

# Gender equality at CHG.

When you believe in Putting People First, good things happen. That's how CHG Healthcare achieved pay parity. By building a culture of inclusion and fairness we closed the gender pay gap and women at CHG began earning equal pay for the same work.

But we know we still have work to do to. That's why we're committed to continuing Putting People First and creating an inclusive culture for all.

## PAY PARITY.

Men and women should be paid equally for the work they do, and at CHG, they are.



**100.24%**  
is the amount women are paid on average compared to men at CHG.

## LEADERSHIP.

**38%** of senior directors and above are women, including **30%** in VP roles and above.

In 2021, CHG signed the **Parity Pledge**, a commitment to interview at least one qualified woman and person of color for every open role, VP and higher.

## GENDER REPRESENTATION.

Part of an equitable workforce includes representation. CHG strives for equality at all levels of leadership.

**60%**   
of CHG's workforce are women.

**50%**   
of CHG's leaders are women.

## FLEXIBILITY AND SUPPORT.

CHG supports women by offering:

- Flexible work schedules, including remote options
- Fully paid medical leave
- 12 weeks of fully paid maternity leave
- Access to a care network helping connect families with childcare needs



## RECOGNITION.

In 2020 and 2021, CHG was included on the **Shatter List**, an award that showcases technology companies that are creating and enacting practices and cultures that remove the glass ceiling. The list is sponsored by the Women Tech Council.

### METHODOLOGY

All data from CHG Healthcare internal sources.

[chghealthcare.com](https://chghealthcare.com)

