

Employee Resource Groups
2015 ANNUAL REPORT



GOOD WORK. GOOD LIFE. GOOD HANDS.®



Message from all-ERG Executive Sponsor John Pintozzi

SVP & Investment CFO, Finance

“I continue to be inspired by the great work of our ERGs, and the contributions they provide to ensuring Allstate is a place where all individuals can feel valued, respected and included. Each year, Allstate’s Employee Resource Groups have a huge impact on our company, employees and communities. They provide numerous employee development, networking and leadership opportunities, rich insights, and countless volunteer hours. As you will read below in the individual ERG updates, each group has accomplished amazing things in the last year. ERG leaders and members embody the Leadership Principles every day. As we all learn to live into Our Shared Purpose, I encourage you to leverage the ERGs as a means to do so. You might begin by attending an ERG event or starting a dialogue with your leader about how you can best engage and grow in our ERGs — you never know, your name could be in the next Annual ERG Report.”

What is inclusive diversity?

At Allstate, inclusive diversity is one of our core values. Actively seeking out and leveraging the collective mixture of individual differences and similarities improves business outcomes for our workforce, the marketplace and our communities. As a company we are committed to holding each other accountable for creating an inclusive environment where diverse perspectives are encouraged and embraced. Our commitment to inclusive diversity influences how we do business; it helps us connect with our customers and each other. The Inclusive Diversity team is the proud sponsor of such an active Employee Resource Group program.

Why is inclusive diversity important at Allstate?

Leveraging different perspectives creates an engaging, innovative workplace.

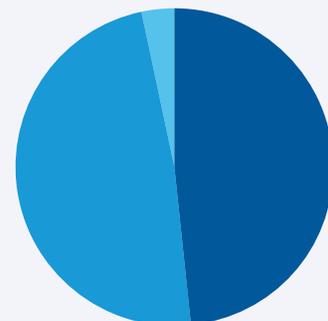
- Individuals thrive and perform at their highest levels when our environment welcomes different perspectives, backgrounds and cultures.
- This welcoming environment also helps Allstate attract and retain the best talent and reach even higher levels of employee and customer satisfaction.
- Embracing a culture of inclusive diversity can help challenge current assumptions and nurture an openness to change.

2015 ERG Program Mission

The Employee Resource Group program is built on a strong and meaningful Mission statement. It is from this platform that each group individually determines their direction.

Mission: 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.

Location of Employees in ERGs



- 48.20% Field
- 48.50% Home Office
- 3.30% Home Based



Message from Stephen Cornejo Garcia

Director Inclusive Diversity

“ERGs are a critical part of Allstate’s journey around inclusive diversity. They are a driving force that enables Allstate to create a more inclusive environment where everyone has the opportunity to achieve their full potential. ERGs provide opportunities for all employees to connect with others, grow personally and professionally and make a difference for the company. It’s amazing to see the growing impact of ERGs not only in terms of membership across the country but also in terms of their contributions to our

business. They are clearly a differentiator for us in a very competitive market place.”

Understanding ERG Impact

To understand the overall impact, effectiveness and health of ERGs, the Allstate Inclusive Diversity team uses a comprehensive Assessment Model developed by Dr. Robert Rodriguez. The 4C model captures information on four key elements vital to ERG success:

Careers: Help members enhance their careers via strong professional development efforts and serve as a talent engine for the organization

Commerce: Helping to drive business results

Culture: Have a positive impact on its members by enhancing their sense of pride and knowledge

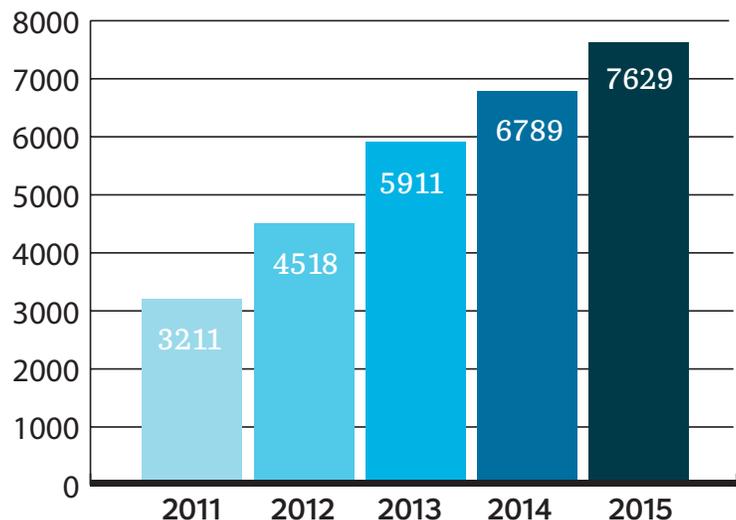
Community: Focus externally and have an impact on their communities.

Individual team results are listed on each profile page.

Employee Resource Groups help drive Inclusive Diversity

At the heart and soul of the Employee Resource Groups (ERGs) is the belief that our collective success comes from a chorus of many different voices. ERGs are critical to translating the passion of the individual “me” into the power of “we” through building business relationships, supporting one another in professional development, and creating a sense of community among Allstaters. This is how we bring Our Shared Purpose to life. After all, when we are valued and accepted for who we are, we work harder, meet customer needs more effectively, share better, and develop more innovative ideas.

Total ERG Memberships



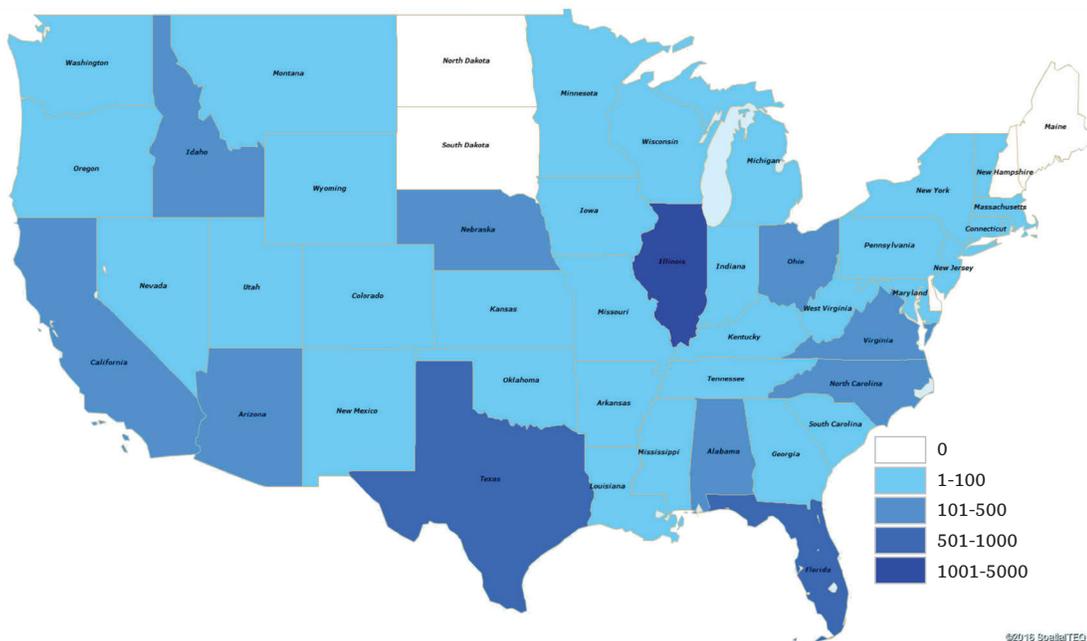


Message from Christy Harris

Vice President Talent Acquisition and Inclusive Diversity

“As the new leader of Inclusive Diversity, I’m excited to continue to support the growth and impact of our ERGs as a key part of Allstate’s Inclusive Diversity strategy. With the launch of the Inclusive Diversity Commitments, ERGs have a great opportunity to drive business results and expand their impact across the company. I look forward to partnering with the ERGs and leaders throughout Allstate to deliver on these commitments and help us be the company we aspire to be.”

Total ERG Membership by State



ERGs are for all employees!

Get involved with ERGs by contacting their direct email address listed on the pages below, or by visiting the Employee Community and hovering over “Enterprise Groups.”



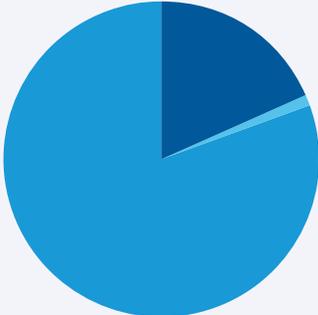
“I am a leader of 3AN because it helps me define what it means to be at a company with purpose-driven people; we need to feel that we belong, that what we do matters, and that we are always learning.”

2015 ERG President: Nina Uy

2016 Focus / Mission / Vision

3AN’s mission is to leverage the unique talents in our Asian American community to strengthen Allstate’s value and to help develop the full potential of Allstate employees. We wish to create an inclusive environment where members from any background can benefit from and share a passion for Asian American interests.

Total Members:



Category	Count
Field	145
Home Office	633
Home Based	8

2015 Top Accomplishment

In 2015, 3AN expanded our ERG footprint outside of Home Office with two new chapters in California and focused on strengthening employee development for our members.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

- Retired Wal-Mart CFO Michael Fung spoke about his senior leadership experience of a Fortune 1 company to kick-off Asian Pacific American Heritage Month (APAHM) in May
- Retired Big 4 accounting firm partner Janet Wong presented the Ascend Executive Insight Series on Learn to Improve Your Personal Brand
- Commenced and piloted the 3AN mentoring program with 20+ participants from Home Office and the field
- Held a session on Meaning & Benefits of Mentoring, Coaching, and Sponsorship with Allstaters Alysha Davis and Linh Lawler

Commerce

We Win Together: Partnering across the business

- Facilitated Dialogue with Connected Car Executives Grady Irey, Chetan Phadnis, & Ginger Purgatorio; signed up 30+ testers for Allstate Connected Car Proof of Concepts
- Signed up volunteers for the countrywide Industrial Engineering Agency study
- Collaborated with Innovation Team to deepen consumer insight on cross-selling life and retirement products to P&C consumers

Hearing from our members

“We started a pilot mentoring program and provided career building events over the year. It was a strong start to a renewed focus on career development and leadership programming for 3AN.”

— Susan Chung, 3AN Board Member, Head of Global Strategy, Allstate Investments

“I plan on inspiring active participation from all members and getting them united to help with development opportunities within the company, assist others, recruit more members, and to bring diversity awareness around us.”

— Amy Lam-McGhee,
Northern CA Chapter Lead

“As a bilingual, I have a genuine understanding of those who are new to the country or not completely fluent with the English Language. I’m also innovative — I bring new and applicable ideas to the table.”

— Ada Wong, Southern CA Chapter Lead

- Partnered with AAWN and HR Talent Leadership & Effectiveness for the Get Moving Campaign to promote wellness initiatives and increase employee productivity
- Held a Lunch & Learn on Allstate Asian Indian Marketing Campaign to support multicultural marketing

Community

We’re Here to Serve: Positively impacting our communities

Supported the following Asian American & Pacific Islander (AAPI) external organizations:

- Ascend/ NAAMBA (National Association of Asian MBAs)
- NAAAP (National Association of Asian American Professionals)
- OCA (Organization of Chinese Americans)
- Chinatown Chamber of Commerce
- Junior Achievement
- Apna Ghar
- Asian Youth Services
- Chicago Dragon Boat Race for Literacy
- The White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI)

Culture

- 3AN Lunar New Year celebration Year of the Sheep kicked off the year featuring Chinese musical instruments, a Tai Chi demonstration, and Inclusive Diversity highlights at Allstate
- 3AN newsletters featured recipes contributed by 3AN members and spotlights on key holidays/celebrations of Asian Americans and Pacific Islanders (AAPIs)

Get involved with 3AN!

To become a member, email AllstateAsianAmericanNetwork@allstate.com, then join the conversation on the 3AN Employee Community.



“We’re committed to the concept of inclusive diversity not as a learned practice, but rather as something that’s second nature for our members and our fellow Allstaters throughout the enterprise.”

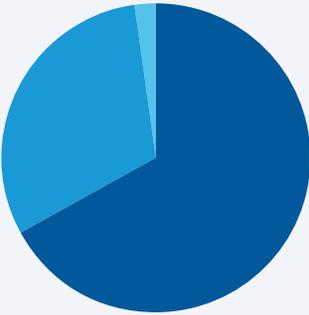
2015 ERG President: Nicole Walker
Liu Jones, *Interim President, July-December*

2016 Focus / Mission / Vision

AAWN is an advocate for the personal and professional enrichment of African American and African ancestry talent across the enterprise.

We foster a workplace where all employees can thrive by bringing diverse perspectives that contribute to Allstate’s business objectives through professional development, cultural & community engagement, and workforce collaboration.

Total Members:



703 Field
325 Home Office
21 Home Based

2015 Top Accomplishment

In 2015, AAWN evolved from an organization to a community. We re-structured the board, adopted a new mission, and completed a re-branding campaign. AAWN has been renewed and is ready to tackle future challenges and opportunities head on.

Success across the 4C Model

Career
We Continuously Get Better and We Develop Each Other

- We married elements of Allstate’s “Leadership Principles” into the key themes of our Black History Month programming, including a keynote speech from Grammy and Oscar-winning entertainment executive Amir Windom and a panel discussion featuring African American Allstate leaders past and present.
- We hosted a workshop in our home office featuring an executive recruiter and her perspective on success in an increasingly diverse workplace.

Commerce
We Win Together: Partnering across the business

- We partnered with Human Resources to secure program metrics from previous years. As a result, two new employees were hired due to a referral from our members.
- We also partnered with Human Resources to learn more information about Allstate’s recruitment of recent college graduates, and volunteers were empowered to visit college campuses (both near home office and our regional offices) to participate in career fairs.

Member Success Stories

- A field liaison identified “presentation skills” as one of her development areas at the beginning of the year. Through her work with AAWN, she had an opportunity to close that gap through several presentations to fellow AAWN team members.
- Another field liaison improved her leadership skills by leading a mentoring program in one of our field locations.

Community

We're Here to Serve: Positively impacting our communities

- Teen Living Program builds community, hope and opportunity for youths who are homeless. We have had a number of seasonal drives for this organization, including winter clothing, back to school, personal care and holiday season efforts.
- Junior Achievement inspires and prepares young people to succeed in a global economy. We partnered with PLAN on “You’re Hired Day” last fall. Approximately 75 students from the Wheeling school district took a tour of Allstate and received tutelage from volunteers on resume writing and potential career paths at an insurance company.
- The Chicago Humanities Festival connects people to the ideas that shape and define us, and promotes the lifelong exploration of what it means to be human. At the annual Chicago Humanities Festival, our volunteers helped to run backstage operations, sell tickets and assist with various other duties.

Culture

- In the field, the Birmingham MCO welcomed noted radio personality Tom Joyner in October. Tom held a meet-and-greet session with our newly formed local AAWN chapter, and was pleased to pose for photographs with everyone who attended. He also thanked the group for Allstate’s support of the Tom Joyner Foundation and its impact on Historically Black Colleges and Universities. In addition, a local agent in attendance presented Tom with a pair of checks for the Tom Joyner Foundation totaling \$1500.
- In Home Office, members were privileged to join former Ebony Magazine editor-in-chief Mitzi Miller for a salon dinner discussion about the movie Selma and the modern state of civil rights. Attendees shared openly and were transparent about their personal and family struggles and the impact the civil rights movement had on them. We laughed and cried together.

Get involved with AAWN!

To become a member, email AAWNMailbox2@allstate.com,
then join the conversation on the [AAWN Employee Community](#).



“From Michelle Obama “I am an example of what is possible when girls from the very beginning of their lives are loved and nurtured by people around them. I was surrounded by extraordinary women in my life who taught me about strength and dignity.” AWIN embodies this support for me and for the women at Allstate.”

2015 ERG President: Diane Krieman

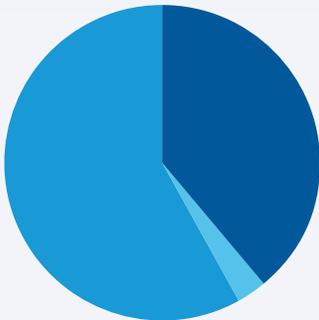
2016 Focus / Mission / Vision

Main Goal: Help women develop and achieve their personal and professional purpose

Continued Focus Areas:

- Measurably impact the business
- Community Building — External and Internal: Sponsor and support corporate women’s initiatives

Total Members:



541 Field
800 Home Office
43 Home Based

2015 Top Accomplishment

One of our earliest events involved pulling together Agency Owners to better understand effective strategies for selling to women as well as understand how Female Agency Owners are highly successful. We launched the Senior Leader Network group (SLN) for F salary band and above women. We are most proud of our increased presence and impact in 2016 because we hosted and/or partnered with other ERGs on many outstanding leadership development programs as well as created a monthly newsletter to help us stay front and center with our members.

Success across the 4C Model

- Career**
We Continuously Get Better and We Develop Each Other
- “**Like a Girl!**” webinars focused on understanding the impact of gender bias in the workplace and provide strategies for addressing those biases
 - “**Get out of Your Own Way**” session and field-based webinar focused on providing women with strategies for understanding and fighting their inner critics and provided tips for mastering their mindset for success
 - Launched 8 EmpowerRing mentoring circles with more than 100 women focused on specific topics including Finding Your North Star and Leadership Principles
 - “**Effective Networking**” session hosted by a Lake Forest professor
 - “**Thriving vs. Surviving**” session to provide strategies for building resilience

Member Success Stories

“In the time that I have been an active member of AWIN, I have had a wealth of experiences that I could draw from and leverage for my own career development . . . Most recently, I have had opportunities to drive the strategy and goals for the group, present them to our executive sponsors, and share them with the membership at a kick-off meeting. I continue to be challenged in new ways by AWIN and the experiences that I have had have helped me to grow and develop as a leader at Allstate.”

— AWIN Vice President, Sara Ring

“Since becoming an active member of AWIN I have been able to learn more about myself, Allstate, and experience how ‘We Win Together’ . . . My experience has been nothing short of amazing: the insight, advice, networking connections, introductions, support, and development opportunities have made an invaluable impact on my life. I am excited about my future here at Allstate and I have AWIN to thank for that. Each and every member of our leadership team welcomes and cheers my input, ideas, and encourages me to continue to make a name for myself within Allstate. I don’t know what I would do without them.”

— Core Team Leader

- **“I Regret Nothing”** with NY Times author/bestseller Jennifer Lancaster focused on her story of her personal path to emotional and physical wellness
- **“Business Acumen Demystified”** session hosted by our Senior Leadership Network sub-group

Commerce

We Win Together: Partnering across the business

- Conducted an Agency Owner Panel of top Agency Owners focused on successful strategies for selling to women
- Participated in focus groups, engaged members to provide feedback related to Connected Car, and participated in the Drivewise trial

Community

We’re Here to Serve: Positively impacting our communities

- Sprint & Stride to support Susan B. Komen Breast Cancer Awareness
- Purple Purse against Domestic Violence
- Home of the Sparrow to support women/mothers in need
- Lurie’s Children Hospital — made mother’s day and father’s day cards for parents of sick children

All of these activities provided a great vehicle for our members to not only contribute to the community but to network internally and strengthen our community. One of the most memorable events was the Mother’s Day card event where we got a personal note from one of our members who had a child with cancer acknowledge how impactful this was for her personally.

Get involved with AWIN!

To become a member, email AWIN@allstate.com,
then join the conversation on the AWIN Employee Community.



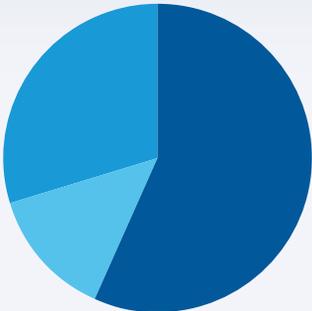
“AVETS is one of the smaller and youngest of the ERGs, but 2015 was a year of great accomplishments and maturity for the group. I would encourage others to join us in 2016 as we aspire to have both veterans and non-veterans join our ERG. As I hand over the reins of AVETS, I know that we have successfully lived up to our motto of “WE OWE IT TO OUR VETERANS TO MAKE SURE THEY SUCCEED AT ALLSTATE.”

2015 ERG President: Mark Brown

2016 Focus / Mission / Vision

One focus for 2016 is expansion and engagement: expanding and gaining more field chapters, while also recruiting more Allstate veterans. We also want to keep our current members engaged through our events and communications.

Total Members:



Category	Count
Field	144
Home Office	75
Home Based	34

2015 Top Accomplishment

In 2015, we shipped more than 1,000 boxes overseas to our troops. We had two drives for our troops: one in April during Bring Out the Good Month, and one in November, in which employees across Allstate helped gather food items, candy and cards for our troops. Not only do our employees really get involved and participate in the drive, but the drive has a huge impact on our troops overseas. The pictures and appreciation we receive is amazing. It further establishes our mission and purpose as a group – we’re here to serve.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

During PTSD Awareness Month we hosted a panel discussion with The Road Home Program of Rush Medical. Several professionals came to Allstate to discuss the impact of PTSD and how to cope when dealing with PTSD – whether a veteran, a family member, a friend, or coworker. It was an enlightening panel discussion, which we “live-tweeted” on the Employee Community, sharing key pieces of advice for those unable to attend. We also shared the discussion on-demand for our field members and those not members of AVETS.

Commerce

We Win Together: Partnering across the business

We worked closely with Agency Operations to help communicate about the expansion of their Military Veterans’ Licensed Sales Professional Insurance Training Program, a

Member Success Stories

In 2015, we launched our ERG newsletter, and over the year we have been able to use this platform as a way to connect our members and share powerful stories from veterans across Allstate. One of the most powerful was from a member who struggled with PTSD when he returned from Afghanistan. This is not an easy topic to discuss, but after sharing his story in our newsletter and on the Employee Community, we received an incredible response from not just members, but other employees at Allstate. Employees expressed gratitude for sharing his story, and many even began to open up about their own experiences. It was amazing to see how one story could have such a powerful effect.

unique training program designed to help veterans transition from serving our country to serving customers. The program launched in California in July and in Virginia in August, and will continue to evolve and expand. As of November 2015, nearly 1,700 veterans had submitted their information via the online form through AllstateVeterans.com to express their interest in the program. Over 300 applications have been submitted. Many agency owners in CA and VA have expressed their formal interest in interviewing and hiring a veteran.

We offered continuous support in hiring veterans, and we are working with Agency Operations, Human Resources and a number of other areas in 2016 to expand and develop their respective programs and assist as a sounding board.

Community

We're Here to Serve: Positively impacting our communities

We partnered with and supported Veterans Network Committee of Northern Illinois and Rush Medical – the Road Home Program.

Culture

Our Veterans Day event was a big hit! We had more than 300 people attend the live event, and over 800 people watch the event on demand. We had an incredibly dynamic speaker, Eric Greitens, Navy Seal and best-selling author, who discussed the importance of resiliency and leadership. The message resonated with all employees, not just veterans, and we received a great deal of positive feedback.

One of the reasons the event was such a huge success is because this year, we partnered with the Good Life team during Thrive Week. The partnership allowed for us to connect with more employees, spread the word beyond just our AVETS group and create more relationships with more teams and ERGs.

Get involved with AVETS!

To become a member, email AVETSCommittee@allstate.com, then join the conversation on the AVETS Employee Community.



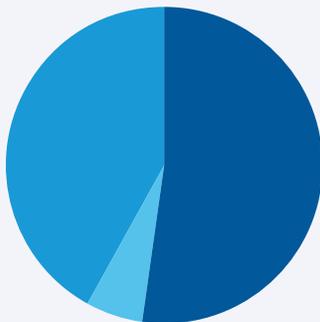
“Adoption is amazing. It can bring great joy, and it can bring pain. By sharing our foster and adoption journeys, we can help others manage the complexity of the processes.”

2015 ERG President: Lisa Wernli

2016 Focus / Mission / Vision

- Launch a new brand and new name, along with pillars developed from member survey responses
- Broaden our partnership with PRIDE and PWT to collaborate on ways our ERGs can influence changes to Allstate employee benefits that would not only be appreciated by our members, but would be a competitive recruiting tool for Allstate

Total Members:



- 74 Field
- 59 Home Office
- 8 Home Based

2015 Top Accomplishment

AAN surveyed their members to guide future direction, including a new branding initiative. Effective January 2016, Allstate Adoption Network rebranded itself as Allstate Foster and Adoption Network (FAN). The new name encompasses our broader membership base to include current and prospective foster parents, as well as adoptees.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

Our events focused on educating our members, and creating awareness as to what is involved in becoming a foster parent and an adoptive parent through fostering a child.

Community

We're Here to Serve: Positively impacting our communities

- We sponsored the purchase of duffle bags and involved our members in “assembling” each bag to include an Allstate stuffed bear, coloring and puzzle books, and crayons. The 100 bags were donated to a local foster home, Arden Shore, so each child had a place for them to house their belongings.
- We supported scholarships for 60 foster care children and supported “Build a Bike” program for 50 foster care children through Together We Rise.
- We supported The Harbour at its annual luncheon by sponsoring tickets for our members to attend the event.
- We have grown our partnership with Dave Thomas Foundation and Gift for Adoption and invite both groups to speak to our members.

Member Success Stories

- Early in the year, we welcomed two additions to the board addition: Lisa Wernli and Ben Torres
- Ryan Keeble was recognized as Foster Parents of the Year
- FAN President, Lisa Wernli, was recognized as Allstate Working Mother of the Year

Get involved with FAN!

To become a member, email Lisa.Wernli@allstate.com,
then join the conversation on the FAN Employee Community.



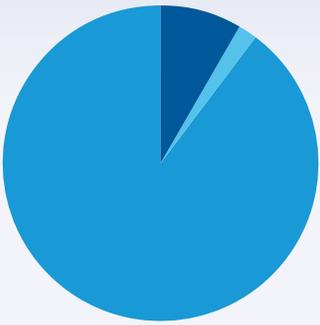
“In 2015 a few dreamers came together, tested the need and idea for this community and found employees eager to create solutions, bootstrap the process, build collaboration across the organization, and connect with others that share this passion.”

2015 ERG President: Maria Odiamar Racho

2016 Focus / Mission / Vision

- Organic growth to 300 by end of 2016
- Improve intrapreneurial skill level of members as measured through pre- and post-surveys
- Development of business solutions through idea conversion

Total Members:



- 13 Field
- 137 Home Office
- 3 Home Based

2015 Top Accomplishment

Completing the rigorous application process and as of September 2015 becoming a formal ERG; but one with a different focus on a new way of thinking and doing; and reaching 189 members by the end of the year with roughly 11% from outside home office.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

- Supported Claims on a corporate start-up challenge with Illinois Science & Technology Coalition (ISTC) where select external entrepreneurs pitched their startups to a panel of Allstate officers.
- Hosted I@A Institute, an education series focused on a theme of “freeing your mind”. Events focused on creative brainstorming and problem solving and analytic decision making and goal setting.
- Hosted Allstate guest speakers Howard Hayes and Moises Norena on Innovation at Allstate, as well as Eric Huls on Leveraging Analytic Decision Making to live into Allstate’s Leadership Principles.
- Conducted a mentoring pilot program with QR&A and a subset of I@A leaders to offer dual knowledge transfer. Technical, analytical skills to business leaders, and practice with communicating technical concepts to non-technical professionals.

Member Success Stories

- In 2015, the founding board and sponsors built, tested and bootstrapped its way to a growing, passionate community of Intrapreneurs@Allstate.
- Intrapreneurs across the organization have pitched ideas that have shaped the programs and efforts of I@A:
 - **Annaliese Wimbleton – I@A Startup Challenge** which will launch in 2016
 - **Jeraldine Dahlman – Intrapreneur Development Program** – while still being built, learning gained in the process is helping shape the 2016 education series

- Trip to 1871 and Pivotal Labs to provide I@A members an opportunity to tour the facilities as well as hear from 1871 and Pivotal employees to observe a startup ecosystem and to gain insights and learnings to bring back to the rest of the ERG and Allstate.

Commerce

We Win Together: Partnering across the business

- Brought together innovation teams across the enterprise identify opportunities to increase collaboration between those teams and I@A. Partnered on planning and executing education/development events. Enlisted 28 I@A members to help evaluate submissions in the ATSV Innovation Think Tank, exceeding their goal of 5 volunteers.
- Partnered with QR&A on planning and executing education/development events, and piloted a mentoring program with I@A leaders and QR&A data scientists.

Get involved with I@A!

To become a member, email IntrapreneursAtAllstate@allstate.com or register here, then join the conversation on the I@A Employee Community.



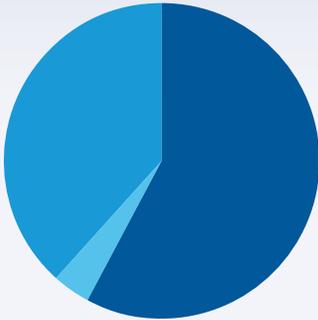
“PLAN experienced another outstanding and impactful year in 2015. We will remain focused on unleashing potential at all levels, and will continue to accept challenges that will make a difference in our workplace, communities, and with our employees.”

2015 ERG President: Lupe Gallardo

2016 Focus / Mission / Vision

- 4C model with an emphasis on Allstate’s overall strategy
- New field chapter structure and growth
- Community support with emphasis on Latino youth

Total Members:



442 Field
292 Home Office
29 Home Based

2015 Top Accomplishment

PLAN won the 2015 Latina Style Top 10 ERGs in the nation award as a result of PLAN’s impact to Commerce, Careers, Community and Culture. Being selected among top ERG peers at other Fortune 500 companies was a significant honor and a testament to the entire leadership team and engaged members across the country.

Success across the 4C Model

Career
We Continuously Get Better and We Develop Each Other

In 2015 PLAN hired a professional executive coaching firm to develop and support leaders with customized one-on-one career coaching sessions. The sessions helped PLAN leaders develop an actionable career plan, enhanced their Emotional Intelligence and increased their awareness of how their cultural background can be an asset to their careers.

PLAN hosted several other events throughout the year:

- PLAN Fireside Chat with Brian Savage
- Personal Branding Resources
- PLAN Joins Spring Special Olympics Volunteer Event
- ERGs Host Junior Achievement Job Shadow Day
- Good Work Week 2015 Roundtable: I’m a leader because . . .
- Volunteers Needed for Junior Achievement Event
- Junior Achievement- Volunteer Opportunities!
- AWIN and PLAN Bring Holiday Cheer to Home of the Sparrow and WINGS

Member Success Stories

- Multiple PLAN ERG leaders earned career promotions in 2015 and their PLAN leadership roles were a factor in that.
- The PLAN mentor and mentee program supported career development with all participants and several promotions were earned by mentees as a result of supportive mentor leadership.

- PLAN Hosts Professional Development Session: Discover the Power of Mindset
- PLAN Kicks Off Hispanic Heritage Month with Latin Breakfast Treats and Salsa Lessons

Commerce

We Win Together: Partnering across the business

- Hosted Copa Oro Envía Mala Suerte IMC Presentation
- Active with IMC social media campaign with hits and activity
- Collaborated with Talent Acquisition for PLAN Careers program for close to 30 direct referrals from PLAN members in 2015
- Collaborated with Talent Acquisition during a large scale event to inform and attract talent to Allstate

Community

We're Here to Serve: Positively impacting our communities

- **ALPFA:** Members actively held non-profit board roles, and participated in development and community service events hosted by ALPFA. Members expanded their network outside of Allstate and enhanced their leadership skills through this external board opportunity.
- **HACE:** Members leveraged the partnership with HACE to source candidates for the PLAN Career program. Referrals were received as a result.
- **Junior Achievement:** Members actively participated in events impacting youth hosted by JA throughout Chicagoland inner city and suburban schools as well as on campus at Allstate.

Culture

300 Allstaters and guests supported the 2015 Hispanic Heritage Month celebration event at the National Museum of Mexican Art. The event featured access to the museum's cultural exhibits, helped brand Allstate as an inclusive and diverse company, Talent Acquisition recruiters connected with high-potential candidates, AOR leaders networked with Allstaters, and local mariachi youth programs were showcased with multiple cultural performances.

Get involved with PLAN!

To become a member, email PLAN1@allstate.com,
then join the conversation on the PLAN Employee Community.

PRIDE



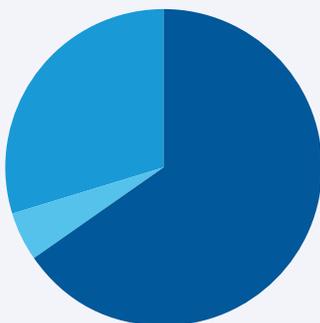
“Every year I’m proud of the work our leaders and members do to make Allstate a safer and more inclusive place, but I was blown away by the impact of our field chapters. The enthusiasm and passion of our field members has been such an inspiration to me, and I’m so thankful for their contributions and leadership.”

2015 ERG President: Meg McGrath

2016 Focus / Mission / Vision

- Partnering more with the business, with a focus on Talent Acquisition and Trusted Advisor work
- Developing our members into leaders to help get more LGBTQIA employees into the leadership pipeline
- Forming stronger ties to the community through volunteerism
- Engaging our existing membership to increase overall participation in PRIDE events and priorities

Total Members:



- 332 Field
- 150 Home Office
- 25 Home Based

2015 Top Accomplishment

Our greatest accomplishment in 2015 was growing our field chapters and engaging field members and chapter leads, which led to incredible business results during PRIDE Month, and a much larger impact with our Ally Network.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

- Ally Trainings in April, June and October
- TalentConnection and Volunteerism presentation
- “Build a Killer LinkedIn Profile” presentation
- Professional headshots
- Monthly leadership development sessions with field chapter leaders
- Presentation on U.S. Supreme Court Same-Sex Marriage Decision
- Monthly Coffee with a Leader Session to build morale and reconnect frontline employees and leadership in Roanoke
- Resume writing session, meeting with Senior Leaders, and bowling event in Birmingham
- Lunch with ERG President and CFD in Denver

Commerce

We Win Together: Partnering across the business

Marketing

- PRIDE Members tested the new Allstate LGBT website, and served as a focus group during the design and build process.

- In a grassroots effort, PRIDE members in the field organized, raised funds, and participated in more than 10 additional PRIDE month celebrations outside the original 5 that Marketing had planned, for a total of 15 PRIDE celebrations countrywide.

Connected Car

- PRIDE Members tested the new Allstate Milewise product for the Connected Car team.

Law and Regulation

- PRIDE members partnered on a presentation about the new Marriage Equality laws and Benefits, presented by Littler Mendelson.

Corporate Relations/Inclusive Diversity

- Following some issues with commenters on intranet sites, PRIDE board members worked with Corporate Relations and Inclusive Diversity to benchmark and re-write parts of the social media policy to be more specific about content that can create a hostile work environment.

Community

We're Here to Serve: Positively impacting our communities

- Center on Halsted (CoH): Allstate is a sponsor and PRIDE members often volunteer with CoH.
- Junior Achievement: PRIDE co-hosted the JA for a Day event.

- Out and Equal: Allstate was a sponsor of the Out and Equal Workplace Summit, and several members along with a local agent in Dallas attended to learn about making Allstate more inclusive and safe.
- OutNEXT: Allstate is a member of the Out in the Law program, and this year PRIDE sent two members to the OutNEXT global summit. Allstate PRIDE members were on the winning team of an Idea Hackathon, which resulted in a \$10,000 grant being given to an LGBT non-profit.
- National Gay and Lesbian Chamber of Commerce (NGLCC): PRIDE Ally Cheryl Harris is on the Board of Directors. PRIDE members attend the national dinner and collaborate with other member organizations.
- AIDS Foundation of Chicago: Allstate sponsored the World of Chocolate 2015 event, and PRIDE members were able to attend the fundraiser.
- The DROP In Center: More than 40+ volunteer hours were given to this non-profit HIV and AIDS testing/ education center in Roanoke.
- United Way: Lincoln PRIDE chapter volunteered for Day of Caring at the LUX Center for the Arts
- Pride in the Park: Lincoln PRIDE chapter volunteered at several different stations to support this event.

Member Success Stories

“Leading from the field has been a unique experience, sharing a perspective outside of home office and getting to network with ERGs in different locations to solve similar problems regarding engagement, participation, and interest.”

— Blair Celli, Roanoke Chapter Lead and Education Chair

“In college, I worked with the LGBT Center on campus which helped me get comfortable with my identity within the community. Looking into PRIDE, I hoped to find a similar experience. I started meeting people, both in the community and Allies who cared about how I was doing. I can honestly say that without having PRIDE to create such a safe space, I may not have lasted long at Allstate.”

— Tami Gorodetzer, Volunteer Chair

Get involved with PRIDE!

To become a member, email AllstatePRIDE@allstate.com, then join the conversation on the PRIDE Employee Community.



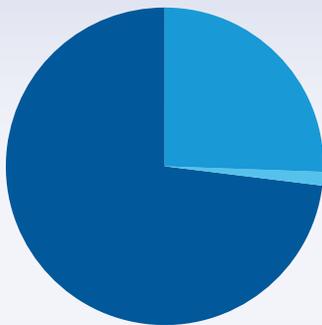
“Leading Parents Working Together has helped me grow personally and professionally. We have been united by a common thread – parenthood. These types of connections help strengthen daily business work, employee loyalty and can lead to better retention and recruitment of new employees.”

2015 ERG President: Jen McGrath

2016 Focus / Mission / Vision

- Become a key resource to the business and connect better with the business
- Continue field expansion and engage all members in more meaningful ways

Total Members:



- 703 Field
- 478 Home Office
- 9 Home Based

2015 Top Accomplishment

Our signature programs/workshops – Parental Leave 101 and College Prep 101 – continue to be extremely well attended and the response from members is tremendous. For the Parental Leave workshop, we partner with HR to walk attendees through the short-term disability and FMLA process for when they have a child, hold a New Parent Panel, and have begun targeting managers to help educate them on how to navigate the parental leave process. The College Prep Workshop was expanded this year to more broadly focus on the admission process and financial aid. In addition to the college admissions counselor who spoke, we were joined by a recent Northwestern grad and LDP participant who spoke about topics like prepping for an interview with an admission counselor.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

- Members often bring ideas for events and/or workshops to our attention. One topic that had quite a lot of interest was cyber bullying and online safety for children of all ages. Two experts from PWT’s non-profit partner, Youth Services of Glenview, facilitated a workshop that was widely attended by parents of kids from toddlers to teenagers.
- We partnered with PLAN for a Leadership Principles panel discussion. The panel included an SVP, a VP, PWT board members and a PLAN board member; and it focused on the Leadership Principle “We Continuously Get Better.” Panelists shared insights on ways to identify, initiate and

Member Success Stories

- Aruna Siripuram, a Board member, made it her developmental goal to tackle a fear of public speaking. She volunteered to do the opening and closing remarks at numerous events throughout the year and also represented PWT on a Leadership Principles panel in partnership with PLAN. The growth that Aruna has demonstrated over the past year is incredible!
- Kate Washburn, a Board member, is a senior manager in finance. She wanted to take on a stretch role on the PWT communications committee to build her communication skillset, specifically with social media. To learn more about social media, Kate took on the design, management and maintenance of the PWT page on the Employee Community. She has done a fantastic job and can now add that skillset to her resume.

participate in continuous improvement opportunities related to your own work, your team's results, department goals and ultimately Allstate's success.

Commerce

We Win Together: Partnering across the business

We partnered with HR's Good Life team to co-sponsor a Thrive Week event. Kelly McGonigal, author of the Upside of Stress, did a fantastic workshop. The event was extremely successful with a filled room of attendees and almost 1,000 people joining the workshop via the WebEx.

Community

We're Here to Serve: Positively impacting our communities

- We partnered with AVETS to have the children at Little Hands make Veteran's Day cards to send to the troops overseas.
- We established a partnership with Youth Services of Glenview (YSG). The organization's mission is to foster the social and emotional well-being of children and youth. The group did three volunteer events with YSG in 2015:
 - Bring Out the Good month planting and mosaic hopscotch event
 - School supply and backpack donation drive
 - Holiday adopt a family gift wrapping event

Get involved with PWT!

To become a member, email parentsworkingtogether@allstate.com, then join the conversation on the PWT Employee Community.



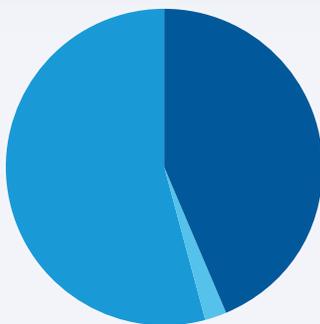
“I feel fortunate to have learned from and led a team of individuals over the past two years who have made such a large impact on Allstate, our local community and our employees during the early stages of their careers. I look forward to watching YPO continue to evolve.”

2015 ERG President: Andrew Whittlesey

2016 Focus / Mission / Vision

In 2016 we will focus on building external relationships with similar ERGs at other companies in the area, we will increase our volunteerism support through building relationships with local non-profits and we will continue to improve field integration and structure to ensure value is provided to all of our members.

Total Members:



-  847 Field
-  1048 Home Office
-  43 Home Based

2015 Top Accomplishment

One of our biggest accomplishment in 2015 was the build out of additional structure to support the now 20 field chapters across the country. We also established the Field Chapter of the Year award to recognize outstanding field chapters. Our mentor program continues to be one of our most popular program with over 180 pairs across the country.

Success across the 4C Model

Career

We Continuously Get Better and We Develop Each Other

We hosted a three-part networking series, business information sessions covering Allstate Business Insurance and Internal Audit, and a session on the economy by a professor from DePaul University.

Commerce

We Win Together: Partnering across the business

We supported multiple Connected Car pilot programs with YPO members as 20-40% of the total participants of each. We also supported the Industrial Engineering Project collecting data within Allstate agencies across the country with YPO members as more than 40% of the total participants.

Community

We're Here to Serve: Positively impacting our communities

YPO members volunteered hundreds of hours of their time to help local communities successfully grant the wishes of children with cancer, send underprivileged kids to college and coordinate neighborhood Olympics to keep children active through partnerships with non-profits such as Bear Necessities, Posse and the Boys and Girls Club of Logan Square.

Member Success Stories

YPO has had many successes over the past couple years through networking & development. From a networking standpoint, we've had 2 core team members who have found more fulfilling jobs within the enterprise through relationships they built in YPO. From a development standpoint, we have received countless feedback stories from current & former core team members on the skills they have seen employees build through the YPO.

Get involved with YPO!

To become a member, email YoungProfessionalsOrganization@allstate.com,
then join the conversation on the YPO Employee Community.