

# Employee Resource Groups

## 2013 Annual Report



GOOD WORK. GOOD LIFE. GOOD HANDS.®

# A Message from Mike



Employee Resource Groups (ERGs) are critical to our company’s success for Inclusive Diversity. In 2013, Employee Resource Groups were a valuable business resource that enabled our employees to continue to enhance their professional growth while contributing to our business strategies. With more than 30% membership growth over prior year, external recognition as a 2013 top 10 company for ERGs and 15,000 community hours volunteered, I am proud of their accomplishments, their impact on the business, and passion for developing great leaders for our company. ERGs are truly Allstate’s Inclusive Diversity champions.

Michael Escobar

*Vice President, Chief Diversity and Organization Effectiveness Officer*

**Photo Note:** Robert X. Fogarty, the founder of the Dear World photo project, visited Allstate’s home office and asked employees to share a message about what it means to bring their whole selves to work.

## A Message from John



The Employee Resource Groups (ERGs) had another outstanding year in 2013. Over the last few years, we have evolved from one of Allstate's best-kept secrets to a tremendous force for good. Through your efforts, we have helped Allstate achieve its goals, created networks of support for our employees that help them grow and be their best, and have impacted the lives of many people in our communities. Thanks for all that you have done. I can't wait to see what we'll achieve in 2014!

John Pintozzi

*Senior Vice President,  
Chief Financial Officer, Allstate Investments  
ERG Executive Sponsor*

# A Message from Tom



Inclusive diversity is more than what we do; it is who we are. It is embedded in our work and our way of life. We depend on every Allstater to help drive our business and deliver on our promise to customers. Together, we are a force for good.

Thomas J. Wilson

A handwritten signature of Thomas J. Wilson in black ink.

*Chairman, President and Chief Executive Officer*

# What ERGs Are About

## Our Mission (Why We Exist)

To provide an open forum where employees with a shared interest aspire, develop and collaborate to reach their highest potential, represent Allstate in our communities, and serve as a key resource to the company for specific consumer, employee and agent insights.

## Our Vision (Who We Want to Be)

Empowered employees who help the company grow by leveraging the strength of our diversity.

## Our 2013 All-ERG Goal

Identify and leverage synergies across all Employee Resource Groups to increase their effectiveness and amplify their value to employees and Allstate.

## Our Highlights

### Membership as of:

December 2011	December 2012	December 2013
3,211	4,518	5,911

- Diversity MBA magazine recognized Allstate as a 2013 Top 10 Company for Employee Resource Groups.
- ERG members volunteered 15,000 hours in 2013, compared to 9,000 hours in 2012.
- On the Employee Community, five ERGs placed in the top 10 groups ranked by number of followers.
- Allstate ERG leaders enhanced their leadership capabilities by participating in a two-day ERG Leadership Academy workshop.
- ERG leaders met one-on-one with Allstate CEO Tom Wilson at their annual meeting, and then joined him at a rally of 100-plus ERG members who thanked him for his support.
- Representatives from all the ERGs participated in the Network and Affinity Leadership Congress in Chicago.
- ERGs supported our Employee Value Proposition by sponsoring a Good Work Series.





# ERGs by the Numbers

ERGs have been a part of corporate America for more than 30 years. Today, 90% of Fortune 500 firms have at least one ERG.

As Allstate and other companies sharpen their focus on ERGs as a way to engage employees and promote diversity, the percentage of Allstate employees involved in an ERG has risen from 5% in 2001 to 23% in 2011. The goal for most corporations is to reach an 8-10% involvement level.

### Did you know?

- 80% of companies provide mentoring and coaching to ERG leaders.
- 64% provide diversity awareness and skills training to ERG leaders.
- 58% provide leadership training to ERG leaders.
- 89% of companies report having an ERG for women.
- 73% of companies report having an LGBTQ ERG.
- 62% of companies report having a multicultural ERG.
- 46% of companies report having an ERG for military veterans.
- 46% of companies report having an ERG for employees with disabilities.

Sources: Diversity Best Practices and DiversityInc.

## The 4Cs of ERGs

Allstate’s Inclusive Diversity team assesses the overall impact, effectiveness and health of ERGs using the 4C ERG Assessment Model developed by Dr. Robert Rodriguez:

- **Career** (professional development for members)
- **Culture** (fostering a more inclusive environment at Allstate)
- **Commerce** (advancing Allstate’s business)
- **Community** (strengthening the external community)



“The ERGs at Allstate definitely help secure the organization’s position as an employer of choice and marketplace leader.”

— Dr. Robert Rodriguez



## Here's how ERGs contributed to all 4Cs in 2013.

**Career** (professional development for members)

### 3AN

- Sponsored the Becoming Mainstream educational series.
- Conducted the Mentoring Asian American Professionals Program.

### AAWN

- Conducted mentoring program with 52 mentor/mentee pairs.
- Sponsored Leadership Competency series.

### AVETS

- Offered opportunities for leadership skill building.

### AWIN

- Hosted AWIN Women's Day celebration.
- Partnered with the Women's Leadership Network to host Joanna Barsh.

### PLAN

- Launched mentorship program.
- Hosted two professional development speakers.

### PRIDE

- Co-hosted Michael Holtz presentation on reinventing yourself.

### PWT

- Offered leadership development opportunities to members.

### YPO

- Offered more than 15 events focused on development, business strategy and networking.

**Culture** (fostering a more inclusive environment at Allstate)

### 3AN

- Held several cultural celebrations, including Chinese New Year, Ramenfest and Diwali.

### AAWN

- Hosted guest speaker Hill Harper.
- Produced a Black History Month Newsletter.

### AVETS

- Offered employee veterans networking opportunities.

### AWIN

- Rebranded our vision and mission to include all women at Allstate.

### PLAN

- Launched "Cafecito" series of meet and greets in home office and remote locations.
- Actively involved in the company's support of Hispanic Heritage Month.

### PRIDE

- Discussed with HR more inclusive/equal benefits for transgender employees.

### PWT

- Helped parents live into the Employee Value Proposition.

### YPO

- Sponsored "Leveraging Generational Diversity to Maximize Your Workplace Contribution," presented by Sangita Kasturi.



**Commerce** (advancing Allstate's business)

**3AN**

- Obtained leads by partnering with Allstate agents at local cultural events.

**AAWN**

- Partnered with Marketing on the "Give It Up for Good" campaign.
- Partnered with Marketing to promote Quotes for Education.

**AVETS**

- Promoted the Allstate brand at veterans events.

**AWIN**

- Connected with other departments to educate them about AWIN's demographics and capabilities.

**PLAN**

- Provided strategic recommendations to increase market share in the Hispanic customer segment.
- Worked to improve the Hispanic customer Claims experience.

**PRIDE**

- Participated in the Chicago Pride Parade.

**YPO**

- Participated in new product focus groups.
- Executive Sponsor Julie Parsons was recognized as a 2013 Top 100 under 50 Executive Leader.





**Community** (strengthening the external community)

**3AN**

- Helped obtain Helping Hands grant for Hanul Family Alliance.
- Acted as an Asian & Pacific Islander American Scholarship Fund reader.

**AAN**

- Raised funds for Gift of Adoption, a national not-for-profit that helps underwrite the costs associated with adoption for families.
- Supported volunteer efforts in the community, notably Hephzibah House (a home for neglected and abused children in Oak Park, Illinois).

**AAWN**

- Held supply and clothing drives for Teen Living Programs.
- Participated in the United Negro College Fund Walk for Education.

**AVETS**

- Promoted all the ways Allstate helps veterans.

**AWIN**

- Deployed 25 Purple Purses countrywide to support domestic violence awareness.
- Promoted breast cancer awareness through walks at home office and in Dallas.

**PLAN**

- Actively involved with Junior Achievement, New Futuro and Casa Central.

**PRIDE**

- Sponsored the Out of the Darkness Suicide Prevention Walk.

**PWT**

- Supported Week of Service, the Purple Purse campaign and a holiday coat drive.
- Partnered with home office daycare center on Veterans Day card craft project.

**YPO**

- Participated in and promoted Allstate blood drives.
- Volunteered with The Posse Foundation (Chicago office), Breakthrough, YMCA and the Wounded Warrior Project.

# ERGs Are for Everyone. Get Involved!

- Become a member
- Sponsor a group
- Collaborate with ERGs
- Support others' involvement in ERGs

Contact the individual  
ERG or Carlos Herrera at  
[cher8@allstate.com](mailto:cher8@allstate.com)  
to learn more.



# ERGs in Action





## Allstate Asian American Network

**President:** Brian Chan  
*Manager, Data Analytics & Strategy*

### **Why did you decide to offer your talents as an ERG leader?**

"To give back to the Allstate ERG community and to help grow and promote my ERG peers."

### **How have you benefited from being an ERG leader?**

"This has been a fantastic opportunity to meet new people, learn about other parts of Allstate, and to lead a team and community that is growing in number and influence."

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#### **Executive Sponsors:**

- *Kathy Swain — Senior Vice President, Internal Audit*
- *Steve Petti — Vice President, Protection Finance*
- *Chetan Phadnis — Vice President, ATO*
- *A.J. Ijaz — Vice President, Agency Sales and Operations*

#### **Board Members:**

- *Marketing Lead — Emily Brown, Marketing Analytics, Research & Administration*
- *Communications Lead — Jennifer Chen, HR Talent & Leadership Effectiveness*
- *Professional Development Lead — Agnes Cook, AFT Application Production Services*
- *Operations Lead — Mariel Lee, Allstate Management Consulting*
- *Program Manager — Rose Molas, ATO International*
- *Social Responsibility Lead — Toni Wunsch, AF Customer Service*
- *Social Responsibility Committee Members — Yasmeen Panawala, Organizational Effectiveness; Varsha Shivakumar, Encompass Regional Marketing*
- *Membership & Engagement Lead — Dan Pendon, Training and Development*
- *Field Liaison Lead — Brad Tandet, ATO Operations*
- *Treasurer — Nina Uy, Enterprise Risk & Return Management*
- *Education Lead — Khai Yang, Agency Technology Strategy*

Email: [AllstateAsianAmericanNetwork@allstate.com](mailto:AllstateAsianAmericanNetwork@allstate.com)

Members: 765





**Mission:** 3AN develops leaders of tomorrow through professional development, networking, cultural awareness and knowledge sharing. 3AN drives innovative business results by helping our members continuously learn and develop as living examples of inclusive diversity. Internally, we advance Asian-Americans at Allstate while externally we collaborate with communities, customers and organizations to strengthen the Allstate brand and reputation.

**Vision:** 3AN leverages its members to drive Allstate’s strategic objectives and business outcomes by inspiring action, accountability and inclusive diversity across all employees.

**Purpose:** 3AN seeks to leverage our membership to enhance the achievement of Allstate business goals and strategies.

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### 2013 HIGHLIGHTS

- ***Growth of the 3AN community in size, importance and influence*** — The role of Asians at Allstate is growing exponentially in importance. Asians are among the fastest-growing employee segments and, from a prospective customer standpoint, are second-highest in growth potential behind Latinos. 3AN is instrumental in providing networking, mentoring and professional development opportunities for Asian employees, and is increasingly making an impact on business results through focus groups, translation services and other innovative activities. To reflect this growth, our membership increased more than 25% in 2013, with continued robust growth expected.
- ***Focus on Leadership Development*** — A major priority for 3AN is to help develop leaders of tomorrow. In 2013, we moved that aspiration forward by hosting numerous leadership events, including the Ascend (Executive Insights Series) leadership training session for 25 high-potential leader candidates and the “Becoming Mainstream: American Culture and Advanced Communication Skills” series. In 2014, we will accelerate this focus by introducing a mentoring program and additional training, education and networking events.

### Collaboration

- Partnered with AAWN, AWIN and YPO to sponsor “The Top 10 Things Nobody Ever Told You About Corporate America,” presented by Billy Dexter, partner with Heidrick & Struggles and member of the Global Diversity Services.

### Partnerships

- Apna Ghar
- National Association of Asian American Professionals — Chicago
- Filipino American Network
- Chicago Chinatown Chamber of Commerce
- Organization of Chinese Americans
- Hanul Family Alliance

### WHAT’S AHEAD FOR 2014?

- Add strategic value to the Allstate enterprise by establishing a stronger connection to appropriate business needs.
- Provide more Asian-oriented professional development training.





Allstate Adoption Network



## Allstate Adoption Network

**President:** Roberta Borst

*Director, Integrated Marketing Communications*

### **Why did you decide to offer your talents as an ERG leader?**

"It allows me to share the joy of adoption with others and to fulfill my desire to give something back, both to Allstate and the broader community."

### **How have you benefited from being an ERG leader?**

"My involvement in AAN has made me a better leader as well as brought me in contact with a wide range of passionate and committed people who I might not have met without my connection to the ERG community."

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### **Executive Sponsor:**

- *Shawn Broadfield — Vice President, Claims*
- *Marcie Molek — Vice President, Claims*

### **Board Members:**

- *Vice President — Michelle Less, Allstate Auto Dealership Program*
- *Board Member — Jay Patel, Allstate Management Consulting Services*
- *Board Member — Annette Keen, Northwest Property MCO*
- *Board Member — Allison Hubert, Integrated Marketing Communications*

Email: [AllstateAdoptionNetwork@allstate.com](mailto:AllstateAdoptionNetwork@allstate.com)

Members: 150





**Mission:** AAN provides information, education and support to Allstate employees who are prospective adoptive parents and/or adoptive parents of domestically and/or internationally adopted children. We also support children's causes, especially those dedicated to helping neglected and abused children wherever they reside.

### 2013 HIGHLIGHTS

- Hosted educational forum on "Raising a Happy and Connected Adopted Child in the Digital Age," featuring noted adoption and parenting expert Carrie Goldman.
- Sponsored a well-attended open house honoring National Adoption Month (November) featuring two noted experts in the adoption field, Carrie Boerio (Dave Thomas Foundation) and Pam Devereux (Gift of Adoption).
- Conducted community outreach working with Junior Achievement Program at Hephzibah House in Oak Park, Illinois.
- Forged a strong sponsorship relationship with Gift of Adoption through board membership and event support.
- Began benchmarking corporate parenting and adoption best-practices work with the Evan B. Donaldson Foundation in New York and Washington, D.C.

### Collaboration

- Worked with AWIN on pilot recommendation to enlist ERG members as needed for consumer insights that drive business, evaluate employee offerings and enhance hiring practices.

### Partnerships

- Gift of Adoption
- Dave Thomas Foundation
- Hephzibah House
- Evan B. Donaldson Foundation (Adam Pertman, executive director)

### WHAT'S AHEAD FOR 2014?

- Complete and publish results of corporate benchmarking research.
- Provide ongoing fundraising support to the Gift of Adoption organization.
- Strengthen the network with expanded board and deeper involvement with other ERGs.

### Thanks for Your Support

- Marcie Molek for her ongoing support and encouragement as our retiring executive sponsor.



## African American Working Network

**President:** Dexter Greene  
*Manager, Product Operations*

### **Why did you decide to offer your talents as an ERG leader?**

"I have a genuine interest in helping others achieve career success."

### **How have you benefited from being an ERG leader?**

"The greatest benefit to me is the relationships I have developed through networking, collaborating and mentoring."

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### **Executive Sponsors:**

- *Cheryl Harris — Senior Vice President, Sourcing & Procurement Solutions*
- *Steve King — Vice President, Talent and Leadership Effectiveness*
- *Gilda Spencer — Senior Vice President, Dispute Resolution Services*

### **Board Members:**

- *Vice President — Nicole Noel, Product Operations*
- *Communication Co-Leads — Ronald Johnson, Claims; Lauren Johnson, ATO*
- *Finance Lead — Pamela Stewart, Enterprise Business Conduct*
- *Membership Operations Lead — Charlene Felters, Claim Technology Services*
- *Membership Strategy Lead — Liu Jones, Policy Administration*
- *Membership Field Liaison Lead — Beverly Landry-Gonzalez, Marketing*
- *Mentoring Lead — Shawn Winters, Allstate Independent Agencies*
- *Measurement Lead — Jacque Campbell, Encompass*
- *Book Club Lead — Janice Whitehead, Claims*
- *Technology Lead — Justin Clarke, ATO*

Email: [AAWNMailbox@Allstate.com](mailto:AAWNMailbox@Allstate.com)

Members: 852

**Mission:** The African American Working Network speaks to the career changes of all men and women and strives to close knowledge gaps by sharing our experiences, leveraging each other's strengths, and improving our opportunities through performance, image and exposure.



### 2013 HIGHLIGHTS

- Increased membership by 37%, including many new members in our field locations through the hard work of nine new field liaisons.
- Mentoring program saw a participation increase of 94%, increasing to 52 pairs from 27 in the prior year. Of the 5% of Allstate employees engaged in formal mentoring, 1% are AAWN members.
- Launched the Leadership Competency Series featuring three speakers with an audience of more than 300 participants from home office and field locations.
- Led a supply drive for Teen Living Programs that collected 500 units and \$1,500 in donations.

### Collaboration

- Worked with PRIDE, PWT and YPO on Teen Living Programs supply and clothing drives.

### Partnerships

- Teen Living Programs of Chicago
- Grainger
- Sodexo
- Discover
- Phi Beta Sigma fraternity

### WHAT'S AHEAD FOR 2014?

- Increase member engagement.
- Support the business.
- Grow our membership.

### Thanks for Your Support

- Ken Branch
- Corporate Relations







Allstate Veterans Engagement Team & Supporters

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## Allstate Veterans Engagement Team and Supporters

**President:** Spiro Tromboukis

*Manager, Allstate Technology and Operations*

### **Why did you decide to offer your talents as an ERG leader?**

"I'm a veteran and appreciate all the things Allstate has done for us so far. I thought it would be important to create this group to connect with other veterans in the organization and to help the business units learn about the value veterans bring to the table."

### **How have you benefited from being an ERG leader?**

"Being the leader of AVETS has helped me tremendously as a manager because I have been able to learn more about the organization. I also have the opportunity to network with other business units, so when I need information or have questions, I'm able to reach out to other areas."

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### **Executive Sponsors:**

- *Matthew Winter — President, Allstate Personal Lines*
- *Opal Perry — Vice President, Enterprise Testing and Release Management*
- *Victoria Dinges — Senior Vice President, Corporate Relations*

### **Board Members:**

- *Vice President — Mark Brown, Allstate Roadside Services*
- *Treasurer — Dawn Hedrick, Investments Operations*
- *Event Planning — Yordanka Milasincic, Allstate Agency Distribution*
- *Talent Acquisition and Diversity Liaison — Tom Vogan, Release & Application Services, AQS*
- *Nonprofit Liaison — Phyllis Higgins, Allstate Business Insurance, Product*
- *Technology — Harun Kazi, Allstate Technology and Operations*
- *Field Liaison Officer — Nate Picone, Foundation Platforms*
- *Social Media Officer — Matt Michalek, SDPS, Windows & UNIX Lifecycle Management*
- *Education Officer — Nicole Gatlin, Homeowners Line Management*
- *Agent Liaison — Nate Hess, Field Sales Development*

Email: [AVETSMembers@allstate.com](mailto:AVETSMembers@allstate.com)

Members: 277



**Mission:** The mission of AVETS is to enhance the overall diversity of the organization by increasing the number of veteran employees, expanding into veteran marketplaces, developing veteran-oriented products and services, utilizing veteran-oriented suppliers and enhancing community outreach.

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### 2013 HIGHLIGHTS

- Sponsored a Veterans Day presentation by Rodrigo Garcia, assistant director for the Veterans Administration in Illinois. More than 100 attendees participated.
- Held a Memorial Day event with guest speaker Matt Winter, president, Allstate Personal Lines.
- Partnered with Agency Operations and the Field Integration teams to help recruit candidates for the Insurance Sales Professional training program and the Agency Owner program.
- Volunteered for Week of Service to clean the apartments of veterans in Chicago.
- Led a military care package drive and shipped more than 355 boxes to troops overseas.

### Collaboration

- Partnered with YPO to hold a “bags” tournament, which raised more than \$800 for the Wounded Warrior Project.

### Partnerships

- Illinois Diversity Council
- Great Lakes Naval Station

### WHAT’S AHEAD FOR 2014?

- Help Allstate agents start a Veterans ERG.
- Partner with the Illinois Diversity Council.
- Continue participation in Great Lakes Naval Station’s Transition Assistance Program.



## Allstate Women's "I" Network

**President:** Patty Drexler

*Senior Manager, Customer Experience & Retention*

### **Why did you decide to offer your talents as an ERG leader?**

"I helped design and implement AWIN's first mentoring program a few years back and really enjoyed helping to expand its footprint. I recognized the group needed to be re-energized and wanted to step up to the challenge."

### **How have you benefited from being an ERG leader?**

"It's been a privilege to work with women who are passionate about the growth and development of themselves and Allstate. I've established new relationships, learned more about the various areas, products and channels at Allstate and become a better listener."

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### **Executive Sponsor:**

- *Carla Zuniga — Senior Vice President, Operations Strategy, Allstate Technology & Operations*

### **Board Members:**

- *Vice President — Diane Krieman, Human Resources*
- *Treasurer — Megan Barcheski, Human Resources*
- *Membership — Noelle Plotke, Customer Experience; Liz Baker, Sourcing & Procurement Solutions*
- *Communications — Kameelah Omar, Corporate Relations; Michelle Therrien, Corporate Relations*
- *Workplace Development — Ildiko Schultz, Operational Accounting; Angela White, Allstate Technology Support Center; Ami Zeman, Internal Audit*
- *Community Support — Robin Bronstein, Auto, Home & Agencies; Dana Keller, Technology Strategy and Support*
- *Marketplace — Christi Cho, IMT My Account Online Services; Amy Norberg, Investment Technology; Kate Tofteland, Human Resources*
- *Dallas, Texas Chapter — Dana Keller, Technology Strategy and Support*
- *Lincoln, Nebraska Chapter — Mary K. Nelson, Allstate Financial*
- *Roanoke, Virginia Chapter — Angela White, Allstate Technology Support Center*

Email: [AWINMembers@allstate.com](mailto:AWINMembers@allstate.com)

Members: 1,000



**Mission:** AWIN is dedicated to providing innovation, influence and inspiration for women across the company to drive their personal growth and business performance and position them as leaders within the marketplace, workplace and community.

### 2013 HIGHLIGHTS

- AWIN conducted an extensive rebranding effort and now focuses on the inclusion of all women throughout Allstate. The “I” in our name represents Innovation (focus on the company and business results), Influence (focus on self and empowerment) and Inspiration (focus on the community). As a result, we were able to double our membership and add a chapter in the Roanoke, Virginia, field office.
- In October, AWIN hosted Purple and Pink Week to promote awareness of domestic violence and breast cancer. We deployed 25 Purple Purses with The Allstate Foundation countrywide, supported two walks (Sprint & Stride in home office and the Pink Pacer event in Dallas), and partnered with the Women’s Leadership Network to host guest speaker Kim Gandy, a national thought leader on women’s issues who shared her insights on negotiation skills, economic empowerment and domestic violence. More than 2,500 employees participated in the walks and we raised more than \$27,000 for the Susan G. Komen Foundation.

### Collaboration

- Partnered with AAWN, YPO and 3AN to sponsor “The Top 10 Things Nobody Ever Told You About Corporate America” presented by Billy Dexter, partner with Heidrick & Struggles and member of the Global Diversity Services.
- Actively participated in companywide ERG leader meetings to better understand and support all ERGs at Allstate.
- Attended the Network and Affinity Leadership Conference to learn and share best practices around building ERGs and diversity and inclusion.

### Partnerships

- Global Women’s Leadership Forum
- Grainger
- Xerox
- Esurance

### WHAT’S AHEAD FOR 2014?

- Continue to develop and grow Allstate’s talent pipeline for future leaders.
- Identify and influence Allstate’s marketplace.
- Establish a sustainable AWIN succession plan.





## Professional Latino Allstate Network

**President:** Olga Castaneda

*Senior Manager, Litigation Services, Law and Regulation*

### **Why did you decide to offer your talents as an ERG leader?**

"I enjoy creating opportunities for people to learn, grow and ultimately shine. ERGs present a unique opportunity to accomplish this goal, which benefits both employees and the company."

### **How have you benefited from being an ERG leader?**

"Personally, it has provided me opportunities to make a difference in communities and in people's lives. Professionally, what I have learned while leading PLAN has directly correlated to my daily job responsibilities. I have learned more about strategic thinking and resource development, and established networking relationships that have been instrumental in helping me take my work and the work of others to the next level."

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### **Executive Sponsors:**

- **Michael Escobar** — *Vice President, Chief Diversity and Organization Effectiveness Officer, Human Resources*
- **Maribel Gerstner** — *President and COO, Allstate Financial Services*
- **Mark McGillivray** — *Senior Vice President, Claims*
- **John Rugel** — *Vice President, Allstate Financial Services*

### **Executive Board:**

- **Vice President** — *Lori León Adukeh, Agency Sales*
- **Secretary** — *Christian Lopez, Marketing IDIC*
- **Treasurer** — *Roberto DeLeon, Corporate Relations*

### **Directors:**

- **Membership Committee Chair** — *Lupe Gallardo, Marketing IDIC*
- **Director/Community Service** — *Candace Ramirez, Encompass Marketing*
- **Director at Large/Elections and Governance Committee Chair** — *Jose Perez, Procurement*
- **Director at Large/Communications** — *Sarah Guzman, ATO*
- **Director at Large/Professional Development** — *Ben Rodriguez, Investments Technology*

Email: [PLAN1@allstate.com](mailto:PLAN1@allstate.com)

Members: 500

**Mission:** Become a partner for Allstate in advancing Latino talent to drive business results.

**Vision:** To develop Latino leaders who can influence company strategy and culture and help make Allstate the industry leader in the Hispanic market.

**Purpose:** PLAN exists to provide a platform for Latino leadership and talent development acceleration, to support Allstate’s growth opportunities in the Hispanic market and to leverage cultural competency for business development.

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**2013 Goals**

- Provide leadership and talent development opportunities.
- Support Allstate growth and reputation in the Hispanic market.

**Member Value Proposition**

- To develop, connect and advance PLAN members and support Latino leadership growth.

**Strategic Priorities**

- Build Latino/member leadership capabilities.
- Develop framework for leveraging Latino cultural competency to influence business growth strategies.
- Enhance the Allstate brand through strategic community involvement.
- Create and pilot PLAN field expansion plans based on PLAN member value proposition.
- Help improve the Latino customer experience.

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**2013 HIGHLIGHTS**

- Sponsored a series of Hispanic Heritage Month events paying homage to Latino leadership and highlighting the richness of Latino culture and history. Cultural, educational and networking events were conducted to help drive awareness of opportunities and challenges for Latinos.
- Ongoing Claims customer experience work.
- Launch of our mentorship program.

**Collaboration**

- PLAN co-hosted MBA panel with YPO.
- PLAN leadership shared best practices around board development with all other ERGs.

**Partnerships**

- HACE
- NSHMBA
- ALPFA
- Casa Central

**WHAT’S AHEAD FOR 2014?**

- Provide leadership and talent development opportunities.
- Support Allstate growth and reputation in the Hispanic market.
- Commit to pressing educational issues in the Latino community.

**Thanks for Your Support**

- Claims organization
- Inclusive Diversity
- Multicultural Marketing team
- Our executive sponsors
- Corporate Relations



# PRIDE



## PRIDE (formerly ANGLES)

President: Matthew Carter

Senior Bookkeeper/Trade Accountant, Investments

### Why did you decide to offer your talents as an ERG leader?

"I had just finished my MBA and saw an opportunity to put it into practice immediately."

### How have you benefited from being an ERG leader?

"I have become more aware of both my strengths and weaknesses. I have also become much more knowledgeable about the LGBTQ marketplace and community and its impact on business."

### Executive Sponsors:

- **Elliot A. Stultz** — Senior Vice President, Assistant Secretary and Deputy General Counsel, Investment Law
- **John Rugel** — Vice President, Allstate Financial Services

### Board Members:

- **Vice President** — Meg McGrath, Claims Strategy
- **Executive Secretary** — Dan Schaefer, Internal Audit
- **Treasurer** — Michael Doolan, California Regional Office

Email: [AllstatePRIDE@allstate.com](mailto:AllstatePRIDE@allstate.com)



**Members:** 225

**Mission:** PRIDE aims to promote a positive and inclusive environment for employees, regardless of sexual orientation or gender identity, through education, networking and workplace collaboration. We will share our vision of equality with customers through community involvement. By encouraging a safe, open and honest business environment, Allstate can become a preferred insurer and employer within the LGBTQ community.

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**2013 HIGHLIGHTS**

- Partnered with Marketing, Corporate Relations and Human Resources to participate in the Chicago Pride Parade. More than 60 employees, family, friends and agents walked the route or rode the float. The parade had more than 1 million spectators.
- Sponsored the Out of the Darkness Suicide Prevention Walk, raising nearly \$5,000 for the event and The Trevor Project.

**Collaboration**

- Co-sponsored a viewing of the documentary “Bully” and Q&A session with PWT and The Allstate Foundation. More than 180 employees and seven companies participated in the home office event. This presentation has been repeated in field offices as well as at other companies.

**Partnerships**

- Out & Equal Chicagoland Regional Affiliate
- American Foundation for Suicide Prevention
- National Gay and Lesbian Chamber of Commerce — Chicago Affiliate

**WHAT’S AHEAD FOR 2014?**

- Assist Human Resources in achieving a rating of 100% on the Human Rights Campaign Corporate Equality Index.
- Strengthen field chapters.
- Provide professional development events in partnership with other ERGs.

**Thanks for Your Support**

- The Allstate Foundation, for its continued support of our anti-hate initiative.
- Out & Equal Chicagoland Regional Affiliate, for providing a centralized database of area events and helping Allstate to become a leader within the region.





## Parents Working Together

**President: Jennifer McGrath**

*Corporate Relations Manager, The Allstate Foundation*

### **Why did you decide to offer your talents as an ERG leader?**

"As a new parent trying to navigate work/life balance, I started connecting with other parents going through similar situations. It quickly became apparent that there was a broader need across Allstate for a group that would unite parents, at every stage of their lives, to share best practices, resources and provide support for each other."

### **How have you benefited from being an ERG leader?**

"I feel fortunate to have had the opportunity to build a new ERG from the ground up, sharpen my leadership skills and help give back to the company and its employees. I have built an Executive Leadership Board of 15 parents from AORs across the enterprise and a membership of over 500 employees. Each member brings a unique perspective and special skills that have helped mold and grow PWT in 2013. We have been united by a common thread — parenthood. These types of connections help strengthen daily business work, employee loyalty, and can help Allstate attract and retain employees."

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### **Executive Sponsors:**

- *Susie Lees, Executive Vice President and General Counsel, Law and Regulation*
- *Guy Hill, Executive Vice President, Product Operations — West Territory*

### **Board Members:**

- *Vice President — Jane Krout, Investment Finance*
- *Co-Treasurers — Tanya Jeong, Corporate Relations/The Allstate Foundation; Samantha Steiner, Product Operations*
- *Co-Secretaries — Efie Vainikos, Law and Regulation; Heather Stenmark, Law and Regulation*
- *Co-Directors of Programming/Events — AJ Schilsky, Encompass; Debbie Landeira, HR; Michele Montgomery-Giczewski, Agency Operations*
- *Co-Directors of Membership — Allie Hannant, Agency Sales; Cheryl LaBanco, Procurement*
- *Advocacy/Community — Chindaly Griffith, Corporate Relations/The Allstate Foundation*
- *Co-Directors of Communications & Marketing — Eryn Swanson, Corporate Relations; Laura Strykowski, Corporate Relations*
- *Members-at-Large — Karl Schmidtke, Regional Marketing; Kate Washburn, Encompass Finance*

Email: [ParentsWorkingTogether@Allstate.com](mailto:ParentsWorkingTogether@Allstate.com)

Members: 500

**Mission:** We advocate on behalf of all parents at Allstate and provide a support system through networking and information sharing for those juggling the challenges of being a working parent.

**Vision:** Through education, communication and leveraging resources, employees will be successful without compromising family life or professional commitment.

**Goals:**

- Focus on the business value PWT brings to Allstate and the connection to employee retention and recruitment.
- Advocate for better policies surrounding maternity leave, paternity leave and benefits for adoptive parents.
- Provide resources to help navigate the unique challenges parents face professionally and personally.

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**2013 HIGHLIGHTS**

- In June, PWT hosted what has become a signature event — Parental Leave 101. The workshop featured an HR representative who guided parents-to-be and new parents through the steps to prepare for short-term disability and FMLA, and answered other questions surrounding taking time off to welcome a new child.



Additionally, a new mom, recently back from maternity leave, was on hand to answer questions first-hand. More than 50 people attended the event in person and an additional 50 participated via WebEx.

**Collaboration**

- In March, PWT partnered with PRIDE, The Allstate Foundation and Facing History to host a screening of the documentary “Bully” and facilitate a conversation about the signs and dangers of bullying. More than 250 employees attended the screening, and other local corporations such as Aon Hewitt, Baxter, CDW, Discover, Grainger, Kraft and Walgreens were invited to attend.

**WHAT’S AHEAD FOR 2014?**

- Act as a business resource.
- Create communications designed to promote awareness.
- Continue to offer networking opportunities.



## Young Professionals Organization

**President:** J'ai Brown

*Human Resources Senior Consultant, Leadership Talent Acquisition*

### **Why did you decide to offer your talents as an ERG leader?**

"I took on this role as an opportunity to continue giving back to YPO, leverage my leadership skills and gain new skills along the way that would allow me to add value to the company. I truly believe in the YPO mission, vision and purpose. This was an opportunity to really drive the strategy behind YPO with a very talented group of other passionate young professionals and supporters!"

### **How have you benefited from being an ERG leader?**

"I gained stronger skills in problem solving, negotiating and delegating. I was able to help develop others and receive great coaching at the same time. I also learned that when you have a strong, supportive team, you can deliver great results and celebrate amazing achievements together!"

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### **Executive Sponsors:**

- *Julie Parsons, Product Senior Vice President — East Region*
- *Bob Wasserman, Senior Vice President, Marketing*

### **Board Members:**

- *Vice President and Operations Co-Lead — Andrew Whittlesey, Investments*
- *Treasurer and Operations Co-Lead — Ryan Johann, Human Resources*
- *Programs Lead — Kimberly Dry, Product Operations*
- *Field Lead — Nicole Calvin, Midwest Region*
- *Events Co-Leads — Brady Olszewski, Product Operations; Fernando Hernandez, Protection Finance*
- *Communications and Marketing Co-Leads — Eva McNamara, Corporate Relations; Shannon Fitzpatrick, Integrated Marketing Communications*

Email: [youngprofessionalsorganization@allstate.com](mailto:youngprofessionalsorganization@allstate.com)

Members: 1,492

**Mission:** Our mission is to help grow and leverage talent by providing development, networking and leadership opportunities for motivated young professionals; build the company's reputation by representing Allstate in our communities; and support our business by sharing young professional and consumer insights.

**Vision:** Five years from now, we envision young, engaged professionals with high leadership potential being in roles of influence across the Allstate enterprise.

**Purpose:** We exist to develop young professionals into future leaders.



### 2013 HIGHLIGHTS

- Conducted Two-Way and Intern Mentoring Programs.
- YPO events attracted more than 1,800 attendees in 2013.
- Partnered with PLAN to host MBA panel discussion.
- More than 300 new members joined YPO in 2013.
- Membership for four piloted field chapter locations increased by 73% over 2012.
- Field chapters hosted/attended 13 events with three large volunteer events.

### Collaboration

- Partnered with AVETS to organize and host a “bags” tournament as part of the Giving Campaign. Eighty members participated and the event raised more than \$800 for the Wounded Warrior Project.

### Partnerships

- |   |                       |
|---|-----------------------|
| ▪ Discover                              | ▪ Teen Living Program |
| ▪ The Posse Foundation (Chicago office) | ▪ YMCA                |
| ▪ Breakthrough                          | ▪ Bare Necessities    |

### WHAT'S AHEAD FOR 2014?

- Continuing professional development through building more external partnerships, offering more insights to the business and increasing volunteer efforts within our communities.

### Thanks for Your Support

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>▪ Allstate Facilities</li> <li>▪ The Allstate Foundation</li> <li>▪ Breakthrough</li> <li>▪ Megan Buttita</li> <li>▪ Grace Lee</li> <li>▪ Laura Piemonte</li> <li>▪ The Posse Foundation (Chicago office)</li> <li>▪ Jeff Thomson</li> <li>▪ All 87 senior mentors</li> <li>▪ External speakers:               <ul style="list-style-type: none"> <li>- Billy Dexter, Heidrick &amp; Struggles</li> <li>- Angel Gomez, Angel Gomez &amp; Associates</li> <li>- Michael Holtz</li> <li>- Sangita Kasturi, LFGSM</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>▪ Internal speakers (outside ERG):               <ul style="list-style-type: none"> <li>- Allstate Toastmasters groups</li> <li>- Becky Abel</li> <li>- Leah Dillon (YPO)</li> <li>- Kathleen Durbin (YPO)</li> <li>- Tom Ealy</li> <li>- Janice Greenberg</li> <li>- Rudy Guerrero</li> <li>- Melanie Lundberg</li> <li>- Brian Roche (YPO)</li> <li>- Jenn Snyder</li> <li>- Barbara Webb</li> <li>- Matt Winter</li> <li>- Floyd Yager</li> </ul> </li> </ul> |
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