

diversity and inclusion news

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work-life: a delicate balance



There are many ways to define diversity. The definition goes beyond typical areas such as ethnicity, age and gender to incorporate many broad concepts and ideas, including work-life balance. This broad concept includes prioritization between career development (work) and leisure/family time as well as personal development.

When your work life and personal life are out of balance, your stress level is likely to be higher. It is important to realize how important the work-life balance is to your creativity, productivity and happiness.

Here are seven practical tips to restore harmony in your life:

- **Slow Down:** Life is simply too short, so take steps to stop and enjoy the things and people around you.
- **Learn to Better Manage Your Time:** Avoid procrastinating – set realistic goals/deadlines and stick to them.
- **Share the Load:** Get your partner, family members or support system to help you with all your personal/family responsibilities.
- **Don't Sweat the Small Stuff:** It's easier said than done, but at least learn to let things go once in a while – and then don't beat yourself up for doing so.
- **Explore Your Options:** If your life feels too chaotic to manage and you're spinning your wheels worrying about it, seek help.
- **Take Charge – Set Priorities:** Develop a list, set priorities and then enjoy the satisfaction of crossing things off when they are done.
- **Simplify:** Find a way to simplify your life – change your lifestyle, learn to say NO and ask for help.

Remember, striking a healthy work-life balance isn't a one-shot deal. It is a continuous process as your family, interests and work life change. By striving for balance within your professional and personal life, you can improve your overall well-being and reduce stress.



one-on-one with the new director of diversity

What is diversity? An easy question with multi-faceted answers. A simple internet search will produce overwhelming results and may easily define the word. However, those results do not reflect its complexity nor encompass the importance of diversity in the water and wastewater industry.

As today's economy and business world continue to expand globally, diversity moves to the forefront. There will be more cultures, personalities and talents at play in the workforce. In order to successfully compete and excel in a global marketplace, we must try to understand how all of those qualities affect communication and teamwork, and the role we each play in its development.

As the new director of diversity, Joe Marano has been tasked with bringing clarity and consistency to what diversity means here at SUEZ. *Diversity & Inclusion News* sat down with Joe to glean a better understanding of the job at hand.



Joe Marano

What does diversity mean to you?

JM: To me, diversity is a collection of many things. It encompasses all qualities that make us unique, as an individual or as part of a group, from gender and religion to geographic location and ways of thinking. Ultimately it is recognizing and celebrating differences. Diversity should enhance our world, not hinder it.

Why is diversity important in the workplace?

JM: It's the acceptance, respect and understanding of unique qualities and differing points of view that often lead to new ideas or innovation. An organization that brings different experiences, perspectives and thinking styles together is incredibly important. It is also important that our workforce is representative of the communities we serve.

What are a few things each of us can do to foster diversity and inclusion in the workplace?

JM: Two things come to mind – one is ensuring we are making diversity and inclusion a top priority and are taking steps to be inclusive across the organization. We should self-reflect and

ask, "Do I seek out differing opinions or always ask the same individuals for guidance? Are projects assigned to different people?" Depending on the answers, try to mix it up a bit and give others a chance to offer input and participate in new ways.

The second thing we can do as individuals is embrace empathy. Try and understand someone else's point of view or perspective. I love to people watch. Sometimes when I am traveling and sitting in an airport, I'll focus on someone and wonder "What is their story?" You never know what someone's experience is or what they bring to the table until you take the opportunity to get to know them and understand their history.

As 2017 comes to an end, what are the goals and objectives for the New Year?

JM: As the Diversity and Inclusion Council works to solidify its goals, the focus will be to continue to build our employment brand, reinvigorate a closer tie with the Business Resource Groups and continue to work on increasing women in leadership positions throughout SUEZ.

driving diversity into our supply chain

Building a diverse employee workforce is important for the success of our business. However, there is another aspect of diversity that our employees may not be aware of, and that is the area of supplier diversity. Supplier diversity is ensuring that a company's supplier database reflects the communities in which it serves. This is achieved by certifying that qualified suppliers are given an opportunity to provide the best services and products at the best value.

"At SUEZ, we consider supplier diversity an important element to our overall diversity program and are committed to searching for new ways to integrate it into our business practices," said Sharon Williams, system/reporting manager with Supply Chain Management and a diversity council member. "Whether it's a small business, women-owned business, business owned by a person of color or owned by a disabled veteran, diversifying our supply chain is a business practice that provides economic growth as well as a competitive marketplace in which everyone benefits from better pricing and value."

This year alone SUEZ awarded a contract to a Women Business Enterprise (WBE) to provide all of its billing services and a national contract to a Minority Business Enterprise (MBE) as a supplier for its safety gear. Doing business with women and minority-owned suppliers not only positions us as good corporate citizens but strengthens our business development and marketing strategies as well.

"We are proud of our commitment to diversity and inclusion in all aspects of our business and would like to help all departments within SUEZ establish a more diverse supplier base," continued Williams. "There are several resources available, including local chamber of commerce and state websites, which identify diverse suppliers within a given region."

According to Williams, one example is New Jersey Selective Assistance Vendor Information (NJSAVI). The NJSAVI website lists vendors by business name, identification number or address and provides contact information, gross sales categories, commodities and/or construction trade codes. It also classifies vendors as small, minority- and/or women-owned businesses. In addition, SUEZ departments can always contact Supply Chain Management for a list of vendors in a given area.



If you have questions about how to find diverse suppliers in your area, please contact Supply Chain Management at supplychainmanagement@suez-na.com

developing a pipeline of talent

SUEZ' Corporate Scholars Program provides a collaborative learning experience for college students as well as the company. The program not only provides summer interns with practical, career-related skills but educates the company about the needs and interests of the next generation of industry professionals.

"Successful internship programs are mutually beneficial to students and to the organization," said Joe Marano, director of talent development and diversity. "By providing real-world experiences within the water and wastewater industry, our Corporate Scholars Program is a powerful recruiting tool that allows SUEZ to build and cultivate talent," said Ritu Madan, recruiter.

Over the course of 10 weeks, interns participated in hands-on learning experiences that apply directly to their field of study. Each student was paired with a mentor and attended a "development day" which focused on interviewing and presentation skills. In addition, they were exposed to different areas within the water and wastewater industry. "Interns are highly capable of contributing all kinds of business value," continued Ritu. "Our scholars utilize their technological expertise and apply classroom learning to support marketing efforts, operational needs and business initiatives." The program allows the company to build a pipeline of talented, young professionals and establish relationships with students early in their academic careers. In exchange, students are able to explore a wide range of career paths within the water and wastewater field, which allows us to continue our mission to recruit and develop diverse and talented employees.

Here is a look at this year's participants and their focus of study both on and off campus:



Carly Catella

School: University of Pennsylvania

Major: Chemical and Biomolecular Engineering

SUEZ Assignment: Engineering – Water Technologies & Solutions (WTS)

Presentation: Indiana Power and Lights Start Up



Carl MacEwen

School: Syracuse University

Major: Finance and Supply Chain

SUEZ Assignment: Finance Department – Environmental Services

Presentation: How to Ensure Financial Accuracy and Increase Positive Variance to Budget



Destiny McFadden

School: Hampton University

Major: Strategic Communications with a minor in Marketing

SUEZ Assignment: Corporate Communications

Presentation: A Look Inside Crisis Communications



John Mitchell

School: Hampton University

Major: Political Science/Pre Law minor

SUEZ Assignment: Communications – New Jersey Operations

Presentation: The Experience of a Lifetime



Emily Nealon

School: Manhattan College

Major: Civil Engineering

SUEZ Assignment: Engineering – New York Operations

Presentation: Investigation of Non-Revenue Water



Victor Opurum

School: Mississippi Valley State University

Major: Computer Science and Mathematics

SUEZ Assignment: Business Technology Services (BTS)

Presentation: More with Less – Using Analytics to Improve Collection Strategies



Kristyn Samaniego

School: Rutgers University

Major: Accounting and Supply Chain Management

SUEZ Assignment: Corporate Procurement

Presentation: Review of the Corporate Purchasing Card Program

BRGs wrap up the year

T.R.A.C.E. (Together for Resource Awareness, Conservation and Environment)

The mission of T.R.A.C.E., one of the newer BRGs, is, in part, “to learn, practice and teach green/sustainable solutions as a core responsibility” and encourage ideas “that will improve the efficiency and reduce the environmental impact of our activities.” One of the ways it is accomplishing this is through increased community presence and employee engagement. In 2017, T.R.A.C.E. facilitated a table for Earth Day at our Edmonton (Canada) facilities. In addition, our Toms River, NJ location swapped out paper cups with washable/reusable travel mugs for all employees. This one-time expenditure will reduce waste and save \$700 annually.

T.R.A.C.E. has big plans for 2018 including restoring the conservation garden at the Haworth Water Treatment Plant in New Jersey and planting a memorial tree with a place card dedication. As 2017 comes to a close, consider partnering with T.R.A.C.E. for a planting or making them aware of how you are contributing to the environment either at SUEZ or in your personal life. For more information on how you can grow with T.R.A.C.E, please email: TRACE@suez-na.com



LYNC



The LYNC Challenge

How would you solve some of the toughest problems facing our business? This was the question asked of LYNC members who participated in the BRG’s first ever LYNC Challenge. Five teams came together on October 26, 2017 in Paramus, NJ and via Skype to present their solutions to the panel of judges, which included David Stanton, president - Utility Operations; Michael Salas, senior vice president and chief information officer; and Rich Henning, senior vice president, Communications.

Teams included members from all across North America and they were tasked with business problems ranging from employee retention to customer communications. In addition to presenting their solutions, each group discussed team dynamics and how they worked together to solve the problem. Hetal Mistry, manager, piping design and delivery, and Lorna Scully, manager, reporting and databases, both of Paramus, took first place for their prospective solution regarding reducing the complexity of how we process timesheets. As a result of their win, they will both attend a project management course from the Project Management Institute.



UNITED VETERANS NETWORK (UVN)

Continuing its efforts to support veterans and their families, the UVN organized a special fundraiser for the Green Beret Foundation in honor of Veterans Day. In Boise, ID, Marshall Thompson, director of operations, together with Keith Harpe, utility worker, and his wife Lauren, participated in the “Andy” workout, in remembrance of the U.S. Army Sergeant First Class Andrew T. Weathers, a Green Beret who was mortally wounded in action. In total, the UVN raised \$1,124 in contributions from across North America.

WOMEN'S LEADERSHIP NETWORK (WLN)

The WLN finished the year with a clothing drive to benefit Mentoring Moms. The drive was to collect gently used business suits for individuals returning to the workforce and who need them for meetings and job interviews. In addition, the WLN adopted a family for the holidays, in which members donated winter coats, hats, gloves and grocery gift cards to the family in need. Everyone's support was truly appreciated.

Congratulations are in order for Adela Wechselblatt, WLN member and supervisor in the legal department in Paramus. Adela was honored at the YWCA of Bergen County's 42nd annual TWIN celebration on December 7th. TWIN (Tribute to Women of Influence) honors women who make significant contributions to their organizations and communities. Please join us in congratulating Adela on this wonderful recognition!

The WLN would like to introduce and welcome the following new board members elected for the 2018-2019 term:

- **Chair Elect:** Anne-Marie Fouchet, product development, Water Technologies & Solutions Richmond, VA
- **Vice Chairs:** Galina Atanasova, director, marketing, Water Technologies & Solutions Richmond, VA
Elizabeth Kenyon, project manager, Utilities, Engineering, NJ
- **Secretary:** Chelsea Wulff, conservation program specialist, Utilities, West Nyack, NY



a conversation with Mary Campbell

Almost 30 years ago, an eager and ambitious young professional began her career as a typist in the union. Over the course of three decades, Mary Campbell navigated her way up the ranks to her current position of vice president, business development. During a recent WLN Lunch & Learn program, Mary reflected on the highlights of her memorable career.



"I was hired at an entry level position and did not have a college degree," reflected Mary. "Education was always very important to me. I went back to school and received my bachelor's degree in Business Administration as well as my law degree, all while maintaining a full time job. I have held ten different positions within the company including real estate manager, senior corporate attorney and vice president of business development, each one a promotion from the next. I am proud to have attained those goals. There have been many gratifying professional moments as well. Although it's difficult to pick, two career achievements I am most proud of are: creating a strategy and settling key litigation involving the Township of Toms River; and being a key member of the team that negotiated and closed the Innovative Solution Model with the City of Bayonne."

Mentors have played a key role in Mary's success along the way. "There have been a number of informal role models throughout my career. Patricia Bogosian was my first supervisor and she taught me to pay attention to detail. Despite having different styles, Carla Hjelm and Maria Laurino were two effective female attorneys I always wanted to emulate. Retired EMT member Patrick Cairo was another mentor who was fair, confident and an expert in his field. I recently came across several young professionals who I was able to learn from, including Sarah Frey in corporate communications."

When Mary began her career, there was not much diversity in the water industry. Over the years, she has seen the workforce evolve and change to be more accepting of different backgrounds and viewpoints. "The company was a small, local water utility when I started working here. Now we have transformed into a global entity with a greater focus on diversity. As a founding member of the WLN, I thought it was important to create a forum where women could discuss issues in the workplace, provide leadership and guidance to fellow peers, and celebrate achievements as a group. There is still more progress to be made, but to know there is a group focusing on advancement for women and dealing with issues related to raising families and keeping a spot at the table is important."

When asked if there was any advice to share with young female professionals, Mary bestowed the following: write down goals for yourself, review them and celebrate your successes. "In general, lean in, remain positive, get involved and have a work life balance."

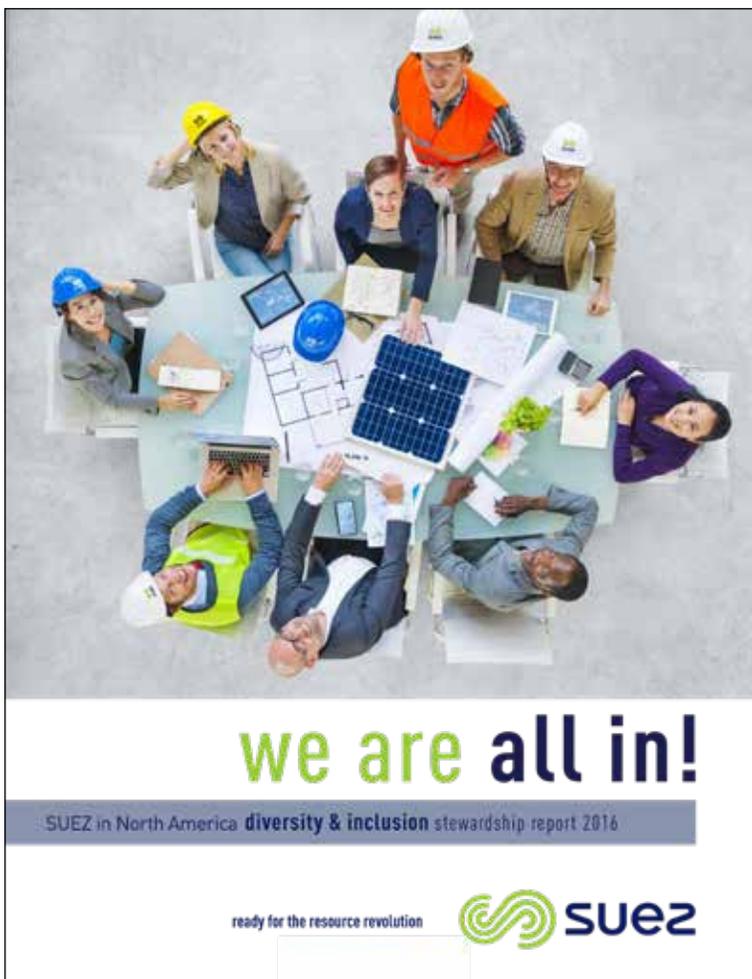
Please join the WLN in wishing Mary much success and happiness as she begins the next chapter of her life.

Our Diversity Definition

Diversity means differences among individuals in our workforce, suppliers and communities such as age, business background, culture, disability, education level, employee status, ethnicity, family status, gender, national origin, race, religion, sexual orientation, social class, thinking styles, etc. These differences provide a wealth of resources to our companies.

2016 Diversity & Inclusion Stewardship Report

Just as every person has a unique story to tell, so does every company. At SUEZ, the different backgrounds, experiences and perspectives of each employee contribute to our history and culture. It also helps us better serve our colleagues, customers, suppliers and neighbors.



The annual [Diversity & Inclusion Stewardship Report](#) captures a few of the important events of 2016. It highlights some of the special stories and initiatives that have contributed to our building a stronger, more diverse and inclusive company. The Diversity & Inclusion Council encourages everyone to take a moment to read the report, by [clicking here](#) and share your comments with them at DiversityCouncil@suez-na.com.

Mission Statement

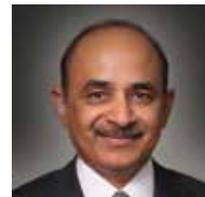
SUEZ will be the reference company for our industry, recognized for our commitment to diversity and inclusion. We will provide an environment that celebrates uniqueness and enables all employees to contribute to our success and share in the rewards.

meet the members **2018 diversity and inclusion council**



Eugene Anderson
Senior Director, Industrial
Relations & External Affairs

Kanwer Khan
Vice President,
Environmental Compliance,
Health, Safety and Security



Lynda DiMenna
Director, Internal Audit

Ritu Madan
Recruiter



Donnell Duncan
Professional Structural Engineer

Joe Marano
Director, Talent Management
Development & Diversity



Sarah Frey
Digital and Social Media Specialist

Eva Martinez
Director, Labor Relations



Christopher Jacobs
Manager, Operations

Michael Salas
(Council Chair)
Senior Vice President and
Chief Information Officer



Elizabeth Jarrett
Director, Contract and
Administration Support

Sharon Williams
Manager, Supply Chain
Systems Reporting



For comments and suggestions

To submit story ideas, articles, comments or suggestions, please email the Diversity and Inclusion Council at DiversityCouncil@suez-na.com