



Employee Resource Groups



Brief Overview of Our **Employee Resource Groups**

Employee Resource Groups (ERGs) are voluntary, employee-led centers of excellence for development, retention, engagement, recruiting, and knowledge sharing. Collectively, they bring different perspectives with a focus to foster diversity and inclusion across North America. ERGs help us cultivate a work culture of respect and value for differences, enabling people to collaboratively deliver innovative solutions. Approximately 14% of our employees are involved in one or more ERG. In 2018, ERGs committed over 6,000 hours of engagement through events, multi-channel conferences, and initiatives across business units.

Why Join An **ERG?**

- 1** Develop communication, presentation, and networking skills through ERG engagement.
- 2** Discover additional internal and external avenues to achieve your career goals.
- 3** Influence commerce, culture, career, and community at Capgemini in a measurable way.
- 4** Impact the communities in which we live and work through service.
- 5** Build relationships with clients through synergies on corporate social responsibility goals.
- 6** Gain useful experience for a future project role.
- 7** Lead sustainable initiatives in North America that support our employer and partner of choice goals.





Our ERGs

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Mission Statement

To further the development of diversity & inclusion within Capgemini, as well as promote Capgemini's core values, with emphasis on communities of African descent. The African-American and African Employee Resource Group is focused on networking, mentoring, awareness, recruitment and retention among employees.



A³ Contact

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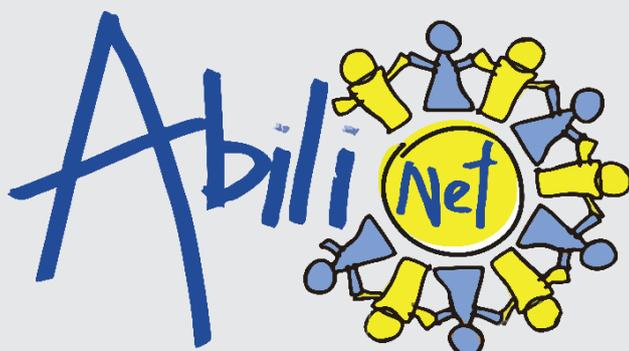
Business Impact

Through partnership with Information Technology Senior Management Forum (ITSMF), Capgemini colleagues have received expansive networking opportunities and enhanced training programs.



Initiatives & Focus Areas

- Minority Recruiting & Retention
- Promotion Readiness and other Career Development
- Client Partnerships
- Mentorship



Mission Statement

To provide a network of support for employees with disabilities or special needs, and for employees who are supporting family members with physical, mental or emotional challenges.



AbiliNet Contact

abilinet.nar@capgemini.com



Business Impact

AbiliNet's efforts have increased awareness and knowledge on matters pertaining to those with special needs, and how to support those impacted or who function as caregivers.



Initiatives & Focus Areas

- Fireside Chats
- Webinars
- Client Partnerships
- Volunteering



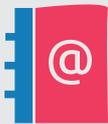
CARES

Community Action • Responsibility • Environmental Sustainability



Mission Statement

To enhance, support and advance Capgemini's community engagement and environmental sustainability while enabling employees to pursue the areas of corporate social responsibility that are important to them.



CARES Contact

caresergcommunications.nar@capgemini.com



Business Impact

CARES has enabled employees to partner with clients on volunteering in our communities.



Initiatives & Focus Areas

- Cares Day
- Sustainability Webinars
- Tree Planting
- Food Banks
- Digital Inclusion



Mission Statement

To grow an engaged community around culture and professional topics related to Asia, enhance Capgemini's leadership profile by supporting the development of diverse top talent, and ultimately diversity as an asset to support business growth in a global marketplace.



CREATE Contact

create.nar@capgemini.com



Business Impact

CREATE offers several services to employees that promote cultural awareness, career development and community engagement, as well as collaborates with clients to share best practices and address common challenges Asian American professionals face in the corporate environment. In 2018, CREATE partnered with McDonald's to develop a customized Closing the Confidence Gap workshop for employees to discuss workplace challenges across industries (e.g., the Bamboo Ceiling and Imposture Syndrome), and build skills across cultural dimensions.



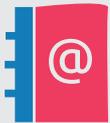
Initiatives & Focus Areas

- Client Collaboration Workshops
- Asian American Heritage Month & Traditional Asian Holiday Celebrations
- Executive Panel Discussions
- Professional Networking Mixers



Mission Statement

To promote a mutually beneficial integration of strengths that exist between the Hispanic/Latino and Non-Hispanic/Latino members of Capgemini.



HOLA Contact

hola.nar@capgemini.com



Business Impact

HOLA has a strong focus on recruitment, working to strengthen the pipeline of qualified, diverse candidates. HOLA has established best practices for recruitment at large-scale conferences and events.



Initiatives & Focus Areas

- Partnership with the Hispanic Alliance for Career Enhancement (HACE)
- Recruitment and Collaboration with Prospanica, our partner for Hispanic/Latino talent sourcing
- Working with approved charities
- Celebration of Hispanic Heritage Month



Mission Statement

To share information and resources to help harmonize the different dimensions of life by:

- Raising awareness on new and innovative resources to support an improved lifestyle;
- Providing forums for employees and leaders to share their concerns, knowledge and experiences on wellness related matters; and
- Organizing community events that encourage and support employees in leading integrated and productive lives.



LIFE Contact

life.erg.nar@capgemini.com



Business Impact

LIFE is working to create a culture of openness on work life topics engaging Capgemini colleagues and leaders on solutioning and sharing best practices.



Initiatives & Focus Areas

- Overall Health Awareness
- Account Based Studies
- LIFE and Learn Sessions with Executives
- LIFE Sports and Fitness
- Raising Capgemini for parents across the workforce



Mission Statement

To strengthen and develop employee networks, provide guidance related to the attainment of career and personal aspirations, and foster a culture of coaching and sense of inclusion.



Mentoring Matters Contact

mentorprogram.nar@capgemini.com



Business Impact

Mentoring Matters provides mentorship as a service, supporting ERGs and the business by structuring and facilitating programs (e.g., mentoring families).



Initiatives & Focus Areas

- Opportunities for Local and Virtual Mentoring
- Cross-Collaboration with Other ERGs
- Client Panels and Special Client Hosted Events
- Training and Support

MILLENNIAL INNOVATION COUNCIL



Mission Statement

To focus on driving innovation within and outside of Capgemini. We are a sandbox for employees across generations to push the envelope, develop new ideas, and challenge the status quo. We strive to inspire individuals within our community to innovate, create, and lead.



Millennial Innovation Council Contact

mic.nar@capgemini.com



Business Impact

MIC creates positive PR and sales opportunities for Capgemini. One example is the Millennial Disrupt Hackathon, which served as a model for a new business offering to clients.



Initiatives & Focus Areas

- Hackathon as a Service
- Career and Skills Development Workshops
- Tech/Startup Speaker Panels
- Member Incentive Program
- Charity Volunteer Events

OUTfront

Capgemini's Global **LGBT+** network



Mission Statement

To provide a forum for education and awareness supporting the professional growth of LGBTQA (Lesbian, Gay, Bisexual, Transgender, and Allies) individuals by fostering a safe environment within Capgemini North America for individuals to be authentic in the workplace.



OUTfront Contact

outfront.nar@capgemini.com



Business Impact

OUTfront educates colleagues on effective allyship, giving feedback, and other developmental topics. OUTfront led our efforts to be ranked in the Human Rights Campaign Corporate Equality Index, an important external benchmark of workplace inclusion.



Initiatives & Focus Areas

- LGBTQA+ Professional Recruiting
- Ranked Highly in Human Rights Campaign's Corporate Equality Index
- Campaigned for Inclusion of Transgender Benefits for Capgemini North America Employees starting in 2017
- Professional Development Webinars



Mission Statement

To encourage and assist Veterans in pursuing and building careers in various fields at Capgemini while employing the skills, experience, talent and dedication they bring, as well as providing opportunities to the families of Veterans as a tribute to their service.



VERG Contact

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Business Impact

VERG has a strong focus on veteran recruitment, working to strengthen the pipeline of qualified, diverse, veteran candidates.



Initiatives & Focus Areas

- Preparation of Care Packages, Volunteering at Food Pantries and Humanitarian Initiatives
- Visiting with Elderly Veterans
- Merivis Foundation Sponsor for Veterans and Spouses receiving training in Salesforce Administration
- Resume Review, Interview Prep and National Veteran Recruiting Events
- Volunteering through Disabled American Veterans and VA Hospital Outreach

W O M E N



Mission Statement

To cultivate and sustain a culture where women can thrive at Capgemini. We provide growth, balance, and leadership opportunities through excellence, action, and development by empowering women and men to work together to bridge the gender gap.



Women LEAD Contact

womenlead.nar@capgemini.com



Business Impact

Women LEAD has expanded its focus over to offer programs which support our employees as well as our clients and partners. We created a "Book of Offers" to showcase ways we can work together with clients and partners to deliver training and networking events, leveraging best practices and strengthening relationships across the various organizations. Paramount to our new philosophy are the Women in Digital events hosted in several cities each year. Women LEAD has partnered with Microsoft, Salesforce, GE and others to address navigating digital disruption and gender-balanced leadership, tackling everything from the gig economy to IoT.



Initiatives & Focus Areas

- Women in Digital Events and other co-sponsored Client & Partner Events
- Cross-ERG Webinars and Training Sessions (e.g. Closing the Confidence Gap workshops and the Women's Leadership Development Program)
- International Women's Day recognition, Lean in Circles and other targeted local office events
- Social Media Campaigns



About Capgemini

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2017 global revenues of EUR 12.8 billion.

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