



Dear Colleagues,

Ensuring that our employees are engaged and working on their development is essential in helping us meet the goals of our business and deliver value to our stakeholders. In the beginning of the year, I detailed my expectations on [employee engagement](#) and [internal mobility](#). These areas that I strongly believe in and support. I'm pleased with the significant progress we have made.

The mid-year performance process completed a few weeks ago and I'm proud to say that EI led Citi with over 97% of employees completing their self-assessments, and, more importantly, 98.1% of employees had performance discussions led by their managers. Additionally, 97% of employees and their managers held a development conversation in the past year. I cannot stress how important these conversations are to the professional growth of employees. They play a vital role in ensuring that employees receive feedback on their progress, as well areas of opportunity to improve a competency or skill gap through training or on-the-job experiences. Employees should feel empowered to schedule time with their managers to share and receive feedback as needed throughout the year.

Within EI, we are also working on how to best develop our talent internally. We have great talent in EI and it's important we continue to develop our employees to maintain our delivery capabilities. In the beginning of the year, we set a goal to fill >75% of all C14 roles with internal candidates. To date, the internal fill rate of open requisitions at the C14+ levels is at 85% YTD (up from 73.7%) and our C15 positions have contained a 92% diverse slate.

Our talent continues to be the driving force behind EI's success. A key component of this success revolves around employee engagement and ensuring that our employees have access to development opportunities. It's also important to remember the role that employees play in this process. I encourage all of you to speak up and offer feedback on these initiatives and also seek out development offerings for yourself. You are in the driver seat of your own development and control the direction that your career takes. Everyone should seek out challenging assignments and roles to continuously grow.

Please share your feedback or comments on the [Hub](#).

Jagdish