area in Cincinnati and is an oasis for kids looking for guidance. Amateur boxing is just one component of this program. They provide

food for the kids, help them with schoolwork and tutoring, and provide social and emotional care and counseling. They assist in workforce development and help the kids and their families find jobs in the Cincinnati area.

The gym's positive impact on at risk youth in the Greater Cincinnati Area is highlighted by NBC 5 Cincinnati: <https://www.youtube.com/watch?v=ULGk2BzmQhI&t=1090s>

Board of Directors, Cincinnati Association for the Blind and Visually Impaired. Assist in fundraising and developing job opportunities for the visually impaired, as this group is largely overlooked in the employment market.

Founding Member, Board of Directors, Dragonfly Foundation. The Dragonfly Foundation is an organization that supports patients and families impacted by Pediatric Cancer.

Board of Directors, Anthony Muñoz Foundation. The Anthony Muñoz Foundation has impacted the lives of over 40,000 underprivileged youth in Cincinnati with a focus on underprivileged Hispanic Children specifically. The foundation provides Scholarships, Leadership, and Life Guidance.

Board of Directors, Mercy Health Foundation. The Mercy Health Foundation helps provide care, drug addiction help, and overall wellness to underprivileged and underserved areas in Ohio and Kentucky.

IT Committee, Purcell Marian. Provide guidance, support, and equipment to Cincinnati's only Inner-City Catholic High School.

Board of Directors, Alliance Integrative Medicine. Alliance Integrative Medicine has been empowering patients and transforming their health since 1999.

CISE (Catholic Inner-city Schools Education). CISE exists to improve the lives of underprivileged children through quality education. Supporting ten inner-city schools in Cincinnati's poorest neighborhoods, CISE provides over 2,300 students (94% of who live in poverty) a safe, nurturing environment where they can learn, grow, thrive, and succeed.

Kids2Camp. Kids2Camp was established to provide scholarships to disadvantaged or disabled youth for the opportunity to attend camps.

The Wounded Heroes Foundation. The Wounded Heroes Foundation supports the injured men and women of the Armed Forces serving in Iraq, Afghanistan, and around the world.

Upspring. Upspring's mission is to empower children experiencing homelessness in Greater Cincinnati and Northern Kentucky by providing opportunities through education and enrichment.

The Children's Home of Northern Kentucky (CHNK). Among its trauma and behavioral health programs, CHNK serves children who are in foster care due to homelessness or being removed from their homes as the result of substantiated cases of abuse or neglect, including many that identify as LGBTQ+. Among homeless youth in America, 40% identify as LGBTQ+, and of these youth, 43% were forced out of their home by family.

Adopt A Class. Adopt A Class connects businesses and civic groups with students in our economically challenged schools. By pairing teams with individual classrooms, our adult mentors expose the students to a breadth of experiences and training to be job and career ready.