



Addison Group (“Addison” or the “Company”) is a professional services firm that provides talent solutions and consulting services. Addison Group focuses on high-end talent specialties such as Information Technology, Finance and Accounting, Human Resources, Digital Marketing, and Non-Clinical Healthcare.

Key Initiatives

FOCUS ON DIVERSITY, EQUITY, AND INCLUSION

As a people-first company, Addison Group recognizes the importance of creating a workplace culture that cultivates a genuine sense of belonging for everyone across the family of brands. Addison Group understands that the diversity of life experiences and talents of its employees, clients, and candidates are an integral part of its achievement as an organization. The Diversity, Equity, and Inclusion (DEI) program at Addison Group is based on empowering, investing in, and advocating for the importance of a diverse workforce at the Company.

Key DEI initiatives include:

- **Employee-led Advisory Board**

This group, made up of eleven professionals from all levels of the Company, is focused on promoting an equitable work environment and furthering DEI initiatives.

- **Employee Resource Groups (ERGs)**

These are employee-led groups that provide supportive spaces for employees to foster professional growth and personal development. Through the ERGs, employees can participate in a variety of activities including career development training, interactive webinars, networking events, fundraisers, volunteer opportunities, and community outreach.

- **Annual Employee Engagement Survey**

To understand how its DEI programming impacts employees, Addison Group added an Inclusion Index to the Annual Employee Engagement Survey in 2020. Through questions on authenticity, equal opportunity, and inclusivity in the workplace, the Company’s Advisory Board can assess the effectiveness of their initiatives.

Through these and other DEI initiatives, Addison Group fosters an inclusive culture and provides a positive impact for its employees, clients, and communities in which it operates.

(1) No compensation was paid in exchange for the above testimonial, but founders and executives receive ordinary course compensation and could, and have, received other benefits as a result of their ownership or role in the applicable portfolio company, which could and have created conflicts of interest that provide an incentive to recommend Trilantic North America.



“Since partnering with Trilantic North America, Addison Group has continued to develop our people-first culture. Addison Group appreciates the support of Trilantic North America in our commitment to creating a diverse, equitable and inclusive workforce.”¹

Thomas Moran
CEO



Learning and Development

Addison Group offers impactful and specialized development programs aimed to support its employees and help them to excel in their industries. These programs include new employee training programs as well as ongoing learning and development opportunities. Each year, Addison hires dozens of new recruiters at the beginning of their careers to train them on the Addison way. This development program consists of 2-3 weeks of in-person training and e-learning modules upon initial hire and periodic additional training sessions throughout the first year of employment. Through this program, the employees learn to recruit individual candidates. After learning the recruiting skillset, program participants have the opportunity to train for the business development team where they learn to source and manage clients. Additionally, Addison Group offers ongoing learning and development opportunities for existing employees in the form of E-learning modules, peer to peer learning, and other training events. By investing in employee development programs, Addison invests in what it believes to be its most critical asset: its people.

7

Employee Resource Groups (ERGs)

41

ERG events, including 8 guest speakers

59%

of employees identify as women

29%

of employees identify as ethnically diverse

Top 200

Forbes 2022 Top 200 Best Professional Recruiting Firms



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