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WE EMBRACE DIVERSITY BECAUSE IT'S BETTER. FOR YOU. FOR US. FOR ALL.

AT COMPASS GROUP, WE SERVE MORE THAN 10 MILLION MEALS A DAY.
AND WHEN WE SERVE A MEAL, WE SHARE MORE THAN FOOD. WE SHARE
OUR EXPERIENCES, OUR LOVE, OURSELVES. THAT'S WHY WE'RE COMMITTED TO
REFLECTING THE DIVERSITY OF OUR GLOBAL CUSTOMERS, SUPPLIERS,
AND ASSOCIATES. WE LEVERAGE EACH INDIVIDUAL'S ABILITIES, INTERESTS,
AND PASSIONS TO CREATE A TRULY INCLUSIVE COMMUNITY THAT'S
MORE THAN THE SUM OF OUR PARTS. WE SEEK AND VALUE DIFFERENCES
IN PEOPLE AND USE THOSE DIFFERENCES TO RAISE EVERYONE HIGHER.
BECAUSE WE ALL DO BETTER WHEN

WE ALL DO BETTER.

DIVERSE THOUGHTS

INCLUSIVE CULTURE

LETTER FROM / **GARY GREEN**



GARY GREEN
DAD
WORLD TRAVELER
ROD STEWART FAN

Since sharing our last Diversity & Inclusion Report in 2016, our company has continued to grow. We now have over 265,000 associates across North America serving over 10 million meals a day! Our family of great companies now includes 28 sectors providing food and support services to clients and customers in business & industry, education, healthcare, sports, entertainment, and cultural centers across the country.

As we continue to grow with our industry, we continue to create a culture that enables our people to be at their best each day. We pride ourselves on being leaders in encouraging innovation, fostering diversity, and driving change. But at the heart of our culture is the underlying commitment to respecting and appreciating differences while recognizing and rewarding inclusion.

Next year we celebrate our 25th anniversary in North America. Our growth and continued success would not be possible without the dedication, creativity, and passion of our associates. They are the heart and soul of our company and I am delighted to share their stories with you.

**“PEOPLE WILL ALWAYS BE
AT THE HEART OF OUR BUSINESS.”**

Best Regards,

Gary R. Green, CEO
Compass Group North America

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OUR VISION

To be a world-class provider of contract food and support services, renowned for our great people, our great service and our great results.

OUR MISSION

Everyone in Compass is committed to consistently delivering superior service in the most efficient way, for the shared benefit of our customers, shareholders and associates.

OUR VALUES

Openness, Trust and Integrity
Passion for Quality
Win through Teamwork
Responsibility
Can-Do

OUR GUIDING PRINCIPLES

Safety, Health and Environment First
Delivering for Clients and Consumers
Developing our People and Valuing Diversity
Profitable Growth
Constant Focus on Performance and Efficiency

COMPANY OVERVIEW

BUSINESS + INDUSTRY	EDUCATION	HEALTHCARE	SPORTS + ENTERTAINMENT	VENDING
BON APPÉTIT MANAGEMENT COMPANY	BON APPÉTIT MANAGEMENT COMPANY	canteen	Levy	avenue
canteen	canteen	crothall healthcare	WOLFGANG PUCK CATERING	best vendors management
CULINART GROUP INNOVATIVE DINING SOLUTIONS	chartwells where hungry minds gather	Flik LIFESTYLE		canteen
Eurest	chartwells eat. learn. live.	morrison Community Living	RESTAURANTS + SPECIALTY DINING	REMOTE SITES
eurest SERVICES	CULINART GROUP INNOVATIVE DINING SOLUTIONS	morrison healthcare	BON APPÉTIT MANAGEMENT COMPANY	ESS Support Services Worldwide
Flik	Flik DINING	touchpoint	Levy	PURCHASING
Restaurant Associates HOSPITALITY EXCELLENCE PREMIER CLIENTS	GOURMET DINING	Unidine	Restaurant Associates HOSPITALITY EXCELLENCE PREMIER CLIENTS	Foodbuy
Unidine	SSC SOLUTIONS FOR EDUCATION		WOLFGANG PUCK CATERING	STRATEGIC PARTNERS
WOLFGANG PUCK CATERING				THOMPSON HOSPITALITY

altogethergreat

STATEMENT OF ANTI-DISCRIMINATION, HARASSMENT,
RETALIATION, AND BULLYING

Compass Group is committed to providing a work environment for all associates that is free from discrimination and harassment based on gender, sexual orientation, race, religion, color, disability, age, pregnancy, childbirth or any related condition, national origin, veteran status, genetic information or any other unlawful factor. We believe an inclusive and welcoming work environment helps to attract and retain the best talent to better serve our clients and guests across all 50 states where we do business. To that end we support public policies and legislation that support nondiscrimination.

EQUAL OPPORTUNITY STATEMENT

Compass Group is an equal opportunity employer. At Compass, we are committed to treating all Applicants and Associates fairly based on their abilities, achievements, and experience without regard to race, national origin, sex, age, disability, veteran status, sexual orientation, gender identity, or any other classification protected by law.

DIVERSITY TIMELINE

1997

Establish strategic partnership with Thompson Hospitality

1998

Director of Relations Development Position Created

2000

Diversity CHAT Training Created, a Communication Tool for Hourly Associates

2005

The Role of Chief Diversity Officer (CDO) for Compass Group is Created

2007

Diversity Councils and Women's Leadership Network Formed

1999

Power of Many (POM) Diversity Training Developed to Raise Awareness and Leverage Power of Diversity

North American Diversity Action Council (NADAC) Formed

Sexual Orientation Added to Our EEO Statement as a Protected Class

2001

Five Jewel Award for Diversity & Inclusion Created and Became Official Component of Be-A-Star

Diversity Added to Performance Appraisal to Hold Leaders Accountable for Creating a Positive Work Environment

Domestic Partner Benefits Approved for 2002 Rollout

2008

Diversity Quarterly Reviews Began

2010

Managing Inclusion, "Top 3" Process Introduced

2011

Appreciating Differences Training Created

2012

Inclusive Recruitment/RN

2013

People Reviews/ IR Hiring Mgrs./SDHRs and Veterans Resource Group Formed

2014

Development of D&I Strategy - House of Inclusion

2016

50 Companies changing the world

2015

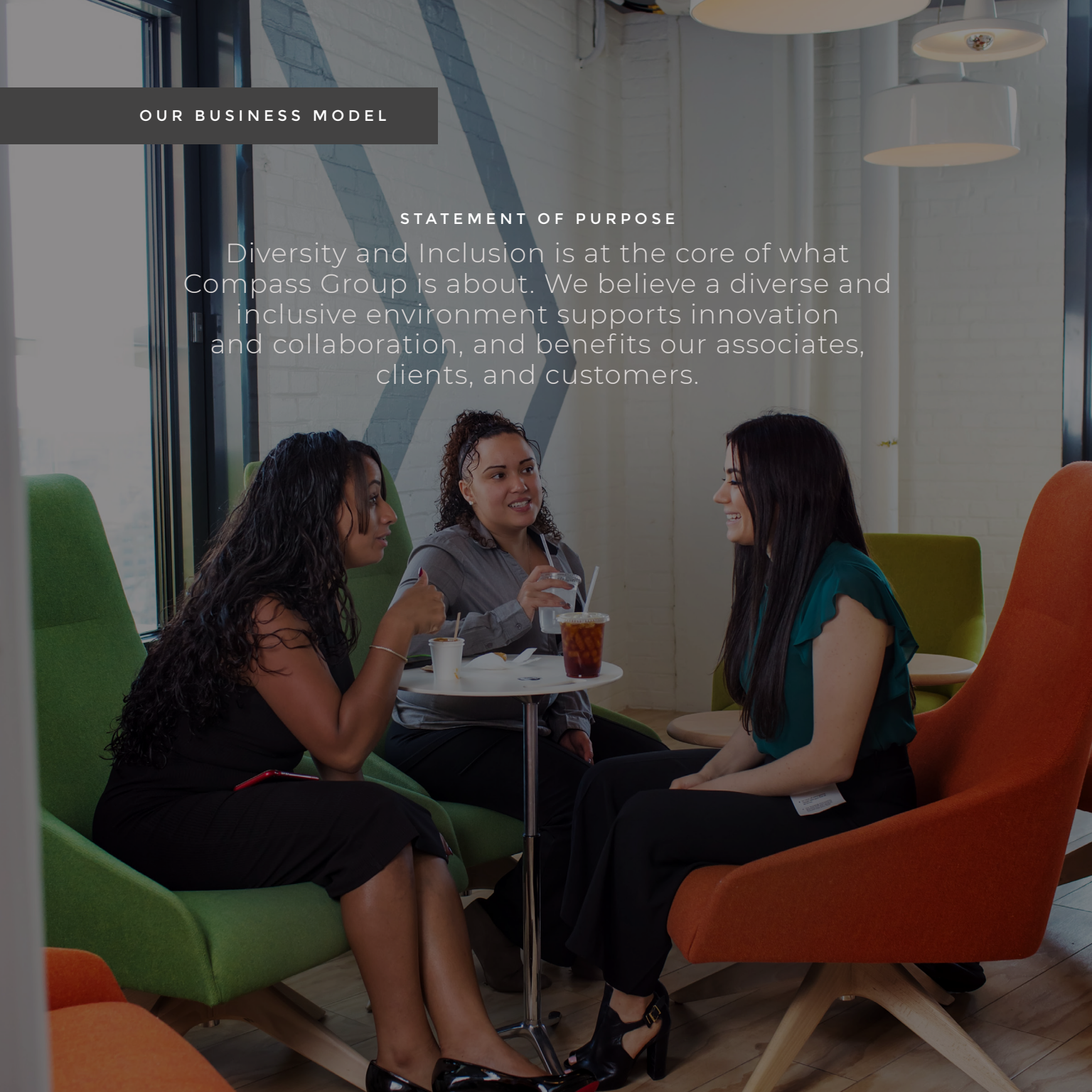
Leadership Legacy Network Established

2017

Focus on People, Culture, and Community

2018

Launch Inclusive Leadership Training Respect Effect Training Unconscious Bias Training



OUR BUSINESS MODEL

STATEMENT OF PURPOSE

Diversity and Inclusion is at the core of what Compass Group is about. We believe a diverse and inclusive environment supports innovation and collaboration, and benefits our associates, clients, and customers.

D+I MISSION AND VISION

The following Vision and Mission statements work as the foundations for which Diversity and Inclusion operates within Compass Group.

VISION / Empowering our people to be the difference

Our D&I Vision at Compass Group is to create a culture where all associates feel appreciated and in turn ignite change to create a better tomorrow for all associates, customers, clients, and beyond.

MISSION / Harnessing the value of diversity by showcasing the power of inclusion

Our D&I Mission at Compass Group is to demonstrate that true innovation and collaboration occurs when we build a culture that values unique talents, backgrounds, and experiences.

We accomplish our mission through three key principles.

OUR PEOPLE

The way we express diversity and inclusion.

OUR CULTURE

The way we cultivate inclusive environments.

OUR COMMUNITY

The way we leverage inclusion for broader impact.





OUR PEOPLE / THE WAY WE EXPRESS DIVERSITY + INCLUSION

The people who work with us are the heart and soul of our business. By being intentional about inclusion, we commit to the growth and development of all our people. The unique talents, experiences, and abilities each person brings are essential to building our strong and innovative teams.



HR PARTNERSHIP

At Compass Group we strive to ensure diversity and inclusion is interwoven throughout the fabric of the organization. We are continually assessing our recruitment, development, and growth strategies to ensure we are cultivating an environment where everyone can be their best.

D+I TRAINING

Building a culture of inclusion is an ongoing journey and we strive to provide resources that support an evolution of learning and awareness.

INCLUSIVE LEADERSHIP / An online training that takes a unique and interactive approach to learning, allowing the learner to explore the behaviors associated with leading inclusively, and how it drives results within the business.

RESPECT EFFECT / An instructor led training that focuses on the tools and behaviors necessary to create respectful environments and the impact it can have in our everyday lives.

UNCONSCIOUS BIAS / A newly launched online training designed to help the learner become aware of and mitigate the impact of unconscious bias. This is an opportunity to explore a valuable concept and help foster the inclusive environment that we seek to create at Compass Group.

MENTORING

At Compass Group, we put people first; our associates are a significant component of our competitive advantage. We strive to innovate and look for new ways to bring development support to associates at all levels. As part of our ongoing commitment to our management teams, we have recently partnered with a mobile coaching company that brings executive coaching to managers' fingertips – straight from their mobile devices. With a global network of best-in-class executive coaches, the result is personalized development to drive individual and organizational results in key leadership behaviors. This on-going support, with just-in-time feedback from a professional coach, is provided in a manner that fits easily into our leaders' busy schedules. Leaders have an opportunity to work one-on-one with an executive coach to identify their values, strengths, and passions so they can set ambitious goals for themselves as well as develop new skills and habits. The coaches will support our leaders building their plans and new habits that will accelerate their success.



DEVELOPMENT OPPORTUNITIES

Whether you're at the beginning of your career or a senior leader, Compass Group offers you an extensive range of development opportunities. The key to your career growth is the ability to gain new skills and expand your knowledge.

COMPLIANCE TRAINING

As a leader in our field, we set the highest possible standards for the quality of the services we provide and the professional and ethical way we run our business. Our reputation and future success depend on it. Compass Group offers Compliance Training to help you understand your role in maintaining the highest standards of service, interaction with others, and ethics.

SKILLS DEVELOPMENT TRAINING

Skills Development Training helps match the needs of all associates regardless of career experience. Our goal is to offer the best, most effective job-related training possible for associates to maximize skills for excellent job performance and career growth.

- Technical Skills: the day-to-day skills that assist in promoting effective production and work satisfaction
- Interpersonal Skills: the use of people skills for communication, relationships and helping others
- Management Skills: the ability to supervise, direct and guide individuals and groups in the completion of tasks and fulfillment of goals
- Financial Skills: the understanding and application of financial management principles to ensure decisions are fiscally sound and responsible

LEADERSHIP DEVELOPMENT

We provide leadership development programs for every stage of your career. Our Leadership Development programs prepare our future leaders to develop the organization and drive long-term, sustainable growth. You can be a leader at every stage in your career. From managing yourself to managing a business, our leadership development programs are designed to achieve results—both for you and for the organization.

NEW MANAGER TRAINING

The New Manager Training platform is designed with a blend of operational experiences, new manager and leadership skills taught through distance, self-directed, hands-on, and live classroom learning. This design creates a robust learning opportunity for students to build the skills and knowledge needed for success as a full-time manager. Supporting the students are their program sponsors, training site managers, and training site teams. Their role is to provide guidance, share best practices and the support needed to develop into GREAT Compass managers!

CAREER PATHING

ONE COMPANY. ENDLESS OPPORTUNITIES.

A career path is the progression of jobs you hold during your career. Your path could be a straight line with each successive position leading to the next, or your path could be a journey across industries, across the country, and across Compass.

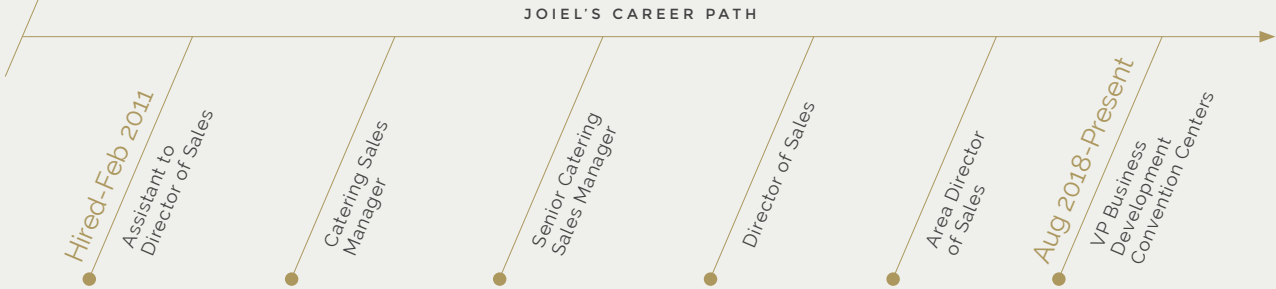
With many different roles available across our family of companies, Compass Group offers our people a wide range of diverse and rewarding opportunities to grow their careers.



JOIEL ALEXANDER / LEVY / VP BUSINESS DEVELOPMENT CONVENTION CENTERS

"In the 7 1/2 years I've worked for Compass, I've been promoted four times. I was expected to not allow my job description to dictate my responsibilities; Compass pushed me to learn all aspects of the business. Diversity and inclusion is critical to our success as a company. The appreciation of differences and inclusion of all kinds of people in my life have shaped me into the leader I am today."

Basketball diehard, itching to visit Italy, strong family values





JULIE COBB / COMPASS CORPORATE /
VP HUMAN RESOURCES

"Working in Human Resources for many years, I always knew that people were extremely important. However, at Compass I have experienced that even more. I've seen how our people are so important to not only each other, but to the clients we provide amazing service to every day. The key is leveraging everyone's diverse strengths. When we say it's all about the people, it really is."

Gulf Coast born, avid runner, proud veteran daughter



MICHAEL HOLLIS / FLIK HOSPITALITY /
SOUS CHEF

"The relationships you build at Compass are the true difference. The people here really wish to see each other succeed. When I was a utility worker, I had the chance to work with a regional executive chef. He showed me what was expected of me, and gave me support and lifelong lessons when I needed them. Now I'm a sous chef and training others, attempting to help build careers and give chances just as I was given."

Father of daughters, appreciates cheeseburgers, admires his brother

ZEESHAN MALIK / FOODBUY /
SOURCING DIRECTOR

"Compass Group creates positive change. Not only do we bring the best to our clients, but we also have a measurable social impact. Whether working with community projects or bringing diverse people together, we are a positive force. We bring innovation to the foodservice industry, because we have the best talent from across the globe, working hand-in-hand to make a difference."

Bitten by the travel bug, family man, heart captured by masala curry



MICHELLE CRAMM / UNIDINE /
SR. DIRECTOR, CULTURE + FIELD TRAINING

"I know it's a cliché, but TEAM (Together Everyone Achieves More) rings true within Compass. Anyone who is qualified and capable at their job is regarded at the highest esteem no matter their race, ethnicity, gender, sexual orientation, or anything else. It's about the person and their contribution to the company. I'm excited to develop and strengthen new relationships with the Compass family."

Enjoys canoeing, prepared for the zombie apocalypse, looking to visit Alaska

FACES OF OUR SUCCESS



DON SONG / EUREST SERVICES / HR MANAGER

"Respecting and appreciating differing backgrounds, experiences, and perspectives allows us to see things more wholly. It is only through the inclusion of those diverse ideas that we are able to make the best decisions. The experience and knowledge I gained from interacting with the implementation and sales teams is something I know I can use in furthering my career or helping others see the bigger picture."

Outdoor enthusiast, grill master, plays the guitar

FACTS

100,000+ Associates hired (hourly and salaried)

50% Salaried Positions filled internally

Over 300,000 training courses completed

ENGAGEMENT

Our engagement survey shows us... We are among the best of the best in the way we embrace diversity and inclusion and value differences among associates.

SABRINA CONNERY / WOLFGANG PUCK CATERING / ASSISTANT CONTROLLER

"It is of the utmost importance to treat all people equally. From the dishwashers to the CEO, we are more alike than we are different. I know if I ever run into a problem, there is always someone to reach out to for help. Whether it is help with a reconciliation form or account-related issues, I know there's always a wide array of resources and viewpoints willing to support me. That's comforting."

Mother of three, softball coach, Girl Scout leader

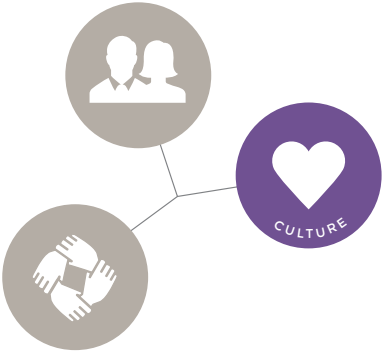




OUR CULTURE

THE WAY WE CULTIVATE INCLUSIVE ENVIRONMENTS

Our company culture reflects our values and principles. We strive to create an environment where every associate feels included and can come to work feeling appreciated, accepted, and set up for success.



DIVERSITY AND INCLUSION ACTION COUNCILS

Our Diversity and Inclusion Action Councils (DIAC) serve as action oriented advisory committees that are dedicated to championing Diversity and Inclusion within our sectors. DIAC members serve as change agents and their efforts are vital in helping build a culture of inclusion and sustaining a market advantage.

CHANGE AGENTS

The DIACs started Inclusion Week across the company as a way to provide a better understanding of the benefits of a diverse and inclusive culture and the associated behaviors.

This year's theme, **#WEIgniteInclusion**, reinforced the power of the collective whole. Building an inclusive culture where we all feel supported, valued, and appreciated takes every single one of us working together. Toolkits were developed and filled with activities that align with each day's theme.



We encourage and support one another, we encourage the sharing of ideas.

We celebrate one another by recognizing and showing appreciation for one another.

We connect and build relationships with our client, community, and customer.

We empower one another to grow and develop by creating a culture where all can thrive.

We are Compass Group...together we ignite inclusion year-round.

FACES OF OUR SUCCESS



HOLLY BLUNKALL

MORRISON HEALTHCARE/
TRAVELING NUTRITION + FOOD SERVICE DIRECTOR

"We bring our whole selves to work each and every day. But more than that, we have the chance to use that uniqueness as an asset. Something that makes us all better. It's that freedom that allows us to lead teams to exceed their potential. The impact we have on our clients, staff, and communities is truly something amazing."

Idolizes her mom, horror movie aficionado, photography buff

ELSIE LACOURT

FLIK INDEPENDENT SCHOOL DINING
PROJECT MANAGER

"I am lucky to be part of the DIAC team here at Compass. We work together cohesively, toward a common goal, creating a positive working atmosphere, and supporting each other to combine individual strengths to enhance team performance. I've had the opportunity to present at hourly orientation meetings and senior leadership meetings.

Also, being bilingual has opened several opportunities by translating conversations during business transitions, recruiting, presentations, and orientations to Spanish speaking associates."

Adores her daughters, football fan, knows her way around the kitchen





The Leadership Legacy Network (LLN) is a pillar of our diversity and inclusion strategy, focused on engaging and developing associates from all sectors. The LLN promotes professional development opportunities for our members by hosting chapter meetings focused on enhancing leadership skills. As Compass Group's Associate Empowerment Group, we seek to empower our people to be leaders. Each chapter meeting offers an info-share session focused on leadership development, career growth, mentoring, and inclusive leadership. The hallmark of an LLN chapter meeting is the cross-sector networking environment we offer.

Chapters Include:

Atlanta / Carolinas / Chesapeake / Chicago / Greater Midwest
Gulf Coast / Houston / Metro East / New England / Northern California
South Florida / Southern California / St. Louis

2018 LLN Leadership Conference



Metro East Chapter



FACES OF OUR SUCCESS



DAVID LOBBAN / EUREST / NATIONAL GROUP MANAGER

"Even though we are the leader in contract food and support services management, we are never just a number. We are all real people. We all are part of a team. And when the team has a need—whether it is because someone is out or someone is struggling in their role—we all come together to make sure the job gets done and exceeds expectations. No one ever gets lost in the shuffle and great performance never goes unnoticed."

Fan of college sports, loves everything Texas BBQ, can carry a tune

ESTHER HAREWOOD / MORRISON COMMUNITY LIVING / DIET OFFICE MANAGER

"Working here has made me more open-minded, flexible, and appreciative of teamwork. I've learned that setting goals is what makes succeeding more attainable. For instance, I set the goal to complete a leadership training program and am already well on my way. I have just one more step left before I can apply for a director position and further my career."

Dreams of Paris, has an adventurous streak, bookworm



VETNET

VETNET This dedicated unit of associates shares the goal of promoting veteran recruitment, providing growth opportunities, honoring military service, and elevating our success through the use of their unique skill sets and cultural insights. We are proud to provide meaningful employment opportunities that empower these brave men and women to thrive and advance in this next phase of their careers.

HIRING OUR HEROES We believe veterans possess the skill, experience, and team focus to help us grow our organization today and in the years to come. Compass is proud to continue our partnership with Hiring Our Heroes, a nationwide initiative that provides insight into effective recruiting and onboarding strategies, as well as, opportunities to connect with transitioning service members. In addition to participating in veteran focused Career Fairs and On-Base Transition Summits, we are also excited to participate in the Corporate Fellowship Program. This program is a collaboration with partner corporations to aid veterans in the transition from the military to corporate America.



FIVE JEWEL AWARD

Each year, the **Five Jewel Award for Inclusion Excellence** recognizes outstanding teams who stand above the rest, exhibiting a true passion for diversity and inclusion. With a 2018 theme of **Ignite Inclusion**, teams highlighted an inclusion best practice they implemented in the workplace that had a positive impact on the team, client, or customer relationship.

THE 2018 SECTOR WINNERS

Bon Appétit // SAS, Analytical Software – Atrium Cafe

Eurest // Microsoft Fargo

Canada // Compass One East

Canteen // Mid-Atlantic Division

Chartwells Higher Ed // Quincy University

Chartwells K12 // Lincoln County District

Corporate // Treasury Department

Crothall // Novant Forsyth Medical Center

CulinArt // Stony Brook University

FLIK // Thunderbird Executive Inn

FLIK Lifestyles // St. Joseph's Provincial House

Foodbuy // Communication Team

Levy // American Airlines Center

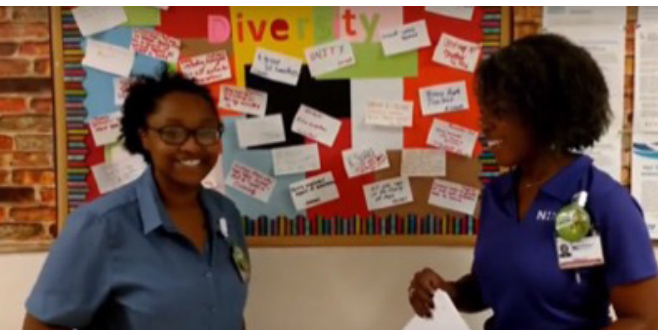
Morrison Community Living // Brooks Bartram

Morrison Healthcare // The Hospitals of Providence Memorial

Restaurant Associates // Capital One – West Creek Hospital

TouchPoint // St. Thomas Rutherford Hospital

The overall winning account, Chartwells Higher Education at Quincy University, implemented frequent Chef Challenges that included all levels of the team and the students. This inclusion best practice engaged many and showcased why the students feel *“the café is the most vibrant place on campus.”*



BE-A-STAR

Be-A-Star is Compass Group's premier business excellence recognition program. The mission of Be-A-Star is to provide a consistent platform for each of our business sectors to communicate their key business initiatives and to recognize associates and teams that deliver great results while accomplishing these objectives. Each business unit and department within Compass Group operates according to our Management and Performance (MAP) Framework, providing a road map for continued growth and opportunity for our organization. Be-A-Star provides the essential tools for recognizing our associates' accomplishments, talents, and contributions in an authentic way, which is a key element to creating a culture that engages and retains the best people.

Bon Appétit

Star Performers Employee Recognition

Canteen

Be-A-Star Associate Recognition

Chartwells Higher Education

Star Associates Recognition

Chartwells K12

Above & Beyond the Call of Duty
Recognition

Crothall Healthcare

GEM (Great Employees Make Magic)

Eurest

Recognizing a HERO

FLIK

Platinum Spotlight Recognition

Flik Independent School Dining

Platinum Spotlight Recognition

FLIK Lifestyles

Platinum Spotlight Recognition

Levy

Levy Legends

Morrison Community Living

People First Recognition

Morrison Healthcare

GEM (Great Employees Make Magic)

Restaurant Associates

Hospitality Heroes

TouchPoint

Region, Culinary & Clinical Awards



FACES OF OUR SUCCESS



JENNIFER MITCHELL / SSC / UNIT DIRECTOR

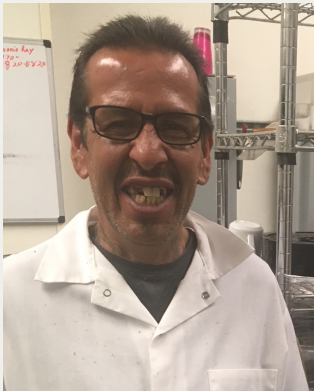
"Compass is growing daily with new sites. When there is a new campus, like the project we did at Fort Smith, Arkansas, the whole team comes together. I have made fantastic relationships and partnerships with many people over the last six years, and this only makes me want to be better at what I do."

Family oriented, outdoorsy, has Rome on her bucket list

RONNIE GARCIA-PORTER / BON APPÉTIT MANAGEMENT COMPANY / DISH LEAD

"There's always a lot of work to be done at Compass, but we get it done together. We're always following a couple key ideals. Lead by example. Help when necessary. And hard work brings new opportunities for promotions and growth. I followed these ideals into a promotion. Now I can't wait to see where I can go from here."

Proud grandfather, tattoo artist, lives for lasagna





OUR COMMUNITY / THE WAY WE LEVERAGE INCLUSION FOR BROADER IMPACT

Our community is where our associates, customers, and clients live. We connect with our community, by seeking opportunities to innovate within the marketplace, partner with our clients and make an impact in the communities that we serve, enabling them to thrive.



PARTNERSHIPS

We are continually seeking opportunities to partner with organizations to promote stronger and healthier communities. Here are a couple of examples...

MORRISON HEALTHCARE + ASHEVILLE POVERTY INITIATIVE

Morrison Healthcare at Mission Health partners with Asheville Poverty Initiative (API) to help provide "rescued" food to members of the community. The food is served by volunteers out of the 12 Baskets Café located in the West Asheville, North Carolina neighborhood. Mission Health works in tandem with local restaurants to donate food and support API's goal to nourish and educate the community members. The food provided meets strict dietary guidelines and recipe compliance, so recipients of the food are receiving healthy, well-balanced meals.

IMPACT OF PARTNERSHIP

- Donated 100 pounds of food per week to Asheville Poverty Initiative.
- Worked to provide on-site nutritional information to help community members grow their nutritional knowledge.
- Provided food at no cost at their annual donor dinner to increase awareness of the program and partnership with Morrison.

"WE ARE DOING MORE THAN JUST PROVIDING FOOD TO FULFILL THE NEED TO FIGHT HUNGER, WE ARE PROVIDING NUTRITIOUS MEALS THAT PROMOTE HEALTH AND HEALING TO A COMMUNITY IN NEED."

— JASON CHANNELL, REGIONAL DIRECTOR OF OPERATIONS



CANTEEN + ASPIRE

Canteen Chicago has had a longstanding partnership with Aspire, a pioneer in the way it provides services and opportunities for children and adults with developmental disabilities and their families. Aspire CoffeeWorks division sells coffee to raise money that supports the financial health of the organization. Canteen partners with Aspire by providing this coffee product to its local clients. Thus far, we've also hired three team members through the program. This partnership has been mutually beneficial in many ways and has helped elevate the conversation around the importance of inclusion.

IMPACT OF PARTNERSHIP

- Enabled 90 kids with disabilities from economically disadvantaged families to receive weekly individual therapy services.
- Fully funded career training for 180 adults with disabilities, giving them the opportunity to experience the pride and independence of having a job.
- Provided 36 adults with disabilities 30 hours of crucial skill-building sessions in order to learn life skills necessary to live safely and successfully.

"THE MORE ASPIRE COFFEE WE SELL, THE MORE PEOPLE CAN ENTER THE WORKFORCE AND THE MORE NET PROCEEDS WILL GO TO SUPPORT VITAL SERVICES FOR THOSE WHO NEED THEM."

— ORRIN HUEBNER, REGIONAL DIRECTOR





ZOLTAN VARGA / FLIK LIFESTYLES / DIRECTOR DINING SERVICES

"We have a wonderful team of people who are committed to empowering each other. Different departments often collaborate flawlessly to effectively achieve common goals. Once, we brought our nursing, housekeeping, and maintenance teams together to deliver food to residents without working elevators. That let all the departments see how our jobs rely on each other for the success of the whole organization."

Thrift treasure hunter, world traveler, gardener



JAVIER LOPEZ / CANTEEN / CUSTOMER SERVICE MANAGER

"I started off as a route driver, and Compass gave me the opportunity to express my ideas. I was able to show my initiative and, eventually, get promoted. It fuels me every day knowing I am part of a company that has a positive atmosphere and encourages its associates to be the voice of the organization. I can't tell you the pride it gives me, knowing I can be heard and express my ideas freely."

Amateur bowler, weak for Brick Oven Pizza, hopes to visit Fiji

AVALON HATTEN / CULINART / FOOD SERVICE DIRECTOR

"I was given this incredible opportunity to mentor students with disabilities through the Job Shadowing program. The students continue to inspire me to be the best leader and role model. For me, coming from a different country, diversity and inclusion means a lot. So the chance to give back to the community is something I'm thankful for."

Avid bowler, appreciates soul food, wants to visit Dubai



ISAAC JOHNSON / CROTHALL HEALTHCARE / REGIONAL DIRECTOR OF OPERATIONS

"Compass promotes innovative and creative thinking. Whether it's a new slogan to promote an old idea or bringing in new ways to solve problems, we know new ideas will be embraced. It's a workplace that truly appreciates our differences knowing that it is what truly makes us great. I have built relationships at the company that will last a lifetime; I still exchange holiday cards with staff and clients from various accounts over the years."

Globetrotter, film junkie, golfer



COMPASS IN THE COMMUNITY AWARD

Compass Group recognizes associates and accounts who contribute to building stronger and healthier communities through the Compass in the Community North America awards.

- One Gold award: \$8,000 for charities and attendance at the Compass Night of Stars Celebration!
- One Silver award: \$6,000 for chosen charities
- Three Bronze awards: \$2,000 each for their respective charities

The 2018 Gold Award honors Colgate University, a Chartwells Higher Education account. Colgate has a number of community initiatives it executes year-round that make meaningful impacts. Some highlights include helping build the local arts community through two large fundraisers, partnering with the Veterans Clear Path Program, participating in One Million Acts of Good, and sponsoring the children's movie program during the summer. The team at Colgate University truly embedded themselves in the fabric of the community.



STUFF THE TRUCK 2018



KIDNEY WALK 2018



PRIDE 2018

PRIDE 2018



KIDNEY WALK 2018



STUFF THE TRUCK 2018



EXTERNAL RECOGNITION

We pride ourselves on being a great company to work for, so when we are recognized in the community for this culture we work so hard to create, we celebrate. We celebrate the value and impact that diversity and inclusion continues to have on our company, our clients, and the customers we serve every day.

Forbes / AMERICA'S BEST EMPLOYER FOR DIVERSITY

FAST COMPANY / WORLD'S MOST INNOVATIVE COMPANIES

FORTUNE / 50 COMPANIES THAT CHANGE THE WORLD

Forbes / BEST EMPLOYER FOR NEW GRADUATES

OMNIKAL / TOP 50 ORGANIZATIONS FOR MULTICULTURAL BUSINESS OPPORTUNITIES

FACES OF OUR SUCCESS

JOHN WHITELAW / CHARTWELLS HIGHER EDUCATION/
LINE COOK

"It's been incredibly exciting to be able to work with students from around the world, training them on the importance of embracing diverse thinking. Compass is always willing to teach anyone who's ready to learn the job, whether they're Compass associates or from another sector. People willing to work together as a team is power within itself."

Fitness nut, avid outdoorsman, fond of fishing



JULIO NARVAEZ / CHARTWELLS K12/
RESIDENT DISTRICT MANAGER

"Teamwork is a multilevel effort. I am working with my café manager and supporting her team under the direction of the account management team. Every meal we serve is the result of the team who worked to put them together. And that's what makes the meals—and our team—so special."

Family man, Puerto Rican native, wants to visit Spain



FACES OF OUR SUCCESS



XIOMARA RIVAS / RESTAURANT ASSOCIATES / SR. CAFE MANAGER

"There are always opportunities to develop your career at Compass. They offer training courses, and every training course is like watering a plant. They all have something I can implement, learn, or share that will help me grow and get better at what I do. Working here, I've realized it's empowering to discover you're capable of more. At Compass, everyone is a "go to" person where they can count on me as much as I count on them."

Believes in the power of optimism, pupusa aficionado, loves singing

MARIA KOZIARA / TOUCHPOINT / CASHIER

"In the six years I've worked here, I can safely say that everybody is a team player. If a team member has more experience, they're willing to guide the newer members so we can work more effectively and efficiently. Whether someone calls in sick, or simply gets behind, the others on the team all rally together to pick up the work and make sure our customers are served."

Creates embroidery, natural green thumb, makes a mean egg salad



DIGITAL INNOVATIONS

As our world grows ever more digital and interconnected, we are continually exploring ways to leverage technology to improve how we communicate and work.

NUDGE

We are committed to making sure all our associates, regardless of role, are able to stay engaged and informed on what is happening with Compass. That is why, one of the solutions we implemented is the Nudge Rewards App. The mobile app based platform provides a series of campaigns designed to not only drive sales in a fun and motivating way, but inspire and build connectivity across the company.

92% APPROVAL RATING

82% MONTHLY ACTIVITY RATE

"I love how we can communicate with others in the company! We don't get to meet others often. This is also a great way to share ideas."

– Bria Culleney, Bank of America

207K NUDGES DELIVERED

"My favorite part of my job is being able to build a positive relationship with my customers and clients. It is a great feeling to know that they really appreciate me, as well as my coworkers."

– Jennifer McClees, IBM

– Hi Jennifer! I definitely agree! There is something about making those connections with customers that end up making my day – Chicagoland

– Yes, I love to laugh with my customers, it makes my day even better. – Boeing

"One of my new favorite things is this app! I love knowing what other people are doing. It's a fun way to connect with people in the company and share ideas. It's also a good way to stay caught up on what's going on and the promotions we run."

– Rachel Cohen

"It honestly doesn't feel like work when surrounded by wonderful people while also doing something that you are passionate about."

– Robert Reynolds

VALUING OUR DIVERSE SUPPLIERS

"Compass Group North America views diversity as a fundamental business strategy. 'Embrace Diversity' is one of our five Global Core Values. Our supplier diversity team is committed to the development, utilization, and growth of diverse suppliers. Foodbuy, our purchasing organization, aims to include qualified diverse suppliers in all aspects of the procurement process. Further, we expect our major vendor partners to use similar inclusive practices in their procurement programs and vendor relationships."

— GARY GREEN, CEO COMPASS GROUP NORTH AMERICA

SUPPLIER DIVERSITY

Our supplier diversity team seeks to identify certified Minority and Woman Owned Business Enterprises (MWBs), for inclusion in Compass Group's sourcing opportunities. Having a well-rounded supplier base helps Compass Group better anticipate the needs of the people we serve, and enables us to provide products and services that are specialized, competitively priced, and innovative.

FOODBUY

As the largest foodservice and hospitality procurement organization in North America, Foodbuy is the sole sourcing partner for our parent company, Compass Group USA. Driven



by best-in-class sourcing strategies, our tremendous purchasing volume provides a great opportunity to support a strong supplier diversity program. Guided by a commitment to safety, Foodbuy partners with our approved suppliers to ensure the products and services we source meet the highest approved quality standards and our broad distribution needs.

The Foodbuy team is dedicated to:

- Growing the number of diverse suppliers in our supplier pool and maximizing the utilization of their goods and services throughout the business.
- Enabling supplier partners to work together to leverage their combined resources for greater business opportunities and expansion.
- Educating diverse suppliers on the business requirements to obtain certification for becoming an approved Compass Group vendor.
- Ensuring equitable consideration for diverse suppliers in the qualification, proposal, and contracting process.
- Providing Foodbuy customers with access to our diverse supplier base to meet their unique business needs.

THOMPSON HOSPITALITY

As the largest minority-owned restaurant, foodservice, facilities management and hospitality company in the country, Thompson Hospitality has had a strategic alliance with Compass Group since 1997. Together, we serve urban school districts, major hospital centers and business and industry accounts, including more than 30 of the Fortune 100 companies. Thompson Hospitality has, on a solo basis, developed a specialty niche in providing foodservice to many of the nation's Historically Black Colleges and Universities. Our partnership starts with a total dedication to achieving excellence and ends with total customer satisfaction. Our high standards, efficient systems and creative concepts help deliver a top-quality dining experience. With Thompson's unique understanding of the tastes and preferences of its customers and communities, our companies share a solid track record, a successful operating history, and the ability to handle a wide variety of foodservice needs.



"When our companies came together more than 20 years ago, we never imagined that our partnership would prove so successful. Today, we operate more than \$1.8B in business together, and our partnership's future looks even brighter. We are all looking forward to the next 20!"

— WARREN M. THOMPSON, PRESIDENT AND CHAIRMAN

LETTER FROM

CINDY



CINDY
*Optimist, strategist,
champion of others*

Our people and our culture are the heart and soul of our great company, and it is truly because of their dedication and passion that we have experienced such wonderful success over the years. Our continued growth is underpinned by a culture where colleagues share values, purpose, and passion. It's not unusual to find people who've spent their full career at Compass Group. Our commitment is to prepare our next generation of leaders, allowing them to realize their best in their current role and prepare for the next amazing opportunity.

We're always listening and eager to hear new ideas that keep our organization and our people moving forward. We approach each day ready to embrace challenges and push boundaries. I'm thrilled to welcome Adrienne Williams as our new Vice President of Inclusion & Human Resources and am excited to continue this journey with her!

**"WE'RE ALWAYS LISTENING AND EAGER TO HEAR
NEW IDEAS THAT KEEP OUR ORGANIZATION AND
OUR PEOPLE MOVING FORWARD."**

Thank you.

Cindy Noble
Chief People Officer

A large, elegant, gold-colored handwritten signature of Cindy Noble.

LETTER FROM

ADRIENNE



ADRIENNE
*Risk-taker, Avid Reader,
Working Mom*

I am excited to be a part of the diversity and inclusion journey at Compass Group and I want to thank all of our associates for showing up every day prepared to make an impact and be the difference. As the world around us continues to change at a rapid pace, we explore innovative ways to build awareness and understanding, stay connected, and grow together as a company. We are a company that values our people and we work hard to ensure that we are cultivating a culture where everyone's unique abilities are leveraged to make our great company even greater. I am inspired regularly as I encounter daily reminders through your wonderful stories. It is your efforts and passion for inclusion that will allow us to author new heights.

**"I AM INSPIRED REGULARLY AS I ENCOUNTER DAILY
REMINDERS THROUGH YOUR WONDERFUL STORIES."**

Thank you.

Adrienne Williams
Vice President, Inclusion & Human Resources

A large, elegant, gold-colored handwritten signature of Adrienne Williams.

PEOPLE PROFILE // COMPASS GROUP USA

Our company is growing. As we grow, we'll continue recruiting, hiring, and retaining more people from broader backgrounds who reflect our evolving communities.

MALE	FEMALE	WHITE	MINORITY	BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	PACIFIC ISLANDER	TWO OR MORE
42.3%	57.7%	40%	60%	30%	22.7%	4.4%	0.6%	0.7%	1.6%
40.5%	59.5%	35.9%	64.1%	32.3%	24.2%	4.5%	0.6%	0.8%	1.7%
55.6%	44.4%	70.3%	29.7%	12.9%	11.2%	3.7%	0.3%	0.6%	1%

TOTAL // 235,507

NON-MANAGEMENT // 206,790

MANAGEMENT // 28,717





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