

**VERIZON
UP TO SPEED LIVE**

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>> JEN MARIN: Happy Tuesday, V Team, I hope we're all having a great week and hello, Basking Ridge.
What an audience.

[Cheers and applause].

>> JEN MARIN: We love that folks you have to come down here on Tuesdays and Thursdays we love to see you all right we're already a few days into March can you believe it which means it's already Women's History Month and as always Verizon is celebrating big all month long and today I have a few special guests to help me share those exciting details but before I get into that there are a few news items I want to highlight.
Starting with a quick recap of Black History Month, which just wrapped up. This year's theme was BOLDer Steps Together: Tomorrow is Built Today.

We kicked off February's month long celebrations right here on Up to Speed with Executive Advisory Board member David Hubbard and BOLD finance lead Sopi Mitil they came forward to share everything that folks had to look forward to as well as what Black History Month meant to them some of those events included a conversation led by our SVP of talent and DEI Christina Schelling with Clarence Otis, Shelly Archambeau and Rodney Slater it was an amazing discussion on their career journeys and the role they play as members of our Board of Directors.

To help honor the king of soul or VP of local and segment marketing Robyn Parks represented Verizon at the premier of James brown say it loud a new docu-series Verizon produced in partnership with A&E by the way that docu-series is now available for streaming and you can find a link for that in today's story. In addition to amazing events the BOLD ERG partnered with our recruiting team throughout the month to host mock interviews with our V Teamers at our local hubs and during the last week of Black History Month Verizon once again served as a Title Sponsor of the Central Intercollegiate Athletic Association tournament, featuring teams from Historically Black Colleges and Universities.

The CIAA tournament hosted events in Baltimore throughout last week ranging

from kid's athletic clinics to the annual Tech Summit House which attracts some of tech's brightest minds supporting the Black Community to continue conversations about enhancing ecosystems, networking and if anything career opportunities.

Chris Flood president of Verizon's Atlantic North retail market and Paul Plymouth a Verizon director of State Government and local engagement kicked off this year's summit by reinforcing Verizon's commitment to technology.

Digital equity and the Baltimore community through our investments in small business STEM education and our amazing network connecting residents to each other and of course the world here is what Chris had to say about this event's purpose and the pride Verizon takes in it being its Title Sponsor.

>> CHRIS FLOOD: So the event brings together some of the brightest minds in the tech industry and it's going to create a lot of opportunities with some productive conversations around networking, collaboration, and really identify where those opportunities to set our future tech leaders up for success. We're incredibly honored to be the Title Sponsor and play a major role in today's discussion as well as show our commitment to the City of Baltimore.

>> JEN MARIN: And check this out our contribution to the summit and the community event was highlighted last week on Fox Baltimore, Chris Flood chatted with host Marc Clarke where they discussed Verizon's role in the community and contributions to economic growth in that region.

All right.

Now to a huge priority for us here at Verizon, running to a crisis.

But doing so fully prepared.

As you know, hurricane season is just around the corner and recently our Verizon Response Team went up out to Camp Shelby in Hattiesburg, Mississippi to team train alongside the U.S. military in multiple realistic high-intensity simulated crisis scenarios.

Let's check it out.

[MUSIC PLAYS].

>> It doesn't get any bigger than this in terms of training exercises.

[MUSIC PLAYS].

>> We are at Camp Shelby in Hattiesburg, Mississippi. And we are conducting a training simulation with various Verizon Response

Teams.

With the Air and Army National Guard and the Mississippi Emergency Management Association.

>> We have our merit team that's responsible for responding to Hazmat conditions.

We have what we call our dirt team, which takes care of our RAN infrastructure. We have our Emergency Response Team that takes care of our fiber infrastructure.

And we also have our Frontline Team that works with local and public safety agencies.

>> The merit team is made up of telecommunications or technicians they are all volunteer their daily lives involve repairing or maintaining the network. My job is to teach them how to do that in a hazardous amount.

>> The mission of the dirt team is to provide communications.

Any time communications are lost or we need to augment the network.

So for the scenario here at Camp Shelby we brought in 46 different assets from drones and pelican cases up to a full on COLT truck.

>> We are going to pack everybody on the other side of these trucks, okay?

>> Drones are absolutely mission critical pieces of equipment.

Our drones are able to provide live real-time streaming by electro-optical and thermal imagery to our public safety agencies via our robust network.

>> So today we're simulating Gulfport, Mississippi who has been impacted by hurricanes they had storm surge and floodwaters that impacted the downtown area and the hospital we have a critical circuit in that hospital and it's critical to the county to get their infrastructure back up.

>> All of these teams do training exercises to sharpen their skills and prepare themselves throughout the year.

But this is the first opportunity where we had all of them together coordinating a joint response.

And we're also doing it with the Air and Army National Guard so to the extent that we can train, learn from each other and be better prepared for when a situation does occur, that's what makes this training opportunity so special.

>> I just have so much pride in the work that these teams do.

When we talk about we run to a crisis, these teams are the absolute epitome

of that.

[APPLAUSE].

>> JEN MARIN: Yeah, absolutely round of applause.

I absolutely love that.

We are staying ready so that we don't have to get ready.

All right now let's turn back to Women's History Month.

And welcome our guests we'll be sharing more on how we're celebrating all month long, folks, please welcome no strangers to the show Sam Hammock and our WAVE ERG global lead Kia Wilson, welcome to Up to Speed, ladies.

[APPLAUSE].

>> SAM HAMMOCK: Thank you.

>> JEN MARIN: Happy Women's History Month.

>> SAM HAMMOCK: Thank you.

>> JEN MARIN: You both look absolutely beautiful.

And you know let's get things off -- kick things off with Sam I would love to ask you we know Women's History Month is a big deal all yearlong at Verizon but right now we're really honing in on that what does that mean to you what does the month mean to you and why is it so important to celebrate women this month at Verizon.

>> SAM HAMMOCK: Yeah this is such an amazing time.

So happy Women's History Month, everybody.

Amazing.

[APPLAUSE].

>> SAM HAMMOCK: So of course it does mean bust out that purple.

>> JEN MARIN: Yep.

>> SAM HAMMOCK: That's kind of a representation of Women's History Month is the color that we resonate.

And so first and foremost I couldn't be more happy to be here with all of you and to be here with WAVE and Kia I'm so proud to be the Executive Sponsor of this incredible community.

Women's History Month is a celebration of all of us and I don't just mean women it's a celebration of our history.

The ceilings we shattered the hills we climbed the discoveries we made and the

world we helped build and we can't go forward without acknowledging where we have been so there's always more work to do there's always more progress to be made.

But what so important to remember is how far we have come.

And we need to honor all the women past and present who helped us get there.

So no one gets to where they are alone as we know.

And I wouldn't be where I am without the amazing women in my life who inspire me every single day.

And that includes the amazing like Kia who is our global WAVE lead.

All of our WAVE leaders.

And the amazing WAVE community at large.

It's so special.

>> JEN MARIN: Absolutely.

I love it.

It's so wonderful to hear women supporting women even just the very nice words you just said right now Sam so lovely and it fits perfectly with WAVE's Women's History Month theme this year which is: Be inspired.

Be ignited.

Be included.

So Sam, what does that mean to you.

>> SAM HAMMOCK: I love it those are such powerful words, too.

So you know a little bit of a throwback, but it's girl power.

Right?

Seriously, this month is all about coming together and celebrating the women in our lives who make us be our best, who lift us up.

And that's what it's all about.

So this includes of course our male allies and our nonbinary allies they play such a vital role in advocating and supporting women at work and in life.

We would not be where we are without that so when I think about the last part of the theme: Be included.

In one really reinforces what this month is all about for everyone.

And this movement, it needs all of us.

So as V Teamers that means showing up and stepping up together.

>> JEN MARIN: Absolutely.

Couldn't agree more.

How about you, Kia?

What does Women's History Month mean to you and what does the theme mean to you specifically.

>> KIA WILSON: Well Women's History Month for me, it means power but this year's theme: Be inspired.

Be ignited.

Be included is really more of a Call to Action.

It moves all of us to find our own personal inspiration explore the causes and mission that ignite passion for progress and foster inclusivity as a mantra for collective success.

>> JEN MARIN: I think that's fantastic and you know we saw at the top of the show you folks can probably see now we have a really big audience here full of awesome V Teamers, WAVE members as well I figured why not invite some of them up to ask them what they feel about Women's History Month.

So anyone interested here.

I saw you put your hand up first.

Come on down.

Welcome; welcome.

[APPLAUSE].

>> JEN MARIN: Awesome I'll give you the mic right here share your first, last name and where you work in the business and the question for you will be, who inspires you, what woman inspires you in your life.

>> I'm Eliza I'm part of the GN&T organization on the maintenance engineering.

The person who inspired me the most was my mom.

And the reason she inspired me is because she's given me that hope of knowing that my voice has a space in the area.

My mom was a big advocate in our community.

My mom dealt with domestic violence.

And so she brought in women that she could support.

So she was my strength in knowing who I really am.

>> JEN MARIN: That's beautiful.

Thank you so much for sharing.

I feel like I got teary eyed because that was so lovely.

Anyone else?

Oh, yes, gentleman, come right up.

I love this.

[APPLAUSE].

>> JEN MARIN: Like Sam said we all support.

Amazing.

>> That's right.

>> JEN MARIN: So I want to hear it your first, last name, where you work in the business and your question will be who is your hype woman.

>> So my name is Al Jackson I work with the Talent Acquisition Team. And we're going to keep with the Super Bowl theme my hype woman is Beyonce.

[APPLAUSE].

>> You know, good vibes, that's my rockout morning music on the way to work.

>> JEN MARIN: I love it.

You need it, right.

>> You need it.

>> JEN MARIN: Because even that is what can we listen to, it's lyrics, it's books, so many women inspire us in different ways we don't just have to know them in person so I love that thank you so much thanks for sharing.

[APPLAUSE].

>> JEN MARIN: Beautiful.

I love that.

So great to hear from folks firsthand.

So now, Kia, I want to turn back to you, tell me what can V Teamers look forward to this month we have so many great amounts for all of our ERGs for women specifically what can they look forward to this month.

>> KIA WILSON: Jen I'm glad you asked we have a jam packed month that I am super excited to announce our March 7th Lift as We Rise International Women's Day panel.

[APPLAUSE].

>> KIA WILSON: This panel brings together the women of the VLC for the first time ever.

So making history.

It's going to be moderated by Aparna.

It's going to feature our own Sam, Leslie, Stacey, and Vandana.

And it is going to be incremental.

Good candid discussion so please tune in.

March 14th, we're going to be partnering with SOMOS to bring in Rosa Ramos-Kwok, who is the Director -- managing Director of JPMorgan Chase to talk about self-advocacy.

And then March 28th we're going to wrap the month with a leaders making waves through allyship panel that is going to be moderated by Frank Dibetta.

[APPLAUSE].

>> JEN MARIN: Beautiful.

Absolutely all of those events sound amazing but getting the women of the VLC together for the first time now that's just exciting, right?

That's super amazing.

Now Sam before we close out, we really know that creating a close knit community and growing our network is so important for women and sometimes that can be tough I really want to know how can women here at Verizon how can we leverage Verizon's tools to grow our network to grow our community.

>> SAM HAMMOCK: This is such an important question and one we get -- I personally get but I know a lot of women get all the time and it is a little bit about carving out that time for you.

So absolutely important thing, in creating that community, this bench of supporters I talked about earlier, it is vital to our success for ourselves and for each other and the best place to start is with WAVE or any of our ERGs.

It's such an important part of that culture and the communities they build and the connections that we have, it's just amazing.

It's truly tremendous.

So a couple of other things I would call out is check out WOW Connect.

And guess what, enrollment opened today.

So get out there and enroll.

Amazing resources, development workshops, conversations, peer-to-peer support.

So much is built into this amazing program that we have made even better.

So if you're interested, the first step is you have to sign up with WAVE because WOW Connect is delivered in partnership with WAVE and we make sure that the topics and themes really capture those issues that women are facing and they align with what our V Teamers need to succeed here at work and at home. And lastly, don't forget about our awesome benefits.

We have done so much cool stuff with benefits we have the Backup Care it's available to our U.S. employees.

And you know one of the few employers we don't actually stipulate how you can use your Backup Care.

So maybe you want to go on a Date Night on Friday maybe you want to have a girls night, you in.

>> JEN MARIN: I like that.

I love that.

>> SAM HAMMOCK: Let's have a girls night let's get our backup situated we have Verizon but it's there for how you need this and nearly 27,000 hours of Backup Care were used last year so it's a benefit that people are taking advantage of.

Another one I'm super excited about is and we just announced this, Spring Health is a new vendor.

And what they do, is they hook you up with virtual ability to connect almost immediately, counseling, therapy.

And we know how important mental health is.

And it can be really hard to find the right professionals to support us.

Also executive coaching.

So we get this question a lot how can I get that so right now if you go ahead and sign up you can get six free counseling sessions and six free coaching sessions I actually took advantage I did therapy two weeks ago and I did an exec coaching session last week so I'm telling you go get it I feel I'm already elevating my game.

>> JEN MARIN: I love that Sam.

[CHUCKLES].

>> SAM HAMMOCK: So as you are growing in your career we want to make sure you have the well-being and support you can thrive in.

Because if you live well, you can work well.

>> JEN MARIN: Seriously I love all of those benefits I mean come on a girls night on Verizon, sign me up.

That sounds good.

I absolutely love that.

So make sure that you guys take advantage of these incredible benefits that are offered at Verizon such an amazing, amazing place to work.

So folks, something else I want to ask you guys to do is I would love if you all commented on today's story sharing who your hype woman is, who inspires you, let's inspire each other through that comment section let's take a look and really support each other because who knows what we might learn.

And then you know even with Eliza who shared that touching story about her mom you never know who you can reach out to which is all about supporting ourselves and each other through our network all right folks that's a wrap we covered the highlights of what's happening in this Women's History Month but there's so much more we didn't get to touch on so make sure you head onto Inside Verizon for an article with much more on that and with that, folks let's close out the show Kia Sam want to help me with the close out all right let's do it.

Until next time.

>> You're Up to Speed.

[MUSIC PLAYS].