



Diversity Network Groups are organizations of Lexmark employees who voluntarily come together with the goal of making Lexmark an even better place to work by celebrating and bringing awareness to our diverse employee population. By providing an opportunity for networking, mentoring, community outreach and other business resource activities, the groups help their members become well-informed, more satisfied and effective in all areas of their lives. Our employees share a passion for strengthening the business by fostering a more inclusive environment.

Abilities in Motion (AIM)

Abilities in Motion supports Lexmark by creating a culture that welcomes people with differing abilities, broadens our understand regarding people with disabilities by sharing ideas, networking, and performing community activities, to support employees, individuals and their families. The network strives to raise awareness among all our people about the unique needs and talents of individuals with disabilities, helping to ensure that all employees feel accepted, valued and treated fairly.



Chair: Brandi Rayburn, brandi.rayburn@Lexmark.com

Asian Network Diversity Association (ANDA)

ANDA focuses on enhancing professional development, sharing Asian cultures and organizing community outreach activities. ANDA members work together to be successful at Lexmark by promoting professional and personal development and growth through sessions that help members exchange and share ideas. The group helps members enhance understanding and appreciation of different Asian cultures, and become more informed, satisfied, and effective in supporting Asia Pacific and other global activities. The group also plans, facilitates, and implements social, educational, and community outreach activities.



Chair: Vien Carter, vien.carter@Lexmark.com

Christian Business Persons (CBP)

The role of CBP is to promote the growth and development of Christian values by providing the opportunity to meet and network with other Christians in the Lexmark community. CBP encourages its members to maintain a Christian perspective when handling various business situations and communicating with coworkers and managers. The Christian perspective includes treating all individuals as equals and recognizing that each person carries many abilities and has a diversity of gifts. The members also provide motivation by distributing encouragement and prayer lists to support members of the group, coworkers and their families.



Chair: Hannah Emerson, hannah.emerson@lexmark.com

Gay/Straight Alliance of Lexmark Employees (GALE)

GALE is a collective group of gay and straight Lexmark employees working together to create and promote an environment at Lexmark where people feel respected and included regardless of their sexual orientation or gender identity. GALE strongly emphasizes Lexmark's core values of mutual respect and integrity by fostering an understanding of the differences and similarities between gay and straight employees and their families. By providing a forum for open group discussion, together they seek to increase the understanding and acceptance of gay employees at Lexmark.



Chair: Dell Rosa, dell.rosa@lexmark.com

Veterans Association of Lexmark (VALORR)

VALORR was created to recognize and honor the sacrifice and commitment of veterans in the Lexington community and support military family members of Lexmark employees. The group works to promote awareness in the Lexmark and Lexington community of veterans and deployed personnel sacrifices, personal and family challenges. VALORR is made up of civilian, retired military, and family members of current veterans rallied around the idea of developing and executing outreach programs in support of veterans, active duty personnel, and their families.



Chair: Carl Sullivan, carl.sullivan@lexmark.com

Hispanic Organization for Leadership and Achievement (HOLA)

¡HOLA! fosters an inclusive corporate environment, where its members can thrive professionally, impact Lexmark's business, and make a difference in the Latino community. The group focuses on three key areas: professional, cultural connections and community service. ¡HOLA! encourages professional development by providing mentoring, coaching, and networking opportunities. ¡HOLA! supports Lexmark's initiatives in recruiting and retention of a diverse pool of talent. The group offers cultural enrichment opportunities to all employees who are interested in learning about the Hispanic culture. ¡HOLA! is highly committed to STEM outreach in our community and intentionally targets underrepresented minorities through partnerships with local professional societies.



Chairs: Harold Gonzalez, Harold.gonzalez@lexmark.com

Network Alliance of Black Lexmark Employees (N-ABLE)

The primary goal of N-ABLE is making Lexmark a better place to work by providing a forum for African-American employees to network with other employees of different cultural backgrounds. In doing so, members of the program are able to develop and enhance interpersonal and professional skills by mentoring and facilitating social, educational and community events. N-ABLE is designed to promote personal and professional development by eliminating stereotypical thinking and advancing an appreciation of differences within the community. N-ABLE uses its talented professionals to partner with various local African-American and charitable organizations.



Chair: Dominique Wright, dominique.wright@Lexmark.com

Linked: Lexmark Young Professionals

Linked is Lexmark's advocacy group for young professionals. The group concentrates its efforts into three categories: 1. Networking: Facilitating relationships across varied business teams, job positions and levels both within Lexmark and throughout Central Kentucky. 2. Education: Promoting personal and professional development opportunities. 3. Social: Helping employees make lasting connections, experience the rich culture of the Bluegrass and beyond, and providing opportunities to serve their communities.



Chair: Aaron Dahlke, aaron.dahlke@Lexmark.com

Women at Work (W@W)

W@W is equipping women to be more successful at Lexmark and encouraging a culture that fully embraces the value that women can bring to the business. The group conducts research to better understand roles of women at Lexmark, hosts speakers and aims to learn through feedback and interaction to enhance the experiences and personal growth of women. Members of W@W work together to equip women to be more successful both in and outside of Lexmark, and to help create a culture that fully leverages the value that women bring to the community. W@W is dedicated to being a positive influencing force at Lexmark, both as individuals and as a group, with the goal of encouraging a culture that fully embraces the value that women can bring to the business.



Chair : Ashlee Holbrook, ashlee.holbrook@lexmark.com

Diversity and Inclusion Mission Statement

We, the employees of Lexmark, value and respect our individual differences. We foster an open and inclusive environment that not only embraces new and alternative ideas, but seeks them out at all levels. This appreciation of diversity is vital to attract, retain and develop employees to their full potential. A diverse global workforce that mirrors our customers and the communities where we do business will lead to greater success for our customers, our employees and our stakeholders. We each take responsibility to make this happen.