

Overstock Named to Parity.org's Best Companies for Women to Advance List 2021

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SALT LAKE CITY, June 24, 2021 (GLOBE NEWSWIRE) -- [Overstock.com, Inc.](#) (NASDAQ:OSTK), a leading e-commerce home furnishings retailer, has been named to the 2021 [Parity.org Best Companies for Women to Advance List](#) for the second year in a row. This list recognizes organizations that have implemented a mix of exemplary benefits, policies, and programs that ensure women have significant opportunities to advance their careers.

Companies on the list were rated in areas of equality in hiring and promotion practices, inclusion, representation of women in leadership, and enablers, such as benefits and other policies, that help companies achieve equitable outcomes.

"It is great to be included in Parity.org's Best Companies for Women to Advance List," said Jonathan Johnson, Overstock CEO. "This recognition highlights Overstock's ongoing commitment to furthering equal representation and advancement of women at all levels of leadership as we continue to promote diversity throughout the company."

Overstock offers a multitude of benefits and programs aimed at supporting women in the workforce, including flexible scheduling options, female-focused resource groups (Overstock Women's Network and Women in Tech), extended parental leave, a formal mentorship program, its Caregiver Travel policy which covers the cost of one caregiver and one child under the age of two to travel with employees required to travel for work, as well as onsite amenities including a health clinic, fitness center, and daycare. Overstock [took the ParityPledge in 2017](#), promising to interview at least one qualified female candidate for every open executive position, vice president and above, to help improve pathways for female leadership opportunities. Overstock's culture naturally aligns with Parity's pledge as the company's leadership team is comprised of numerous female executives including the Chief Financial Officer, Chief Marketing Officer, Chief Customer Officer, and Chief People Officer, along with other notable vice president, director, and board level positions.

"After a year that has erased all the gains women have made in the past several decades, there are still companies that are making progress to support women's advancement at work--all the more reason to celebrate their successes," said Cathrin Stickney, [Parity.org](#) founder and CEO. "The companies that are on the 2021 list of Best Companies for Women to Advance are shining examples of companies that actually walk the talk and are helping create equal representation, now."

Companies on the 2021 list share many common best practices that are known to support women, such as work-from-home or telecommute options (97%), flexible working hours (94%), and equal paid family leave for men and women (88%). Nearly every company measures and reports on gender parity to the executive team (97%), and every single company regularly communicates their gender-parity values to employees, encourages men to take their full family leave, and has a zero-tolerance policy for harassment.

The Best Companies for Women to Advance List is an initiative of [Parity.org](#), a 501(c)(3) non-profit organization focused on bringing gender equality to the highest levels of business.

For more details, visit: www.parity.org/best-companies.

About [Parity.org](#)

[Parity.org](#) is a 501(c)(3) not-for-profit organization dedicated to closing the gender gap at the highest ranks of business leadership. You can follow [Parity.org](#) on [Facebook](#), [LinkedIn](#), [Twitter](#), and [Instagram](#). Organizations wanting to take the ParityPledge or learn more about [Parity.org](#) should visit www.Parity.org.

About the Best Companies for Women to Advance List

[Parity.org](#) established the Best Companies for Women to Advance List to recognize organizations that have benefits, policies, and programs that are particularly beneficial for women to advance in the workplace. Thirty-four companies made the 2021 list, based on a cumulative rating that took into consideration recruitment, benefits, executive preparation, measurement, and overall representation.

About Overstock

Overstock.com, Inc (*Common Stock (NASDAQ:OSTK) / Series A-1 Preferred Stock (tZERO ATS:OSTKO) / Series B Preferred Stock (OTCQX:OSTBP)*) is an online retailer and technology company based in Salt Lake City, Utah. Its leading e-commerce website sells a broad range of new home products at low prices, including furniture, décor, area rugs, bedding and bath, home improvement, and more. The online shopping site, which is visited by tens of millions of customers a month, also features a marketplace providing customers access to millions of products. In 2014, Overstock was the first major retailer to accept cryptocurrency as a form of payment and continues to do so. Overstock regularly posts information about the Company and other

related matters on the Newsroom and Investor Relations pages on its website, Overstock.com.

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Cautionary Note Regarding Forward-Looking Statements

This press release contains certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Such forward-looking statements include all statements other than statements of historical fact, including but not limited to statements regarding Parity.org and regarding Overstock's programs and policies. Additional information regarding factors that could materially affect results and the accuracy of the forward-looking statements contained herein may be found in the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2020, which was filed with the SEC on February 26, 2021, in our Form 10-Q for the quarter ended March 31, 2021, which was filed with the SEC on May 6, 2021, and in our subsequent filings with the SEC.

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