

**VERIZON**  
**UP TO SPEED LIVE**  
February 1, 2024 12:00 PM ET

>> JEN: HEY, V-TEAM!  
HAPPY THURSDAY!  
THANKS FOR TAKING THE TIME TO JOIN US TODAY FOR UP TO SPEED LIVE.  
WHAT A WEEK, RAQUEL!  
YOU WERE IN NASHVILLE EARLIER THIS WEEK FOR A SPECIAL UP TO SPEED.  
HOW WAS IT DOWN THERE?

>> RAQUEL: FIRST OF ALL, IT WAS COLD.  
I WAS NOT EXPECTING THAT.  
I DID NOT COME WITH THE PROPER GEAR.  
BUT IT WAS GREAT.  
I GOT TO SEE A LOT OF THE TEST STORES.  
WE WENT TO THE STORE, AS YOU KNOW.  
WE SAW SO MANY OF OUR GREAT, HARD-WORKING RETAIL REPS.  
THEY WERE AMAZING.  
AND YEAH, IT WAS NICE.  
SAW SOME LIVE MUSIC, AND --  
>> JEN: OOH!

>> RAQUEL: SOME FOOD.

>> JEN: I LOVE THAT, YEAH, SHOUTOUT TO DAN, ONE OF OUR VIPS WHO WAS AT THE  
STORE WITH YOU.  
SO, SO NICE TO SEE EVERYONE OUT THERE.  
VERY NEAT.  
ALL RIGHT, FOLKS.  
WELL, TODAY WE HAVE ANOTHER WONDERFUL SHOW FOR YOU.  
AS YOU MAY KNOW, FEBRUARY MARKS THE START OF BLACK HISTORY MONTH AND THIS  
YEAR OUR B.O.L.D. ERG, WHICH IN CASE YOU DIDN'T KNOW, STANDS FOR BLACK,  
ORIGINATORS, LEADERS AND DOERS, IS CELEBRATING BIG.

>> RAQUEL: THAT'S RIGHT.  
THIS YEAR'S THEME IS "BOLDER STEPS TOGETHER: TOMORROW IS BUILT TODAY".

>> JEN: AND AS WE'VE SAID BEFORE HERE ON UP TO SPEED, UP TO SPEED IS TRULY  
ABOUT THE V-TEAM, SO WE SET OUT TO FIND OUT WHAT BLACK HISTORY MONTH MEANS  
TO V-TEAMERS ACROSS THE COUNTRY.  
HERE'S A FEW OF THEM.  
LET'S CHECK IT OUT.  
>> THIS MONTH IS IMPORTANT NOT JUST BECAUSE IT'S BLACK HISTORY  
MONTH BUT BECAUSE THIS IS AMERICAN HISTORY MONTH.  
WE HAVE THE OPPORTUNITY TO EDUCATE AND HONOR THE  
ACCOMPLISHMENTS OF MANY BLACK AMERICANS.  
THIS INCLUDES MARK DEAN, WHO IS  
THE CO-CREATOR OF THE IBM PERSONAL COMPUTER.

JESSE RUSSEL, WHO WAS ONE OF THE  
INNOVATORS OF WIRELESS BROADBAND NETWORK.

JULIUS WITTIER, WHO IS THE FIRST  
AFRICAN-AMERICAN FOOTBALL PLAYER AT THE UNIVERSITY OF TEXAS  
AUSTIN, MY ALMA MATER, AND THE HISTORY GOES ON.

>> TO ME, BLACK HISTORY MONTH IS  
A TIME OF CELEBRATION, A TIME TO  
HIGHLIGHT THE REMARKABLE  
ACCOMPLISHMENTS OF SO MANY BLACK  
PEOPLE, THOSE FAMOUS AND WELL-KNOWN, AND THE UNSUNG HEROES.  
IT'S A TIME TO REFLECT ON HOW  
FAR WE'VE COME, BUT A REMINDER THAT WE STILL HAVE WORK TO DO.  
IT'S ALSO A TIME TO HONOR THOSE THAT HAVE COME BEFORE US.  
AND WE DO SO BY AFFECTING CHANGE AND BECOMING BLACK HISTORY.

>> WELL, WITH ME BEING A NEW  
FATHER, BLACK HISTORY MONTH HAS A RENEWED MEANING.  
I'M SOMEONE WHO'S ALSO VERY  
PASSIONATE ABOUT TECHNOLOGY AND  
SCIENCE SO I'M GOING TO BE USING BLACK HISTORY MONTH AS A WAY TO  
CONNECT WITH MY SON, EDUCATE HIM  
ON GREAT BLACK INVENTORS AND GREAT PIONEERS WHO HAVE TAKEN  
CHANCES AND WHO HAVE EXPLORED THINGS BOTH FROM A SCIENCE AND  
TECHNOLOGY PERSPECTIVE TO MAKE THIS WORLD A BETTER PLACE.  
THAT'S WHAT BLACK HISTORY MONTH  
MEANS TO ME.

>> RAQUEL: THAT'S AWESOME.  
THANK YOU ALL SO MUCH FOR SHARING.  
AND JAMES, I LOVE WHAT YOU SAID ABOUT TEACHING YOUR SON AND FULFILLING THE  
YOUNG AGE WHILE THOSE GREAT BLACK INVENTORS THAT ARE IMPORTANT TO KNOW.  
NOW, AS YOU CAN SEE BEHIND US, WE'VE GOT A GREAT CROWD.  
WE'VE GOT SOME AWESOME B.O.L.D. MEMBERS.

[CHEERS AND APPLAUSE].

>> RAQUEL: YEAH, MAKE SOME NOISE.  
NOW, LET'S OPEN IT UP TO THE AUDIENCE TO SEE IF ANYONE WANTS TO TALK ABOUT  
WHAT BLACK HISTORY MONTH MEANS TO THEM.  
DO WE HAVE ANY TAKERS?  
ALL RIGHT.  
LET'S SEE HERE.

[APPLAUSE].

>> I'M GOING TO HAND YOU THE MIC.  
GIVE US YOUR NAME AND WHAT TEAM YOU'RE ON.

>> HI.  
MY NAME IS BROOK JONES, AND I'M A PART OF STRATEGIC BUSINESS OPS UNDER CRAIG  
SULLIMAN.  
AND WHAT BLACK HISTORY MONTH MEANS TO ME IS BASICALLY A TIME WHERE WE  
COULD REFLECT ON HOW FAR WE'VE COME AS A COUNTRY AND ESPECIALLY AS A

PEOPLE, AND I LIKE TO REFLECT ON THE ACCOMPLISHMENTS THAT WE'VE HAD, AND I'M JUST PROUD TO BE PART OF THE BLACK COMMUNITY IN VERIZON. SO HAPPY BLACK HISTORY MONTH.

>> AWESOME.  
THANK YOU.

[CHEERS AND APPLAUSE].

>> ALL RIGHT.  
COME ON HERE, SIR.  
I LIKE YOUR OUTFIT.  
LOOKING VERY SPIFFY.  
VERY, VERY NICE.  
YOUR FIRST AND LAST NAME, WHAT YOU DO HERE AND WHAT BLACK HISTORY MONTH MEANS TO YOU.

>> MY NAME IS JORDAN WILLIAMS, I'M PART OF VBG, SO VERIZON BUSINESS GROUP UNDER MARKETING SCIENCE.  
ABOUT TEN MONTHS IN AS AN APPRENTICE AS A DATA ANALYST AND BLACK HISTORY ALLOWS US TO, JUST LIKE WITH DATA-DRIVEN INSIGHTS, TO INFORM THE FUTURE. WE CAN ALSO USE OUR HISTORY AND OUR CULTURE TO INFORM OUR FUTURE. AND YEAH.

>> THAT WAS AMAZING.  
THANK YOU SO MUCH!

>> THAT'S GREAT.

[APPLAUSE].

>> THANK YOU.

>> RAQUEL: THANK YOU ALL SO MUCH, AND THANK YOU ALL FOR COMING OUT HERE. PERFECT.  
AWESOME.  
ALL RIGHT.  
NOW, FOR THE REST OF YOU WATCHING, WE'D LOVE TO HEAR WHAT THIS SPECIAL MONTH MEANS TO ALL OF YOU, SO PLEASE, LEAVE US A COMMENT IN TODAY'S STORY. LET'S ALL ENGAGE IN THESE VERY IMPACTFUL CONVERSATIONS.

>> ABSOLUTELY.  
NOW, TEAM AS IF THE MONTH ALONE WEREN'T EXCITING ENOUGH, WE'RE ALSO CELEBRATING B.O.L.D. TURNING THE BIG 4-0.

>> JEN: YEP.  
WHAT MILESTONE.  
AND HERE'S A FUN FACT.  
DID YOU KNOW THAT B.O.L.D. WAS THE FIRST OFFICIAL EMPLOYEE RESOURCE GROUP AT VERIZON?

>> RAQUEL: YES.

IT WAS ACTUALLY ESTABLISHED IN 1983 AS C.I.T.E.

NOW, HERE WE'LL PULL UP A NEAT PICTURE OF SOME OF THE FORMER C.I.T.E. MEMBERS. SOME OF YOU MAY SEE YOURSELVES IN 2018, IT BECAME KNOWN AS B.R.A.V.E., BUT THEN IN 2021, IT WAS REESTABLISHED WITH ITS NEW NAME, B.O.L.D. AND LOGO, AND YOU CAN DELVE INTO SOME MORE B.O.L.D. HISTORY IN TODAY'S STORY.

>> AND TO HELP US GET EVEN MORE EXCITED ABOUT WHAT TO SHARE THIS MONTH, AND WHAT FOLKS CAN LOOK FORWARD TO, WE INVITED B.O.L.D. EXECUTIVE ADVISOR, BOARD MEMBER AND VP IN GENERAL, COUNSEL DAVID HUBBARD, AND ALSO SOPI MITIL, B.O.L.D. GLOBAL FINANCE LEAD.  
WELCOME.

>> HELLO!

[APPLAUSE].

>> THANK YOU BOTH FOR BEING HERE.

REALLY APPRECIATE THAT.

DAVID, I THINK WE'RE GOING TO START WITH YOU, AND WE JUST WANT TO KNOW MORE ABOUT WHY YOU JOINED B.O.L.D., AND IF YOU CAN REMEMBER, WHAT WERE YOU THINKING WHEN YOU FIRST JOINED IT?

WHEN DID YOU JOIN?

TELL US ABOUT YOUR JOURNEY WITH B.O.L.D.

>> WELL, THANK YOU FOR THE OPPORTUNITY TO BE HERE, AND HELLO, EVERYONE. AND YES, I REMEMBER VIVIDLY WHEN I JOINED B.O.L.D.

IT WAS 2004.

I HAD JUST JOINED THE ORGANIZATION, AND IT WAS C.I.T.E. THEN, AND I ATTENDED A C.I.T.E. CONFERENCE.

I CAME FROM A PLACE WHERE I WAS AT A LAW FIRM, AND I WAS ACTUALLY THE ONLY BLACK ASSOCIATE THERE, TO THIS WONDERFUL WORLD AND COMMUNITY THAT C.I.T.E. AT THE TIME HAD TO OFFER ME.

AND IT WAS REALLY EXCITING.

I DEVELOPED FRIENDSHIPS ACROSS THE BUSINESS, LEARNED FROM PEOPLE WHO REALLY FELT AT HOME IN THE COMMUNITY, AND CANDIDLY, IT WAS ONE OF THE REASONS WHY VERIZON, AT THAT TIME, AND STILL TODAY, FEELS LIKE A WONDERFUL PLACE FOR ME TO BE.

>> THAT'S NICE.

I THINK COMMUNITY IS SO IMPORTANT TO BE ABLE TO FIND PEOPLE THAT YOU HAVE THINGS IN COMMON WITH AT WORK.

IT ELEVATES THE EXPERIENCE.

SO THAT'S AWESOME TO HEAR.

>> ABSOLUTELY.

HOW ABOUT YOU, SOPI.

SAME QUESTION FOR YOU.

WHEN DID YOU JOIN?

DO YOU REMEMBER?

GIVE US, YOU KNOW, A NICE LITTLE BACK STORY.

>> AGAIN, AS DAVID MENTIONED, THANK YOU FOR HAVING US.

I WOULD SAY FOR ME, MY STORY IS SIMILAR TO DAVID'S.

I JOINED B.O.L.D. AND A NUMBER OF OTHER ERGS SHORTLY AFTER STARTING HERE IN VERIZON IN 2013, AND I SAY FOR ME, AS A FIRST-GENERATION HAITIAN-AMERICAN, IT WAS IMPORTANT FOR ME TO FIND A COMMUNITY THAT RESONATED WITH MY BACKGROUND, MY CULTURAL EXPERIENCES, AND THAT'S ONE OF THE THINGS THAT B.O.L.D. GAVE ME, SO FOR ME, SINCE THE START OF B.O.L.D., THEY HAVE BEEN THE SOURCE OF CONNECTIONS AND EMPOWERMENT THROUGHOUT MY VERIZON JOURNEY.

>> AWESOME.

>> ABSOLUTELY.

THANK YOU BOTH FOR SHARING THAT.

NOW I KNOW THAT THERE'S A LOT OF GREAT STUFF PLANNED FOR THE MONTH.

SO DAVID, CAN YOU TELL US SOMETHING THAT WE'RE LOOKING FORWARD TO?

>> YEAH.

IT'S GOING TO BE A PHENOMENAL MONTH AND WE'RE GOING TO START WITH OUR MARQUEE EVENT, WHICH WILL BE HELD ON THURSDAY, FEBRUARY 22ND, AT 1 TO 2 P.M. EASTERN, LIVE HERE IN BASKING RIDGE, WITH LOCAL WATCH PARTIES IN ALL OF OUR HUB LOCATIONS.

OUR VP OF TALENT AND DEI CHRISTINA SCHELLING, WILL BE THE HOST, AND SHE'S GOING TO BE JOINED BY THREE OF OUR FANTASTIC BOARD MEMBERS, CLARENCE OTIS, SHELLY, AND RODNEY, FOR THAT CONVERSATION.

WE'RE GOING TO HAVE MUSIC, HEAD SHOT OPPORTUNITIES, VOLUNTEER ACTIVITIES AND MORE, AND IT'S GOING TO BE A FANTASTIC EVENT.

HOPE TO SEE YOU ALL THERE.

>> YES.

I KNOW I WILL BE THERE.

ALL RIGHT.

AND SOPI, I KNOW THERE'S OTHER GREAT EVENTS THAT YOU ALL HAVE PLANNED.

TELL US ABOUT THOSE.

>> OH, ABSOLUTELY.

SO LATER TODAY AT 1 P.M. EASTERN, YOU CAN JOIN US FOR OUR Q1 MEMBERSHIP MEETING WITH A SPECIAL GUEST, WHERE WE'RE GOING TO HAVE A FIRESIDE CHAT BETWEEN OUR GLOBAL LEAD AND OUR OWN HEAD OF DEI TRACI SANDERS.

AND ALSO, WE'VE GOT MANY MORE.

ON FEBRUARY 15TH, B.O.L.D. AND THE PACT ERG ARE UNITING IN CELEBRATION OF NATIONAL CAREGIVERS' DAY FOR A CONVERSATION TO CELEBRATE THE BLACK FAMILY.

AND FINALLY, ON FEBRUARY 26TH, DAVID, I BELIEVE THAT YOU ARE JOINING A PANEL ALONGSIDE MONICA HAMMOND, DONNA EPPS, NIA MATHIS AND TRACI SANDERS, WHICH IS GOING TO BE GREAT AND WE'RE EXCITED ABOUT IT.

>> YES, AWESOME.

I BELIEVE TRACI IS IN THE AUDIENCE TODAY.

HELLO, TRACI!

>> TRACI!

[APPLAUSE].

>> WE'LL SEE YOU AT THAT EVENT AS WELL.

>> ABSOLUTELY.

SO MANY GREAT EVENTS, V-TEAM.

WE'LL HAVE A FULL LIST OF EVENTS AND ACTIVITIES LINKED IN TODAY'S STORY.

THANK YOU AGAIN SO MUCH FOR BEING HERE.

NOW, WE DO HAVE ONE MORE QUESTION FOR YOU BOTH.

AND I'M REALLY CURIOUS ABOUT IF YOU WOULD BE ABLE TO SHARE JUST REALLY AUTHENTICALLY, WHAT DOES BLACK HISTORY MONTH MEAN TO YOU?

I'D LIKE TO START WITH YOU, DAVID.

>> SURE.

BLACK HISTORY MONTH IS EXTREMELY IMPORTANT FOR A NUMBER OF REASONS FOR ME.

THE BLACK COMMUNITY HAS A RICH HERITAGE, LEGACY OF MEANINGFUL

CONTRIBUTIONS TO AMERICAN SOCIETY, MANY OF WHICH OVER TIME HAVE BEEN DISTORTED, FORGOTTEN, AND OFTENTIMES EVEN IGNORED.

SO FOR ME, BLACK HISTORY MONTH IS AN OPPORTUNITY FOR US ALL TO LEARN ABOUT THESE ACHIEVEMENTS, EMBRACE THEM AND CELEBRATE THEM.

AND SO, YOU KNOW, THOSE MEANINGFUL CONTRIBUTIONS ARE WORTHY OF CELEBRATION, AND THIS IS AN OPPORTUNITY FOR US TO DO SO.

>> ABSOLUTELY.

THANK YOU FOR SHARING OF THAT.

SOPI?

>> AND I'LL TELL YOU FOR ME, FOR ME AND MY CARIBBEAN ANCESTORS, I LOOK AT MY SIBLINGS AND I LOOK AT THE THINGS WE'VE BEEN ABLE TO ACCOMPLISH, WE ARE ALL BLACK HISTORY, AND SO WHEN I THINK ABOUT OUR MOTIVATION, WHEN I THINK ABOUT OUR PERSEVERANCE, OUR WILLINGNESS TO SUCCEED, IT MAKES ME FEEL THAT, YOU KNOW, AS FAR AS BLACK HISTORY MONTH IS CONCERNED, IT'S FOR ALL OF US, RIGHT? IT'S NOT ONLY A DAY OF REMEMBRANCE, BUT IT'S ALSO A DAY TO CONTINUE TO MOTIVATE THE MASSES SO THAT WE CAN CONTINUE TO BUILD OUR LEGACY.

>> ABSOLUTELY.

AWESOME.

WELL, THANK YOU BOTH SO MUCH FOR SHARING FROM THE HEART.

REALLY APPRECIATE THAT.

>> ALL RIGHT, TEAM.

WE HAVE REACHED THE END OF TODAY'S SHOW, BUT BEFORE WE GO, WE DID WANT TO SHARE A FUN VIDEO THAT REALLY HELPS SET THE TONE FOR THESE IMPORTANT MONTHS.

>> WE'RE TAKING BOLDER STEPS TOGETHER.

>> TOGETHER.

>> TOGETHER.

>> BECAUSE TOMORROW.

>> TOMORROW IS STILL TODAY.

>> TODAY.

>> TODAY.

>> TODAY.

[APPLAUSE].

>> HOW EXCITING.

TOMORROW IS BUILD TODAY S LIKE YOU SAID, SOPI, BLACK HISTORY IS ALSO, YOU KNOW, EVERYTHING THAT YOU'RE DOING EVERY DAY, RIGHT?

AND THAT'S SO IMPORTANT TO REMEMBER.

SO THANK YOU AGAIN BOTH SO MUCH FOR BEING HERE.

THANK YOU, V-TEAM, FOR WATCHING.

AND REMEMBER TO LEAVE US A COMMENT TODAY SHARING WHAT BLACK HISTORY MONTH MEANS TO ALL OF YOU.

WE CANNOT WAIT TO READ THOSE COMMENTS.

>> ABSOLUTELY.

ALL RIGHT.

WELL, THAT'S ALL FOR TODAY, FOLKS.

>> YEP.

DAVID, SOPI, WE LOVE WHEN SOMEBODY HELPS US CLOSE OUT, SO ARE YOU GUYS UP FOR IT?

WE'LL TAKE THE FIRST PART YOU TAKE THE SECOND?

>> ABSOLUTELY.

>> ALL RIGHTY.

UNTIL NEXT TIME...

>> YOU'RE UP TO SPEED.

>> OKAY.