

❖ A 2015 BEST WORKPLACE FOR DIVERSITY ❖

COMPANY SPOTLIGHT

CADENCE

A CULTURE OF INCLUSION AND DIVERSITY FOSTERS INNOVATION

Innovation thrives on risk-taking, diversity, and collaboration.
An inclusive culture makes **Cadence** a
key player in the future of electronics.



EXECUTIVES AT CADENCE, a leading company that enables the design of electronic systems transforming the way we live and work, inspire collaboration among employees to exceed exacting customer demands. A diverse workforce and culture of inclusion allow the company's ranks to rise to this challenge.

"Cadence believes that having a dynamic team open to diverse ideas is essential to our ability to innovate in all areas," says Tina Jones, senior vice president of global human resources at the San Jose, Calif.-based company. "This helps us to think big, be agile, and bring cutting-edge, high-quality products to our customers."

A top priority of CEO Lip-Bu Tan has been to bolster open communication among Cadence's 6,500 employees. The company's motto—*One Cadence, One Team*—is the bedrock of this message, but Jones points out that diverse viewpoints are encouraged.

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"We don't shy away from differences," she says. "Our motto means we support each other and respect and value that individuals come to their jobs from different perspectives." With five consecutive years of increasing revenues and a 460% increase in the stock price since 2009, there's good reason to think this commitment is tied to its success.

Nearly half of Cadence's U.S. workforce is comprised of ethnically diverse employees who also hold nearly half of director and executive positions. But management believes they can do better and are committed to driving diversity of thought and background.

Jones says Cadence supports women in STEM careers, for example. "Our Cadence Women's Forum connects women across the company and creates a network for learning and engagement," she says. "We're also committed to providing educational opportunities to students through our software donation program that reaches approximately 1,000 universities around the world."

According to Jones, "Creating a culture that is not just diverse but also inclusive, is what drives continuous success for our customers and our business."



95%

of employees feel Cadence is an inclusive and fair workplace regardless of age, race, gender or sexual orientation.



94%

of employees say they work on great challenges and have exciting opportunities to innovate.

