

BLACK ENTERPRISE NAMES PHI A LEADER IN DIVERSITY

PHI has been named, for the fifth year in a row, as one of the **40 Best Companies for Diversity** by *Black Enterprise* (BE) magazine <http://www.blackenterprise.com/>. BE will publish the complete list of cited companies in its July 2009 issue, which will hit the newsstands on June 30.

The 2009 Best Companies for Diversity were determined by analyzing the responses to a survey of major corporations to determine investments in key diversity activities. BE engaged in a comprehensive outreach effort to the top 1,000 publicly traded companies and the diversity executives for the 50 leading global companies with strong U.S. operations.

BE's survey focused on activities related to the participation of African-Americans and members of other ethnic minority groups such as American Indian/Alaska-native, Asian, native-Hawaiian, and Hispanic/Latino. Information provided by companies on diversity efforts on behalf of other groups, such as women, gays/lesbians/bisexuals/transgender, and the disabled, was used as a secondary supporting criterion for inclusion on the list.

The companies that made the list outperformed their peers in one or more of four key categories: board of directors, employee base, senior management and supplier diversity. PHI was recognized for strengths in supplier diversity, senior management and total employee base.

Due to the high number of job losses since the recession, a heavier weighting was applied to scores in senior management and employment categories. The final scores along with the results of reporting and research conducted by BE, were used to determine the 40 Best Companies for Diversity.