

Circuit Media's Commitment to Diversity, Equity, Inclusion, and Belonging

Circuit Media believes that diversity, equity, inclusion and belonging are essential to our success as a company. We are committed to fostering, cultivating and preserving a culture of diversity, acceptance and respect understanding that each individual is unique.

DIVERSITY

We believe in embracing and encouraging our employee's differences in race, ethnicity, gender, sexual orientation, socioeconomic status, age, veteran status, physical ability, religious or political beliefs and ideology.

EQUITY

We believe everyone should be equal. We offer equal opportunity for all employees. Circuit Media does not discriminate or make any employment-related decisions based on non-job performance factors.

INCLUSION

We believe in creating and fostering a welcoming environment for everyone. We recognize and respect the collective sum of individual differences such as life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent.

BELONGING

We believe all individuals have the right to be treated fairly and to participate fully in the workplace. When a person can bring their authentic self to work, they are more engaged and able to contribute to the meaningful work we do at Circuit Media.



Our Goal

Circuit Media's diversity initiatives are applicable - but not limited - to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; layoffs; terminations; and ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:



- Respectful communication and cooperation between all employees.



- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.



- Work/life balance through flexible work schedules to accommodate employees' varying needs.



- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity. Our social programs promote equity and advocacy for historically underrepresented and underserved groups.



- We are committed to a Triple Bottom Line (TBL) philosophy as the framework for our operations. That places our environment and our communities in equal importance as profit. This philosophy is a fundamental driver of how we promote DEI. Learn more about TBL and our corporate sustainability models here.

All employees of Circuit Media have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative. A formal policy is available where employees can report bias and discrimination. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.