

Building the foundation: Lumen's culture supports well-being, growth, innovation and disruption

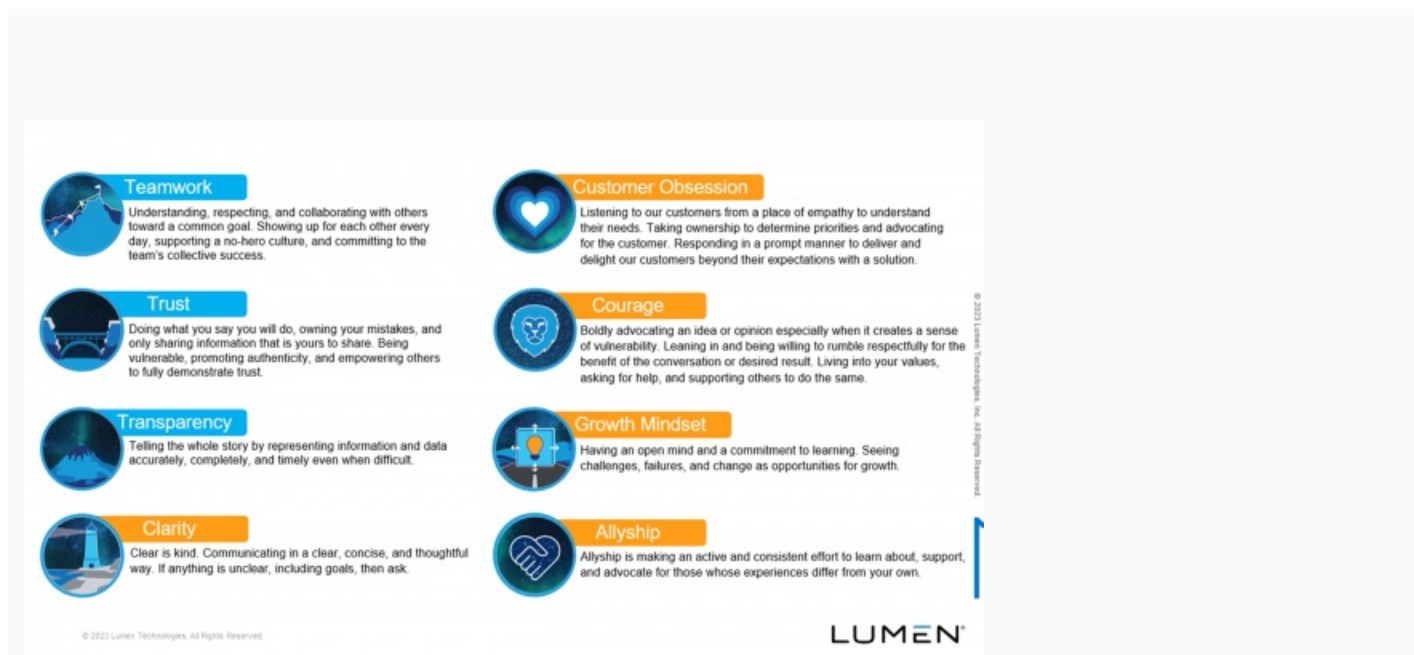


March 8, 2024

When it comes to Lumen's workplace culture, 2024 is off to a great start with multiple outside experts lauding us for the progress we've made to disrupt the industry.

At Lumen, our culture is the foundation for everything we do and helps us focus on the development and well-being of our employees, drive growth and innovation, and is our pathway to disruption.

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Lumen's cultural framework is defined by eight behaviors that create an environment to perform: Teamwork, Trust, Transparency, Clarity, Customer Obsession, Courage, Growth Mindset, and Allyship. These behaviors are the foundation for Lumen's Talent Philosophy, which is the basis for every talent practice at Lumen.

"We are off to a great start" said Lumen Chief People Officer Ana White. "We have recently updated our North Star culture framework to include Allyship as our eighth cultural behavior.

Adding Allyship to our cultural behaviors represents our commitment to fostering a culture of belonging, empowerment, and positive change.

“At Lumen, we are committed to fostering a culture of IDEAS: **I**nclusion, **D**iversity, **E**quity, **A**llyship and **S**ocial **I**mpact. IDEAS is an integral part of our culture. We value differences, foster belonging, ensure equal opportunities, empower growth, and contribute to positive change in our communities. We are doing the work needed to build an environment where our employees can be their authentic selves, perform successfully and provide excellent service to our customers.”

Lumen's commitment to building a strong and inclusive culture that values its employees and customers is award winning. For the second straight year, [*FlexJobs*](#) has named us to its list of the [**Top 100 companies to Watch for Remote Jobs**](#). The 2024 list is based on an analysis of more than 60,000 companies and their remote job postings between Jan. 1 – Dec. 31, 2023.

Also, for the second straight year our University Relations and recruiting programs have been recognized as a [**2024 Campus Forward Award Winner**](#) in recognition of our investment in and hiring of next-generation talent through internships and entry-level programs. This honor comes from [**RippleMatch**](#), a service specifically focusing on Gen Z.

We are also excited that *Newsweek* has recognized Lumen as one of [**America's Greatest Workplaces for Diversity for 2024**](#). The magazine examined publicly available data, interviewed HR professionals, and conducted an anonymous online survey among a diverse group of employees at companies in the U.S.

The above awards come on top of *U.S. News & World Report* naming Lumen one of the [**2024 Best Companies to Work For**](#) in the telecom category. The magazine looked at how well companies support their employees including total rewards, work-life balance, professional development, and physical and psychological comfort.

Lumen also ranked #12 in the [**2023 American Opportunity Index**](#) and ranked #1 among all companies in the Communication & Telecom sector. This top ranking demonstrates Lumen's commitment to building its company from the people up. It's great to see this recognition of the [**progressive employee benefits**](#) we offer that serve the diverse needs of our people and their families.

“We love the way the year has started, but we have a lot more to achieve for our employees, shareholders, customers and partners,” said White.

<https://news.lumen.com/building-the-foundation-lumens-culture-supports-well-being-growth-innovation-and-disruption>