

Nine PBS is **NATIONALLY RECOGNIZED as a **TRANSFORMATIONAL DEI ORGANIZATION****

Cecelia Loving, SVP of DEI at PBS, 2023

For the **FOURTH consecutive year, **Nine PBS** was recognized as a **BEST PLACE** for women to work**

Women's Foundation of Greater St. Louis, 2020-2023



VALUE-ADDED PERKS

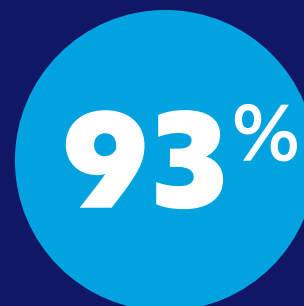
- **Hybrid Schedules**
- **Half-Day Fridays***
- **Professional Development**
- **Cell Phone Stipends**
- **Dog-Friendly Environment**
- **98% of Staff are Satisfied with Benefits**

FLEXIBLE is the word most staff used to describe **Nine PBS**.

*Re-evaluated quarterly

EMPLOYEE RESOURCE GROUPS

- **BIPOC**
- **LGBTQIA+**
- **Young Professionals & Early Career**
- **Working Parents & Caregivers**



of staff say they **FEEL A SENSE OF BELONGING**



ninepbs.org

STAFF TELL US

“LIVIN’ THE DREAM”

that’s how I feel at Nine PBS. From our incredibly flexible work schedule that encourages work/life balance, to our numerous ERGs that encourage a sense of belonging, on top of the meaningful work we do to support the community, I truly couldn’t imagine a better place to work. We are reminded constantly that our health and well-being are a top priority, which helps us better contribute to the work we do to serve the community.

WE ARE AN AMAZING PLACE TO WORK! From top down, the message is clear and reinforced to take care of ourselves as people.... We are always included in “why” decisions are made. I never feel like I am in the dark about my role or the organization overall. The culture is amazing and supportive. I am extremely proud to work here!

COMMITTED TO OUR CORE PURPOSE. We have made extraordinary changes that indicate the value placed on our people. We value people’s personal lives in a way that would have been unheard of 5 years ago. We make better decisions about the work that we do and try to surface issues before they become distractions. Everyone is committed to our Core Purpose.



Nine PBS

93% STAFF RETENTION

93% STAFF SATISFACTION

100%
OF STAFF ARE “ENGAGED”

73%
OF STAFF ARE “HIGHLY ENGAGED”

AGES 26-45
REPORT THE HIGHEST LEVELS OF SATISFACTION

Source: Best Places to Work Nine PBS survey powered by Quantum Workplace, January 2024