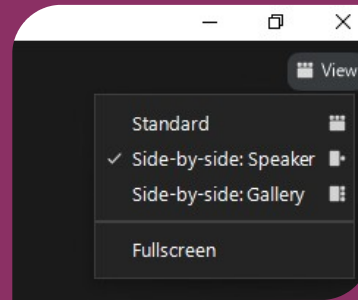


The event will begin soon!

Mute yourself



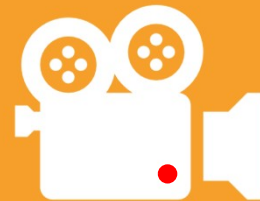
Put Zoom in speaker view



Ask questions in the chat



Be present - don't multi-task



This meeting is being recorded



Take notes!

ERG Virtual Open House

Engaging for a Brighter 2021



RAISE THE BAR
ON TALENT
& DIVERSITY



Agenda

2:30 – 3:30 CT

- Welcome Lisa Amoroso
- Kick-Off
 - Patrick McLaughlin
 - Laura Maxwell
- ERG Presentations
- Close Tory Caton

3:30 – 4:00 CT

- ERG Networking Sessions

- 2:35 PAN
- 2:40 Adelante
- 2:45 MOSAIC
- 2:50 CONNECT
- 2:55 Valor
- 3:00 RISE
- 3:05 Women of Color
- 3:10 EnAble
- 3:15 EQUAL
- 3:20 Women's Inclusion Network
- 3:25 Men Who WIN

Welcome

Engaging
for a
Brighter
2021



Patrick McLaughlin
HR Sr Vice President



Laura Maxwell
Senior Vice President
Supply Chain, PFNA



Lisa Amoroso
PFNA D&I Sr Director



Trivia Contest - Play to win prizes!

Engaging
for a
Brighter
2021



See link in Chat to enter our Trivia Contest!

These are general questions/facts relevant to each ERG.



RAISE THE BAR
ON TALENT
& DIVERSITY



Thank You to the Planning Team!

Engaging
for a
Brighter
2021



Tori Caton

SC Eng Sr Engineer
ERG: WIN



Yubetsy Nieves

HR Sr Manager
ERG: WoC



Trevor Sailors

SC Assoc Manager
ERG: MWW



Mary Fox

SC Cust Mgmt Asst Analyst
ERG: WIN



Presented By: Maiesha Azmi

PAN's PepsiCo History



Birth of PAN

Interest from Employees to start an ERG: Initial interest to start an ERG began in March 2000 with 20 employees. Original name was AIM.

In 2001, Frito-Lay established an Asian Network with 130 members in Plano, TX

Growth of PAN: Expanded in 2002 into Purchase, NY (PepsiCo, Pepsi and International) with 350+ members and Chicago, IL (Quaker) with 60+ and in 2003 to Bradenton, FL (Tropicana) with 20+ members

PAN Today

PepsiCo Membership: Chapters in TX, NY, Chicago, FL, and Canada

325 Frito-Lay US members including HQ and Field based employees



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PEPSICO



PAN Mission Statement

Make PepsiCo the employer of choice for Asian Americans through retention, development, and community outreach

Celebrate and share the diverse **"Culture"** within PAN to create a more inclusive PepsiCo

Support PepsiCo's investment in our **"People"** with development opportunities for our members

Partner with external organizations in the **"Community"** to give back while establishing PepsiCo as the Employer of Choice for Asian Americans



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Laura Maxwell
SC Sr Vice President



**Executive
ERG Sponsor**

**PAN
Sponsor**



Carol Gerard
SC Fin Sr. Director

**PAN
President**



Wyne Moreni
Shop Mktg .Sr. Manager

HQ ERG PAN Co-Chair

Field Sales PAN Chair

Field SC PAN Chair



**Nityam
Khanna**
Strategic Insights
Manager



Mathew Lee
SC Analyst



Dionne Wang
Marketing Director



Ie Yang
SC SR Regional Warehouse
Ops



Miesha Mosley
SC Product Supply Analyst

Our Culture

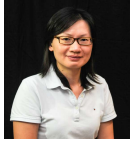


Tiffany Chen
SC Comm. Plng Asst. Analyst

Kendra Leung
Sales Asst. Analyst

Catherine Tsai
GP Assoc. Finance Analyst

Our People



Yu-Heng Chang
SC PLNG Assoc Mgr.



Neha Goenka
SC PLNG Analyst

Our Community

Maiesha Azmi
SC Analyst



Comms Lead

Maggie Lin
SC Planning Analyst



Daisy Liu
XC Planning Sr Planner



Treasurer



Teresa Zea Yuan
Finance Sr. Mgr.

Our Culture



Enable leaders to embrace differences and lead the change

Lunar New Year



- Timing: January
- Booths celebrating Year of the Rat and traditional Lunar New Year Activities
- Traditional Asian snacks and Lay's Asian Flavor sampling

APAHM



- Timing: May
- APAHM Kick Off
- "Ja-PAN" Olympics
- Cultural Food/Activity Workshops

Diwali



- Timing: October
- Celebrate at scale with PAN Parkwood (500+ attendees in 2019)



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Our People



Become a destination workplace where everyone can thrive

GDAACC LT



- Timing: May – Aug
- Grows DFW professional networking
- Member development
- FL HQ to host one full day of program

Talent Development



- Timing: May- Sept
- Technical Knowledge Sharing - Excel, PPT, Tableau
- Quarterly Meetings - Member Dev/RnR
- Cross Functional Knowledge Share - Cross ERG Collaboration with WoC

Mentorship Program



- Timing: March-Sept
- 1:1 engagement platform for members
- GBS Outreach

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Our Community



Build bridges across individuals and groups for maximum benefit

Youth Dev Program



- Engage community and future talent in challenged parts of the Metroplex
- Two Programs: GYL and Vickery Meadows Eagle Program designed for high schoolers
- 10 in-class sessions

Dragon Boat



- Biggest inter-ERG event focused on collaboration and culture
- Flagship event for APAHM



Toys for Tots



- Toys Collection
- HQ + Field Engagement



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Elevate Field Collaboration and Engagement in 2020

Culture

Spread Cultural Awareness Through Boxed Events



People

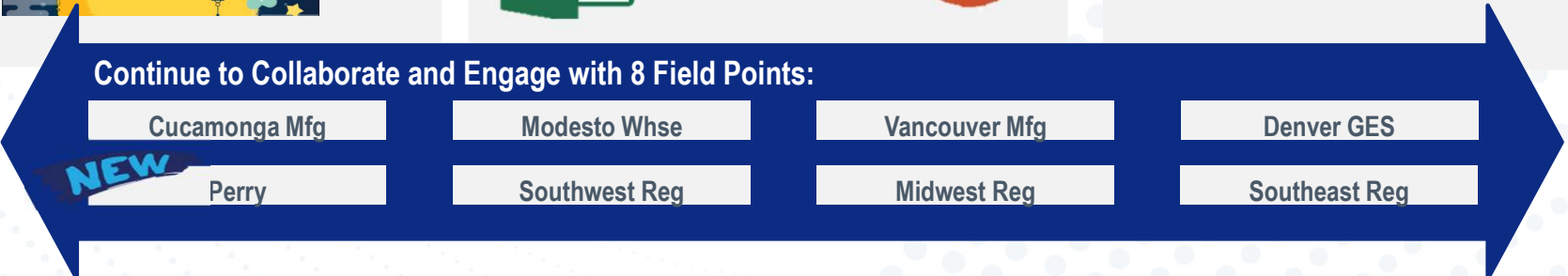
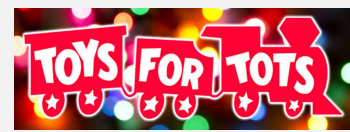
Develop and Retain PAN Talent

- PAN Fund Raising
- Field Tool Training



Community

Become Employer of Choice through Community Connection



RAISE THE BAR ON TALENT & DIVERSITY



ADELANTE

JUNTOS FORWARD

Presented By: Sarahi Chacon & Isabel Fuentes

Frito-Lay Adelante ERG



Mission: Nuestras Voces, Nuestro Tiempo (our voices, our time)

2020 Focus: To create opportunities for Latinos to voice their perspectives, ideas and insights that drive a diverse and inclusive environment while educating others about Hispanic history, culture and community.



People

- SPEAKER SERIES**
Adelante Learn & Leverage
- Mentorship Program**
Intern Mentorship program
- Leadership & Networking Conferences**

All Events for Field & HQ

Culture

- Enable "Pop-Up" Events**
- Celebrate Hispanic Heritage Month**
- Enable Cultural Events**

All Events for Field & HQ

Community

- Adelante Radio**
- Voter Education**
- National Backpack Drive with Rise**

All Events for Field & HQ



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Thank you for your interest in Adelante. For more information, please contact us through our SPA box FLNAAdelante@pepsico.com



PEPSICO



2020 Org Structure



PepsiCo Executive Sponsors
Marissa Solis & Johannes Evenblij




Executive ERG Sponsor
Laura Maxwell
SC Sr Vice President



ADELANTE Sponsor
Israel Kontorovsky
Sales Fin Vice President



PepsiCo Presidents
Aminta Price & Derek Gutierrez




ADELANTE President
Francisco Navarro
Transformation Sr. Mgr



HQ ERG ADELANTE Chair

Betzy Herrera
Diversity Relations Rep

Jeny Quintanilla
Mktg Sr Manager




Field Sales ADELANTE Chair

Ricardo Molieri
Cust Mgmt. Assoc Account Manager

Sarahi Chacon
Cust Mgmt Account Representative




Field SC ADELANTE Chair

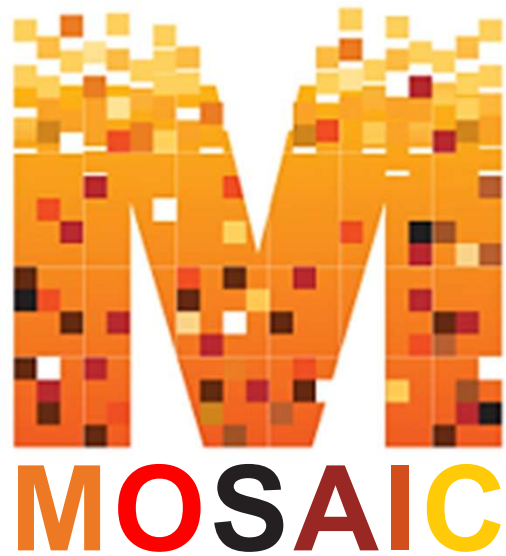
Ana Forcada
SC Ops Sr Manager

Santiago Sanchez
Mfg Whse Sr Resource




Our Culture	Our People	Our Community	Comms Lead	Treasurer
Monserrat Piceno Isabel Fuentes (HHM)	Valquiria Klingenhoff Maria Teresa Herrera Yadira Leon	Xavier Vega Mario Valtierra	Carolina Echeverry Ana Rios Martinez	Olga Ortiz



The logo for MOSAIC features the letters 'MM' in a large, pixelated font composed of various shades of orange, yellow, and brown. Below the 'MM' is the word 'MOSAIC' in a bold, sans-serif font, with each letter in a different color: M (orange), O (red), S (black), A (dark red), I (yellow), and C (yellow).

MM MOSAIC



Presented By: Fern Johnson & Micah Mack

What is Mosaic?



Mosaic has a Clear Identity that Reflects our Global Perspective

Our Vision

To make PepsiCo the premier company for Black talent globally.

Our Mission

To support the continued growth of PepsiCo by making a positive impact on the careers of PepsiCo's Black employees and the communities in which it conducts business

Our Strategic Planks

Our Culture Our People Our Community

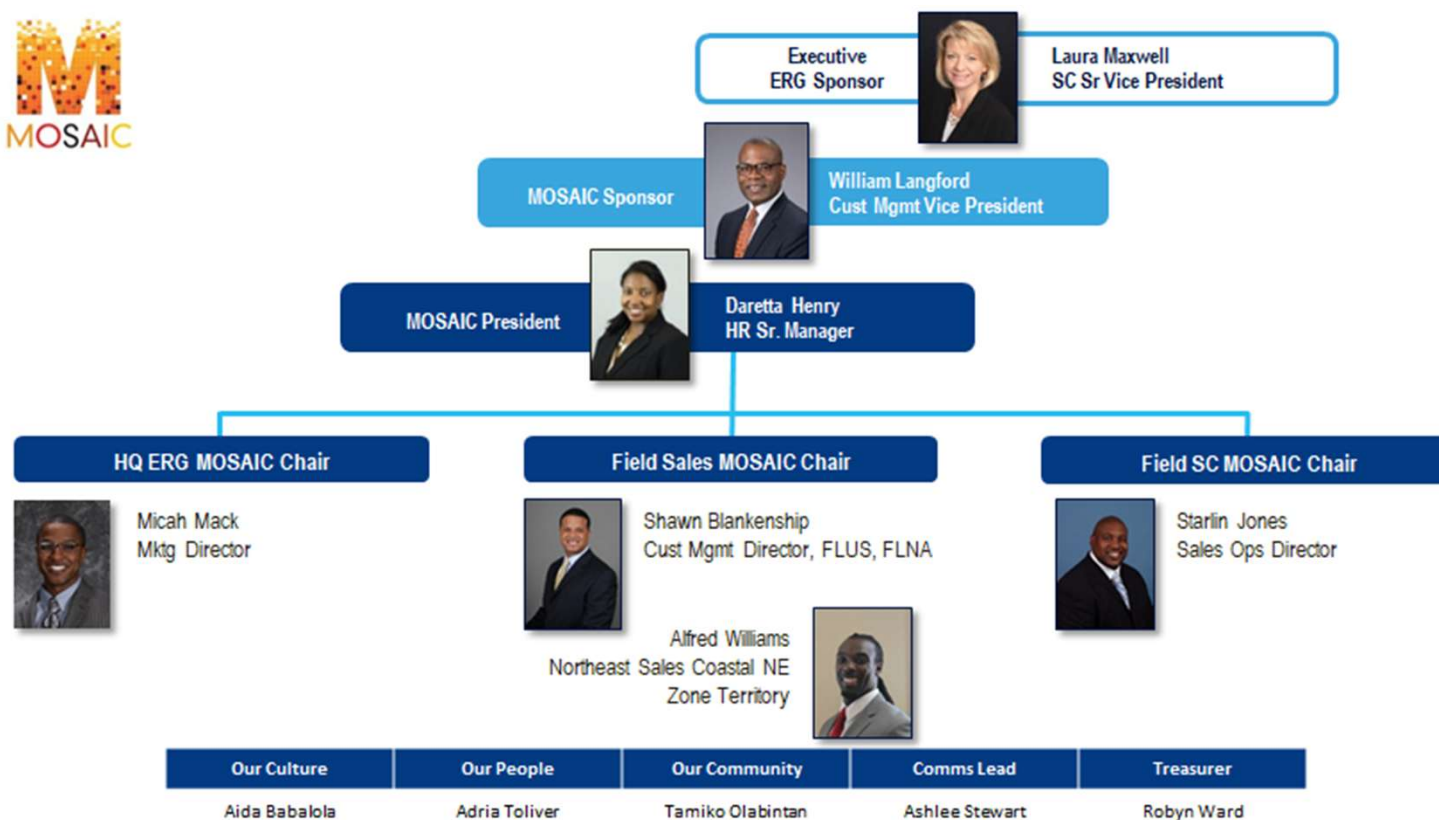
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2020 MOSAIC - Plano ERG Structure



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What is our Focus?



Mosaic focuses on 3 aligned strategic priorities with clear outcomes

Our Culture

Outcome: providing unique perspectives to support enterprise business objectives with measurable impacts

Our People

Outcome: “Ready” associate pool – critical experiences, global assignments

Our Community

Outcome: Respected community leader externally; Bringing a sense of community internally

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Strategic Priorities



Our Culture

Goal: Educate and celebrate our distinctiveness

Outcome: Provide unique contributions to support enterprise business objectives with measurable impacts

- MLK Celebration
- Black History Month
- Connection to Other ERGs

Our People

Goal: Retention & Advancement

Outcome: “Ready” associate pool - critical experiences, global assignments

- Partner with PepsiCo Talent Acquisition
- Mosaic Mentoring Pgm

Our Community

Goal: Increase engagement internally and build stronger external bonds

Outcome: Respected community leader

- Internal Networking:
 - Mosaic General Body Meetings
 - Men of Mosaic
 - Mosaic Sewing Circles
- External:
 - PepsiCo Feeds America (National)
 - Mosaic Academy

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Activities and Events



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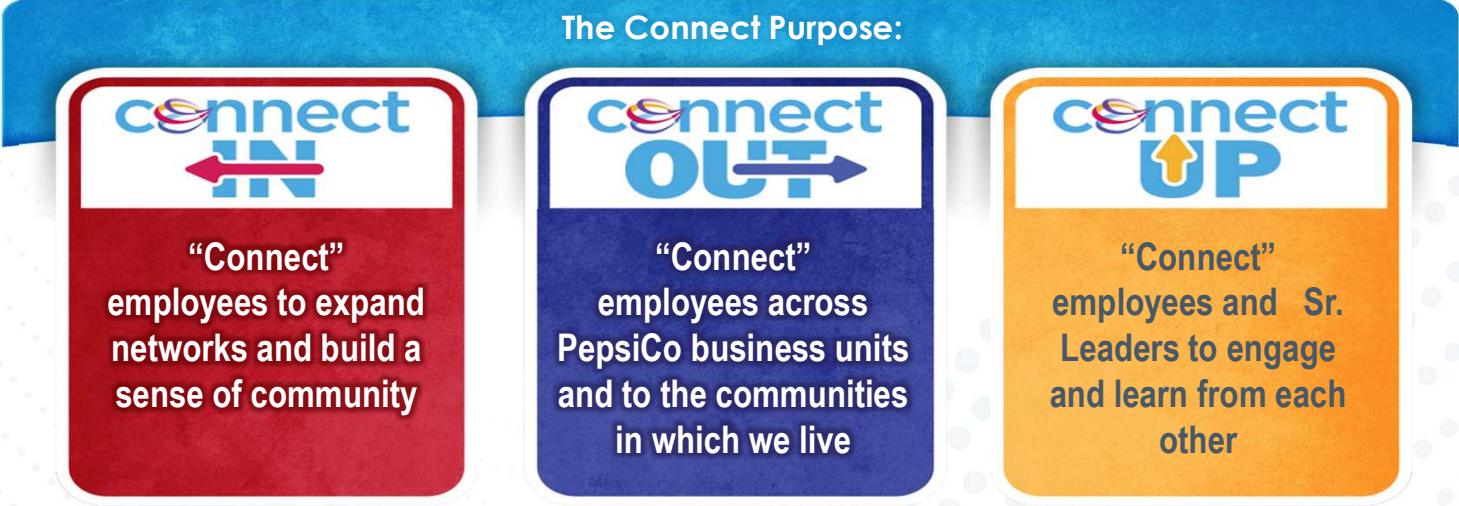
connect

Presented By: Gabriel Samaan



Mission and Purpose

Mission: Empower professionals to understand the business, help the community, and to pursue their career aspirations by bridging cross functional and multi-generational gaps



RAISE THE BAR ON TALENT & DIVERSITY

We will deliver our mission through...

Mission: Empower professionals to understand the business, help the community, and to pursue their career aspirations by bridging cross functional and multi-generational gaps

Awareness

- **Foster professional growth/development** through our company culture



Engagement

- **Build a sense of community** to network and to improve information sharing



Empowerment

- Provide opportunities for our members to connect with various associates/leaders in our organization



RAISE THE BAR ON TALENT & DIVERSITY



PEPSICO





Presented By: Gabe Torres



Valor Mission: Serve. Connect. Advance.



SERVE

Support and appreciate the military

PEPSICO MILITARY LEAVE Call PLCC (PepsiCo Leave and Claim Center) - 1-855 PEP-CALL

BENEFITS Call local HR or 1-866-HR-FOR-ME

MENTORSHIP & CAREER ADVICE Connect with business leaders at: www.acp-usa.org

Performance
with
Purpose
The Promise of PepsiCo



CONNECT

Engage and develop PepsiCo leaders and be a top destination for military talent

DISCOVER THE POSSIBILITIES Log on to www.pepsicojobs.com/veteran-recruiting

TRANSLATE YOUR SKILLS TO PEPSICO mst.military.com/mst/PEPSICO/mos-translator

EXTERNAL PARTNERS
www.military.com/jobs-in/employer/pepsico
www.hirepurpose.com
www.recruitmilitary.com
www.sacc-jobfair.com

veteran
possibilities



ADVANCE

Enhance PepsiCo's business and consumer relationships through military outreach

VETERANS DAY Host a Veterans Day celebration at your local site—or simply tell a veteran, "Thank you."

MONTHLY VA ROUNDTABLES Monthly educational discussions with VA VetCenter. Look for details in your PEpline or MyCommunity emails.

LOCAL CHAPTERS Dozens of chapters throughout the country. Contact PepsiCoValor@pepsico.com for more information.



CARRY THE LOAD
WHO ARE YOU CARRYING?





THANK YOU
To All Of Our Veterans





Presented By: Marcy Gall & Deborah Haynes

RISE - Vision and Mission



Mission

- Our Culture** → Raise awareness of Native American people and our culture
- Our Community** → Foster engagement with local Native American tribes and communities
- Our People** → Identify social, economic, educational issues faced by Native Americans and determine where PepsiCo can make a difference



RAISE THE BAR ON TALENT & DIVERSITY



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FLNA RISE – Key Initiatives

Our Culture



Lakota Sioux tribe member to lead discussion on Star Quilting. Chef Felica teaches us rich history of indigenous foods

Our Community



Pine Ridge School Supply drive Delivered \$2250 in School Supplies For 125 students. Co-led with Adelante

Our People



RISE PepsiCo Mentorship Program 

Veteran's Day – partnership with Valor

RAISE THE BAR ON TALENT & DIVERSITY



PEPSICO





WOMEN OF COLOR

SUPPORT • CONNECT • GROW



Presented By: Chris Eldridge & Shanee Walker

Our Vision and Mission



Our Women of Color Multicultural Alliance **Vision** is to enable and support the global PepsiCo business agenda to become the Employer of Choice for Women of Color worldwide.

Our **Mission** is to assist PepsiCo in identifying strategies to increase representation of WoC, provide meaningful career development opportunities, and advance WoC worldwide.

Our **Focus** this year is on **G.R.O.W.**

Gaining New Members

Recruiting New Talent

Offering Development Programs

Working with Others

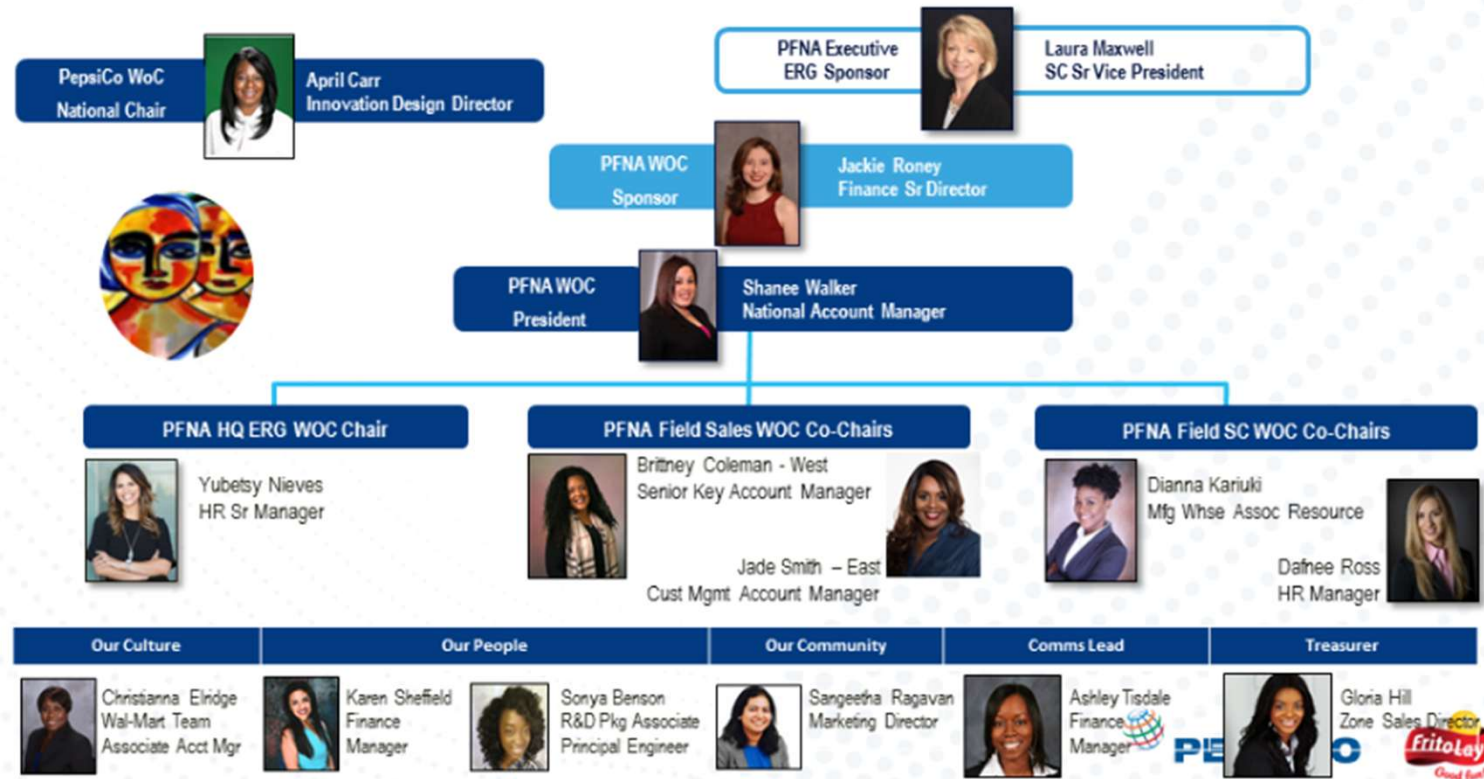


Our Women of Color Leadership Team is here to Support You



WOC 2020 Frito Lay ERG Structure

All are Welcome to Join!
 Email us today:
Womenofcolor@pepsico.com



Building a Sense of Community & Connection Inside & Out



Step Up & Southern Dallas Thrives Fair Day (HQ & Field)



“Executive for a Day” with Step Up



What's in Your Toolkit?

Providing a Framework for WOC Field Topics (ex. internal resume writing, advocacy, and brand management) as tools for success. Increasing WoC Field effectiveness and individual engagement while piloting first New Lens development app to assess scaling viability.



Building Network



Harnessing the Power of Our People



Women of Color Podcast & WOC Mixers:

Check out our PepsiCo Women of Color Podcast: Intern Edition 2020 Mini Series - Part 1

Connect, Support, Grow

Let's hear from and support our 2020 PepsiCo Interns

Learn about Intern project impacts
Listen to a former Intern/PepsiCo hire
Liberate ourselves with words of wisdom from PepsiCo Leaders

Caring for our People to Attract & Retain Top Talent

Alicha Arakole
PBC Supply Chain

Saleemah John
PFNA TC Product

Shayem Jabath
PFNA Sales

Kenisha Liman
PBC Food Service Sales Associate/Former Intern

Himani Verma
PFNA Supply Chain

Shreyasi Daswani
PFNA Sr. Mktg Market Director

Shalonda Younger
PFNA Customer

DeLana Gaines
PFNA Human Resources

Stacy Walker
PFNA Customer Account Manager
PFNA WeC President

Paul Peyer
PFNA GM President
Central Division
PepsiCo WeC Executive Sponsor

Jasmine Falls
PFNA Supply Chain

April Carr
PFNA Innovation & Design Director
PepsiCo WeC National Chair

Siame Johnson
PFNA R&D

Anika Gill
PFNA Customer Integration Center

Shane Walker
PFNA Customer Account Manager
PFNA WeC President

Sanya Benson
PFNA R&D Principal Engineer
PFNA WeC People Co-Lead

Linda Legas
PFNA Portfolio Solutions Sr. Marketing Manager
PFNA WeC President

Nishan Patel
PFNA R&D Assistant

2020 WOC Summer Mixer

WOMEN OF COLOR
SUPPORT • CONNECT • GROW

Women of Color 2020 Summer Zoom Mixer

You are cordially invited to a virtual meet and greet to connect with WOC nationally across our PepsiCo family.

We look forward to your attendance. This will be a great afternoon to build connections and an opportunity to recharge your battery.

Date: Thursday, August 13th
Time: 3pm - 4:30pm EST
Theme: Connection Chat
Location: Zoom

Event consisted of a live DJ, a virtual photo booth and had over 90 participants. It was the break people didn't even realize they needed. We will host another one at the end of the year.

Join us for the upcoming WOC Holiday Mixer!

A promotional banner for the Women of Color Holiday Mixer. The banner is divided into two main sections. The top section is white and contains a red gift box icon, a string of colorful lights, a green sweater with a red bow tie, and the Women of Color logo. The bottom section is red and contains the event title "WOMEN OF COLOR HOLIDAY MIXER" in white, the date and time "WEDNESDAY, DECEMBER 9TH, 2020 3PM-4:30PM EST", the activities "WEAR YOUR FAVORITE HOLIDAY UGLY SWEATER LIVE DJ AND VIRTUAL PHOTO BOOTH", and the slogan "SPREAD THE WORD!!". There are also two circular icons: one of a DJ and one of a film strip with the text "Oh Snap! Photo Booth".

WOMEN OF COLOR HOLIDAY MIXER
WEDNESDAY, DECEMBER 9TH, 2020
3PM-4:30PM EST
WEAR YOUR FAVORITE HOLIDAY UGLY SWEATER
LIVE DJ AND VIRTUAL PHOTO BOOTH
SPREAD THE WORD!!

All are Welcome to Join! Email us today: Womenofcolor@pepsico.com



Presented By: Kevin Cangelosi

What is an ERG

PepsiCo Employee Resource Groups:

Provide a community and a network



Connect employees to resources that enable them professionally and personally



Foster a company culture of BELONGING



In order to attract, retain and develop diverse talent within PepsiCo

EnAble's focus is on those who:

- Have different abilities or health conditions
- Are caregivers of those who have different abilities or health conditions
- Are allies/champions of people with different abilities or health conditions

The Disability Community

- “A physical or mental impairment that substantially limits... a person’s movements, senses or activities” – Definition of disability from Americans with Disabilities Act (ADA)

Those Living With A Disability

- 61 million adults in USA have a disability (26% - one in 4!)
 - Largest minority in the USA
 - 2 in 5 over 65 have a disability
 - 1 in 5 aged 18-64 have a disability
- Persons with a disability have an 8% unemployment rate vs 3.6% without a disability
 - This exists across all education levels

Caregivers

- 15% of the US labor force is a caregiver
- Gen Xers are “sandwich generation” caregivers – 42% care for aging parents and children
- 50% of employed caregivers are hesitant to talk to company about their situation for fears of job security



The Disability Community

There are visible and invisible disabilities. 70% of disabilities are invisible.

Common Visible Disabilities

- Amputations
- Autism Spectrum Disorder
- Blind / Visually impaired
- Cerebral Palsy
- Deaf / Hard of Hearing
- Down Syndrome
- Multiple Sclerosis
- Muscular Dystrophy
- Paralysis
- Tourette Syndrome

Common Invisible Disabilities

- ADD
- Anxiety disorders
- Asthma
- Bipolar Disorder
- Cancer and other chronic illnesses
- Depression
- Diabetes
- Dyslexia
- Dyscalculia
- Epilepsy
- Food Allergies
- Obsessive-Compulsive Disorder
- PTSD
- Stroke / Traumatic Brain Injury

 Not all disabilities
← look like this

Some →
look like this 



PepsiCo Supports People with Disabilities

- Accommodations Policy and Process
- Voluntary Self-Identification Campaign
- Employee Benefits – e.g., Rethink (support employees’ children with disabilities), Employee Assistance Program (confidential counseling)
- Outreach and Recruitment – e.g., ACT – Training and Hiring initiatives for people with disabilities
- Resources and training for managers – e.g., LeaderShift

2020 US DOL Excellence in Disability Award



Mental Wellness Resources for PepsiCo

PEPSICO ENABLE EAP: PepsiCo Employee Assistance Program

The program is available and free to all eligible employees and their dependents, regardless of medical plan election, and provides confidential counseling for everyday issues and more serious concerns. Click [here](#) to access (code pepsi) or call 1-800-223-7486!

Click the blue link icons to learn more about each program!

Telemedicine
 Convenient access to quality health care if you or your dependents are covered under the Healthy Advantage, Core Plus, or Anthem EPO Florida medical plan.

External Resources

- Crisis Text Line:** Text HOME to 741741 from anywhere in the US, anytime, about any type of crisis. Trained live crisis counselors receive the text and respond.
- National Helpline for Mental Health and Substance Abuse:** Free, confidential, and available 24/7, 365-day-a-year, available in English and Spanish. 1-800-662-HELP (4357)

meQuilibrium
 Personalized online development program to help you focus, feel more energized and boost your self-confidence.

EVERYMINDMATTERS

PepsiCo is committed to supporting employees' mental wellness and health. You can stay up to date with mental health events by joining EnAble. To join, click [here](#) or email FLNAFieldEnAble@pepsico.com

Once I called, it was easy to get the help I needed. Just as a personal trainer is important for your body, the licensed therapists have helped keep my mind healthy.

When you are sick, the last thing you want to do is leave the house and go to a doctor's office. This provided an easy way for me to talk to a professional and receive medication to get back on my feet.

My wife joined me on confidential consultation and we had really positive discussion. We left with tools and ideas for not only our special needs daughter, but our other two children as well- and they worked!

Rethink
 An award-winning, research-based program that provides support to families raising children with learning, social, or behavior challenges, or developmental disabilities.

How EnAble Fits In



- 1) Bridge for the Business
 - a) Support Recruiting/Hiring
 - b) Promote more inclusive meetings
 - c) Provide resources/SME opinions
- 2) Build up our ERG Members
 - a) Leadership roles
 - b) Learning and Social Events
 - c) Resources – Newsletters, Lunch & Learns, Wikis
- 3) Promote Accessibility/Inclusion in Company Culture
 - a) Corporate-wide events
 - b) Communications – News articles, social media
 - c) Heritage Month (NDEAM)
- 4) Serve our Communities
 - a) Support non-profit events locally and nationally
 - b) Raise funds and provide product donations



2020 In Review



DEI DISABILITY EQUALITY INDEX
Best Place To Work For Disability Inclusion

PEPSICO ENABLE

Zone Spotlight: Houston North

Houston North has supported the Texas Wheelchair Basketball Shootout for 12 years! Open the attachment to learn more about their efforts.

Do you know a person or zone working hard to enable those with different abilities? Email us to spotlight them!

Recent Events

ACT July 4th Event
PepsiCo Enable sponsors ACT's Fourth of July event.

August 2020 Newsletter

Upcoming Events

Disability IN Webinars
8/19, 9/2, 9/16

As a partner with Disability:IN, any PepsiCo employee is invited to join their webinars and can access the archives here. (Password: DisabilityAdvantage).

- 8/19 - How Supplier Diversity Can Help Lead an Economic Recovery
- 9/2 - Leveraging the Disability Equality Index to Become Authentically and Creditably Disability Inclusive
- 9/16 - How to Ace College Recruiting

nonPareil
8/28

Join nonPareil Institute in their FIRST Mario Kart Campus Clash! PepsiCo Enable members can join the tournament of ambassadors for free, volunteer to mentor, or moderate! See the attachment to sign up or donate and contact Muriel Mark (Muriel.Mark@pepsico.com) for any questions.

nonPareil is a past secondary not for profit innovative program that was designed to establish better futures for adults with autism. Click here to learn more.

Enable's Novel Idea

Join EnAble for its first book club event this August! We will be reading "Look Me in the Eye: My Life with Asperger's," a memoir about John Robison's life which has taken him from *developmental evolution*

PEPSICO ENABLE x ADEIANTE JUNTO'S FORWARD

Book Club present

AGGIE UNDA
author of *The Seed of Imagination*

10 BASIC FINANCIAL STEPS FOR SPECIAL NEEDS CAREGIVERS

THE SEED OF IMAGINATION

AGGIE UNDA

other major retailers

Join us via Zoom on

Wed, November 18th, 2020

from

3:00 PM to 4:00 PM CST

as we meet with author, Aggie Unda, in reading her book *The Seed of Imagination* in which Risho, a boy with autism, and Kaia, his sister, find a magical and powerful flower that holds The Seed of Imagination that has been stolen from their room. They embark on a perilous journey to find it...

The first 35 people to RSVP will receive a **FREE** copy of the book!

Sign up to receive a free copy via the QR code or click [here](#)



PEPSICO ENABLE

ERGONOMIC FAIR

DISABILITY SOLUTIONS
@ABILITY BEYOND

BINGO FOR AUTISM AWARENESS

Compassion	Resilience	Empathy	Autism
Support	Kindness	Patience	Understanding
Life Skills	Communication	Teamwork	Respect
Fun	Help	Bravery	Kindness

BINGO FOR AUTISM AWARENESS

Autism	Autism	Autism	Autism
Strong	Autism	Autism	Autism
Autism	Autism	Autism	Autism
Autism	Autism	Autism	Autism
Autism	Autism	Autism	Autism

Upcoming Events: Deaf/Hard of Hearing

Date: Friday, September 11th 12pm-1pm
By: Aaron Parker

Topics Covered:

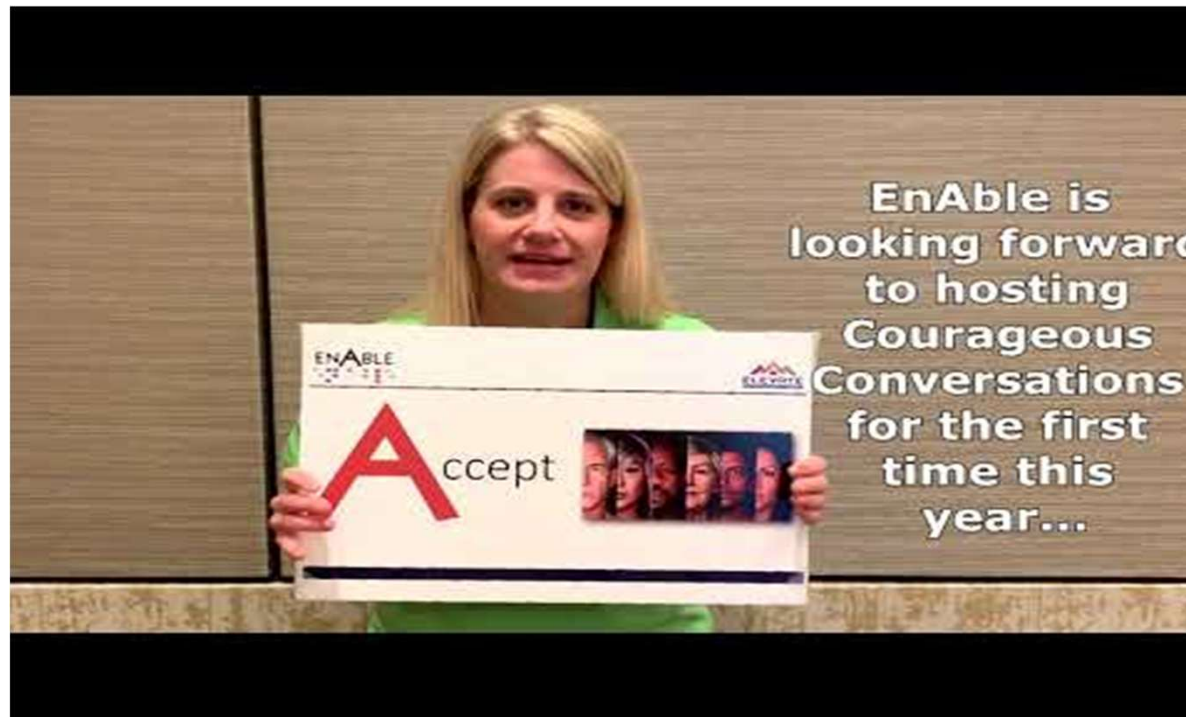
- Deaf / Hard of Hearing Overview
- Communicating/Technology
- Etiquette
- Caring for your hearing
- Where Do I Go For More Information?

RAISE THE BAR ON TALENT & DIVERSITY

PEPSICO FritoLay



What ENABLE Means



<https://www.youtube.com/watch?v=aJiWRGG1M-0>

Make A Difference – You Belong HERE!



Email:

HQEnAble@pepsico.com

FLNAFieldEnAble@pepsico.com

OR visit:

http://bit.ly/FLNA_EnAble_Signup



• E • Q • U • A • L •

Presented By: Sean Brulet & Javan Townsend



EQUAL is committed to promoting an open, inclusive, and respectful work environment for all LGBT+ and Ally associates to attract, retain, and grow the best talent.

**Key
Events**

June- Pride Month

- Global Ally Day
- Pride Month Keynote Event
- Chicago & NYC Pride Parade
- Dallas Pride Parade



October- Out & Equal Workplace Equality Conference



Culture

- Increase the overall awareness of EQUAL at PepsiCo by creating knowledge and understanding of LGBT+ issues and the impact to the organization
- Pride Month Events
 - Speaker
 - Didactic Hall
 - Pride Flags

People

- Expand education of the existing member base while continuing to engage new members in order to improve the environment for our LGBT+ employees.
- Ally Day
- Training
- Courageous Conversations

Community

- Creating an internal community for LGBT+ and Allies cross-functionally and across locations for new and existing employees. Continue external community partnerships where appropriate.
- Internal Resource List
- Nationwide Pride Parades (i.e. Dallas, NYC)

Communication

Raise the visibility of EQUAL and support communication about events, education, leadership and awareness of LGBT+ internal and external to Frito-Lay / PepsiCo.

Follow Us!

**Yammer
EQUAL-FLNA EQUAL**

Membership/Questions?

**Email
SPA-FLNAEqual@pepsico.com**





WOMEN'S INCLUSION NETWORK

Presented By: Jennifer Johnson



WIN Mission and Charter

*Engaging and empowering leaders
to develop and support women*



WOMEN'S INCLUSION
NETWORK

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WIN Mission and Charter

- Drive **Cultural** Awareness Of Gender through... Hosting Women's History Month Celebration, Encouraging Courageous Conversations, and Partnering with Allies



- Provide **People** Development through... Building Networks, Offering Leadership and Mentoring Opportunities

- Build Bridges to our **Community** through... Partnering With Female Professional Networks and Inspiring Future Leaders



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WOMEN'S INCLUSION NETWORK

WIN LEADERSHIP TEAM



Sponsor
Rebecca Burtzloff



WIN President
Jennifer Johnson



Treasurers
LaShaun Hayes
Brianna Brown



HQ ERG Chair
Stephanie Pierce



Field Sales Chair
Tarah Brasch



Field SC Chair
Jancey Cefaratti

OUR CULTURE



Rachel Baker

- Women's History Month
- Courageous Conversations
- Men Who WIN
- Big 4 Events

OUR PEOPLE



Stephanie Schmidt

- WIN Mentoring Circles
- WIN TV
- ERG Open House

OUR COMMUNITY



Tamiko Olabintan

- Network of Executive Women
- Susan G. Komen
- Attitudes & Attire

COMMUNICATIONS



Cristina Rivera

- Quarterly Meetings
- WINdow
- SharePoint
- Yammer

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WOMEN'S INCLUSION
NETWORK

Join WIN Today..

- Flag our [SharePoint site*](#): Enter your name and email address to become a part of our Distribution List! This a home for everything you might need to know about WIN. From our leadership, to ways to volunteer, mentoring circles, events and what we stand for as a community within the company.
- Connect with us on [Yammer*](#): Another way to connect is to request to join our official WIN Yammer group.

If you still can't find what you're looking for, please email SPA-FLNAWIN@pepsico.com.

*Direct WIN SharePoint path: <https://pepsico.sharepoint.com/sites/erg/WIN/SitePages/Home.aspx>

*Direct Yammer path: <https://www.yammer.com/pepsico.com/#/home> (then search WIN Women's Inclusion Network FLNA)

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Presented By: Anshul Dubey & Jason Kelley



As WIN Advocates, MWW is committed to engaging, developing, and retaining PepsiCo women by...

Increasing visible male support for WIN events

Championing the WIN agenda & programs

Recruiting WIN/MWW members and advocates

Providing perspective on mentoring/networking

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Men Who WIN Focus Areas

- Drive **Cultural** Awareness Of Gender through...
Supporting Women's History Month Celebration, Encouraging Courageous Conversations, and Partnering with Allies
- Provide **People** Development through...
Building Networks, Offering Leadership and Mentoring Opportunities
- Build Bridges to our **Community** through...
Partnering With Female Professional Networks and Inspiring Future Leaders
- Engage with our **Field** partners through...
Remote and joint WIN events, networking opportunities, and leadership opportunities



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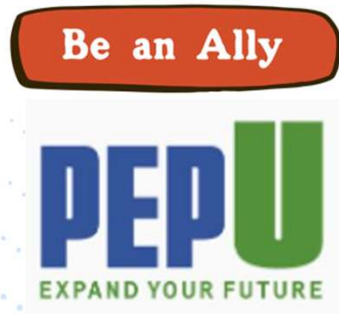


Men Who WIN – WIN Ally Program

2015	2016	2017	2018	2019	2020	2021+
<ul style="list-style-type: none"> Created Group Executive Support Increase Male Attendance 	<ul style="list-style-type: none"> Increase Male Attendance Presented The 1st Men Who WIN Award 	<ul style="list-style-type: none"> Add Men Who WIN To Key Committees Increased Male Participation In WHM 	<ul style="list-style-type: none"> Add Men Who WIN Leads For Key Committees 	<ul style="list-style-type: none"> Create Org Structure Increase Field Men Who WIN Members 	<ul style="list-style-type: none"> Add Field Men Who WIN Leaders Add Degreed Training Modules To Equip Men To Act As Allies 	<ul style="list-style-type: none"> Continue Education and Engagement from Male Allies Leverage The Structure To Make A Difference

Key Highlights:

- 50% Participation In Courageous Conversation During WHM Created The Space For Dialogue
- 2017 Women's History Month Team Received A Harvey C. Russell Award Due to Male Engagement
- Men Who WIN Awards Celebrates Male Allies In The Workplace, 86 Total Awards Presented with 8 Multi-Year/Award Recipients



Degreed Lesson #	Topic	Month 1	Month 2	Month 3	Month 4	Month 5
1	Importance of Women in the Workplace	■				
2	Challenges Women Face		■			
3	Additional Challenges for Women of Color			■		
4	Leaving the company				■	
5	What can we do					■

Journey To Understand The Experience Of Women In The Workplace And How We Can Best Support

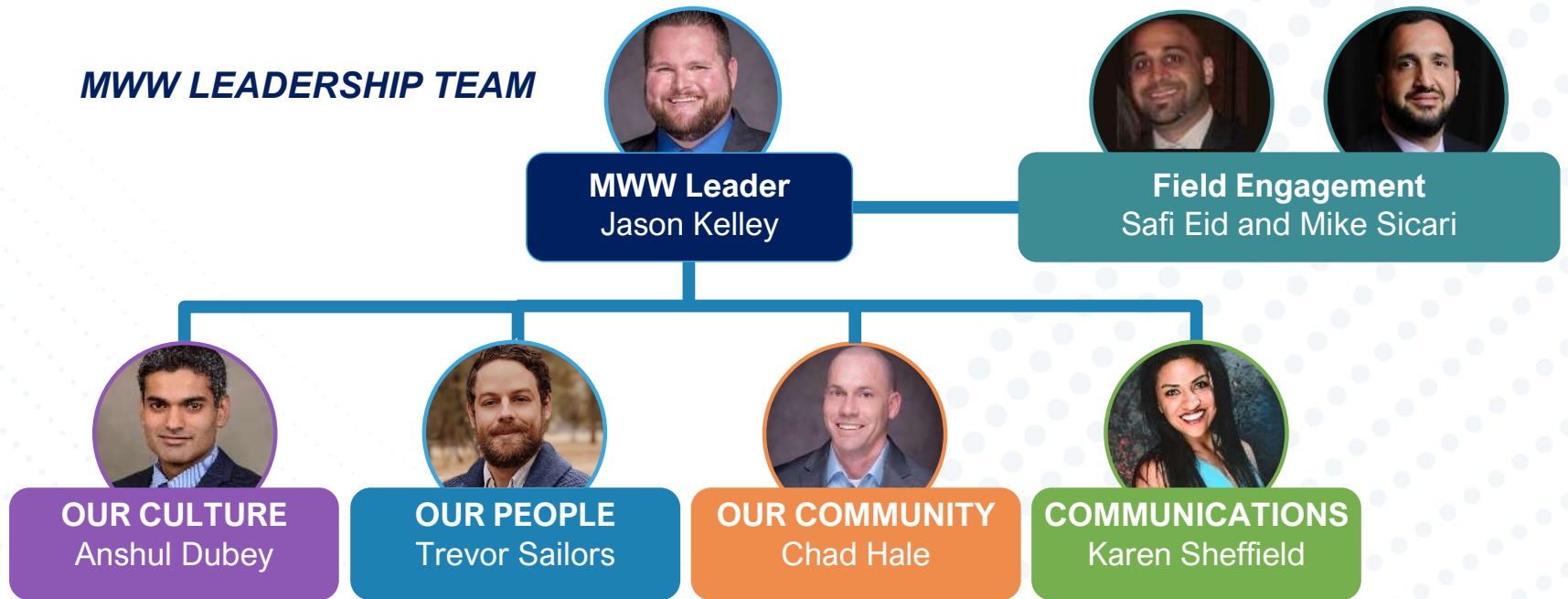
Reach Out to Get Involved!

Join MWW Today!

Flag our [SharePoint site](#): Click the Join Committee tile and be sure to check the box next to Men Who WIN to become a part of our DL
Or just reach out to one of our leaders for more information!



MWW LEADERSHIP TEAM



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Thank You & ERG Networking

Engaging
for a
Brighter
2021



Lisa Amoroso
PFNA D&I Sr Director



Tori Caton
SC Eng Sr Engineer
ERG: WIN



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Take our Survey!

Engaging
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2021

Take this survey and let us know what you thought!

See link in Chat
-or-
Use the QR code



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3:30 – 4:00 ERG Networking

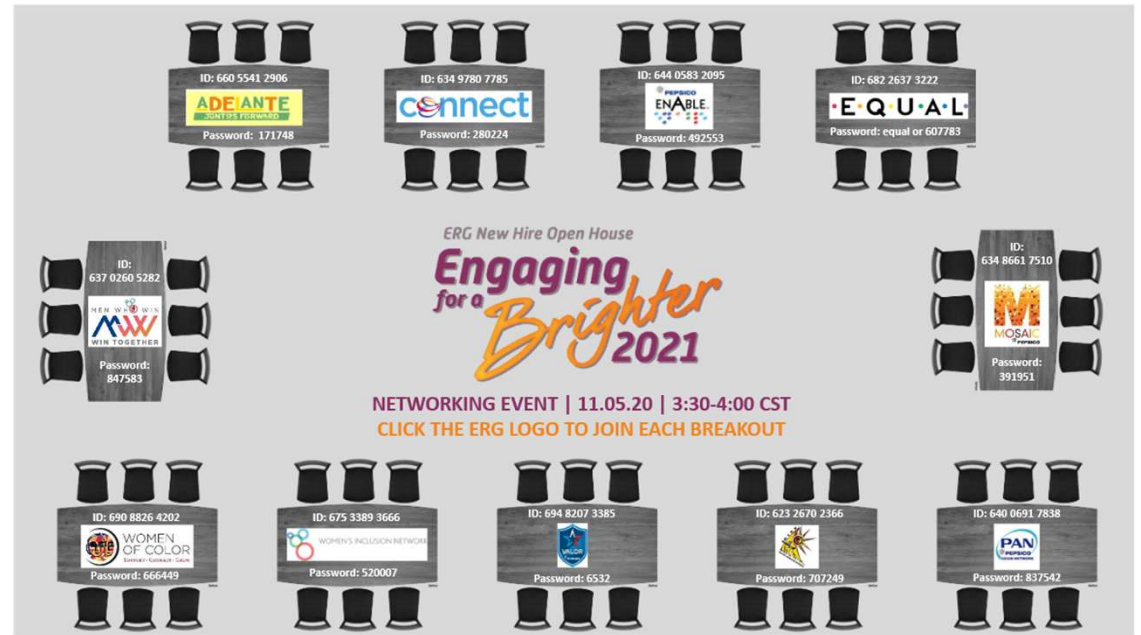
Engaging
for a
Brighter
2021

See Chat for the link to the ERG Networking Map

Connect directly with ERGs

- Leaders will be available to chat, answer your questions and discuss their group's mission, initiatives, membership benefits & leadership opportunities.
- There are 11 different tables – one for each ERG. You'll be able to join any of these 11 tables, and jump from table to table at your leisure.
- Within the map are embedded Zoom meeting links that are visible by hovering over each logo.

Socialize, network, and enjoy!



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