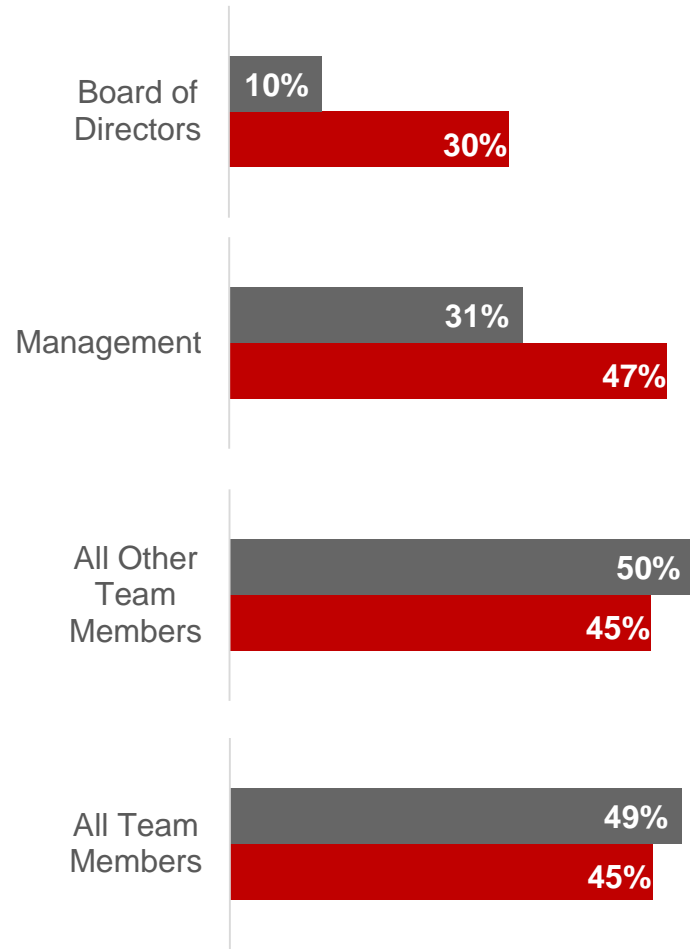


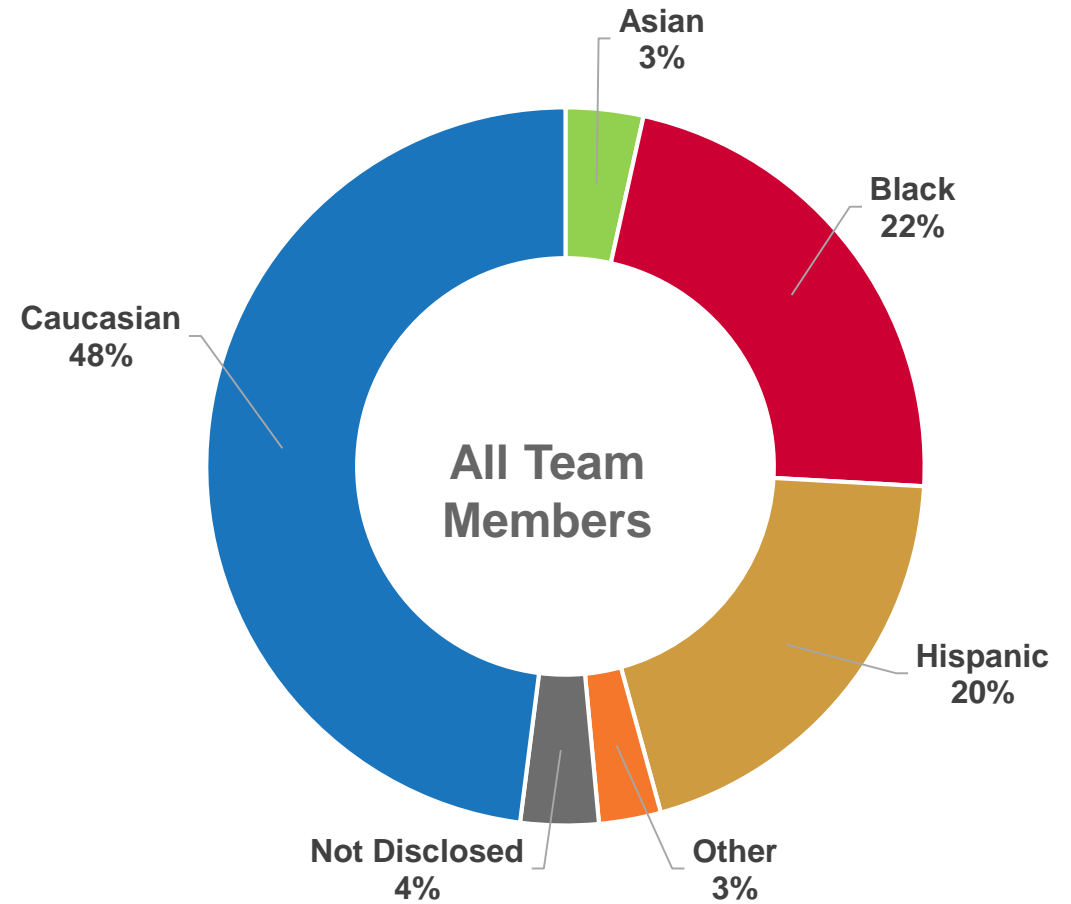


2020 BJs Gender and Ethnic Diversity



People of Color

Female



Management definition is based on SASB standard and includes Executive/Sr. Level Officials and First/Mid-Level managers