

FROM THE DESK OF

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Dear PulteGroup Team,

I am excited to share more details about the companywide rollout of Business Resource Groups (BRGs) that Ryan Marshall previously announced.

As a quick reminder, BRGs are voluntary, employee created and led networks of individuals who share common characteristics, interests or passions. Open to everyone, BRGs help employees find communities where they can engage with others who have similar backgrounds or interests, provide and receive support, and, ultimately, make new connections to help drive positive career and business outcomes.

So now the fun part – how to get involved! The following BRGs will be welcoming new members and allies from across the organization beginning in July 2021:

- [P.E.A.C.E. \(People Embracing & Advocating for Cultural Equity\)](#): The mission of this group is to empower and create space for underrepresented minority groups where people of color can be heard, valued, and respected.
- [Happy Homes](#): This group's mission is to create opportunities for us to give back to the communities we serve.
- [YoPros \(Young Professionals\)](#): The mission of YoPros is to build a community of young professionals motivated to grow their careers at PulteGroup.

P.E.A.C.E., Happy Homes and YoPros all came about because employees who are passionate took the initiative to get them started. We are excited to support the launch of these employee-owned BRGs and are dedicating time and resources to their success. Looking ahead, there will be opportunities to create additional BRGs when there is a group of 10 or more colleagues who share a particular interest. You can find more information about how to establish a BRG on our PulteGroupCares.com site. Please remember that our BRGs are meant to be a place where individuals are heard and included, so topics aimed at causing division, groups that promote religious or political positions, or serve an outside interest group will not be considered.

As we launch, employees are asked to participate in one BRG at a time. If you are interested in joining one of the inaugural BRGs, here is what you need to know/do:

1. Check out the new [BRG page](#) on PulteGroupCares.com. There you will find FAQs, as well as more information about each BRG, its specific goals and what you need to do to join. Bookmark this page as we will add new information as it becomes available.
2. Speak with your manager about your interest and to align on your participation. Once you've spoken with your manager, obtain your manager's written approval for participation (a brief email is all you will need).
3. Forward your manager's approval via email to the co-leads of your preferred BRG to indicate your interest and to learn about next steps, including first meeting date, time and logistics. When you do, please clearly indicate your name, title and division.
 - a. **P.E.A.C.E.:** PeopleEmbracingandAdvocatingforCulturalEquityBRG@Pulte.com
 - b. **Happy Homes:** HappyHomesBRG@Pulte.com
 - c. **YoPros:** YoungProfessionalsBRG@Pulte.com
4. Get the first meeting on your calendar and start to dig in! The individual BRGs will manage and announce their meeting calendars, so keep an eye out for future emails.

Last, I wanted to say thank you to those who helped us get to this point. This includes Sharyn Torrisci-Cartwright, Nicole Sandoval, and our colleagues at PFS who turned the idea of forming BRGs into a reality. I'd also like to thank Rebecca Lundberg and the Diversity Board for their efforts to introduce and advocate for the companywide expansion of BRGs.

Our leaders - from home office to the field – are excited about the opportunities ahead for those who participate in a BRG and the positive impact our BRGs can make on our company. I look forward to seeing their success!

Michelle