



# BEST COMPANIES FOR LATINOS TO WORK

**IN THE PAST YEARS**, we've learned that the population of the United States and its workforce will become substantially more Hispanic. According to the U.S. Labor Bureau, one in every two workers that enter the workforce in 2025 will be Hispanic. That's not far away from now. In fact, it's already happening. Today, companies focus on the recruitment of the next generation of top Latinos by having to create unique hiring initiatives and strategies. This year, we monitored some of the best companies for Latinos to work based on opportunities such as financial stability, clear paths to career advancement and an inclusive environment.

# BEST COMPANIES for LATINOS

We compiled a list of best companies for Latinos, using such criteria as employee diversity, programs to recruit, promote and retain Latinos, ERG programs and Latino representation in the boardroom and C-Suite level.

**CARNIVAL**  
TRAVEL & LEISURE  
Gus Antorcha, President  
Employees:  
Diversity:  
Latinx in C-Suite/Board ✓  
Latinx ERG ✓

Carnival Corporation employs a talented, passionate and diverse workforce of over 150,000 people.

**CATERPILLAR**  
INDUSTRIAL  
Juan Gallardo, Board Director  
Employees:  
Diversity:  
Latinx in C-Suite/Board ✓  
Latinx ERG

**CHARTER COMMUNICATIONS**  
TELECOMMUNICATIONS  
Mauricio Ramos, Board Director  
Employees: 96,000  
Diversity: 48%  
Latinx in C-Suite/Board ✓  
Latinx ERG ✓

Known through its Spectrum brand, Charter was named a Top Company for People of Color by the National Association for Multi-Ethnicity in Communications and a Top Company for Women to Work by Women In Cable Telecommunications. Charter aims to attract, retain and develop the best talent in its industry, reflecting the diversity of its customers and markets. In 2020, it received the Corporate Leadership in Hispanic Television and Video award from Broadcasting & Cable and Multichannel News for its commitment to Hispanic customers and the addition of five Latino targeted TV networks.

**CHIPOTLE**  
RESTAURANT  
Employees: 95,183  
Diversity: 66%  
Latinx in C-Suite/Board  
Latinx ERG ✓

**THE COCA COLA COMPANY**  
BEVERAGES FOOD PROCESSING  
Maria Elena Lagomasino, Board Director  
Employees:  
Diversity:  
Latinx in C-Suite/Board ✓  
Latinx ERG ✓

**COMCAST**  
MEDIA & TECHNOLOGY  
Maritza Montiel, Board Director  
Employees: 168,000  
Diversity:  
Latinx in C-Suite/Board ✓  
Latinx ERG ✓

By the end of 2019 44% of their employees were people of color and 35% were women.

**CONAGRA BRANDS**  
FOOD MANUFACTURING  
Manny Chirco, Board Director  
Employees: 18,000  
Diversity: 40%  
Latinx in C-Suite/Board ✓  
Latinx ERG ✓

For the sixth year in a row Conagra received a perfect score of 100% on the Human Rights Campaign's Corporate Equality Index.

**FOX CORPORATION**  
MEDIA & ENTERTAINMENT  
Claudia Teran, Executive Vice President & Corporate General Counsel  
Employees: 8,872  
Diversity: 33.30%  
Latinx in C-Suite/Board ✓  
Latinx ERG ✓

Fox Corporation's Employee Resource Group HOLA (Hispanic Organization for Leadership and Advancement) aims to develop Hispanic/Latinx leaders, enrich FOX's diverse culture, and drive positive impact across the company. David Espinosa, EVP of Distribution Strategy and Business Affairs at Fox Corporation, currently serves as the group's Executive Sponsor.

**LOWE'S**  
RETAIL  
Raul Alvarez, Board Director  
Employees: 300,000  
Diversity:  
Latinx in C-Suite/Board ✓  
Latinx ERG

**MARRIOTT INTERNATIONAL**  
HOSPITALITY  
George Muñoz, Board Director  
Employees: 136,000  
Diversity: 66%  
Latinx in C-Suite/Board ✓  
Latinx ERG



**MERCK**  
 BIOPHARMACEUTICAL



**Employees:** 74,000  
**Diversity:** 29%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG

**NAVY FEDERAL CREDIT UNION**  
 FINANCIAL SERVICES



**Employees:** 22,000  
**Diversity:** 40%  
 Latinx in C-Suite/Board  
 Latinx ERG

**NEW YORK LIFE**  
 INSURANCE



Ralph De la Vega, Board Director  
**Employees:** 11,300  
**Diversity:** 74%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

**NICKLAUS CHILDREN'S HEALTH SYSTEM**  
 HEALTHCARE



Jose Perdomo, SVP; Arianna Urquia, CFO; Iris Berges, VP; Helenemarie Blake, CCO; Dr. Marcos Mestre, CMO; Elizabeth Menocal, VP  
**Employees:** 4,000  
**Diversity:** 83%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG

**NUSTAR ENERGY L.P.**  
 ENERGY



Jorge del Alamo, Sr. Vice President & Controller  
**Employees:** 1,393  
**Diversity:** 29%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG

**NVIDIA**  
 INFORMATION TECHNOLOGY



**Employees:**  
**Diversity:** 53%  
 Latinx in C-Suite/Board  
 Latinx ERG ✓

**PEPSICO**  
 BEVERAGES FOOD PROCESSING



Ramon L. Laguarta, Chairman & CEO; Cesar Conde, Board Director  
**Employees:**  
**Diversity:** 35.38%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

**PROGRESSIVE INSURANCE**  
 INSURANCE



**Employees:**  
**Diversity:** 36%  
 Latinx in C-Suite/Board  
 Latinx ERG ✓

**SOUTHERN CALIFORNIA EDISON**  
 ELECTRIC UTILITY



Pedro Pizarro, President and CEO, EIXMichael Montoya, VP Chief Ethics & Compliance  
**Employees:** 12,937  
**Diversity:** 34%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

LEAD serves as a resource for employees, supporting members to achieve their full potential, driving awareness of Latino's contributions, and supporting SCE's business objectives. At the end of 2020, Latinos made up 34% of Edison's workforce and 46% of SCE customers. LEAD has grown 69.55% since 2016. Given these numbers, we see that LEAD has a unique role to play in partnering with the company on internal and external strategic initiatives and in expanding its membership to include Latino employees from across the company.

**SOUTHWEST AIRLINES**  
 AIRLINE



Juan Suarez, Managing Director Deputy General Counsel; Ryan Martinez, Managing Director Investor Relations; Grace D. Lieblein, Board Director  
**Employees:** 56,000  
**Diversity:**  
 Latinx in C-Suite/Board ✓  
 Latinx ERG

By fostering a Culture that embraces and utilizes diversity, Southwest promotes teamwork and fosters innovation that contributes to our overall success. Additionally, Southwest is proud to give back to the communities they serve. They focus on communities as a natural extension of Southwest's People-centric approach to citizenship. They seek to connect People to what's important in their lives, and the communities where they live, work, and play.

**ULTIMATE KRONOS GROUP**  
 TECHNOLOGY



Juan Machado, Chief Technology Officer  
**Employees:** 13,000  
**Diversity:** 44%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

**UPS**  
 DELIVERY



Juan Perez, Chief Information & Engineering Officer  
**Employees:** 540,000  
**Diversity:**  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

We break out our U.S. management employees by two categories: senior/middle management and entry level management. For senior/middle management, the total number across the minority groups is 34% and for entry level management, the total number across minority groups is 49%.

**VALERO ENERGY**  
 ENERGY



Julia Rendon Reinhart, Chief Human Resources Officers & Senior Vice President HR & Administration  
**Employees:**  
**Diversity:**  
 Latinx in C-Suite/Board ✓  
 Latinx ERG

**VERIZON**  
 OIL AND GAS



Diego Scotti, EVP & CMO; Melanie L. Healey, Board Director  
**Employees:** 133,395  
**Diversity:** 43%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

**ZOETIS**  
 PHARMACEUTICAL



Juan Ramon Alaix, Board Member  
**Employees:** 11,000  
**Diversity:** 21.40%  
 Latinx in C-Suite/Board ✓  
 Latinx ERG ✓

Zoetis' DE&I focus and commitment begins with their leadership team of diverse backgrounds, experiences and ethnicities (50% of the executive team are women). The Talent, Diversity, Equity & Inclusion team is led by Evelyn Ortiz, a Latina and experienced Zoetis business leader.