

Exhibit to Agenda Item #2

Accept the monitoring report for **Strategic Direction SD-8, Employee Relations.**

Board Policy Committee and Special SMUD Board of Directors Meeting
Wednesday, May 10, 2023, scheduled to begin at 6:00 p.m.
Auditorium, SMUD Headquarters Building

Strategic Direction 8 (SD-8) Employee Relations

2022 Board Monitoring Report

Developing and maintaining a high quality, diverse and inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision and values is a core value of SMUD.

SMUD is committed to diversity and inclusion and will foster and support a workplace that values employees representing a variety of backgrounds, including but not limited to, race, ethnicity, gender, gender identification and/or expression, sexual orientation and identification, national origin, age, physical abilities, veteran status, socio-economic status, life experiences, talents, and thinking styles.

Therefore:

- a) SMUD shall attract and retain a highly qualified and diverse workforce.
- b) SMUD shall promote inclusion and diversity and engage its workforce in activities that demonstrate and support inclusion and diversity across the organization.
- c) SMUD shall engage its workforce in personal and professional development.
- d) SMUD's percentage of engaged employees as measured through the Engagement Index shall exceed 80%.
- e) SMUD shall use a broad mix of communication and outreach channels to ensure its recruitment activities reflect the diversity of the communities it serves.
- f) SMUD shall maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.
- g) Annually, and consistent with State and Federal law, the Board shall receive a report detailing the demographics and trends of the SMUD workforce, the available workforce, and the Sacramento region. The report shall also provide information on veterans as a part of SMUD's workforce.

Attract & Retain a Highly Qualified Workforce



Career Ambassadors invested 200 hours, reached 17,495 community members



Education Outreach engaged 13,870 students in energy industry learning



Regional Workforce Development partnered with 54 community organizations



Talent Acquisition processed 15,413 external candidate applications



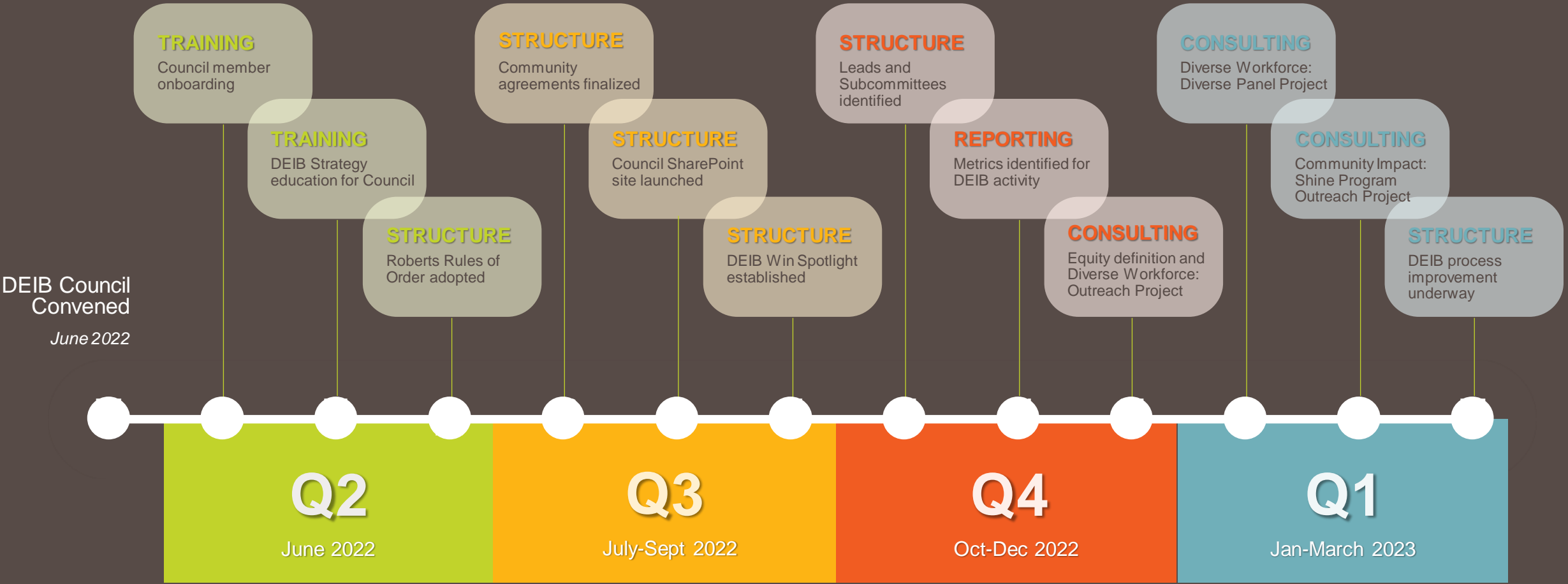
Total Rewards negotiated medical renewal increase of 0.31% in 2022



Employee turnover decreased from 7.7% in 2021 to 7.0% in 2022 (below 10.1% industry benchmark)

Diversity, Equity & Inclusion

DEIB Council



Diversity, Equity & Inclusion Employee Resource Groups

ERGs hosted **45 events** supporting 2022 business initiatives including Safe Zone Advocacy Training, Golf Lessons, a Community Blood Drive, and ERG Learning@SMUD sessions

The **8 ERGs** at SMUD include:

- Black Employee Resource Group (BERG)
- Groups Reaching Across International Networks (GRAIN ERG)
- Latinos Unity Network for Action (LUNA)
- Military Employee Resource Group (MERG)
- People Reaffirming Inclusion Diversity and Equality (PRIDE)
- Women's Employee Resource Group (WERG)
- Young Professionals Employee Resource Group (YP)
- Parents ERG



Workforce Personal & Professional Development



Employees averaged 29 hours of enterprise, cross-functional and department-specific training



LinkedIn Learning utilization nearly doubled from 472 employees in 2021 to 799 in 2022



102 employees utilized SMUD's Education Assistance Program in 2022 (down 22% from 2021)



23 employees participated in local and regional development programs



Employee Engagement Survey Response



Participation in SMUD's 2021
Employee Engagement Survey



Of SMUD leaders developed and took
action on engagement plans in 2022

2023 Enterprise Performance Goals for Culture

Goal #1 Understanding DEIB	Goal #2 Make employee growth & development a priority	Goal #3 Update SMUD's core competencies
<ul style="list-style-type: none">• Define inclusive culture expectations• Develop learning plan• Train & support staff	<ul style="list-style-type: none">• Increase non-mandatory training by 5% on existing platforms	<ul style="list-style-type: none">• Align competencies to 2030 Clean Energy Vision and DEIB Strategy

Diverse Outreach and Partnerships



SMUD's Talent Acquisition Team

Talent Acquisition

- 78 Career Ambassador events in 2022
- 15,413 external applications (up from 12,717 in 2021)
- More online examinations
- Diverse and targeted marketing: email, job boards, LinkedIn, social media, schools, SMUD Corp Comm
- DEIB consultations with hiring managers
- Equal Pay Pledge

Internship Programs

High School Internships

- 80 applicants
- 17 high school interns hired

College Internships

- 1,659 applicants
- 55 college interns hired



Student Internship Showcase



Powering Futures Graduation Ceremony

Regional Workforce Development Program

- 54 community partners
- 3,346 youth & adults received career education
- 506 adults received training in new skills
- 241 trainees placed into careers

Scholarship Programs

Powering Futures

- 21 scholarships awarded from \$1,750 to \$4,000

Hornet Leadership Program

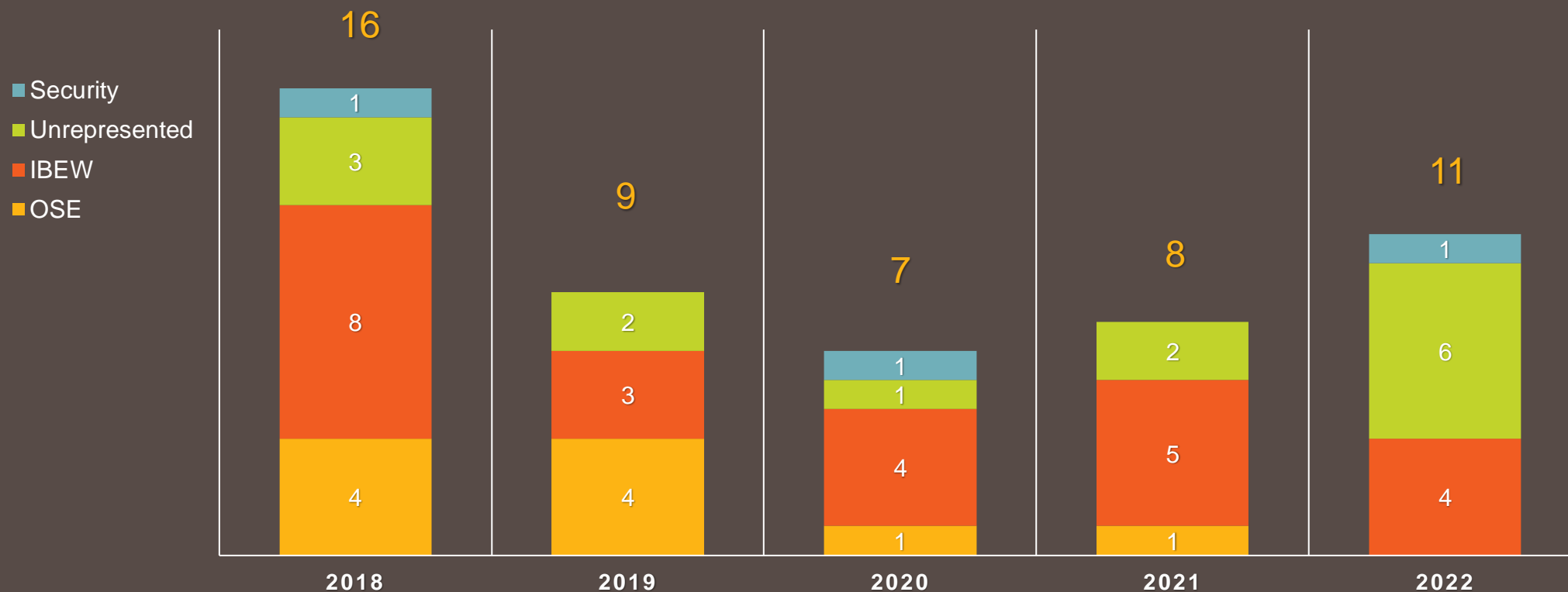
- \$25,000 sponsorship funding 3 students and 1 facilitator
- Hosted April 2022 leadership seminar linked to SMUD career success factors



Powering Futures Scholarship Ceremony

Policies for Effective Handling of Grievances

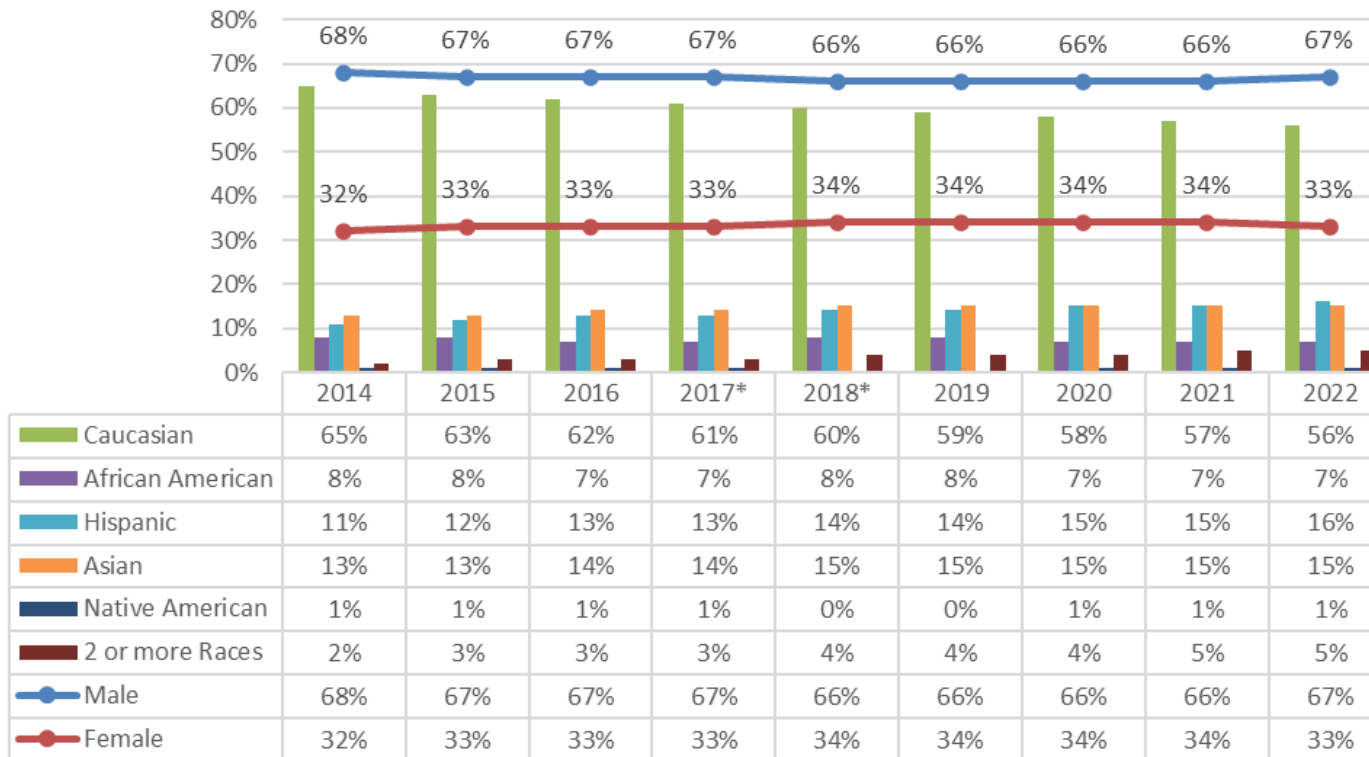
2018-2022 Grievances



Workforce Demographics Reporting

SMUD Workforce, Available Workforce & Sac Region Demographics

SMUD Workforce Demographics



* Percentages may not add up to 100% due to rounding.

What are we doing?

- Diversity, Equity, Inclusion & Belonging consultations with hiring managers
- Equal Pay Pledge commitment
- Targeted job advertisements
- 54 community partnerships in 2022 to improve job readiness and access

Regional Demographics

	Available Workforce Sacramento, El Dorado & Placer Co.*	Available Workforce Sacramento Co.*	Total Population Sacramento Co.**
Caucasian	55%	48%	41%
African American	7%	9%	9%
Hispanic	20%	22%	24%
Asian	14%	17%	19%
Native American	0%	0%	0%
2 or more Races	4%	4%	7%
Male	52%	52%	51%
Female	48%	48%	49%

*2018 American Community Survey, 5-Year Estimates EEO

**2020 United States Census (April 1, 2020)

Workforce Demographics Reporting

SMUD Demographics by Employee Level

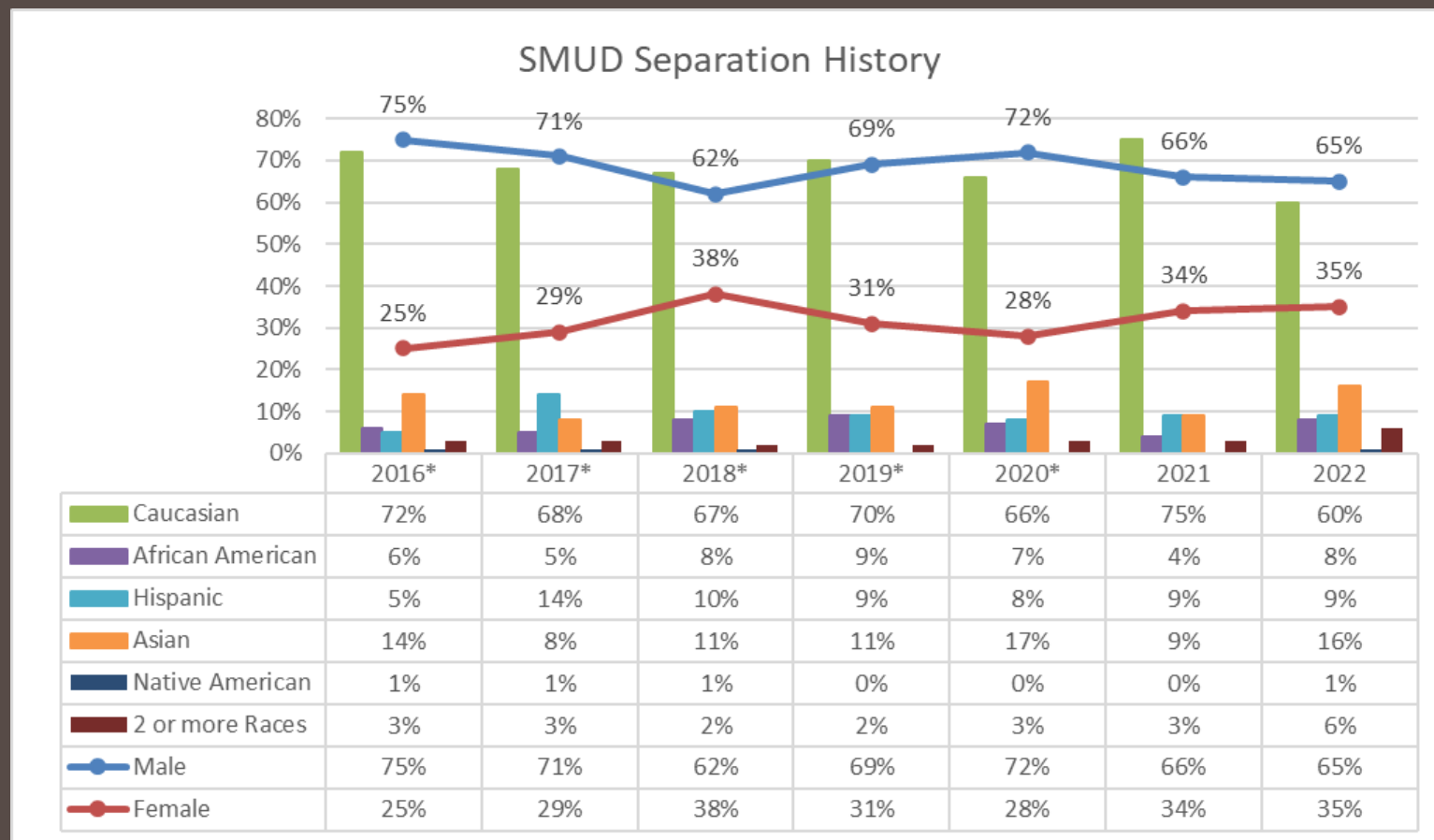
Employee Level	Male	Female	Caucasian	African American	Hispanic	Asian	Native American	2 or more Races
Executives	60%	40%	50%	10%	0%	30%	0%	10%
Directors*	59%	41%	69%	9%	6%	9%	0%	6%
Managers*	62%	38%	69%	3%	7%	13%	1%	6%
Supervisors	66%	34%	62%	7%	10%	16%	0%	5%
Staff*	67%	33%	54%	7%	17%	15%	1%	5%
SMUD wide	67%	33%	56%	7%	16%	15%	1%	5%

* Percentages may not add up to 100% due to rounding.

Reporting reflects ethnicity self-reported at hiring

Workforce Demographics Reporting

SMUD Separation History Demographics

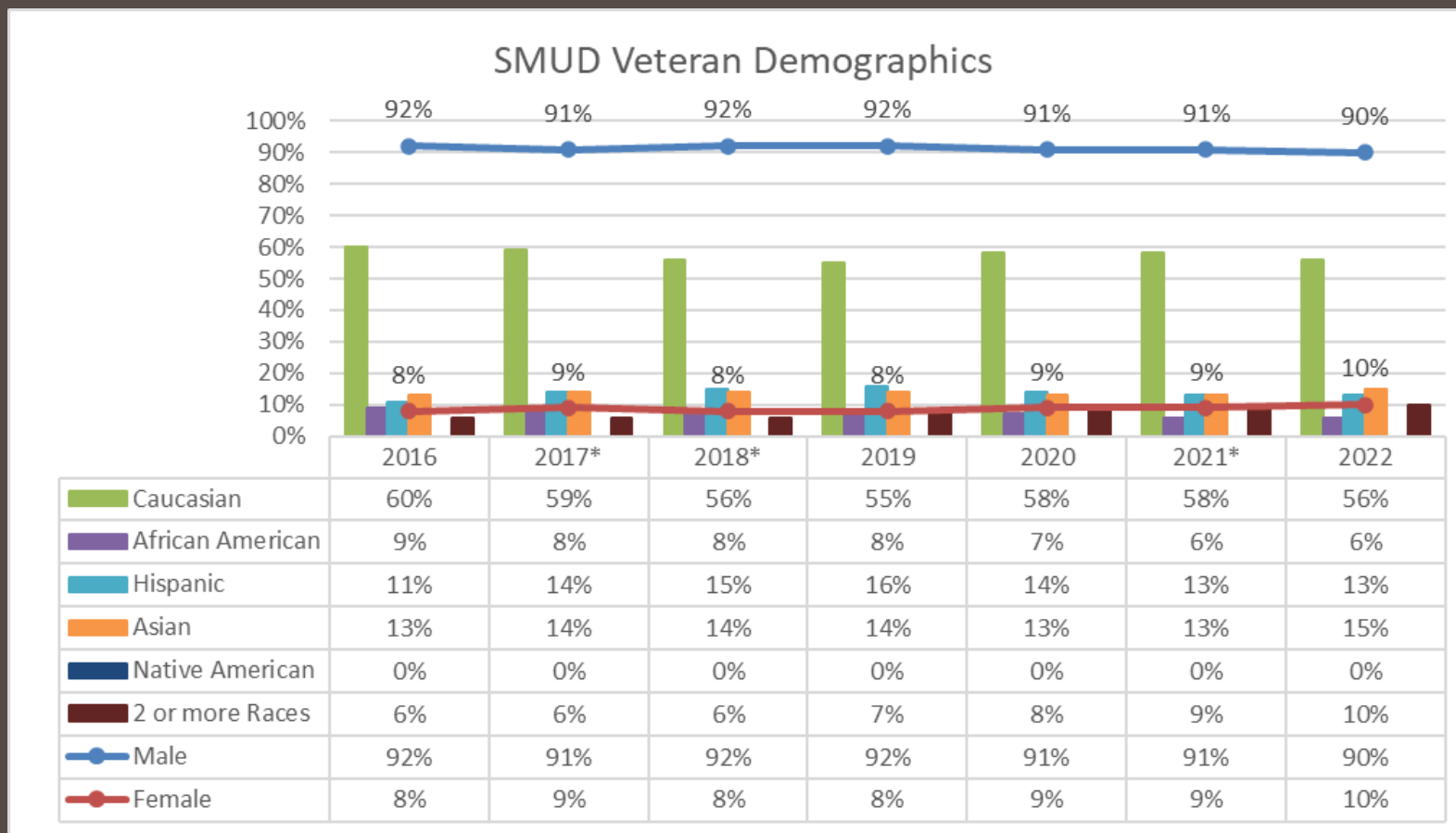


* Percentages may not add up to 100% due to rounding.

Reporting reflects separation of full-time employees

Workforce Demographics Reporting

SMUD Veteran Demographics



**Percentages may not add up to 100% due to rounding*

Recommendation

SMUD is in full compliance with Strategic Direction 8.
We recommend acceptance of the SD-8 monitoring report.