

*I am*  
CNO


A collage of diverse people holding signs that say "I am" followed by various roles and identities. The signs include: "I am a driver", "I am a Change Agent", "I am a go-getter", "I am A COACH", "I am slightly above average", "I am a Proud Grandmother", and "I am a Professional Dad".

"While in its early days, the energy level is very high. The African American/Black BRG is a great vehicle for engagement and empowerment. I've enjoyed meeting colleagues from all three locations and seen how much we have in common. I'm impressed by the leadership team's commitment to create a better, more inclusive CNO.

Eric Johnson | Chief Investment Officer & President, 40|86 Advisors, Inc.  
African American/Black BRG Executive Sponsor



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“Right now, we have leaders at all levels of the company and hundreds of associates actively engaged in this effort. Together, these D&I champions will help us continue to build a team of talented, diverse employees. Imagine what our diverse and inclusive culture can do when it comes to business problem solving, innovation and serving our customers.”

**Matt Zimpfer | General Counsel  
Women's BRG Executive Sponsor**



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"My view of women in leadership is simple; a diverse leadership leads to better business decisions, which impacts our employees and our customers. Removing the impediments to increasing women in leadership is not so simple. As a leader on the WBRG, I strive to help women create agency in overcoming those obstacles. Connect with women. Support other women. Advance all women.

**Lindsay Quandt | IT Program Manager**  
**Women's BRG Leadership Team**



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A collage of diverse people holding signs with various affirmations. The signs include: "I am a driver", "I am Determined", "Proud Gay Dad", "I am a Change Agent", "I am a go-getter", "I am A COACH", "I am slightly above average", "I am a Proud Grandmother", and "I am".


"Focusing on D&I fosters innovation by benefitting from diverse perspectives and ideas that come together for developing new products and services. Diversity is one of the key drivers for success."

**Rashmi Govil | Director, Application Service Delivery  
D&I Council Member**



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"The unconscious bias training was a great reminder that we all carry biases with us. In the training, I learned several strategies, like the PAUSE method, to counter those tendencies that I can use every day, ensuring I no longer lean on any of my biases."

Katherine Giansante | Director, Investment Operations  
D&I Council Member



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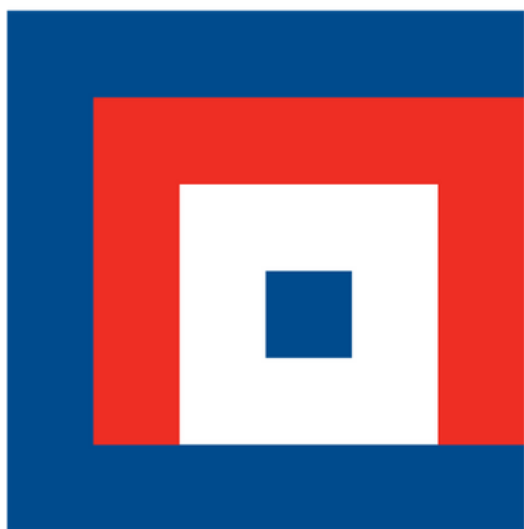


"This is a really exciting time to be working at CNO! We're working towards a more diverse and inclusive workplace. And, we're giving associates the tools they need to do just that! I look forward to where this company will go and grow!"

**Shawn Ardizone | Sr Dir Sales Support & Worksite Case Management  
D&I Council Member**



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