



2020 ANNUAL REPORT

A Year of Growth and Innovation

| Engaging

| Enriching

| Philanthropy



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Note from Ed Tazzia



Fellow Alums,

As I write this letter, I've been trying to find the right word to describe 2020. Demanding. Frustrating. Scary. Remarkable. Challenging. Uncertain.

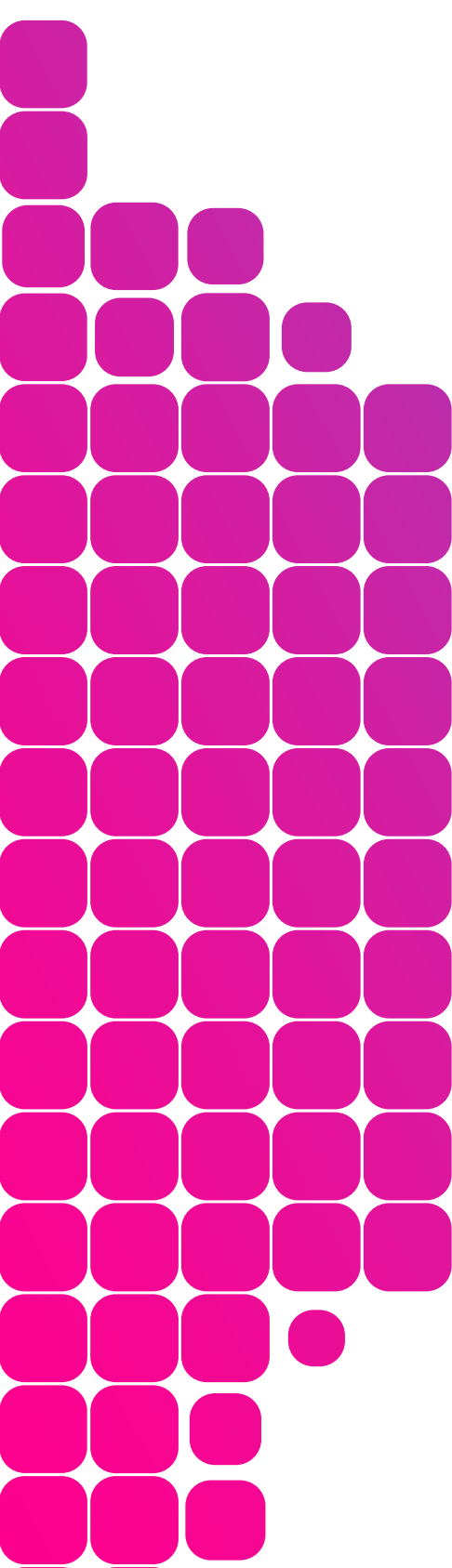



As a Network, we were not spared from the impact of COVID-19. One of the greatest impacts was to our plans for the 2021 Global Conference scheduled for Washington, DC. Those plans had to be scrapped as we couldn't guarantee speakers, attendance or sponsorship for an in-person event. As a result, we've done what we were all trained to do. We analyzed the situation and pivoted with the goal of delivering an even bigger and better event – albeit virtual for the vast majority of our members.

We will shortly be announcing that the 2021 Conference will be streamed in November of 2021 with the possibility of a smaller studio audience in Cincinnati with the very strong support of the Company. The virtual nature should allow us to get even stronger speakers than we've had in the past, an even larger global audience, and an outstanding opportunity to grow and strengthen our Network.

As the needs of the world have shown this year especially, there is a new focus, a new demand to rethink the approach we all take to business. Doing well by doing good is no longer just a nice thing to put on a lobby wall, it has become a requirement for future success in our businesses. Our customers, consumers and clients are demanding it.

So, the theme of our 2021 Global Conference will be ***Our Best Selves***. We will look at what it takes to make the world better, our communities better, our businesses better and ourselves better. I think you will be extremely excited by the content.

I am happy to report that the Network is healthy and growing. We have added some wonderful programs over this year – in particular the *Learning From Leaders* podcast which, if you haven't already tuned in, I recommend it highly.



Note from David Taylor

Dear P&G Alumni,

I wanted to share a message with all of you as we close out 2020—a year filled with unprecedented challenges, difficulties and sorrow, but also many good things, for which we can be thankful, including the ongoing support of the P&G Alumni.

As a team, P&G has stepped up and stepped forward to keep each other safe, to serve consumers with our trusted brands and to support our communities. Focusing on these immediate priorities has allowed us to keep delivering on our integrated strategy—a portfolio of daily use products where performance drives brand choice; superior products, packages, retail execution, communication, and value; productivity in all we do; constructive disruption across all areas of our business; and, a more empowered, agile, and accountable organization.

Our strategic choices and immediate priorities are delivering strong top- and bottom-line growth for you and all our stakeholders.

We built momentum leading up to the COVID crisis, and we were able to maintain that momentum in the first half of 2020, despite significant challenges from the pandemic, leading to strong top- and bottom-line growth last fiscal year. And we accelerated our growth in the first quarter of this fiscal year.

All the credit for these results goes to P&G people, who have demonstrated incredible creativity, agility and commitment to serving consumers, customers and communities every day during these unprecedented times.

Looking ahead, our continued focus on excellent execution of our priorities and strategic choices is going to be just as critical in 2021. As you know, the pandemic has dramatically intensified in many parts of the world. While there are vaccines on the horizon, experts predict it will be months before we're largely free of the pandemic, and this will vary by location. As a result, we'll continue to face disruption, uncertainty and volatility. The best solution: our winning strategy and priorities, including Citizenship, which is built in, not bolted on. One of the things I know we're all proud of, P&Gers past and present, is that P&G's PVPs focus us on doing good while doing well, and that's why our Citizenship efforts are part of how we operate every day.

We're both a force for good and a force for growth. I want to thank each member of the Alumni for continuing to live these beliefs outside of P&G's walls and giving back to the communities where we live and work. This is especially important now.

As always, thank you for your continued support of P&G. P&G benefits extraordinarily from a strong group of like-minded people who care about the Company, care about each other, care about community and care about the broader planet.

Thank you all, and please stay safe and well.



A handwritten signature in black ink that reads "David Taylor". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

David Taylor
P&G CEO

Our Work

Continuing to Grow

Together, we formed the P&G Alumni Network 20 years ago, when we realized that the power of P&G people carries on even when we've left our offices, plants and laboratories.

The objective was and remains to keep us connected so that we can help each other and improve our communities.

Last year, we sharpened our Strategic Pillars. But our Mission and Vision remain constant. Our aim is to unite more of us, do more and deliver greater impact.



Niki Siropoulou

Executive Director
P&G Alumni Network

Our Vision

We're a force for inspiration and change - powered by P&Gers past, present and future. In so doing, we are one of the most respected alumni networks in the world.



Our Mission

We connect the talent, ideas and resources of P&G Alumni. We create impact for our local and global communities through events, content, and philanthropy.



Our Strategic Pillars of Focus

Engagement: Connecting individuals and chapters across the world for personal and professional growth.

- A key focus is growing our membership, so that we are engaging more alumni.



Enrichment: Providing opportunities to learn and share new skills, new opportunities and new knowledge.

- Work focuses on developing and delivering programs that engage our alumni.

Philanthropy: Giving back to our communities by driving economic empowerment around the world.

- Engage more alums so together we can create more opportunity for those in need.

We do this all with an eye on sustainability, ensuring resourceful use of money and people.

Engagement

All around the world, P&G alumni are working to ensure our Network remains strong and continues to grow.

We thank our **Regional Ambassadors**, who link the Global Alumni Organization to our local chapters. Without them, we could not establish new chapters, share each other's best practices and foster the kinds of connections we need to stay nimble, responsive and supportive.

Our **Local Chapters** create activities and build opportunities for engagement. During an especially trying year, they delivered tremendous programming and built new connections.

To sign up for chapter or national updates: pgalums.com

REGIONAL AMBASSADORS

ASIA

Helena Wong

hwong10023@gmail.com

Chapters:

- China
- India



MIDDLE EAST & AFRICA

Donia Elkhoul

donia.amr@gmail.com

Chapters:

- Egypt
- Morocco
- Pakistan
- United Arab Emirates



EUROPE

Jesper Wiegandt

hello@pgalumsgeneva.com

Chapters:

- Belgium President's Club
- Finland
- France
- Geneva
- Geneva Retirees
- DACH
- Germany Munich
- Germany Rhein-Mein
- Ireland
- Nordics – Stockholm
- UK
- UK - Egham
- Greece
- Italy
- Spain – EXPIGA
- Spain – P&G Senior Club
- Turkey



NORTH AMERICA

Steve Cook

steven@stevencook.me

Chapters:

- Atlanta
- Baltimore
- Boston
- Chicago
- Cincinnati
- New York
- Princeton
- Southern California
- South Florida
- Toronto
- Washington, DC



LATIN AMERICA

Betty Estrada

betestlo@gmail.com

Chapters:

- Brazil
- Costa Rica
- Mexico
- Panama
- Peru
- Puerto Rico



Chapter Highlights

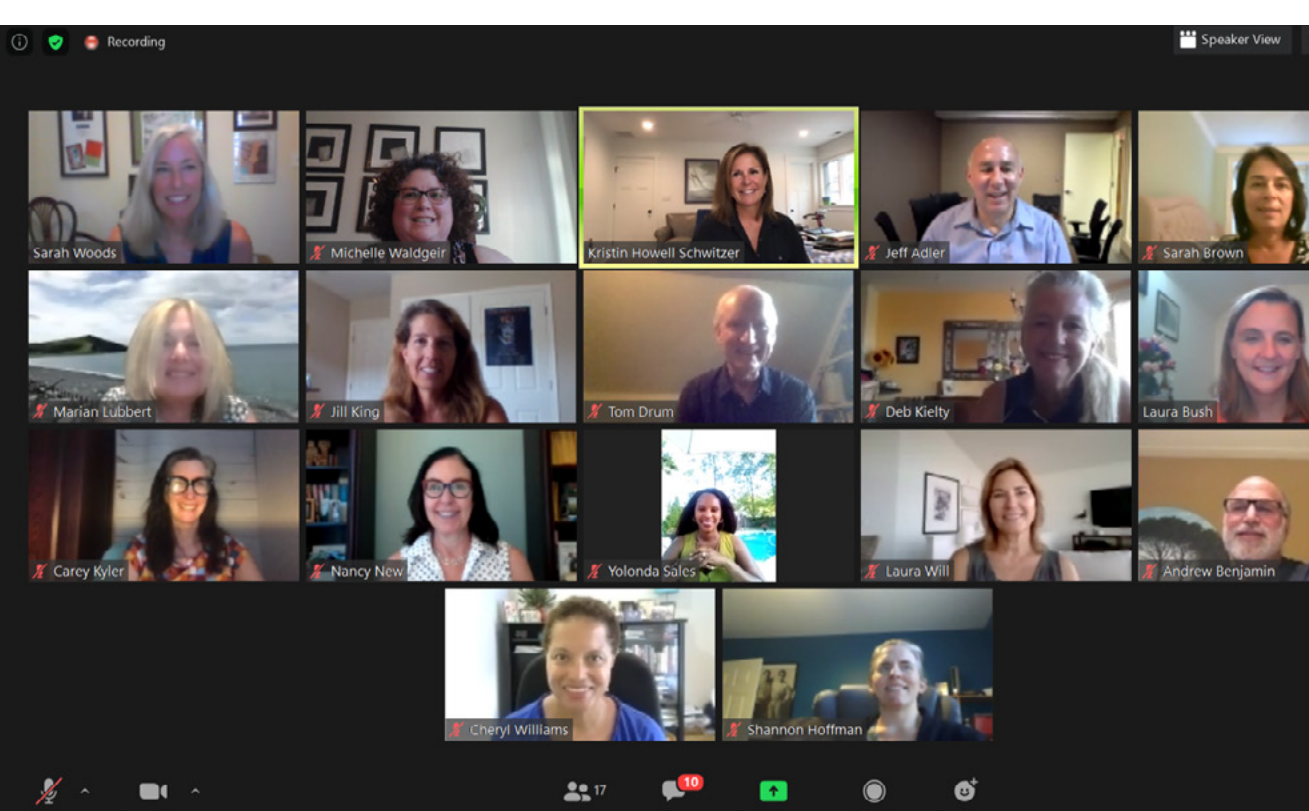
Here is a look at just some of the great work P&G Alumni did during this really challenging year.



ATLANTA

Wash your hands, wear a mask, keep your distance!

We helped 30+ alumni understand the impact of COVID on front-line workers and shared insights on how to be safe when we hosted on July 24, P&G Alum Douwe Bergsma, now CMO at Piedmont Healthcare, which is a large healthcare provider serving Atlanta and the surrounding areas.



BALTIMORE

In tough times, friends make a difference

We had no idea when we met in February that it would be our last in-person event of the year. It took some time, but we now are hosting connection happy hours – virtually, but regularly! We also are connecting more with peer chapters to promote their events, including October’s LatinX in America, and are expanding our virtual circle of friends as we adjust to the new normal.



BOSTON

Broader collaboration keeping us connected

We united with five other chapters to support South Florida’s LatinX in America event with Marc Pritchard, celebrating Hispanic Heritage Month. The event was well received, and feedback was strong, so we now are planning a year-end networking and celebration event while also working to expand our 2021 schedule of events.



CHICAGO

Understanding the “growth” of cannabis

We hosted a leader in the cannabis industry to help us understand what is happening today and where we are headed. BDSA – provider of retail sales data, consumer insights and industry intelligence – talked about the industry’s explosive growth and the product’s projected use beyond the medicinal and recreational. More than 15 alumni attended the January event to learn how cannabis may impact industrial and innovative development, including women's health, consumer products and pharmaceuticals.



CHINA

3,000 alumni strong

We hosted our Annual Conference in Shanghai on September 12, connecting 450+ alumni across industries, geographies and company sizes. We were inspired by and learned from CEOs, innovation leaders, professors and entrepreneurs working in FMCG, economics, cosmetics, media, investment and more. We also invited six alumni to share information about their start-up companies! In March, we launched a new online business program, “Full Stack Marketer,” that offers weekly webinar classes on topics ranging from marketing, CRM, sales channels and beyond.



CINCINNATI

Helping and cooking together

We shined a spotlight on three local entrepreneurs who pivoted their businesses during COVID to help the community. Inspiring us all during our “Stepping up during the COVID-19 Crisis” webinar were long-time friends: **Doug Hall**, **Andi Gudgeon** and **John Molander**. We ended the year with a virtual holiday party featuring local Top Chef **Caitlin Steininger** with a cooking demo. We later networked via small breakout groups!

5

Lessons from the Consumer Goods Industry on the Covid Crisis
WEBINAR
[presented in Spanish]

Join us on
August 27th
3pm CST

Alberto Moriana
Sales Vice President of P&G Latin America
Keynote Speaker

Ilhiana Rojas Saldana
Career, Executive & Business Transformation Coach
Moderator

COSTA RICA

Sharing expertise globally

We hosted two important webinars this year. In July we hosted a review of P&G business and "Leading in Times of Crisis." In August, our global event, "The Impact of COVID in the Retail Industry," was joined by attendees from 36 companies and 18 countries. It was facilitated by **Alberto Moriana**, Senior VP P&G LATAM and sponsored by Synfinity. We also were proud to share online best practices at the Global P&G Alumni Chapter Leader Meeting.

In Dialogue: Unconscious Bias and the conscious effort to build truly inclusive workplaces and communities

Dr Lisa M Coleman
Senior Vice President of Global Inclusion and Strategic Initiatives at New York University, and the former Chief Diversity Officer of Harvard University

Renu Gupta
Managing Partner at Performance Leverage a Board Leader of the P&G Alumni DFW Chapter

Dialogue: Gender Diversity - Turning a cause into a movement Putting noble thoughts to action

Anthony Rose
Chairperson of House of Rose Professional is a P&G Alumni and Founder of the Global Gender Diversity Movement, Break the Ceiling Touch the Sky

Carlos Barroso (Moderator)
Founder & President of CIB & Associates is a Board Member of the P&G Alumni DFW Chapter and former Global Head of R&D at The Campbell Soup Company and PepsiCo Foods

DALLAS / FORT WORTH

Newly revived and growing 30% strong!

In addition to recruiting seven alumni to our board, we held three "In-Dialogue" events on unconscious bias, gender equity and The Future of Talent After the Pandemic. We hosted distinguished leaders like **Lisa Coleman**, Chief Diversity Officer of NYU and formerly of Harvard University and **Lisa McLeod**, best-selling author and P&G alum. The series, has already garnered more than 1,000 views.

EECAR

We are all together, again!

Against all odds, we decided to move ahead with the launch of our new chapter, uniting nine countries! Our online event in May included 300+ people participating live from 20+ countries and including key contributions from **John Pepper**, former P&G CEO, and a big supporter of our region and Russia, specifically. We also hosted four other events.

Conférence avec Paul Polman, Imagine
Better business, better world
30 janvier 2020, campus ESCP Montparnasse

FRANCE

Life with purpose

Just before the pandemic put most of the world in lockdown, we hosted a tremendous event with attendees from a range of global companies, including ESCP Business School, Unilever, Danone, Coca-Cola, L'Oréal and Colgate. Key speaker Paul Polman - co-founder and president of IMAGINE; former P&G Western Europe president; Nestlé CFO and Unilever CEO - inspired the assembly by urging everyone to "live a life with purpose."



GENEVA

Setting a new record

Our annual general meeting broke previous records with nearly 160 alumni attending at P&G's European headquarter in Geneva. In addition to networking and collaboration, we heard the latest P&G results and news from **Loic Tassel**, President P&G Europe.



GERMANY

Growing and strengthening connections

Today, we have five sub-chapters and three more in the works thanks to a focus on rebuilding and reactivation. The momentum began in November when we hosted our reunion at the DACH P&G Headquarters with 300+ alumni. We kept the movement going by growing our online community to 600+, one of the largest in the global portal. Now, we are looking to keep everyone connected through virtual events for all Germany chapters.



INDIA

Building bonds, business understanding

We dared to dream big by including current employees in our December Annual Event in Singapore. The evening included an inspirational business update from P&G AMA President Magesvaran Suranjan, an alumni panel discussion and networking breaks that rekindled bonds and camaraderie over cocktails and dinner.



ITALY

Looking to build impact

Two key events helped keep alumni connected to each other and the community. In January, 40+ alumni attended a reunion focused on strengthening the network and driving future initiatives. We also built a partnership with the Marketers Academy, a prestige professional organization, that enabled chapter members to attend their annual festival and host a P&G Alumni Panel. This was all thanks to the work of **Irene Bosi** and **Renzo Rizzo**.



MEXICO

New program, top results

Our team is looking to grow the success of our monthly in-Spanish webinar series. Our first 10 covered learning, reacting and innovating through COVID-19; personal leadership; emotional intelligence; and neuroscience. We aim to expand our topics to include a discussion with P&G LA President and Senior VPs around “leadership and values as cornerstones of P&G growth during the crisis” and other personal leadership topics. We also aim to expand our reach as our audience has been 80% Mexico and 56% 50+ years old.



PAKISTAN

How can we do more?

We proudly continue to support efforts providing STEM/robotics education to K-12 students in Pakistan. Leading alumni met through the year to discuss how to grow the impact and reach of the program. A key gathering was a high-tea hosted by **Mansoor Ali** and his wife at their home. Chief guest was **Qaisar Sharif** who has held various positions at P&G over 25+ years, including Director Global Consumer Marketing. Also present was **Afaq Rizvi**, Director IT, P&G Canada.



3 Proyecciones Económicas para América Latina en el 2020, por BBC Mundo.



Las proyecciones de BBC Mundo para América Latina muestran un año tan retador y difícil como el 2019:

PANAMA

A year old and growing strong

Two prominent business and public service leaders drove an engaging discussion for our members in August about COVID challenges and their vision for the future. **Domingo Latorraca** and **Carmen Sealy** led a synergistic discussion on how macroeconomics and finance mix with organization and leadership, shaping for attendees a complete picture of the pandemic and rising opportunities. Our aim, just a year after our chapter’s start, is to build a growing base of alumni across Panama and link more strongly with other chapters.



PERU

Celebrating as one

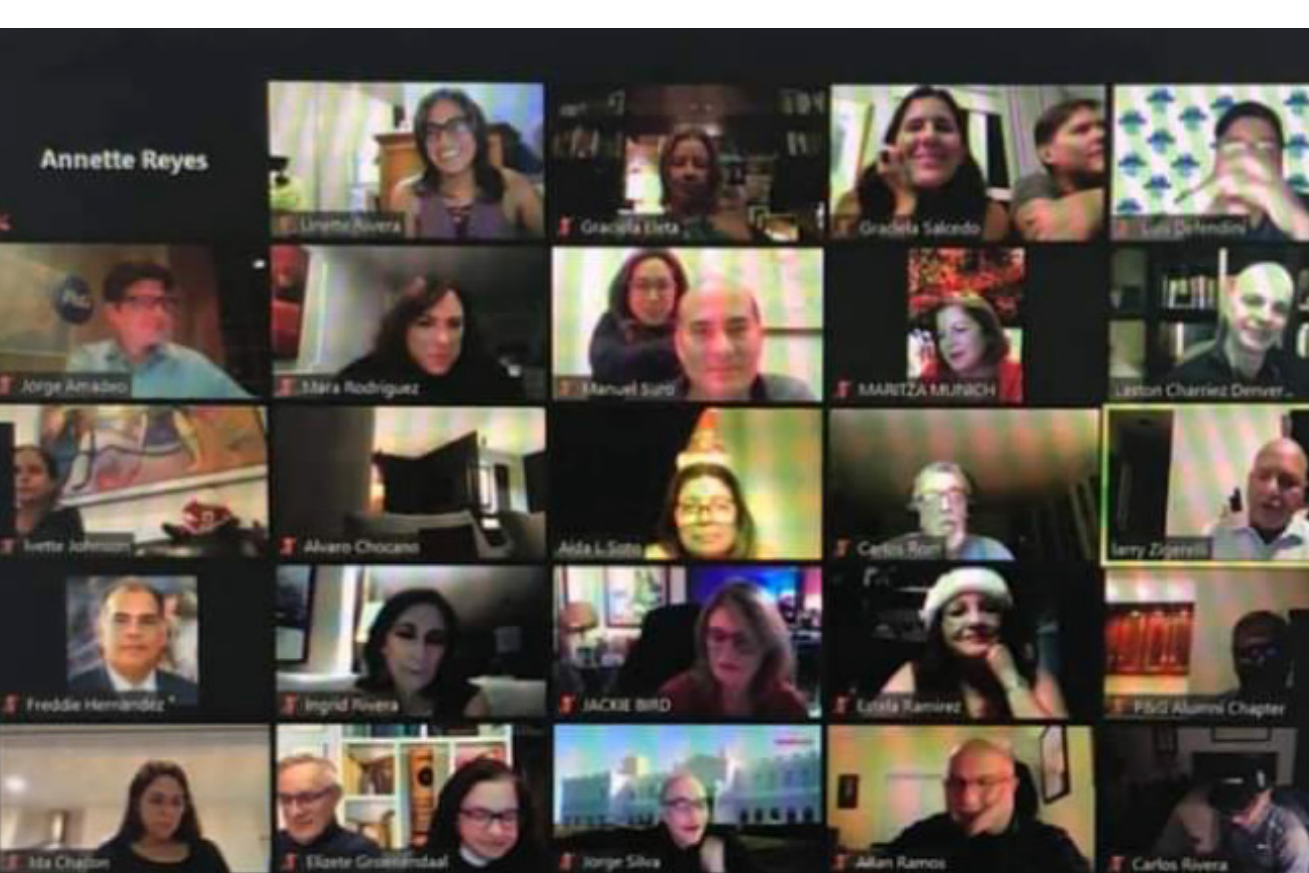
We always host a joy-filled and collaborative Christmas dinner, and were determined to not make this an exception year. More than 80 members joined our virtual event, making it a fun and happy celebration of friends, colleagues, memories, work delivered and plans for tomorrow.



PORTUGAL

We're coming back!

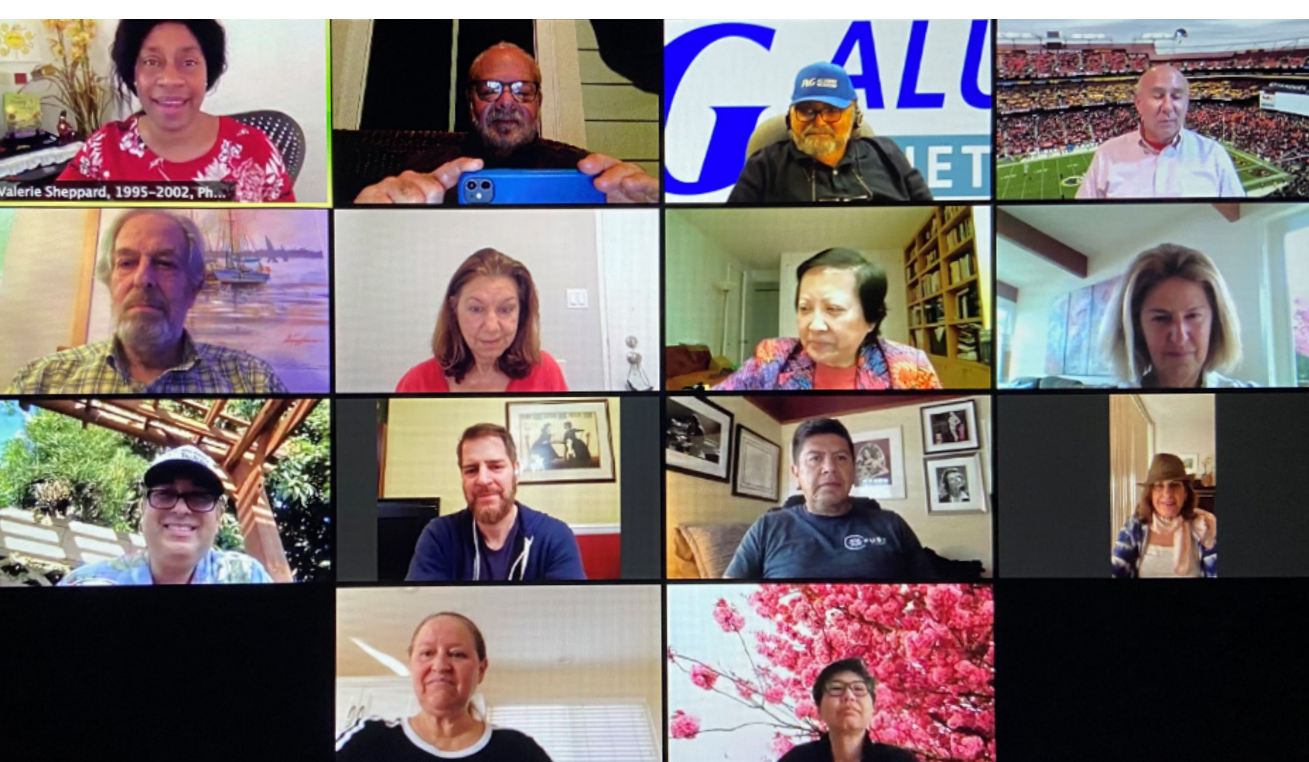
We are reactivating our network! Coming out of the 2019 Global P&G Alumni Conference, we decided to bring back our Portugal chapter. We are focusing on expanding our alumni base, revamping our LinkedIn page as a main communication platform and defining the agenda of future events. Our aim is to unite our alumni and more impactfully drive community engagement.



PUERTO RICO

A little COVID can't stop us now!

For 74 years, we have been coming together, and we weren't about to let social distancing stop us! So we hosted a holiday celebration everyone could attend -- virtually of course. We shared Company results, **Marc Pritchard** talked about support of Latinos in the US and we hosted some guest speakers. But we also mingled in breakout rooms, reconnected and celebrated!



SOUTH CALIFORNIA

Mixing up fun connections

In the midst of shutdowns and closed doors, we opened our all-chapter Zoom meetings! Our team is proud to have started the trend now adopted by chapters all over. Our first was an April virtual happy hour sharing mojito recipes and stay-at-home stories. In August, we hosted alum and comedian-host **Rajiv Satyal** and alum **Doug Hall** who shared his pandemic pivot to become founder and CEO of Brain Brew Custom Whiskey. In October, we helped promote LatinX in America.



SOUTH FLORIDA

Quick change, big success

COVID hit as we were creating the South Florida Hispanic Heritage Month meeting, so we shifted, making it the Global Network's LatinX in America webinar. It proved a great success and possible model for more events. It featured P&G's Chief Brand Officer **Marc Pritchard** and a multicultural mosaic of 10 alumni, artists and activists, sharing stories with 190 alumni across 20+ chapters in a two-hour Zoom webinar. Our work was generously supported by Southern California, Baltimore, Dallas, Boston, Chicago and NYC.



UNITED ARAB EMIRATES

Still connected, still sharing

Technology helped us stay connected via monthly events open to alumni all over the world. Created by **Desi Jagger**, **Donia Elkhoul** and **Liudmyla Stepanenko**, the events included fireside chats with senior P&G leaders, a presentation by ex-President **Mohamed Samir** on the "Human Side of Leadership," brainstorming on leveraging the chapter's entrepreneurial expertise, and networking events. Our Dubai team also hosted an event with former P&G President and current Fine HH CEO, **James Lafferty**, who shared his signature talk: "Winners vs Champions."

Enrichment

A key aim of the Network is to help alums continue to develop, advance, find new opportunities and to learn from each other.

We are proud of and grateful for the tremendous content shared through three key programs.

ENRICHMENT SERIES

We launched the P&G Alumni Network Enrichment Series program in 2017, and have now grown it into a monthly series, welcoming P&G alumni from around the world.

At the start, we focused topics on entrepreneurship, leadership, innovation, marketing, retirement and philanthropy. All were successful. But this year, we expanded to also include empowerment and specially curated topics based on the changing needs of our audience, such as focusing on COVID-related issues.

Looking toward 2021, we will be adding new content on global citizenship, in partnership with The Procter & Gamble Company. We already have a list of compelling speakers lined up that are sure to make this a must-attend series.

All Enrichment Series webinars are recorded and available on pgalums.com.

Building P&G's Next Billion Dollar Brands



Betsy Bluestone
Commercial Discovery Leader
P&G Ventures

Brewing up a Business: Tips for starting a Business, Standing out in a Crowded Field, and lin Adapting to Change



Michael Seitz
CEO & President Barebottle

The P&G Alumni Network Foundation: I'm Thinking of Joining a Nonprofit Board... Now What?



Clare G. Golla,
FP. Head of Endowment & Foundation
Advisory AB Bernstein Private Wealth
Management



Vince Spiziri
Vice Chair P&G Alumni Foundation

A Tale of Business Innovation: Bring Clear Understanding to a Complex World



Mike Thomas
Chief Innovation Officer Upstream 360

How to Navigate Severe Disruption Turning Crisis to an Advantage



Dean Butler
Founder Lens Crafters

LEARNINGS FROM LEADERS

Great companies are all about the people. And good people make great leaders and mentors for work and life.

This is the set up and premise for our new “Learnings from Leaders” podcast series that takes listeners into a relaxed, coffee-cup discussion with some of P&G’s most accomplished leaders and top people managers.



We asked some of our favorite leaders, and they warmly accepted the opportunity, to share relevant and rich content for our next generation of leaders. The podcasts feature candid, mentorship-style conversations and deep personal insights.

We've featured episodes with **John Pepper, Meg Whitman, Chip Bergh, Sara Mathew, Jorge Montoya**, as well as many Alumni execs from Google, Nike, Marriott, Boeing/3M, Salesforce, Unilever, Logitech, the Obama Administration, Women's MLS, and even leaders from Europe, Asia and Latin America.

In 2021 we'll be sharing conversations with even more Alumni execs from Google, Logitech, Coty, Kellogg's, Kimberly Clark, Samsung, Diageo, China, India, and even P&G!

Since launching in April, our show was ranked a top 20 business/management podcast by Apple in our first month. The show has been streamed 20k+ times (and growing) around the world - by P&G + non-P&G'ers.

You can listen (+subscribe!) to our weekly show - available on Apple, Spotify or wherever you get your podcasts. Or go to pgalums.com/podcast

PEER TO PEER

When they leave P&G, our leaders go on to drive success in some of the largest, most influential companies in the world. The aim of our new **Peer to Peer** program is to connect those very top leaders so that they can continue to support each other and drive positive outcomes by sharing learnings, discussing their most pressing issues and collaborating on new challenges in the industry – all within a collaborative alumni environment.

This year, we expanded the program to include three forums. Each is made up of executives representing a range of industries and geographies, features world-class thought leaders on key topics and is facilitated by our Large Cap c-suite forum partner, Oliver Wyman.

CMO Forum

- Comprised of 63 CMOs globally.
- Has leveraged an accomplished social media author, **Bob Pearson**, the Associate Dean of USC's Marshall Business School, **Dina Mayzlin**; The Harold M. Brierley Professor of Business Administration at Harvard Business School, **John Deighton**; and INSEAD Affiliate Professor of Marketing, and PHD, Joerg Niessing.



Rob Pearson



Dina Mayzlin

CEO Forum

- Includes about 100 CEOs.
- Each session features several former Chairperson and CEO alumni as invited "Gurus".
- Sessions have included IGA's CEO, **John Ross**, FMI's CCO and SVP, **Mark Baum**, **Oliver Wyman's** Pandemic Navigator architect, and its North American Financial Services Practice Vice Chairman, **Ugur Koyluoglu**, and "Gurus" such as Former President & CE at Welch's, Lead Director Church & Dwight Inc., and Chairman Save the Children, **Brad Irwin**, and Intuit Co-founder, and eBay and P&G Director, **Scott Cook**.

Women's C-Suite Forum

- Features 75 executives, including about 8 CEOs, 16 CMOs, 19 Chief Operations Officers, 2 each of CIOs and CCOs, and 38 CPOs.
- Shaped by a Charter Group of alumnae from The Company Store, Danone, Telia Company, Absolute Machine Tools, Coty, and Scotiabank.
- To launch at the start of Q'2 in 2021.
- Supported by PGAN Women's Forum Co-Chair, **Lou Ann Eckert-Lynch**, and global non-profit, Catalyst.



Lou Ann Eckert-Lynch

Philanthropy

2020 was a record, albeit an unprecedented year for the P&G Alumni Foundation, that required us to reach further and do even more. The COVID-19 pandemic disproportionately affected the marginalized people we serve worldwide, and in true P&G Alumni fashion, we stepped up our efforts across the globe to meet this challenge.

We awarded \$100,000 in new grants to non-profits reaching four continents and five countries. We increased our donor base by 60% and engaged nearly 100 Alums to serve as Foundation Ambassadors from over 50 cities around the world. In addition, we provided added value to our Alumni Grant Partners via new connections, valuable PR, and the sharing of best practices.

Surpassing \$1.3 million, our awards carefully stewarded by P&G Alumni Grant Champions, are helping women, men and families in need, find opportunities and economic paths to dignity. We remain engaged with our Grant Partners to understand the implications of the pandemic on their organizations and programming. Throughout this Impact Report, you will find inspiring examples of how our supported agencies are pivoting and continuing to make a sustainable difference in their communities. You will also meet P&G Alums whose "on the ground" commitment enables our grants to achieve more.

United by shared values of integrity and responsibility, we believe in the talent and collective power of more than 25,000 globally connected Alumni. Please, follow us on [Facebook](#) and [LinkedIn](#) and connect with fellow alums at the P&G Alumni Network Global Conference planned for November 2021.

Together, we can do even more good!

Join our growing Ambassador team to amplify our mission.

Donate today, knowing every gift makes a difference.



Deb Kielty
Chairman



Marianne Iyer
Executive Director

2020 Grant Partners Being Innovative and Creative

Our mission of providing economic opportunity through training, business skills and entrepreneurial support to people in need has never been more critical.

When COVID-19 hit, our grant partners had to modify their plans, and in some cases delay their investments. They shifted resources, adjusted course, and innovated. We have established strong relationships with the non-profit agencies receiving our funding, and remain confident that our grants are being used to deliver solid results.



Since
Inception

88
grants



Totaling
Over

\$1.3
million



25+ Countries

5 Continents

100s of P&G
Alums Involved



Recent Grant Awards

Cooperative for Education (Guatemala)
Freestore Foodbank's Cincinnati **COOKS!** (USA)
Human Needs Project (Kenya)
Life Project 4 Youth (Philippines)
World Dance for Humanity (Rwanda)

**Together We Can Do Well
by Doing Good**

DONATE

Alumni Grant Champions

The inter-connection between the Foundation and our Grant Partners, are P&G Alumni who generously volunteer their experience, leadership capability and time. They are the catalyst, leveraging their knowledge and shared P&G values, to drive economic empowerment and to do well by doing good.

We celebrate and thank them for their personal endeavors as Grant Champions. Click on each Alum to learn more.



Mike Kremzar
Cincinnati COOKS!
USA



Tom Henrich
Human Needs Project
Kenya



Marie Laure Vaganay
Life Project 4 Youth
Philippines



Mario Contreras
Cooperative for Education
Guatemala



Betsy Stivers
World Dance for Humanity
Rwanda

" During my P&G career, I was fortunate enough to have the opportunity to learn about the challenges and opportunities facing our low-income consumers in developing markets. Chief among them was that people want and need jobs, not handouts!"

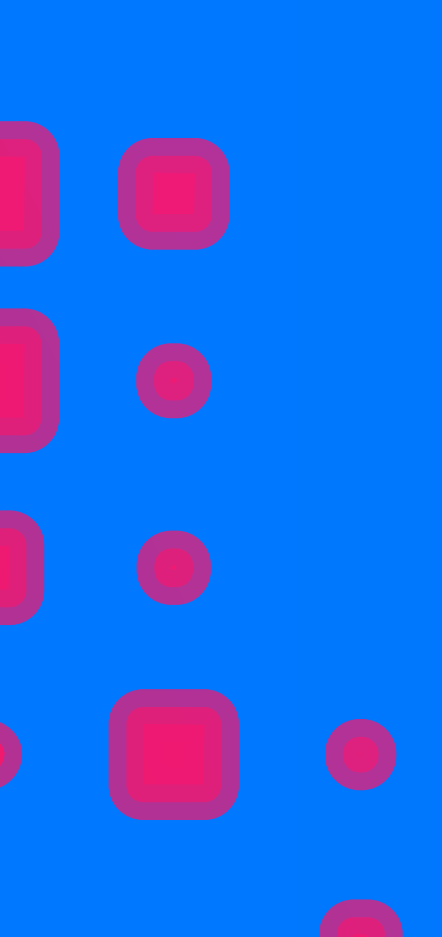
Tom Henrich *P&G Alum & Grant Champion*

" I believe our multi-pillar approach of helping the cooperatives with leadership training, business start-ups, livestock, education sponsorships and health cards, is really making a significant difference in the lives and futures of those we serve."

Betsy Stivers *P&G Alum & Grant Champion*

Our Honorees

Honoring 7 of Our Own



They may have retired or moved on, but P&G Alumni continue to represent the Company in the most incredible and selfless ways. Applying their skills, experiences and expertise, they work to help others and to build better communities. They toil away in cities of all sizes, all over the world. Here, we honor the most remarkable – those whose work makes us proud to be part of the P&G Alumni family.

The following were selected by Board members and chapter representatives for their outstanding leadership.

Each will be honored at our 2021 Conference.



2020 Network Awardees



The Alumni Community Service Award

Recognizing significant contribution of time, effort and expertise to the community in which they live.

Claude Meyer

For more than 12 years, Claude Meyer has devoted himself to improving the care provided to Belgium's mentally ill. As Vice President of the non-profit Constellations, he has helped opened six homes caring for 180 people with mental disabilities, with five more facilities under development. He also has helped open a specialized hospital unit in Brussels for people with mental disabilities. For his work, he was made a Knight of the Order of Leopold by the President of the Belgian Senate -- the highest Belgian distinction for a civilian and one rarely awarded to a non-Belgian. Claude, who is French, also has been awarded the Legion of Honor from the French Government.

At P&G: 1976-1999, serving as President of Laundry for Europe, Middle East and Africa; Regional VP; Managing Director and Marketing Director



The John E. Pepper Humanitarian Award

Celebrating significant contributions to the human condition through time, effort or expertise.

Ifeoma Okafor-Obi

P&G Alumna Ifeoma Okafor-Obi works to empower those hoping to become African business owners. Serving as Director of Operations for the Tony Elumelu Foundation, she helps invest \$100 million in programs to train African entrepreneurs, then to support them as they start businesses in their communities, creating jobs and improving livelihoods while reducing the number of those living at risk. Last year, the foundation directly trained more than 5,000 African entrepreneurs, and an additional 4,000 through partners. In addition, Ifeoma volunteers with an organization in Africa working to build more efficient and effective health supply chain systems.

At P&G: 2007-2010, serving as Market Strategy, Planning & Distribution Extension Manager and Retail Manager, Customer Business Development Unit, in Africa



The John G. Smale General Management Award

For an individual who has made a significant contribution to the world of business.

Douglas Meng Chong

In China, the construction industry is plagued by quality-crippling issues, which is troubling as the industry is the largest in the world and employs more than 60 million people. Douglas Meng Chong is using his P&G training to help reshape the industry. At his own company, Catala Decorations Co. Ltd., he is applying P&G's values and management principles such as integrity and honesty, a data driven approach and technological innovation. For 12 years, he has focused on standardized and transparent operating procedures, an IT-driven data platform and new environmentally friendly materials. He has formed a new standard in the world's largest construction industry market.

At P&G: 1991 to 1994, serving as marketing research manager in China



The Alumni Innovation Award

Recognizing creativity that has contributed significant innovation to the world of business.

Bracken Darrell

Bracken has had a long career of leading innovation at P&G, GE, Braun and Whirlpool, but his most recent work has transformed a struggling company into an award-winning market leader. Bracken became CEO of Logitech in 2013, amid falling revenue. Focusing on new product categories and top designs, he helped the company deliver products that quadrupled profits and increased stock value by a factor of five within five years. The company also has won a dozen design awards at the Consumer Electronics Show and three Fast Company design awards. This year, Logitech was named a Top 10 Innovative Company by Fast Company. The company's overall value is now up six-fold.

At P&G: 1991 – 1997, serving as Brand Manager



The McEleroy Award

Recognizing significant contributions to the art and science of satisfying the consumer.

Lisa Baird

Working across a range of industries, Lisa Baird has mastered not only understanding the consumer, but ensuring that their needs are met by the product she is helping deliver. After starting her career at P&G and then at Warner Lambert pharmaceuticals, Lisa was named a General Motors brand director, developing the first company-wide marketing metrics and processes for brand management. She then led IBM's integrated communications, served as SVP of the National Football League, and then was CMO of the US Olympic Committee. And after a stint with NY Public Radio, she was recruited to her newest role as Commissioner of the National Women's Soccer League.

At P&G: 1984-1987, serving as Brand Manager

NEW THIS YEAR



The Diversity & Inclusion Award

Celebrating exceptional results by leveraging a diverse workforce and an inclusive culture and awarded to a proven leader and role model who has inspired others to drive equality and inclusively in the workplace and/or in society.

Janet Reid

Janet began her career in 1980 as P&G's first black, female Ph.D., and continues to break new ground everywhere she goes. At P&G, she helped shape the Company's journey in equality, diversity and inclusion. She then founded Global Lead Novation, developing intellectual properties and metrics shaped through work in 50+ countries. After selling Novation to Korn Ferry, Janet founded BRBS World LLC, also focused on diversity and inclusion. She has authored three widely read books on the subject and now is pioneering work on creating new neural pathways in the brain to help make people more naturally inclusive.

At P&G: 1980-1990, serving as Section Head, product innovation and consumer psychographics for Olestra, Folgers Coffee; and as Brand Manager.



The Early Achievement Award

Celebrating outstanding potential and early achievements in innovation, entrepreneurship or general management, and a commitment to empowering others to make a meaningful impact on the markets they serve.

Deborah Dana

While just starting her career, Deborah already has successfully launched two businesses, a VC fund and a non-profit. She co-created and is now board member of Kiwilimon.com, the largest digital cooking platform in Latin America, with 20+ million monthly interactions. She also co-created Canasta Rosa, a technology-based ecosystem for creators of handmade Latin American goods, helping 15K entrepreneurs connect with logistics, payments, marketing, fintech and raw material solutions. She also managed Soldiers Field Angels, a fund seeking to impact Mexico through venture capital investment. And, she co-funded the Association of Mexican Entrepreneurs, a non-profit providing networking, training, legal defense and public policy influence for Mexican entrepreneurs.

At P&G: January 2005 - July 2006, serving as Brand Assistant for Trial and Promotions in Mexico, before leaving for Harvard Business School to earn her MBA.

Our Reports

To accelerate our work and increase impact, many of our alumni are part of committees, each advancing key areas of focus.

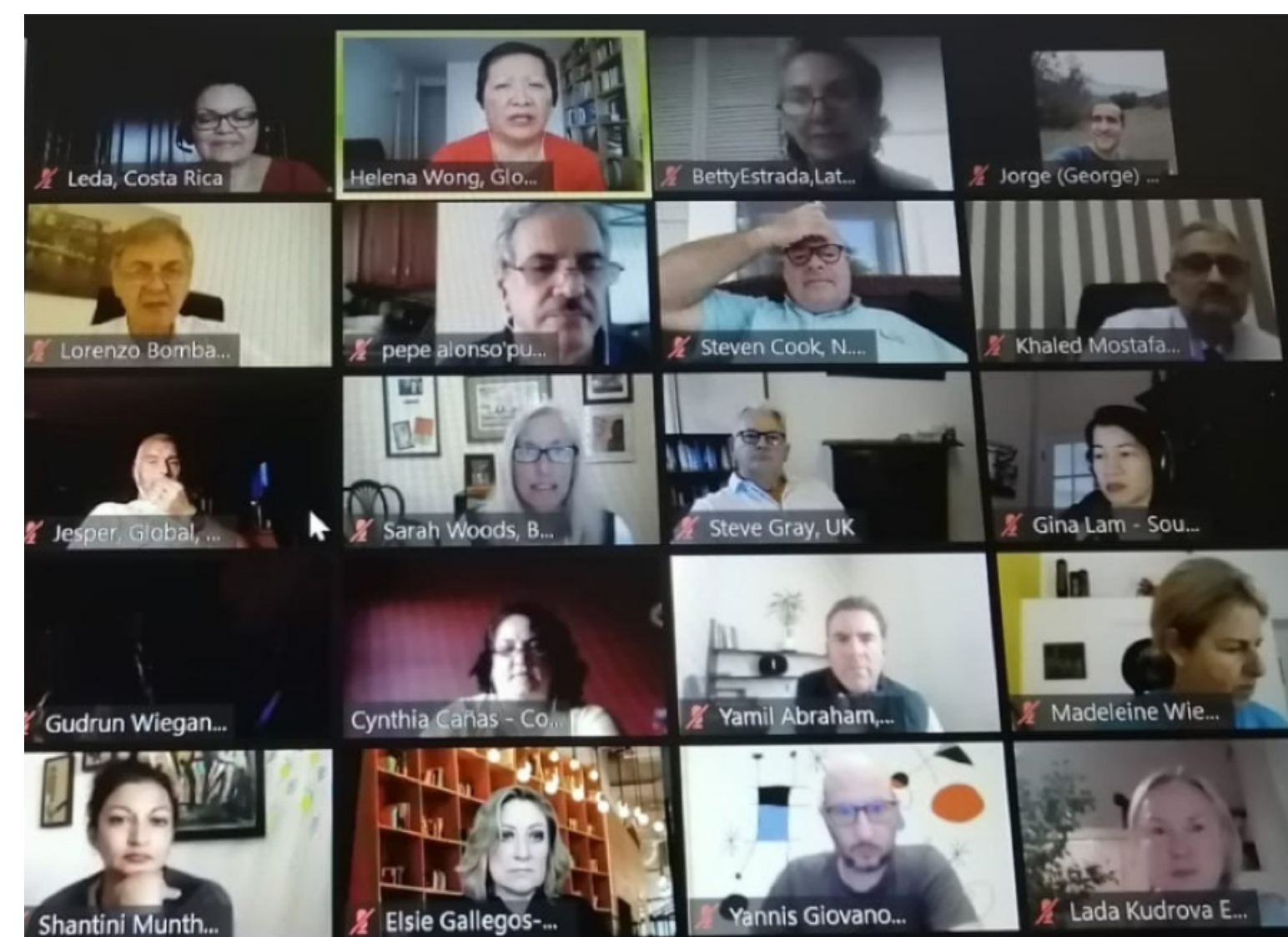
We share their updates on the year and where they are headed.



Membership and Engagement Committee

The Membership and Engagement Committee, which includes the Regional Ambassadors, has focused on growing and supporting the 30+ chapters around the world in a very challenging year.

Due to COVID-19, the Network and the Chapters were forced to stop all in person events and transform our engagement with members into a series of virtual events. Our key achievements were:



1. A successful and engaging worldwide Chapter Leadership webinar in September, sharing best practices and key learnings from the many chapter virtual events held around the world. This webinar was attended by **52 people representing 27 global chapters** - from South California to Cincinnati, Mexico, France, Russia and Pakistan, to just name a few! People told us that they really liked the "**feeling of belonging**" and the "**global connection**" in addition to the "valuable learning" from so many people around the world.
2. Despite the COVID-19 challenges, we had **23 chapters** that executed at least one virtual event in 2020. Specifically, we supported the Chapters to develop and execute more cross-chapter events to broaden the reach, while leveraging the online format. Examples were the Dallas/Ft.Worth "Dialogue series," the Spanish Speaking Series initiated by Mexico that has the attendance of many other Latin chapters and the EECAR events using keynote speakers and panels with broad-range appeal.
3. We also launched the first P&G Senior Executive Series featuring **Marc Pritchard**, P&G's Chief Brand Officer, in the LatinX in America Event led by the South Florida Chapter with the support of six other co-host chapters (Southern Californina, Baltimore, Dallas/FW, Boston, Chicago and New York). This event was attended by 150 alumni from around the world.
4. Provided the guidance and support for the opening and launch of new chapters around the world – including Dallas/ Fort Worth and EECAR (Eastern Europe and Central Asia Region).

Enrichment Committee

As we all found ourselves so immediately limited in personal connections this year, virtual programs took on an entirely new critical role.

Our great team brought creativity and boundless energy to a range of programs that we hope kept our alumni engaged, connected and enriched!

But none of it would have been possible without so many of you. You brought your talent, experience and time to the table to help create some amazing content.

This year, the new **Leaning from Leaders** podcast started out strong and just continued to grow. In its first month, Apple had already ranked it among the top 20 podcasts for business/management. The team went on to feature nearly a dozen highly respected experts and continues to be praised for its rich content. It is listened to around the world by P&Gers, alumni and non-alumni. Our thanks to everyone for the launch and success of this new series.

Together, we also continued our popular **Enrichment Series** of webcasts, that we expanded to cover a suite of new topics. We look forward to doing even more in the year to come.

We also are eager to work with you on building our **Peer to Peer** top-executives' networking program that promises important opportunities for our top leaders to help each other.

Following the start of the our CMO and CEO Forums, we are looking to launch next year a **Women's C-Suite Forum**, linking top former P&Gers in a network to foster mutual growth and ongoing success.

**Again, our thanks to everyone who helped this year.
We look forward to your ideas and energy in 2021.**

Communications Committee

Few truly appreciated what 2020 would bring when we started this historic year back in January.

The talk of a flu-like virus had already begun, but little did we know that just a few weeks later, entire countries would be closing down, hospitals would be inundated, and a global death toll would climb.



One of the key attributes of our Network was our ability to gather together in our chapters, share our experiences, renew friendships and perhaps even start new ventures together. The realization that in-person meetings would no longer be a viable option placed significant pressure on every leadership team globally across the Network. We knew that for the time being, most if not all our communications would have to be virtual.

Fortunately, the investment that we had made in our new digital platform gave us the ability to pivot quickly and effectively. The year saw the launch of the Network's first podcast series featuring luminaries from our alumni ranks. We invested behind new virtual conference services to enable the chapters to host meetings with 100 or more virtual guests. So, as they say, every cloud does have a silver lining.



Even though in person meetings were now temporarily a thing of the past, the new virtual format allowed alumni to join session regardless of their location.

We also continued to focus on creating and delivering content through pgalums.com and helping drive membership with new stories and offerings.

As the year closes out, we welcomed **Margaret Swallow** who will take over from Paul Fox as the Network's Communications lead and **Lisa Popyk** who has led the development of our second annual report.



Our Leadership

Alumni Network Board



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Chairman



Betty Estrada
Vice Chairman



Eric Vanderschueren
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Vivek Sunder



Paul Fox

Alumni Foundation Board

Our Board is comprised of P&G Alumni volunteers from around the world, passionate about our mission. They use their career expertise and skills, combined with significant and diverse non-profit and philanthropic experience, to help the Foundation grow, enabling us to do more good.



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Chair



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Margaret Szempruch



Ed Tazzia



Annabel Tonge



Sue Wilke



Marianne Iyer
Executive Director
Outgoing



Sarah Woods
Executive Director
Incoming

Together We Can Do Well by Doing Good

[DONATE](#)

Won't you join your fellow alums? The most immediate need is for funding to provide job training and business skills for more people affected by the COVID-19 pandemic. Donate today and make a meaningful difference.

Network Financial Data

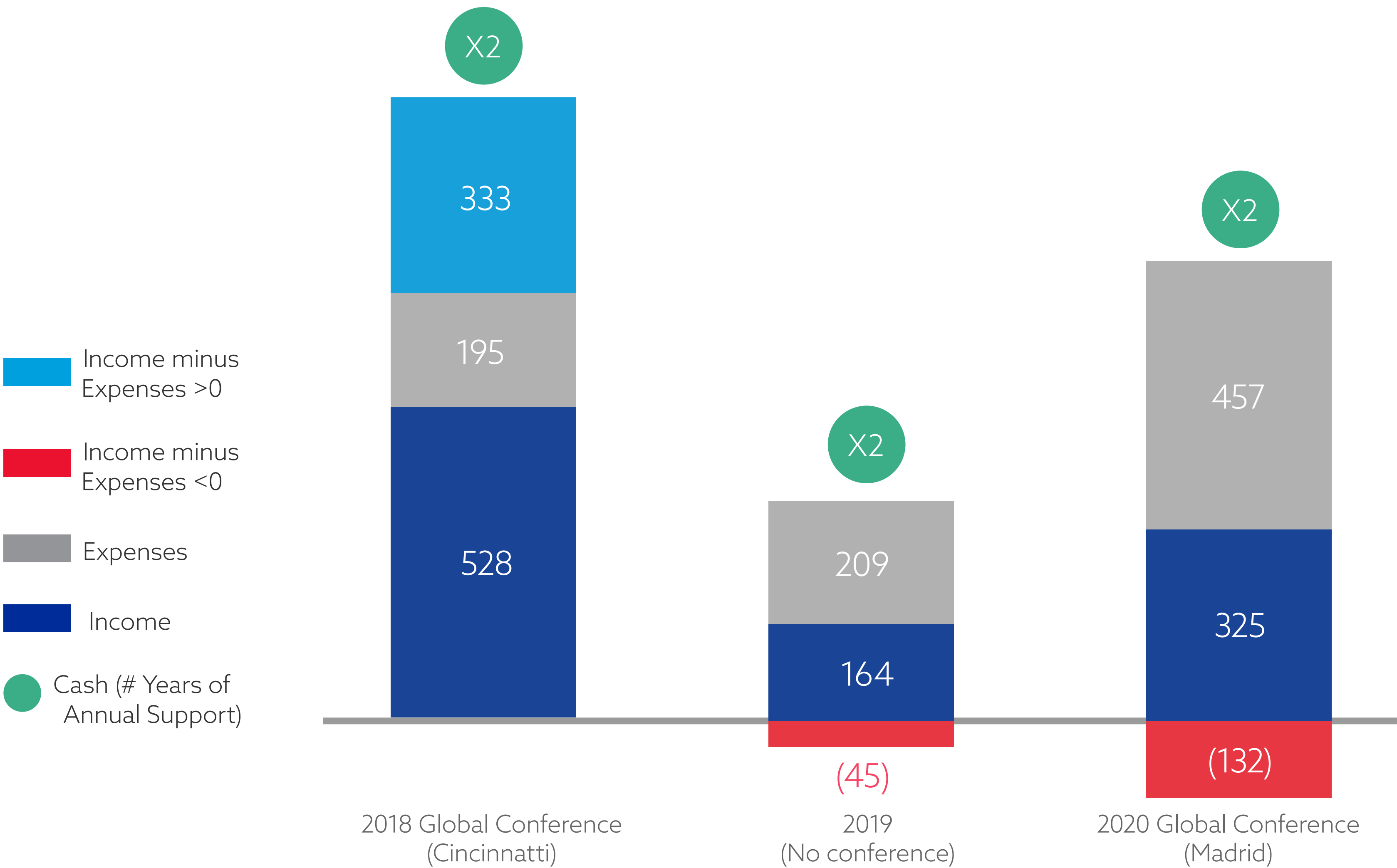
The P&G Alumni Network and the P&G Alumni Foundation are non-profit 501(c) organizations in the federal law of the U.S. They are exempt of federal income tax and can receive contributions from corporations and individuals.

The P&G Alumni Foundation is a charitable 501(c)(3) organization, which purpose is to collect contributions and to make grants to the charities that it selects.

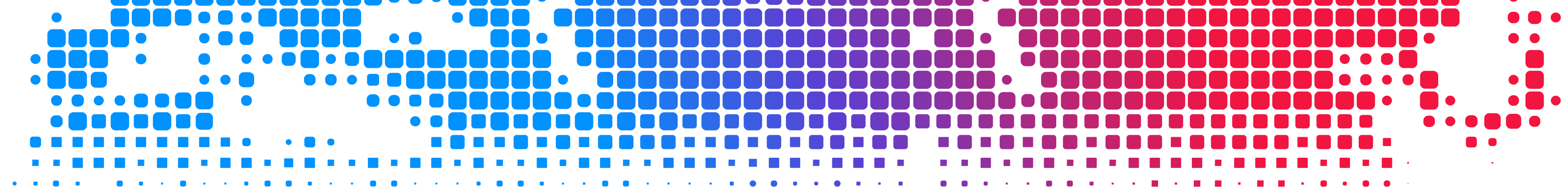
The P&G Alumni Network is a 501(c)(4) corporation, which financial purpose is to fund the activities of both the Network and the Foundation. It does not make charitable contributions. Foundation financial data provided on the next page.

The Network Revenue consists of the profit earned from the bi-annual Global Conferences, and contributions from the P&G Company. Expenses cover the funding of: Executive Director positions for each the Network and the Foundation, a digital platform to advertise the Network and Foundation activities, and insurance, legal and tax reporting support. The Network financial reporting includes the U.S. Chapters that share their financials, therefore putting them under the U.S. tax exempt status of the Network.

Fiscal Year ending June 30 (in USD \$000s)



The financial goal of the Network is to hold enough cash for funding two full years of its own and Foundation support. Such conservative cash management allows the Network to weather fiscal years when expenses exceed revenue as in 2019 and 2020.



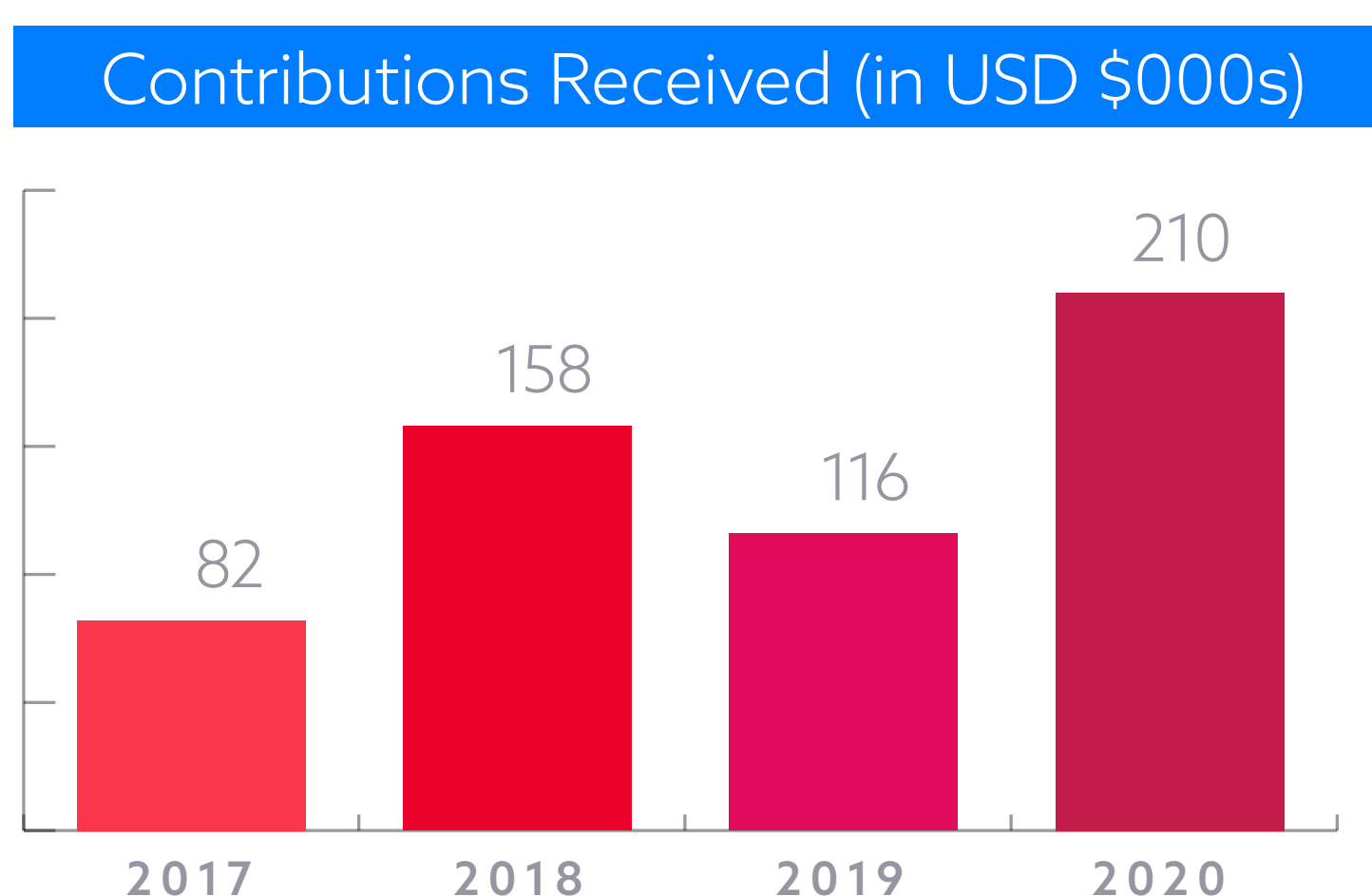
Foundation Contributions and Impact

Since inception, we have granted over \$1.3 million to over 60 worthy charitable organizations and have raised approximately \$2 million in gifts and multi-year commitments. Nearly 100% of donations go to grants, and 100% of our Foundation and Network Board members financially support the Foundation's mission. Unlike traditional foundations, the P&G Alumni Foundation currently does not have an endowment on which to fund its activities and relies on annual contributions to carry out its mission.



In 2016, we actively began asking our Alumni to financially support the Foundation, coinciding with the establishment of our donor-advised fund at The Greater Cincinnati Foundation (GCF). The impact and financial data presented below combines the Foundation information along with that of the donor-advised fund within GCF.

Impact of Grants 2016-2019	
Jobs & Employment	8,000
Individuals Trained	14,220
Businesses Started	4,900
# of Family & Community Members Benefitting	129,500



We have doubled the average grants awarded over the past four years. This year we are proud to have made grants totaling \$100,000 while also receiving record donations of \$210,000, which is a 250% increase from 2017. This has strengthened our year end position and will enable us to do more good via grant giving in future years.

In Our Most Recent Grant Cycle:

Funded **5** grants

Average grant was **\$20,000**

Grants ranged from
\$13,000 - \$25,000

Help us to do more.
Only 10-15% of requests
can be funded

Donors and Sponsors

THANK YOU for investing in the P&G Alumni Foundation!

P&G Alumni share values and a desire to give back. Together we are providing training and a path to dignity to people in need around the world. We are excited to have recently doubled number of donors and hope to **add your name to our growing Donor Honor Roll***.

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Fuad Abdullah

Steve Albert

Lorena Alcalde

Aliyu
Mohammed Ali

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Bruno Lange

Sean & Robin Lee

Tanya Lee
(in memory of)

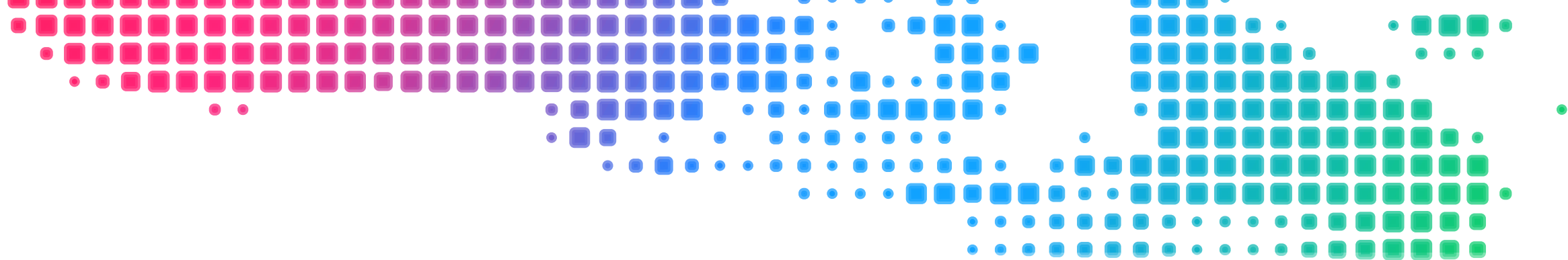
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JP Fuenzalida Lorca

Anna Lundberg

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P&G ALUMNI NETWORK

2020 ANNUAL REPORT



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