

Affirmation Statement for RTI's Commitment to the Military Community

RTI International is committed to diversity, equity, and inclusion through our

- Collaborative work environment;
- Employee benefits;
- Recruitment outreach;
- Communication activities;
- Innovative research; and
- Community involvement efforts.

This commitment includes ensuring that we are creating meaningful employment, growth, and development opportunities for our military community. Military veterans bring valuable leadership, teamwork, professional skills, and work ethic to RTI, which enriches the RTI culture, strengthens our organization, and helps us embrace diversity, equity, and inclusion across experiences in the workplace.

Our military community and its members' unique perspectives, cultures, backgrounds, and skills diversify our workforce, enhance collaboration, and foster an inclusive environment. Our dedication, effort, and success in creating sustainable and meaningful benefit to the military community is recognized through Military Friendly Bronze Employer designations in 2020 and 2019, as well as through accompanying awards as a Military Spouse Employer and for our Supplier Diversity Program, which supports Veteran Owned and Operated small businesses. Our veterans and allies Employee Resource Group—VALoR—provides a professional network, community involvement, and development opportunities for its members, while helping to position RTI as an employer of choice for the military community and its allies.

RTI partners with the Travis Manion Foundation and their Character Does Matter program to empower veterans and families of the fallen heroes to develop character in future generations. Many of the members of the VALoR Employee Resource Group are involved with this foundation, representing RTI's values and mission to improve the human condition, including in areas where we live and work.

Our Global Talent Acquisition Team holds veteran networking sessions as a part of overall recruitment efforts and collaborates with the VALoR Employee Resource Group to find ways to engage military network groups. The Global Talent Acquisition Team also partners with military job groups such as North Carolina for Military Employment (NC4ME) to increase our outreach to veterans and transitioning military members.

We apply our innovative research to strengthen military families, relieve post-traumatic stress disorder, and improve the mental and physical well-being of veteran and active-duty service members. We are unwavering in our commitment to and support of the military community



E. Wayne Holden, PhD
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