

Voya Financial Joins Paradigm for ParitySM Movement
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NEW YORK, Dec. 7, 2016 /PRNewswire/ -- Voya Financial, Inc. (NYSE: VOYA), announced today that it is partnering with the Paradigm for ParitySM coalition, a movement comprised of CEOs, senior executives, board members and business academics who are committed to achieving gender parity in corporate leadership.

"At Voya, we believe that diversity and inclusion is a competitive advantage and an enabler of business success," said Chairman and CEO Rodney O. Martin, Jr. "We are proud to partner with a movement that aligns with our company culture – and we look forward to continuing to advance gender balance in corporate leadership positions."

Voya is committed to inclusion and equality, as it strives to foster an environment where all employees can make a difference for the company's customers, colleagues and communities. As one of the inaugural corporate partners of the Paradigm for Parity coalition, Voya will continue to advance these efforts by implementing the coalition's 5-Point action plan, which lays out proactive steps for companies to take, in order to champion workplace equality:

- Eliminate or minimize unconscious bias in the workplace;
- Significantly increase the number of women in senior operating roles, with the near term goal of at least 30% representation in all leadership groups;
- Measure targets and maintain accountability by providing regular progress reports;
- Base career progress on business results and performance, rather than physical presence in the office; and
- Provide sponsors, not just mentors, to women well positioned for long term success.

To date, companies that have committed to achieve gender parity in corporate leadership positions by 2030 and follow the Paradigm for ParitySM Action Plan include: Accenture, Adecco, American Electric Power, APCO Worldwide, AstraZeneca, Bank of America, Cargill, The Coca-Cola Company, DSC Logistics, Edison International, Egon Zehnder, Farient Advisors, Frontier Communications, HealthHelp, Huffington Post, Linkage, LinkedIn, McKinsey & Company, MetricStream, NeoGenomics Laboratories, Inc., Newmont Mining, Nordstrom, SAP, Spencer Stuart, TDIndustries, VF Corporation and Voya Financial.

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About Voya Financial[®]

Voya Financial, Inc. (NYSE: VOYA), helps Americans plan, invest and protect their savings — to get ready to retire better. Serving the financial needs of approximately 13 million individual and institutional customers in the United States, Voya is a *Fortune 500* company that had \$11 billion in revenue in 2015. The company had \$480 billion in total assets under management and administration as of Sept. 30, 2016. With a clear mission to make a secure financial future possible – one person, one family, one institution at a time – Voya's vision is to be America's Retirement Company[™]. The company is equally committed to conducting business in a way that is socially, environmentally, economically and ethically responsible – Voya has been recognized as one of the 2016 World's Most Ethical Companies[®] by the Ethisphere Institute, and as one of the Top Green Companies in the U.S., by *Newsweek* magazine. For more information, visit voya.com. Follow Voya Financial on [Facebook](https://www.facebook.com/voyafinancial) and Twitter [@Voya](https://twitter.com/Voya).

About the Paradigm for ParitySM Movement

The Paradigm for ParitySM coalition is comprised of CEOs, senior executives, founders, board members and business academics who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status, and opportunity.

The coalition created the Paradigm for ParitySM 5-Point Action Plan for corporations to accelerate the pace

of gender equity in senior executive roles. This unique agenda defines bold and specific actions that, taken together and simultaneously implemented as a package, will catalyze change and enable today's business executives to secure the best leaders of tomorrow. Visit www.paradigm4parity.com or follow us on Twitter using @p4parity to learn more about this exciting initiative.

To view the original version on PR Newswire, visit: <http://www.prnewswire.com/news-releases/voya-financial-joins-paradigm-for-paritysm-movement-300374223.html>

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