



GLOBAL COMMUNITY COUNCIL

Q2 MEETING PRE-READ



Colleagues,

The energy industry has entered a new era – one I believe will be a game changer for our future. The geopolitical price war, the global outbreak of COVID-19, and plummeting energy demand have threatened short term economic stability and long-term business viability.

Some have said that the COVID-19 world has only three days in the week: yesterday, today, and tomorrow. What we do know is that **resilience is now a way of being** and that the contract for the future of work is being re-written in real time.

- What will work and life be like post crisis and what will it take to thrive in a world re-made?
- How will technology enable enterprises to shift to this new world?
- What values, behaviors, and mindsets do we need as leaders to help people develop and perform as highly as possible?

These are just a few questions that keep me up at night. I'm optimistic, though. In the 1300s, the plague wiped out half of the population. What followed was a cultural, economic, political and social shift with the Great Renaissance. Society flourished and was reborn.

In other words, why waste this crisis? Diversity is going to drive our next renaissance and all of you are change agents in this next chapter.

We're excited to be leading this shift. Since our launch in 2015, Pink Petro has pioneered virtual networking, development, retention, and recruitment. We've also expanded our platform from women to include intersectional groups. We've also added power and renewable companies to our council. And we've led a very important CSR/ESG narrative in the media where we need "all forms of energy and all people" to drive the energy transition.

I appreciate the trust and investment you've put in our team to be a premier workforce resource.

All my best,



Katie Mehnert

Katie Mehnert
CEO and Founder
Pink Petro & Experience Energy



GLOBAL COMMUNITY COUNCIL AGENDA

Thursday May 7, 2020: 11 AM – 1 PM Central Time

11:00 -11:30 AM

Welcome and Introductions

- Who You Are, Role, Company
- What's Keeping You Up At Night
- How are you taking care of yourself?
- What are you most grateful for right now?

11:30 – 11:50 AM

Business Update

- Membership and Programming Update
- Resources Available to You and Your Employees

11:30 – 11:50 AM

Break

12:00 PM

Energy Workforce from Crisis to Recovery – Playbook and Your Plan for Success

Arquella Hargrove, Epic Collaborative Advisors
Christiane Spitzmueller, Ph.D, University of Houston



2020 Q2 BUSINESS UPDATE

The Pink Petro community has continued to grow and we are pleased to add more corporate members and our first installment of the Entrepreneur Council.

Global Community Council



Jane Myneni
Inclusion & Diversity and
Engagement Lead




Paula Northern
Vice President -
Diversity & Inclusion




Marisol Ramirez
Human Resources
Director



POWER



Hether Benjamin Brown
Senior Vice
President and Chief
Administrative Officer





Tracey Kearny
Vice President



Catherine Connolly
Organizational Development
& Learning Manager



Kristan Crapps
Employee Networks,
Office of Global Diversity



Angela Long
Vice President & Chief
People Officer





Manasi Pandya
Vice President, HR &
Organizational Development



Jazzmine Woodard
Diversity, Inclusion & Talent
Acquisition Strategy



Eddie Kelleher
Leader, People & Leadership



Stacey Weltmer
Geoscience Manager
Asia Pacific Middle East



Hillary Holmes
Partner and Chair of
the Capital Markets
Practice Group



Kathy Eberwein
Chief Executive Officer



Melissa Sowell
Community Relations Lead
& Executive Development
Training Coordinator



Veness Nettles
SME Talent, Recruiting
Strategies & I&D



Lisa Mork Davis
Global Account Manager



Shara Hammond
Leadership Development
& Inclusion Manager



Vicki Codd
Group Marketing Director



Bonnie Houston
Chief Administrative Officer



SOLAR



Kimberly Border
Manager Talent Management



Pranika Sinha
Senior Manager, Talent
Development & Inclusion



Ana Kopf
Manager, Supplier
Diversity & Diversity
Outreach



Marilee Norred
Sr. Manager - Talent
Management & Policy/
Compliance



SOLAR



Megan Nutting
Executive Vice
President, Policy and
Communications



Souzi Weiland
HR Manager



Shanta Eaden
Director, Global IT PMO



Kerry Sedge
Marketing and
Communications Director



Nicole Braley
Vice President,
Head of Americas Marketing



Lisa Mulligan
Group Diversity and
Inclusion Director



Denise Scibek,
SHRM-SCP
Sr. People Director



Corporate Council

5 YEAR MEMBERS

HALLIBURTON



4 YEAR MEMBERS

Baker Hughes

ENBRIDGE

3 YEAR MEMBERS

AERA
Great Today's Better Tomorrow's

ConocoPhillips

Marathon Oil Corporation.

SWN
Southwestern Energy

Weatherford

2 YEAR MEMBERS

bry
BERRY CORPORATION

Challenger, Gray & Christmas, Inc.
The original outplacement company

CHENIERE

ExxonMobil

INDUSTRIAL SCIENTIFIC

NES
Global Talent

Wood Mackenzie

1 YEAR MEMBERS

CALPINE

Chevron

COLONIAL PIPELINE CO.

Crestwood

equinor

NOV

OXY
Occidental

NEW MEMBERS

Global E-D-G-E
Consultants

GIBSON DUNN

HESS

Ovintiv

sunnova

wood.

Worley
energy | chemicals | resources

Entrepreneur Council

Our Entrepreneur Council includes niche vetted small businesses that serve the energy industry. In most cases, these practitioners are women and minority owned and have a very specific focus. We are proud to support entrepreneurs and encourage you to consider working with them, especially as you are looking to making investment decisions.



Arquella Hargrove
Owner D&I Coach & Facilitator,
Arquella Hargrove, Inc.

EPIC
COLLABORATIVE
ADVISORS



Khaliah O. Guillory
KOG & Company & Napbar



Christy Dillard
Co-Founder,
Meraki International



Louis Huston
Transformational Change
Management, Coaching



Landi Spearman
CEO of Organized Shift



Anna McKay
Career Transition Coach, Leadership
Development Coach, and Founder

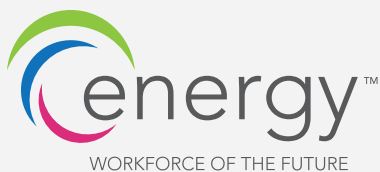


We want to thank our entrepreneur council for a very successful summit in March and for offering programming sessions during COVID-19.



ENERGY 2.0

- We celebrated our 5th anniversary at the Energy 2.0 conference broadcasting to nearly 80,000 online across 23 countries and piloted LinkedIn LIVE broadcasting. We had to postpone the London conference but were able to deliver the Houston and Denver conferences. All of the Energy 2.0 content and videos are on the member community.
- We also unveiled our 5 for 5 ESG/CSR goals, contained in the attachments to the pre-read.
- We also shared our Energy Workforce of the Future outcomes and vision for 2020+, contained in the attachments to the pre-read. The Energy Workforce of the Future summit in late 2019 brought together energy executives, influencers and other thought leaders to discuss how the energy sector can become a leader in attracting and retaining the next generation workforce.



ENERGY WORKFORCE OF THE FUTURE

We held our second Workforce of the Future Summit after the Energy 2.0 conference to develop a framework for Energy ERGs and Affinity Groups and shared best practices. We published our findings and recommended next steps contained in the attachments to the pre-read.

MEMBERSHIP PROGRAMMING

Within 48 hours of lockdown in March, we put in place member programming twice a week. After two weeks of global lockdown, we polled the community and moved to daily programming. On average we have 200 registrations, and 120 attendees. All materials can be found on the member community.

C-Suite Series | Leadership

- Fireside Chat on Crisis, Aera Energy Christina Sistrunk, CEO
- Fireside Chat on Resilience, National Oilwell Varco, David Reid, CTO/CMO
- Fireside Chat on Courage, TPI Composites, Deane Ilukowicz, SVP Global Human Resources
- Fireside Chat on Virtual Leadership and Working, Jennifer Hohman, Seadrill, CIO
- Fireside Chat on COVID-19, Culture and Servant Leadership, Phil Vollands, CEO

Soft Skills | Resilience, Change

- Jamming with Judaline Cassidy: A Frontline Look at COVID19 in NYC
- Are You Thinking Beyond Crisis?
- Staying Relevant in a Downturn
- V is for Vulnerability
- Grow with the Flow Book Review
- When the SHIFT Hits the Fan, provided by Organized Shift
- Why Waste a Good Crisis?

Job Search / Transitioning Skills | Networking, Influencing, Resume Writing

- Making the Most of Your Network
- Meet the Energy Influencers: Leveraging Social Media to Build your Brand
- LinkedIn Resume Workshop
- Starting or Pivoting a Small Business
- Making the Most of Your Pink Petro Membership

Business / Market Skills | Economy, Digital, ESG/CSR

- Now What: Market Update with Wood Mackenzie & Gibson Dunn & Crutcher
- How an Energy Jobs Coalition Can Help the US Economy Bounce Back
- How Digital is Reshaping Energy Post COVID-19
- What Does the Pandemic Mean for the Energy Transition?
- PIVOT - Returning to Work Post COVID-19
- Worry & Appreciation: COVID-19 Impact on the Workforce
- Energy Workforce Strategies & Tactics for Leaders, provided by Epic Collaborative Advisors

Work / Life Balance & Family Skills

- How to keep from going bonkers: A Parents' Guide to Managing COVID-19
- How to Be Well, Stay Well and Rebound from the Pandemic
- Bring Your Kid to Work Day: Strategies for Home
- Wellness Wednesday: The Importance of Sleep, provided by NapBar / KOG
- Return to Work Coaching for Returning Parents, provided by Parents Pivot

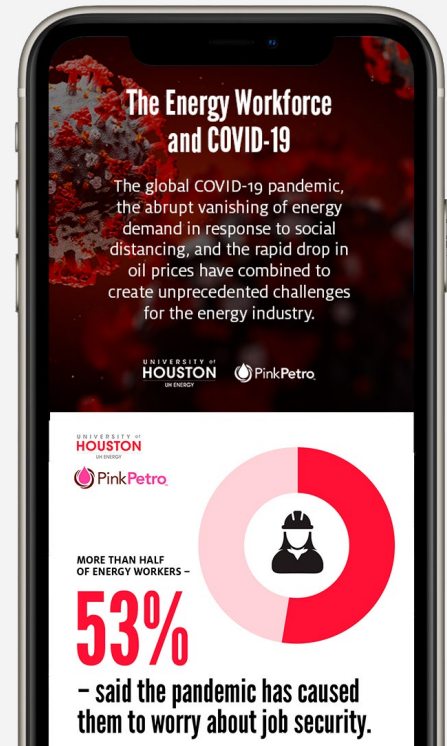


INSIGHTS & RESEARCH

COVID-19 Workforce Study

In early April, we partnered with the University of Houston and its Energy school and Robert Gordon University in the UK to do a survey on the impact to the workforce. We specifically examined company's response, impact to work-life balance, gender and ethnicity. We published our findings and guidance for company leaders contained in the attachments to the pre-read.

In early May, we partnered again to develop a second study on the return to work. A summary of these results will be shared in our meeting with a deep dive and report release scheduled for May 14, 2020 at 12:00 CT.



Q3 / Q4 OUTLOOK

Member Programming

- We will poll our members soon to get feedback on the frequency and topics needed as we enter the summer months.
- We're in the process of working with the International Coaching Federation to offer Coach's Corner sessions and reduced coaching fees for members.

4th GRIT Awards & Best Energy Workplaces™

We believe it's important to recognize and inspire the good work that people do, especially in times of change. While we livestream all of our programming, this year we will be putting a creative focus on delivering the awards online in a different way.

- Save the Date: October 13, 2020 at the A.D. Players Theater in Houston and online – LinkedIn LIVE and in the Pink Petro member app.
- Nominations will go out late June / early July
- These plans are subject to change due to the trajectory of the pandemic.

The Energy Diversity and Inclusion Index

In the late summer/early fall, we'll launch the EDII, which measures belonging and inclusion. We plan to include pandemic related questions to measure the impact on D&I in the workplace.

Energy Workforce of the Future Initiatives

Utilizing the Pink Petro private members community, app and groups, and Zoom we will continue to deliver this important work online and in person as we can. We are looking for member companies to participate by nominating individuals who will continue to progress this work.

SAVE THE DATE:

Global Community Council Future Meetings

Council Meetings

- July 17, 2020 – Annual Wine Reception/Lunch
- September 24, 2020, Q3 Council / Summit
- December 3, 2020, Q4 Council / Holiday & 2021 Forward View

Council Rountables

- Optional call in to discuss topics we organized prior to the meeting to discuss emerging topics/issues: June 18, August 20, September 17, November 19



Membership Central, The Member Community, App, & Programming

The vision for Pink Petro was to harness the power of digital to include people and to extend accessibility to great content at scale. We use your membership investment to fund our technology expenses and content development. Please share these resources and leverage this investment.

ACTION ITEMS

- ✓ **Download the member app.** This is where all of your council information will be stored. You can also use the desktop version: <http://members.pinkpetro.com>



- ✓ **Assure you have your JOIN LINK to share with employees** to sign up.
- ✓ **Sign into the [members site](#)** and familiarize yourself with the new features and update your profile.
- ✓ **Get in touch if you need a live membership session** with your employees.
- ✓ **Book a complimentary one hour virtual event** for your ERGs/ Networks: The book, *Grow with the Flow, Embrace Difference, Overcome Fear, and Progress with Purpose* is out and Katie will review the book. A paid e-course will be released in the summer.
- ✓ **Attend and actively participate in council activities.**