

As the Director of the Community & Citizenship Department, Mrs. Janice Haughton leads and administers outreach initiatives for small business compliance, economic/community development and youth mentoring programs for the business unit. She maintains senior management awareness, employee engagement and policy communication of these Programs, by identifying strategies for procurement and referring small businesses to assist the Company in meeting its commitments and goals. She works closely with clients and construction teams to create an environment of inclusion for small businesses and community groups. This includes the development and execution of customized utilization with strategic outreach plans and tracking/monitoring mechanisms for compliance reporting.

Engagement with the community and key stakeholders is a critical component in maintaining Turner's commitment to preserving its environmental impact, through our construction activities. Janice plays a key role in Turner's business development activities including proposal writing, client presentations and the creation of marketing collateral. Mrs. Haughton also manages the Turner School of Construction Management, Founder's Day, and other philanthropic and corporate volunteer service events. In addition she collaborates with Turner's Employee Resources groups, ACE Mentoring Teams and

Diversity & Inclusion groups in support of the Company's equity and inclusion initiatives.

By demonstrating sensitivity to cultural diversity, race, gender, sexual orientation, gender identity and other individual differences, Janice works to provide communities and clients with a broad range of diverse ideas, perspectives, resources and tools that help to create a platform for diversity and inclusion.

Prior to her appointment, at Turner, Mrs. Haughton served as a Diversity Consultant, within the private and public sector, for several large construction management firms. This was a continuation and expansion of her work as a strategic communication and marketing professional at architectural, design, engineering and construction companies.

Mrs. Haughton earned a Bachelor of Professional Studies in Human Services, from Metropolitan College of New York, a Certificate of Completion from Cornell University for Diversity & Inclusion and Morgan State University for the American Contract Compliance Association. She is also a member of Professional Women in Construction.