



CENTENE[®]
Corporation



C-Index

Diversity & Inclusion
2020 Annual Report





Centene Corporation

Centene Corporation, a FORTUNE® 50 company, is a diversified, multi-national healthcare enterprise that provides a portfolio of services to government-sponsored and commercial healthcare programs, focusing on under-insured and uninsured individuals. Centene operates local health plans and offers a range of health insurance solutions and specialty services.

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MICHAEL NEIDORFF

Chairman, President, and Chief Executive Officer

Letter from the Chairman

2020 was a year of unprecedented change. During these challenging times, Centene has remained committed to our purpose of transforming the health of the community, one person at a time. Through a global health crisis, a tumultuous election cycle, and social unrest, we expanded access to high-quality healthcare while protecting the health and safety of our members, employees, and providers. Centene is honored to be recognized for many of our COVID-19 relief efforts, including making the FORTUNE® 2020 Change the World List, rating in the top 20 of the Forbes Corporate Responders Ranking for our quick pandemic response, receiving acknowledgement from Global Finance for Outstanding Crisis Leadership in 2020, and being featured in the World Economic Forum’s Workforce Best-Practices Report for our COVID-19 response.

This year has also given us the opportunity to engage in challenging and courageous conversations about racial injustice and health disparities, which have been exacerbated by the impact of COVID-19 on communities of color.

As our country grappled with long-standing inequities, Centene took intentional action to mitigate bias, increase representation, champion truly inclusive policies, and support the Black community. Through our fireside chats, Courageous Conversations series, and other virtual engagement events, our teams connected with each other and with communities nationwide to address systemic racism and other issues related to racial equity. We also launched the Centene Health Disparities Task Force to examine and address health disparities across all of our services. At Centene, we recognize that this work is ongoing, and we stand firm in our commitment to be a bold and active participant in creating a more just and equitable society.

In our Diversity and Inclusion annual report, the “C-Index,” we are proud to highlight the work that is underway. Inside, you will learn more about how we foster an inclusive workplace through workforce data insights, programming, and partnerships. Looking to the future, we will continue to advance inclusive policies that support women, members of the LGBTQ+ community, people with different abilities and other under-represented groups.

Complex problems require thoughtful solutions. We will continue to identify — with intention — further actions we can take to advance diversity, equity, and inclusion. Centene is committed to being a force for change.

Sincerely,

Michael F. Neidorff
Chairman, President, and CEO





At Centene, D&I is in our DNA

In 1984, when Elizabeth “Betty” Brinn founded a single Medicaid plan in Milwaukee, women owned just 10% of U.S. businesses. That fact didn’t discourage her. She wanted to help people who were falling through the cracks of the healthcare system. For Brinn, the challenge also presented a way to provide employment opportunities for women returning to the workplace.

Today, Centene, the company Brinn founded, is one of the largest healthcare companies in the world, providing healthcare programs to more than 25 million individuals. We are singularly focused on our purpose — transforming the health of our communities, one person at a time. In order to deliver culturally sensitive healthcare to our members, we depend on the diverse ideas, experiences, and cultures that our company’s 71,000 employees across the U.S. bring to the workplace.

Under the leadership of Centene’s Chairman, President, and CEO, Michael F. Neidorff, Centene has grown into the largest Medicaid managed care organization in the country and the nation’s number one insurer on the Health Insurance Marketplace. As our business footprint has expanded, so has our commitment to diversity and inclusion.

Our Approach to Diversity & Inclusion

The core pillars of Centene’s D&I strategy guide our efforts and hold us accountable for measurable progress. Data and analytics are key, and we continuously adapt the ways we measure and review our data to find opportunities for growth. In partnership with our five Employee Inclusion Groups (EIGs), our Executive D&I Council, leaders, and employees all across Centene, we are committed to advancing the implementation of D&I principles into all aspects of our business.

LEADER ADVOCACY & COMMITMENT

Our leaders are responsible for implementing the diversity & inclusion strategy and demonstrating their clear commitment in their words and actions.



OUR EMPLOYEE INCLUSION GROUPS





ERIKA MCCONDUIT

Vice President of Diversity and Inclusion

A Message from the Diversity & Inclusion Office

At Centene, we say that D&I is in our DNA. Since our founding, we’ve held the belief that diversity and inclusion brings out the best in all of us. Centene’s culture stems from a commitment to diversity and inclusion, and this commitment remains our guide in times of global uncertainty. Our efforts don’t reside within a single business unit or level of leadership. They reach all aspects of our organization. As a result, each of our employees is an agent of culture and change. Despite significant and compounding challenges brought on by the pandemic, systemic racism, natural disasters, and tenuous political battles, Centene is proud to have successfully led and activated the following highlights in 2020:

- Integrated WellCare into the Centene family, significantly growing our workforce and expanding our portfolio of products, services, members, and communities
- Advanced a first-class response internally and externally to COVID-19, garnering broad recognition from our workforce and best-in-class benchmark organizations by offering a 90-day paid medical volunteer benefit, technology stipends, 10 additional paid sick days, and access to a national tutoring service to support parents with school-aged kids
- Launched Courageous Conversations across the company, totaling more than 200 to date, providing employees a safe space to have honest and transparent dialogues on race

- Launched an enhanced Unconscious Bias training for all of our people leaders, further expanding on our all-employee “Inclusive and Responsible Workplace” training
- Expanded parental leave and established new caregiver benefits, providing employees with paid time off to support their families
- Launched 13 local chapters of our Employee Inclusion Groups (EIGs), as well as 20 local D&I Councils across the enterprise
- Expanded mentoring programs across all five of our EIGs, ensuring that participants have access to culturally competent and targeted development
- Developed a proprietary risk model to increase our predictive power for social determinants of health
- Expanded our data to reflect employees who choose to self-identify their gender identity, as LGBTQ+, as having a disability, or as having served in one of the branches of armed forces
- Offered new and exciting professional development and employee engagement programs to drive inclusion throughout our remote setting

TODAY, OUR WORKFORCE IS MORE DIVERSE THAN EVER, AND WE STRIVE TO CREATE A SENSE OF BELONGING FOR EVERYONE.

The diversity in our workforce fuels innovation and drives business and community impact. Through increased employee communications, transparency, and thoughtful programming, our employee engagement surpassed FORTUNE® 100 benchmarks. To build on our Chairman, President and CEO Michael Neidorff’s early signature to the CEO Action for Diversity & Inclusion Pledge, Centene is making a commitment to sustain and advance our vision of conscious inclusion. Although we are delighted to see just how far we’ve come, we know we have to maintain focus on achieving an even higher standard. We are listening. We are learning. We are growing. And we are responding.

Erika McConduit

Vice President of Diversity and Inclusion





Welcome From Our Executive D&I Council

Our Executive Diversity and Inclusion Council, launched in 2014, is composed of senior leaders who help guide Centene’s culture and practices to enable an equitable and inclusive culture for all, regardless of race, ethnicity, gender, gender identity, religion, sexual orientation, age, ability, military or veteran status, or other lived experiences. Additionally, 20 business units launched D&I councils this year to further progress toward our goals across local business units.

The Executive D&I Council focuses on strategic accountability across our D&I core pillars, ensuring that best-in-class policies and practices drive sustainable results. The council advocates for systematic change that embodies social justice, public policy, equity, and inclusion to ensure employees feel valued and respected.

As we launch our “C-Index” annual D&I report, we encourage you to recognize Centene’s strengths, and understand that we, like many others, are constantly learning and progressing. Centene has many opportunities to grow, and this report is our commitment to continue forward progress.

Michael Neidorff
(Executive Sponsor)
Chairman, President,
and Chief Executive
Officer

Jaimee Robles (Chair)
Regional Vice
President, Information
Technology

Shannon Bagley
Executive Vice
President,
Human Resources
(Ex Officio Member)

Sarah Baiocchi
Regional Vice
President, Finance and
Operations

Patti Barnett
Vice President,
Health Policy

Sherman Card
Vice President,
Claims Operations

Andi Gillentine
Plan Chief Product
President, Superior
HealthPlan

Karen Johnson
Medicare Officer,
Health Net, LLC
California Health &
Wellness

Joyce Larkin
Vice President,
Community Relations

Masud Mahdi
Vice President,
Payment Integrity
& Risk Adjustment
Operations,
Fidelis Care

Dr. Mary Mason
Senior Vice President,
Chief Medical Officer
of Corporate Health
Initiatives

Elizabeth Miller
Plan Chief Executive
Officer, Sunshine Health

Michael Miller
Vice President,
Contracts &
Compliance, Health
Net Federal Services

Chris Paterson
Plan Chief Executive
Officer, Carolina
Complete Health

Wade Rakes
Plan Chief Executive
Officer, Peach State
Health Plan

Cheyenne Ross
Vice President,
Compliance, Arizona
Complete Health

Martha Santana-Chin
Government
Programs Officer,
Health Net, LLC
California Health &
Wellness

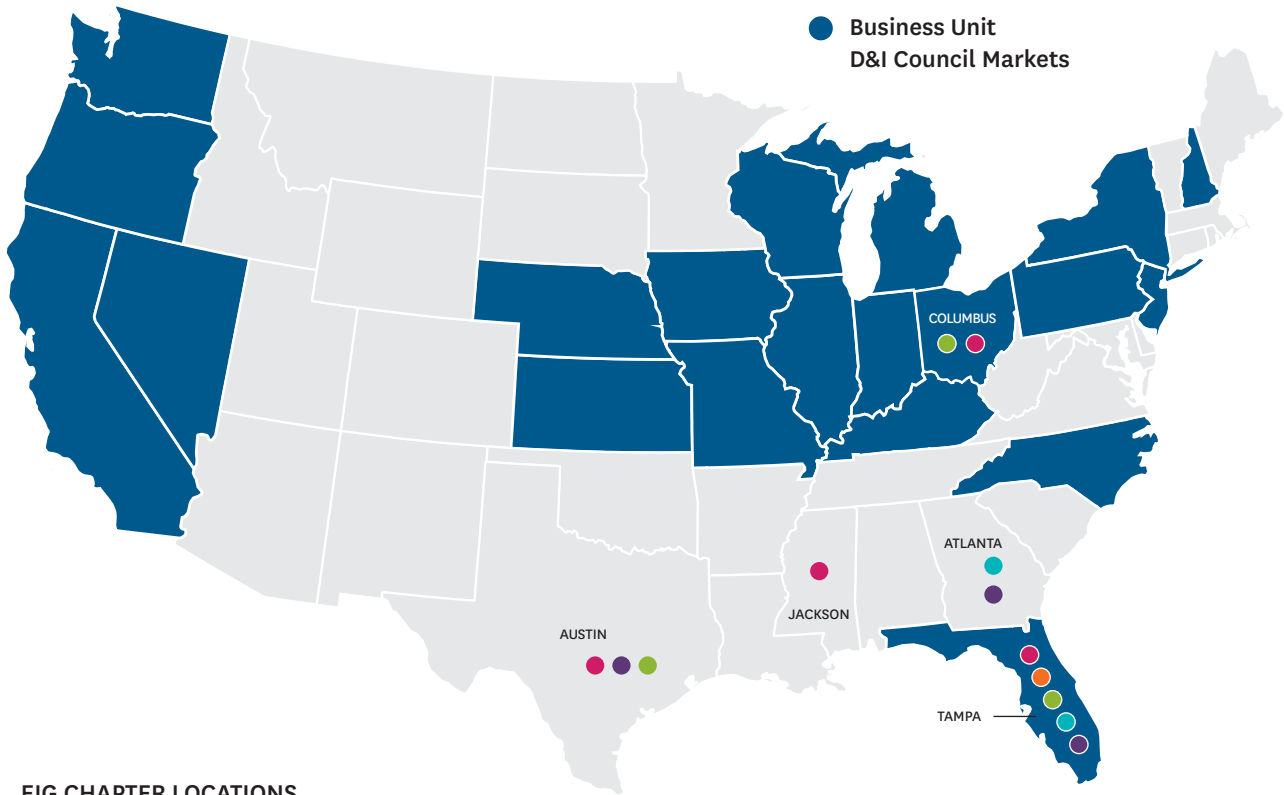
David Seevers
Vice President,
Compensation &
Benefits

Anand Shukla
Senior Vice President,
Individual Health

Sarah Wendt
Vice President,
Talent Attraction

Business Unit D&I Councils and Employee Inclusion Group Chapters

Business Unit Diversity Councils support the execution of the enterprise D&I strategy at the business unit level. They focus on efforts that advance diversity, inclusion, and equity within their business unit in ways that are sustainable, scalable, and engaging. Effective Diversity & Inclusion Councils create a competitive advantage by driving capabilities related to Centene’s four D&I pillars of **Talent, Supplier Diversity, Community Engagement, and Stakeholder Collaboration**.



EIG CHAPTER LOCATIONS

- ABILITY**
People with Disabilities
and Caregivers Network
- CENVET**
Veterans and Military
Families Network
- cPRIDE**
LGBTQ+ Network
- I.N.S.P.I.R.E.**
Women’s Network
- MOSAIC**
Multicultural Network



Who We Are*

71K
TOTAL EMPLOYEES

64%
SUPERVISOR+ POSITIONS
HELD BY WOMEN

50%
IDENTIFY AS
PEOPLE OF COLOR

75%
WOMEN

42%
IDENTIFY AS WOMEN
OR PEOPLE OF COLOR
ON CENTENE'S BOARD
OF DIRECTORS

36%
SUPERVISOR+ POSITIONS
HELD BY THOSE
WHO IDENTIFY AS
PEOPLE OF COLOR

10K+
PARTICIPANTS
ACROSS ALL FIVE
EMPLOYEE INCLUSION
GROUPS (EIGS)

Centene Corp. was one of the first companies to join the Board Diversity Action Alliance (BDAA), an organization created to increase Black representation on corporate boards. We pledged to boost diverse board representation and to disclose the self-identified race and ethnicity of board members.

* As of 12/31/2020.





TALENT

We seek candidates with ambition for extraordinary impact and believe every employee is a leader at Centene. We actively engage with employees on their personal and professional development, helping prepare them to thrive in the future.

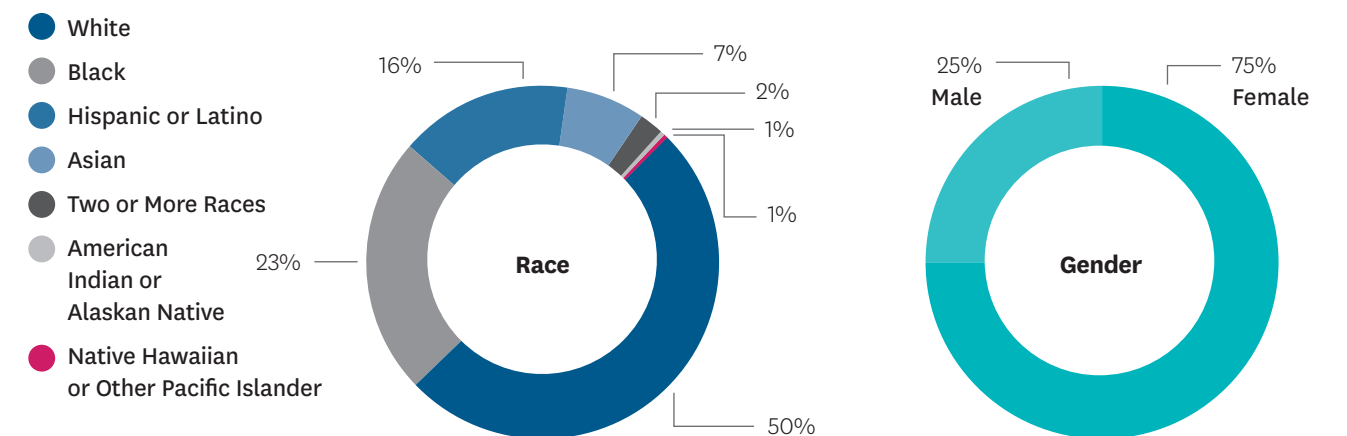


Our Workforce As A Whole

Our vision of success requires a diverse workforce that reflects local communities, allowing us to better solve the challenges faced by our members.

We seek candidates who are passionate about Centene's purpose, and we engage with employees across the enterprise to prepare them for leadership. Today, nearly 50% of all employees identify as people of color, and women represent 75% of our employees*.

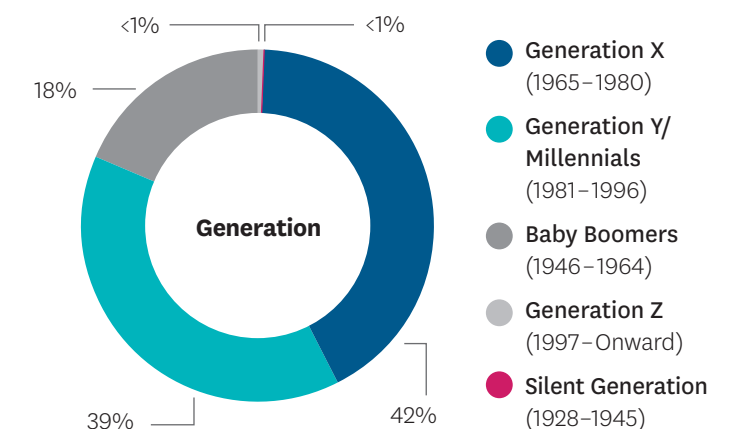
RACE AND GENDER DISTRIBUTION*



GENERATIONAL DISTRIBUTION*

Centene believes that generational diversity furthers our ability to innovate for those we serve.

We value the unique perspective of a multigenerational workforce. As reflected in our data, Gen X and Gen Y have near equal representation, showing the balance between intergenerational collaboration.



* As of 12/31/2020, figures do not represent undisclosed (less than 3%) or international subsidiaries.



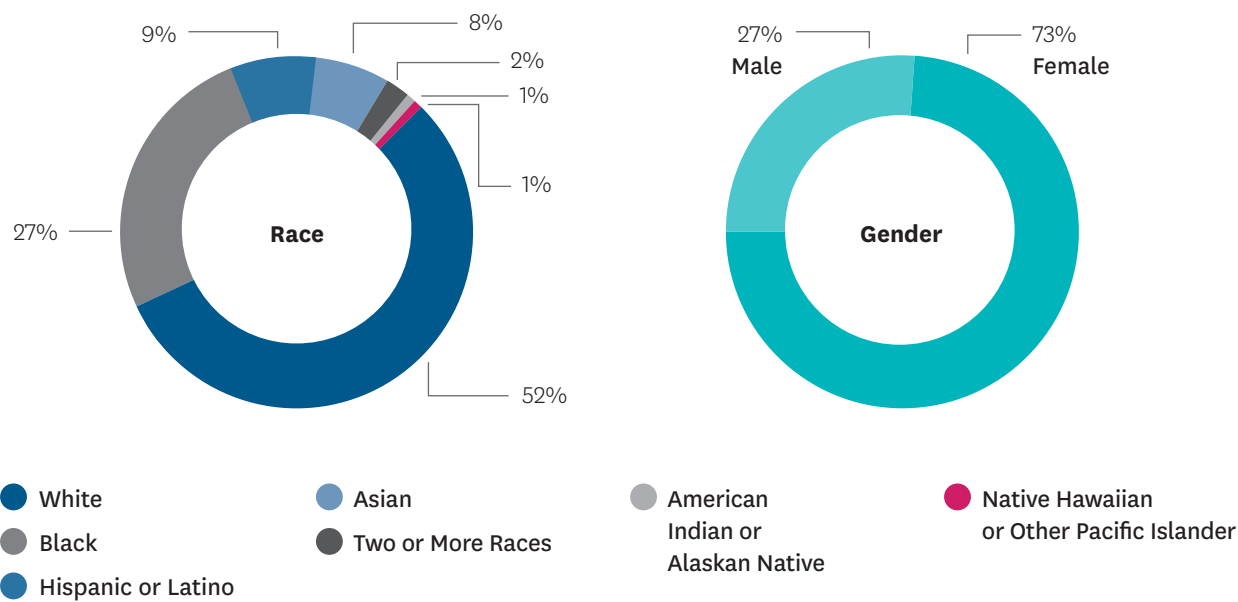
Enhancing Diverse Recruitment

To better enhance the care we provide to our millions of diverse members, we intentionally seek and hire talented individuals who reflect the communities we serve and intentionally build teams that reflect the communities we serve. The result is a workforce of 71,000 individuals who bring their lived experiences and diversity of thought to fuel innovation. Research shows that more diverse companies have stronger business outcomes. This is why our Talent Attraction team maintains a robust pipeline that enables us to recruit a diverse workforce. We partner extensively with external organizations and our Employee Inclusion Groups to drive diverse, inclusive, and equitable candidate slates.

In 2020, Centene implemented important enhancements in Talent Attraction practices, such as:

- Building and deploying a new career site ensuring the highest levels of ADA accessibility for all candidates
- Leveraging our 10,000+ EIG participants to refer talent from their professional networks for our most critical roles
- Certifying Talent Advisors as Certified Diversity Recruiters
- Implementing — and achieving — slate diversity metrics for executive roles
- Amplifying investments in resources designed to increase representation of people with disabilities, veterans, people of color, and members of LGBTQ+ communities

NEW HIRES*



* As of 12/31/2020, figures do not reflect undisclosed (less than 3%), international subsidiaries, or non-integrated companies.

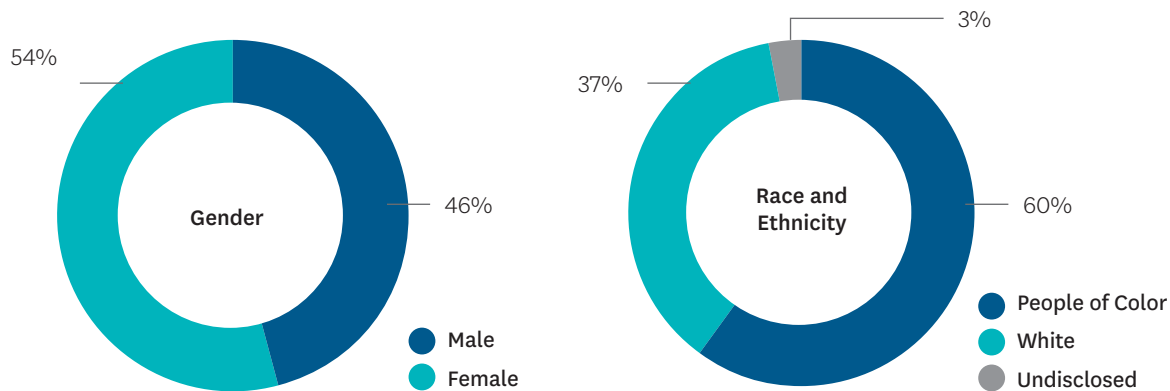
DIVERSE CANDIDATE SLATES

In 2020, Talent Attraction introduced **Diverse Candidate Slates** for VP and above positions to include at least one woman and one person of color candidate slates. As a result of positive improvement, in 2021, **the process will expand to include Director positions.**

HIRING FOR THE FUTURE

Centene’s internship program is committed to recruiting a diverse and inclusive group of early career students. Through active sponsorship of Reaching Out MBA (ROMBA) — a conference for LGBTQ+ MBA talent — and The Consortium, an organization that links diverse students, MBA programs, and corporate partners, Centene is able to attract future talent and leaders to the company. To date, 37% of our intern class has been converted to either full-time or part-time positions at Centene.

2020 INTERNS—192 TOTAL



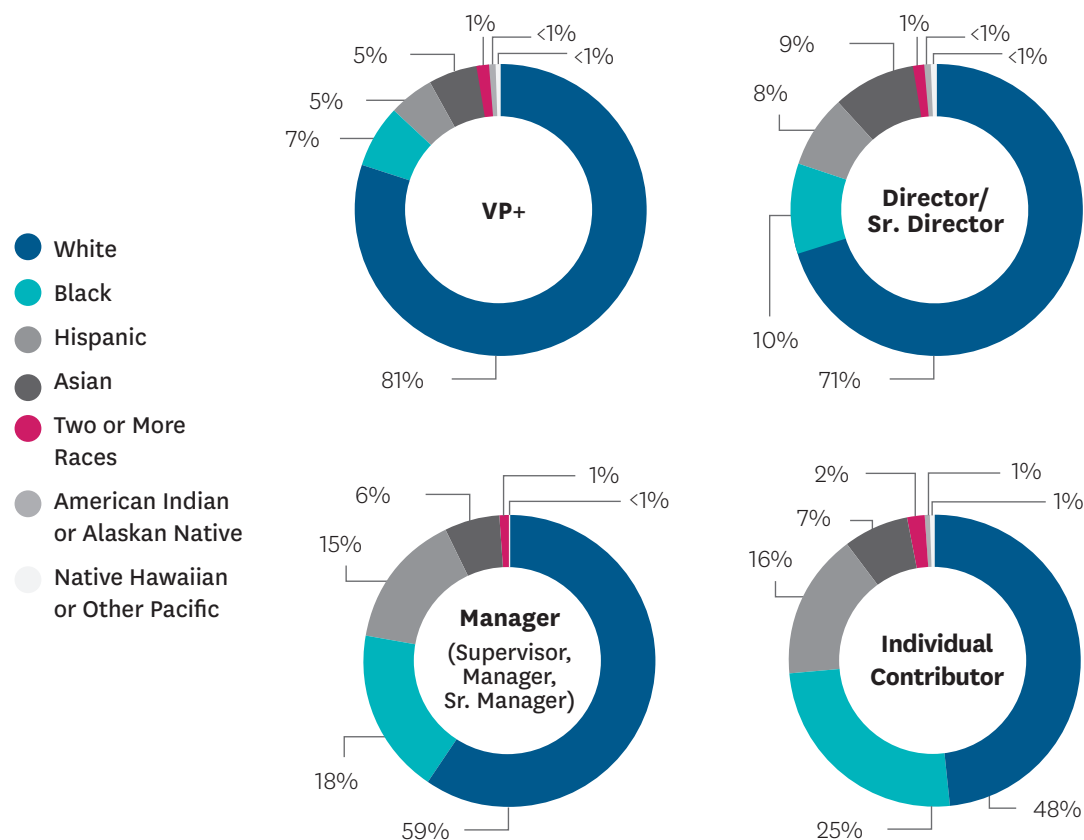


Leading With Diversity

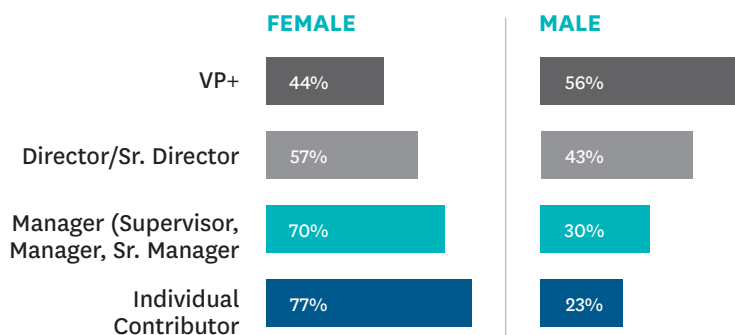
Diversity is crucial at all levels of the organization and is especially important at the leadership level. **Thirty-six percent of employees at the supervisor+ level identify as people of color, with women representing 64% of employees in supervisor+ positions.**

Diverse leadership demonstrates Centene’s commitment to leveraging an employee’s full potential and provides a competitive advantage when attracting new talent.

RACE/ETHNICITY DISTRIBUTION BY MANAGEMENT LEVEL



This data shows the racial, ethnic, and gender diversity of our leadership. We are defining Centene People Leaders as those employees that manage and oversee teams or individuals. While we are proud of the progress we have made in key areas, we recognize that even more opportunities for diversity exist.



* As of 12/31/2020, figures do not represent undisclosed (less than 3%) or international subsidiaries.

PROGRAMS AND PARTNERSHIPS

At Centene, we understand the areas of opportunity and challenges that exist for professionals of color and women, which is why we’ve committed to cultivating programs and partnerships to support their growth and development.

For more than a decade, Centene has sponsored the **St. Louis Business Diversity Initiative (SLBDI)**, a 12-month leadership development program designed for professionals of color. The SLBDI enhances leadership competencies through a strategic curriculum focused on professional development, relationship building, and civic engagement. Nearly 70 professionals of color across Centene’s enterprise have graduated from the program, with a class of 24 diverse professionals currently enrolled.

Centene’s RISE program offers a formal, one-year cross-cultural mentoring experience tailored to advance the development of women and diverse leaders at the VP level and above. Mentoring sessions focus on goal development, networking, and key leadership competencies.

Sponsored by the Centene Charitable Foundation, the **Hispanic Leadership Institute** is a nine-month program focused on developing management skills, enhancing network development, and giving back through community involvement.

Centene participates in the **McKinsey Black Leadership Academy**, a program that provides sponsorship, networking, and training for success in management. Through a combination of virtual learning and one-on-one mentoring, participants gain the skills needed to achieve their career goals.



VALERIE PATTON
Senior Vice President,
Inclusion and Work-
force Development
Strategies, and
Executive Director,
St. Louis Business
Diversity Initiative

“It’s time to create communities which are not only diverse, but also have true equity and inclusion for Black, Indigenous, People of Color (BIPOC). A lot of things have happened in our communities, and in the nation, that have led to this point. But at the end of the day, we must be working together. A well-thought-out plan, implemented through collaboration, can create success, growth, creativity, and innovation for all.”

45%
SLBDI GRADUATES
Promoted within the
past 24 months





Diversity, Inclusion, And YOU

At Centene, every employee is a leader and is critical to our success in transforming our communities. Centene's leadership model sets expectations for what it means to lead at Centene, and through Centene University, we build skills for how to do so. Centene University is the company's personalized learning platform and is accessible to all employees, providing both instructor-led and self-directed learning that enables employees to develop their professional and business skills from anywhere and at any time.

In 2020, Centene strengthened its commitment to talent development and through Centene University deployed two new programs investing in our employees to lead in the evolving world of work. A digital learning experience was deployed to the full workforce, offering asynchronous learning focused on building skills in customer-centricity, digital dexterity, perseverance and resilience, and end-to-end problem solving. A new virtual, instructor-led front-line leader program was delivered to over 5,000 people leaders with a focus on aligning the business strategy with our culture and strengthening the capabilities of our leaders.

Centene University consistently drives D&I through a series of learnings offered to the workforce. **"Inclusive and Responsible Workplace" required training was paired with "Unconscious Bias 101" and cascaded throughout the organization.** Additional content was curated and promoted to employees to deepen their knowledge of diversity and inclusion. Finally, a social community on the Centene University portal, **"Diversity, Inclusion, and YOU,"** allowed employees to engage in dialogue regarding current issues, share videos and articles, and promote information sharing.

5K+

COMPLETED
EIGHT HOURS
OF THE

Front-Line People
Leader program
and an additional
three-hour APEX
Unconscious Bias
Training in 2020

50K+

HOURS

of "Inclusive and
Responsible
Workplace"
training completed



CENTENE'S LEADERSHIP MODEL IS KEY TO HELPING US FULFILL OUR PURPOSE

At Centene, we take the lead in challenging ourselves and the world around us to be better. The continuous growth of our people is a top business priority. Leaders across the business collaborated to evolve our leadership model, to drive business performance by aligning all employees around a common understanding of what it means to be a leader at Centene and the leadership expectations required to achieve our vision. Centene takes pride in advancing diverse talent from within.

Voice of the Employee

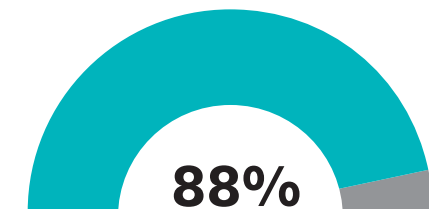
In 2020, Centene introduced Shaping Centene, a series of enterprise-wide continuous listening surveys seeking employee feedback on what is most important to them. This ongoing initiative provides opportunities for employees to feel valued and heard throughout the year. The insights gathered serve as an important catalyst in how we further improve our employee experience, from communications and culture to career development and inclusion.

From this year's survey results, Centene optimized its employee benefits to include paid caregiver leave benefits and expanded parental care benefits.

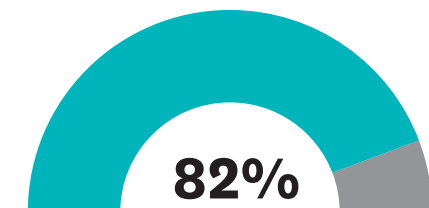
EMPLOYEE ENGAGEMENT SURVEY

More than 92% of Centene employees responded to the 2020 Shaping Centene Employee Engagement Survey, and 88% of employees reported strong engagement, which surpasses the 75th percentile of FORTUNE® 100 benchmark companies. Employees are strongly aligned with Centene's strategy, with 96% understanding our mission and 92% understanding our objectives.

Employees describe the culture as diverse, innovative, and supportive. Our Diversity Index score showed 82% strong engagement, and 90% feel "the company is committed to diversity and inclusion in the workplace." We will continue to foster an inclusive environment that focuses on equal access to opportunity and fair treatment of everyone in our workforce.



Centene Employee
Engagement (% engaged)



Diversity Index
Scores (% engaged)





Workforce Well-Being

At Centene, we're driven by a desire to continue raising the standards. We are committed to helping people live healthier lives, and that begins right within our own walls. Our benefits are designed to cover every part of an employee's life with the goal of supporting each person's ability to achieve optimum well-being and life balance.

As we work to foster a culture in which everyone feels supported and valued, we recognize that mental well-being and physical health are equally vital. In addition to offering a robust compensation and benefits package, on-site medical clinics at some of our office locations provide healthcare, free preventive screenings, health promotion programs, and immunizations to employees and their families. These initiatives help our employees achieve their health goals through resources that are no to low cost, easy to access, and available to employees.

Our employee wellness program, Healthy Pathways, offers health risk assessments, individual coaching, and online programs tailored for stress reduction, nicotine cessation, and living an active lifestyle, among many others.

Supporting employees in their family life is an important part of workforce well-being. We believe all parents deserve time to adjust to parenthood and bond with the newest members of their families. We encourage employees to take this time and strive to ensure that our culture supports their decision to do so.

We also offer early childhood development centers at some of our office locations to ease the transition back into the workplace. The centers offer curriculums in STEM and the arts that encourage curiosity and exploration, inspiring the next generation of potential Centene leaders.



I Count—Why I Self-Identify

This July marked the **30th anniversary of the Americans with Disabilities Act**, landmark legislation that increased access and opportunity for people with disabilities. To celebrate this milestone, Centene launched “I Count — Why I Self-Identify.” The campaign encouraged employees to voluntarily self-identify disability and/or veteran status. A new addition this year also gave employees the opportunity to update their profiles with LGBTQ+ status and/or gender identity.

While the self-identification process is confidential, it enables employees to influence D&I strategic development. The information helps us better align strategies with employees' needs, evaluate program effectiveness, and ensure the organization stays compliant with Department of Labor guidelines.

OF THE EMPLOYEES WHO HAVE SELF-IDENTIFIED:

3,900+

**SELF-IDENTIFIED
AS HAVING A
DISABILITY**

Out of 42K+
respondents

550+

**SELF-IDENTIFIED
AS LGBTQ+ AND/
OR GENDER
NONBINARY OR
NONCONFORMING**

Out of 2K+
respondents

1,500+

**SELF-IDENTIFIED
AS VETERANS**

Out of 49K+
respondents

“Coming from a military background (Air Force), working for a company that supports veterans and their families has been a very positive experience for me. The CENVET EIG fosters an encouraging atmosphere. It provides support to veterans and military families, as well as develops talent in this important constituency. I am proud to be a member of the Centene/CENVET family.”



CHARLES CARR
Project Manager II,
Cordinated Care





TARA HUFF
Senior Curriculum
Designer,
Centene University

“When I first started to work for Centene, I quickly realized how accepting the company was and saw the work that they were doing to continually create a more inclusive workforce. It felt amazing to walk in the St. Pete Pride Parade with a company that wasn’t afraid to show their support for the LGBTQ+ community. Being able to be my authentic self in not only my personal life, but my professional life is extremely important and one reason I am a proud employee of Centene.”



JASON BRYN
Manager,
ADA Program
Management

“As a person who is blind, I immediately self-identified when I was hired a year ago. I personally experienced being valued by the company due to my contributions. I am truly energized to be working for a company that walks the talk related to disability inclusion.”

PARTNERSHIP SPOTLIGHTS

Project SEARCH

Nearly three years ago, Centene had the opportunity to pilot a new program offered in Missouri for young adults (18–30) with developmental disabilities. Project SEARCH is a one-year workforce training program for individuals who have a goal to transition into integrated, competitive employment. As the cornerstone experience, participants complete three 10-week internships at our headquarters in St. Louis. Some of the departments that host our interns include HR Operations, Finance, Security, Accounts Payable, and Medicare Operations, as well as our property management and on-site food services companies. This opportunity has afforded past participants with skills used to secure employment upon completion of the program. **In 2020, five individuals graduated from the program. Additionally, all prior cohorts saw a 100% job placement rate.**



DREAM BIG

Centene has been a sponsor of Starkloff Disability Institute’s DREAM BIG program since its inception. DREAM BIG aims to inspire high school students with disabilities to DREAM BIG about their futures. The goal is to broaden the horizons of college and career-bound students by introducing them to a wide variety of jobs and professionals within our industry, through peer-to-peer mentoring and executive interaction. **This year, 18 students participated in our virtual program.**



COMMUNITY ENGAGEMENT

Centene’s Employee Inclusion Groups are instrumental in fostering inclusion and advocating on behalf of communities. EIGs value community engagement, and EIG members volunteer with nonprofits and charities around the country.





A Place To Be You — Employee Inclusion Groups at Centene

Centene’s employee-led Employee Inclusion Groups (EIGs) continue to drive employee engagement. This year, our EIGs organically grew membership by 14%. Today, 13.4% of our eligible workforce participates in at least one EIG. Employees are free to participate in multiple EIGs, and many choose to do so.

14%
EIG MEMBERSHIP
GROWTH IN 2020

10K+
PARTICIPANTS ACROSS
ALL FIVE EIGS*

13
NEW LOCAL EIG
CHAPTERS

With the integration of employees from WellCare, we have more than 10,000 participants across the five groups. We also launched 13 local EIG chapters to bring programming closer to home.

Centene’s EIGs are instrumental in fostering inclusion and advocating on behalf of communities.

* Participants exclude international and non-integrated companies.



Centene’s LGBTQ+ Employee Inclusion Group, **cPRIDE**, supports an inclusive work environment for lesbian, gay, bisexual, transgender, queer, and all other employees within the spectrum of gender and sexuality. The group promotes the ability of all Centene employees to bring their full selves to work, ultimately enhancing employee engagement and retention.

This year, June was doubly important to our LGBTQ+ community. In addition to being Pride month, the Supreme Court ruled that the 1964 Civil Rights Act protects LGBTQ+ employees from discrimination. Because of social distancing measures in place to keep our communities safe during the COVID-19 pandemic, cPRIDE hosted a virtual PRIDE month celebration, including LGBTQ+ trivia nights, a concert, and a virtual drag event. The group also developed a speaker series on “Supporting Nonbinary Colleagues,” “Parenting LGBTQ+ Youth,” and “Being an Ally.” Pride Month concluded with David Johns, executive director of the National Black Justice Coalition, who discussed how intersectionality influences the LGBTQ+ community and how we can all celebrate Pride in our daily lives.



The People with Disabilities & Caregivers Employee Inclusion Group, **ABILITY**, focuses on education, accessibility, talent enhancement, and community involvement. The group challenges the stereotypes and stigma associated with people with disabilities and expands disability cultural competency.

This year, **ABILITY** created “Diversity within **ABILITY**,” a virtual series about people with disabilities in the workplace. The program included member testimonials, conversations with community advocates, profiles on invisible disabilities, and perspectives from caregivers. During National Disability Employment Awareness Month, Unstoppable Tracy shared her incredible journey of overcoming adversity as a quadruple amputee, becoming a decorated World Cup athlete in sailing, and thriving as a humanitarian and a transformational business leader.



CENVET provides support and resources for employees who have served in the armed forces and those related to a service member. The EIG offers advice and recommendations regarding issues relevant to veterans and military families, while helping Centene further veteran outreach and talent development.

CENVET highlighted the diverse experiences of its community by hosting a virtual panel discussion with former members of the armed forces, military family members, and an active member of the National Guard/Reserves. The panel shared experiences on how military service shaped their personal lives and careers at Centene. The event concluded with a flag-folding ceremony and remarks from Centene’s Chairman, President, and CEO, Michael F. Neidorff, and CENVET Executive Sponsor Brandy Burkhalter, EVP, Chief Operations Officer.



I.N.S.P.I.R.E. (Influence. Network. Support. Promote. Include. Recognize. Empower.) is Centene’s Women’s Employee Inclusion Group, which aims to help its members meet their professional goals. It leverages targeted development sessions, mentoring, and community engagement to grow women as leaders and prepare them to take on opportunities at all levels of the company.

I.N.S.P.I.R.E. recognized the changing needs of its members due to the pandemic, and it quickly mobilized to provide support. A series of virtual panel discussions, online coffee breaks, and newsletters provided resources on working from home, parenting, and maintaining physical and mental health.

The EIG also launched a crowdsourcing challenge through Centene’s SPARK Innovation platform to develop new ideas on how to further meet the needs of its members. The winning idea, a career coaching program, is in development. In addition, the EIG developed a series of peer-to-peer guides designed to provide support around some of the unique challenges its members face in their personal and professional lives, such as breast cancer, financial management for women, and conflict resolution.



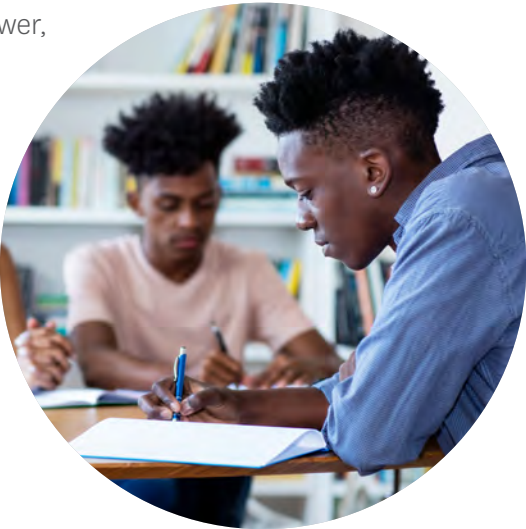
Centene’s Multicultural Inclusion Group, **MOSAIC**, provides peer support for employees of all racial and ethnic backgrounds through networking, mentoring, and coaching. It also promotes education and awareness, and supports employee engagement and retention. In a year as trying as 2020, **MOSAIC** went above and beyond the call to support all of our minority populations.

As part of Centene’s ongoing conversations about the tragic losses and social unrest in our country, and our commitment to diversity and inclusion, **MOSAIC** hosted a virtual celebration to honor Juneteenth. The online event included “The Importance of Juneteenth in 2020,” a presentation by Dr. Kyaie Conner, Associate Professor of Mental Health and Policy at the University of South Florida. During the presentation, Dr. Conner discussed Juneteenth’s origin, its relevance today, and answered questions from the audience.

Last year, **MOSAIC** launched the first iteration of its mentorship program, designed to support talent development and enable mobility in middle management. With the launch of local chapters, the group expanded the program to reach more members. **MOSAIC** now offers both enterprise- and local-level mentoring programs.

PARTNERSHIP SPOTLIGHT

Centene has partnered with **Diversity Awareness Partnership (DAP)** for over eight years to support and invest in St. Louis high school students. The DAP externship program was developed to expose, empower, and encourage students of color to pursue STEM (science, technology, engineering, and math) and other careers. DAP and Centene have partnered to develop Explore Healthcare, an invaluable opportunity for high school students to learn more about the opportunities that exist within the healthcare industry, as a pipeline to potentially change their career trajectory. **This year, we engaged over 40 students of color representing various schools from the St. Louis region.**





Tailoring Care To Meet The Diverse Needs Of Our Members

Centene's Quality and Risk Adjustment team is leading efforts to better understand our members so that we can deliver culturally competent care and services that honor their unique needs. The team focuses on improving access to demographic data, ensuring members can access their healthcare information in the most relevant way to them, and reducing health disparities.

The Social Determinants of Health (SDoH) Innovation Team improves healthcare outcomes by sustainably addressing social barriers through evidence-based practices, local and national partnerships, and development of new partnership and intervention models. Examples include:

- Ongoing participation in HUD's Continuum of Care program helps reduce housing instability and resulted in a 9% reduction in inpatient behavioral health visits per month.
- Partnership between a health plan and a community hub improved birth outcomes for high-risk members, with a 136% return on investment.
- Launched Social Threads™, a collection of person-centered resources and evidence-based interventions to address social isolation and loneliness; piloted in-home technology solutions, including a virtual senior community whose preliminary outcomes indicate a 28% reduction in depression and a 19% reduction in loneliness.
- Partnered with Samsung to increase virtual care access for rural and underserved communities by providing devices and service to approximately 200 federally qualified health centers (FQHCs), other providers and community support organizations.
- Partnered with Feeding America® to create best practices for engaging healthcare partners in providing SNAP application assistance.



LAURA SANKEY
Vice President,
Product Strategy and
Social Determinants
of Health Innovation

“As an organization, we recognize the importance that culture plays in a member's health and wellness. We have developed a systematic approach using data to identify individuals with diverse needs. By making ourselves aware of these cultural differences and practicing active listening, we can react appropriately to the needs of our members who share a common racial, national, religious, linguistic, or cultural heritage.”

SUPPLIER DIVERSITY

Centene is committed to supporting and partnering with diverse businesses and has the foundation in place to enhance these relationships moving forward.





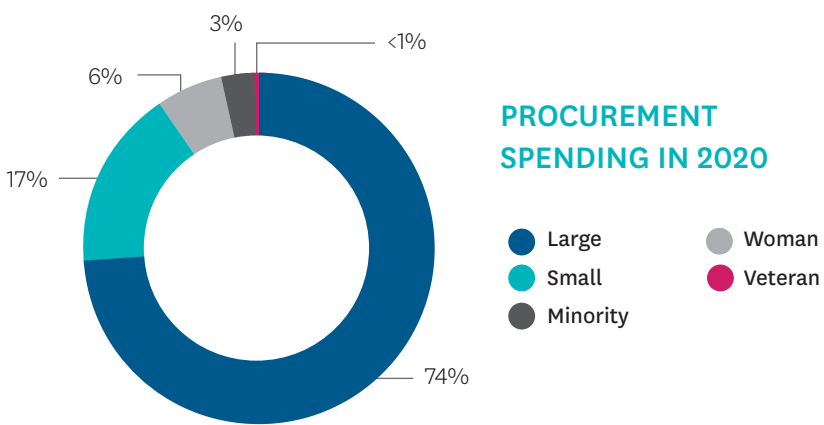
Supplier Diversity: The Road To One Billion

Centene is committed to supporting and partnering with diverse businesses, including those owned by minorities, women, people with disabilities, the LGBTQ+ community, and veterans. As a reflection of our commitment, by 2025, Centene aims to spend \$1B with these types of diverse companies. Our supplier diversity program is the external response to socioeconomic inequities and our promise to invest in the communities we serve. Centene will implement collaborative strategies across the corporate enterprise and throughout all lines of business to help us achieve our goal.

In 2020, we developed a five-year roadmap, creating the foundation for our efforts. It begins with senior leader sponsorship and includes expansion of sourcing strategies, analytical capabilities, and programming initiatives.

We also are working with our vendors to provide mentoring and educational opportunities that will help them increase capacity. This ensures we have several tiers of diverse vendors within our supply chain.

The chart provides a breakdown of our procurement spending in 2020. While we are very proud that we have reached over \$1B in spending on small businesses, our goal is to elevate the rest of the communities we serve by growing our diverse spending to the \$1B benchmark.



KENDRA BURRIS-AUSTIN
Director,
Supplier Diversity

“Supplier Diversity touches every area of the company. As we activate our various initiatives, we are creating a strategic and inclusive environment within our business areas and supplier base that will span through health plans, corporate, and national procurement.”

Health Plans Grow Our Diverse Suppliers

SUPERIOR HEALTHPLAN

Superior HealthPlan has had a successful partnership with Teneo Linguistics Company (TLC) since 2014. A language services provider located in Texas, with both Historically Underutilized Business (HUB) and Women’s Business Enterprise certifications, TLC provides a suite of translation services for Superior across multiple lines of business.

Superior’s contract with the state of Texas requires that health plans distribute member materials in both English and Spanish, as well as other languages upon the member’s request. As Superior’s membership has grown to more than 1.6 million, so has the plan’s need for translation services, doubling the number of materials requiring translation over the course of the past five years. While the volume of translation requests has increased, Superior has been able to achieve financial savings with TLC’s “memory bank,” a library of previously translated sentences. As a result, Superior never has to pay to translate the same sentence more than once.

TLC’s translation process is not limited to language and style, but also takes into account local customs, social context, and comprehension, which is of critical importance to ensuring Superior’s materials are culturally appropriate.

CENTENE HEALTH PLANS AND MTM

MTM is a St. Louis-based, woman-owned business, dedicated to increasing access to healthcare through transportation services. Working with a network of transportation providers, MTM’s business model is based on the belief that healthcare is best served through a local, member-centric approach. Centene and MTM began their partnership in 2012 with a contract for Home State Health Plan of Missouri. In that first year, MTM earned in \$979,000 in revenue with 925 employees.

Over the past eight years, MTM has demonstrated its value to members, and it has expanded its services across several health plans, including Magnolia Health, Nebraska Total Care, NH Healthy Families, Trillium Community Health Plan, and Pennsylvania Health and Wellness. MTM now employs nearly 1,800 people and earns \$126M in annual revenue.



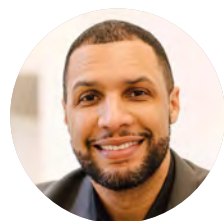
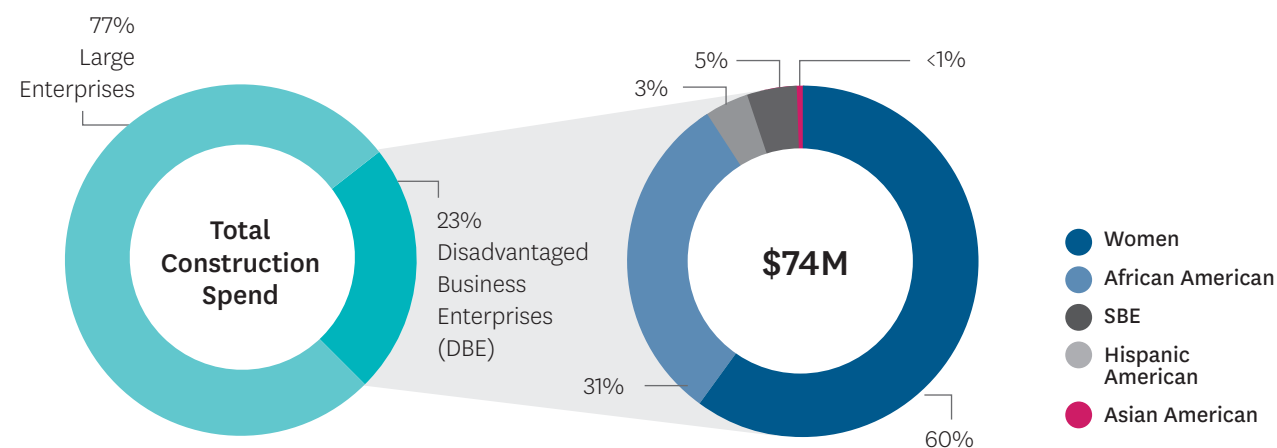


Building Up With Diversity

This year, Centene advanced workforce and economic development in St. Louis, the site of our global headquarters, with the completion of major construction projects, including Centene Centre, a 28-story office building with retail tenant space and athletic center, and Centene University, a career development and training center that includes classrooms, meeting spaces, dining, and a childcare facility.

ST. LOUIS ECONOMIC DEVELOPMENT SPEND

Through these economic investments, Centene intentionally provided opportunities to local, diverse contractors.



MICHAEL KENNEDY, JR.
The UP Companies, LLC

“Centene has provided The UP Companies, our carpenters, electricians, and laborers millions of dollars in projects at their Farmington, Centene University, and new tower projects. These opportunities allowed my business to acquire and maintain some of the best and brightest employees with the consistent revenue, and to continue our mission to recruit and build a diverse workforce. Centene truly puts its words of ‘community action’ into practice, showing a tangible, real impact.”

TD4 ELECTRICAL

TD4 is a minority-owned business that has established a strong working relationship with Centene. The company served as the electrical prime contractor for construction of the Ferguson Service Center, which opened in 2016, and was a strategic subcontractor for multiple projects during the construction of Centene Centre. As a result, TD4 has grown its business and remains a partner in ongoing construction endeavors.

CLAYCO’S CONSTRUCTION CAREER DEVELOPMENT INITIATIVE (CCDI)

To help develop a pipeline of talent into the construction industry, Centene participates in its general contractor Clayco’s Construction Career Development Initiative (CCDI). In the program, minority and underrepresented students receive mentorship and career development. Program participants visited Centene’s job sites, and our executives volunteered as mentors.



Malik Johnson, the first CCDI Graduate, pictured next to his plaque that hangs in the Centene training center.



Trevor Becherer, project manager on Centene Centre, mentors DaKolby Crittenden, a CCDI Scholarship Winner attending Clayton High School.



STAKEHOLDER COLLABORATION

Stakeholder and Partner
Engagement 2020

Q1

CENTENE ANNOUNCES HEALTH DISPARITIES TASK FORCE

At the height of the COVID-19 pandemic, data indicated that Black and brown communities were severely and disproportionately impacted. We convened a group of medical, nonprofit, and community leaders to form the Centene Health Disparities Task Force to help ensure underserved populations have access to quality healthcare.

“Centene has served vulnerable communities for more than three decades, and we have a long-standing commitment to support these populations during their time of need,” said Michael F. Neidorff, Chairman, President, and CEO. “We have seen firsthand how the COVID-19 crisis has exacerbated disparities in healthcare access and outcomes among vulnerable populations, and we are committed to finding ways to narrow this gap. We are proud to pull together top leaders from across the country to assist and advise us on this effort.”

KIDS EARN AN A+ FOR SOCIAL INCLUSION DURING ‘NO ONE EATS ALONE DAY’

Middle school can be a source of many challenges, from keeping up with grades to navigating social circles. For many tweens, a constant source of anxiety is who to sit with at lunch. According to a 2016 national survey published by the American Journal of Public Health, 20% of middle school and high school students in the United States have trouble making friends. They feel socially isolated every day.

To help kids understand this health-impacting problem, Health Net, Centene’s California-based health plan, partnered with Beyond Differences to spend the day at McKinley Elementary School in Stockton, California, for No One Eats Alone Day. More than 200 students learned how social isolation can lead to poor health, lower academic performance, and lead to bullying and/or self-harm. Students signed a pledge to end social isolation, promoting a safe environment for lunchtime.

“Community partners are a key part of how we aim to transform the health of our communities. No One Eats Alone is an important part of how we bring to light social issues that affect our children. This program creates a culture.”



ALISSA KO
Director of Strategic
Giving and
Community
Engagement,
Health Net



Q2

DAY OF DIALOGUE — “REAL TALK: COURAGEOUS CONVERSATIONS”

In 2020, the killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many other Black Americans again exposed what we must confront as a nation: how racism has impeded equality in our society.

We are committed to caring for the whole health of our members, which means we must address systemic racism, inequity, and other civil rights issues that have contributed — in no small way — to poor health outcomes. Centene unequivocally condemns racism, inequity, and injustice in every form, and we are committed to positive action to fight them in order to help create a better future for our communities and our workforce.

To further our progress, Centene invited employees to participate in a Day of Dialogue — “**Real Talk: Courageous Conversations at Centene,**” designed so we could listen, learn, and build trust, empathy, and equity.

A fireside chat was held with Erika McConduit, our Vice President of Diversity & Inclusion; Michael McMillan, CEO of the Urban League of Metropolitan St. Louis; and James Dallas, Centene board member, along with moderator Wade Rakes, Peach State Health Plan CEO. The panelists explored a variety of issues related to racial equity and inclusion.

Following the fireside chat, we launched enterprise-wide Courageous Conversations, facilitated, one-hour dialogue sessions for groups of up to 20 employees. These sessions were safe spaces for people from all racial and ethnic backgrounds to speak honestly and listen to each other, discuss the current state of events through all lived experiences, and explore possible solutions. Sessions were led in partnership with the D&I Office, Executive D&I Council, Centene’s Behavioral Health team, Human Resources, and SLBDI alum. **To date, more than 200 Courageous Conversations have been held in business units across the enterprise.**



JAMES DALLAS
Centene Board Member



MICHAEL MCMILLAN
CEO Urban League of Metropolitan St. Louis



CENTENE RECOGNIZED BY FORBES AND FORTUNE® FOR COVID-19 RESPONSE

The Forbes Corporate Responders Ranking assessed how well the 100 largest employers among U.S. public companies mobilized to meet the challenges of COVID-19. The ranking evaluated companies’ policies from mid-March through May 7 across 22 categories.

Centene ranked #14, recognized for a variety of actions that focus on protecting the health and safety of our employees, care for members, and support of the communities we serve. The initiatives we advanced include:

- Providing one million meals each month for a year through Feeding America to help address rising hunger.
- Purchasing and delivering 65,000 gift cards for essential items to more than 300 community partners for distribution to individuals in need.
- Covering COVID-19 testing, screening, and treatment for members, while also relaxing co-pay and authorization requirements.
- Establishing a Medical Reserve Leave policy to support clinical staff who want to join a medical reserve force, providing 90 days of paid time off.
- Collaborating with Quest Diagnostics to distribute 25,000 COVID-19 test kits weekly to Federally Qualified Health Centers in 10 states or districts across the country.
- Centene sourced and distributed 6.7 million pieces of PPE to our safety net partners in 30 states and Washington, D.C.

These initiatives also earned Centene a place on the 2020 Change the World list by FORTUNE® magazine.





Q3

BEST IN CLAS— CULTURALLY & LINGUISTICALLY APPROPRIATE SERVICES

During August’s Best in CLAS Month, Centene provided a series of education events for employees to learn more about the diversity of languages and cultures across our organization.

Employees were encouraged to sign the CLAS Commitment, which encouraged them to continue learning through various virtual platforms and to seek ways to actively listen and create opportunities for all voices to be heard.



**CHRISTOPHER
PRIEST**
Vice President,
Medicaid Solutions

“Working together, we will prioritize equity and justice by removing barriers and providing access to the most vulnerable populations in our society. This is our opportunity to lead.”

PARENTING DURING THE PANDEMIC AND BACK TO SCHOOL

On September 2, a virtual discussion, **Real Talk: Perspectives on Parenting and the Pandemic**, was co-hosted by I.N.S.P.I.R.E., the Executive Diversity & Inclusion Council, and the Diversity & Inclusion Office. Timed to coincide with the start of the school year, this panel featured parents who are also Centene leaders at various levels.

Panelists discussed challenges associated with ensuring successful outcomes for children while navigating the COVID-19 pandemic. Coping with remote learning, in-person school, different childcare situations, and healthcare concerns were among the topics explored. Centene announced new resources for virtual schooling, emotional support, and childcare/family care to support employees as they juggle family obligations with working from home. Additionally, Centene launched a partnership with Varsity Tutors so that all employees would have access to support students’ virtual learning.

“As a member of Centene’s United Way Executive Steering Committee, I have the pleasure of seeing firsthand how our employees across the enterprise come together to support organizations that better our community. This year has been especially trying for so many of us. I am so proud of all of the Centene employees who donated in record numbers to make sure essential resources are available to those in need.”



SHANNON BAGLEY
Executive
Vice President,
Human Resources

Q4

UNITED WAY CAMPAIGN

Centene has a long tradition of supporting the United Way, an organization with a history of meeting the most critical needs of our communities. Through these donations, United Way helps hundreds of charities in the communities where we live and work. These organizations improve local healthcare, support educational opportunities for children and adults, and promote financial stability for those most in need.

Thanks to the generosity of our Centene family, Centene’s 2020 United Way campaign was the most successful in the company’s history, raising \$4,304,063 in employee donations for 94 United Way organizations across the country.

COMMITMENT TO DISABILITY INCLUSION

Chairman, President, and CEO Michael F. Neidorff joined a coalition of CEOs to commit to raising awareness of disability inclusion and its impact on business performance. Additionally, the coalition pledged to participate in the Disability Equality Index (DEI), the leading corporate benchmarking tool for disability equality.

Centene has always taken an active approach to our commitment to disability inclusion. The Centene National Disability Advisory Council (CNDAC) helped to facilitate implementation of the Provider Accessibility Initiatives and Barrier Removal Fund. **Since its inception in 2017, the Barrier Removal Fund has distributed more than \$1,300,000 in grants to 153 providers across nine states, impacting approximately 195,000 members.**

October marked the 75th anniversary of National Disability Awareness Month. Centene is leading the way for disability inclusion in the workplace. This year, the National Organization of Disability (NOD) recognized our efforts to not only hire talent with disabilities, but to find solutions that spark innovation and support employee engagement.

\$4M+
**RAISED BY OUR
CENTENE FAMILY**
during our
United Way
Campaign in 2020





Recognition for Centene

Centene is honored to be acknowledged for our efforts to foster a diverse and inclusive culture. As we look to the future, we know we must continue to nurture a workplace that supports and empowers all employees. The work we do signals to prospective employees, customers, investors, and to the communities in which we operate that our commitment to D&I is central to the delivery of culturally competent care.



CEO **ACT!ON** FOR
DIVERSITY & INCLUSION



Looking Ahead

At Centene, we will continue to refine our framework of inclusive policy and commitments that enhance our accountability to our employees, our members, and our communities. Our efforts are not just for the short term, but instead are to spark long-standing, meaningful change, with a focus on these key areas:

Support Talent: We will continue to disclose the racial, ethnic, and gender composition of our employee population. And we commit to further growth of Black and African American representation as well as other people of color and women in leadership ranks across the company. We will continue to leverage targeted programs like SLBDI, ROMBA, and RISE to develop talent and create new programs as needed.

Educate: We will require all people leaders to participate in unconscious bias training, building on the Diversity & Inclusion training model, and develop additional training for the entire workforce. We will introduce additional, tailored modules and playlists via Centene University focused on building inclusive practices.

Facilitate Courageous Conversations: We will continue to create safe spaces for dialogue that can facilitate healing, break down barriers and build community within Centene. We recognize the importance of psychological safety in the participation and facilitation of these dialogues.

Communicate: We will clearly and transparently communicate available initiatives, programs, and resources to our employee population and provide consistent progress updates on them. We will speak authentically and candidly to our workforce.





Develop Additional Resources & Supports: We will continue to develop and make available resources for all employees to navigate the experiences they may be managing, such as sharing mental health resources, conversation guides for people leaders, and resources for expanded virtual options to support the needs of our diverse workforce and their families.

Deepen Partnerships: We will continue to invest in and explore new partnerships with nonprofits, academic institutions, and other organizations that strengthen our ability to recruit and develop diverse talent of color, such as the National Urban League and its affiliates, as well as historically Black colleges and universities. We will further our partnerships with organizations committed to addressing health disparities and ending systemic racism.

Support Our Communities: We will build on our community engagement programs by empowering our teams to identify giving and volunteering opportunities in the communities where they and our members live and work.

Hold Our Networks Accountable: We will develop a set of diversity expectations for our vendors, contractors, providers, and other partners consistent with our internal commitment to diversity and inclusion. We will continue to cultivate relationships within our communities and be intentional in our partnerships to advance supplier diversity.

Hold Ourselves Accountable: We will commit to tracking and analyzing D&I data and utilizing it to inform business strategy and decision making. We will hold our leaders accountable for demonstrating cultural competency and a commitment to diversity and inclusion. We will continue to invest in diversity and inclusion and expand our Employee Inclusion Groups to ensure that our employees have a place to engage, grow, and drive innovation.

IN APPRECIATION

Thank you to our key partners for advancing diversity and inclusion at Centene.

- Office of Diversity and Inclusion
- Executive Diversity & Inclusion Council
- Employee Inclusion Group Leaders and Executive Sponsors
- Local Diversity & Inclusion Council Members
- Talent Attraction & Advisors
- HR Leadership
- HR Strategy and Operational Excellence, Data Analytics & Information Systems
- HR Business Partners and HR Operations
- Talent Management, Employee Experience, and Centene University
- Community Outreach & Employee Involvement
- Corporate Brand Strategy and Design
- Our many volunteers, external partners, and the entire Centene workforce!

YOU CAN BE THE ONE WHO
CHANGES EVERYTHING

We welcome you to learn more about Centene and all the wonderful things happening across our company.

Visit:
[centene.com](https://www.centene.com)

APPENDIX

Centene 2020 EEO-1 Data

COMPID = L328810

UNITID = L328810

EQUAL EMPLOYMENT OPPORTUNITY
2020 EMPLOYER INFORMATION REPORT EEO-1
Consolidated Report

SECTION B – COMPANY IDENTIFICATION

1. CENTENE MANAGEMENT COMPANY LLC

7700 FORSYTH BLVD

7700 Forsyth Blvd

CLAYTON, MO 63105

2.a. CENTENE MANAGEMENT COMPANY LLC

7700 FORSYTH BLVD

7700 Forsyth Blvd

CLAYTON, MO 63105

c. EIN= 391864073

SECTION C – TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS=809245525

SECTION E – ESTABLISHMENT INFORMATION

NAICS: 524114 - Direct Health and Medical Insurance Carriers

SECTION D – EMPLOYMENT DATA

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			***** Male *****						***** Female *****						
	Male	Female	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	12	6	223	12	0	22	0	5	137	16	0	1	8	2	444
First/Mid Officials & Mgrs	319	773	2076	302	15	313	11	34	3370	1056	17	21	327	94	8728
Professionals	552	1438	3367	550	18	931	21	94	6025	2229	66	46	1191	211	16739
Technicians	11	34	25	4	2	16	0	4	77	34	3	7	49	10	276
Sales Workers	165	277	190	90	1	61	2	3	263	166	1	4	84	20	1327
Administrative Support	1046	4298	1994	1114	33	350	39	124	8932	7532	137	143	1040	546	27328
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2105	6826	7875	2072	69	1693	73	264	18804	11033	224	222	2699	883	54842
Previous Year Total	1522	5305	5840	1439	46	1110	61	188	14105	8224	143	1998	167	588	40736

SECTION F – REMARKS

DATES OF PAYROLL PERIOD: 10/2/2020

THRU 10/15/2020



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