THE FACES
OF OUR SUCCESS

Diversity & Inclusion

COMPASS GROUP
At Compass Group USA, diversity and inclusion is more than just a business strategy. For us, diversity lies at the core of who we are. Our leadership strives for it. Our employees live it. Our suppliers model it. And our community relationships reflect it. The men and women who work here come from every walk of life and background – just like our clients and customers. Which means across our broad range of business sectors, the communities we serve are reflected in nearly 200,000 faces. All for one simple reason:

*broader thinking creates bigger opportunities*
I am pleased to share the first ever Diversity & Inclusion Report for Compass Group USA. Building a workforce that reflects our clients, customers, and the communities of which we are a part has always been a fundamental component of our company’s DNA and all that we do.

At Compass Group, we describe ourselves as a family of companies delivering the best of the best in food and support services. Delivering on that promise requires great people and innovation – which is why we work hard every day to build a culture that respects and appreciates differences, while recognizing and rewarding inclusion.

Our continued success will come from the creativity and passion of the people that make our company great. Each Compass Group associate plays a key role in the growth of this company, and it is in our faces and our stories where you can really see the mutual passion for delivering results.

Our people are at the heart of our business and we’re proud to share our story with you.

Best Regards,

Gary R. Green, CEO
Compass Group North America

“Our people are at the heart of our business.”

letter from GARY GREEN

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OUR VISION
To be a world-class provider of contract food and support services, renowned for our great people, our great service and our great results.

OUR MISSION
Everyone in Compass is committed to consistently delivering superior service in the most efficient way, for the shared benefit of our customers, shareholders and associates.

OUR VALUES
+ Openness, Trust and Integrity
+ Passion for Quality
+ Win through Teamwork
+ Responsibility
+ Can-Do

OUR GUIDING PRINCIPLES
+ Safety, Health and Environment First
+ Delivering for Clients and Consumers
+ Developing our People and Valuing Diversity
+ Profitable Growth
+ Constant Focus on Performance and Efficiency
DIVERSITY TIMELINE. IT’S A JOURNEY.
Drove diversity by focusing on: awareness, metrics, programs & initiatives, training, diversifying our management team

+ From vending and office coffee solutions to restaurants, corporate cafés, schools, arenas, museums and more, our nearly 200,000 associates serve 6 million meals a day in all 50 states.

+ Our parent company, Compass Group PLC, is the 11TH largest employer in the world, operating in 50 countries.

FAST FACTS
Drove diversity by focusing on: awareness, metrics, programs & initiatives, training, diversifying our management team


1998 Diversity Organizational Structure Established
2000 The Role of Chief Diversity Officer (CDO) for Compass Group is Created, Vince Berkeley is Named as New CDO
2005 Diversity Councils and Women’s Leadership Network Formed
2007 Managing Inclusion™ Training and Metrics Introduced to Senior Management
2008 Diversity and Inclusion Quarterly Reviews Started with Each Business CDO
2010 Inclusive Recruitment™ Training Introduced
2011 Appreciating Differences™ Training Introduced
2012 Veterans Resource Group Formed and Raj Pragasam Appointed as Chief Inclusion Officer
2013

1999 1. Sexual Orientation Added to Our EEO Statement
2. North American Diversity Action Council (NADAC) Formed
3. Power of Many (POM) Diversity Training Developed to Raise Awareness and Leverage Power of Diversity

2001 1. Domestic Partner Benefits Added for 2002 Rollout
2. Diversity Added to Performance Management Process for Leaders
3. President’s 5 Jewel Award for Diversity Created and Becomes Official Component of our Compass Recognition Program

2008 Diversity and Inclusion Quarterly Reviews Started with Each Business CDO
2011 Appreciating Differences™ Training Introduced
2013 Veterans Resource Group Formed and Raj Pragasam Appointed as Chief Inclusion Officer

DIVERSITY STATEMENT:
Diversity and inclusion are at the core of what Compass Group USA is about. We believe a diverse and inclusive environment supports innovation and collaboration, and benefits our associates, clients, and customers.

Our commitment to diversity and inclusion allows us to:
+ Deliver positive business results
+ Build a highly skilled workforce that reflects our diverse client and customer base
+ Provide innovative products and services to our customers and clients
+ Seek new business opportunities while we retain our client base
+ Give back to the communities we touch and serve

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DIVERSITY OF OUR BUSINESS MODEL

ALL OF OUR BRANDS ARE DIFFERENT AND THAT’S INTENTIONAL.

Each day, our family of independently operated companies provides services to millions of people, and every single customer has a unique personality and style. By having a business model as diverse as the markets in which we compete, we can better understand and meet the individual needs of our clients and customers. This broad range of sectors also benefits our associates, who enjoy new opportunities in different geographic markets and lines of business.
EVERY CUSTOMER WE SERVE HAS A UNIQUE PERSONALITY AND STYLE – JUST LIKE OUR 20 OPERATING COMPANIES.

Our diverse sector focus provides our clients with the expertise and skills of great people who fully understand each industry from the top to the bottom. Compass Group USA’s 20 operating companies include the following:

- Bon Appétit Management Company
- Canteen Vending & Refreshment Services
- Chartwells Higher Education
- Chartwells School Dining
- Crothall Healthcare
- ESS Support Services
- Eurest
- Eurest Services
- Flik Independent School Dining
- Flik International
- Foodbuy
- Lackmann Culinary Services
- Levy Restaurants
- Morrison Healthcare
- Morrison Senior Living
- Restaurant Associates
- SSC Services for Education
- Thompson Hospitality
- Touchpoint Support Services
- Wolfgang Puck Catering
I spent a significant portion of my career at Levy Restaurants before taking this exciting opportunity to lead Chartwells School Dining. Because a homogenized model doesn’t help us understand the needs of our clients, each of Compass Group’s different sectors is its own company with a unique culture. At the same time, whichever sector you work in, there is the same basic framework of how business is done and there is a shared set of values. At Compass Group, diversity is a reality – not just a platform. I may be the first female president of a sector, but I don’t think of it in those terms. People want to be accepted for who they are and what they bring to the table. At Compass, we want the best person for the job, and we want our people to achieve all they’re capable of.

To meet the constantly evolving needs of our clients and customers, we’re always looking for opportunities to build on our diverse business model and continue growing in innovative ways. Most recently, we launched TouchPoint, the industry’s first integrated healthcare food service and environmental services provider.

By combining food and environmental services, we provide a warm, comforting environment that offers patients a comprehensive care experience during their hospital stay. Today, the nearly 8,000 associates at over 100 TouchPoint accounts provide a full range of services, including food and nutrition, environmental, retail foodservice, laundry and linen, valet parking, and patient transportation.
IT TAKES GREAT PEOPLE TO ACHIEVE GREAT RESULTS.

We know the next big idea can come at any time from anyone. That's why we pride ourselves on hiring and empowering the most capable minds from every background and walk of life. People are the heart of our business, and this drives us to continue building a culture of inclusion.

Since 2001, our internal recruiting department, Resource Network, has hired more than 30,000 managers and professionals.

In 2013, over 170,000 training courses were completed via a live, distance or e-learning class.

50% of salaried positions are filled internally.

30,000
INTERNAL RECRUITING MANAGERS AND PROFESSIONALS Hired

170,000
TRAINING COURSES COMPLETED IN 2013

50%
SALARIED POSITIONS FILLED INTERNALLY
SECTION 2.1 // DIVERSITY IN HIRING

YOU CAN ONLY ACHIEVE UNCOMMON RESULTS WHEN YOU’RE STANDING ON COMMON GROUND.

To best serve different markets, we work hard to attract and retain the right skills, the best minds, and a truly diverse mix of backgrounds and beliefs. In fact, doing just that has been a strong part of our success. Our strength comes from the combination of all the things we have in common – our shared values, vision and purpose – with the experiences and perspectives that make us each so unique.

RESOURCE NETWORK
Functioning as our internal recruiting agency, Resource Network has helped bring over 30,000 talented managers and professionals to Compass Group since 2001. Composed of professional recruiters who support Compass Group’s management recruitment, each recruiter uses a combination of leading-edge strategies and tools.

Our recruitment team also searches for the most promising group of university graduates who can add value to our diverse and inclusive company through their ideas, talents and skills.

Resource Network hired over 5,500 salaried associates in 2012 and over 6,000 salaried associates in 2013.

I’ve been at Compass Group for two years now, and I truly feel the sky is the limit here in terms of how far hard work and passion for serving others will take you. There is so much room for advancement and adventure at this organization. In fact, I’m in the process of moving across the country to San Francisco for my new position. When I joined Morrison, I was looking for a company with strong guiding principles where the people really lived the mission. I remember how impressed I was with how comfortable the recruiters at Resource Network made the entire process. It was a true two-way conversation in which I asked them as many questions as they asked me.

RUNNER // TENNIS BUFF // CHICAGO BEARS FAN
MICHELLE
DISTRICT MANAGER, EUREST

I joined the Air Force right out of high school, and after four years of active duty – I served in the Air Force Reserve. I've worked in the foodservice industry for over 20 years, and love working for Compass Group. There are constant challenges and growth opportunities that keep things exciting. At the same time, we enjoy a high level of stability in terms of the standards we uphold and the processes we follow to manage our client's expectations. In the military, from a colonel down to a private, everyone works efficiently as a team to achieve the mission. I find this same spirit of camaraderie and determination here at Compass Group.

HIRING OUR HEROES
We have a recruitment team devoted exclusively to hiring veterans because they bring so much value to our company. In fact, we've hired hundreds of former active duty military members across all our sectors and at every level over the last few years. Because veterans have a proven ability to work together as a team to achieve a set of common goals and fulfill the mission, they are able to thrive and advance at Compass Group.

RAFAEL
DISTRICT MANAGER, CHARTWELLS

I've served in the Army National Guard for over 30 years, almost as long as I've worked at Compass Group. In that time, I've earned numerous decorations and citations for my military service, and I've served two tours in Iraq and Afghanistan, respectively. Chartwells has been so supportive during my deployments, and helped me continue to build my career each time I came back. Serving in the military has given me some essential skills I use every day at Chartwells. People here come to work with a broad range of backgrounds and worldviews, just like in the Army. In order to perform effectively and work as a team, we all have to find common ground.

OPERATION VET
In 2013, Compass Group USA launched Operation Veterans Employment Transition (Operation VET), an energetic new recruiting program that allows our sectors to better access and hire well-qualified job seeking veterans by forming a direct channel into the military transition assistance programs. Operation VET partners closely with various lines of businesses as well as community, state and national organizations to help the men and women who have served our country succeed in the next phase of their careers.
A FEW OF OUR PARTNERS IN FINDING GREAT PEOPLE:

FEDCAP
Fedcap Rehabilitation Services is a not-for-profit organization that provides vocational training and employment resources to welfare recipients, displaced workers, the disabled, and others who face barriers to employment. Since 2009, for example, Restaurant Associates (RA) has placed more than 50 Fedcap graduates in temporary and permanent positions.

BCA
The Black Culinary Alliance (BCA) plays an important role in preparing students and professionals of color with the specialized skills needed to succeed in the hospitality industry and provide socio-economic benefits for themselves and their families.

C-CAP
Careers through Culinary Arts Program (C-CAP) works with public schools across the country to prepare underserved high school students for college and career opportunities in the restaurant and hospitality industry. Compass Group has worked with C-CAP for more than 10 years.

JOB PATH
Job Path supports people with developmental disabilities as they make choices about their lives and learn to play valued roles in their communities. We work closely with Job Path to match up their members with available employment opportunities.

I’ve been at TouchPoint for two years, since the company was launched. TouchPoint has a great value-based business model that is built on humility, integrity, and optimism. When people are in a hospital, it is a very critical moment in their lives—and the lives of their family and friends. So we do everything we can to take care of someone who is in a potentially very difficult situation. This approach extends to the communities we’re a part of as well. At the healthcare facility I currently support, we work closely together to support Project SEARCH. We have an Internship to Work program that helps people with autism and other challenges develop the occupational skills needed to be hired as staff members in our foodservice team.
DIVERSITY: INSPIRE IT. CULTIVATE IT. CELEBRATE IT.

We want our associates to learn and grow, which is why Compass Group invests heavily every year in training, including diversity and inclusion. Whether it’s for a new associate or a senior level manager, we offer a variety of learning and developmental opportunities to help our people succeed in their current position or advance to the next one.

Our career development and talent management teams are always available to help associates manage their careers and develop strategies to set and reach individual goals.

In 2013, 170,000 training courses were completed via a live, distance or e-learning class.

I started out as a Canteen branch manager about six years ago. Along the way, I have had great mentors and have gotten a lot of cross-sector exposure to skills outside my original area. One nice aspect about Compass Group is they really encourage you to think ahead and learn skills needed to advance. I enjoy being part of such an open flexible culture that values talent above everything else. It doesn’t matter what color your skin is or whether you speak with a different accent, here people have the opportunity to be themselves – which means they have the opportunity to do their best.
**A FEW OF OUR TRAINING OPPORTUNITIES:**

**DIVERSITY & INCLUSION TRAINING**

- Managing Inclusion™ reiterates our Guiding Principle of Developing Our People and Valuing Diversity; providing tools to bring inclusion to life in the workplace.
- Appreciating Differences, an online training course that helps managers experience realistic scenarios and become truly change agents.

**CHAT** (Communication, Help and Training), a monthly training tool designed to help managers effectively communicate important information to all field associates.

**Career Pathing**, a comprehensive career development program, including self-directed and experiential learning, instructor-led classes and online courses.

**MIT**, a Manager in Training Program that provides highly talented recent college graduates with leadership and management development.

**Project Readiness**, a 13-month program that develops strong leadership skills that are needed for advancement within the organization.

**ADAPT** (Advanced Development and Planned Transition), a multi-unit manager development program designed to develop a roster of managers consistent with the growth of the business and expected rate of labor turnover.

In 2013, 1,530 management level associates received Diversity & Inclusion training.

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**Isaac - Resident Regional Manager, Crothall**

I’m coming up on my 10-year anniversary with Crothall, and I’m excited about what the next ten years will hold. I was part of the first ADAPT program, which prepared me to be a regional multi-unit manager, and my next professional goal is to either manage my own territory or possibly cross over into another sector and learn a new side of the business. One thing that makes this company so great is how eclectic we all are. When I was working as a college relations manager, I traveled all around the country recruiting college seniors to be managers, and the most important trait I looked for was the ability to work closely with folks from all different walks of life and then form a cohesive team with a shared set of goals and responsibilities.
A GOOD LEADER PRODUCES MORE LEADERS, NOT FOLLOWERS.

DIVERSITY AND INCLUSION ACTION COUNCIL (DIAC)
Our nine DIACs serve as liaisons and advisors between the sectors and senior leadership on diversity and inclusion strategy. With over 150 members, these groups advocate for all associates within each sector and throughout the company.

MANNY
DISTRICT EXECUTIVE CHEF, EUREST

I’ve been in foodservice for 38 years, and started in this business as a dishwasher. I’ve mentored seven people over the last 10 years. Through these different relationships – and also through my participation in Project Readiness – I’ve learned that to be a successful mentor you have to make it personal, build a friendship, and be willing to both give and take heart-to-heart feedback. Everyone is part of a big family here, and when I was working with Christian, I wanted to help him succeed like I would my own son. I told him that if you want to go places in this company, you have to do three things: make great food, take care of your customers, and take care of your team.

CHRISTIAN
UNIT MANAGER, EUREST

I started my career about 10 years ago as a grille cook. Now I’m a unit manager, and my goal is to become a Regional Vice President. Then maybe a Vice President. I was lucky to participate in the Compass Mentor Program, because that really helped me learn new skills and push my limits. Working with Manny and absorbing his wisdom and experience taught me that the sky is the limit here. If you really put in the effort, you can have tremendous opportunities. When you look at the top leaders across Compass Group, a lot of them started at the bottom. The main thing it takes to succeed at this company is passion. I learned a lot from having a mentor, but one thing you can’t teach is passion. And when you have passion, everything else becomes a lot easier.

COMPASS GROUP MENTORING PROGRAM
Professional growth often stems from interactions with others, which is why at Compass Group, associates interested in career growth regularly learn from associates with greater experience, skills, insights and tenure. Many of our associates choose to establish both formal and informal mentoring relationships. Our formal mentorship programs, PowerMentoring and Partner Power, use online tools to help match mentors with protégés.

BENEFITS OF HAVING A MENTOR
+ Greater insight into their career goals and opportunities
+ Mastery of personal and professional skills
+ Insight into the organization and how to navigate it

BENEFITS OF BEING A MENTOR
+ The ability to transfer knowledge
+ A sense of satisfaction and fulfillment
+ Support from their protégés
WOMEN’S LEADERSHIP NETWORK

As our largest associate resource group, the Women’s Leadership Network (WLN) is committed to the advancement of associates’ careers through mentorship and professional development.

Launched in 2007, today we have 2,400 WLN members in 18 chapters across the USA. WLN chapters provide their members with a range of development and networking opportunities, including the following:

+ Speakers and classes focused on expanding business and career-planning skills
+ Networking receptions that connect members across sectors
+ Panel discussions with Compass Group and client leaders
+ A minimum of four quarterly meetings held virtually or in live forums

Our WLN chapter is four years old, and in that time I have really benefited from all the opportunities this great organization offers. From cross-sector networking opportunities to leadership training to mentoring relationships, the WLN helps you learn more not just about the company but about yourself. It was an honor to be recognized as the first recipient of the WLN Member of the Year Award. I’ve gotten a lot from being a member, and along the way I have tried to support this organization as much as I can. We’ve developed a lot of resources for our region’s WLN, and have all worked very hard to create an environment where women can advance and thrive.

* A locavore is a person interested in eating food that is locally produced, not moved long distances to market.
CREATING A CULTURE WHERE OUR MANY DIFFERENCES MAKE A BIG DIFFERENCE.

We like to catch people doing great things and acknowledge individuals and teams not only for their great work, but also for their achievement, service, and commitment to diversity and inclusion.

RECOGNITION
Recognizing our associates’ accomplishments, talents and contributions in an authentic way is a key element of engaging and retaining the best people. Be-A-Star is our national recognition platform and it incorporates individual sector programs. Programs like Support Services’ GEM² (Great Employees Make Magic), Levy Restaurants’ Levy Legends, Morrison’s People First and Chartwells’ You First to name just a few.

Each signature experience allows us to celebrate our exemplary people and say a heartfelt “thank you!”
As part of Be-A-Star, this annual award series recognizes outstanding teams and units as sector winners for their passion for diversity and inclusion, community service and professional development.

Winners are then eligible to compete for recognition at the national level.

Chartwells’ Washington College of Chestertown, MD won the 2013 President’s Five Jewel Award.

2013 Sector Five Jewel Award Winners:
+ Chartwells: Washington College-Chestertown, MD - 2013 overall North American winner
+ Business & Industry: American Express-New York City, NY
+ Bon Appetit: Google Pastry-Mountain View, CA
+ Canteen: Best Vendors-Minneapolis, MN
+ Compass Group Canada: Provincial Health Services Authority Housekeeping-Vancouver, BC
+ Compass Group Corporate: Business Systems (Team Pyxis)-Charlotte, NC
+ Levy Restaurants: Bankers Life Fieldhouse (Team Dining Room)-Indianapolis, IN
+ Morrison: Casa de las Campanas-Rancho Bernardo, CA
+ TouchPoint: St. Vincent Heart Center of Indiana-Indianapolis, IN

I was part of a smaller company that was acquired in 2008 by Crothall, and coming in as an outsider left me uncertain what exactly to expect. I knew Compass was a strong company, but after a few months, I realized just how great a place it was to work. There are vast amounts of opportunities both in Crothall and the other Compass sectors. If you strive to deliver quality and value to clients, you will feel comfortable and supported in the corporate culture here. I recently became the chairperson of Crothall DIAC, and although we are still growing our program foundation, we have established a committee that represents all parts of Crothall to advance the mission of giving each individual employee the tools they need to succeed.
At the Strategic Alliance Group, we work hard every day to make sure our clients and customers receive the highest level of service and quality. We do this by building the kind of strong relationships that help us really understand our clients and work in unison with them in achieving their goals. I’ve been working at Compass Group for 18 years, and in that time, I’ve been very involved with the WLN and I’ve been a mentor to a number of different people. I enjoy helping people understand that it’s up to them to take the lead on creating their own path here at Compass. This company offers a tremendous amount of opportunity and support, but at the end of the day, you have to take charge of your own career.

Amy Knepp, SVP, Strategic Alliance Group (SAG) was named Woman Worth Watching® by the Profiles in Diversity Journal Magazine. As the leader of SAG, Amy plays a vital role in making sure our clients and customers receive the highest level of service and quality. Amy is a prime example of how our people are at the heart of our success.

The Society for Foodservice Management (SFM) recognized two of our associates at the 2013 Director’s Awards event.

+ Genevieve Stona, Director of Joint Ventures for Thompson Hospitality was given the Spirit Award. This award is presented to an individual who consistently demonstrates the qualities of loyalty, dedication and enthusiasm for the Society.

+ Ron Ehrhardt, FMP, Vice President of Operational Safety for Compass Group was given the Lifetime Achievement Award. This award recognizes a lifetime of contributions and service to the onsite foodservice industry.

"One of Profiles in Diversity Journal Magazine’s 2012 Woman Worth Watching"
### Bon Appétit Management Company

**+ Bay Area News Group’s 2013 Top 20 Workplaces**

For 2013, Bon Appétit ranked 15 on the list of major companies within the San Francisco Bay Area. A total of 95 employers were recognized throughout the Bay Area with Bon Appétit ranking within the top 20 workplaces.

**+ Princeton Review’s Best College Food**

According to the 126,000 students that Princeton Review surveyed, four of the 12 campuses with the Best College Food are operated by Bon Appétit Management Company; Wheaton College, St. Olaf, Washington University, and Claremont McKenna.

**+ Most Innovative Companies in Food**

Bon Appétit was honored to be recognized as a major innovator with our clients Google and Amazon on Fast Company’s annual roundup of the businesses that are having the greatest impacts across their industries.

**+ Cruz Reynoso-Ralph Abascal Don Quixote Award**

Bon Appétit CEO Fedele Bauccio was honored by California Rural Legal Assistance, Inc. (CRLA) with the 2011 Cruz Reynoso-Ralph Abascal Don Quixote Award for his efforts to shine a light on the unfair treatment of the workers who harvest this country’s food.

### Morrison

**+ Best Places to Work in Healthcare 2013 (#79) and Best Places to Work in Pennsylvania 2013.**

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### TouchPoint

**+ TouchPoint was ranked 20th among the 2013 Elearning! 100 Corporate Enterprises.**

**+ Princeton Review’s Best College Food**

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### SECTOR AWARDS 2012-2013

**BON APPÉTIT**

- **Bon Appétit Management Company**
  - **Bay Area News Group’s 2013 Top 20 Workplaces**
    - For 2013, Bon Appétit ranked 15 on the list of major companies within the San Francisco Bay Area. A total of 95 employers were recognized throughout the Bay Area with Bon Appétit ranking within the top 20 workplaces.
  - **Princeton Review’s Best College Food**
    - According to the 126,000 students that Princeton Review surveyed, four of the 12 campuses with the Best College Food are operated by Bon Appétit Management Company; Wheaton College, St. Olaf, Washington University, and Claremont McKenna.
  - **Most Innovative Companies in Food**
    - Bon Appétit was honored to be recognized as a major innovator with our clients Google and Amazon on Fast Company’s annual roundup of the businesses that are having the greatest impacts across their industries.
  - **Cruz Reynoso-Ralph Abascal Don Quixote Award**
    - Bon Appétit CEO Fedele Bauccio was honored by California Rural Legal Assistance, Inc. (CRLA) with the 2011 Cruz Reynoso-Ralph Abascal Don Quixote Award for his efforts to shine a light on the unfair treatment of the workers who harvest this country’s food.

**MORRISON**

- **Morrison was recently named one of the “Top 100 Best Places to Work in Healthcare” by Modern Healthcare. This is the only foodservice management company on the list, and this marks the third consecutive year this sector has received this prestigious recognition.**
- **In August, Morrison was named one of Elearning! Magazine’s “Top 100” for 2013. This marks the third consecutive year this sector has received this award that recognizes corporate and public sector organizations for promoting an outstanding learning culture where innovation and collaboration drives performance. Morrison was number 20 on a list of 60 corporate organizations.**
- **In February, Morrison was once again recognized as a national leader for employee excellence by Training magazine and named to the prestigious “Training Top 125” list. This is the fourth year in a row that Morrison was recognized for excellence in Training.**

**CROTHALL**

- **Crothall Healthcare**
  - **Best Places to Work in Healthcare 2013 (#79) and Best Places to Work in Pennsylvania 2013.**

**TOUCHPOINT**

- **TouchPoint was ranked 20th among the 2013 ELearning! 100 Corporate Enterprises.**
+ The past two years, almost $15 million has been donated to local, regional and national charities and associations such as the American Heart Association, American Diabetes Association, Feeding America, National Society of Minorities in Hospitality and the Women’s Foodservice Forum.

+ Since 2006, our associates have annually sorted on average 250,000 pounds of food during Sort by the Tunes, our national fighting hunger initiative.

+ We recognize our associates’ investment in their local communities by making a monetary donation to the organization of their choice through Compass in the Community North America Awards. Since 2003, the CITC Awards have donated $220,000 to local, regional and national charities such as the American Cancer Society, Children’s Miracle Network and Special Olympics.
AS THE WORLD BECOMES MORE DIVERSE, SO ARE WE.

The face of the USA is changing. Our clients, business partners, customers and associates are more diverse than ever. That’s why we believe inclusion will continue to play a critical role in our future. An inclusive environment supports innovation and collaboration, and benefits everyone – including the communities of which we are all a part.
SUPPLIER DIVERSITY

Having a diverse supplier base helps us better understand and anticipate the needs of the people we serve. So to cast a wide net in search of qualified suppliers, our supplier diversity program includes large and small HUBZone, minority, women and veteran business enterprises. Our supplier diversity program allows us to work with a large number of diverse suppliers to provide our clients with the widest range of goods and services and remain competitive and innovative within our industry.

FOODBUY

As the largest foodservice procurement organization in North America, Foodbuy is the sole sourcing partner for Compass Group North America, and this sheer volume of business represents a huge opportunity for its strong supplier diversity program. Working closely with minority-owned and women-owned businesses whose products meet our high standards and broad distribution needs, Foodbuy tracks the spend and mentors key minority suppliers to ensure they are well-positioned to continue growing their business as they help us grow ours.

Foodbuy is dedicated to the following goals:
+ Increasing the number of diverse suppliers that provide our customers and units with goods and services.
+ Acting as a champion for diverse suppliers in the foodservice industry.
+ Helping minority and women-owned business suppliers understand the requirements to become a nominated supplier to Compass Group.
+ Ensuring minority and women-owned businesses are treated fairly in the qualification, proposal and contracting process.

A DIVERSE GROUP OF PEOPLE BRINGS DIFFERENT STYLES OF THINKING. INNOVATION IS OUR LIFEBLOOD.

In 2013, Compass Group and Foodbuy spent $700M in purchasing volume and joint venture revenue with small, minority, and women-owned businesses.
THOMPSON HOSPITALITY

As the largest Minority-owned foodservice and hospitality company in the country, Thompson Hospitality has had a strategic alliance with Compass Group for over 15 years. Together, we currently serve urban school districts, major hospital centers, and over 30 of the Fortune 100 companies. Additionally, our close partnership has helped develop a specialty niche in providing foodservice to many of the nation’s historically black colleges and universities.

The Thompson/Compass partnership starts with a total dedication to achieving excellence and ends with total customer satisfaction. Our high standards, efficient systems and creative concepts help deliver a top-quality dining experience. And with Thompson’s unique understanding of the tastes and preferences of its customers and communities, our companies share a solid track record, a successful operating history, and the ability to handle a wide variety of foodservice needs.

“Fifteen years ago, when our companies came together, we could never have imagined that our partnership would prove to be so successful. Today, our companies operate nearly $1B in business together, and our future looks even brighter. We are all looking forward to the next 15.”

- Warren M. Thompson
President and Chairman Thompson Hospitality

RA and Thompson Chefs at NYC Compass Community Council

KASHEENA - SHARED SERVICES ADVISOR, COMPASS GROUP

I first heard of Compass Group at a college job fair, and I liked how the company offered so many opportunities for someone just beginning their career. Being visually impaired, I do rely on the assistance of specialized technology to help me succeed at work, but one of the great things about Compass Group is how our many differences don’t get in the way of our collective success. If anything, we work stronger as a group because we are recognized and supported as individuals. I love working in HR helping our associates build their careers, and at the same time, Compass Group offers a lot of opportunity for me to build my own.
The Women’s Foodservice Forum (WFF) is the foodservice industry’s premiere leadership development resource, and Compass is proud to be an active supporter. Dedicated to helping build skills, expand knowledge and broaden perspectives through meaningful strategic connections, the WFF helps women reach their full potential and accelerate their career growth.

The National Society for Minorities in Hospitality (NSMH) is the premier professional organization for hospitality students. With its mission to help recruit, retain, support and advance minority students in the hospitality industry, the NSMH works in conjunction with sponsors like Compass Group to establish a working relationship between prospective employees and job opportunities.

The Multicultural Foodservice & Hospitality Alliance (MFHA) is an educational non-profit that helps companies maximize their ROI by engaging diverse cultural groups through cultural intelligence. Compass Group is a Silver Sponsor of the MFHA and works closely with this organization to bring greater diversity and inclusion to the food and hospitality industry by building bridges and delivering solutions.

The Society for Hospitality and Foodservice Management (SHFM) is the pre-eminent national association serving the needs and interests of its members in the corporate foodservice and workplace hospitality industries. SHFM’s mission is to enhance the ability of its members to achieve career and business objectives in an ethical, responsible, collaborative and professional environment. Compass Group has had a long-standing relationship in supporting SHFM over the years and many Compass Group associates have been part of local, regional and national chapters and events.

The Training with Industry (TWI) program is a cooperative initiative between Compass Group and the U.S. Army that helps teach soldiers best business practices, leading-edge technologies, and management and decision-making processes used by corporate America in order to apply them to Army procedures. Developed by the U.S. Army in 1970 to give warrant officers an opportunity to train with their counterparts in the industry, TWI is a four-year program that begins with a one-year assignment to a sponsoring industry and continues through a three-year Army assignment.

I moved to the U.S. from Egypt in 1988. With a BSc. in mechanical engineering and fluent in four languages, I assumed starting over here would be a piece of cake. I found a job in the hospitality industry, but I quickly learned that if you look and sound different, it is very hard to advance up the ladder. And until I started here, I was constantly disappointed. Compass Group gave me the opportunity I needed. Here, if you work hard and give 100%, the company recognizes that, and gives you 100% back. It’s a two-way street. I also love how seriously we take diversity. As a devout Muslim and part of the Morrison DIAC, I have had the opportunity to help educate colleagues about my faith and help managers understand how important holidays like Ramadan are for their Muslim associates.

We have partnered with TWI to host seven warrant officers since 2008.
COLLEGE AND UNIVERSITY PARTNERSHIPS

From classroom presentations to career fairs to on-campus chef demonstrations, Resource Network’s campus programs focus on building relationships with universities and colleges across the United States.

The goal of this program is to identify the best and brightest group of diverse university graduates who will add to our culturally diverse organization through their ideas, talents and enthusiasm. Students are provided exceptional opportunities to learn and grow with Compass Group through internships, the Manager In Training Program and the Hourly Apprenticeship Program.

Johnson & Wales

As part of our long-standing program with Johnson & Wales, we have developed a Partnership for Scholarship that helps JWU students and alumni find opportunities at Compass Group. The heart of this program are externships which let faculty visit client accounts, meet with operations to learn more about the Compass Way, and have in-depth discussions about Compass Group’s community involvement and sustainability.

I first heard of Compass Group at a job fair held on campus. I was a student at Johnson & Wales in Providence, and was working toward a degree in culinary arts and foodservice management. A lot of JWU grads go on to work for Compass at one of its many sectors because they provide a lot of opportunity to put everything you’ve learned into practice. Plus, the company is a great place to work and is full of great people. At the time, I was very impressed with how much support Compass provided to someone like me who wanted to become a manager. Along the way, I’ve had great mentors, and I’m leading a team at one of FLIK’s highest profile accounts.
CAREERS FOR LIFE
Across our company, you will find men and women who have worked here for decades. With a wide variation of job roles across such a broad range of business sectors, our associates enjoy a wide choice of career paths, development opportunities and rewards. At Compass, we often use the phrase “Careers for Life” meaning wherever you are in your career – we have development opportunities for you.

OUR 50+ YEAR ASSOCIATES

+ **ADELINE** - Cook, Morrison  *Hired 1957*
  Sports Enthusiast / Loves Her Family / Participates in Church Activities

+ **CARRIE** - Cook, Morrison  *Hired 1958*
  Fishing & Boating / Loves Traveling With Her Family / Active in Church

+ **DOUGLAS** - Route Driver, Canteen  *Hired 1959*
  2004 “BE-A-STAR” Winner / Photographer / Loves to Travel With His Wife

+ **MARVIN** - Route Driver, Canteen  *Hired 1962*
  Enjoys Fishing / Loves Spending Time With Grandkids / Huge Ravens Fan

+ **ROBERT** - Foodservice Worker, Chartwells  *Hired 1962*
  Enjoying the Outdoors / Gardening / Walking His Dogs

+ **JAMES** - Mechanic, Canteen  *Hired 1962*
  Farmer / Building a House With Grandson / Enjoys Working on Cars
COMPASS GROUP USA IS A DIVERSE GROWTH-ORIENTED ORGANIZATION.

OUR ZERO TOLERANCE DISCRIMINATION AND HARASSMENT POLICY

Compass Group’s policy is to provide a work environment for all of its associates that is free from discrimination and harassment based on sex, sexual orientation, race, religion, color, disability, age, pregnancy, childbirth or any related condition, national origin, veteran status, genetic information or any other unlawful factor as defined by applicable state and federal laws. To this end, we will comply with and strictly enforce federal, state and local laws that prohibit discrimination or harassment based on any of these factors.

EQUAL OPPORTUNITY STATEMENT

Compass Group is a diverse growth-oriented organization. Our goal is to improve the quality of work life by using fair and consistent treatment and providing equal growth opportunities for ALL associates. EOE & AA Employer M/F/D/V.

I love to travel and meet new people. Which is a good thing, because I spend a lot of time helping teams (employees and managers) across our Southeast region work better together. And that, for me, makes working here so rewarding. People tend to stay at this company for a long time and build great relationships with one another. I know I can call any level of management, for any reason, at any time.

As a member of both the Crothall DIAC and the Lesbian, Gay, Bisexual, and Transgender community (LGBT), everyone here works hard to create a culture where we can truly be ourselves. This is the first company I’ve worked for where I felt comfortable enough to come out with my sexuality. I know a partner of mine would be welcome at company events.

SERIOUS FOOTBALL FAN // FANATIC SPRINGSTEEN FOLLOWER // WORLD TRAVELER

KIM - HR CONSULTANT, COMPASS GROUP SUPPORT SERVICES
Sometimes we learn the most from those who we’re privileged to lead. In the eight years I’ve served as Chief Diversity Officer of Compass Group I’ve witnessed the power of 200,000 associates who value diversity, respect and inclusion. I’ve seen the results made by effective mentoring, the influence of more women in leadership roles and the reward of a workplace that values and celebrates all the ways we each contribute to our shared success. I’ve learned a lot.

We often say that diversity and inclusion is a journey, not a destination. I’m enormously proud of the miles we’ve traveled together and I look forward to seeing where the journey goes. I’m confident that for Compass the best is yet to come!

Best wishes,

Vincent Berkeley, Chief Diversity Officer - Compass Group USA

I’m excited to lead diversity and inclusion for Compass Group. In a time where we can see any place in the world with the click of an app, it feels like the world is becoming smaller while at the same time we are able to enlarge our own views. Those issues of connectivity, sharing values, and understanding and appreciating differences become all the more important. It will continue to drive our success as an organization and is key to attracting, developing and retaining the best talent.

The challenge is enormous but the opportunity to engage, recognize and reward, and in the process allow every associate to find their place in Compass Group, is one we must embrace.

My best,

Raj Pragasam, Chief Inclusion Officer - Compass Group USA
80% of our associates feel strongly that we embrace diversity as a company, according to our 2013 Associate Engagement Survey.