

Employee Network and Business Resource Groups 2011 Annual Report



One company for **all**.



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One Company for All

At Allstate, we celebrate all — differing ideas, thinking styles and backgrounds. It's part of who we are. That's why we believe in inclusive diversity, where our differences define and strengthen us. This is how we truly reflect the needs and wants of our ever-changing workforce, workplace and marketplace.



"Inclusive diversity is a core part of Allstate's Shared Vision. Living this vision requires us to proactively break down barriers, leverage our differences and find reasons to change rather than excuses to stay the same. Diversity is about people, and people are the key to our success."

Thomas J. Wilson
Chairman, President & Chief Executive Officer



"Inclusive diversity is a key business strategy and competitive advantage for Allstate. It's about creating a work environment where individual differences are valued, so that all employees can reach their potential while maximizing their contributions to our company, customers and shareholders."

Michael Escobar
Vice President, Chief Diversity and Organization Effectiveness Officer

A Message from Our Sponsor



The Employee Network and Business Resource Groups had a tremendous year in 2011. The individual groups continued to do great work supporting their members through mentoring, networking and providing a variety of social and career development activities. They also gave back to our communities and participated in a number of corporate initiatives such as the Thanks a Million campaign and consumer research which will help us increase customer loyalty and grow our business. We also secured dedicated funding for the network groups, which will provide monetary support for activities and the responsibility that comes with planning and managing a budget.

Most importantly, we significantly increased the level of collaboration and information sharing among and between the groups. One major achievement of the teamwork was the development of a joint ENG/BRG Value Proposition. The Value Proposition serves as a blueprint that will help guide future activities. For the first time, the collective groups agreed upon a common Mission, Vision and a set of Strategic Objectives. The Value Proposition will be a living document that evolves and grows with the groups, and it provides a foundation on which to build. I am amazed by the energy and tenacity of the groups and proud of your accomplishments. I look forward to building on the momentum in 2012.

Thanks for all that you do.

John Pintozzi
Senior Vice President
Chief Financial Officer
Allstate Investments

Our Groups' Mission, Vision and Strategic Objectives

Mission Provide a safe forum where employees with a common interest aspire and develop to reach their highest potential, represent Allstate in their communities and be a key resource the company relies on for specific consumer and employee insights

Vision Empowered employees that help the company grow by leveraging the strength of their diversity

- Strategic Objectives**
- Build communities and create ongoing forums where employees' voices can be heard and they can grow together as groups and as individuals
 - Serve as experts sharing insights on represented demographic groups and provide unique cultural experiences to employees
 - Consult, inform and influence areas of the company on key issues related to the represented demographic groups
 - Develop individual leadership capabilities through formal learning, experiential and relationship-building opportunities to strengthen diverse talent pipeline
 - Mobilize employees to build Allstate's reputation in the community through targeted outreach



Our Groups



The Allstate Asian American Network (3AN) shares insights that can help Allstate tap into the full potential of its Asian employees, partners and customers. We strive to leverage the diverse experiences of Asian Americans at Allstate to create value and develop leaders of tomorrow through professional development, networking, cultural awareness and knowledge sharing.

President: Stephanie Ryter is a Learning and Development Professional within Allstate Technology and Operations. With thirteen years of combined experience in Internal Human Performance Consulting, Insurance Marketing, Financial Sales and Local Television News, she strives for excellence and enjoys transforming something strong into something superb. She is passionate about developing Asian talent and seeking opportunities for 3AN members.

Executive sponsors: Atif Ijaz, Chetan Phadnis, Steven Petti, Kathleen Swain

Members: 446

For membership information:

Intranet: Visit The Alley or go to <https://mydesktop.allstate.com/wps/myportal/3ANHome>

Email: 3AN-Mailbox@allstate.com



The Allstate Adoption Network's (AAN) mission is to provide information, education and support to Allstate employees who are prospective adoptive parents and/or adoptive parents of domestically and/or internationally adopted children.

President: Pat McCarthy, a Senior Manager in Claims, is the proud adoptive mom of two daughters from China (now 15 and 19). She is an advocate for others who are considering adoption as a parental choice or who have adopted. She has been President of the Allstate Adoption Network since it was founded.

Executive sponsor: Marcie Molek

Members: 148

For membership information:

Intranet: Visit The Alley



The African American Working Network (AAWN) is an evolving networking group. Our group speaks to the career life changes of all men and women and strives to close knowledge gaps by sharing our experiences, leveraging each other's strengths, and improving our opportunities through Performance, Image and Exposure.

President: Dexter Greene, Risk Management Leader, began his career with Allstate in 1992 in Glen Burnie, Maryland. He is a three-time recipient of the Allstate Good Hands® Award for his work in the community in both Baltimore and Chicago. He is also a recipient of the Allstate Silver Medal for Leadership, the African American Working Network "Making A Difference" Award and recognized by the Chicago Defender as one of Chicago's 50 Men of Excellence in 2012. Dexter holds a BA in Health, Science and Policy from the University of Maryland, Baltimore County.

Executive sponsors: Patty VanLammeren, Cheryl Harris, Stephen King

Members: 572

For membership information:

Intranet: <https://mydesktop.allstate.com/wps/myportal/AAWN>

Email: AAWNMAILBOX@allstate.com



The Allstate Network of Gay and Lesbian Employees and Supporters (ANGLES) provides opportunities to promote a diverse and inclusive environment for Allstate employees who are gay, lesbian, bisexual, transgender or who support those who are. ANGLES also creates awareness through education, networking and workplace collaboration and helps Allstate reach the LGBT community as potential customers and employees.

President: Matthew Carter has been an Allstate Investments employee for over 13 years. He has served in many capacities, most recently in Investments Finance. He is a 2012 MBA graduate of the on-site Lake Forest Graduate School of Management.

Executive sponsor: Elliot Stultz

Members: 125

For membership information:

Email: ANGLES@allstate.com



The Allstate Women's Information Network (AWIN) empowers women to realize their professional aspirations and drives continued positive changes in alignment with the vision for Allstate's culture. We also strive to increase the presence of women as leaders, increase our organizational influence and build the next generation of leaders.

President: Elizabeth Garvey leads the Business Intelligence and Analytics portfolio within Information Services Group and is instrumental in delivering world-class analytics capability to drive Allstate's information competitive advantage. Elizabeth is the proud mother of two boys, a Sunday School teacher, golfer and aspiring politician recently appointed to her village's Economic Development Commission.

Executive sponsor: Sandy Figurski

Members: 850

For membership information:

Intranet: <https://mydesktop.allstate.com/wps/myportal/AWIN>

Email: A-WINMailbox@allstate.com



The Professional Latino Allstate Network (PLAN) is a Business Resource Group comprised of over 200 employee volunteers from across the enterprise and country. Throughout the years, PLAN has created strong partnerships internally and externally, which have contributed positively to Allstate's reputation and brand equity. PLAN's mission is to be at the center of the community, marketplace and workplace by providing opportunities to PLAN members for personal and professional growth.

President: Jaime Morales, Regional Marketing Senior Manager for the NY Region, is currently on a special TDY assignment leading the 2012 Marketing Packages Program. He serves on the National Hispanic Corporate Council Board and was elected to the Executive Committee as Treasurer in 2011. He earned a bachelor's degree in Marketing and Human Resources from DePaul University, and an MBA from University of Illinois Chicago in Finance and Marketing. He is married to Tali and the proud father of two children, Dakota and Natalie.

Executive sponsors: Michael Escobar, Michele Coleman Mayes, Rico Digirolamo, Maribel Gerstner

Members: 200

For membership information:

Intranet: <https://mydesktop.allstate.com/wps/myportal/PLAN>

Email: PLAN1@allstate.com



The Young Professionals Organization (YPO) exists to help grow and leverage talent by providing developmental, networking and leadership opportunities for motivated young professionals; support our business by sharing young professional and consumer insights; and build the company's reputation by representing Allstate in our communities.

President: Emily Foss is an Associate Communication Manager in Allstate's Corporate Relations department. Since joining Allstate in 2007, Emily has been focused on strategic business communications, supporting business initiatives across the company and providing executive communication counsel to Property & Casualty leadership. Emily received her bachelor's degree in Communication Studies from The University of Iowa, where she was inducted into the Lambda Pi Eta honor society.

Executive sponsors: Julie Parsons, Robert Wasserman

Members: 870

For membership information:

Intranet: <https://mydesktop.allstate.com/wps/myportal/YPOHome>

Email: YoungProfessionalsOrganization@allstate.com



Supporting Our Inclusive Diversity Strategy

Employee Network and Business Resource Groups promote inclusive diversity, a corporate value in Our Shared Vision. Allstate's diversity strategy aspires to grow the value of our company by living a culture of inclusive diversity in order to be the company of choice for talent, consumers and the community.

GROWING OUR PEOPLE

- Attracting and acquiring diverse talent
- Encouraging development and professional growth
- Providing advancement and career opportunities
- Fostering a culture that makes people feel included, respected and valued so they can maximize their contributions

3AN hosted the 5th Annual Corporate Leadership Conference for Asian Affinity Group Leaders and facilitated Ramenfest: Something to Noodle On, a conversational lunch and learn format designed to help employees grow as leaders.

AAN promoted parenthood through adoption and continued to provide continuing learning and development concerning pre- and post-placement adoption issues.

AAWN participated as a pilot group for Energy for Life and numerous symposiums including Toastmasters, The Art of Managing Your Career, Business Casual in a Corporate Environment, overview of Sourcing and Procurement, and overview of Allstate's Financial Products. AAWN also offered a mentoring program to members.

ANGLES sponsored the Out & Equal conference in October 2011. Members were able to attend conference meetings, allowing them the opportunity to learn more about the LGBT community and how it impacts the business.

AWIN conducted several employee development programs ranging from personal branding to accountability. AWIN continued to sponsor the AWIN Mentoring Network, which helped facilitate a forum to establish mentoring relationships between our members.

PLAN created culturally relevant professional development workshops centering on the importance of personal branding. PLAN also initiated the engagement and participation of two PLAN members in the 9-month National Hispanic Corporate Council-Southern Methodist University Corporate Executive Development Program.

YPO offered numerous developmental and networking opportunities to members, including a mentoring program and several workshops like "Be the CEO of Your Own Career," presented by Lake Forest Graduate School of Management and "Allstate on the Hill," presented by Allstate's lobbyists.

GROWING OUR BUSINESS

- Growing our multicultural markets
- Developing innovative products
- Leveraging diverse suppliers
- Utilizing diverse distribution systems

3AN collaborated with business leaders to provide feedback and input on several projects, including Japanese and Chinese translation work for Integrated Marketing Communications. Additionally, 29 3AN volunteers made over 2,000 calls for the 2011 Thanks a Million campaign.

AAN continued to share knowledge and resources through collaboration.

AAWN volunteered for the Supplier Diversity Exchange, Quotes for Education, Allstate Financial Business Briefing Panel, Refer to Win Campaign and the Thanks a Million Campaign. Members also attended the National Black MBA Conference to aid in recruitment efforts.

ANGLES attended and sponsored the Out & Equal conference in October 2011. The attendees came away with a broader knowledge which they can use in their Allstate roles and personal lives.

PLAN organized Lunch and Learns focused on building financial and business acumen and a more empathetic culture, as well as access to cross-functional expertise and enterprise-wide leadership teams. PLAN also led all ERGs in the Thanks a Million customer appreciation campaign.

YPO shared Generation Y insights with Allstate Financial Direct Sales & Fulfillment for use in the marketing and sales of life insurance products, participated in the Refer to Win campaign and volunteered with the Thanks a Million campaign.

GROWING OUR REPUTATION

Growing our reputation by focusing on:

- Employees
- Consumers
- Community
- Investors
- External relationships

3AN promoted inclusive diversity by volunteering at Allstate-sponsored events such as the Supplier Diversity Exchange, Filipino American Network (FAN), Chicago Filipino American Film Fest, Indo-American Center (IAC) Dr. Kalam Event, and Chinese American Service League (CASL).

AAN continued to support cultural diversity by providing network opportunities for both prospective adoptive parents and adoptive families including networking and mentoring by Allstate employees who are adoptees.

AAWN participated in Junior Achievement, the United Negro College Fund Walk for Education and a winter clothing drive to benefit homeless teens.

ANGLES sent members to the Out & Equal conference; Allstate had a significant presence which helps to strengthen our brand in the Lesbian, Gay, Bisexual and Transgender community.

PLAN partnered with community organizations such as Casa Central, Junior Achievement, Special Olympics and many others to give back to the Latino community and continued to strengthen Allstate's brand reputation by participating in programs such as Thanks a Million and New Futuro.

YPO volunteered in various external-facing events to help increase our reputation in the marketplace, including the 2011 Supplier Diversity Exchange, partnering with the Posse Foundation, and participating in the Refer to Win and Thanks a Million campaigns.

Our Accomplishments

3AN launched a strategic Social Responsibility Program (SRP) designed to capture the spirit of volunteerism. The program showcased the benefits of giving back to the community, with 83 members participating.

AAN began a partnership with Helping Hands.

AAWN increased their commitment to volunteerism by partnering with Teen Living Programs to successfully organize a winter clothing drive. The drive collected over 800 clothing items and over \$600 in donations to support homeless teens in Chicago.

ANGLES worked hard to gain an official membership to the National Gay & Lesbian Chamber of Commerce (NGLCC). The NGLCC is an organization committed to forming a broad-based coalition of LGBT-owned and -friendly businesses, professionals and major corporations for the purpose of promoting economic growth and the prosperity of our members.

AWIN launched the first AWIN chapter in Dallas, expanding the network outside of Home Office.

PLAN supported and participated in the New Futuro program launch in Chicago, which is focused on closing the education gap among Latinos and motivated Latino students. As part of this program, 11 PLAN Members were featured as Allstate "Latino Heroes."

YPO executed the third-annual YPO Mentoring Program which paired 36 young professionals with senior leaders from the company.



Our Events

3AN sponsored an event at The Indo-American Center (IAC) honoring the former President of India, Dr. Abdul Kalam. In addition to President Kalam, the event was attended by nearly 1000 local politicians, community leaders and business owners.

AAN hosted a live session and webinar presentation for National Adoption Month for prospective adoptive parents, adoptive parents and adoptees.

AAWN supported Allstate's commitment to living the "Good Life." We enrolled over 50 members in the Energy for Life Workshops in 2011 and plan to support this initiative in 2012. Members continue to share success stories centering around wellness, career and work/life balance.

ANGLES volunteered at Center on Halsted in Chicago both as part of a Services and Advocacy for GLBT Elders (SAGE) luncheon and an LGBTQ Prom for Lesbian, Gay, Bisexual, Transgender and Questioning youths. These events helped strengthen our footprint within the LGBT community among seniors and youth.

AWIN conducted events in support of membership development, ranging from personal branding to accountability.

PLAN supported our Marketing partners and participated in the New Futuro program, which is focused on closing the education gap among Latinos and getting them into college. As part of this program, 11 PLAN Members were featured as Allstate "Latino Heroes." The diverse experiences and accomplishments of these "Latino Heroes" were highlighted and promoted through various communication vehicles.

YPO hosted an informational session on "The Life of a Claim," which broadcasted live from the Jacksonville claims office. Approximately 250 members from Home Office and across the country heard firsthand from Allstate Claim employees about how they work to resolve claims quickly and empathetically.

Our Partnerships

During the year, Employee Network and Business Resource Groups worked hard to build and sustain relationships with key organizations.

3AN Asian American Institute, Chinese American Service League, Filipino American Network, Indo-American Center, National Association of Asian American Professionals

AAWN Junior Achievement, One Book One Chicago, Teen Living Programs, The *HistoryMakers*, Tom Joyner Foundation — Quotes for Education, United Negro College Fund

ANGLES Center on Halsted, Out & Equal

PLAN Casa Central, Junior Achievement, Special Olympics, Association of Latino Professionals in Finance and Accounting, National Society of Hispanic MBAs, Hispanic Alliance for Career Enhancement, National Hispanic Corporate Council, Mujeres en Acción, Consortium of Latino Employee Organizations

YPO The Posse Foundation



Our Future

3AN will focus on creating opportunities for leadership and development for our members, while also increasing visibility and involvement of Allstate within the Asian Community.

AAN will continue to provide ongoing information, education and support to Allstate employees who are prospective adoptive parents as well as current adoptive parents through updates to the AAN community on The Alley, hosting events and via e-mail. The group will also partner with Corporate Relations to enhance Allstate's reputation in the community.

AAWN will continue to build an inclusive environment for our members and community while strengthening and growing our membership base.

ANGLES is committing to increased community involvement and employee engagement.

AWIN will relaunch the Executive Board to address attrition in 2011 and reengage membership. The group will also launch a development program for members by conducting quarterly development workshops.

PLAN will deliver on needs and expectations by driving business value to the organization through increased membership and employee engagement. PLAN will create positive impact by enhancing corporate culture competencies and talent development opportunities. In addition, we will continue to improve Allstate's brand equity and reputation through social responsibility and community service efforts.

YPO will further support field members by piloting a remote YPO chapter model and will focus on building a relationship with a non-profit organization in which members can positively impact their mission through volunteerism and financial support.

What else is new?

- Currently repositioning Employee Network Groups/Business Resource Groups (ENGs/BRGs) to Employee Resource Groups (ERGs)
- The 8th ERG — Parents Working Together (PWT) — has been formed
- The Allstate Veteran Engagement Team & Supporters (AVETS) is making strides to become an official ERG
- Expanding to all 14 regions
- Partnering with Carlos Herrera, Inclusive Diversity, to build on momentum and ideas