Diversity is a driving force in the universe, and when present, healthy, thriving environments are created — in nature, community and business. At TransUnion, we value you for who you are — no matter where you come from or where you’re going; no matter what you believe or whom you love, you’re welcome here. We recognize the journey isn’t always easy; some of us have been challenged in our lives by people pointing to our differences to hurt or exclude us. For some, it has meant being afraid to speak our first language or hold the hand of loved ones, perceived as emotional or angry, or falling victim to stereotypes. TransUnion is here to tell you, no matter who you are, we stand with you. We’re committed to being a place where diversity is not only present, it’s embraced.

Read our stories to see the place we’re creating together — and the progress we’re making. You’ll also find we’re not finished. We’re working toward adding more people from underrepresented groups, making sure they feel like part of our team, and supporting them in attaining leadership positions. Specifically, we’re committed to:

• Reaching global gender parity by 2030 in our senior leadership; and,
• Year-over-year increase at all levels of management for under-represented groups.

We recognize there’s more work to be done, and we won’t stop until everyone who walks through our doors each day feels included — and all our people are seen for their authentic selves and celebrated for the contributions they make.

Read our stories because our stories...may just be yours.
WE'RE LEAVING A LEGACY

At TransUnion, we believe the right information has the power to help all of us learn from the past, navigate the present and plan for the future. That’s why we’re committed to using Information for Good® — our mission to positively impact the lives of people around the world by providing greater access to opportunity. This is the legacy we will leave behind.

Here, we’re creating a place where everyone can leave their legacy. Where you can pursue your passions and make a difference; where you can use your talents to solve tough problems and be a leader; where you can be you (all of you) and inspire others.

Growing up in a country where the poverty level is very high, my passion for our society and environment began at an early age. Because of this, I’ve dedicated my life to education, and it has impacted my life in countless, meaningful ways. It brought me to TransUnion, where I head the product team that brings our financial solutions to consumers. It’s also why I jumped at the opportunity to create a sustainability office for TU. I couldn’t help myself — it combines providing economic opportunity to markets around the world and my mission of creating a better society. TU saw my vision and let me go after it. They trusted me enough to keep my team running smoothly and take on this new challenge at the same time.

I whole-heartedly believe if we do what’s right for our stakeholders, consumers, investors and associates, we’ll have a stronger organization. We have a purpose in the economic fabric of the communities and countries where we operate. We help people and businesses access economic opportunities, we protect identities, we have solutions that will keep individuals safe. All of the work I want to do to improve society is already built into TU’s identity. The sustainability office isn’t about re-inventing who we are but instead focusing on the management of our principles and guidelines. And for me, I’m able to pursue my personal passions and career aspirations at the same time.

I want to leave a legacy of sustainability excellence where other firms look at us and say ‘This is how a company does it’.

HILARY
Consumer Interactive
SVP and Chief Sustainability Officer
WE'RE BETTER TOGETHER

Within our global workforce that spans over 30 countries in 8 regions and more than 7,500 associates, we've built 9 smaller communities called Networking Resource Groups (NRGs) which offer those with similar interests and backgrounds the chance to connect. With more than 20 chapters across the globe, there's a place for all of us at TU.

African-Diaspora Alliance
African-Diaspora Alliance's mission is to advocate for a company culture rooted in diversity and inclusion by embracing all those of African descent.

Diversity & Inclusion Forum
The D&I Forum extends diversity initiatives throughout TU to create a work environment that is inclusive to everyone.

FUTURO
FUTURO's mission is to empower the Hispanic community at TU by celebrating its culture and promoting professional development at TU and beyond.

Out and About
Out and About creates a platform to empower LGBTQ and allied associates to live their truth in an open, accepting and respectful environment.

Pan-Asian Connect
Pan-Asian Connect strives to develop and establish a community where TU associates can learn more about the Asian culture and create connections.

Peace of Mind
Peace of Mind's mission is to foster a mindful, peaceful, happy and productive work environment by aligning the mind and body through support of contemplative practices.

TransUnion Network for Upcoming Professionals (TuneUp)
TuneUp, our NRG for upcoming professionals, offers our future leaders an opportunity to establish relationships between other colleagues in the early stages of their career.

Veterans Alliance
Veterans Alliance is a group created by veterans, for veterans and their supporters.

Women @ TU
Women @ TU’s mission is to support and advocate for women’s leadership opportunities and career advancement at all levels of the organization.

Pan-Asian Connect has a grassroots feel. It’s not an initiative — it’s a group of people sharing what they’re passionate about with others. When someone tells me they learned a lot after one of our events, either culturally or professionally, it shows me we’re making an impact.

GAVIN
Compensation Consultant and Pan-Asian Connect Co-President
FUTURO means future. We picked the name for our group because we know we’ll be part of TransUnion’s future. We want to create an inclusive community that opens doors for everyone.

ANGELICA
Senior Compliance Manager and FUTURO member

It took me six years before I was able to work in corporate America, so I want to make sure that transition is smoother for the next generation of vets when they come home. If you’re a veteran, take a chance on us because we want to take a chance on you.

PHIL
Senior Systems Engineering Manager and Veterans Alliance member

Not one of us is the same. We all come from different backgrounds and have had different experiences. At the same time, there are shared experiences that are culturally unique. Having a network of people at TU who share them with you creates a place where you feel safe to unwind. You don’t have to explain — you’re just understood.

WAYNE
Tax Vice President and African-Diaspora Alliance sponsor

There have been many points in my life where I felt like an “other” so I’m invested in creating a space where being different is not only celebrated but valued. Being a part of the D&I Forum has allowed me to be a catalyst for change and help create that safe space at work.

EBONEE
Key Account Manager and Diversity & Inclusion Forum President

ACTION AT TU
We created the Culture Champions program where associates and leaders from around the globe “champion” a wide range of conversations about diversity and inclusion.

Being part of the D&I Forum makes me feel like I’m taking true action in making a difference. The work we do and things we learn can help individuals find a safe space to be themselves and let their creativity flow in an authentic way.

ANNA
Human Resources Analyst and Brazil Diversity & Inclusion Forum member

I started practicing mindfulness personally as a way to offset the stresses of work and life. I co-founded Peace of Mind to increase awareness, acceptance and appreciation, which complements the important work other NRGs are doing to bring diversity to our workplace.

TONY
Consumer Interactive Senior Director and Peace of Mind President

We’re better together
I believe in equality and respect for individuality. Having previously worked in a socially conservative corporate environment for over 10 years, I was very happy to see openness and acceptance for all at TU. It is this belief that makes me and my wife vocal supporters of the LGBTQ community. And, as parents of a toddler, we strongly feel that articulating our beliefs will help her empathize with the wider world in the future.

Joe
Implementation Analysis Consultant and Out and About ally

I’ve never been one to fit a mold. I moved a few times growing up, so I’ve always been myself and learned how to own it. For me, TransUnion has always allowed me to feel comfortable doing that. I’ve never felt like I had to ‘come out’ at work. I’ve just always been who I am, and people have accepted me for it.

Whether it’s in my personal or professional life, I try my best to make sure people feel comfortable embracing their true selves while building genuine relationships. At TU, Out and About, our LGBTQ networking resource group, has helped me to continue doing that on a larger scale.

I’m so grateful that TU gives Out and About the opportunity to lend our support to local and national events during Pride Month and throughout the year. This year, we took part in the 5th Annual Professionals Do Pride event, contributing donations to support the Center on Halsted — an organization serving Chicago’s LGBTQ community. Members of our chapter participated in the city’s 38th Annual ‘Proud to Run’ event, which benefitted local LGBTQ non-profit organizations.

Staying connected to the community is important to me and I’m so proud I get to involve TU along the way.

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In 2019, TransUnion received a 100% on the Human Rights Campaign Foundation’s Corporate Equality Index. In addition to our score, TransUnion’s legal team has volunteered time and resources to represent transgender clients and underrepresented groups.

MIKE
Implementation Analysis Manager and Out and About President

In 2019, TransUnion received a 100% on the Human Rights Campaign Foundation’s Corporate Equality Index. In addition to our score, TransUnion’s legal team has volunteered time and resources to represent transgender clients and underrepresented groups.
I don’t believe you need a title to be a leader. Watching women grow and rise within TransUnion brings me and the Women @ TU networking resource group a sense of collective pride because we know we played at least some part in their professional development. To me, Women @ TU means courage, opportunity and camaraderie.

TRACIE
Strategic Planning Advisor and Women @ TU President

I feel so supported by TuneUp because as young professionals, we all understand the struggle of balancing work, personal life, and for many of us, school. It makes it so much easier to open up about what you’re facing and grow from it. That feeling is hard to measure, but it’s what makes TU unique.

JESSICA
Healthcare Account Executive and TuneUp President

41% of our global associates are women
48% of our 2018 new hires in the U.S. belong to a minority group
37% of our U.S. associates belong to a minority group
WE’RE HERE FOR EACH OTHER

Every day we all make decisions and solve problems – both inside and outside of work. The challenging projects and assignments we tackle at the office are rewarding, but they aren’t the only challenges that matter. Each of us faces situations in our personal lives. To be the best you, you need to be able to talk about your life, and know you’re supported. We’re fortunate to feel that way at TU.

I came to TransUnion in 2016 when I was mid-transition. Initially, our benefits didn’t offer very much for me as a trans person, but three and a half years later, they’ve significantly improved in ways that matter to the LGBTQ community, including gender confirmation support. TU is always trying to make itself better, and that includes LGBTQ inclusivity. I know I’ll be accepted for who I am, which can be really hard to find in a workplace.

KAHLAN
Lead Developer
Conceiving a child wasn’t easy for me. I endured many roadblocks along the way, but TU has been a place to turn for support. With help from our benefits, we were able to have our beautiful daughter, Rory. And my TU coworkers have become my family because they supported me every step of the way.

LINDSEY
Customer Support Consultant

I’m proud of the volunteer work that Veterans Alliance members are doing to recognize and give back to veterans in our communities. As a veteran myself, I’ve witnessed how serving in the military provides diverse experiences and cultural perspectives. We want to support veterans in the workplace so they can contribute their unique skillsets and succeed. Ultimately, diversity strengthens and enriches our entire organization.

DAVE
President of Healthcare

Having 7-month-old twins keeps me very busy. No two days are the same and to say it can be interesting is an understatement. At times, it’s hard to find energy, but knowing my team understands and accepts me allows me to bring the best version of myself each day. I’m proud to work for a company that allows me to prioritize fatherhood and family.

DEMETRIUS
Technology Recruiter
I’m a risk-taker inherently — at work and in my personal life. A few years ago, I took stand-up comedy classes. When we performed our sets at the end of the class, most people had a few friends or a significant other there, but when I got on stage, I had my whole team supporting me. It was just for fun, but I put myself out there and my co-workers had my back. It’s that kind of drive and risk that’s recognized and embraced here.

SANTOSH
Product Strategy Advisor

The past year was trying for me. I was going through a challenging time personally and raising a child, all while working full-time. Living two time zones away from my team in Nevada and working remotely certainly didn’t make that transition any easier, but I was able to get through it thanks to TU’s flexibility. While I was still responsible for managing my team and ensuring their success and development, I had the flexibility to do what I needed to do — in and out of the office.

TC
Network Engineering Manager

We're here for each other

We offer industry-leading benefits

We're supported by flexible benefits that not only cover us but our families (no matter how we define them). Since we each have unique aspects at home, different things hold value for us. We're fortunate TU benefits cover the gamut and include most everything we need to feel appreciated and taken care of. Whether it's Networking Resource Groups that make work a home away from home, solid healthcare plans, generous adoption assistance or flexible time off, our inclusive benefits support everyone at TransUnion.

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Flexible Time Off
allows exempt associates to take time off as needed instead of accruing a set number of days each year

Competitive compensation
to attract and retain the best talent

Gender confirmation procedures
covering elected procedures by all TransUnion U.S. medical plans

Care@work
provides backup childcare and eldercare

Charity gift matching

Adoption assistance
Flexible and remote work arrangements

Tuition reimbursement

Spousal and domestic partner benefits

Infertility coverage

Paid parental leave

Our efforts have received recognition

• 2018 Illinois Technology Association winner of Outstanding Company Culture award
• 2018 Forbes Best Regarded Companies, Top 100
• For the fourth year in a row, TU was named among America’s Top 100 Best Adoption-Friendly Workplaces by the Dave Thomas Foundation for Adoption
• For the third year in a row, TU was recognized as a top adoption workplace by The Cradle
• 2019 Built In Chicago Top 100 Companies recognition

Meaningful incentives
including stock ownership programs

Sharing our success
15% discount on TU stock twice a year
When I was transitioning back to civilian life after 25 years in the Army, I realized I had no hard skills. I got involved with the Hiring Our Heroes program, which gave me the opportunity to work three months for a corporation. After interviewing at TU, I knew this was where I wanted to be. During my fellowship, my manager suggested a Scrum Master role would be a good fit for me based on the work I did in the Army. I took a related course and was offered a full-time position at TU. Thanks to the fellowship, I was able to smoothly off-ramp from the Army and into a workforce I really wanted to be a part of.

CARL
IT Project Manager

As a Muslim, I celebrate the month of Ramadan, and for the last 12 years I’ve organized the Eid-ul-Fitr event at TU. What started out as a celebration with just a few members of my team has turned into an event that overflows the auditorium every year. It’s something I’m very proud of because I get to educate co-workers about my religion and who I am outside of work. At first, it felt like no one knew about my culture, but people now come up to me and say Happy Ramadan or Happy Eid, which is really amazing.

SHAK
Sales Technical Consulting Senior Advisor

My son is my daily source of inspiration. Even with low functioning autism, he wakes up every day ready to tackle whatever comes his way with a smile. He’s the reason I’ve pursued a career in leadership development — because I want to help leaders see ability over disability and unlock human potential; to create a world where everyone can thrive. I’m so thankful to work for an organization that gives me creative license to do that. Between the outstanding health benefits that TU offers and support from my team, I can come to work very whole.

JOY
Leadership Development Senior Director

ACTION AT TU

Since 2018, we’ve partnered with Hiring Our Heroes to host active duty service members for an 11-week fellowship program. We strive to put service members and veterans in the best possible position to transition from military service to a successful corporate career.

Since 2017, we’ve partnered with The Mom Project, an organization that creates flexible work opportunities for women rejoining the workplace after taking time off for their families. We also support working mothers by offering phased return after maternity leave and designated mother’s rooms. More broadly, we support all parents through a Working Parents Group and generous paid parental leave, including 16 weeks for primary caregivers and 4 weeks for secondary caregivers.

ACTION AT TU
WE'RE LEADING THE WAY

We’re encouraged to pursue our passions and take ownership of our careers. With the support of colleagues and mentors, we’re also given the tools we need to get where we want to go. It’s reassuring to know we’re in the driver’s seat of our professional development but have help along the way. We have the opportunity to learn new things and be a leader every day — regardless of our job titles.

AARON
Sales Vice President

I looked up to my grandfather because he was a man of integrity. His word was his word — and he always meant what he said. You might not have liked what he said, but you always knew he had your best interest at heart. That left a huge impression on me and to this day, I hold myself to that standard and ask, “Am I being real? Am I keeping my word?” It’s really important to me to do that at work.

I came to TransUnion through an acquisition. From the start, I noticed the friendly Midwest culture. I found I was surrounded by good helpful people. I found managers who leveraged my skill-sets, and when organizational changes occurred, they made sure I ended up in a good place.

But if I’m being real (like my grandfather), I also have to say that I was the only black VP in the company five years ago. For a while, I wondered why. In 2015, things started to change when our CEO stated that diversity and inclusion would be a major focus ongoing. Now, my mission is to create change by getting involved in our D&I efforts. I’ve reached a stage in my life where giving back to the community is taking more of a personal focus. As a member of Kappa Alpha Psi fraternity, I work to inspire young black men to go to college. I want them to look at TU as a desirable place to work after graduation.

Because we have a culture where I can be straight with people about what real change takes and looks like, I’m making a difference.
I know first-hand how powerful being mentored can be. Whether I’m mentoring my team members or local high schools students on how to protect themselves from credit abuse and achieve financial freedom, I feel energized about making a difference the way my mentors did for me. It’s also why I led the effort to establish TU’s first networking organization for black associates. It’s become a community where we not only have a voice, we support and mentor each other. We are not afraid to express our individuality. We’re focused on what we create and how we can educate ourselves and fellow associates.

CHRISTINA
Senior Accounting Lead and African-Diaspora Alliance President

In the last 2 years, **more than 4,000 associates** have participated in career programming, and **more than 500 associates** have taken advantage of **one-on-one coaching** with our resident career advisor.

- **42%** of our U.S. promotions in 2018 were minority associates
- **46%** of our 2018 promotions globally were women
- **26%** of our managers in the U.S. belong to a minority group
of our managers globally are women

of our senior leaders globally are women

of our senior leaders in the U.S. belong to a minority group

35%

29%

16%

As a member of The Chicago Network, I’m thrilled TransUnion signed on to support its Equity Principles Campaign. Alongside other local companies, we’re pledging to work toward gender equity in leadership roles by 2030. It makes me proud to work for an organization that is committed to creating an inclusive workplace.

HEATHER RUSSELL
Chief Legal Officer

What I’ve learned about being a woman in leadership is that it’s easy to doubt yourself. For me, finding my sense of purpose helped me push through negative self-talk and challenging times. Financial independence has always been important to me, and living in Latin America, I wanted to do everything I could to create a better world — especially for the communities I knew and loved. I joined TU to run our Latin American business which was nonexistent at the time. Everything we now have, I envisioned and brought to life through the hard work and talent of my amazing teams. Our efforts put TU on the map, but it also gave Latin Americans access to credit so they can build better lives for themselves and their families. This has been my driving purpose for the last 16 years. Now, one of the most important things I can do is help other women believe in themselves. I recently completed a degree in Executive Coaching so I can share my learnings with future generations of female leaders.

MARIA
Regional President of Latin America

Our global leadership programs span all levels from frontline managers to senior executives. Our Change & Belonging training helps participants learn how to create a more inclusive team environment by uncovering their unconscious bias and beliefs, and revealing groups they might unconsciously exclude.

We’re TransUnion.
And we believe in the power of people. 

ACTION AT TU

Maria Olga Rehbein 0509.jpg
Maria Olga Rehbein 0512.jpg
Maria Olga Rehbein 0510.jpg
Maria Olga Rehbein 0514.jpg
WE'RE INVESTING IN OUR FUTURE

In order to continue innovating and growing, we need diverse perspectives — and more of them. Our progress in the tech space depends on embracing new ideas and viewpoints, which is why we're passionate about supporting the next generation of STEM professionals in our communities. For some of us, this means passing on our passions and experiences by mentoring youth, or inspiring more women to pursue STEM professions. After all, they are tomorrow’s innovators, dreamers and creators.

Without TransUnion, I don’t know where I’d be. I came to TU my junior year of high school as a part of Genesys Works. It was a big motivator in terms of realizing my own potential. My coworkers were the only ones in my life really pushing me to apply for college, which wasn’t initially something I intended to do. Not only did I decide to go to college, I was able to work at TU while in school. Ultimately, I took on a full-time role after graduation, and because I pursued that opportunity, I accomplished a lot of important goals in my personal life — like owning a home at the age of 23. My TU colleagues taught me to strive for better even when no one else was expecting that from me. Because of that faith, I grew to have faith in myself and achieve things I would have never dreamed of.

YADIRA
Financial Analyst

ACTION AT TU
Since 2011, we’ve partnered with Genesys Works to provide over 115 underserved high school students with meaningful internship experiences that help them succeed as professionals in the corporate world.
Building gender equity in STEM positions has always been personal for me because I wanted a seat at the table. Since my daughter’s birth, my passion has become so much more — I want other women to have that chance too. When we kicked off our Women in STEM group at an Ada Lovelace Day event last year, every single woman shared their own version of the time they’d been the only female in a math class or in a meeting. It was so eye-opening. Since then, I’ve sought to inspire this same confidence for the next generation of women by coordinating two hackathons for female high school and college students.

Melody
Data Scientist

I always heard about the lack of women in STEM, but I really saw it with my own eyes when I joined the industry. This inspired my passion in supporting women in STEM, and I’m lucky I get to pursue that through my work at TU. I work with the local community to grow interest in STEM through a three-stage development program. We shouldn’t have to struggle to find women with these passions, so I’m excited by the potential my role holds to create the next generation of women pursuing these fields.

Sarah
UK Corporate Social Responsibility Consultant

TransUnion UK hosts a program to educate girls, aged 15 and over, on STEM career opportunities. Now in its second year, the #GirlsIntoTech program has helped more than 250 local students learn about the technology sector and pathways to employment, and develop workplace skills.
Technology is fundamentally changing how we think about the world, so we have to think differently about technology. It’s important that we’re creating an environment where women and young professionals can succeed in STEM fields. Their fresh ideas and perspectives are the future.

ABHI
Chief Information and Technology Officer

In 2019, we launched an Internship Insights Program, inviting 30 university students from different backgrounds and schools to spend two days in our office. They learned about career opportunities, and critical skills like resume writing and interviewing. Whether they join TU or other organizations, we believe in developing the next generation of talent.

52% of our U.S. interns are in STEM roles
38% of our STEM interns in the U.S. are women

In 2019, we hosted 13 college students as part of the Next-Gen Scholars Program, in partnership with the U.S. Chamber of Commerce. They partner with historically black colleges and universities, and minority-serving institutions, to offer networking and professional development opportunities.
BE A PART OF OUR LEGACY

TU believes that economic empowerment is key to a better quality of life for people all over the world. By that same token, we believe people are empowered at work when they can contribute their ideas and talents, share their passions, and learn new things. We’re committed to creating a workplace where people can be themselves and everyone matters — every voice, idea and passion. We’re ready to forge ahead understanding that every piece of us we bring to work helps continually transform TU into a better version of itself. Our legacy is just getting started — will you be a part of it?

“Every day I look at the people around me and think about the qualities they embody that excite, challenge and inspire me. The range in gifts we all contribute drives our creativity and innovation. The unique collection of perspectives of our people are what makes it possible for us to do so much good in the world.

CHRIS
President and CEO
ABOUT THE REPORT

This is our first annual Diversity Report, written and designed in-house by the people of TransUnion. For more information about life at TU, check out our careers page at www.transunion.com/careers/careers-at-tu.

Data included in this report are accurate as of January 1, 2019, but stories encompass highlights from 2018 and 2019. Information on associate benefits apply to U.S. associates only, unless otherwise noted.

• **Ethnicity (U.S. data):** 15.8% of associates did not disclose race/ethnicity at the time of report and have been excluded from the data reported.

• **Gender (global data):** 15.0% of global associates did not disclose gender at the time of report and have been excluded from the data reported.

• **All data is based on voluntary self-disclosure.**