

VERIZON
UP TO SPEED LIVE
November 7, 2023 11:30 AM ET

RAQUEL: HELLO, V TEAM! WELCOME TO UP TO SPEED LIVE.

JEN: THANKS FOR JOINING US THIS LOVELY TUESDAY.

TODAY, WE HAVE SAM HERE TO GIVE

YOU THE SCOOP ON THE FOURTH QUARTER VZPULSE SURVEY RESULTS,

PLUS, A LITTLE SOMETHING CALLED

JOURNEY FORWARD, BUT BEFORE WE

GET TO THAT, LET'S COVER SOME QUICK NEWS.

RAQUEL: DID ANY OF YOU WATCH ANY COVERAGE OF THE NEW YORK CITY MARATHON THAT TOOK PLACE SUNDAY?

SATURDAY, ACTUALLY. NO, IT WAS SUNDAY, RIGHT?

IT WAS SUNDAY.

IT'S ONE OF THE BIGGEST RACES IN

THE WORLD WITH 50,000 RUNNERS

PARTICIPATING AND THOUSANDS MORE CHEERING ON.

JEN: AND LIKE THEY'VE BEEN DOING FOR DECADES.

OUR NEW YORK FIOS TECHS HAVE

BEEN WORKING BEHIND THE SCENES TO MAKE RACE DAY A REALITY.

STARTING TWO WEEKS OUT, AND

UNTIL WELL AFTER THE LAST PERSON CROSSES THE FINISH LINE,

TEAMS IN MANHATTAN AND STATEN ISLAND RAN TENS OF THOUSANDS OF FEET OF FIBER THROUGHOUT CENTRAL

PARK TO BRING CONNECTIVITY FOR THE RACE ORGANIZERS,

BROADCASTERS, PUBLIC SAFETY, AND MEDICAL SERVICES.

RAQUEL: THAT'S AWESOME!

AND JEN AND I ACTUALLY KNOW SOMEONE WHO RAN IN THE RACE.

AND A BIG SHOUT OUT TO OUR VERY

OWN COMMS TEAMMATE, CAROLINE

BROOKS WHO RAN THE MARATHON AND WITH A BIG SMILE.

BIG ROUND OF APPLAUSE.

WE KNOW SHE WAS TRAINING HARD, AND WE'RE SO PROUD OF HER.

>> SHE IS WAKING UP, COLD WEATHER, HOT WEATHER, SHE WAS RELENTLESS

AND IT SHOWS. CONGRATULATIONS CAROLINE, WE

WERE CHEERING YOU ON, WE'RE SO PROUD.

AND THERE'S MORE TO CHEER ABOUT,

ESPECIALLY AT OUR STORES.

SO MUCH SO THAT THE BALTIMORE

RAVENS CHEERLEADERS, MASCOT POE AND MARCHING RAVENS BAND HELPED

CELEBRATE RAVENS PURPLE FRIDAY

WITH CUSTOMERS LAST FRIDAY AT OUR COMPANY STORE IN FREDERICK.

RAQUEL: ENCOURAGED TO WEAR PURPLE, VERIZON CUSTOMERS AT THE STORE THAT DAY ALSO HAD THE OPPORTUNITY TO SAVE \$50 WHEN THEY ADDED A LINE OR SIGNED UP FOR VERIZON HOME INTERNET.

JEN: IN ADDITION TO BOOSTING LOCAL FAN PRIDE AND DELIVERING CUSTOMER SAVINGS, THE RAVENS PURPLE FRIDAY EVENT CELEBRATES THE RENEWAL OF THE PARTNERSHIP BETWEEN VERIZON AND THE BALTIMORE RAVENS, WHO WILL CONTINUE TO TEAM UP TO BOOST CONNECTIVITY AND ENHANCE THE FAN EXPERIENCE AT M&T BANK STADIUM AND BEYOND.

RAQUEL: MOVING ON TO OTHER NEWS, ON NOVEMBER 9, VERIZON AND DISCOVERY EDUCATION ARE PARTNERING TO LAUNCH A VIRTUAL FIELD TRIP DESIGNED TO SHOW STUDENTS THE MIND-BENDING WORLD OF EXTENDED REALITY! IN THIS IMMERSIVE ONLINE ADVENTURE, STUDENTS WILL LEARN ABOUT THE WAYS TECHNOLOGY IS CREATING A BRIDGE TO THE FUTURE.

JEN: THIS EXCITING VIRTUAL FIELD TRIP EVEN SHOWCASES THE VERIZON INNOVATION CENTER LOCATED IN BOSTON AND THE BRILLIANT MINDS OF OUR VERY OWN V TEAMERS:

MASON, CHELSEA, AND MIRAJ WHO ARE REVOLUTIONIZING THE WAY WE INTERACT, PLAY, AND LEARN. THE VIRTUAL FIELD TRIP KICKS OFF ON NOVEMBER 9TH ON THE DISCOVERY IMMERSIVE LEARNING PAGE AND WILL ALSO MAKE ITS WAY TO VERIZON INNOVATIVE LEARNING HQ, OUR FREE ONLINE PORTAL THAT PROVIDES TEACHERS WITH THE TOOLS THEY NEED TO BRING NEXT-GEN TECH INTO THE CLASSROOM.

RAQUEL: V TEAMERS CAN SHARE THIS AWESOME OPPORTUNITY FOR STUDENTS TO LEARN ABOUT EXTENDED REALITY WITH THE TEACHERS IN THEIR LIVES! CHECK THE LINK IN THE STORY TO LEARN MORE AND SHARE THAT REGISTRATION LINK WITH YOUR FAVORITE TEACHER IN AN EFFORT TO SUPPORT OUR CITIZEN VERIZON GOAL OF PROVIDING 10M YOUTH WITH DIGITAL SKILLS TRAINING BY 2030.

JEN: SUPER COOL.

WELL LIKE WE MENTIONED AT THE TOP OF THE SHOW, WE DO HAVE SAM HERE TO SHARE OUR 4Q, VZPULSE SURVEY RESULTS, AND MORE ON JOURNEY FORWARD.

>> YES, WE DO. HELLO, SAM.

>> GOOD TO SEE YOU.

ALWAYS APPRECIATE YOU COMING ON TO TALK SO DIVE RIGHT IN.

>> AMAZING, THANKS FOR HAVING ME.

SO YOU KNOW PULSE IS ONE OF MY FAVORITE TOPICS.

I REALLY THINK THAT WE ARE LUCKY PEOPLE WILL GIVE US THEIR VOICE AND

TRUST. AS YOU KNOW, OUR VZPULSE SURVEY IS ALL ABOUT YOU, YOUR VOICE, YOUR FEEDBACK, AND YOUR THOUGHTS ON HOW WE CAN KEEP STRENGTHENING OUR CULTURE AND THE EMPLOYEE EXPERIENCE AT VERIZON. LAST MONTH, WE ASKED YOU TO OFFER YOUR THOUGHTS ON THREE AREAS: HOW YOU FEEL ABOUT BEING PART OF THE V TEAM? YOUR OVERALL SATISFACTION. HOW ARE WE DOING WHEN IT COMES TO ACTING ON YOUR FEEDBACK? BY SUPER IMPORTANT. WE WILL COME BACK TO THAT. AND LASTLY, DO YOU HAVE THE SUPPORT YOU NEED TO CARE FOR YOUR WELLBEING? THIS IS REALLY IMPORTANT RIGHT NOW TO MAKE SURE WE ARE THERE FOR PEOPLE'S MENTAL HEALTH AND AWARENESS. FIRST I COULD NOT GET AWAY WITHOUT SAYING THANK YOU TO OUR ENTIRE V TEAM. OVER 94,000 OF YOU RESPONDED TO OUR FOURTH QUARTER SURVEY, WHICH IS AN 86% PARTICIPATION RATE. WE'RE SUPER PROUD OF THAT. IT DOES REINFORCE THAT TRUST AND CONFIDENCE YOU HAVE IN PULSE AND THAT SHARING YOUR FEEDBACK LEADS TO RESULTS. IN THAT WILL DRIVE CHANGE IN THE WAY THAT WE WANT. JEN: THAT'S GREAT. SO WHAT DID V TEAMERS SAY? >> IT'S IMPORTANT TO REMEMBER THAT WHEN WE'RE LOOKING AT SURVEY RESULTS, WE VIEW THE DATA IN TWO WAYS. FIRST, WE REFLECT ON HOW WE'RE PROGRESSING INTERNALLY AT VERIZON, AND THEN WE ALSO SEE HOW WE MEASURE UP TO OTHER COMPANIES IN THE GALLUP DATABASE. IN THE SAME MACRO ENVIRONMENT WITH EVERYTHING HAPPENING WHAT ARE WE SEEING FROM OTHERS? ON THE WHOLE, WE'RE DOING REALLY WELL. WE SAW TANGIBLE IMPROVEMENTS IN SEVERAL AREAS THAT ELEVATED OUR PERCENTILE RANKING IN GALLUP'S 2023 OVERALL COMPANY-LEVEL DATABASE. IN TERMS OF EMPLOYEE SATISFACTION, WE MOVED UP TO THE 75TH PERCENTILE, SCORING 4.16 OUT OF 5. LAST QUARTER, WE SAW A SLIGHT DECREASE IN SATISFACTION, SO I AM REALLY PLEASED TO SEE THIS NUMBER IMPROVE, EVEN IF IT'S A SMALL STEP FORWARD. BUT WE KNOW WE STILL HAVE WORK TO DO. >> TO KEEP STRENGTHENING OUR EMPLOYEE EXPERIENCE SO THAT ALL

V TEAMERS FEEL PROUD AND EXCITED TO WORK AT VERIZON.
NEXT, WE ASKED EMPLOYEES ABOUT
ACTION PLANNING AND HOW FEEDBACK IS BEING USED.
WE SCORED 4.21.
ACTION PLANNING IS WHERE I GET EXCITED.
IT TELLS ME THAT YOU FEEL HEARD AND THAT YOUR LEADERS ARE TAKING
ACTION ON THE INSIGHTS YOU SHARED.
PULSE IS NOT SUPPOSED TO BE A ONE-WAY LISTENING TOOL.
IT SERVES A MUCH GREATER PURPOSE
TO HELP US IDENTIFY WHERE AND HOW WE LEVEL UP OUR SUPPORT
BASED ON YOUR THOUGHTS AND FEEDBACK.
THE REST OF THE SURVEY FOCUSED
ON EMPLOYEE WELL-BEING, AND WHEN
WE ASKED WHETHER YOU BELIEVE VERIZON CARES ABOUT YOUR
WELL-BEING, WE SCORED 4.03 OUT OF 5.
WHILE THAT'S A SOLID NUMBER, I KNOW WE CAN DO BETTER, AND
I KNOW HOW MUCH OUR LEADERS CARE, HOW MUCH WE AS TEAM ARE DOING FOR
OTHER EMPLOYEES SO NOTHING IS MORE IMPORTANT
THAN MAKING SURE EVERY V TEAMER
HAS THE SPACE AND SUPPORT TO CARE FOR THEMSELVES.
AND THEIR LOVED ONES.
CREATING A CULTURE THAT IS
ROOTED IN WELL-BEING IS A SHARED RESPONSIBILITY.
WE ALL PLAY A ROLE.
WHICH BRINGS ME TO OUR FINAL QUESTION.
WE ASKED EMPLOYEES IF THEY FEEL
THEIR MANAGER SUPPORTS THEIR WELLNESS AND ROLE MODELS THAT
BEHAVIOR, AND WE SCORED 4.47.
I MEAN, THAT'S JUST FANTASTIC.
ALTHOUGH THIS QUESTION DOESN'T HAVE A BENCHMARK, THIS IS
EXACTLY THE TYPE OF RESPONSE WE WANT TO SEE, AND WE ARE JUST
GETTING STARTED.
BEYOND CREATING A SUPPORTIVE AND INCLUSIVE ENVIRONMENT, WE HAVE
ALSO INVESTED IN A NUMBER OF WELL-BEING RESOURCES LIKE VIRGIN
PULSE AND HAVE MORE TOOLS AND PROGRAMS ON THE WAY IN 2024.
GET IN THERE.
IT HAS SUCH A RICH SUITE OF OFFERINGS.
YOUR WELL-BEING MATTERS.PERIOD.
AND WE WILL CONTINUE TO CREATE A
WORKPLACE THAT PRIORITIZES WHAT YOU NEED TO FEEL WELL AND LIVE
WELL.
LASTLY, I'M JUST NOT DONE, I HAVE TO KEEP GOING INTO.
>> ALL-IMPORTANT STUFF.
>> LASTLY, AND YOU ALL KNOW
THIS, BUT MY FAVORITE PART OF PULSE IS THE VERBATIMS.

I READ EVERY SINGLE ONE OF THEM.

WE RECEIVED NEARLY 44,000 COMMENTS, AND WE ARE CAREFULLY REVIEWING EACH RESPONSE TO DIGDEEPER AND TRANSLATE YOUR INSIGHTS INTO RESULTS.

WE'RE BEARING WHAT THOSE BIG THEMES ARE BECAUSE THE GEMS ARE IN VERBATIMS SO WE HAVE RESULTS AND ACTIONS WE CAN TAKE IN A YOU SPEAK OF ACTIONS, AND FIRST OF ALL, GREAT RESULTS, BUT HOW CAN WE KEEP UP THE MOMENTUM WITH THIS FEEDBACK.

>> THAT'S IMPORTANT. WE'RE NOT DONE.

WE CAN'T SAY THAT IS GOOD ENOUGH.KEEP THE CONVERSATIONS GOING!

LEADERS WHO RECEIVED AT LEAST FIVE RESPONSES WILL GAIN ACCESS TO THEIR RESULTS TODAY. TEAMS SHOULD MEET AT LEAST MONTHLY.

HAVE THE CONVERSATION WITH YOUR TEAM.

TELL THEM YOU'VE READ THROUGH IT, YOU GO LOOKED AT YOUR RESULTS. ASK WHAT IS NOT WORKING, REITERATE WHAT YOU SAW IN THE SURVEYS AND WORK TOGETHER TO CREATE A COURSE CORRECTION BUT DO IT AS A GROUP. THESE CONTINUED CONVERSATIONS

DEEPEN TRANSPARENCY AND FOSTER GREATER INCLUSION, WHICH IS CRITICAL TO OUR CULTURE AND WORKPLACE.

YOUR FEEDBACK INSPIRES AND CREATES MEANINGFUL CHANGE ACROSS THE ENTIRE COMPANY, AND FROM

YOUR INSIGHTS, WE WILL CONTINUE INTRODUCING NEW PROGRAMS,RESOURCES AND OTHER

IMPROVEMENTS TO STRENGTHEN OUR EMPLOYEE EXPERIENCE.

ALL BASED ON THE POLLS.

SO KEEP THOSE IDEAS COMING, AND REMEMBER YOUR VOICE MATTERS.

JEN: ON THAT NOTE, LET'S TALK ABOUT JOURNEY FORWARD, WHICH I BELIEVE WAS CREATED BASED ON EMPLOYEE FEEDBACK.

SAM: YES, YOU ASKED, WE LISTENED.

WE HEARD THROUGH THE PULSE SURVEY AND OTHER FEEDBACK CHANNELS THAT V TEAMERS WANT MORE SPACE AND STRUCTURE TO EXPLORE WHAT'S POSSIBLE FOR THEIR FUTURE.

HERE'S THE THING, VERIZON HAS A LOT OF GREAT STUFF BUT MAYBE WE DON'T KNOW WHERE TO FIND. IT SEEMS SCATTERED ALL OVER THE PLACE.

I'LL HEAR ABOUT IT, SEE IT ON UP TO SPEED, MAKE, BUT THERE IS A GOOD CHANCE PEOPLE ARE NOT FULLY AWARE OF WHAT IS AVAILABLE OR HOW TO USE THEM TO GROW OUR CAREER.

WE WANT TO MAKE IT EASIER FOR V TEAMERS TO TAP INTO ALL THESE GREAT RESOURCES AND START TO SEE THEIR CAREER AS A JOURNEY, NOT JUST A DESTINATION.

THAT'S WHY WE CREATED JOURNEY FORWARD.
JOURNEY FORWARD ENCOMPASSES ALL
THAT VERIZON OFFERS TO HELP
BUILD YOUR CAREER, INCLUDING
TRAINING THAT HELPS YOU GROW AND EXPAND YOUR SKILLS
DEVELOPMENT PLANNING TO CREATE A
PATH FORWARD TO REACH YOUR GOALS
PERFORMANCE MANAGEMENT TO HELP YOU REMAIN ACCOUNTABLE
WE MEASURE OURSELVES WITH GOALS.
TOOLS LIKE TALENT GPS TO SEE WHAT'S POSSIBLE AND V TEAM
CENTRAL TO TRACK YOUR PROGRESS
TO BE CLEAR, JOURNEY FORWARD
ISN'T A NEW PROGRAM BUT A WAY TO PUT MORE STRUCTURE AND COHESION
AND YOU SAW ON THE MAP WE ARE ALL CONNECTED.
A THIS OF THESE THINGS AS STAND ALONE, PERFORMANCE MANAGEMENT, NOW
TRAINING. THEY'RE ACTUALLY ALL CONNECTED.
THAT RED THREAD OF OUR JOURNEY IS PULLING ALL OF THIS SO WE WANT TO
OFFER HELP TO BUILD THAT CAREER HERE, YOUR FUTURE AS VERIZON.
ANY TIME V TEAMERS HEAR OR SEE JOURNEY FORWARD, WE WANT
YOU TO THINK, THIS IS GOING TO
HELP ME SUCCEED AND GET TO
WHERE I WANT TO GO IN MY CAREER.
RAQUEL: I LOVE THAT.
AND YOU MENTIONED THAT THERE ARE
A LOT OF RESOURCES UNDER JOURNEY FORWARD.
CAN YOU GIVE US AN EXAMPLE?
SAM: ABSOLUTELY. LET'S MAKE IT MORE TANGIBLE.
PERFORMANCE MANAGEMENT, FOR
EXAMPLE, IS PART OF JOURNEY FORWARD.
YOUR PERFORMANCE, THE IMPACT YOU
HAVE AND HOW YOU SHOW UP AND DELIVER, IT DIRECTLY CONNECT AND
CORRELATE WITH YOUR CAREER.
WHILE WE ARE ON THE TOPIC, IT'S
THAT TIME AGAIN, YEAR-END PERFORMANCE REVIEWS!
AND IF YOU'RE USING V TEAM
CENTRAL FOR YOUR REVIEW, YOU
HAVE UNTIL NOVEMBER 9TH TO ENTER
YOUR 2023 ACCOMPLISHMENTS BEFORE
YOUR REVIEW AUTOMATICALLY ADVANCES TO YOUR MANAGER.
REST ASSURED, THERE WILL BE A
SECOND WINDOW IN JANUARY TO ADD FINAL WINS FROM THIS PAST YEAR
WHEN WE'RE OUT THERE WINNING THE HOLIDAYS, YOU HAVE TO ADD THAT IN
SO YOU MIGHT WANT TO UPDATE THAT.
BUT DON'T WAIT.
FOR THE MAJORITY OF THE TIME YOU CAN GET STARTED

DOCUMENTING WHAT YOU ACCOMPLISHED.

AND REMEMBER

TO SHARE NOT ONLY WHAT YOU DELIVERED BUT HOW YOU DID IT.

THAT'S ONE OTHER RESOURCE. AND CAREER PROFILE.

I MENTIONED IT BUT THIS IS NOT THE LAST TIME.

IT ALLOWS TO YOU OWN INFORMATION IN THE DATA ABOUT YOUR CAREER.

WHAT SKILLS, EXPERIENCES, WHAT JOB YOU ASPIRE TO HAVE.

YOU OWN THE INFORMATION AND THE DATA WE CAN LEVERAGE IN OUR TEAMS,

LIKE RECRUITMENT ABILITY AND ABOUT YOUR LEADER TO HAVE THOSE

CONVERSATIONS.

IT IS ALL SORT OF ONE SPOT AND YOU ARE THE AUTHOR.

BY KEEPING THAT PROFILE UPDATED YOU START TO SEE PERSONALIZED

RECOMMENDATIONS THAT TIE TO THE SKILLS AND EXPERIENCE.

IN THE FUTURE, YOU'LL RECEIVE UP

SKILLING SUGGESTIONS, JOB

OPENINGS, CURATED CAREER PATHWAYS, AND MORE!

SO THOSE PROFILES ARE REALLY IMPORTANT.

IT WILL HELP US HELP YOU.

WE WILL HAVE THE ABILITY TO SEARCH FOR INTERNAL CANDIDATES

WHEN THERE ARE NEW JOB OPPORTUNITIES.

SO HEAD OVER TO V TEAM CENTRAL AND UPDATE YOUR CAREER PROFILE TODAY.

>> ABSOLUTELY.

THANK YOU SO MUCH, SAM.

AND V TEAM REMEMBER YOU HAVE UNTIL NOVEMBER 9TH TO SUBMIT

YOUR YEAR-END ACCOMPLISHMENTS IN V TEAM CENTRAL, AND WHILE

YOU'RE AT IT, BE SURE TO UPDATE YOUR CAREER PROFILE.

>> AWESOME.

I THINK I'M GOING TO MAKE SURE I DO THAT RIGHT AFTER THIS.

I HAVE ALREADY SET A REMINDER TO

SUBMIT MY YEAR-END ACCOMPLISHMENTS.

>> AWESOME TIPS AND A GREAT

REPRESENTATION OF HOW JOURNEY FORWARD WILL HELP BRING TOGETHER

THE MANY CAREER RESOURCES THAT VERIZON OFFERS.

RAQUEL: NOW SHIFTING GEARS FOR A MOMENT.

NOVEMBER 11TH MARKS VETERAN'S DAY, A CHANCE TO

HONOR AND RECOGNIZE ALL WHO HAVE

SERVED IN THE MILITARY, PAST OR PRESENT.

AND TODAY, MICHAEL MCCOY, VERIZON'S HEAD OF MILITARY

AFFAIRS, IS TESTIFYING BEFORE THE U.S. CONGRESS' FULL HOUSE

COMMITTEE OF VETERAN AFFAIRS ON

THE IMPACT OF AMERICA'S BUSINESSES ON VETERAN EMPLOYMENT.

SAM, I KNOW THAT A HUGE POINT OF

PRIDE FOR VERIZON IS OUR EFFORTS TO RECRUIT VETERANS AND HELP

THEM.

ANYTHING YOU WANT TO SHARE ON THAT FRONT?

SAM: FIRST, A BIG SHOUT-OUT TO MIKE FOR SHARING VERIZON'S PERSPECTIVE AND EXPERIENCE AS A TOP MILITARY-FRIENDLY COMPANY. I COULD NOT BE MORE PROUD OF THIS WORK. AND, QUITE FRANKLY WE ARE LUCKY TO HAVE THIS LEVEL OF LEADERSHIP AND EXPERIENCE JOIN OUR WORKFORCE. IT ABSOLUTELY STRENGTHENS THE V TEAM. WE SUPPORT OVER 8,000 ACTIVE-DUTY MILITARY PERSONNEL, VETERANS AND THEIR FAMILIES. OUR VETERAN AND MILITARY V TEAMERS ARE A HUGE PART OF OUR COMMUNITY, AND WE'RE PROUD TO WORK ALONGSIDE THEM EACH DAY AND FORTUNATE TO BENEFIT FROM THEIR OUTSTANDING SKILLS, DISCIPLINE AND EXPERIENCE. WHAT THEY BRING TO US IS TREMENDOUS. IT'S OUR RESPONSIBILITY AND PRIVILEGE TO SHARE WHY HIRING VETERANS MAKES VERIZON A BETTER COMPANY AND ENCOURAGE ALL BUSINESSES TO DO THE SAME. SO TO ALL OUR VETERANS, MILITARY PERSONNEL AND MILITARY FAMILY MEMBERS, THANK YOU FOR YOUR SERVICE AND THANK YOU FOR ALL THAT YOU BRING TO THE V TEAM EACH AND EVERY DAY. IF YOU ARE AROUND IN THE NEW YORK AREA, THE VETERANS DAY PARADE IS SATURDAY. WE WILL BE THERE. YOU CAN JOIN US. IF YOU'RE NOT ON THIS COAST, YOU CAN JOIN NEWS SAN DIEGO FOR THE VETERANS DAY PARADE ON THE WEST COAST, AS WELL. AMAZING STUFF. >> AWESOME. LIKE SAM SAID, THANK YOU FOR YOUR SERVICE. WE WILL INCLUDE MIKE'S CONGRESSIONAL TESTIMONY IN TODAY'S REPLAY. AND IF YOU WANT TO GET INVOLVED AND SUPPORT OUR VETERANS, MAKE SURE TO JOIN THURSDAY'S UP TO SPEED TO HEAR HOW WE ARE RECOGNIZING VETERANS DAY. NOVEMBER ALSO MARKS NATIVE AMERICAN HISTORY MONTH, SO OUR NAV ERG WILL BE TAKING OVER THE EPISODE AND SHARING HOW WE AS A V TEAM CAN HONOR THE INCREDIBLE HISTORY AND RESILIENCE OF INDIGENOUS PEOPLES. ALRIGHT, SAM. THAT WAS A PACKED EPISODE. ALL GREAT STUFF. ALL-IMPORTANT. THANK YOU. >> ABSOLUTELY. >> ALL RIGHT. ANY FINAL THOUGHTS BEFORE WE

CLOSE OUT TODAY'S SHOW?

SAM: YOU KNOW HOW HANS HAS HIS
AT THE DINNER TABLE.

MAYBE WE WILL DO THE FINAL THREE WITH SAM OVER COFFEE.

WE WILL GRAB COFFEE WITH SAM.

HERE ARE THE THINGS I WOULD SAY DO FOR YOURSELF TODAY.

TAKE CARE OF YOURSELF, AND THAT

INCLUDES YOUR MENTAL HEALTH.

YOUR WELL-BEING MATTERS.

TWO, UPDATE YOUR CAREER PROFILE AND MAKE SURE TO FOLLOW THE
DATES AND DETAILS FOR YEAR-END

AND NUMBER THREE, BUILDING VERIZON'S FUTURE STARTS WITH

BUILDING YOUR CAREER, SO KEEP AN

EYE OUT FOR ALL THE WAYS YOU CAN GROW AND DEVELOP.

THAT'S WHAT JOURNEY FORWARD IS ALL ABOUT.

>> ALL RIGHT.

GREAT TAKE AWAYS.

THANK YOU.

AWESOME, PERFECT.

SAM, WHILE YOU'RE HERE, YOU CAN HELP US CLOSE OUT THE SHOW.

YOU KNOW IT.

>> ALL RIGHT.

WELL, UNTIL NEXT TIME, YOU'RE UP TO SPEED!