



GOOD WORK. GOOD LIFE. GOOD HANDS.™

3AN AAN AAWN ANGLES AVETS AWIN PLAN PWT YPO

EMPLOYEE RESOURCE GROUPS

2012 Annual Report



GOOD WORK. GOOD LIFE. GOOD HANDS.™



One Company for All

At Allstate, we celebrate all — differing ideas, thinking styles and backgrounds. It's part of who we are. That's why we believe in inclusive diversity, where our differences define and strengthen us. This is how we truly reflect the needs and wants of our ever-changing workforce, workplace and marketplace.



"Our promise to put customers first begins with every Allstater knowing they are valued and heard. Inclusive diversity is the bridge that links our employees to this promise, drives our high-performance culture and delivers the innovative solutions necessary to meet the needs of our customers."

Thomas J. Wilson
Chairman, President & Chief Executive Officer



"Employee Resource Groups are an important part of our Employee Value Proposition expressed as 'Good Work. Good Life. Good Hands.' Together we are creating a workplace where you can pursue your purpose, be your best, and have meaningful work as well as opportunities to grow. I'm very proud of the ERGs' accomplishments, growth and impact on our organization. I applaud them for their teamwork and passion that exemplifies the true spirit of inclusive diversity for our company."

Michael Escobar
Vice President, Chief Diversity and Organization Effectiveness Officer



John Pintozzi
Executive Sponsor

A Message from Our Sponsor

2012 was an exciting year for Employee Resource Groups (ERGs), as we grew in membership, collaboration among the groups and overall impact. We gave our members more opportunities by providing new mentoring, networking, and social and career development programs. We gave back to our communities by participating in a variety of events at the local level. And we gave Allstate a competitive edge by providing feedback on products, strategies and benefits, and by contributing to a number of corporate initiatives.

This report details the many ways ERGs helped deliver on the promise of inclusive diversity at Allstate. In doing so, we collaborated with each other, with ERGS from other corporations and with other departments within Allstate to reach our goals.

I'm very proud of what we accomplished last year. Thanks for the incredible energy, passion and creativity you bring. Looking forward to an even better 2013!

John Pintozzi

Senior Vice President
Chief Financial Officer
Allstate Investments

Accomplishing Our Mission

Here's how ERGs worked tirelessly throughout the year to:

- Provide a safe forum where employees with a common interest aspire and develop to reach their highest potential
- Represent Allstate in their communities
- Be a key resource the company relies on for specific consumer and employee insights

BUSINESS IMPACT

- 3AN helped generate leads at community events.
- ANGLES hosted an event explaining the business impact of changes to the Defense of Marriage Act (DOMA).
- AWIN held a World Café event to help leverage its influence on the business and marketplace.
- PLAN held its first Fireside Chat to encourage idea exchanges between PLAN members and leaders.
- More than 100 YPO members volunteered to participate in focus groups or provided data and research for Allstate business projects and initiatives.

COLLABORATION

- 3AN invited members from multiple ERGs to participate in the Stride Against Violence walk benefiting domestic violence awareness and prevention.
- AAN partnered with PWT and Allstate Human Resources to begin benchmarking parental benefits in the Financial Services sector.
- The Leaders as Teachers forum featured executive sponsors from four ERGs and drew 200 attendees.
- Representatives from eight ERGs represented Allstate at the Network & Affinity Leadership Congress (NALC).
- ERG members participated in the Thanks a Million customer calling campaign.
- Monthly core team meetings brought together members of each ERG.
- ERG leaders met with Allstate CEO Tom Wilson to discuss their accomplishments and goals.

3AN

Allstate Asian
American Network

AAN

Allstate Adoption
Network

AAWN

African American
Working Network

ANGLES

Allstate Network of Gay
and Lesbian Employees
and Supporters

AVETS

Allstate Veterans
Engagement Team and
Supporters

AWIN

Allstate Women's
Information Network

PLAN

Professional Latino
Allstate Network

PWT

Parents Working
Together

YPO

Young Professionals
Organization

COMMUNITY INVOLVEMENT

Allstate ERGs collaborated with numerous organizations:

LGBTQ (Lesbian/Gay/Bisexual/Transgendered/Questioning)

- Center on Halsted
- Illinois Safe Schools Alliance
- Point Foundation

Multicultural

- Apna Ghar
- Ascend
- Asian American Institute
- Chinese American Service League
- Chinatown Chamber of Commerce
- Filipino American Network
- National Association of Asian American Professionals
- Organization of Chinese Americans
- Association of Latino Professionals in Finance and Accounting
- Hispanic Alliance for Career Enhancement
- National Society of Hispanic MBAs

Other Partnerships

- Adoption-Link
- Chicago Cares
- The Cradle
- Facing History and Ourselves

Professional Development

- Global Women's Leadership Forum

Veterans

- Employer Partnership of the Armed Forces
- Hero2Hired Program
- Northwestern University Veterans Association
- Wounded Warrior Project

Youth Services

- Junior Achievement
- The Posse Foundation Chicago
- Teen Living Programs

COMMUNICATION

- Employee Community presence was established, featuring a dedicated space and navigation link for each ERG to participate in social media.
- An ERG intranet page was established to house information about the program as well as individual groups.

FIELD OUTREACH

- ANGLES doubled membership in Roanoke, Virginia and added new members in each region.
- AWIN established three new chapters: Lincoln, Nebraska; Dallas, Texas; and the Northeast Region.
- PLAN increased membership by 150 members in the Southwest Region.
- Lincoln, Nebraska employees attended an ERG information session.

NEW GROUPS

- The AVETS installation ceremony brought together Allstaters who support veterans' causes.
- PWT hosted its first event, establishing itself as the eighth Allstate Employee Resource Group.

5 ERGs saw double-digit membership increases in 2012

4,508 employees are impacted by ERGs

9,338 hours volunteered in the community by ERG members

30% overall increase in ERG membership in 2012

25 external community organizations benefited from ERG support in 2012

\$3,500 raised by ERGs for Adopt-a-Family holiday charity

Our Employee Resource Groups and Leadership



Stephanie Ryter



3AN — Allstate Asian American Network

"It's been an amazing journey to see members develop as leaders while giving them opportunities to be themselves in the work environment." — Stephanie Ryter



Roberta Borst



AAN — Allstate Adoption Network

"AAN provides me with the opportunity to assist other adoptive parents. That is such a privilege, given how my life has been enhanced through adoption." — Roberta Borst



Dexter Greene



AAWN — African American Working Network

"I have a genuine interest in helping others achieve career success. The greatest benefit to me as an ERG leader is the relationships I have developed through networking, collaborating and mentoring." — Dexter Greene



Matthew Carter



ANGLES — Allstate Network of Gay and Lesbian Employees and Supporters

"I wanted to use my talent for connecting people to help ANGLES move forward and help make an impact at Allstate. The role has also helped me gain a better understanding of Allstate as a whole." — Matthew Carter



AVETS — Allstate Veterans Engagement Team and Supporters

"A group for veterans did not exist prior to 2012. Now AVETS provides us the opportunity to raise awareness about what a great company Allstate is, and how well it supports its veterans." — Spiro Tromboukis



AWIN — Allstate Women's Information Network

"I believe AWIN can make a huge impact in helping Allstate target our products and services to women consumers and help us compete for new talent." — Elizabeth Garvey



PLAN — Professional Latino Allstate Network

"It is important to me to help others achieve their maximum potential. And my own versatility and ability to think strategically have benefited as well." — Olga Castaneda



PWT — Parents Working Together

"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." — Jennifer McGrath



YPO — Young Professionals Organization

"I'm passionate about helping young professionals along a path of continued education and professional development. Serving as an ERG leader has accelerated my development as well as my career path." — Emily Foss



Spiro Tromboukis



Elizabeth Garvey



Olga Castaneda



Jennifer McGrath



Emily Foss

3AN – Allstate Asian American Network

Leadership Team: Stephanie Ryter, Suchandra Banerjee, Jenn Chen, Jenny Chae, Anu Krishnan, Marty Maloney, Rosemarie Molas, Yasmeen Panawala, Varsha Shivakumar, Nina Uy, Ivy Wen, Toni Wunsch, Khai Yang

Executive Sponsors: A.J. Ijaz, Steve Petti, Chetan Phadnis, Kathy Swain

Email: 3AN-Mailbox@allstate.com

Members: 655

Last July, 21 members of the Allstate Asian American Network piled into a boat and rowed furiously through a stretch of the Chicago River, finishing second in the Chinatown Chamber of Commerce's annual Dragonboat Race for Literacy.

"Before that day, none of us had ever raced a boat!" said Toni Wunsch, 3AN member. "The other teams were impressed that Allstaters actually raced in the event, in addition to providing financial support."

The 3AN team also helped generate leads for local Allstate Agent Tony Wong at other Chinatown Chamber of Commerce events in 2012. Their involvement is part of 3AN's strategy to cultivate external relationships that can increase Allstate's visibility in Asian communities and further Allstate's business goals.

"ERGs and agents can be a great marriage because we both want to generate awareness in the local community," Wong said. "At the end of the day, our efforts are bringing business into my office."

2012 Highlights

- 189 members volunteered 780 hours at 13 events in 2012.
- 240 members attended the Diwali Celebration.
- Launched the Becoming Mainstream: American Culture and Advanced Communication Skills series in recognition of the barriers faced by foreign-born employees.
- As part of the Helping Hands Volunteer Recognition Program, 3AN was chosen as the Champion 2012 Outstanding Team Volunteer award winner.

"ERGs and agents can be a great marriage."

Allstate Agent Tony Wong

AAN – Allstate Adoption Network

Leadership Team: Roberta Borst, Michelle Less

Executive Sponsor: Marcie Molek

Email: AllstateAdoptionNetwork@allstate.com

Members: 175

Annette Keen learned about the Allstate Adoption Network shortly after she started exploring adopting from China, so she eagerly dialed in from the field for a presentation by an international adoption expert. After hearing the speaker describe the typical time, costs and other facts, she and her husband decided a domestic adoption was best for them.

The Keens pursued an adoption through a private attorney, and three-and-a-half years ago, they brought a baby girl home from the hospital. Through it all, AAN members answered questions and shared tips with them. The group provides information, education and support to prospective adoptive parents and adoptive families, all of which add up to a valuable resource for Allstate employees.

"Waiting is very emotionally charged, for both international and domestic adoption," Keen said. "It's very helpful to hear from people who have been successful or have had challenges along the way."

2012 Highlights

- Conducted a comprehensive survey of members to learn more about their needs in order to optimize programming.
- Invited psychologist and researcher Tony Tran to present a webinar on the social, emotional and academic development of children adopted from other countries.
- Hosted Judy Stigger from The Cradle adoption agency, who updated members on current issues and trends in domestic adoption.

"Waiting is very emotionally charged. It's helpful to hear from people who have been successful."

Annette Keen

780 hours
volunteered by 189
3AN members at 13
events in 2012



3AN members compete in the Dragonboat Race for Literacy.

There are **1.5**
million adopted
children and
7 million adult
adoptees in the US.



AAN board members planning 2013 speaker events.

AAWN – African American Working Network

Leadership Team: Dexter Greene, Nicole Noel, Diamond Ingram, Ronald Johnson, Erika Bakkar, Charles Freeman, Pamela Stewart, Charlene Felters, Liu Jones, Beverly Landry-Gonzalez, Shawn Winters, Jacque Campbell, Tonya Briggity

Executive Sponsors: Cheryl Harris, Steve King, Patty VanLammeren

Email: AAWNMailbox@allstate.com

Members: 652

When Felicia Green entered the African American Working Network’s mentoring program, her goal was simply to be promoted. Her mentor helped her recognize her job is a career. “She helped me see the big picture — how my work helps achieve our goals, and ultimately, serve customers.”

In 2012, the program served 27 pairs, including Green and her mentor. The individuals on both sides of the relationship represent diverse ages, ethnicities and backgrounds, and many are in field offices across the country. Mentors are senior managers and above who want to help others grow professionally.

After mentees identify their strengths and opportunity areas, mentors help them tailor their goals, better articulate their contributions, or fine-tune soft skills, such as taking ownership or presenting a more polished image.

“The whole purpose is to make sure mentees have the skills and opportunity to bring their best selves to work, and help Allstate gain a competitive advantage,” said Shawn Winters, who leads the program.

2012 Highlights

- Held five sessions for members, designed to improve their understanding of Allstate’s Organizational Success Factors.
- Volunteered 60 hours with the Teen Living Programs and also provided \$2,200 in donations and 1,300 clothing items.

“She helped me see the big picture — how my work helps achieve our goals.”

Felicia Green



AAWN members organize clothing donations for the Teen Living Programs.

ANGLES – Allstate Network of Gay and Lesbian Employees and Supporters

Leadership Team: Matthew Carter, Craig McClure, Michael Doolan, Kindra Graham

Executive Sponsor: Elliot Stultz

Email: angles@allstate.com

Members: 191

In 2012, the Allstate Network of Gay and Lesbian Employees and Supporters jumped at the opportunity to bring a prominent national LGBTQ advocate to Allstate to contribute to the dialogue about how to stop hate crimes. The speaker? Judy Shepard, the mother of Matthew Shepard, a Wyoming college student murdered in 1998 because he was gay.

Shepard spoke to 800 attendees at Allstate’s home office and in offices around the country, drawing parallels between hate crimes in the LGBTQ community and other communities throughout history and in the present day.

This type of event “brings the conversation about gay, lesbian and transgender out into the open,” said Craig McClure, an ANGLES member.

ANGLES members felt encouraged that three other corporations in Chicago’s north suburbs, as well as The Allstate Foundation, provided support to bring Shepard to campus. “Three to five years ago, this event probably never would have happened here,” said Matthew Carter, president of ANGLES.

2012 Highlights

- Increased overall membership by 50%.
- Doubled their membership in Roanoke, Virginia and added new members in each of Allstate’s 14 regions.
- Hosted an event explaining the business impact of any future changes to the Defense of Marriage Act (DOMA)

“Our goal is to make Allstate more open and welcoming to the LGBTQ community.”

Matthew Carter



The Board of ANGLES welcomes Judy Shepard.

90% of mentoring program participants felt their understanding of Allstate’s Organizational Success Factors increased because of the program

75% of LGBT youth say that most of their peers do not have a problem with their identity as LGBT

251 Allstaters
joined AVETS in its
inaugural year

AVETS - Allstate Veterans Engagement Team and Supporters

Leadership Team: Spiro Tromboukis, Brandon Noel, Mark Brown, Dawn Hedrick, Caleb Smith, Yordanka Milasincic, Connie Dennis, Tom Vogan

Executive Sponsors: Vicky Dinges, Opal Perry, Matt Winter

Email: AVETSCommittee@allstate.com

Members: 251

In May of 2012, an American flag flew over the U.S. Capitol to salute Allstate's newest ERG: Allstate Veterans Engagement Team and Supporters. AVETS brings together veteran employees, spouses, siblings, and supporters to raise awareness of veterans' issues while finding business and career development opportunities for veterans.

Former U.S. Representative Robert Dold (R-IL) presented the flag during the AVETS inauguration in September, attended by employees, Allstate leaders, and local elected officials including State Representative Elaine Nekritz (D-IL).

"The inauguration was the start to all of the good things this group can bring to Allstate and its former and present vets," said AVETS member Dale Milone. "I am very proud to be a veteran and to be part of AVETS."

Today the AVETS flag is displayed at Allstate's home office, and AVETS is now poised to continue making a difference in the lives of Allstate veterans for years to come.

2012 Highlights

- Participated in RecruitMilitary Opportunity Expo 2012.
- Gained 251 members in inaugural year.
- Collaborated with organizations such as the Employer Partnership of the Armed Forces, the Hero2Hired Program and the Northwestern University Veterans Association (NUVA).

"I am very proud to be a veteran and to be part of AVETS."

Dale Milone

AWIN - Allstate Women's Information Network

Leadership Team: Elizabeth Garvey, Lisa Barthels, Ami Zeman, Angie Keister, Diane Krieman, Robin Bronstein, Kate Tofteland, TJ Plonka

Executive Sponsor: Sandy Figurski

Email: awin@allstate.com

Members: 550

Early in 2012, a conversation between now general counsel Susie Lees and Allstate Women's Information Network (AWIN) President Elizabeth Garvey about a *Today* show story on women's communications styles spawned the "Finding Your Voice" series of workshops at Allstate.

The events helped women improve their confidence when speaking and sharing their opinions. One "Finding Your Voice" talk featured renowned communications expert Helene Lerner. AWIN member Robin Bronstein recalls how Lerner "told a story about a colleague named Suzanne who always had her best interests at heart. She told each of us to find our 'Suzanne.'"

Afterward, Bronstein's former team member, Aruna Siripuram, asked Bronstein to be her "Suzanne."

"There are times in everyone's life where they feel they may not be able to achieve the goals they've set," says Siripuram. "I feel for women especially it can help to talk through the situation with a coach/friend. AWIN creates that environment to find support."

2012 Highlights

- Partnered with the Allstate Foundation to promote the Purple Purse campaign, raising awareness about domestic violence issues.
- Hosted a "speed mentoring" event as part of Innovation Unleashed.
- AWIN members were invited to a women-focused session of Energy for Life.

"AWIN creates that environment to find support and share achievements."

Aruna Siripuram

Women are projected to account for **51.2%** of the increase in total labor force growth between 2008 and 2018



The AVETS inauguration ceremony brings together veterans and supporters from Allstate and the community.



AWIN members attend the Finding Your Voice series.

150 employees in Allstate's Southwest Region joined PLAN in 2012

PLAN - Professional Latino Allstate Network

Leadership Team: Olga Castaneda, Lori León Adukeh, Christian Lopez, Adrian Santillanes, Lupe Gallardo, Candace Ramirez, Nancy Cazares, Sarah Guzman, Ben Rodriguez

Executive Sponsors: Rico DiGirolamo, Michael Escobar, Maribel Gerstner

Email: plan1@allstate.com

Members: 400

The Professional Latino Allstate Network (PLAN) was honored with a national award in 2012. In December, *LATINA Style* Magazine announced PLAN had earned a place on its list of the Top Five Employee Resource Groups of the year. In its December 2012 issue, the magazine highlighted some of PLAN's 2012 accomplishments including offering new development opportunities to members, introducing fireside chats with leaders, and continuing involvement with nonprofit partners like Casa Central, HACE and ALPFA.

LATINA Style based its third annual search for the Top Five ERGs on a number of criteria related to community involvement, employee empowerment and business impact, such as diversity recruitment, employee retention, mentoring, product or service development, and consumer outreach.

"This award has invigorated members with a new level of passion and commitment," said Lupe Gallardo, PLAN board member. "We are excited to continue finding ways to move Allstate's strategic priorities forward."

2012 Highlights

- Membership growth strategy included increasing regional membership to include 150 new members in Arizona and New Mexico.
- Launched Fireside Chats to discuss state-of-the-business topics with leaders, and leverage PLAN members' ideas; the first Fireside Chat resulted in a partnership between PLAN and Claims.
- Hosted "A Day in the Life of a Premier Agency Owner and a Top Latino Sales Manager."

"We are excited to find ways to move Allstate's strategic priorities forward."

Lupe Gallardo

PLAN leaders Olga Castaneda and Lori Adukeh with Agency Owner Leydine Zapata and Robert E. Bard, CEO of *LATINA Style*, attended the *LATINA Style* conference to accept our awards for 2012.

PWT - Parents Working Together

Leadership Team: Jennifer McGrath, Jane Krout, Tanya Jeong, Efi Vainikos, Heather Stenmark, Megan Caminiti, Dolores Georg, Debbie Landeira, Allie Hannant, Cheryl LaBanco, Karl Schmidtke, Chindaly Griffith, Sam Steiner, Laura Strykowski, AJ Schilsky, Eryn Swanson

Executive Sponsors: Guy Hill, Susie Lees, Joan Walker

Email: pwt@allstate.com

Members: 400

Raising children successfully from infancy to adulthood, while also tracing the arc of a career, can be a difficult task for many working parents. In 2012, the birth of a new ERG, Parents Working Together, provided a group to help Allstate parents maximize their work/life balance.

PWT programming aids new and not-so-new parents alike. For example, PWT welcomed Bob Murray, Dean of Enrollment Management at Illinois Wesleyan University, to campus to shed light on the college admissions process. Murray candidly answered audience questions such as, "Which kinds of extracurriculars make for a strong college application?" and "How involved should I be with the college selection process?"

"The college event was valuable for a number of reasons," said Matt Manzella, Director of Technology Innovation. "It was convenient (over lunch and just down the hall), and the speaker had the right insight and knowledge to address all of our questions and concerns."

2012 Highlights

- Hosted a Parental Leave 101 workshop for members.
- Celebrated Allstate's inclusion on the 2012 *Working Mother* 100 Best Companies List.
- 400 Allstaters joined PWT in its inaugural year.

"The speaker had the right insight and knowledge to address all our questions."

Matt Manzella

In 2012 **70.5%** of working mothers and **93.3%** of working fathers have children under the age of 18



PWT gathers for an executive board meeting.

YPO - Young Professionals Organization

Leadership Team: Emily Foss, J'ai Brown, Andrew Whittlesey, Kimberly Dry, Jackie Javior, Kevin Sobocinski, Scott Heck, Brandyn Heemsker, Eva McNamara

Executive Sponsors: Julie Parsons, Robert Wasserman

Email: youngprofessionalsorganization@allstate.com

Members: 1184

Early in their careers, some young professionals may feel they have limited opportunities to shape their company's products and services. That's not the case for members of Allstate's Young Professionals Organization (YPO), who helped mold Allstate's products and culture through focus groups, idea blitzes and surveys in 2012.

YPO members applied firsthand knowledge in an idea blitz about how to make Allstate the top choice for renters insurance among young adults. "It was good to know we could add value to the business as leaders thought through how to put the product to market," said J'ai Brown, vice president of YPO.

During focus groups about Allstate's employee value proposition, members of YPO and other ERGs were tapped by HR leaders for their diverse perspectives.

"We bring a personal understanding of what young professionals seek," said Andrew Whittlesey, treasurer of YPO. "And, it gives us a chance to get outside our formal roles and contribute to other areas of the company."

2012 Highlights

- YPO held a three-part series on networking, including a "how-to" session, a speed networking event with peers, and a networking session with senior leaders to practice newly-acquired skills.
- Worked with The Posse Foundation to provide mentoring and career development opportunities to at-risk students.

"It was good to know we could add value to the business as leaders thought through how to put the product to market."

J'ai Brown

What's Ahead for 2013

3AN — Increase visibility and involvement of Allstate within the Asian community.

AAN — Refine mission and revitalize the organization to meet the evolving needs of members.

AAWN — Expand membership and increase member engagement.

ANGLES — Partner with other ERGs (internal and external) as well as The Allstate Foundation to promote support of the LGBTQ community, raise awareness and offer education.

AVETS — Partner with HR to assist with recruiting veterans.

AWIN — Establish relationship through Allstate's network of women-owned agencies.

PLAN — Support Allstate's growth and reputation in the Hispanic market and help improve the Latino customer experience.

PWT — Focus on the business value PWT brings to Allstate and the connection to employee retention and recruitment.

YPO — Continue providing frequent opportunities for members to develop professionally.

Thank you for the support

Allstate

The Allstate Foundation	Jim Anich
AAWN Mentors	Robert Birman
APCC	Renada Dukalskis
Corporate Relations	Jan Epstein
Facilities	Mike Guilford
Inclusive Diversity Team	Kathy Gilligan
Marketing	Sanjay Gupta
Talent Acquisition	Suren Gupta
	Susie Lees
	Lisa McNally
	Winnie Nguyen
	Kristin Ortman
	Madeline Parisi
	Maria Racho
	Zachary Raimi

Other Organizations

Cheryl Debusman (*Casa Central*)
Angel Gomez
Solskin Gomez-Krogh (*ALPFA*)
Marlene Gonzalez (*LCG Now founder and author of "Latinization"*)
Patricia Mota (*HACE*)
Dr. Robert Rodriguez

Other Companies

CDW
HSBC
Walgreens

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 to learn more.

192 YPO members on average were in attendance at YPO's 24 events in 2012



YPO members share ideas during a planning meeting.