



Diversity & Inclusion: The American Water Way

Tennessee American Water's greatest assets are our employees, suppliers and contractors. Diversity and Inclusion is woven into our fabric, celebrated in our workforce and within the companies with whom we partner.



Employees

Diversity of ideas, thoughts and experiences is vital to our culture and the way we do business. Creating an environment where differences are embraced and celebrated and where every employee feels engaged and included makes us safer, stronger and more successful. We encourage, honor and celebrate differences in our employees, including race, gender, spiritual practice, ethnicity, age, nationality, military/veteran status, sexual orientation, physical capabilities, education and personal style to name just a few. Diverse employees make us more successful in serving our very diverse customers in the community.



10% of Tennessee American Water's workforce is made up of veterans.

In 2016, **100%** of Tennessee American Water's job requisitions had a diverse candidate pool, which resulted in 42% diverse new hires.



Philanthropic and Community Engagement

Tennessee American Water makes community sponsorship of minority organizations a priority. This includes groups that represent Hispanics, African Americans and other minorities as well as women, persons with disabilities and veterans.

Outreach also includes mentoring programs with minority youth and organizations which serve underprivileged youth. This takes place through a number of different avenues such as one-on-one mentoring with upcoming school leaders, job shadow days at the water plant and science, technology, engineering and math (STEM) outreach to educators.





Our Commitment to Diversity

Since 2013, Tennessee American Water has exceeded **\$6 million** in spending with diverse suppliers and contractors.

Interested suppliers and contractors, contact us at: tn.supplierdiversity@amwater.com



Since 2015, Tennessee American Water has participated in the City of Chattanooga's Martin Luther King, Jr. Day of Service by having a team work on a project like cleaning a neighborhood.



Employees volunteer in various ways including helping students at the annual Elementary Science Olympiad.



Being a part of and giving back to our community is part of our culture.

SUPPLIERS AND CONTRACTORS

Supplier diversity is essential to Tennessee American Water's success. It is one of many ways to support customers and communities and helps small and diverse businesses grow.

Strategic partnerships with suppliers not only create a positive impact in the community, but also drive Tennessee American Water today and in the future. Diversity promotes different viewpoints and ensures innovative ideas are included in the company's overall strategy.

WHAT ORGANIZATIONS ARE SAYING ABOUT US

"Tennessee American Water connected the Lookout Mountain Conservancy with The Howard School, an urban high school. This led to a unique leadership program for youth who often have little exposure to the benefits of the outdoors or little structure in their lives. Students are expected to meet certain academic requirements, actively participate in the program and learn about setting goals."

—**Robyn Carlton**
Executive Director of the Lookout Mountain Conservancy



"Tennessee American Water has been proactive in the community to seek out diverse suppliers. They have made themselves accessible to explain processes in certification and participation in supplier events."

—**Maria Noel**
Director of Diversity & Inclusion, Chattanooga Area Chamber of Commerce

