

J2 Global 2021 Annual Diversity Report



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“Our employees took that commitment to heart, getting involved at all levels of our organization — speaking up, stepping up, taking action.”

Last year, we embraced the mantra that “Doing is Greater than Talking.” We shared this commitment widely, reminding our employees of it as we continued our outreach in our communities, made changes, launched programs, and empowered leaders from within to build a better, stronger, more diverse J2 Global.

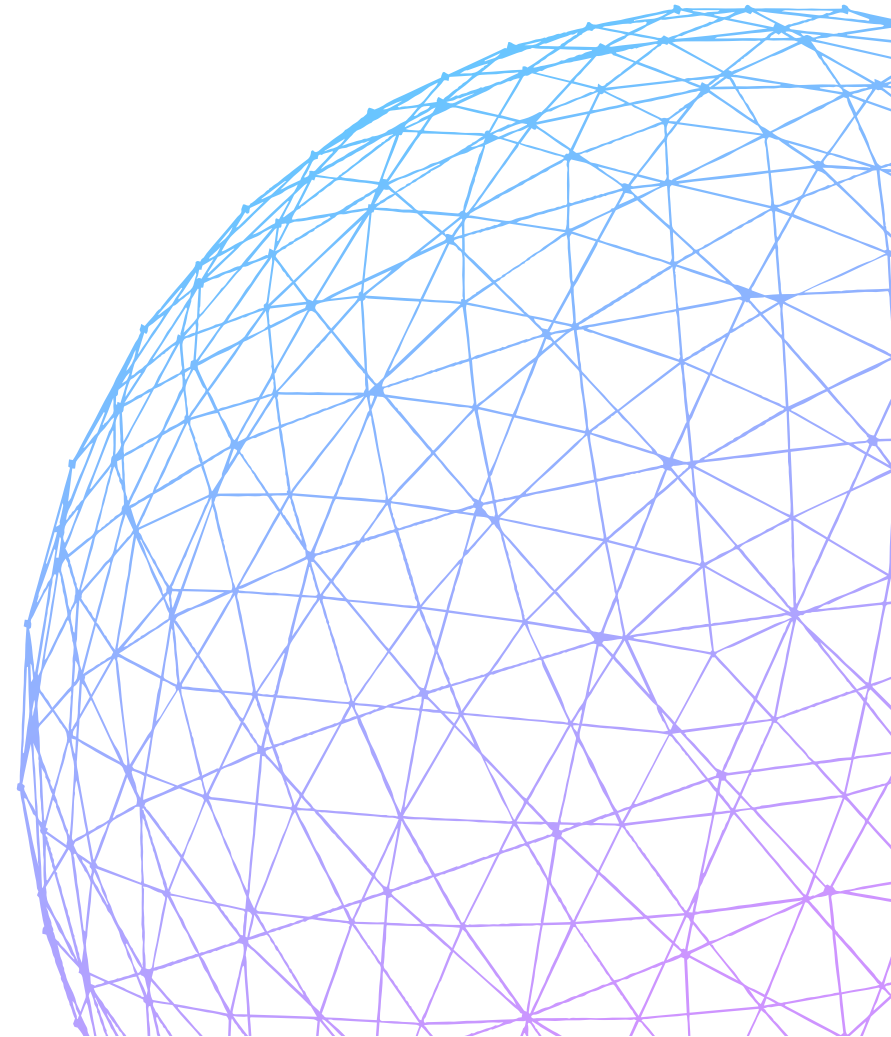
Our employees took that commitment to heart, getting involved at all levels of our organization — speaking up, stepping up, taking action. We applaud their efforts and are proud of the progress we have made in encouraging a diverse and inclusive workplace, even as we all shifted together to a virtual one. This Diversity Report highlights that progress, as well as where we’re coming up short.

Without question, there is still a great deal of work to do and we are all accountable for continued improvement. We must continue in our proactive efforts to diversify our workforce; we must continue to ensure an equitable and inclusive J2; we must continue to act with urgency. Thank you for joining us in this essential effort.

Vivek Shah
Chief Executive Officer

“Doing is Greater Than Talking”

is the call to action that unites our diversity, equity, and inclusion efforts across J2 Global. By bringing our employees together in community, amplifying their voices, and clarifying our hiring, engagement, education, and giving efforts, we continue to work toward a diverse workforce where all feel that they belong and can learn and build great careers.



As a digital media and technology organization that provides content and tools to millions worldwide, it's imperative that our values and organization reflect the diversity of our users. We are committed to:

Developing a diverse workforce.

We are proud to have improved representation for women across many levels of our organization, including senior leadership, over the last year. We continue actively working to enhance the diversity within our workforce.

Countering bias with education and innovation.

Through education programs including Anti-Racism & Allyship manager training and an extensive 2SLGBTQIA+ mental health & allyship webinar, we are equipping our employees with tools to fight bias and take action against it. This year, we will continue to audit and improve practices and processes to ensure that they are in line with our values.

Building an environment in which all feel welcome.

With the formation of our DEI Council and Employee Resource Groups, we are listening to, empowering, and working alongside our employees to sustain a global culture where all can belong.

Being transparent.

We believe that providing data, tracking our progress, listening to our employees, and holding ourselves accountable are essential to achieving our goals. We will continue to examine and publish our diversity and engagement statistics annually, both in this report and in our ESG report later this year.

All data included in this report reflects the period of July 1, 2020 to June 30, 2021, and where comparisons are made, July 1, 2019 to June 30, 2020. This report, like the last, focuses not only on our employees, but the communities we serve and work within. We will continue to champion diversity, equity and inclusion both within and beyond our organization.

Where We Are Today

While we see a number of improvements to our representation data in this year's report, particularly in the category of gender, we have a significant amount of work ahead of us to improve diversity in race/ethnicity. Once again this year, the data represented in the demographic segments of this report reflects our U.S. employee population, though our diversity & inclusion efforts are global. We have focused on gender identity and race/ethnicity as measures of diversity in this year's report. We have added greater granularity to our reporting systems for self-identification of gender outside the binary and 2SLGBTQIA+ status, and we aspire to expand our reporting to more categories next year.



Key Statistics Across J2

41%

of new hires were
People of Color

vs. 43% in 2020

52%

of our hires over the last
12 months were women

vs. 42% in 2020

36%

of senior leadership* roles
are held by women

compared to 31% in 2020

23%

of management** roles are
held by People of Color

vs. 24% in 2020

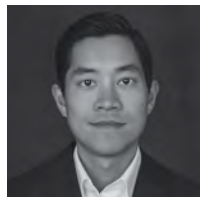
*Senior leadership is defined as employees with the title of director or above who are 2 reporting lines from corporate leadership.

**Management roles are defined as those that have one or more employees reporting to them.

Workforce Representation

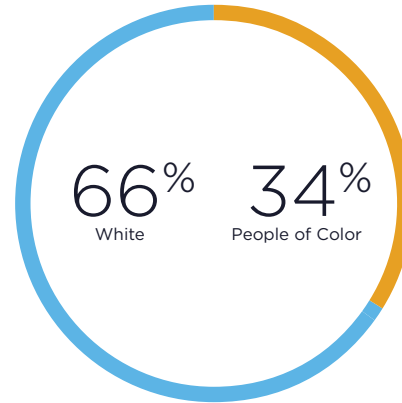
The data shown in this report represents the J2 U.S. workforce as of July 2021. Race/Ethnicity groups reflect the EEO-1 categories required by U.S. government reports, which we recognize are not perfect. This year, you will notice we've added the opportunity for employees to self-select as non-binary or "prefer not to say" when representing their gender identity - in our first round of self-identification, less than 1% of our employees identified as non-binary, and less than 1% of our employees selected "prefer not to say." You will see that our gender blend of men and women moved closer to parity this year - from 59% men/41% women in 2020, to 56% men/44% women in 2021. We did not see the same progress in our Race Representation, with 65% white/35% people of color in 2020 compared to 66% white/34% people of color in 2021.

"I find it unacceptable that systemic barriers persist today, and many already facing social and economic disadvantages have been impacted disproportionately in the last year from the pandemic. I believe it is our responsibility to help eliminate these structural inequities within our lifetimes through unwavering and relentless action within our company and communities."

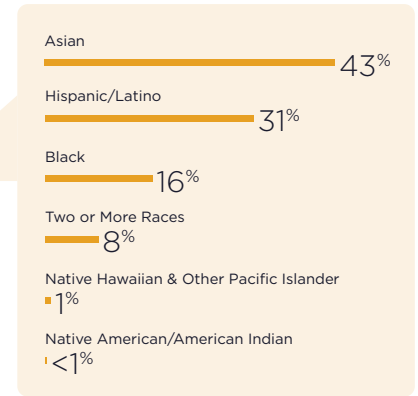


Thomas Le
VP, Corporate Development,
J2 Global
DEI Council Member

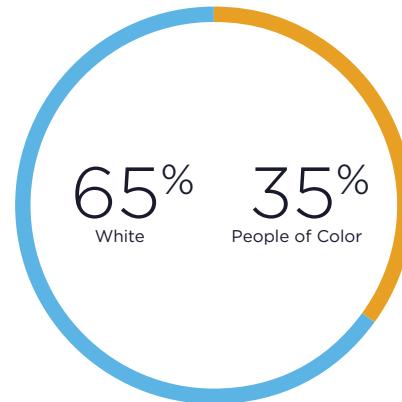
Race/Ethnicity Representation 2021



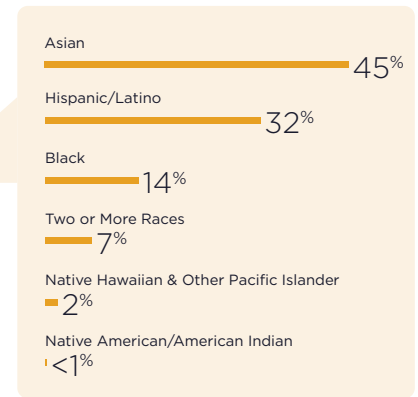
People of Color Race/Ethnicity Representation



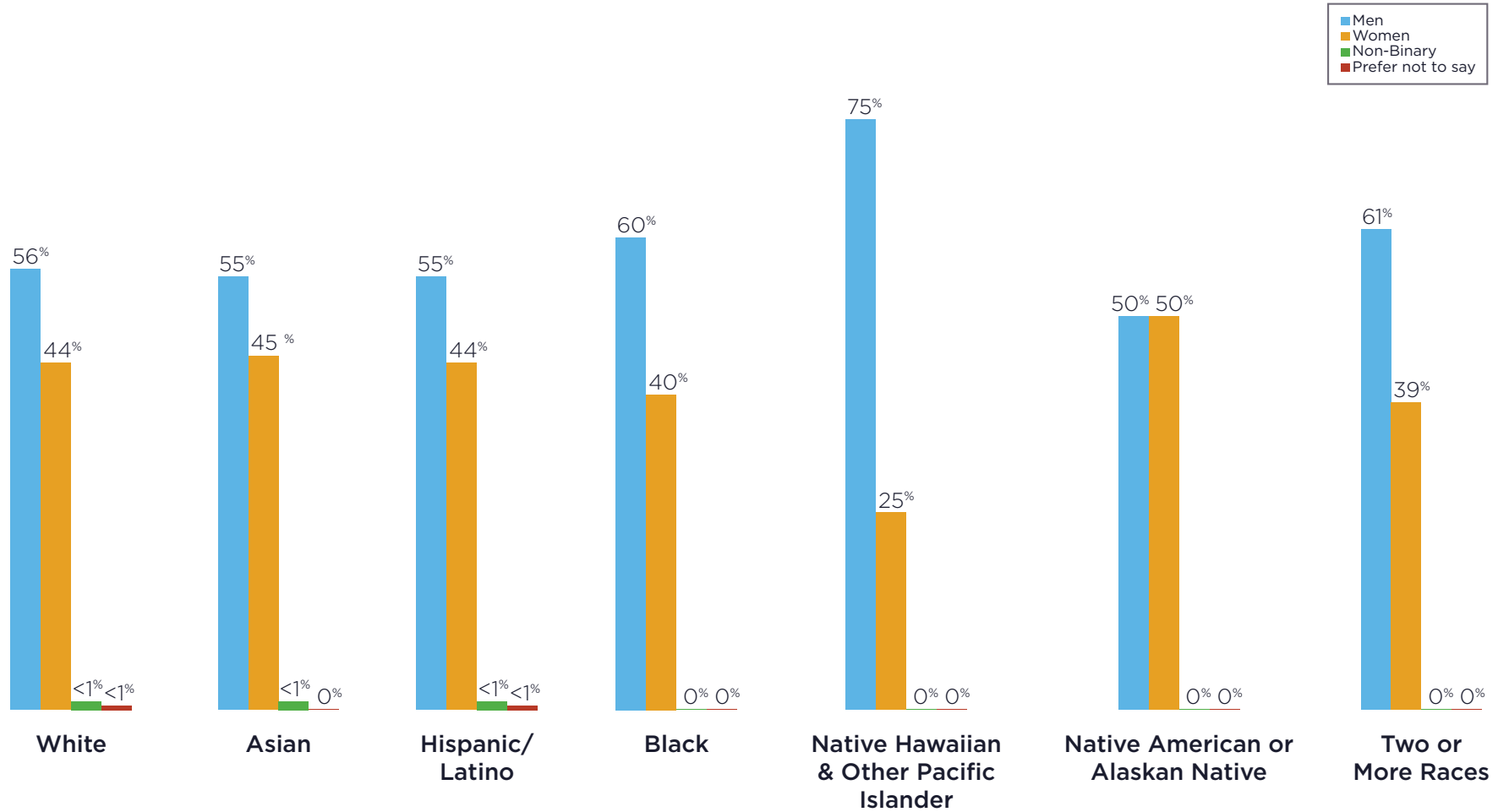
Race/Ethnicity Representation 2020



People of Color Race/Ethnicity Representation



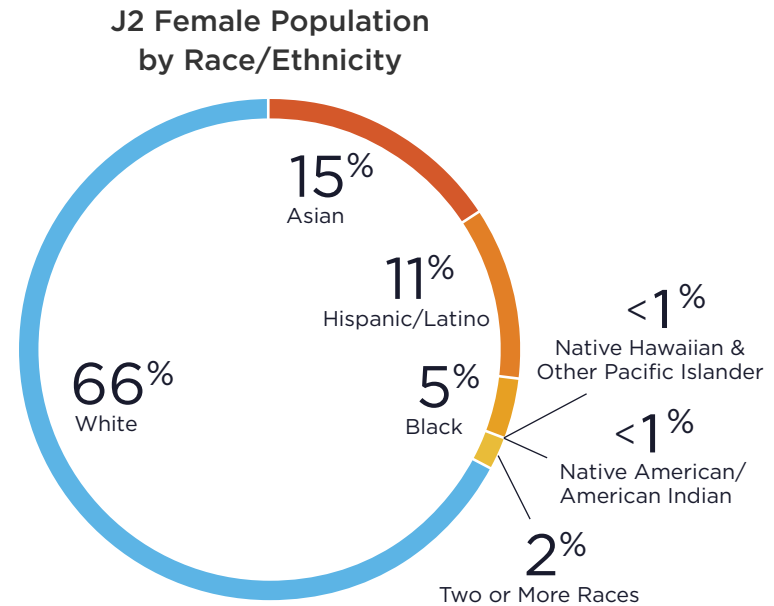
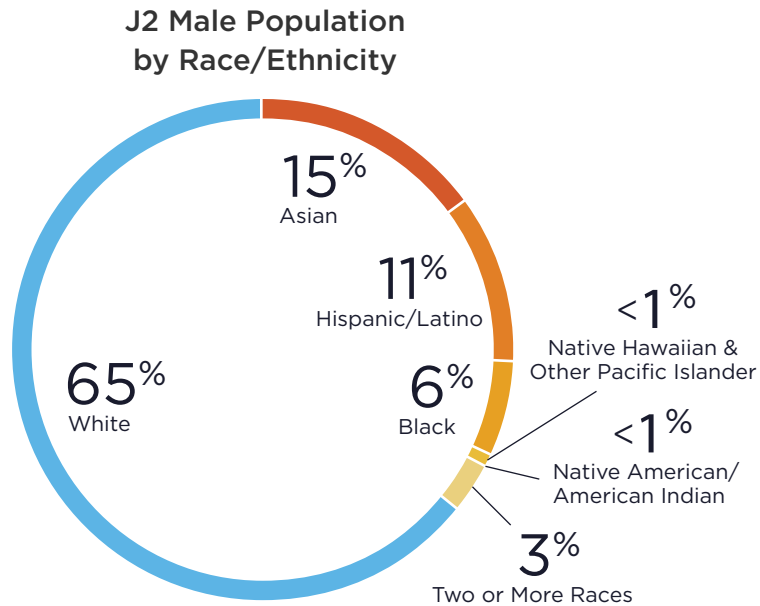
Employee Race/Ethnicity Representation



Percentages in the graphs may not equal 100% due to rounding.

Employee Race/Ethnicity Representation by Gender

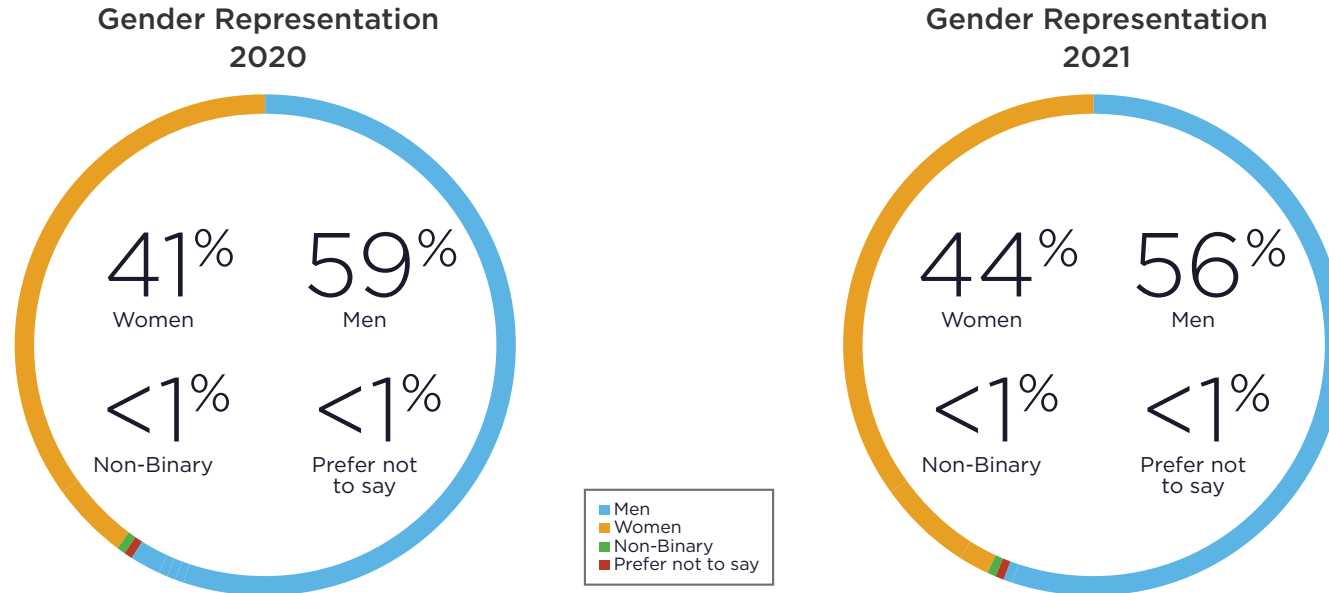
While we added reporting on non-binary employees, as the percentage of employees who self-identified as non-binary was less than 1%, we acknowledge that this group is not visualized in this slide.



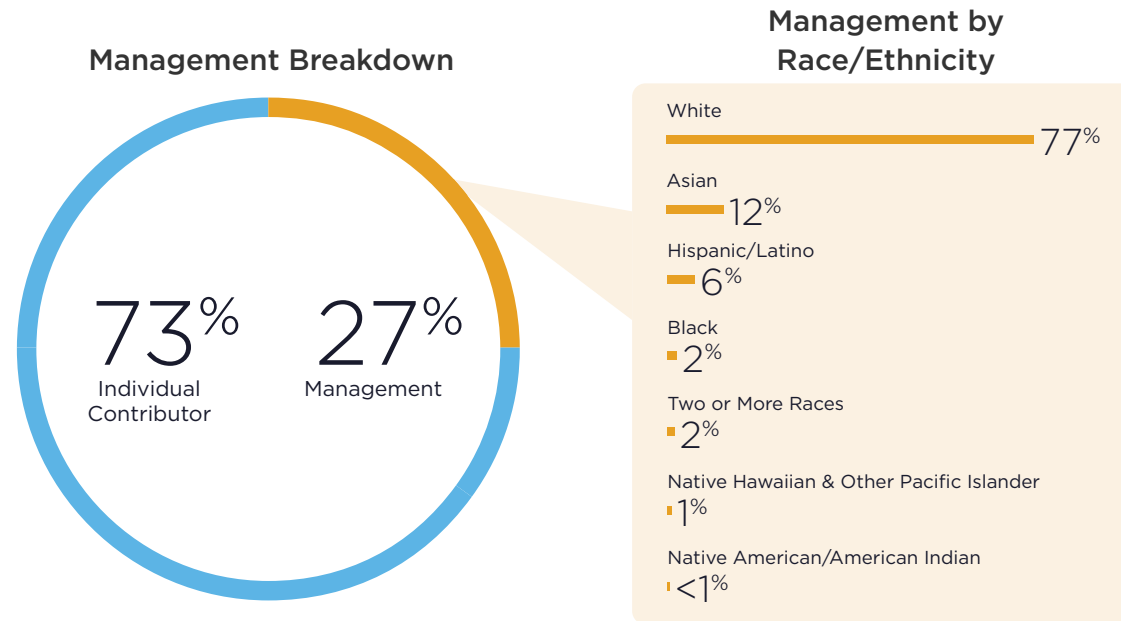
Percentages in the graphs may not equal 100% due to rounding.

Gender Representation

The portion of our workforce who are women increased by 3% over the last year. We also introduced the opportunity for employees to either self-identify as non-binary, or to opt not to share their gender.



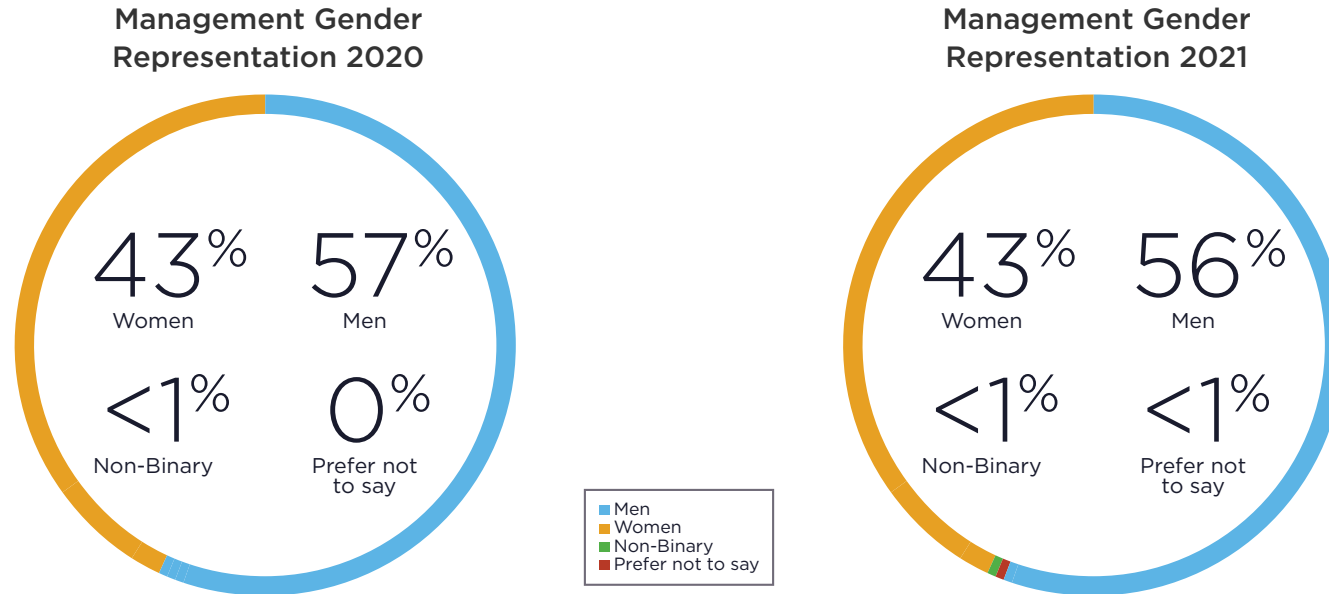
Management* Representation



**Management is defined as those employees who have one or more employees reporting to them.*

Management* Gender Representation

The portion of women in our Management population remained the same over the last year, and the representation of employees who self-identified as non-binary or who opted not to share their gender is reflected in a 1% decrease in men.



**Management is defined as those employees who have one or more employees reporting to them.*

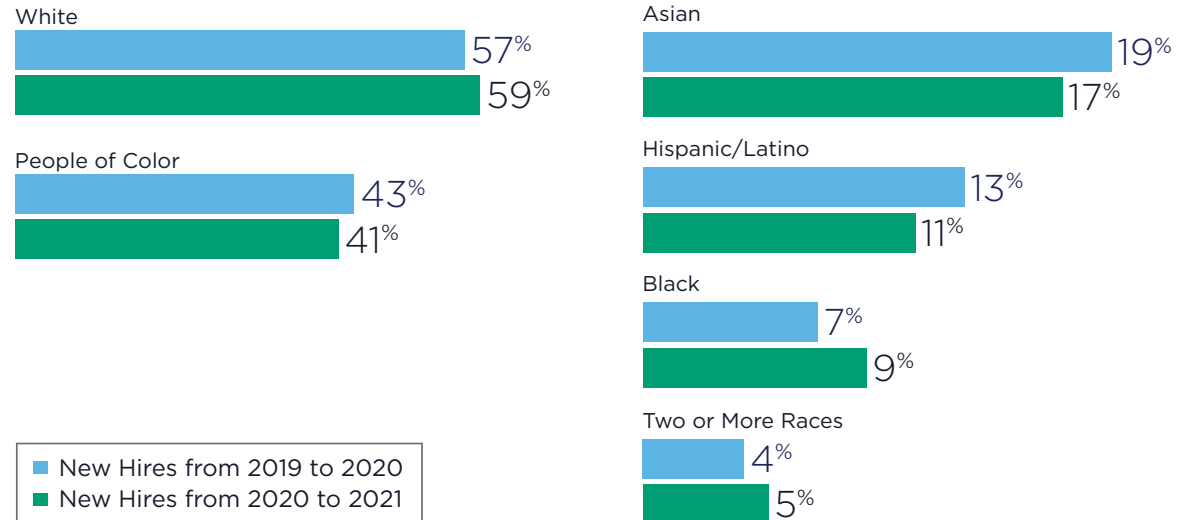
Hiring & Inclusivity

As a primary indicator of how representation within our organization is changing, we analyzed new hire data, by both gender and ethnicity.

We are dedicated to achieving a more diverse mix of employees from all race/ethnicity groups. While we are pleased to see that we hired more Black employees and more employees who identify as representing two or more races/ethnicities, we hired less total People of Color over the last year.

We plan to improve utilization of our Employee Referral Program this year which pays a double bonus to an employee when a Person of Color they refer is hired, and we are working with our Employee Resource Groups to identify organizations and hiring partners to enhance our recruiting efforts.

**New Hires Race/Ethnicity
2019 to 2020 vs. 2020 to 2021**



We work to ensure a workplace where opportunities are equally available for people of all genders. Over the last year, we increased the portion of our new hires who are women by 10%.

Employee Gender 2019 to 2020 vs. 2020 to 2021

Women



Men



Prefer not to say



- New Hires from 2019 to 2020
- New Hires from 2020 to 2021



Diversity Hiring Initiatives

To increase diversity across our workforce, last year we doubled the referral bonus paid to employees when we hire a Person of Color they recommend. 37% of our hires who came to J2 through referrals did so through this program. In early 2022, we will enhance our employee referral program globally, with communication campaigns and engagement elements to encourage even more employee referrals. We're working to develop an internship program that will further help us attract diverse candidates, maintain an inclusive workforce and secure diversity for the long term within the organization.

Today, we partner with Jopwell and the Professional Diversity Network to proactively seek talent from a variety of backgrounds and identities, and we will continue to seek new partnerships to make an even greater hiring impact.

“Being a part of the DEI Council, I have the unique opportunity to see how J2 is actively trying to improve its diverse pool of employees. Through initiatives like posting our opportunities on Jopwell and PDN it assures me that J2 will continue to be an organization that promotes diversity and inclusion.”



Jelani Gladney-Hughes
Senior Accountant,
J2 Cloud Services
DEI Council Member

Returnship - ReStart

We recently launched [ReStart](#), a 16-week paid returnship program to help jump-start the career of people who have taken two years off or more, either to support their loved ones, or due to personal obligations. These 16 weeks will provide our returners with the opportunity to brush up their skills, strengthen their network and be mentored, while building up to the full responsibilities and duties of the identified position. Upon completion of the program, returners will be evaluated for conversion to employment in that position full-time.

At J2, we are dedicated to our employees' professional development and feel confident that the returnship program will provide returners with the proper tools and support to rejoin their career. ReStart launched in 2021 with three roles in Technology, and we plan to expand the program to several other functions in 2022.

“My mother was fired for being pregnant with me. While that's no longer a legal action for any company to take, it's still true that a decision to raise a family is often a decision to pause or even abandon one's career goals. With ReStart, it's our intention to provide a welcoming and encouraging environment to caregivers who are ready to return to their careers.”



Joey Fortuna
Chief Technology Officer,
J2 Global
Co-Founder of ReStart Program

Internal Mobility

Our Global Engagement Survey earlier this year revealed that almost half of our employees didn't know where to find career opportunities at the company. At the same time, according to exit interviews, the most prevalent reason someone leaves the company is for a new career opportunity. To encourage employees to find their next career opportunity within J2, we launched a global internal mobility initiative, to make it easier for our employees to apply — and be considered first — for positions across the J2 family of brands. Our philosophy behind this program, which we continue to affirm with leadership and hiring managers, includes the following:

Hiring managers should look at internal candidates' skills and ability to grow and learn, not just their current experience.

Our internal employees bring with them the certainty of knowing the company and having proven they can be successful at J2. This should be given extra weight when comparing against external candidates.

The goal of this program is to retain and develop talented employees at J2, which benefits our employees and the company as a whole.

“I strongly believe that a company is most resilient and innovative when it is open and welcoming to all. J2 Global's commitment to diversity, equity and inclusion underscores this belief. J2 is at its best when opportunity is a universally shared experience.”



Michael Pepe
SVP and General Manager,
The Moz Group
Executive Sponsor, Mezcla

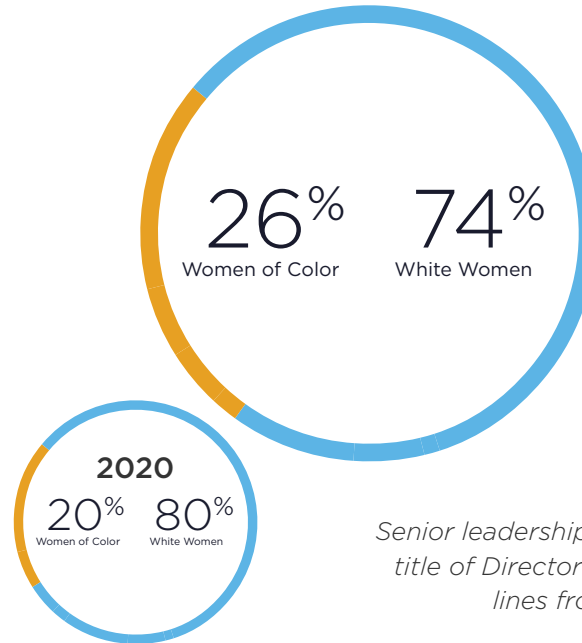
36%

of people in senior leadership roles are women

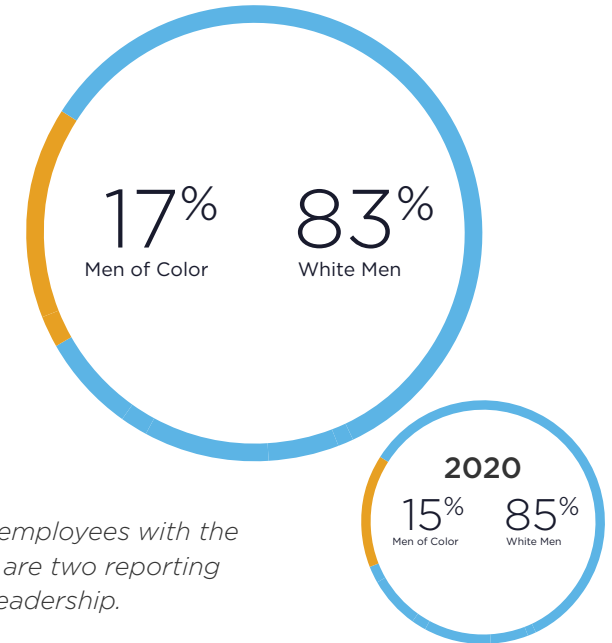
vs. 31% in 2020

Senior Leadership

Women in Senior Leadership Roles



Men in Senior Leadership Roles

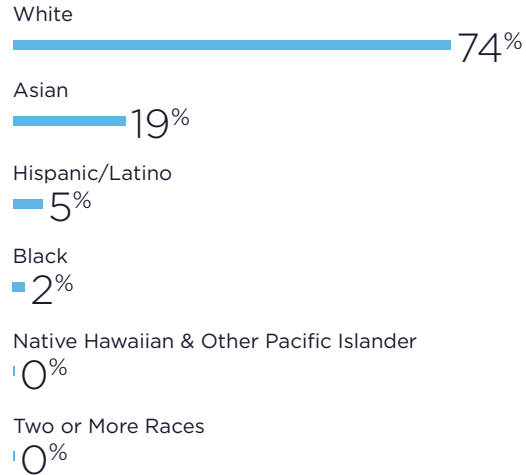


Senior leadership is defined as employees with the title of Director or above who are two reporting lines from corporate leadership.

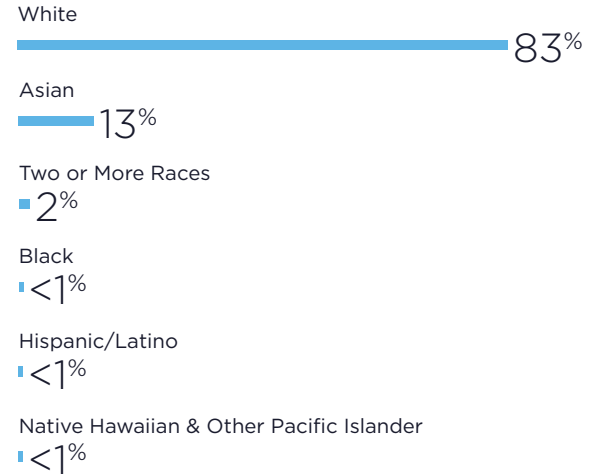
We are proud to have increased the portion of Women of Color in senior leadership roles by 6% over the last year. The portion of Men of Color increased by 2% since last year. We will continue to strive toward greater representation of People of Color within senior leadership.

Senior Leadership Breakdown by Gender and Race/Ethnicity

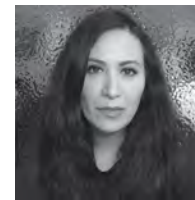
Women in Senior Leadership



Men in Senior Leadership



“As a first-generation immigrant and Woman of Color who is passionate about diversity in leadership roles, I am proud of the strides we are making, the transparency of the leadership team on where we need to do better, and continual effort on doing rather than simply talking.”



Shivani York
COO,
Ookla
DEI Council Member
Co-VP, Women’s Leadership Program
Co-Founder of ReStart Program

Diversity of New Senior Leadership Hires

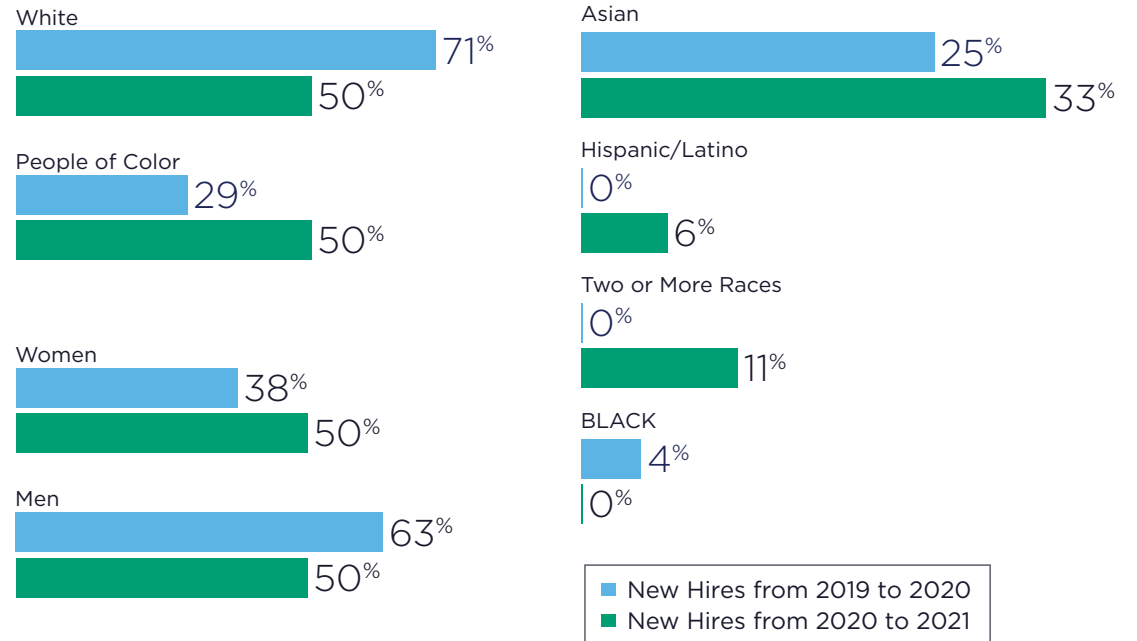
Senior leadership at J2, defined as employees with the title of Director or above who are two reporting lines from corporate leadership, are approximately the top 6% senior most roles in our population. They are responsible and accountable for leading teams and making decisions that direct strategies and drive business success within our portfolio. Representation of People of Color among new hires in senior leadership positions grew by 21% this year, from 29% to 50%. We also increased representation of Asian senior leaders by 8%, Hispanic/Latino employees by 6%, and employees who identify as two or more races by 11%.

“When people ask me how I like working for J2, our DEI initiatives are the first thing that I highlight and something that I use when I’m interviewing talent or recruiting potential employees. I love that our CEO not only publicly voices his support for DEI initiatives but he recommends actions that employees can take to educate themselves and support one another. In celebration of MLK Day, an internal post included an invitation to a virtual interview with Isabel Wilkerson, the author of Caste. My reply, and the replies of four other women around the company, prompted us to start a book club to discuss Caste and the caste system in America. Our bi-weekly meetings included emotional reactions to the book, an understanding of different backgrounds and perspectives, and most importantly a shared commitment from all of us to more actively support DEI initiatives both personally and professionally.”



Kimberly Rutt
Regional Director,
Everyday Health Pregnancy & Parenting

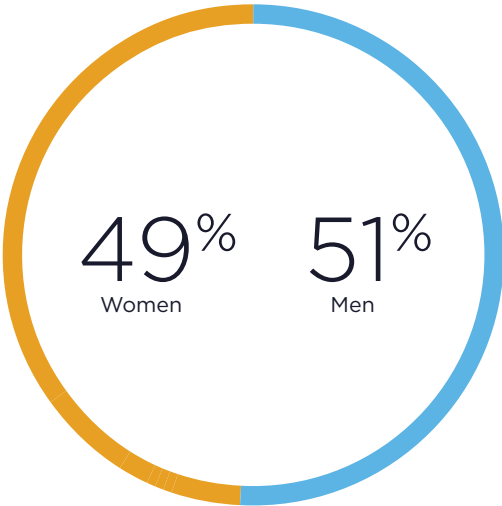
Senior Leadership New Hires Race/Ethnicity and Gender 2019 to 2020 vs. 2020 to 2021



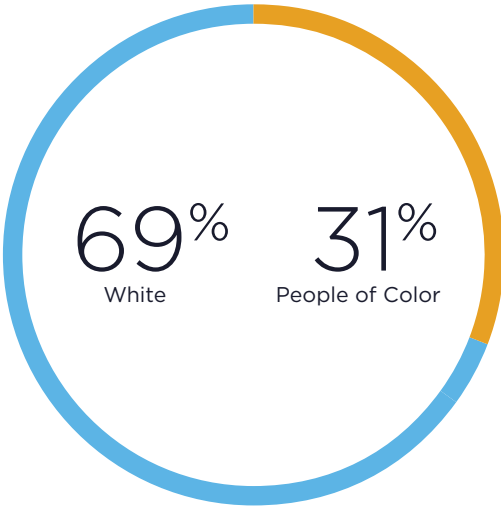
Promotions Overview

In order to investigate how leadership opportunity, career development, and compensation are distributed among our organization, this year we analyzed our promotion data. We learned that we are very close to gender parity between men and women who were promoted this year, and we have room to grow in how promotions are distributed among People of Color. Of People of Color who were promoted, Hispanic/Latino and Asian employees were promoted the most frequently.

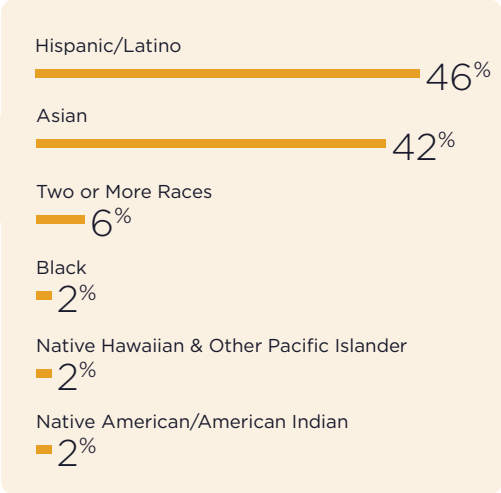
Promotions by Gender



Promotions by Race/Ethnicity



Promotions among People of Color, by Race/Ethnicity



30%

of corporate leadership roles
are held by Women

20%

of corporate leadership roles
are held by People of Color

Corporate Leadership

Today, we report on gender and racial/ethnic diversity of our ten-member corporate leadership team – our CEO and the senior executives who report directly to him. On this team, women currently hold 30% of roles, and racially/ethnically diverse leaders hold 20% of roles (including our CEO).

DE&I is critical throughout our company, and responsibility for oversight starts at the top. Our Board of Directors oversees diversity with at least one meeting a year to review diversity performance and progress. This year, we added non-financial DE&I targets, based on internal talent goals, to the annual compensation plans of executives with substantial hiring oversight.

Board of Directors

Representation of women and People of Color improved on our 10-person Board this year – last year our Board of Directors were 10% female and 20% People of Color; today, the Board is 30% female and 30% People of Color.

Starting next year, we will offer voluntary self-identification of 2SLGBTQIA+ status to both our corporate leadership team and our Board of Directors, and we will report on our findings.

30%
of Board roles
are held by Women

30%
of Board roles are held
by People of Color

Our Pandemic Response

Our rapid response to the COVID-19 pandemic kept our employees' health and safety as our top priority. We quickly pivoted working arrangements, communicated frequently with our global population, and remained agile as our employees' needs shifted. As a parent company, we took the following actions:

A quick shift to Work-From-Home for all employees

Our cross-division technology teams worked around the clock, sending equipment to employees' homes and engaging our Cloud-based communication and collaboration tools to provide every employee at J2 Global with the ability to work remotely – even those who had never been equipped for remote work in the past. This included our client support teams who primarily communicated with customers via phone, and our over 1,000 employees in our Pune, India call center.

Unlimited Sick Time for any COVID-19-related care and recovery

Recognizing the changing needs of our populations and empowering our employees to take the time they needed to rest, restore, and care for themselves and their families, we lifted limits on sick days for any employees recovering or caring for family members recovering from COVID-19. This policy extended to days following COVID-19 vaccinations for employees who were experiencing side effects post-vaccine.

An increased focus on mental health care

In 2020, we expanded the free education and care resources we provide to our employees. We made a meditation and mental health care app available to all, and we provided Zoom yoga classes, at no cost to employees. We also premiered a Mental Health Education series, delivering live and recorded global webinars on topics of fatigue and burnout, and building resilience. Next up in the series is a webinar on mental health stigma and resilience in varying communities, with a focus on intersectionality.

“I am beyond proud of our ‘one team’ culture and how we’ve responded to and overcome challenges during the pandemic, always remaining focused and committed to doing the right thing for our people. ZDPM leadership did a phenomenal job caring for not just our employees, but for the surrounding community through initiatives such as the Employee Assistance Fund and India Vaccination Drive.”



Richard Jalichandra
Global EVP and General Manager,
Spiceworks Ziff Davis

Based on our Work From Home success, we launched Work From Anywhere

In our new WFH environment, as many employees changed their location to stay safe, be closer to family, or simply live in a new city, our teams were collaborating, connecting, and accomplishing great results for our brands; as a result, we decided to provide this flexibility permanently moving forward.

We announced that any role, pending manager approval, could be located anywhere, and we would not change salaries based on new locations if employees relocated to a new home city of their choice. We are now truly location neutral for both our current employees and our new hires.

Taking action to support India

As COVID-19 surged throughout India in the first half of 2021, we moved quickly to support our own employees there, as well as the communities they lived in. We began with the establishment of an [employee assistance fund](#) with a \$25,000 USD donation and a company match of all employee donations (to date, \$41K has been raised by 168 employees), and we organized a community vaccination drive in our Pune office.

The drive provided 588 vaccinations to our employees, in-house staff, and family members of employees, and in partnership with local social workers, Mahatma Gandhi School Pune NGO and Spherule Foundation NGO, over 3800 vaccinations were given to underprivileged residents of the Pune community. Another set of vaccinations is planned for the community in August, and we are staying aligned with local government in Pune as guidelines emerge for second shots, to determine next steps.

ZIFF DAVIS PERFORMANCE MARKETING

SPREAD THE WORD
NOT THE VIRUS

ZDPM Vaccination Drive

ZIFF DAVIS PERFORMANCE MARKETING

Vaccination for all is a collective goal.

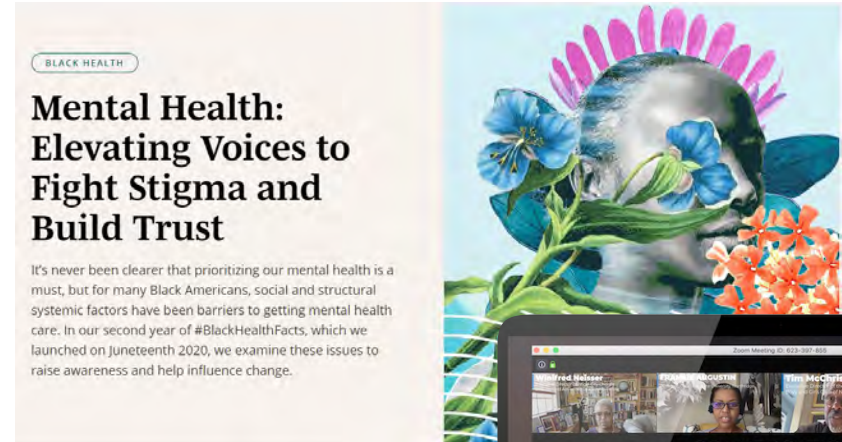
COVID-19 VACCINE

Education & Philanthropy

J2 Global and its businesses continue to stand against racism and discrimination. We remain committed to action, via our financial and technological resources, the collective voice across our platforms, and the education and empowerment of our employees to care for themselves and make change in their own lives and communities.

Raising Awareness, Fostering Opportunity

- In September 2020, taking part in the #BankBlack movement, **we deposited \$10 million in Black-owned banks and credit unions**. Our deposits at Hope Credit Union, Harbor Bank of Maryland, Broadway Federal Bank, and Carver Federal Savings bank were intended to allow these institutions to originate additional loans that will foster economic opportunity within underserved Black communities.
- Across many of our brand sites, our 3-year \$6M ad campaign with NAACP continues, and the Ad Council received \$1M in our donated media from mid-2020 to mid-2021.
- Accompanying a statement condemning widespread hate, racism, and violence against Asian American and Pacific Islanders, we donated \$10,000 to Stop AAPI Hate, an organization that formed in response to the alarming escalation in xenophobia and bigotry.



Educating our Employees, Giving Back to our Communities

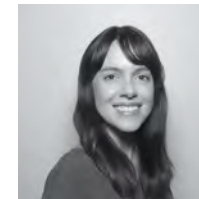
- Seeking greater depth and specificity in our employee education on DEI topics, we partnered with a consultancy and delivered live, interactive Anti-Racism & Allyship Training sessions for our U.S. managers. We look forward to expanding this learning program further over the next year.
- Our engagement and benefits surveys and feedback from our DEI Council highlighted the impact that the COVID-19 pandemic and today's world made on our employees' mental health. In addition to our Mental Health Webinar series, in partnership with Prism, our 2SLGBTQIA+ ERG, we presented two webinars during Pride season: an educational webinar entitled "Uplifting LGBTQIA+ Mental Health," which covered topics of sexual orientation, gender identity, self-care, and actionable tips for working in allyship, and a fireside chat with two psychiatrists specializing in 2SLGBTQIA+ care, focused on "un-gaslighting yourself," the impact of COVID-19 on the mental health of the 2SLGBTQIA+ community, and gender-neutral parenting.



- One of our Five Pillars of Purpose at J2 is Community, which we define as our commitment to “support our employees worldwide and positively impact the communities around us.” In alignment with the Community pillar, and due to widespread employee requests for a giving and volunteering opportunity, this year we launched J2 Cares — our volunteering program, which, in partnership with our Volunteer Time Off (VTO) policy, empowers our employees, to give back — whether it’s to make a difference in the lives of others, help the environment, or help those less fortunate or without a voice. Employees are given 16 hours of Volunteer Time Off to volunteer with the organization(s) of their choice. With our new J2 Cares platform, employees can organize their own events and sign up for others — virtual or in-person — to volunteer on their own, or with their colleagues. This global initiative works hand in hand with volunteering initiatives that have been present within some of our business units for years, streamlining sign-ups, amplifying events, and raising awareness of opportunities to give back. We will expand our J2 Cares program to include charitable giving, “dollars for doers” volunteer rewards, and an employee matching program, in the Fall of 2021.



“The charitable giving program at RetailMeNot, RMN Gives, was created in 2013 with the goal to support communities both locally and nationally. We are committed to creating a positive impact, contributing volunteer efforts, and improving financial situations through corporate and employee giving initiatives. Over the past year, RMN Gives has acted as a lifeline to our community that enabled our employees to contribute in meaningful ways when most of us were feeling powerless and disconnected from the world while sheltering in place. The efforts made in the last year were hyper-focused on addressing needs in our community head-on; for example, we fulfilled wish lists for local foster agencies that were getting ready for virtual learning during Back-To-School season, and then again during the Holiday season.”



Sabrina Rodriguez
 DEI Associate,
 RetailMeNot
 RMN ERG Program Manager
 Communications Co-Lead, Mezcla

Continued Impact Through our Content and Technology Platforms

- Everyday Health Group's [#BlackHealthFacts: A Resource Center for the Knowledge Movement](#) recently celebrated its one-year anniversary with a campaign focused on mental health, featuring Dr. Patrice Harris, Medical Editor in Chief at Large. Topics of this video campaign include Fighting Stigma, Building Trust, Finding a Doctor that Fits, The Strong Black Woman Concept, Maternal Depression/Health/Mortality, and Self Care.
- Since the launch of the Amplify series, Ziff Media Group has added 2SLGBTQIA+, Latinx and AAPI Hubs to join the Black-Owned Businesses Hub. We deployed 7 email campaigns and published 13 articles through Offers.com highlighting businesses owned by minorities and to celebrate observance of AAPI Heritage, Pride, Black History and Hispanic Heritage Months. We've added new functionality to our internal tool, Trident, to quickly create new merchant families which feature diverse merchant groups and enable the stores to quickly populate their individual Amplify pages.
- Ookla for Good launched partnerships with the World Bank, International Monetary Fund (IMF), Organisation for Economic Co-operation and Development (OECD), and numerous academic institutions and local governments to help create positive change through better connectivity for people around the world. In addition, [Ookla's Open Data Initiative](#) launched to support those working to elevate conversations about internet speeds, inequity, and accessibility worldwide. Learn more about the latest from Ookla for Good [here](#).

#BlackHealthFacts

Centuries of systemic racism and oppression of Black Americans have impacted every aspect of their lives, including their health. Our growing collection of #BlackHealthFacts provides the foundational knowledge for the movement of change.

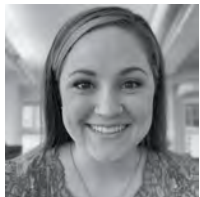
[View All Facts >](#)



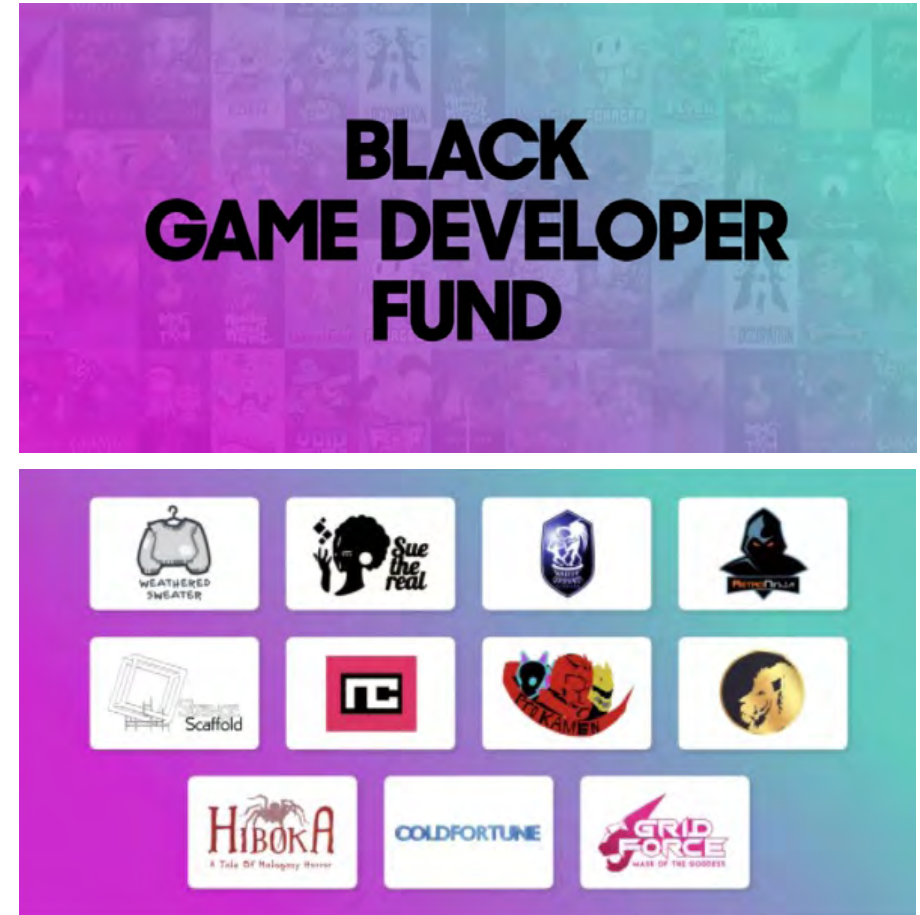
*Pictured:
Patrice Harris, MD,
psychiatrist and
Everyday Health's
Medical Editor in Chief,
and Arefa Cassoobhoy,
MD, MPH, Chief Medical
Editor and VP, Medical
Affairs, Everyday Health*

- Humble Bundle’s Black Game Developer Fund (BGDF) continues to build on Humble’s mission of uniting communities for good through gaming with a \$1M annual investment fund meant to empower and help achieve racial equity within game development. To make the most impact, Humble Games is focused on helping to fund these independent projects to get them off the ground or into their next phase of development. So far, 17 Black independent developers and their teams have been signed onto BGDF. The teams span the world from Uganda to Brazil to London to Montreal to Vermont to California. Each game represents an opportunity to showcase unique voices, visions, and stories that are seldom heard or given a chance in the industry.
- Last year, we committed a \$1M budget dedicated to freelancers who are People of Color. Since its creation, between IGN and Ziff Media Group, we have activated approximately \$700k of this budget.

“I’m proud to be a part of J2 Global because the company takes meaningful action to make a difference with diversity, equity, and inclusion. Having a company culture where everyone can show up as their authentic selves and discuss important issues in an honest and compassionate way, is critical and significant.”



Hillari Mohler
Director of Operations,
Ookla



Building Community through Employee Resource Groups (ERGs)

Over the last year, we expanded our Women's Leadership Program to global membership, and we launched four new ERGs: our Asian ERG, Black @ J2, Mezcla (Latinx community) and Prism (2SLGBTQIA+ community). These groups are led by employee volunteers, overseen and mentored by Executive Sponsors (VP+level executives across J2), and supported by our Global DEI & HR Programs team. Our ERGs are building rich internal communities based on shared identity, culture, and values, amplifying the needs and concerns of their groups in open conversation with J2 senior leadership, and taking action to create impactful change.



ERG Mission Statement:

It is the mission of the J2 Global Employee Resource Groups to promote and sustain safe, open, diverse and inclusive workspaces where all individuals can thrive. We join together based on shared identities and interests, to build connections through networking and mentorship, share thoughts, ideas, and concerns, educate our global workforce, and increase avenues for growth and development. Through our ERGs, which all are welcome to join, we take action together to better our communities.

“J2 Global has been very impressive with designing DEI programs that help build a safe place to work, creating ERG groups that allow a place of community, where individuals can be authentic and true to themselves. I’m proud to participate in the Asian ERG, as a Co-VP, leading people first, and helping to create a welcoming place for one another.”



Mei Lai On
Facilities Manager,
Cloud Services
Co-VP, Asian ERG



Asian ERG

Our mission is to create an inclusive, safe environment that promotes and celebrates Asian heritage at J2 Global. We plan to focus on relevant issues, share cultural insights, foster professional development and educate allies to advocate for change.

Events and initiatives to date and in the works:

Meet & Mingles, Book Club, Trivia and Happy Hour, Safe Space Listening Forum, and monthly newsletter with member spotlights

“My mission within the Diversity, Equity and Inclusion space is to ensure all voices are welcomed, heard and actioned. Working as co-lead and co-chair for many of our Employee Resource Groups and DEI Chairs has further enabled me to do that and support our employees of all backgrounds, perspectives and lived experiences.”



Samantha McWilliams
Sr. Product Operations Associate,
RetailMeNot
Co-President, Black @ J2 ERG



Black @ J2

The mission of the Black @ J2 ERG is to promote and advocate for the success and growth of J2’s Black employee community through early recruitment, mentorship, and intercompany community development. The Black @ J2 ERG is open to all J2 employees.

Events and initiatives to date and in the works:

Meet & Mingles, priorities in recruitment, mentorship and community. Our goals are to provide support for applicants and new hires across each J2 division, build a mentorship program for both incoming and current BIPOC employees, and build our internal Black @ J2 ERG community through social and professional events.



Mezcla (Latinx)

Mezcla's mission is to increase the connections of our community of Hispanic/Latin team members within J2 Global and provide our community with a safe place where we can leverage professional development opportunities, personal growth, networking within nuestra comunidad, learn of/about cultural events to celebrate our Latinidad and expand our knowledge of each others' culture, foods, music...Juntos somos mejor!

Events and initiatives to date and in the works:

new member mixers, speaker series, online gaming group, weekly coffee chats ("Cafecito y Chisme"), interactive workshops/classes (like "Piccles Game Night"), and community outreach opportunities



Prism (2SLGBTQIA+)

The Prism ERG is the global convener, thought leader and catalyst actively working to achieve a workplace of equality and belonging - supporting the 2SLGBTQIA+ Community within J2, to thrive in their careers and lives while achieving a greater impact in our local communities and the wider world. The Prism ERG strives to create an environment where employees are encouraged and empowered to be their true, authentic selves.

Events and initiatives to date and in the works:

charity partnerships (Human Rights Campaign and The Trevor Project), working with HR on HRC Corporate Equality Index, internal community building, mental health and wellbeing, Pride event series (weekly happy hours, "Uplifting LGBTQIA+ Mental Health" webinar, activism webinar, Digital Pride Parade and trivia) creating a more inclusive workspace through internal policy work (for example, evaluating our insurance benefits)

"I'm proud to be a part of J2 Global's initiative that centers my Latin identity and celebrates unique parts of me. Within Mezcla, we build relationships, help each other and learn & grow together. These DEI efforts have given us, as Latinx folx, the space to connect across brands and enable us to realize in real-time the company's commitment to developing, serving, and elevating our community in meaningful ways."



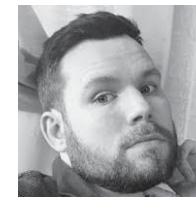
Ashley Perryman

VP, Human Resources

Spiceworks

Co-President, Mezcla ERG

"Although only in their first year, the ERGs, specifically Prism, seeing the community it is building across J2 and the positive impact that it is having for the people and myself is hard to explain, creating space for people to come together to celebrate their success and raise the concerns. We are already seeing the impact of this to the business - prompting us to really look at ourselves as an organisation and ensuring we stick to the DOING > TALKING Principle."



Alex M. Dudgeon

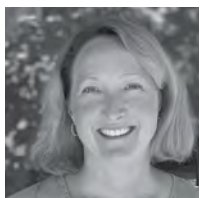
Head of Support Service - EMEA

J2 Global

Co-President, Prism ERG



“Both within Everyday Health Pro and in communities, I strive to actively support the development of leaders with a specific focus on bringing an individual’s whole self fully online so our world gets the benefit of all they have to offer. The opportunity to participate as a leader in DEI initiatives allows me to further bring this work to life to help support the amazing team members within my J2 family.”



Anna Walz
Group Vice President,
Everyday Health Professional
DEI Council Member
Co-VP, Women’s Leadership Program

Women’s Leadership Program

Our Mission is to support and empower women through networking, information sharing, career development opportunities, and informing policy changes.

Events and initiatives to date and in the works:

“Leadership and Your Thumbprint” workshop, speed mentoring, book club, self-care event, networking events with other ERGs on various conversation topics (i.e. Pride month in conjunction with Prism), monthly newsletter with news, education, and resources

Building on Past Success

Speed Mentoring Camp Girl Boss Mentoring
Imposter Syndrome Panel **Guest Speakers**
New Year, New Workplace **Park Cleanup**
International Women's Day Celebration
North Carolina Women's Summit

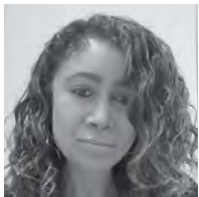
And Much More to Come!

Listening to Our Employees; Amplifying Their Voices

DEI Council

Our DEI Council is a diverse group of 20 employees (VP and below) who develop recommendations for the company across employee recruiting, mentorship, and advancement, take direct action in partnership with HR teams by joining Committees on DEI initiatives, and ideate new ways to use our platforms to further racial equality. The Council meets monthly and follows a model of safe-space facilitation to provide opportunities for open, supportive conversation and feedback, even on topics that can sometimes be difficult to discuss in the workplace. Sponsored by the CEO and EVP of Human Resources, agendas are set in collaboration with those executives, and outcomes of each meeting are shared with Division Presidents and HR Leads each month.

“The recipe for an inclusive company culture begins at the top. By default, we are a system in the collective systemic challenges that begin with inequality and end with injustice. The creation of the DEI Council has curated a safe space to demonstrate what radical empathy looks like in the form of transformative initiatives that seek to interrupt these inequities.”



Gina Pierce
Senior Technical Writer,
FAX, Product Management
DEI Council Member

Reporting systems to monitor and sustain employee safety, transparency, and engagement

J2 Global completed its annual Global Employee Engagement Survey in Q1 of 2021, with 74% of our global community participating in the survey, with excellent representation across J2’s geographic locations and business units. Our overall engagement score was 81 out of a possible 100, showing employees’ confidence in the culture and environment that they and J2 Global’s leadership have co-created. We shared all company-wide survey results with all employees, as well as high-level plans for upcoming initiatives inspired by employees’ feedback. J2 Global is committed to continuing to survey our employees annually.

J2 Global is also committed to fostering business environments in which open, honest communications are the expectation, not the exception. In situations in which employees, vendors, or other partners wish to place an anonymous report in confidence, we encourage them to utilize our anonymous, independent hotlines hosted by our third-party provider, EthicsPoint.

What's Next—Our Commitments

Our Diversity, Equity, and Inclusion program at J2 Global has matured significantly over the last year; we honored our commitments in last year's report, and we are excited to continue to build upon our progress thus far. We acknowledge the need for significant improvements in our representative data, especially in the category of race/ethnicity identity, and as we continue to grow our programs, we will take action to address those improvements specifically. Please read on to see what's next for our Diversity, Equity, and Inclusion program.

"It is truly an honor to lead a group at J2 that focuses on the recognition, growth, and support of women in the workplace and outside of it. It is important and rewarding to be able to focus on the contributions of women throughout the organization and open further doors for them via conversations, networking, access and education."



Christyn Murdocco
VP Sales,
IGN

President, Women's Leadership Program



Our work continues—these are the actions we have in progress and in development for the next year in Diversity, Equality, and Inclusion:

Oversight, Strategy, and Support

- Continuing to diversify our Board of Directors – today our Board is approximately one-third women and one-third People of Color; we commit to inviting 2SLGBTQIA+ and ethnicity self-identification of Board members and seeking Board members from a variety of backgrounds and areas of expertise.
- DEI Council succession planning – with the Council’s guidance and oversight, we’ll set a process for replacing open seats, including self-nomination and Council nominations to open up new opportunities for participation and leadership.
- Pushing our Human Resources Information System vendor for a wider variety of reporting and self-identification capabilities – in July of 2021, ADP added a new category outside the gender binary for self-identification. While this is a step in the right direction, there is progress to be made in reporting on self-identification for 2SLGBTQIA+ identity and a wider variety of gender options. We will continue to encourage this and other vendors to update their settings to better represent our employees.
- Auditing our gender-affirming medical care options and making changes for wider coverage – today, our gender-affirming care options vary by location and provider. We are taking a look at our providers, and we’ll determine actions we can take to provide more equitable coverage for transgender and non-binary employees and any employee who needs gender-affirming care.

Employee Education and Career Development

- Expanding our live, interactive Anti-Racism & Allyship Training program – Manager training will continue in the Fall, and we’ll launch a training module for non-managers.
- Amplifying the voices and lived experiences of our employees as we release new education – we’ll empower a committee of our ERG leaders to review and advise on changes and launch communications for all new annual employee training modules and module updates.
- Embedding our new internal mobility program into our culture – training hiring managers on the philosophy and process, expanding our internal job board, and continuing to review internal candidates first when roles open anywhere in the company.
- Working together to develop careers through mentorship – a cross-ERG mentoring committee will develop a mentoring program framework. We’ll pilot the framework over the next year, and iterate on it to build a global program for all employees.

Hiring Initiatives

- Designing and launching live, collaborative Inclusive Hiring workshops with Epiq Consulting and Jopwell for all of our talent teams, auditing our recruiting processes, learning and implementing best practices to transform our processes in each of our divisions.
- Continuing to refine our work and establish new partnerships with diversity job boards and other sources, to make a greater hiring impact from these partnerships.
- Expanding our reach to a wider pipeline of candidates – A cross-ERG Networking committee will host at least one live virtual event, targeting individual candidates and campus and networking groups that align with the identity groups of our ERGs (Asian, Black, Latinx, 2SLGBTQIA+, and Women). Additionally, some roles within the J2 Global family of brands will be posted to job boards with the National Association of Hispanic Journalists, National Association of Black Journalists, the Asian American Journalists Association, The Native American Journalists Association, the Association of LGBTQ Journalists (NLGJA), the South Asian Journalists Association (SAJA), and Writers of Color.
- Implementing a fuller framework around our Employee Referral Program – additional program elements and tracking will encourage and recognize engagement.
- Broadening our ReStart Returnship program into functions outside of technology.
- Pending return to office, launching our internship program – a continued all-WFH environment paused our internship launch in 2020/2021; we hope to launch our first company-wide internship class in 2022.

Partnerships and Community

- Expanding the ways we give back – in Fall of 2021, we’re adding charitable giving and corporate matching to our J2 Cares program via Benevity. Volunteers will be rewarded with “dollars for doers” – funds they can donate to a nonprofit of their choice on the platform, released to them based on the hours they volunteer, and we will match up to \$250/employee in donations within Benevity.
- Amplifying our collective volunteering impact – we’ll hold our first annual J2 Cares Global Day of Service, on which all employees will be encouraged to volunteer, via organized team events, or on their own.
- Using our platforms to power our partners – each of our ERGs will select a charitable organization partner, to which they will donate \$1M in pro bono advertising over the next year. Additionally, each ERG will host at least two volunteer opportunities with partner organizations that align with their group’s goals and priorities.
- Deepening our relationship with the Human Rights Campaign – in July 2021, we participated in HRC’s Corporate Equality Index. In the next year, we plan to join HRC’s Business Coalition for the Equality Act and explore volunteering and giving opportunities with this partner organization.
- Incorporating diversity into our procurement and supplier processes, in partnership with our Head of Sustainability and our Operations team.