



# VECTRUS FOR EVERYONE

DE&I Annual Report 2021

Our commitment to Diversity, Equity, and Inclusion (DE&I) enables us to achieve premier status in the global marketplace by being the **Employer of Choice** for our workforce and the **Provider of Choice** for our clients.



## A message from our CEO

“At Vectrus, we value a work environment where diversity is embraced and where people treat each other with mutual respect and dignity. Through diversity, we greatly enhance our ability to serve clients, innovate, and collaboratively solve problems. We value our employees’ diverse talents, perspectives, and experiences by fostering inclusion that inspires innovation, encourages respect, and promotes unlimited success.

As we seek to deliver innovative, mission-matched solutions for our military and government customers worldwide, we recognize that attracting and sustaining a diverse workforce is imperative to upholding the ethical standards on which our company is built upon. At Vectrus, our employees’ differences are considered assets, and our employees’ beliefs are valued.

In our **2021 Diversity, Equity, and Inclusion Annual Report**, we share how our commitment to diversity and inclusion guides 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 Employee Resource Groups (ERGs) that are available to all.

We will continue to grow these groups, as well as create new ones. Our (ERGs) grant us valuable insight into our employees’ needs so we can find better ways to innovate and serve our community of employees and customers. Our goal for 2022 is to take the operational momentum built this past year and elevate these groups through targeted events for engagement. These events will include town halls where everyone’s input is valued and networking opportunities geared towards fostering a culture of inclusion by highlighting successful employees, programs, or initiatives.

At Vectrus, diversity, equity, and inclusion are at the core of who we are. These initiatives are critical to our company values, and a key driver of our business success. We know that fostering a truly diverse workplace creates greater innovation, collaboration, and growth. And as time moves forward, I am confident knowing we remain committed to building our diverse workforce and successfully serving our customers around the world.”



**Chuck Prow,**  
President and CEO

# Vectrus for Everyone

## The legacy of excellence

International Standard Engineering, Inc. was formed to support ITT.

**International Standard Engineering, Inc.**

ITT Industries, Inc. acquired Kaman Sciences, which gave the company engineering, scientific, and technical services.

**KAMAN Sciences**

ITT Systems Corporation was renamed Exelis Systems Corporation.

**EXELIS**

Vectrus acquires SENTEL Corporation, enhancing the company's logistics, IT, and technical services capabilities, while advancing our converged infrastructure strategy.

**SENTEL CORPORATION**

Vectrus acquires Zenetex, expanding the company's capabilities in logistics and supply chain, security, advanced engineering, and international readiness solutions.

**ZENETEX**  
A Vectrus Company

1945

1958

1995

1997

1999

2011

2014

2018

2019

2020

2021

**IT&T**

The International Telephone & Telegraph Company (ITT) was formed with the vision of building the first worldwide system of interconnected telephone lines.



**ITT Industries**  
*Engineered for life*

ITT Industries, Inc. is formed as a combination of ITT Indiana, Inc. and ITT Corporation.

**STANFORD TELECOM**

ITT Industries, Inc. acquired Stanford Telecom, which provided communications systems and engineering development services.

**VECTRUS**  
TRUE TO YOUR MISSION

Exelis Inc. spun off its Missions Systems Division and created Vectrus, Inc.

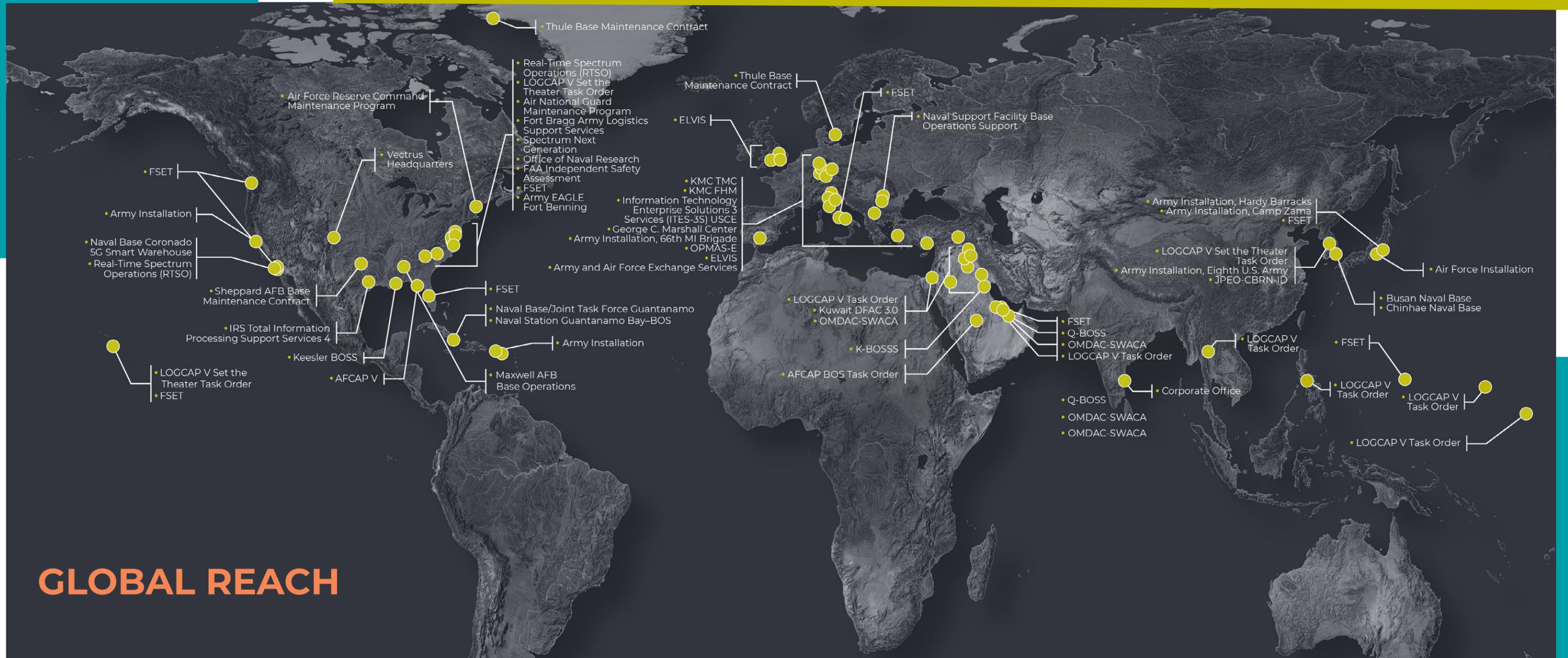
**ADVANTOR**  
SYSTEMS  
A VECTRUS Company

Vectrus acquires Advantor Systems, adding integrated electronic security solutions to the corporate portfolio.

**HHB SYSTEMS**

Vectrus acquires HHB Systems, adding new capabilities and growing the company's reach to the Intelligence community.

# Worldwide Operations In 28 Countries and Territories on Four Continents





# • 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.



**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.



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



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

## A message from Executive Director DE&I

“A truly diverse and inclusive workplace is a transformative engine for creativity, innovation, organizational effectiveness, and growth.”

Our approach is advancing diversity, equity, and inclusion by facilitating inclusive conversations and programs that foster an equitable and inclusive environment. These efforts strengthen Vectrus’ core values and DE&I commitments reinforcing our standing as both an Employer of Choice for our employees and a Provider of Choice for our customers.

In an increasingly polarized world, we believe the layers of complexity and all the dimensions of diversity resulting from different identities and cultures working together can create quantifiable benefits, a much sought-after competitive talent advantage, employee retention, engagement, and equity. Above all, we want every Vectrus employee to have a sense of belonging so we can do our best work together.

### DE&I Strategic Pillars



# Executive Diversity, Equity, and Inclusion Council

## Members

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.

In 2021, we were reminded again that we need to lean on each other and trust that our feelings, fears, and experiences are valid and can be shared in safe spaces. For the second year, society and our workplaces were affected by the ongoing Covid-19 pandemic and headlines about blatant acts of hate unfolding against underrepresented groups, particularly individuals of African American and Asian descent. These deeply personal and challenging events show us that it's absurd to think we can separate our professional lives from our personal.

Vectrus created opportunities through town halls and webinars to provide teams the space to share concerns they may have around difficult and uncomfortable topics. These necessary small-group conversations explored signature traits of effective inclusive leaders and how diversity drives innovation to spark creativity.

Vectrus continues to broaden its ways of supporting employees and commits to the development of our inclusive leaders to ensure equal treatment and fair outcomes for all employees in an environment in which they feel welcomed and respected.

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



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



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



**Shelli Green,**  
Executive  
Director DE&I



**Erika Morris,**  
Executive Director  
Talent Acquisition



**Karl Sagsetter,**  
Vice President,  
BOS Mission  
Support Programs



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



**Robert Wade,**  
Program  
Management



**Jennifer Lucas,**  
Director Corporate  
Communications



**Roger Prewett,**  
Executive Director,  
HR Operations



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

# Employee Resource Groups

## Executive Sponsors



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



**Ken Shreves,**  
Sr Vice President,  
Organic Growth and  
Operational Enablement  
Vectrus Veterans



**Michael J. Smith,**  
Vice President,  
Engineering and Digital  
Integration Programs  
People of Color



**Corinne Minton Package,**  
Sr Vice President, Systems  
and Technology  
Women at Vectrus

At Vectrus, Employee Resource Groups (ERGs) are critical to our company values and workplace inclusion. Established in 2021, Vectrus' ERGs are employee-led groups that nurture a workplace that is both diverse and inclusive while synergized with our strategic goals. Goals of the ERGs included promoting tolerance and acceptance in the workplace, advocating for equal treatment of all persons, ensuring Vectrus policies and procedures reflect inclusion, diversity, equality, and creating environments of mutual understanding, trust, respect and unity. Our ERGs provide a tangible benefit to both team members and the organization through professional growth, employee education, promoting recruitment, and increasing retention.

- 10% of employees are **active members of the ERGs**
- Veterans recruitment is embedded in **Vectrus business processes and internal and external communication**
- The Women at Vectrus ERG is actively helping to **increase women's representation to 33% by 2023**



Allies of Pride



Diverse Abilities



People of Color



Women at Vectrus



Vectrus Veterans

# Vectrus Human Capital Metrics

WOMEN	
Workforce	26.22%
Supervisor	21.03%
Leadership	41.38%
Executive	38.89%

PEOPLE OF COLOR	
Workforce	52.33%
Supervisor	42.02%
Leadership	41.38%
Executive	6.67%

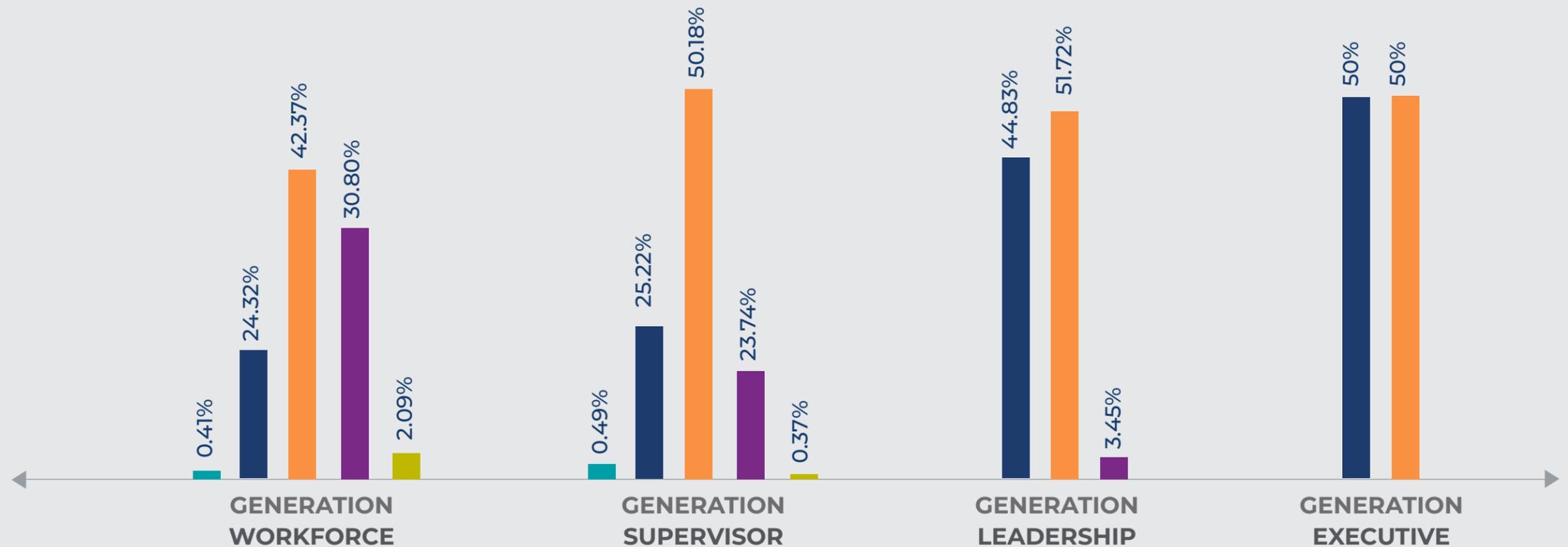
DISABILITY	
Workforce	9.76%
Supervisor	7.43%
Leadership	6%
Executive	23.53%

VETERAN	
Workforce	39.45%
Supervisor	50.44%
Leadership	44.83%
Executive	39.45%

Note: U.S. data only

## Color classification:

- Silent (1928 – 1945)
- Baby Boomers (1946 – 1964)
- Gen X (1965 – 1980)
- Millennials (1981 – 1996)
- Gen Z (1997 – 2012)



Note: U.S. data only

# Vectrus Philanthropic Committee



**Julie Kavanaugh,**  
Executive Director of Administration  
Chair



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



**Tracy Hanavan,**  
Executive Director  
Total Rewards  
Member



**Jennifer Aragon, CPA**  
Executive Director, Assistant  
Corporate Controller  
Member

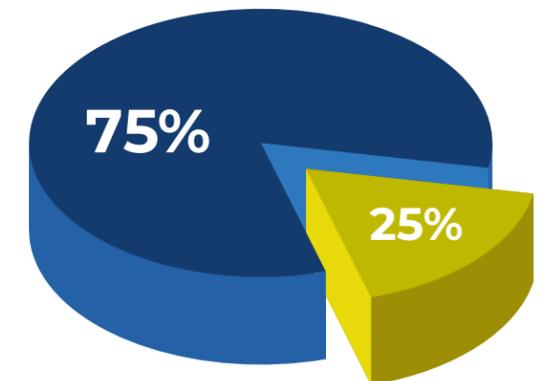


**Jennifer Lucas,**  
Director Corporate  
Communications  
Member

## At Vectrus, We Build Community... While Engaging Our Community

- 2021 was a time of initiating and developing new relationships with local and global organizations that focus on active and retired military as well as youth.
- Vectrus philanthropy strategies promote DE&I. Employees are encouraged to volunteer in their communities.
- Our community relationships support those most in need.

### Vectrus 2021 Total Giving



- People with disabilities
- Veterans



- Looking ahead, our Philanthropic Community aims to elevate the focus for veterans, military, and their families; uniting with the Veterans ERG and advocating for the women of Kuwait/Afghanistan/Iraq.



**USO Build-A-Bike**  
Vectrus Leadership  
Conference

# Vectrus for Everyone

Integrity, Respect, Responsibility

At Vectrus, our leaders from across the globe spend their time supporting our philanthropic efforts for community building.

**Vectrus sustains key relationships with strong strategic partners to create a legacy of excellence.**

# Vectrus Engagement and Diversity Outreach



**Mt. Carmel Veterans Center Patriot Day Volunteer event**



**Ronald McDonald House of Northern Virginia ribbon cutting event**



**Vectrus Colorado Springs SASS (Skilled Administration Showing Strength) Team at RMHC Southern Colorado**

## Partners





## Supplier Diversity

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

## Our Vision

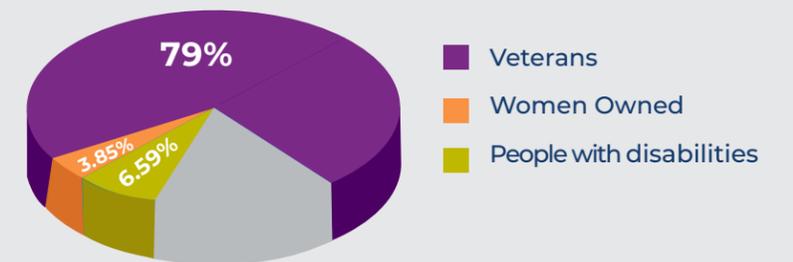
- Partner with diverse suppliers and promote opportunities for small business concerns.
- Establish positive working relationships with qualified small businesses to meet and exceed contract requirements.
- Commit to building a diverse supplier base to meet small business goals on applicable federal 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.

## Our Accomplishments

- ▶ **Vectrus awarded more than \$129 million** in small business contracts for Department of Defense programs during the U.S. federal government's 2021 fiscal year - a **\$5.5 million increase** over the previous fiscal year.
- ▶ Partnered with **DE&I Executive Council** to develop supplier diversity goals and metrics.

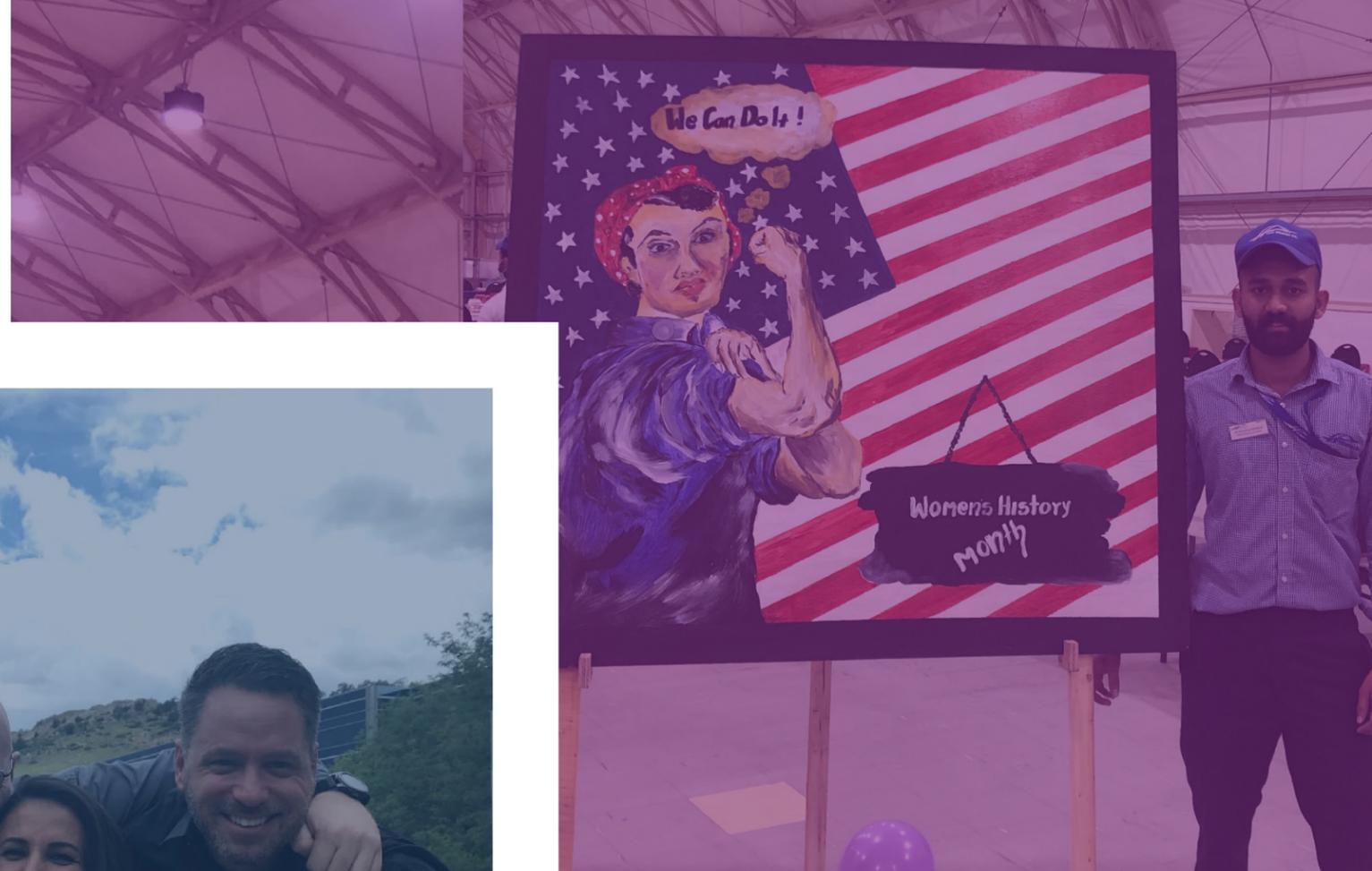
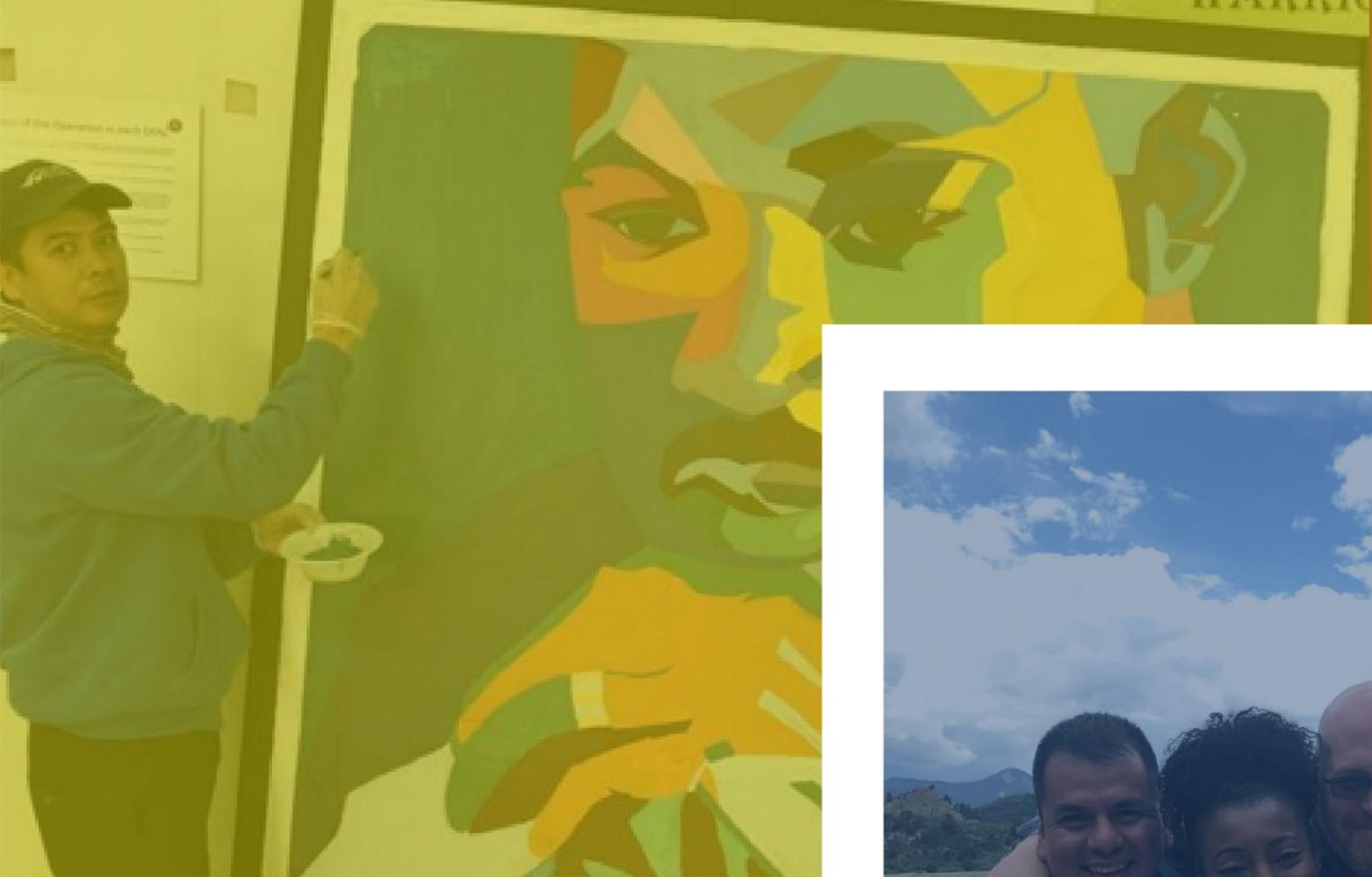
- ▶ In the 2021 fiscal year, **Vectrus awarded more than 80% of total subcontracted dollars to small businesses**. This percentage is well above the 23% statutory goal established by the Small Business Administration (SBA).

- ▶ **Vectrus Third-Party Certified Small Business Vendors**



# Awards and Recognition





VECTRUS FOR EVERYONE

