



PEOPLE | PLANET | PLAY  
CAESARS ENTERTAINMENT  
**POSITION ON DIVERSITY,  
EQUITY & INCLUSION**



**CAESARS**  
ENTERTAINMENT®

# OUR POSITION ON DIVERSITY, EQUITY & INCLUSION



## Definition

Diversity, Equity & Inclusion (DEI) at Caesars Entertainment means:

- Ensuring a workforce that reflects the diversity of our guests and communities, and includes people of different genders, races, ethnicities, background and other dimensions of diversity
- Maintaining equitable access to and allocation of employment offerings
- Fostering a culture that welcomes and embraces differences so that everyone feels they can belong

## Importance of Diversity, Equity & Inclusion

There are many benefits to creating an inclusive workplace that is respectful of all individuals and embraces the differences that every individual embodies. Such a working environment helps a company drive innovation; understand and serve the diverse needs of its customers and markets; and attract Team Members from the widest possible pool of candidates. Not only this, advancing DEI helps strengthen the resilience of the communities in which Team Members reside, advancing wealth creation for all sectors of the population and helping them grow and thrive. An inclusive, equitable workplace fosters harmonious work relations and collaboration and reinforces a culture in which everyone can be their authentic selves and contribute with their unique experience. DEI is therefore good for Team Members, good for society and good for business.

## Values and Principles

Caesars Entertainment is committed to being a responsible and inclusive employer. In 2000, we published our first Code of Commitment as a pledge to our Team Members, as well as to guests, communities, business partners and those we reach through our business. Our PEOPLE PLANET PLAY Corporate Social Responsibility (CSR) approach was created from our Code of Commitment, and today, the Code aligns with our Environmental, Social and Governance (ESG) priorities.

Diversity, Equity & Inclusion falls within the PEOPLE pillar.

### Our Code of Commitment

PEOPLE	PLANET	PLAY
We commit to supporting the wellbeing of all our Team Members, guests and local communities.	We commit to taking care of the world we all call home.	We commit to creating memorable experiences for our guests and leading the industry as a responsible business, including Responsible Gaming practices.

Our core value of **Together We Win** supports DEI: Working together as a diverse team, caring for and respecting each other is how the magic happens.

## OUR APPROACH

We embrace diversity and aim to create a diverse workforce of Team Members in which all are celebrated as individuals and supported by equitable policies and a culture of inclusion.

Our policies and processes throughout the organization are designed to encourage the broadest possible diverse representation in our Company and ensure each has the opportunity to succeed.

### DEI Commitments

We are on a path to achieving full gender and racial parity across our organization in accordance with the following commitments:

Our 2025 DEI Commitments
<p><b>Women:</b> 50% of leadership roles* will be held by women within both the mid-level and senior leadership populations.</p>
<p><b>Racial/Ethnic:</b> 50% of leadership roles* will be held by people of color. We also commit to increasing the representation of people of color in senior leadership by 50%.</p>

\*Leadership roles include supervisors and above. Mid-level leadership roles include supervisors and managers. Senior leadership roles include Directors, Vice Presidents, Senior Vice Presidents and C-Suite Targets cover direct employees in the U.S.

We are progressing toward these targets through a range of practices and programs as detailed in the following sections.

### Diversity Recruitment

**Job Postings:** We are careful to use inclusive language in all external job postings. All job postings are reviewed from a DEI perspective before publication.

**Candidate Outreach and Partnerships:** Our external recruitment aims to extend our outreach to the broadest possible selection of candidates and we encourage all to apply. Our candidate search includes historically Black colleges and universities (HBCUs) and other diverse schools around the U.S. We also partner with multiple DEI-focused organizations that can help us extend our reach in attracting diverse candidates and support inclusion, retention and development.

**Diverse Slates:** Our objective is to ensure the inclusion of at least one diverse candidate for every available position. If this proves challenging, we may extend the timeline for our search or modify our search requirements to enable us to present a diverse slate to the hiring manager.

**Hiring Manager Education:** Hiring managers undertake our Conscious Inclusion training as well as general interview guidance. Beyond this, prior to conducting interviews, hiring managers are briefed on the selected candidates, with a focus on the unique skills and benefits each candidate can bring to the role, rather than on specific formal education or qualifications.

## Inclusive Learning and Development

We are intentional about the inclusion of our diverse Team Members in our leadership and development programs to ensure they have an equitable chance of advancing with the organization. Team Member selection for these programs explicitly encourages diverse nominees. Our flagship programs include:

**Emerging Leader Summit:** This is a two-year program for our high potential managers and directors who have been with the company for at least two years and have the potential to be promoted within the next two years. The program includes a range of learning experiences such as in-person summits, leadership panels with Caesars Entertainment executives, e-learning modules using an external platform and personal meetings with General Managers across the organization.

**Connected Leaders Academy:** This four-month program is hosted in partnership with McKinsey and targets leaders from different ethnic/racial groups, such as those of African, Hispanic or Latino and Asian descent. Team Members are typically high-level managers who join a cohort of peers from different companies, ensuring a wide range of exposure to different experiences and perspectives.

Additionally, all new Team Members receive orientation training that includes DEI content. Our talent review and succession planning processes also consider aspects of diversity.

For more information about our overall approach to Learning and Development, see [Our Position on Team Member Experience](#).

## Business Impact Groups

Our Team Member Resource Groups, called Business Impact Groups (BIGs), bring self-identifying, diverse Team Members and their allies together to support each other and our communities through dimensions of DEI. BIGs' goals address inclusive marketing, talent attraction and recruitment, professional development, supplier engagement and community service. Historically, our BIGs were launched in Las Vegas and developed nationally by adding chapters in our different regions.

During the year, each BIG is active in advancing business efforts and engaging in partnerships internally with suppliers and within our communities in ways that offer opportunities and benefits to its membership, allies and networks. Through our BIGs, we reach multiple communities, enhancing diversity in our organization and our culture of inclusion across all our activities.



Team Members with disabilities, caregivers and their allies



Black/African American and allies



LGBTQ and allies



Hawaiian, Asian Pacific Islanders and allies



Veterans, Military Spouses and allies



Women and allies



Hispanic, Latinos and allies

## Equitable Compensation and Benefits

Our compensation and benefits programs are designed to attract, retain and motivate our Team Members, and emphasis is placed on ensuring these cover the different needs of our diverse Team Member groups. For example, our benefits packages include equal consideration of domestic partners, transgender surgery coverage and an Employee Assistance Program available to all Team Members. Our “All-In On Education” education assistance program aims to make access to education more equitable for all Team Members by offering up to \$5,250 per calendar year in tuition funding, a student loan debt repayment benefit of \$5,250 per calendar year and a college savings plan.

## Disability Inclusion

We are serious about making Caesars Entertainment both accessible and welcoming for Team Members with disabilities and we continue to advance programs and initiatives to help realize this goal. As corporate partners of Disability:IN, the leading nonprofit resource for business disability inclusion worldwide, and members of their Inclusion Works cohort, we are committed to collaborating with other companies, learning and sharing to make Caesars Entertainment an employer and destination of choice for those with disabilities.

Our BIG, AVID (Awareness of Visible and Invisible Disabilities), invites Team Members across the Company’s 50+ properties to advance inclusion and equity for those with disabilities. AVID, Caesars’ first national BIG, is a virtual forum where Team Members with disabilities, caregivers, and their allies can work together to serve the disability community and create a work environment that is welcoming and accessible for all.

Caesars Entertainment is the first gaming company to be named “Best Place to Work for Disability Inclusion” in the annual Disability Equality Index which is a joint initiative of the American Association of People with Disabilities (AAPD) and Disability:IN.

In 2022, Tom Reeg, Chief Executive Officer of Caesars Entertainment, joined more than 110 business leaders in signing the CEO Letter on Disability Inclusion. By signing the letter, CEOs commit to benchmarking their disability inclusion journey with the Disability Equality Index. Learn more: <https://disabilityin.org/ceo/tom-reeg/>

## Welcoming Veterans





All of us at Caesars Entertainment are passionate about providing our veteran communities with assistance in integrating back into civilian life and opportunities to use their skills in meaningful work. Our initiative, Enlisting Heroes, proactively reaches out to veteran organizations and encourages veterans to apply. Our BIG, SALUTE, is active year-round in supporting veterans in different ways.

## Managing Concerns

We encourage Team Members to speak up without fear of retaliation in the event they observe or hear about Team Member behavior that is non-compliant or unethical or violates our DEI values. We engage an external service to manage an anonymous Ethics and Compliance Hotline for Team Members to report concerns confidentially and anonymously. All reported issues are fully investigated and a summary of justified issues and actions taken is provided to our Senior Leadership Team quarterly.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Our approach to diversity, equity & inclusion creates positive impacts that support four UN Sustainable Development Goals, as follows:

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Our investment in occupational health and safety and in wellness programs for the benefit of our Team Members and their families contributes to advancing a healthy society. Our wellness benefits are inclusive for our diverse Team Members.</p>
 <p>4 QUALITY EDUCATION</p>	<p>Our investment in education for Team Members, including our All-In On Education assistance program, advances quality education in our communities where our Team Members live and work.</p>
 <p>5 GENDER EQUALITY</p>	<p>Our focus on DEI and advancement of women in our business supports global efforts to improve gender equality.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Our focus on DEI and advancement of women and individuals identifying as members of ethnic/racial groups helps reduce inequalities in society.</p>

## GOVERNANCE OF DIVERSITY, EQUITY & INCLUSION

Overall accountability for our DEI strategy, policies and programs rests with, our Chief Administrative and Accounting Officer, a member of our Senior Leadership Team. Teams of Human Resources professionals at the corporate and property levels progress DEI plans and actions with the support of their property colleagues. Our corporate CSR team provides support for these programs and initiatives.

## VALIDITY

### This Position on Diversity, Equity & Inclusion:

- Includes all Caesars Entertainment corporate divisions and owned and operated hospitality facilities. We aim to achieve the same standards of DEI at managed and joint venture (tribal) destinations.
- Has been approved by Caesars Entertainment’s Senior Leadership Team and the CSR Committee of the Board of Directors.

**Note:** Caesars Entertainment’s overarching DEI framework identifies five pillars of commitment, embedding DEI in everything we do:

- **Team Members:** Hiring diverse Team Members and supporting their development with equitable policies and an inclusive culture
- **Guests:** Tailored offerings for diverse guests, conventions and leisure group organizers, with an emphasis on marketing to different needs
- **Communities:** Volunteer initiatives, charitable contributions, partnerships and social programs with diverse community groups
- **Suppliers:** Diversity in procurement and advancing diverse suppliers and contractors
- **Advocacy:** Ongoing deep engagement to raise awareness, change perceptions and influence public policy

This Position on Diversity, Equity & Inclusion addresses DEI for Team Members. Other elements of our DEI framework are addressed in other positions:

- [Our Position on Guest Experience](#) addresses guest diversity and marketing
- [Our Position on Responsible Sourcing](#) addresses supplier diversity
- [Our Position on Community Impact](#) addresses diverse community engagement and advocacy

## RELATED DOCUMENTS

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For annual updates on DEI at Caesars Entertainment, please see our [CSR Report](#).

### Last Updated

September 2022



See our annual CSR Report:

<https://www.caesars.com/corporate-social-responsibility/csr-reports>