



**AMERICAN TOWER®**

# 2022 Company Profile



**ASU®** The Difference  
Engine

**Arizona State University**

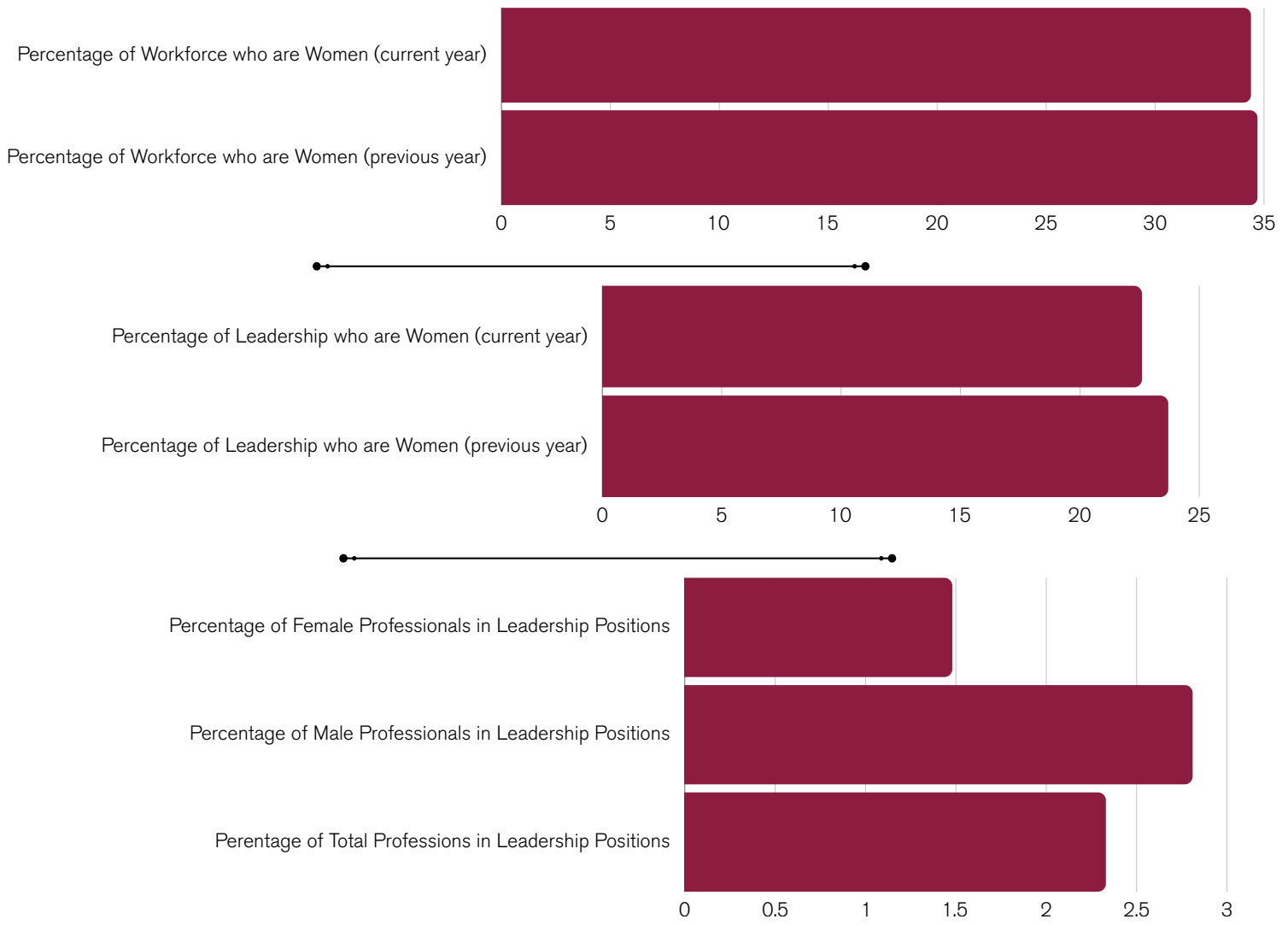
Women's Power & Influence Index (1.0)



## AMERICAN TOWER®

American Tower, a real estate investment trust, has been ranked as a LATE BLOOMER based on the criteria used for the Women's Power Index. American Tower promotes pay equity and increased diversity within the company. There are also opportunities for women to participate in professional development programs with the intent to promote into leadership positions. American Tower is committed to recruiting and hiring a diverse workforce, there is no specific reference to gender. Based on the most recent EEO data, 23% of its executives are women, and 34% of the workforce is female. American Tower offers childcare resources and maternity leave. We could not find any information regarding gender-specific mentorship opportunities, health benefits, community engagement programs, gender equality programs, or harassment and discrimination training.

### Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0.5 indicates that information for this category was only partly available.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/10/2023

## Compensation

### Pay Gap

Pay Gap Score  
1

#### *Existence of policy to address the gender pay gap*

"We have also implemented initiatives to provide employees with conscious inclusion training, promote pay equity and increase diversity in recruitment, talent mentoring and leadership development."

Ref: Pg 25, [American Tower 2020 Sustainability Report](#)

## Career Growth

### Professional Development

Professional  
Development Score

#### *Existence of professional development programs geared towards female employees*

##### "Supporting Female Leaders

We believe gender diversity across the Company, including at the leadership level, makes us a stronger company. In the U.S., we have formed partnerships with organizations, such as Strategies for Success, the Simmons Women's Leadership Conference and the Women's Wireless Leadership Forum of the Wireless Infrastructure Association, to enhance opportunities for female leaders."

1

Ref: Pg 26, [American Tower 2020 Sustainability Report](#)

### Mentorship

Mentorship Score  
0

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

Information related to this criterion could not be found.

### Recruitment Efforts

Recruitment Efforts  
Score  
0.5

#### *Written commitment to attracting women to open positions*

Includes diversity but no mention of gender specifically

"Ensuring diverse representation among American Tower employees starts during recruitment. Our recruiting efforts consistently include strategies to build diverse candidate pipelines and promote a culture that supports a diverse team of global employees."

Ref: pg 26, [American Tower 2020 Sustainability Report](#)

## Work-Life Balance

### Childcare Benefits

*Existence of childcare subsidies and support*

"Childcare resources"

Ref: pg 4, [American Tower Job Benefits](#)

### Childcare Benefits Score

1

### Caregiver Paid Time Off (PTO)

*Availability of paid caregiver leave in excess of government mandates*

"Eligible mothers and fathers receive eight weeks paid time off at 100 percent of pay following the birth or adoption of a child. Birth mothers receive an additional six or eight weeks paid disability leave."

Ref: pg 2, [American Tower Job Benefits](#)

### Caregiver PTO Score

1

### Health Benefits

*Existence of female oriented health benefits*

Information related to this criterion could not be found.

### Health Benefits Score

0

## External Stakeholder

### Community Engagement

*Organizational support of initiatives that drive gender equality and women's empowerment in the community*

Information related to this criterion could not be found.

### Community Engagement Score

0

## Inclusive Culture

### Gender Equality Program

*Additional programs that promote gender equality within the industry or the company*

Information related to this criterion could not be found.

### Gender Equality Program Score

0

## Harassment Policy

***Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence***

"At American Tower, we build and maintain sustainable work environments where discrimination and harassment are not tolerated. We strictly prohibit any forms of discrimination or harassment based on race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other category protected under local law, regulation or ordinance."

Ref: [American Tower Human Rights Statement](#)

## Harassment Policy Score

1

## Harassment and Discrimination Training

***Existence of policies mandating discrimination and sexual harassment training***

Information related to this criterion could not be found.

## Harassment & Discrimination Training Score

0