4 Valuing Our People



photo:
Stella Biccini
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Valuing Our People

IGT values, respects, and appreciates the contributions of our more than 12,000 employees who work and live in 58 countries. In the heavily regulated global gaming market, the diversity represented by our people enables IGT to anticipate global business needs, identify local market opportunities, and better connect to our customers and communities.

Fostering a Positive Organizational Climate

Employees who are more engaged are able to contribute in more positive ways and have increased motivation to deliver innovative products and solutions to customers. There are a number of factors that influence employee engagement, including a healthy work environment, leadership presence and expectations, work-life integration, and an inclusive culture that values diverse employee contributions and personal and professional experiences.

In 2017, IGT launched a two-year roadmap to increase employee engagement through focused initiatives such as employee ideation programs to showcase, on a global level, innovative business solutions created by employees. For IGT, diversity, inclusion, and innovation continue to be at the core of our People and Transformation organizational strategy.

Diversity and Inclusion GRI: 103-3

IGT understands that the varying backgrounds, experiences, and perspectives of its employees should reflect the global customers it serves and the communities where it operates. Diversity is supported by a fair and inclusive culture that enables all employees to feel valued, respected, engaged, and empowered to contribute to the business. With the support of leadership, IGT's Global Strategic Plan for Diversity and Inclusion is built on three prongs: people and processes, organizational culture, and customers and communities.



IGT has partnered with the All-in Diversity Project as a founding member and participant. The project aims to support the progress of the global gaming industry in terms of diversity, inclusion, and workplace equality through data collection and measurement and benchmarking progress of the industry as a whole through an Annual Report called the All-Index. The organization also provides toolkits, hosts events, and produces white papers for the industry.



Supporting a Fair and Inclusive Culture

The Executive Diversity and Inclusion Council, comprising a cross-functional team of senior and emerging leaders from around the world, helps IGT deliver on its commitment to a workforce that reflects the diversity of global customers and communities, and supports a fair, inclusive culture in which all employees feel valued, respected, and engaged. After a search conducted by the council, in 2018 IGT hired the first Vice President of Diversity and Inclusion, who is responsible for creating the Office of Diversity and Inclusion and the Global Strategic Plan for Diversity and Inclusion.

IGT created and staffed the Office of Diversity and Inclusion as a new center of excellence within People and Transformation, formerly Human Resources. The office drafted IGT's written Global Strategic Plan for Diversity and Inclusion, which is publicly available on IGT's website, and includes the input of IGT's CEO, business unit leaders, and employees. The overall goal of the strategic plan is to create a more inclusive and equitable organizational culture within IGT and increase the representation of underrepresented groups at all levels, consistent with applicable regulatory requirements.

Recognizing that diversity and inclusion is a leadership initiative, all members of the executive leadership team, including the Chief Executive Officer, participated in inclusive leadership education briefings focused on specific leadership qualities that promote inclusion at IGT. The goal is to ensure that by 2020, all employees will participate in education and engagement opportunities that promote a collective understanding of diversity and behaviors and support an inclusive culture.

IGT established Diversity and Inclusion Groups (DIGs)[1], which are networks of employees built around underrepresented dimensions of diversity. Sometimes referred to as Employee Networks or Affinity Groups, DIGs help to attract, retain, and develop talent; foster inclusion; and drive business innovation. The groups are open to all employees regardless of affiliation or identity. These groups receive formal, structural, and financial support from the Office of Diversity and Inclusion and IGT more broadly. DIGs support employees' professional development, assist in the improvement of IGT's policies and processes, and support various business needs – from recruitment to marketing and everything in between.

PURPOSE AND IMPORTANCE OF THE DIVERSITY AND INCLUSION GROUPS (DIGs)



DIG activities are primarily internally focused, but may also have an external component (e.g., recruiting fairs, charitable activities, professional associations, community boards, parades, etc.). Uniquely, DIGs enhance each of these strategic elements through their work. Executive leadership sponsors provide guidance and oversight, help to remove organizational barriers, review progress, and use their platform to communicate results to the organization.

DIGs:

- Provide a forum in which to share career interests and experiences that will promote career growth and satisfaction while working.
- Generate an environment that welcomes, leverages, and enhances the experience and skills of employees.
- Promote appreciation and respect for diversity and inclusion, thus creating a comfortable and safe work environment for all.
- Provide professional development opportunities, mentoring, and networking.
- Promote the efforts of the diversity and inclusion strategy to colleagues.
- Strengthen the communication vehicles that support employee information and participation.
- Assist in structured events, activities, and community outreach programs.

1) Diversity and Inclusion Groups (DIGs) formerly known as Employee Business Resource Groups (EBRGs).





In 2018, IGT launched its first DIG with "WIN with IGT: Las Vegas (Women's Inclusion Network)," which was approved for expansion to include chapters in Italy; Latin America; Reno, Nevada; and Rhode Island. Additionally, new DIGs are being launched, including Military Veterans at IGT, SuperAbilities at IGT (visible and invisible disabilities), PRIDE with IGT (lesbian, gay, bisexual, transgender, queer, plus), and Greater Than 50 at IGT (ages 50+). All of IGT's employees are welcome and encouraged to join any DIG regardless of identity.

The application period for new DIGs opens each year from September through December. Applications for new chapters of existing DIGs are welcome year-round. Some groups might be specific to local regions, while others might be created with a global mission, vision, and goals, with local chapters developing specific targets and programs for their local members.

Each chapter establishes a leadership team to support the needs of that office or region, and identify the priorities that are valuable to the group, demonstrating a clear connection to IGT's business objectives and the Company's diversity and inclusion strategy. Executive leadership sponsors will provide guidance and oversight, help to remove organizational barriers, review progress, and use their platform to communicate results to the organization.

"VALORE D" IN ITALY

Valore D

Lottomatica in Italy has signed the "Valore D" Employment Manifesto, a nine-point program defining specific instruments to enhance female talent in the Company. By signing the manifesto, companies commit to considering both genders in the talent selection stage, and monitor gender balance and pay gaps at all levels of the organization, with specific attention to maternity management and parental support. In 2018, Lottomatica confirmed its commitment to support women's employment through several tools, such as maternity leave policies, flexible work, Company benefits, and smart working programs.

Equal Employment GRI: 103-3

IGT is committed to providing equal opportunity in employment and a work environment that values workplace diversity and respect for all employees. This policy applies to all terms and conditions of employment, including, but not limited to, the application and hiring process. IGT provides equal employment opportunities for all employees based on qualification and merit, and in accordance with applicable laws, does not permit discrimination on the basis of any characteristic, such as race or gender, or any legally protected status.

To the extent reasonably possible, IGT will accommodate employees with disabilities. In the U.S., IGT adheres to the guidelines of the 1990 Americans with Disabilities Act (ADA), as amended. Under the ADA, employers are required to enter a good-faith, interactive process to assess an individual's need for a work accommodation. A "reasonable accommodation" is one that enables an employee to perform the essential functions of the job and may result in job restructuring, a change in use of tools and equipment, a policy adjustment, or work from home. As such, reasonable accommodation is available to all employees and applicants, provided the accommodation does not create an undue hardship for the Company and can be provided without posing a substantial safety risk to the employee or others. Employees in the U.S. are provided a link to an Accommodation Request Form to initiate an interactive process to determine if an accommodation is required.

Society's heightened focus on the quality of the work environment has sparked a rich global dialogue and brought much-needed attention to the problem of harassment in the workplace. IGT stands firmly behind its commitment to maintain an environment where everyone is treated with fairness, dignity, and respect. Any behavior that goes against these principles and diminishes the wellbeing of its employees, customers, or community is unacceptable and will not be tolerated. In 2018, IGT launched proactive, worldwide harassment prevention training for all employees, starting with the Chief Executive Officer. The length and content varied based upon regulatory requirements. IGT encourages anyone who believes they have been subjected to harassment to come forward with the understanding that they will be protected from retaliation and appropriate action will be taken.

Protecting Human Rights GRI: 102-41; 103-3

IGT adheres to the principles set by the International Labor Organization Declaration on Fundamental Principles and Rights at Work in the countries where it operates.

The Company publishes its Modern Slavery Statement in accordance with the 2015 Modern Slavery Act, as part of the UK's efforts to prevent modern slavery in the businesses of large organizations and their supply chains. The statement discloses the steps IGT has taken during the financial year to ensure that modern slavery is not taking place in any of its supply chains or parts of its business. The full version of the Modern Slavery Statement is available at www.igt.com.



IGT's Zero-Tolerance Approach to Modern Slavery

The Company demonstrates its commitment to acting ethically and with integrity in all business dealings and relationships by implementing and enforcing effective systems and controls to reduce the risk of Modern Slavery and general violations of human rights in its businesses and those of its suppliers. Starting with its supply chain, IGT is committed to working toward the goal of eliminating such breaches of human rights globally as part of its Corporate Social Responsibility initiative. An Integrity Line, which is confidential and managed by an independent third party, can be used anonymously to report activities that may involve unethical and/or unlawful conducts.

Positive Employment Practices

GRI: 103-3

In line with the United Nations' Global Compact, IGT recognizes the value of using dialogue and negotiation to achieve positive outcomes in employment practices. The Company abides by non-discriminatory policies and procedures with respect to trade unions and union memberships and their activities. IGT provides workers' representatives with appropriate services to assist in the development of effective collective agreements. Consequently, IGT is involved in collective bargaining in different countries and is committed to accommodating specific local laws and regulations, providing union representatives with every tool needed to perform their duties.

In some countries, collective agreements regulating employment terms and conditions follow a collective negotiation between management and trade unions. Various locations have voted to become unionized within the United States, with a total of 86 employees electing to do so through two formal union contracts in the State of New York, and one contract still under negotiation in Las Vegas, Nevada. All employees in Austria, China, Finland, Italy, Portugal, Serbia, Spain, and Sweden are covered by collective agreements.

In locations with collective agreements, the notification period of significant changes that could substantially affect personnel is communicated to employees and their elected representatives according to national laws.

Leaders at IGT are dedicated to maintaining an environment that encourages open communication and collaboration between employees at all levels, and fostering a culture of positive employee relations. IGT respects an employee's right to associate freely or seek the representation of unions. Where there are unions, IGT works in a productive partnership with their representatives and members. This message is reinforced through various communication channels, such as training, employee focus groups, and employee bulletin boards related to union information and updates.

Workplace Health and Safety

GRI: 103-3

IGT is committed to providing, maintaining, and promoting a safe, healthy, and productive work environment for all employees, and ensuring compliance with all applicable environmental health and safety regulations. The responsibilities for health and safety are shared. The Safe and Healthy Work Environment policy covers topics such as workplace violence, illegal drug and alcohol use, tobacco use, fitness for duty, and what

actions should be taken if someone needs to report a violation. In 2018, IGT released in the U.S. a new sexual harassment policy designed to set the expectations and standards of behavior required of all U.S.-based IGT employees, promote best practices, and influence the Company's culture.

IGT also launched an eight-week Mindfulness Essentials program in its Providence and West Greenwich offices in Rhode Island designed to help employees work and live better.

All employees are responsible for ensuring that all operations are performed with the utmost regard for the health and safety of all personnel involved. Indeed, employees are responsible for a full commitment to all aspects of the health and safety program, including compliance with all rules and regulations for continuously practicing safety while performing their duties.

Numerous IGT locations have joint management-worker health and safety committees.

The IGT Global Environmental, Health & Safety team, led by IGT's Director of Environmental, Health & Safety, engages IGT leadership and regularly presents information on potential risks and injury trends, upcoming projects and programs, as well as initiatives to reduce risk and prevent injuries. In addition, there is a number of site-level safety committees, most of which are at the facility level.

The Global Solutions team has a business unit-wide safety committee (GSSAFE) that publishes a weekly safety tip as well as a monthly newsletter alerting employees to common and seasonal hazards on the job. This committee also assesses risks and works to develop training tools to mitigate the potential for injury.

As an example of how the Company makes employees' safety a high priority, the Field Service department maintains a safe work environment by:

1) Providing annual training.

2) Performing equipment inspections.

3) Performing job task assessments.

4) Establishing safety leaders at each site, as well as at an organizational leadership level.

To enhance employee safety and training opportunities, leadership assigns key individuals as regional safety managers.

IGT provides all personal protective training related to the job tasks its Field Service employees perform. For example, a Field Service Technician installing satellite equipment is supplied with Fall Prevention gear, such as a full-body harness, lanyards, and anchor points. Moreover, these employees completed the IGT Fall Prevention training program.

IGT's Field Services Safety Committee publishes a weekly safety tip as well as a monthly newsletter alerting field service employees to common and seasonal hazards on the job. The tips and newsletter are posted on Yammer for all employees to read.

In 2018, IGT Field Service Safety collaborated with corporate Environmental, Health and Safety enhancing the IGT Fall Prevention and Ladder Safety programs. Additionally, these teams worked with the IGT training team to deliver the IGT Sign Installation program.

HEALTH AND SAFETY IN COLLECTIVE BARGAINING AGREEMENTS



Health and safety topics are considered matters of bargaining for inclusion in the Collective Bargaining Agreements that cover bargaining unit members. The health and safety of IGT's employees is recognized as an organizational priority, and the Company is committed to ensuring all employees are provided the proper guidance and instruction in terms of promoting a safe work environment and complying with all regulatory requirements. In the U.S., members of unions adhere to the organization's Safe and Healthy Work Environment policy. Topics addressed within the policy include workplace violence, illegal drug or alcohol use, tobacco use, and fitness for duty.

In addition, members of trade unions are provided best practices for safely handling Electronic Gaming Machines on the following topics:

- Worker Personal Protective Equipment (PPE).
- Transportation and installation of equipment.
- Equipment handling devices.
- Establishing safe work zones.
- Unloading, moving, installing, and removing equipment.
- Identification of safety and warning labels.

Health and Safety Initiatives in Italy

Prevention plays a key role in an environment committed to protecting the health and safety of workers. Every year, Lottomatica provides all employees with medical examinations for prevention. In 2018, a prevention campaign to fight melanoma, organized with the Associazione Nazionale Tumori (ANT) Foundation, reached 800 employees who submitted to voluntary dermatological examinations. In 2018, Lottomatica carried out an environmental analysis of the workplace's microclimatic comfort, and applied thermal-dimming films to the windows of the external façade of one of the two corporate buildings in Rome. In 2019, Lottomatica will install semi-automatic defibrillators in all offices and provide training to appointed personnel for their use.

In the case of a workplace-related injury or illness, the Company is committed to providing appropriate medical attention to the employee. If the injury or illness is work-related, the Company will comply with all jurisdictional laws regarding reporting requirements, and all applicable ones about providing insurance to reimburse employees for lost wages and medical expenses.

Engaging Our Employees

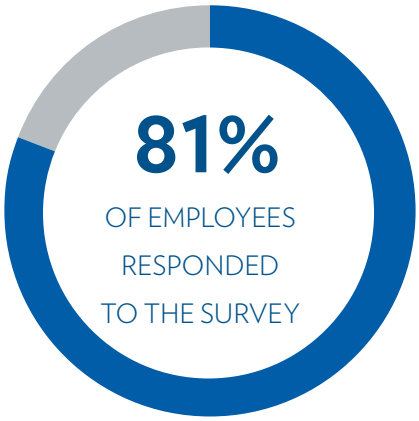
Engagement matters because engaged people usually perform better, thus improving achievement. The anticipation of success fuels further engagement, and the loop continues.

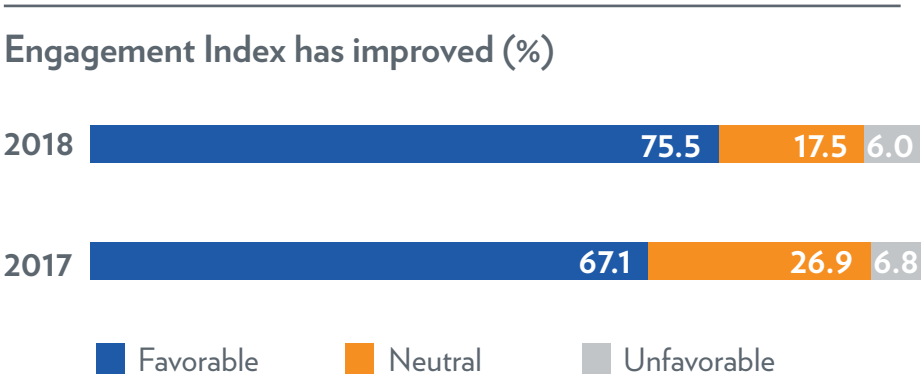
Engagement is linked to individual and team performance, customer satisfaction and loyalty, employee retention, quality of service, safety metrics, profitability, and market share growth. IGT works continuously to better understand how to improve the engagement of its employees.

Measuring Engagement

Each year, IGT measures the level of engagement reported by employees. In 2018, the Company rebranded its annual engagement survey to MyVoice@IGT to emphasize the importance of giving employees a voice in terms of improving their experience. An invitation to participate was sent to all employees and an overall 81% response rate was consistent with 2017's results.

Among the highest-rated items on the survey, acting with integrity and working in an ethical environment are very important to IGT's people, as **4** out of **5** believe that acting with integrity takes priority, and **92%** believe the Company's Code of Conduct was clearly communicated. A solid portion **(77%)** believe that direct managers model IGT values, support employee development, and provide constructive feedback. Compared to other organizations, IGT's people reported a greater trust and respect for one another, with **83%** saying they can depend on their team. From a diversity and inclusion standpoint, since 2017, 81% of IGT colleagues continue to feel like they can be themselves at work, and inclusion perceptions have improved the most.





To identify what drives engagement, all respondents were split into two groups: Highly Engaged and Remainder. The Highly Engaged are the 55% of employees who agreed or strongly agreed with all five engagement statements ("I would like to be working at IGT one year from today;" "I enjoy working for this Company;" "I am proud to work here;" "My work gives me a sense of personal accomplishment;" and "I recommend IGT as a great place to work").

The remainder makes up 36% of respondents who agreed with some but not all engagement index items, and 9% who did not agree with any engagement index item.

Understanding the key differences between those who are engaged and the remainder will provide insight into what can be done to make IGT an even better place to work. In comparing how the Highly Engaged answered all the other items against how the remainder responded, the survey investigated the biggest differences in perceptions, thus identifying the drivers of engagement.

IGT's people communicated that they would like more clarity regarding IGT's vision and where they fit in with that, expecting better communication regarding how changes will help IGT further improve engagement. Career development continues to be an area of opportunity. Consequently, they are more likely to be engaged. Employees want to know how they can grow in their roles and have future career opportunities within IGT, expecting promotion processes to be fair and transparent.

The main drivers of engagement and overall engagement survey results were communicated in a video that was shared with all employees and subtitled in all corporate languages (see "A Translation Strategy to Foster an Inclusive Workplace," on the following page).

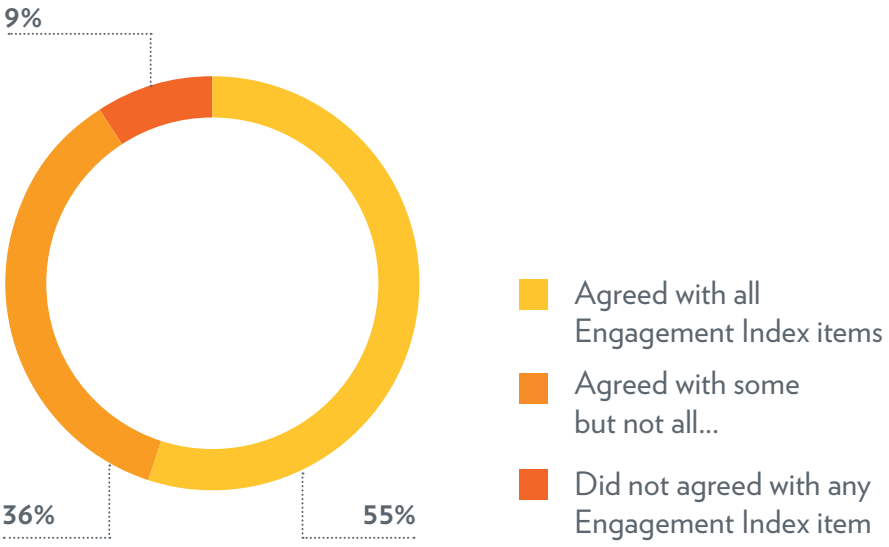
The three engagement improvement commitment areas are:

- Celebrating strengths.
- Enhancing career development.
- Clarifying IGT's vision.

IGT has designed a People Communication strategy with the intent of becoming a storytelling organization, informing, inspiring, connecting, and educating employees in support of IGT's mission, vision, goals, and values. All employee communication will be developed and funneled through a global, holistic, internal communication team to raise engagement levels by connecting employees to the mission and helping leaders use the power of communication to reach business goals, build trust, and create loyalty.

IGT stories will be told daily, from and to all levels of the business, with the goal of creating a communication climate of openness, honesty, and transparency through the adoption of a more conversational, familiar tone with employees. A two-way communication between employees and leaders will be facilitated, while educating employees about key business drivers and the Company's goals.

Understanding Positive Divergence



A TRANSLATION STRATEGY TO FOSTER AN INCLUSIVE WORKSPACE



Effective communication, accessible to all employees, is an important piece of IGT's inclusive culture and engagement of employees. Part of supporting inclusion in IGT's workforce means speaking to people in their native language as much as possible. IGT has successfully piloted and implemented a new language strategy that expanded translations of the most critical all-employee communication. While English is the official working language at IGT, many employees use a different primary language. The following approach aims to accommodate most employees and help build an increasingly inclusive workplace. Communication targeted to all employees is now offered into 10 languages: Chinese, Czech, English, French, German, Italian, Polish, Serbian, Spanish (for Latin America), and Turkish. Translated all-employee communication includes global policies, IGT's Code of Conduct, CEO announcements, the IGT engagement survey, and much more. This language strategy is an evolving process. As different opportunities for translation are identified, such as more time-sensitive communication, IGT will explore ways in which to expand.

IGT intends to continue increasing its communication efforts by hosting more town halls and maintaining the translation strategy. IGT also confirms its commitment to compliance by promoting an ethical work environment, introducing more DIGs, and continuing to provide career development opportunities. Details about these initiatives follow in the next section.

Professional Development GRI: 103-3

Development at IGT is a partnership between the employee, managers, and the Company itself, wherein employees own and drive their development, managers support and encourage it, and IGT provides the tools and resources. Through the latest engagement surveys, employees have clearly expressed their expectation to see more opportunities for growth and development.

IGT Talent Management is the strategic process of developing new and current employees' skills, making sure they align with the Company's organizational structure and overall goals. The process also aims to retain employees by designing, implementing, and driving programs that enhance the employee experience.

Through Talent Management, IGT provides employees with opportunities and resources to drive their performance and allow them to own their development. Starting with Goal Setting, followed by Individual Development Planning and discussions, and Succession Planning as well as continuous feedback in Performance Reviews, Talent Management helps drive performance. Additionally, Talent Management provides programs such as onboarding, engagement, career pathing, and global mentoring and coaching.

EMPLOYEE AND MANAGER DEVELOPMENT

In addition to the existing suite of development resources, IGT has made a substantial investment in employees and managers by introducing Harvard ManageMentor and Manager Essentials. These programs align with the 10% of IGT's 70/20/10 learning and development model, which captures the optimal types of learning in three clusters — Experiential, Social, and Formal Education — and explains the relationship to one another.

Harvard ManageMentor is a digital learning solution available to all employees globally 24/7. It is a comprehensive online resource containing 44 topics on how to manage oneself, others, and the business, aligned with IGT's core competencies. These modules contain interactive learning activities, audio downloads for mobile devices, video insights, and other downloadable tools. All curricula are based on Harvard University research and teaching. Harvard ManageMentor is the gold standard in digital learning, with more than two million global users.

Manager Essentials is a four-day classroom experience focused on the role of the manager, which is to attract, develop, and retain talent; drive execution; and foster collaboration. All 1,200 IGT global people managers, including supervisors, will participate in this program over the next three years. All 400 directors and senior directors will have attended a condensed, one-day version of this program by mid-2019 to ensure managers and employees are successful and supported.

IGT is reviewing its existing leadership programs to identify the best direction for future development. Developing the Leader in You, known as DTL, is a classroom experience for emerging leaders. In 2018, IGT expanded the global footprint of this program to increase the opportunity for participation and development. Global Leadership Development, known as GLD, has been on hold to better understand the development needs of the Company's people, with a new program ready for 2019 for director-level and senior leadership teams.

IGT strongly encourages employee education. Annually, IGT leads various processes to fund and develop learning initiatives that align with business objectives and core competencies. Learning formats include classroom, virtual classroom, and a robust catalog of digital learning options (self-paced, videos, and simulations) that are available to all employees on-demand, 24/7.

IGT-specific content is available, along with general skills development content, including leadership, management, communications/interpersonal skills, business processes/systems, safety, and technical skills. Management and professional development, language and technical programming are also available, along with options to develop custom courses as required by the business.

Additionally, IGT's tuition reimbursement program in the U.S. allows employees to receive expense reimbursement for courses completed at accredited higher educational institutions. In Italy, Lottomatica has drafted a training catalog to support the development of global skills aligned with the Company's values. The catalog includes sessions scaled according to role (supervisor or contributor).

Research on Employees in Italy over 50

Lottomatica in Italy conducted a research study called "Ageless Talents," which was endorsed by Valore D.

The study, designed with the collaboration of the Catholic University of Milan on a sample of 30 Italian companies, explored the potential of women over 50 to improve their employee experience. In 2018, the study covered the male population as well. The goal of the research was to collect the most complete data available on over-50 employees from a gender and generational diversity point of view, in order to identify improvement measures.

Training Hours

Training Group	No. of Unique Participants	Total Training Hours	Average Number of Training Hours
Executives	594	4,657	7.5
Middle Management	1,446	19,918	13.35
Office Staff	6,593	44,607	4.65
Production Workers	2,516	24,476	64.04
Total	**11,149**	**93,659**	**7.74**

In 2018, IGT delivered more than 92,000 hours of training to employees at all levels of the organization.

Evaluating Performance

Performance Management is a process necessary for the strategic management of resources. It allows the definition of corporate priorities and objectives, and is a guide for the continuous improvement of managerial and professional results and skills.

The process is divided into four phases:

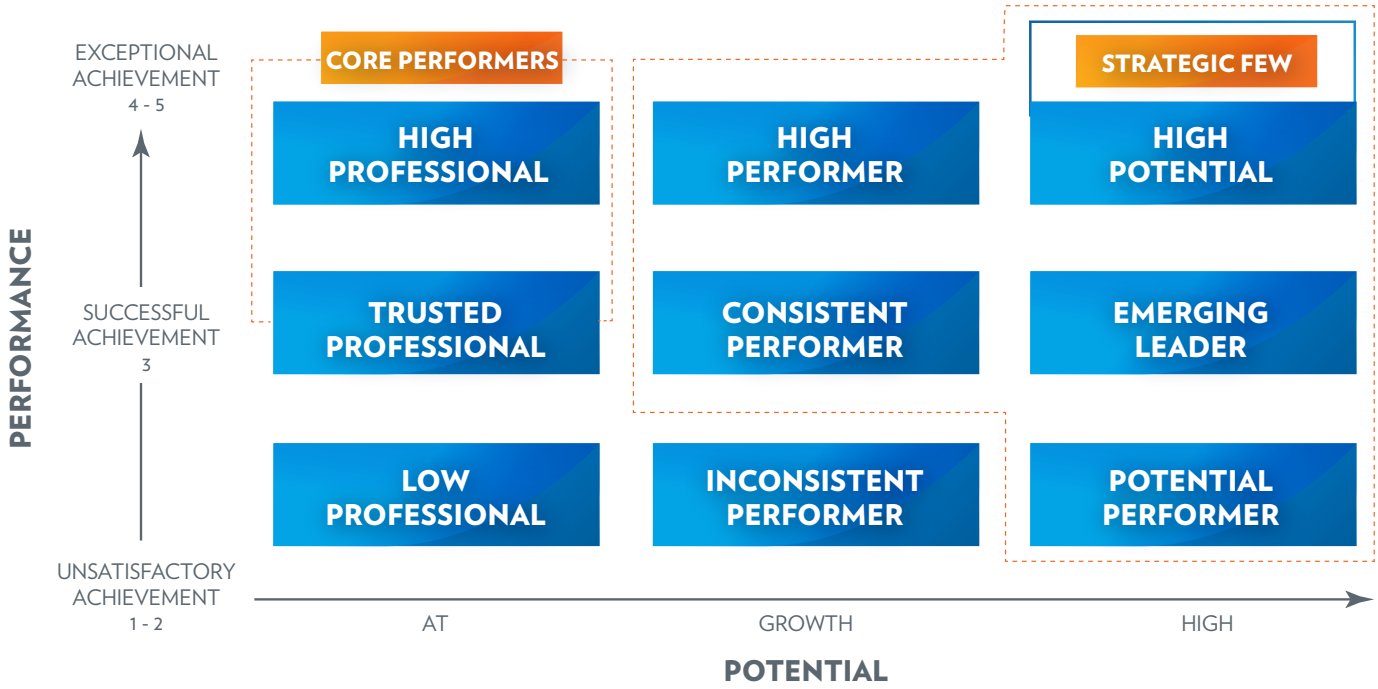
1) Definition and sharing of objectives with the manager.
2) Discussion of the Individual Development Plan between manager and employee.
3) Feedback on the progress toward objectives and development actions.
4) Evaluation of year-end performance.

The last phase also includes:

WHO	WHAT
All employees	Complete self-assessment for both work goals and Management by Objectives (MBO)
Managers	Complete assessment
P&T Partners/Managers	Calibration
Managers/Employees	Complete 1:1 performance meetings and acknowledgement in the system

THE NINE BOXES GRID

Matching the performance assessment and the potential assessment, the resources are ranked in the corresponding boxes.



In 2018, 99% of employees globally received a regular performance and career development review, while 24% of them were managed by MBO (Management by Objectives).

Rewards and Benefits

IGT takes pride in fostering a family-friendly culture and a healthy work-life balance. In all countries where IGT operates, eligible employees are provided with time off for the employee's serious health condition and/or to attend to family responsibilities, allowing, where applicable, part-time work and teleworking. IGT implements various wellness initiatives in the U.S., such as the Employee Assistance Program on work-life balance, the Onsite Health Educational monthly seminars on various health topics, and Online Wellness Programs.

The eligibility of workers to leave greatly varies according to each jurisdiction, under which employees may be entitled to take paid or unpaid job-protected leave for specified family and medical reasons, with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken it. For instance, U.S. employees may be entitled to leave under the Federal or State Family and Medical Leave Act (FMLA). Employees who are not entitled to such leave may still be eligible for medical or personal reasons. The FMLA entitles eligible employees to a

number of welfare measures, such as 12 work-weeks in a 12-month period to care for a newborn child or a parent with serious health conditions, extended to 26 weeks if the eligible employee is a military service member's spouse, son, daughter, parent, or next of kin (military caregiver leave). Outside the U.S., IGT adheres to all statutory requirements for employers with regard to maternity, paternity, and family time.

In 2018, IGT released a new set of Global Compensation Salary Increase Guidelines, with the purpose of ensuring that compensation programs are competitive when compared to relevant external standards. This supports the Company's Pay for Performance Philosophy, and ensures compliance with local labor laws and statutes. Due to the variations in local laws and regulations, the benefits offered to employees vary accordingly. In Italy, for instance, the Life Insurance and Accident benefits are offered to all employees with employment terms. Following an agreement with the Italian labor unions, employees can choose to access voluntary health insurance by paying a health insurance premium.

IGT carries out several Health & Wellness initiatives at the local level to support employees in improving their lifestyle and general health, as well as managing situations related to the working environment or private life. Because benefits providers and statutory requirements differ across the globe, resource availability may differ, too, depending on the country and healthcare providers.

IGT provides employees with outplacement assistance through an external supplier to assist employees in obtaining new employment due to workforce reductions and restructuring efforts. They are also provided with severance payments as a financial bridge while seeking new employment. These outplacement services provide web-based programs that offer on-call coaching support, live coach-led webinars, and self-directed e-learning. It also provides opportunities to keep the job search productive with the creation of an effective online presence and social media profile to reach recruiters and hiring managers.