

# Workforce Opportunity Network

## What WON provides

WON is an intimate, cross-industry network that connects you with your peers at other leading organizations.

It is a reliable source of information for:

- Diversity and inclusion
- EEO compliance
- Affirmative action

## 2011 Meeting dates

**February 9–10**  
Miami, Florida

**April 12–13**  
San Diego, California

**July 13–14**  
Washington, District of Columbia

**October 19–20**  
New York, New York

The Workforce Opportunity Network (WON) is a unique group of more than 100 diversity and Equal Employment Opportunity (EEO) leaders who meet regularly to discuss developments and best practices in the field. We hold confidential roundtable meetings where members can dialogue with peers on issues of interest. Between meetings, members receive information so that networking can continue via e-mail, teleconferences and a members-only website.

WON is two networks in one. The dual focus on diversity and EEO enables members to work together on the full range of complex issues facing today's organizations.

### Benefits of membership

Annual membership allows each member company to designate two representatives with management responsibility for diversity and/or EEO. Members in the network build ongoing relationships with peers at other major companies. Members may participate in all WON meetings, on special task forces, and at other ad hoc meetings of interest. All of the following benefits are included in the annual membership fee; there are no additional fees for meetings, teleconferences or WON information.

- Four in-person meetings per year, where members gather to share their experiences, best practices and learn from invited experts
- Access to a private, members-only web portal that keeps group members connected throughout the year and provides access to relevant news, research and useful links
- Regular updates on national diversity trends and developments
- Year-round learning through ad hoc surveys and benchmarking, online discussions and web-based seminars

### 1. Networking:

- Quarterly confidential roundtable meetings
- Each two-day meeting covers diversity and inclusion, EEO/compliance and affirmative action compliance

## 2. Information on developments in the field

- Daily Heads Up e-mail service keeps members abreast of relevant news
- Current Developments in Diversity and EEO – a book published four times a year

## 3. Dialogue with government agencies and other organizations

WON gives members an opportunity to interact directly with key government agencies (EEOC, OFCCP and others) at the national and regional levels. In addition, WON leaders regularly provide comments and feedback to government agencies on existing and proposed regulations.

## Member companies

ADP, Inc.	John Hancock Financial Services, Inc.
Allina Hospitals & Clinics	Johnson & Johnson
Allstate Insurance Company	JWT
Alzheimer's Association	Kellogg Company
Amazon.com Inc.	Lockheed Martin Corporation
Anheuser-Busch/InBev	Marsh & McLennan Companies, Inc.
Apple Inc.	Massachusetts Mutual Life Insurance Co.
AstraZeneca Pharmaceuticals LLP	Mattel, Inc.
AutoTrader.com	McGraw-Hill Companies
Bayer Corporate and Business Services, LLC	Merck & Company, Inc.
The Boeing Company	MetLife, Inc.
Booz Allen Hamilton, Inc.	Monsanto Company
Cardinal Health, Inc.	National Grid Company
Caterpillar Inc.	News Corp. & Fox Entertainment Group
Chartis Inc.	Northrop Grumman Corporation
Citizens Financial Group, Inc.	Novartis Corporation
Corning Incorporated	Oracle Corporation
Cox Communications, Inc.	Pfizer Inc.
Cummins, Inc.	Pitney Bowes
Federal Reserve Board	PricewaterhouseCoopers LLP
GAP, Inc.	Prudential Financial, Inc.
Genentech, Inc.	Raytheon Company
General Dynamics Advanced Information Systems	Rolls-Royce Corporation
General Dynamics Corporation	Shell Oil Company
General Electric Company	Sodexo, Inc.
Georgetown University	Sony Electronics Inc.
GlaxoSmithKline Services Unlimited	Southern California Edison Company
Herman Miller Inc.	The Travelers Companies, Inc.
Hilton Worldwide	Tyco International (U.S.) Inc.
Honeywell	UBS
Humana, Inc.	Unilever
International Paper Company	United Technologies Corporation
ITT Corporation	Visa Inc.
	Wellpoint, Inc.
	Wells Fargo & Company

## Interested in membership?

Members may nominate peers with senior diversity and/or EEO experience to join the group.

## For more information:

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## About Mercer

Mercer is a leading global provider of consulting, outsourcing and investment services, with more than 25,000 clients worldwide. Mercer consultants help clients design and manage health, retirement and other benefits and optimize human capital. The firm also provides customized administration, technology and total benefit outsourcing solutions. Mercer's investment services include global leadership in investment consulting and multimanager investment management.

Mercer's global network of more than 20,000 employees, based in over 40 countries, helps ensure integrated, worldwide solutions. Our consultants work with clients to develop solutions that address global and country-specific challenges and opportunities. Mercer is experienced in assisting both major and growing, midsize companies.

