



*Synechron*



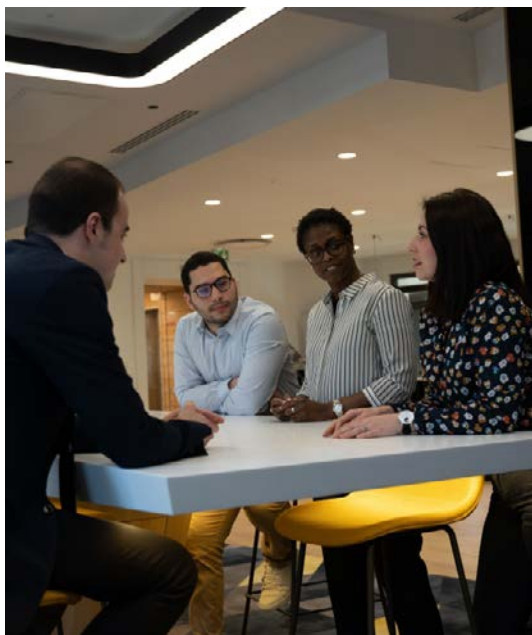
**SAME  
DIFFERENCE**

Synechron's Diversity, Equity, and Inclusion Program



## Fostering an inclusive culture through programs that **embrace everyone.**

Synechron's Diversity, Equity, and Inclusion (DEI) program, Same Difference, was developed because we believe in a culture of listening, respect, and opportunity.



We each bring unique backgrounds, thoughts, talents, and experiences with us to work every day, and we know that by embracing them, we are creating an even greater Synechron. The best way to build a strong team is to value individual differences. So, it doesn't matter where you're from or what you've had to do to get here – if you have the skills, enthusiasm, and drive to make your mark, we'll support you like we support each other. Choose a career with us and let's pursue innovation, together.



# Synechron's DEI Initiatives



We've partnered with myGwork, the first LGBT+ and allies' professional community, to propagate and induce workplace equality across the globe. We're deeply inspired by the work of myGwork to empower the LGBT+ community by offering their members a safe space where they can connect with inclusive employers, find jobs, mentors, professional events and news with respect to DEI. The vision of our partnership is to support them achieve their goal, and engage with the world leaders in this mission.

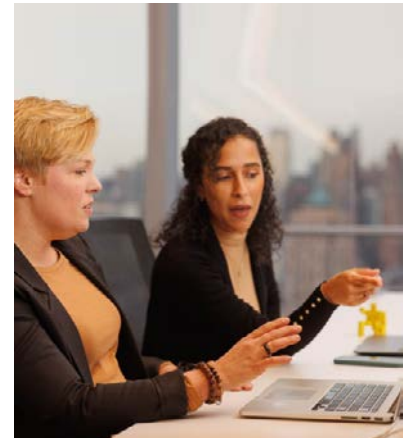


We are immensely proud to have partnered with Campus Pride to help them achieve their goal. Founded in 2001, Campus Pride continues to build future leaders and safer campus communities for LGBTQ individuals. It exists to develop, support and give "voice and action" in building future LGBTQ awareness and ally student leaders. With them, we look forward to hiring more diverse and championed individuals who will be the torchbearers of Digital Transformation.



Girls in Tech™

Gender inequality and diversity remain key issues around the globe, particularly in the fields of science, technology, engineering and mathematics (STEM). Through a program of education, collaboration and networking, our partnerships with these organizations will play a critical role in addressing the diversity imbalance across multiple workforces.



# Synechron's DEI Initiatives

## WE HAVE YOUR BACK

Synechron's Back to Work Program for Women!

For women returning to the workforce after a hiatus, the transition back to work after time away can feel daunting. At Synechron, We Have Your Back. Currently open for Business Analysts, our program provides you with a 3-month training plan that includes industry certification courses, year-round mentorship, and upskilling opportunities. Following the curriculum, you'll be able to join our team as a full-time Business Analyst Consultant.

To learn more about this program, contact:  
**[Back2Work@synechron.com](mailto:Back2Work@synechron.com)**



Synechron's Better ME! Mentorship program connects MEntors with MEntees across the organization to increase collaboration, foster career development and internal growth paths, encourage new ways of thinking, and allow for face time with senior leaders. Partnerships are assigned based on a rigorous matching process, and regular feedback surveys and meetings are conducted to ensure success for both participants. The program is completely customizable to the MEntees' interests, goals, and skill-sets.



Our esteemed partnership with Tech She Can is to help encourage women and young girls to build careers in technology. This fast paced world is standing on the shoulder of technology and innovation, and our ambition here is for everyone to make progress together. Tech She Can inspires and educates girls and women to study technology subjects and pursue technology careers so that they have an equal opportunity to participate in the jobs of the future. Our goal is to shine a spotlight on the issues and barriers surrounding the progress of women in the Tech Industry, and become advocates for this change.



## Employer & Industry Awards



We know we're a great place to work, but don't just take our word for it!

We've been recognized as a Best Place to Work by Business Intelligence four times (2018-2020, 2022), and have been certified as a Great Place to Work (Amsterdam, France, Luxembourg, Switzerland, Dubai, Singapore) multiple times. While it's exciting to have industry recognition of our workplace, the significance lies in the fact that these award programs are based upon direct employee feedback.



Winner of Best Places to Work Award for 2022, 2020, 2019 & 2018



Synechron has been recognized as a Great Place To Work certified 2022 in The Netherlands, Luxembourg, Switzerland, France, Singapore and UAE.

### **We are proud of our culturally diverse Synechron family!**

Our strength lies in embracing the diversity and cultivating an atmosphere that helps to cultivate the unique life experiences, knowledge and talents each of us possess.

We invite you to join our diverse and talented family of professionals.

**Join us at** [samedifference@synechron.com](mailto:samedifference@synechron.com)



# Leaders Speak

## Faisal Husain

Co-founder & CEO

The strength of Synechron's human capital lies in the diversity our people proudly provide, along with the equity and inclusion philosophy we embrace. Diversity, Equity and Inclusion is not just a culture, it's a deep belief system we live every day at Synechron. Our people-focused initiatives are simple, yet strong and impactful when it comes to making a difference and bringing out the very best in our dedicated team members. I visualize a day, when DEI becomes an effortless, foundational part of our collective core character and behavior across the world. And, if we all stand together, that day is within our reach.



## May Yang

Managing Director &  
Global Head of Operations

At Synechron, we are committed to fostering an inclusive culture – one which promotes equality, values diversity and encourages an environment that is respectful to all. To strengthen our Diversity and Inclusion agenda, our business units across the globe have taken up some amazing initiatives. We believe that these initiatives will be instrumental in creating an open, supportive and equitable workplace for all our employees.





Synechron's New York Office at 11 Times Square, NYC

# A leading digital consulting firm

At Synechron, we believe in the power of digital to transform businesses for the better. Our global consulting firm combines creativity and innovative technology to deliver industry-leading digital solutions. Synechron's progressive technologies and optimization strategies span end-to-end **Consulting, Design, Cloud, Data, and Engineering**, servicing an array of noteworthy financial services and technology firms. Through research and development initiatives in our FinLabs we develop solutions for modernization, from Blockchain and Artificial Intelligence to Data Science models, Digital Underwriting, mobile-first applications and more. Over the last 20+ years, our company has been honored with multiple employer awards, recognizing our commitment to our talented teams. With top clients to boast about, Synechron has a global workforce of **14,000+**, and has **40 offices** in **17 countries** within key global markets.

**14,000+**

Team Members  
Globally

**40 Offices**

Across 17  
Countries

**13**

FinLabs  
Globally

**100+**

Marquee Financial  
Services Clients

**Employer of choice**

Great Place to Work and  
Best Places to Work  
award-winning organization

**Verticals**

Focused on  
Financial Services  
& Technology firms

**Specialties**

Consulting, Data, Design,  
Cloud and Engineering

## Synechron

[www.synechron.com](http://www.synechron.com) | [samedifference@synechron.com](mailto:samedifference@synechron.com)