

## Up To Speed Tuesday, November 5, 2024

Hey V Team, here's your weekly rundown. Can you believe it's November?

Well, you've got plenty to look forward to this month because it actually happens to be national Native American Heritage Month.

Now, if you're not aware, here at Verizon, we actually have an ERG called NAV, which stands for Native Americans of Verizon.

And they'd love for you to get involved.

Their theme this month is Woven Together and they've got plenty of events honoring the rich traditions of Indigenous people

and highlighting Verizon's commitment to helping tribal communities thrive now and in the future.

Like I mentioned, there are many ways to get involved. But here are two.

On Thursday, November 14<sup>th</sup>, join Verizon as we team up with the nonprofit organization Hesperus to host their third National Forum in Washington, D.C..

They'll be focusing on how to best support Native American communities in years to come.

And if you're looking to get involved in a more creative way, you can volunteer during our blanket making

and storytelling event on November 6th.

Register for a hand tied fleece blanket making kit and head into a participating location.

For more details and registration links for these NAV events and more, check out today's story.

Now to some lightning-fast news from the recent NASCAR Straight Talk Wireless 400 at Homestead-Miami Speedway.

As the race's entitlement partner, Straight Talk Wireless offered fans "The Real Unlimited Fan Experience,"

with exclusive activations and a chance to win merchandise.

NASCAR legends like Kyle Busch and Zane Smith met with fans while VICE TV captured the excitement behind the scenes,

including thrilling pace car rides, garage tours and a pit stop experience.

Kyle Busch and his family participated in a photoshoot for The Family Dynasty Plan sweepstakes, highlighting Straight Talk's commitment to family.

And there was even a surprise appearance from NBA legend Michael Jordan.

One lucky fan will soon be announced as the winner of The Family Dynasty Plan sweepstakes,

and they'll be receiving the value of 100 years of wireless service from Straight Talk Wireless.

Now I'm going to send it over to Raquel, who has more exciting news for the V Team.

Hey, Jen! I'm here getting comfortable in our V Team Life red chair.

You may remember when Christina Schelling was on to explain that the red chair is an icon for our employer brand,

the V Team Life, which is how we share all our great V Team stories and represent our culture.

Well, a good reason to sit in the chair? Verizon was named a 2024 American Opportunity Index Top 100 Employer of Choice.

The index measures how well America's largest companies drive economic mobility and positive career outcomes for their employees.

And I'm proud to say that we came in at number 24 and second in our industry.

What an accomplishment. And speaking of accomplishments, it's that time of the year.

Starting tomorrow, management V Teamers will have between November 6th through November 20th

to add accomplishments for their performance reviews.

Now is your chance to be specific about what you achieved and how you got there.

And for people leaders in response to your valuable feedback, we're evolving how we do year end ratings

and moving from a three point scale to a five point scale for 2024

for a more nuanced way to reflect how employees are performing against their goals.

Learn more about this new scale in today's story.

Well, team, with it being Election Day, get out and vote.

Verizon is offering up to four hours of paid time off for U.S. employees.

So make your voices heard. Until next time, you're up to speed.