



## Business Resource Groups (BRGs) Frequently Asked Questions

### WHAT ARE BUSINESS RESOURCE GROUPS (BRGS)?

BRGs are voluntary, employee 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.

### WHAT DO BRGS DO?

While the goals of each group will vary, the general purpose is to leverage the collective experiences and ideas of its members to help make our company more accepting and inclusive for individuals and those we serve. Each BRG is passionate about helping drive positive outcomes for the business whether that be operational/financial, community outreach, or talent acquisition and/or development.

### WHAT ARE THE BENEFITS OF JOINING A BRG?

By joining a BRG, you can make connections with individuals who share similar passions as you and get exposed to different ideas and people, volunteer with non-profit organizations, benefit from educational resources and personal development, develop supportive relationships with people who have similar experiences or passions, and generate a sense of belonging. Just as importantly, your work will help make a positive impact on our business.

### DO I NEED TO BE A PERSON OF COLOR OR YOUNG PROFESSIONAL TO JOIN P.E.A.C.E. OR YOPROS?

You do not need to “be” to belong - it is important to be an ally! We encourage you to join any BRG that you are passionate about serving. Having a diverse group excited about making change creates a larger impact.

### I AM PASSIONATE ABOUT ANOTHER TOPIC. CAN I FORM A DIFFERENT BRG?

We are excited about the three BRGs that have already begun and are dedicating time and resources to their success. These are new forums for the company and we want to learn and ensure their success before we stand up new groups. As we do, we welcome your input as to what other BRGs might be of interest. While there isn't a formal application process in place yet, please email **Rebecca Lundberg** (Rebecca.Lundberg@PulteGroup.com) with your idea. We will make sure to get back to you when we are ready to expand! Please remember that the 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.

### WHAT BRG CAN I JOIN?

Interested employees may join one of the below BRGs by getting approval from their manager via email and forwarding that email to one of the BRG leads or co-leads which can be found on the individual BRG fact sheet.



**PEACE**

People Embracing & Advocating  
for Cultural Equity

Empowering and creating space for underrepresented minority groups where people of color can be heard, valued and respected. Deb Still, Sharyn Torrisi-Cartwright and Manish Shrivastava serve as executive advisors.



**HAPPY HOMES**

Helping Our Communities Feel at Home

Creating opportunities for us to give back to the communities we serve. Eric Hart and Todd Sheldon serve as executive advisors.



**YOPROS**

Young Professionals Group

Building a community of young professionals motivated to grow their careers at PulteGroup. Leslie DeVera-Duncan and Brandon Jones serve as executive advisors.