

## **ARG Video Transcript:**

### **Segment 1: What is an associate resource group?**

**Helen Drexler**

**WIN** – *Women's  
Inspired Network*

An Associate Resource Group is really essentially a group of associates who come together around a particular affinity or cause or dimension that they're interested in and we have nine of them at Anthem and they're all terrific.

**Kian Johnson**

**HYPE** – *Healthcare  
Young Professional  
Exchange*

It's an extension of our Diversity and Inclusion. It provides an access to our associates, the ability to learn about the 4C's which is Career, Commerce, Community and Culture.

**Leslie Porras**

**SOMOS** – *Hispanic/Latino  
ARG*

An Associate Resource Group is a collective group of individuals who are brought together by a particular affinity, culture, to exchange ideas and hopefully learn to have some opportunities to grow professionally.

### **Segment 2: What's it like to be a part of an associate resource group?**

**Sandis Wright**

**ANGLE** – *Associate  
Network for Gay and  
Lesbian Equality*

ANGLE has benefited my career in a number of ways. It has provided me with leadership development opportunities that wouldn't have been available to me had I not been involved. I've had a chance to work with other leaders in the company, which has not only increased by exposure, but also allowed me to learn how other parts of the company fit together. In addition, it has also reinforced to me the importance of relationships.

**Helen Drexler**

**WIN** – *Women's  
Inspired Network*

Being a part of Women's Inspired Network and being a co-chair for that ARG has been terrific for me both personally and professionally. On a personal level, I've met hundreds of associates across the organization, many of whom I've come to call friends and on a professional level, I've had exposure to a number of senior executives and senior leaders and I've been able to hone my leadership skills.

**Kian Johnson**

**HYPE** – *Healthcare  
Young Professional  
Exchange*

You have the opportunity to build relationships throughout the company at every level. You also have a chance to be a part of a lot of programs and initiatives that can help you with your career, that can help support the

business, also help within our communities as well as build culture – build that sense of camaraderie within the organization.

**Leslie Porras**

**SOMOS –**  
*Hispanic/Latino ARG*

Personally SOMOS has been a wonderful way for me to meet many associates across the enterprise but also exchange ideas with senior leadership about the work that we are doing.

### **Segment 3: How do Anthem’s associate resource groups create value for the company?**

**Helen Drexler**

**WIN – Women’s Inspired  
Network**

Associate Resource Groups provide a tremendous amount of value to Anthem. In large part because our business plans for the ARGs are aligned and consistent with the business goals for Anthem.

**Leslie Porras**

**SOMOS –**  
*Hispanic/Latino ARG*

One of the really unique aspects about SOMOS is the fact, that not only are we HISPANIC associates, but we are consumers of healthcare services as well. So I’m really proud of the work that our members have done to share their personal stories, and of those of their families about the experiences they have with using healthcare services.

### **Segment 4: What’s your message to associates considering getting involved?**

**Sandis Wright**

**ANGLE – Associate  
Network for Gay and  
Lesbian Equality**

It allows you to be a part of something that’s bigger than you individually, especially when you look at the collective uniqueness that all ARGs bring to the table. ARGs put us in a unique position to better meet the diverse needs of the customers that we serve.

**Helen Drexler**

**WIN – Women’s Inspired  
Network**

Because it’s a great opportunity to learn, to grow and to be part of something that is really bigger than ourselves.

**Leslie Porras**

**SOMOS –**  
*Hispanic/Latino ARG*

I think associates should really get involved in an ARG if they are looking for an opportunity to learn about the business, to meet other associates across the country and most importantly really to engage with senior leaders about the opportunities that there are to bring value back to the business. I think each of

us has an opportunity to tell that story, to help close gaps that we see for our consumers and being a part of an associate resource group is one way we're all actively doing that.