



HONOREE BEST PRACTICES

# Celebrating Seramount's 2026 ERG Impact Award Honorees

Insights and Best Practices from Seramount's ERG  
Impact Awards



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# ERG Impact Awards Overview

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2026 marks the 10-year anniversary of Seramount's ERG Impact Awards, formerly known as the Above and Beyond Awards. The ERG Impact Awards recognize the exceptional contributions of Employee Resource Groups (ERGs) that are driving meaningful impact across organizations and communities. For a decade, these awards have honored ERGs that go beyond fostering connection to influence business strategy, strengthen workplace culture, and advance measurable outcomes.

This year, Seramount received hundreds of submissions from more than 65 companies, showcasing the growing role of ERGs as strategic partners in solving business challenges, building inclusive cultures, and supporting workforce engagement. Awards are presented across multiple categories, including Business Impact, Community Impact, Workforce Impact, Workplace Culture Impact, ERG Collaboration, Trailblazer, Legacy Award, ERG Leadership, and Valued Partner.

All submissions go through a careful, multistage review process led by external experts and members of Seramount's advisory team. This ensures that honorees are selected through a fair and thoughtful evaluation of impact, outcomes, and long-term influence.

At a time when organizations are navigating change and rising expectations, ERGs continue to lead with resilience, creativity, purpose, and measurable impact. The stories highlighted in this report demonstrate what's possible when passion and strategy come together as ERGs drive change within and beyond their organizations.

We extend our gratitude to the companies and ERG leaders who shared their work, and we congratulate our 2026 ERG Impact Award honorees!

# Business Impact Award

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Honorees in this category have made a clear and significant contribution to their organizations' business goals. They drive innovation, market growth, and organizational competitiveness through inclusive and equitable practices that produce tangible commercial results. Examples of work in this impact area include, but are not limited to, market insights, product development and innovation, supplier diversity, marketing strategies, targeted campaigns and partnerships, brand reputation, and other business operations.

## Winner: ALMA (Aspiring Latinos Moving Ahead) BRG, Empower



To make Empower's digital experience more accessible and culturally relevant for Spanish-speaking clients, ALMA (Aspiring Latinos Moving Ahead) launched a focused initiative to improve Spanish-language content and expand bilingual support. The work evolved into two complementary efforts: enhancing the existing Spanish digital experience and designing a bilingual education experience to better serve Puerto Rican participants.

ALMA formed a small committee that met biweekly to review live content and demo flows in partnership with the product team and translation experts. The group focused on tone, grammar, clarity, and cultural relevance to ensure the experience aligned with Empower's brand while resonating authentically with Spanish-speaking users.

In addition to updating content, the team established a lightweight, ongoing review process to keep materials current and culturally on point, creating a sustainable model for continuous improvement.

Recognizing a service gap for participants in Puerto Rico, particularly when leaving an employer, ALMA assembled a cross-functional team spanning product, marketing, and client experience to participate in the company's annual innovation sprint. The team designed a bilingual digital IRA solution to address this unmet need, creating a more seamless experience for Puerto Rico participants navigating job transitions. This marked ALMA's first entry into company-wide innovation work and demonstrated how BRGs can directly contribute to enterprise priorities.

Breaking down language barriers and increasing confidence in retirement decisions are central to Empower's inclusion strategy. Both efforts tackled real challenges, such as outdated content and missed engagement opportunities. In doing so, ALMA built a repeatable way for Empower's BRGs to make a meaningful impact on the business, showing how inclusion can drive both impact and innovation.

ALMA's efforts resulted in tangible improvements and broader business alignment. The Spanish-language digital content updates allowed Empower to show up more confidently when presenting their services and solutions to clients, including one with a large bilingual workforce, where the enhancements were specifically praised. Internally, this project built credibility and trust across product and sales teams. Externally, it demonstrated their commitment to inclusion and user experience as key decision factors in competitive client pitches.

ALMA is now working with business partners to implement the proposed bilingual IRA solution and expanding support to other areas, including the development of a dashboard that evaluates trends in usage and increased adoption of Empower's Spanish website to provide insights to the business. At the same time, the group is documenting its approach and mentoring future teams, so other BRGs can plug into enterprise initiatives.

Rather than treating this effort as a one-time project, ALMA has embedded business-aligned innovation into how it operates. The goal is to position BRGs as strategic partners in inclusive growth, bringing forward solutions that enhance both employee engagement and client experience.

## Honorable Mention: ADAPT BRG, MassMutual



The ADAPT BRG has advanced digital accessibility through a human-centered, inclusive approach. What began as a grassroots effort is now an enterprise-wide strategy with executive support, project management, cross-functional teams, and budget oversight.

ADAPT's subcommittee, The Accessibles, aimed to enhance digital accessibility, ensuring MassMutual's platforms are inclusive and user-friendly for both customers and employees. This project directly addressed a critical gap in equitable access to digital tools and services, aligning with the organization's broader strategy to help people secure their future and protect the ones they love.

Insights uncovered by the ADAPT BRG helped the Inclusion team realize that a broader strategy was needed and helped launch a charter presented to senior leadership. This work evolved into the organization's Disability Inclusion Strategy—grounded in lived experiences and designed to meet the unique needs of the organization's workforce and customer base. The initiative also served as a compelling business case for broadening leadership representation to include individuals with both visible and non-visible disabilities—emphasizing empathy, inclusion, and meaningful action. ADAPT's leadership championed the initiative, securing executive support and fostering cross-functional collaboration.

ADAPT delivered measurable impact early in the strategy's rollout. Initial assessments identified accessibility gaps in key digital platforms and prioritized issues that were nearly fully eliminated within just two months, proving the urgency and effectiveness of the group's efforts and allowing for faster mitigations. The initiative resulted in more accessible and user-friendly digital experiences; embedded accessibility into design, development, and testing practices; and established sustainable oversight through ongoing audits and governance. Beyond compliance improvements, the work strengthened operational efficiency, expanded access to underserved markets, and enhanced MassMutual's reputation as an inclusive organization.

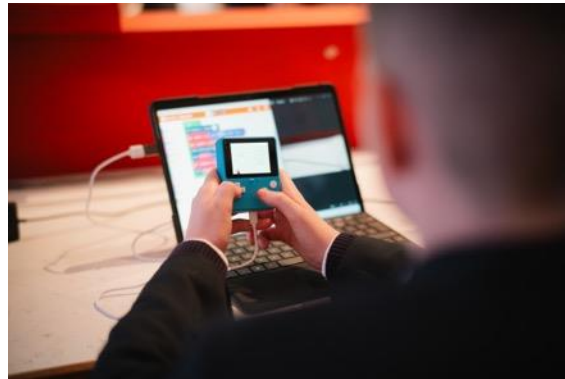
The ADAPT BRG lives by this motto: "Nothing about us without us," ensuring individuals with disabilities are central to MassMutual's digital accessibility and broader Disability Inclusion Strategy. What began as a BRG-led effort became a cross-enterprise initiative with an approved charter and dedicated resources. Launched in April 2025, the strategy includes executive sponsorship, HR governance, and cross-functional engagement from Talent Acquisition, Onboarding, HR People Services, and Marketing Technology.

# Community Impact Award

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Honorees in this category have made a clear and significant contribution to the external communities in which their organization does business. They foster external engagement, support, and social responsibility initiatives. Examples of work in this impact area include, but are not limited to, volunteerism and philanthropy, external partnerships with advocacy groups and community-based organizations, educational opportunities and economic empowerment for historically excluded populations, environmental sustainability, disaster relief, overall health of a community, and enhanced visibility for minority-owned businesses.

## Winner: STEAM Studio, Liberty IT



Addressing a critical digital skills gap in Northern Ireland, Liberty IT's STEM group created STEAM Studio to combat declining STEM engagement, underrepresentation of girls and disadvantaged students, rural access barriers, teacher shortages, and school funding cuts. In partnership with National Museums Northern Ireland, STEAM Studio delivers free, transport-inclusive coding workshops for students inspired by Ulster Museum's collections, sparking imagination and building confidence in future tech leaders. Aligned with Liberty IT's community impact strategy, "driving innovation through diversity and shared learning," the program focuses on early intervention for students aged 12–15, supporting the Department of Education's Digital Skills Action Plan through 2034.

From concept to classroom, STEAM Studio translated vision into action by securing £150,000 in investment, coordinating strategic partners, and mobilizing more than 50 employee ambassadors across business units. In partnership with National Museums Northern Ireland and creative collaborators, the team trained mentors and adapted delivery for Special Educational Needs and Disabilities (SEND) schools. Liberty IT manages logistics, marketing, and evaluation and equips teachers with tools to extend coding and digital skills beyond the workshops. Since the STEAM Studio's launch, 54 Liberty IT Ambassadors have contributed over 800 volunteer hours, delivering mentorship and technical support to over 1,500 students and achieving a 100 percent booking rate for all 2024-2025 sessions. Strong leadership and hands-on involvement have kept sessions fully booked while laying the groundwork for expansion across Ireland.

By removing cost and transportation barriers, participation has increased among rural, SEND, and low-income schools, many of which have adopted follow-on coding activities. Teachers report renewed enthusiasm among students previously disengaged from STEM. The program's impact has been

recognized through inclusion in National Museums NI's 2025–2030 Corporate Strategy, securing long-term delivery.

Built to evolve, STEAM Studio is continually evaluated to remain relevant and responsive to emerging challenges. Plans are underway to refresh the Northern Ireland program with updated content and delivery methods, while expansion across the western region of Ireland is being explored following a successful pilot. Early discussions are also in progress for a mobile "STEAM Studio Roadshow" to take coding and creativity directly into communities. Through continuous adaptation and strategic growth, the program is positioned to inspire and broaden access to diverse tech talent for years to come.

## Honorable Mention: Planet Protectors, MGM Resorts International



The Planet Protectors, MGM Resorts' sustainability Business Resource Group (BRG), partnered with The Nature Conservancy to lead a [hands-on restoration effort in Oasis Valley](#), mobilizing employees to help restore the Amargosa River in southern Nevada. The initiative was designed to create meaningful opportunities for employee engagement while advancing MGM Resorts' commitment to environmental stewardship. By supporting the restoration of one of the Southwest's most ecologically significant waterways, team members took direct, tangible action to address climate challenges impacting the region.

In collaboration with teams from Sustainability, Business & Community, Community Engagement, and Property Operations, the Planet Protectors BRG coordinated logistics, recruited participants, and brought the initiative to life. More than 50 MGM Resorts employees participated across two volunteer activations in Oasis Valley, planting nearly 1,000 native trees along the Amargosa River and building dozens of natural barriers to reduce erosion. These efforts contribute to the long-term restoration of one of the Southwest's most fragile ecosystems, enhancing water retention, strengthening habitat resilience, and promoting biodiversity.

The BRG leadership played an instrumental role in aligning the initiative with company priorities, encouraging cross-departmental participation, and fostering a shared sense of purpose. Through the Planet Protectors BRG, MGM employees are empowered to bring their full selves to work and serve as community changemakers, strengthening a culture of belonging, collaboration, and impact.

The initiative not only deepened employee engagement but also strengthened partnerships with environmental nonprofits and reinforced MGM Resorts' commitment to investing in sustainable communities across Nevada and the greater Colorado River Basin.

Looking ahead, the Planet Protectors BRG remains committed to ongoing environmental stewardship through recurring volunteer activations and expanded conservation partnerships. Plans include returning annually to Oasis Valley to monitor progress and support continued river restoration, as well as launching employee education sessions focused on water conservation and climate resilience. By pairing hands-on service with environmental awareness, the BRG ensures its impact extends well beyond a single event, driving lasting change for both the community and the planet.

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## Workforce Impact Award

Honorees in this category have made a clear and significant contribution to their organization’s efforts to recruit, retain, and advance talent. They enhance the employee experience by positively impacting talent from recruitment through the entirety of the talent lifecycle. Examples of work in this impact area include, but are not limited to, networking and professional development, talent attraction and recruitment, onboarding, mentorship and sponsorship, retention and career progression, leadership development programming and pipelines, and frontline and hourly workforce engagement.

### Winner: UNLV Alumni BRG, MGM Resorts International



Between July of 2024 and June of 2025, MGM Resorts’ UNLV Alumni BRG played an important role in strengthening the company’s talent pipeline and expanding pathways for early-career talent. During this period, MGM hired more than 400 UNLV alumni and students, invested over \$790,000 in scholarships and philanthropic support, and engaged more than 300 students through structured career development programs.

As the hospitality industry works to attract the next generation of talent, the UNLV Alumni BRG helps demonstrate the dynamic career paths available at MGM Resorts. The group connects MGM leaders with UNLV’s diverse student population, particularly underrepresented and first-generation students, while creating clear, accessible pathways from campus to career. With over 1,600 UNLV alumni employed, MGM’s university partnership remains a vital talent pipeline. The BRG, with a network of more than 200 leaders, many of whom are UNLV alumni themselves, delivers mentorship, industry exposure, and career navigation. Signature programs include Shadow Day, Speed Networking, and Insider Tours, which provide immersive access to more than ten business functions, demonstrating the breadth of hospitality careers beyond traditional roles while aligning with students’ academic goals.

The initiative was executed through close collaboration among MGM’s BRGs, Talent Acquisition, Human Resources, and operational leaders. Student focus groups played a key role in shaping program design, identifying generational priorities such as career growth, flexibility, purpose, and access to leadership. These insights informed hiring practices and enhanced the candidate experience for early-career talent.

The MGM mentorship network was expanded to include more than 400 leaders, including BRG members at regional properties, who provided virtual engagement and relocation support for students exploring careers outside of Nevada. College Opportunity Program (COP) graduates gained increased visibility, mentorship, and structured development plans. Internal employees pursuing fully funded degrees also received career guidance and leadership exposure to accelerate advancement. By intentionally linking engagement programs to hiring pathways, the BRG created a seamless transition

from student to employee, streamlining early-career recruitment while reinforcing MGM’s commitment to inclusive workforce development.

This initiative is now embedded in MGM’s annual workforce development strategy to ensure long-term impact. The Shadow Day, Speed Networking, and Insider Tours signature programs will continue as recurring events, refreshed annually to reflect evolving industry needs. The COP graduate recognition program will be expanded to include structured mentorship, career development planning, and increased leadership exposure. Ongoing student focus groups will continue to inform outreach and hiring strategies, ensuring alignment with future graduate expectations.

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T OF C

# Workplace Culture Impact Award

Honorees have made a clear and significant contribution to their organizations' inclusive culture. They influence values and behaviors to enhance inclusivity within an organization. Examples of work in this impact area include, but are not limited to, employee engagement, spaces of belonging, allyship building and intersectionality, inclusive benefits and policies, equitable processes and practices, workplace design and accessibility, and opportunities to increase cultural competency.

## Winner: Veterans in Action, Munich Reinsurance America, Inc.



Munich Reinsurance America, Inc.'s Veterans and Military Service ERG, Veterans in Action, led a successful initiative to double Paid Military Service Training Time Off, from 40 to 80 hours, and to modernize military leave policies. This change ensures military-affiliated employees are fully supported in their service commitments, fairly compensated, and able to serve without career disruption—while reinforcing Munich Re's culture of inclusion and equity.

The goal of this initiative was to better support and retain military-connected employees by removing barriers that made balancing service and career unnecessarily difficult. Many employees were using personal PTO to meet military obligations, as the previous 40-hour policy did not fully cover standard service requirements, which typically include monthly weekend drills and a two-week annual training.

Recognizing this gap, the ERG focused on expanding Paid Military Service Training Time Off and updating policy language to reflect the real demands of military life. The effort directly supports Munich Re's inclusion strategy by advancing equity and belonging for a population often underrepresented in traditional DEI initiatives. It also addresses a key retention risk by ensuring employees no longer have to choose between serving their country and advancing their careers.

By closing this gap, Munich Re not only strengthens support for those who serve; it also enhances its ability to attract, retain, and develop a highly skilled, mission-driven talent pool.

Military-affiliated employees played a central role in shaping the solution. The ERG conducted benchmarking across industries beyond insurance to assess leading practices. While 40 hours of Paid Military Service Training Time Off was a common response, many organizations offered more generous benefits, with top employers providing significantly greater support.

Partnering with HR, the ERG modeled the financial and operational impact of expanding the benefit and collaborated with Legal to revise the handbook language. Their Executive Sponsor, an active service member, leveraged her leadership voice to elevate the proposal to senior leadership.

Throughout the process, the ERG served as a strategic connector by translating employee feedback into actionable policy change, aligning business considerations with inclusion goals, and ensuring leadership support. The result is a modernized policy that reflects company values while meeting the real-world needs of military employees.

This initiative has already made a meaningful difference. The previous 40-hour benefit often didn't cover the standard two-week military training commitment. Increasing the benefit to 80 hours removed a major burden from employees who serve, aligning Munich Re with leading employers and reinforcing a commitment to equity and inclusion. While long-term retention and usage data is still emerging, this initiative is expected to be a meaningful driver. Early indicators are strong: Employee feedback has been overwhelmingly positive, ERG membership has grown by over 30 percent, and more employees are self-identifying as military-affiliated. Already, there have been multiple confirmed users of the expanded benefit, validating its relevance and impact. The change has strengthened their employer brand and provided a compelling story to share when recruiting military-connected talent. It's a clear example of how inclusive policy change can directly improve the employee experience, build trust, and support attraction, engagement, and retention.

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# ERG Collaboration Award

Honorees in this category have made a significant collaborative contribution to their organizations' inclusion goals in relation to business, community, workforce, and/or workplace culture impact.

## Winner: TE Young Professionals, TE Veterans, African Heritage, Latin Heritage, Asian Heritage, THRIVE (Disability), ALIGN (LGBTQ+), Women in Networking, TE Connectivity



TE Connectivity is a world leader in connectors and sensors, with approximately 90,000 global employees. The ERG Education Series is a cross-functional initiative launched by TE Connectivity Young Professionals (TEYP) in collaboration with HR and all TE ERGs, aimed at boosting internal mobility and expanding equitable access to career development. The program supports TE's goal of increasing internal mobility from 25 percent to 40 percent by FY30 through monthly webcasts focused on career growth, leadership visibility, and skill development.

Designed as a collaborative model, monthly sessions are co-led by two ERGs, taking ownership of content creation, marketing, speaker sourcing, and data analysis. Topics such as strategic networking, transferable skills, and navigating career pathways are directly tied to internal mobility and are tailored for global audiences through localized and repeated sessions. This shared leadership approach both strengthens ERG collaboration and builds organizational capability.

The impact has been significant. Since launch, the ERG Education Series has reached more than 5,000 employees worldwide, with ongoing sessions averaging 200–300 attendees. Engagement on Navigate, TE's internal career platform, has increased measurably: The initiative contributed to more than 200 new target roles identified by employees, a 29 percent increase in mentorship relationships, and a 3 percent rise in new Navigate users. These outcomes demonstrate tangible progress in empowering employees to actively manage their career paths within TE.

To further enhance career visibility and access to leadership, the initiative piloted a program that matched ERG members with senior leaders for one-on-one career conversations. This pilot expanded networking opportunities, strengthened mentorship pipelines, and provided participants with greater insight into advancement pathways. The strong response to this component has reinforced its value and informed plans for expansion.

Originally launched as a 12-month effort, the ERG Education Series has generated sustained interest and engagement across ERGs and business leaders, prompting plans for continuation and expansion. To ensure long-term sustainability, annual ownership of the program will rotate among ERGs. This rotational model promotes leadership development, shared accountability, and fresh perspectives while maintaining consistent program quality and measurable outcomes. Ongoing localization, topic diversity, and enhanced mentorship and allyship initiatives will keep the content dynamic and inclusive.

Looking ahead, the program will continue to track key metrics through Navigate, including mentorship growth, platform engagement, and, as data becomes available, internal candidate flow and mobility rates, to measure progress toward TE's FY30 internal mobility goal of 40 percent. By embedding collaboration, shared leadership, and measurable accountability into its design, the ERG Education Series represents a scalable and replicable model for advancing inclusion and career growth.

Through sustained partnership with HR, TEYP, and all ERGs, the initiative strengthens interconnected communities across TE Connectivity, builds transparent pathways for advancement, and fosters a workplace culture where diverse perspectives are recognized, connections are nurtured, and all employees have the opportunity to thrive.

## Honorable Mention: Business Women’s Network, Black Employee Network, Pride@SAP, SAP



SAP’s Business Women’s Network (BWN), Pride@SAP, and the Black Employee Network (BEN) partnered to deliver more than 20 global and 50 local events, advancing intersectional inclusion and allyship across SAP. Together, they co-created spaces for dialogue, education, and representation that amplified underrepresented voices and embedded inclusion into everyday workplace culture. By addressing cultural blind spots and systemic barriers, the collaboration strengthened belonging across diverse communities.

Through intentional partnership, the ERGs co-designed and co-hosted intersectional programming such as International Women’s Day panels, the #IAMREMARKABLE campaign, customer panels, global Pride initiatives, and workshops on allyship and systemic barriers. Each group brought its expertise, networks, and lived experiences to the table, ensuring programming was culturally relevant and impactful. These initiatives bridged silos, fostered psychological safety, and reinforced a culture of belonging.

Engaging more than 10,000 employees worldwide, the collaboration exemplified SAP’s commitment to building interconnected communities where diverse experiences are recognized and dialogue is encouraged. By pooling resources and insights, the ERGs avoided duplication, amplified one another’s contributions, and expanded their collective reach. Strategic support from SAP’s Global Inclusion Office, HR, and business leaders further strengthened visibility and impact. The integrated approach reflected the multifaceted identities of SAP employees and demonstrated the power of collective action.

The results were measurable. Attendance and active participation increased year over year, signaling growing engagement and momentum. Cross-ERG collaboration deepened connections across communities and helped embed inclusion as a daily practice rather than a stand-alone initiative.

Looking ahead, the ERGs will continue to elevate one another’s communities, strengthen cross-community bridges, and launch new collaborative initiatives that respond to evolving employee needs. Recognizing the intersectionality within their memberships, they aim to expand mentorship and allyship programs, co-create inclusive experiences, and build stronger communication channels for local members to drive meaningful cultural change.

Through sustained collaboration, BWN, Pride@SAP, and BEN are modeling interconnected communities and shaping a more inclusive SAP where every employee has the chance to succeed .

## Trailblazer Award Category Overview

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Honorees in this category have made a significant trailblazing effort to contribute to their organization's inclusion goals in relation to business, community, workforce, and/or workplace culture impact despite their small size, limited resources, or short time since the initial ERG formation and charter.

### Winner: SEIsmic, SEI



Innovation has been part of SEI's DNA since its founding in 1968, embedded in the firm's history, culture, and approach to solving complex problems. SEIsmic, an innovation-focused employee resource group, was created to ensure that this legacy of innovation is not limited to a few roles or teams but is accessible to employees across the organization. SEIsmic set out to translate SEI's innovation ethos into a structured, inclusive system that empowers employees at every level to contribute ideas aligned with business priorities.

Rather than limiting innovation to a dedicated team, SEIsmic set out to create shared tools and processes so employees across the enterprise could participate. This vision came to life through the launch of "Best Idea Wins," a firmwide innovation competition designed to democratize idea generation while providing clear pathways for evaluation and action. While the competition served as a visible catalyst, its success was driven by foundational capabilities the SEIsmic team built from the ground up, including toolkits, structured coaching, storytelling platforms, and defined execution pathways. Together, these elements created a new and scalable framework for employee-led innovation.

SEI's senior leadership demonstrated strong support by championing the need for a consistent, inclusive innovation model that aligned employee creativity with enterprise priorities. The employee resource group partnered with Corporate Communications to execute a high-impact, company-wide launch and collaborated with the People & Culture team to embed the initiative into broader engagement efforts. Leaders across the business were engaged to apply a consistent, repeatable evaluation framework focused on feasibility and potential impact, reinforcing trust, transparency, and fairness in the process.

The impact was immediate and measurable. "Best Idea Wins" nearly doubled engagement with SEIsmic and generated 215 ideas across four strategic categories: Revenue Growth, Productivity, Client Experience, and Employee Experience. Twenty-five ideas advanced into SEIsmic's structured incubation framework, where idea owners partnered with mentors to

validate assumptions, assess feasibility, and define actionable next steps. Importantly, all submitted ideas remain part of the innovation ecosystem, reinforcing SEIsmic's commitment to long-term value creation rather than one-time recognition.

SEIsmic's trailblazing contribution lies in how it transformed innovation from an implicit cultural value into an explicit, inclusive capability. In a short period of time, the employee resource group established a sustainable model that activates SEI's innovation DNA across the workforce. "Best Idea Wins" has since evolved into an annual program, reinforcing innovation as a shared responsibility and demonstrating that a newly formed employee resource group can drive meaningful business impact, strengthen inclusion, and shape workplace culture at scale.

## Honorable Mention: Military Network (MilNet), Public Consulting Group



MilNet is PCG's employee resource group dedicated to advancing meaningful, measurable military-connected inclusion across the firm. More than a visibility effort, MilNet was built to translate the leadership, resilience, adaptability, and mission-first mindset of veterans and military spouses into tangible business impact.

Anchored in PCG's identity as a mission-driven organization, MilNet focuses on strengthening recruitment pipelines, improving retention, expanding leadership development opportunities, and increasing cultural competency across teams. Its work is grounded in a singular vision: to align the strengths and lived experiences of the military-connected community with PCG's strategic priorities and workforce needs, ensuring that inclusion efforts drive both human and business outcomes.

In FY25, MilNet deepened its impact by moving from awareness-building to systems-building. In partnership with Talent Acquisition and business leaders, the ERG helped launch PCG's first Department of Defense SkillBridge program, creating a structured pathway for transitioning service members to enter the firm. This effort resulted in a successful full-time veteran hire and established a scalable framework for future military talent integration. MilNet also collaborated cross-functionally to develop and promote the Military Spouse & Family: Staff and Supervisor's Guide, equipping managers with practical tools to better understand and support the unique realities of military families. The guide not only strengthened internal cultural competency but also directly contributed to increased engagement and leadership participation, with military spouses stepping into key ERG and organizational leadership roles.

MilNet's approach is intentionally collaborative and company-first. By leveraging the lived experiences, professional networks, and collective voices of veterans, military spouses, and allies, the ERG built credibility and trust across the business. Through partnerships with American Corporate Partners (ACP), PCG Cares, Talent Acquisition, and fellow ERGs, MilNet expanded opportunities for mentorship, volunteerism, and shared programming that reinforced a culture of service and belonging. Six PCG employees now serve as ACP mentors to veterans and military spouses, extending PCG's impact beyond the organization while strengthening employees' leadership and coaching skills internally.

The ERG also invested in culture-shaping initiatives that created space for dialogue, education, and connection. With more than 100 internal posts generating over 30,000 views, MilNet's communications strategy amplified its reach far beyond formal membership, embedding military inclusion into broader workforce conversations. Strong 4C Assessment

scores further validated that MilNet is building the structure, engagement, and trust necessary for sustainable impact.

Looking ahead to FY26, MilNet is focused on embedding long-term, scalable systems that position PCG as a veteran-ready employer. By continuing to integrate military-connected perspectives into leadership development, talent strategy, and community engagement, MilNet is building a model for systemic inclusion—one that is strategic, measurable, and rooted in lived experience, ensuring that military-connected talent not only joins PCG but thrives and leads within it.

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# Legacy Award Overview

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The Legacy Award is a special Seramount recognition that honors ERGs whose impact endures beyond recognition—groups that continue to lead with purpose, adapt with intention, and deliver meaningful, long-term change. This award celebrates ERGs that have transformed momentum into legacy and exemplify the highest standard of sustained ERG impact.

As former honorees and the top applicants of their 2026 submission categories, Bank of America’s Military Support & Assistance Group (MSAG) and Merck & Co.’s Asia Pacific Association (APA) demonstrate outstanding ERG growth and excellence that have continued to drive measurable ERG impact over time.

## Military Support & Assistance Group (MSAG), Bank of America



As a former ERG Impact Awards Workforce Impact Winner, Bank of America’s Military Support & Assistance Group (MSAG) continues to set the standard for sustained, measurable ERG excellence. Since its [2022 recognition](#), MSAG has expanded its impact across the workplace, community, and workforce while continuing to support, develop, and elevate military-connected talent. Through intentional growth and continued innovation, MSAG exemplifies what it means to transform recognition into lasting legacy, earning its distinction as a Legacy Award winner.

As part of the company’s Business Resource Group (BRG) network, MSAG is a global, employee-led organization dedicated to supporting veterans, service members, and military families while strengthening employee engagement, inclusion, and community impact.

Founded in 2008, MSAG has grown to more than 22,000 members across 43 chapters in three countries, a 62 percent increase since 2018, reflecting its strong role in fostering belonging and advancing talent retention across the enterprise. MSAG drives impact through a holistic approach that integrates community engagement, professional development, onboarding, and internal connection.

In 2025, the group hosted 179 events, engaging more than 4,000 volunteers and contributing more than 7,600 service hours. Success is measured not only by events, hours, or dollars invested but by the meaningful impact on teammates and the communities served. Internally, MSAG strengthens connection and career growth through an active chapter and digital network, including 22 forums and regular member-driven content that welcomed 2,200 new members in 2024 (an 11 percent increase).

Over the past year, MSAG met the moment by transforming the resilience of its veteran and military connected teammates into meaningful results—expanding development programs, strengthening onboarding support, and driving a 45 percent increase in engagement across more than 150 community and workforce events. Its leadership elevated impact into influence by forging powerful partnerships with national nonprofits, scaling global connection platforms and embedding MSAG’s proven programs into enterprise-wide practices. Together, these efforts created a more connected, supported, and mission aligned workforce.

Since MSAG’s 2022 recognition, they’ve further strengthened and scaled their Veteran Opportunities Initiative (VOI) and Veteran Development Program (VDP) to make significant progress in driving the inclusion of veterans in the workforce. The five-month VDP supports employee veterans in the United States, UK, and India by building business acumen, executive presence, and professional networks; 118 employees participated in 2024, with expanded sessions and senior leader engagement added in 2025. Complementing this, the VOI pairs newly hired veterans with experienced teammates to ease their transition into the corporate environment. 141 employees participated in VOI, a 54 percent increase from 2024 to 2025, as the program was incorporated into the company's military onboarding program.

The group further supports Bank of America’s home donation program and partners with leading veteran-focused nonprofits, including Stop Soldier Suicide, K9s for Warriors, Operation New Uniform, Patriot Paws, Wreaths Across America, Carry the Load, Fisher House, Flags for Fallen Vets, and the USO. In 2024, MSAG members participated in 155 community events, including support for nine home donations and initiatives recognizing Military Appreciation Month, Women’s History Month, Navajo Code Talkers, and PTSD Awareness.

Led by volunteer leaders across the company and supported through partnerships with Human Resources, Military Recruiting, Military Affairs, Corporate Communications, and local market leadership, MSAG ensures alignment with company objectives while maintaining strong collaboration across employee networks.

Through continuous evaluation of participation, satisfaction, and overall business impact, MSAG remains focused on delivering programs that deepen engagement, enhance inclusion, and create lasting value for teammates, clients, and communities.

# Asia Pacific Association, Merck & Co., Inc



As a former ERG Impact Awards honoree, Merck & Co., Inc.'s Asia Pacific Association (APA) continues to exemplify what it means to transform momentum into lasting legacy. Previously recognized as [Seramont's 2022 Community Impact Honorable Mention](#) for advancing the next generation of scientists and strengthening external communities, APA has since evolved its focus inward—driving meaningful workplace culture change through its Time Harmony Initiative. By reimagining how employees work, collaborate, and sustain impact every day, APA demonstrates the highest standard of sustained ERG excellence, earning its distinction as a Legacy Award winner.

The [Time Harmony Initiative](#) (THI) is a global culture and collaboration movement launched at Merck—known as MSD outside the U.S. and Canada—to raise awareness, implement cultural changes, and introduce real-life practices to address a significant structural challenge of a global workforce: When teams across multiple time zones collaborate, someone often bears the burden of inconvenient hours. Designed to advance the company's *Win as One Team* and *Embrace Diversity & Inclusion* priorities, THI seeks to improve employee well-being, strengthen participation equity, and accelerate global productivity by reshaping collaboration norms.

Rather than accepting after-hours meetings and time-zone strain as unavoidable trade-offs, the initiative reframed them as design challenges. While time zones cannot be changed, the way teams plan and collaborate can. THI promotes practical, scalable behaviors such as time-zone-aware planning, rotating meeting schedules, asynchronous-first workflows, protected focus hours, clear follow-the-sun handoffs, and visible leader role-modeling to reduce chronic after-hours load and improve decision velocity.

THI was implemented through a four-stage approach—Discover, Activate, Scale, and Embed—to drive sustainable cultural and operational change. Interviews and a company-wide survey surfaced key pain points, including meeting inequity, sustained after-hours fatigue, and slow decision cycles. These insights informed the development of a comprehensive 50-page playbook featuring templates, asynchronous workflow guidance, boundary-setting tools, and self-assessments.

The initiative then scaled globally through enterprise webcasts, road shows, three major global events, 22 speaking engagements, a SharePoint hub, [short-form video content](#), and an eight-minute film—engaging more than 4,000 employees. Senior leaders actively sponsor and participate in the campaign, reinforcing shared accountability for equitable collaboration. THI was subsequently embedded into Enterprise Leadership Skills (ELS), HR frameworks, onboarding, and manager enablement programs to institutionalize adoption across functions.

As a result, teams across the company are increasingly adopting asynchronous-first practices, rotating global meeting times, and establishing clearer boundary-setting norms. Participation equity has improved, after-hours burden is being more intentionally managed, and decision cycles are accelerating through clearer handoffs and reduced reliance on real-time meetings.

By combining enterprise sponsorship with grassroots activation, THI has shifted the organizational mindset from accepting time-zone strain as inevitable to intentionally designing inclusive, high-performing global collaboration—creating a scalable model that strengthens well-being, inclusion, and productivity worldwide.

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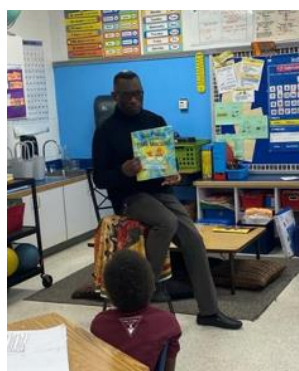
# ERG Leadership Award

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Honorees for the ERG Leadership Award are individuals whose resilience and determination have led to the creation, success, and/or turnaround of their ERG.

Examples of exemplary leadership include, but are not limited to, a deep understanding of the organization's inclusion strategy and business goals; the ability to forge partnerships with other ERGs, business leaders, and external organizations to create meaningful impact; and the ability to influence multiple aspects of the organization's culture, business, workforce, and the community.

## Winner: Derrick Johnson, Chair of BOLD, Ferguson Enterprises



As a founding member of BOLD, the Black Business Resource Group, [Derrick Johnson](#) has been a transformative leader for more than six years, shaping strategy, influencing fellow BRG leaders, and ultimately serving as Chair. Under his leadership, BOLD evolved from a culturally focused employee group into a high-impact, strategic business partner.

Derrick brought disciplined, forward-thinking leadership to the BRG structure. He introduced long-term planning frameworks that ensured sustainability, accountability, and alignment with company objectives. Every initiative was aligned to four strategic pillars, ensuring 100 percent alignment between activity and impact.

He further professionalized Ferguson's BRG ecosystem by introducing standardized budgets, operational templates, succession plans, and performance tracking tools. A newly implemented budget framework reduced unspent funds by 15 percent while increasing investment in high-impact programs from 72 percent to more than 90 percent. At the same time, a structured planning model drove a 30 percent year-over-year increase in on-time delivery of committee objectives.

Recognizing that effective strategy begins with listening, Derrick launched the Annual Member Sentiment Survey, increasing response rates by 20 percent, using the data to guide program design and resource allocation. His data-driven approach ensured that initiatives reflected real member needs rather than assumptions.

Derrick also strengthened leadership continuity by building a transparent succession pathway for BRG leaders. This intentional talent pipeline increased qualified applicants for leadership roles by 40

percent and reduced transition time by 50 percent, creating a scalable and sustainable leadership model. His investment in developing emerging leaders positioned the BRG as a powerful platform for professional growth.

Derrick is also a mentor to new BRG Chairs, using his expertise and historic knowledge to support the onboarding of Chairs within the other five BRGs to ensure they have the tools and resources that they need to lead successful teams.

Beyond internal structure, Derrick elevated BOLD's external impact. He streamlined the Commerce strategy to focus on high-value partnerships, contributing to a \$2M revenue opportunity in the Las Vegas market. By aligning BOLD BRG's priorities with the company's core focus areas, Derrick ensured that the inclusion of Black associates, customers, and allies remained anchored with the company's business goals, while continuing to strengthen representation and impact across the enterprise.

Derrick's ability to bridge strategy, structure, and relationships set him apart. He built strong executive partnerships by aligning BRG goals with corporate objectives and presenting measurable outcomes. His expertise in strategic planning, organizational design, and data analysis transformed the BRG from a reactive, event-based group into a proactive, performance-driven organization.

His leadership and impact were recently recognized through his selection to the 2026 Lead Peninsula Program, where he will continue learning from and collaborating with leaders across the Virginia Peninsula.

Through vision, discipline, and an unwavering commitment to excellence, Derrick has built a sustainable, data-driven, and business-aligned BRG model—one that strengthens talent pipelines, drives measurable results, and advances both inclusion and enterprise performance.

## Honorable Mention: Erin Schad, Wellness Liaison, HeadsUP, Kohler Co.



Erin Schad serves as the Wellness Program Manager at Kohler Co., leading the U.S. Well-being Program and advancing the organization’s comprehensive wellness strategy. Erin also serves as the Wellness Liaison of HeadsUP, Kohler’s mental health advocacy BRG. With more than 18 years of experience in the wellness field, Erin began her career as a certified Wellness Coach and progressed into roles as a Wellness Coordinator and Account Manager, supporting diverse programs and client accounts. She is also an active member of multiple community committees and coalitions within Sheboygan County, extending her impact beyond the workplace.

In her current role, Erin designs and implements nationwide wellness initiatives, manages U.S. mental health benefits, and collaborates cross-functionally across the organization to embed well-being into the associate experience. Most recently, she launched the Kohler Recreation Program in Kohler, Wisconsin, creating opportunities for associates and their families to build meaningful connections both inside and outside of work.

Erin has transformed mental health awareness into measurable action across Kohler. Through impactful trainings and the global [#IWillListen Mental Health Walk](#), she has inspired thousands of associates and leaders to engage in open dialogue, learn together, and support one another. As a leader within the HeadsUP BRG and Wellness Program Manager, she has created meaningful opportunities for associates to connect personally and powerfully around mental health.

Erin played a pivotal role in developing and delivering mental health-focused education, including Kohler’s Leadership Guide to Mental Health & Safety and [Global Mental Health First Aid Training](#). She first launched Mental Health First Aid at Kohler in 2018, designing a comprehensive six-week program that combines live virtual instruction with self-paced learning. Over the past two-and-a-half years, more than 170 associates across 13 countries have participated. By partnering strategically with BRGs, Erin ensures high-need associates are prioritized while consistently generating waitlists for future sessions.

More than 800 HR and people leaders have completed training tied to the Leadership Guide to Mental Health & Safety—a 42-page global resource developed in partnership with Lyra, Kohler’s global mental health benefit. The impact has been measurable: 87 percent of participants rated the content highly relevant, and 91 percent reported increased confidence in supporting mental health in the workplace.

The annual [#IWillListen Mental Health Walk](#), which Erin founded and scaled for Kohler Co., has become Kohler’s highest-participation BRG event. What began as a local initiative has grown into a

global movement fostering authentic conversations around mental wellness and building a culture of openness and acceptance. In 2024, 11 locations across six countries participated, engaging more than 600 associates. In 2025, this grew to 39 locations across 16 countries, engaging over 2,600 associates—a significant increase year over year. The event serves as a powerful platform for community building, resource sharing, and fundraising.

Driven by a deep commitment to breaking stigma, Erin ensures mental health tools, resources, and support systems are accessible to all associates. Aligned with Kohler’s Global Inclusion strategy—particularly its Teams and Culture pillars—she collaborates closely with BRGs, senior leadership, and Kohler’s global mental health vendor to equip HR and people leaders with practical tools to recognize, respond to, and support associates’ mental health needs.

Erin’s leadership is defined by passion, authenticity, and action, as she leverages creativity, empathy, and strong community partnerships to amplify the impact of the HeadsUP BRG. She seamlessly integrates mental health awareness into everyday associate experiences—coordinating youth-focused engagement at the Kohler Associate Picnic and partnering annually with a local nonprofit, Bookworm Gardens, to host interactive, family-centered programming—while creating safe spaces for dialogue and turning everyday moments into opportunities for education and support. Through her unwavering commitment, Erin builds meaningful bridges between associates, families, and wellness organizations, fostering a workplace culture where mental health is openly acknowledged, supported, and discussed.

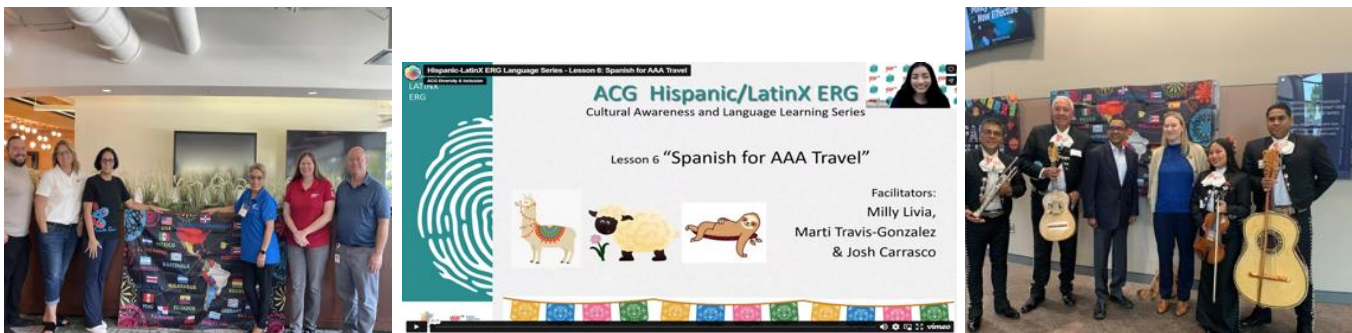
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# Valued Partner Award

Honorees for the Valued Partner Award are executive sponsors and/or Inclusion/HR Team Members who contribute to the success of ERG(s) by providing support, outstanding guidance, and exposure. Examples of initiatives of exemplary valued partners include, but are not limited to, leveraging their position within the company to influence senior leadership and build engagement of the C-suite in inclusion and ERG work, showing a commitment to inclusion through and beyond active involvement in an ERG, and seeking opportunities to expand a knowledge base to better support the ERG and the business.

## Winner: Hispanic/LatinX ERG Executive Sponsor, The Auto Club Group – AAA



The Hispanic/LatinX ERG Executive Sponsor at The Auto Club Group (ACG) has dedicated more than 17 years to providing strategic leadership across marketing operations, brand management, creative development, mass media planning and buying, sports and regional marketing, and loyalty program management. A passionate advocate for diversity, equity, and inclusion, the Sponsor is a strong supporter of ERGs and the communities they represent. They work closely with the Office of Diversity, Equity and Inclusion (ODE&I), championing ERG initiatives and ensuring their efforts are aligned with broader corporate objectives.

As Executive Sponsor of the Hispanic/LatinX ERG, they have elevated the visibility and impact of ERGs across the organization. They mentor ERG leaders and members, participate in ERG events, and provide marketing expertise and resources to strengthen their effectiveness. Through their leadership, ERGs have become more strategically aligned with business goals and better positioned to drive measurable outcomes.

ACG's Hispanic/LatinX ERG Executive Sponsor has also redefined how the organization leverages its corporate sports and entertainment partnerships by developing a centralized marketing asset dashboard that enables ERGs to host networking events at major sports and community venues. This includes access to Sport Heritage Nights, volunteer opportunities, and high-profile tabling activations. Their efforts have delivered measurable value through partnerships with organizations such as the Detroit Lions and Atlanta Braves, while also expanding ERG presence at Pride parades across seven cities by covering departmental costs and enhancing brand visibility through dedicated signage.

By intentionally aligning ERG engagement with marquee sponsorships and community partnerships, the Hispanic/LatinX ERG Executive Sponsor has strengthened employee engagement and amplified ACG's commitment to DEI. They have ensured ERG representation at multicultural heritage celebrations, HBCU Classic games, STEM nights at minor league ballparks, women's empowerment events, and charitable initiatives—creating a scalable model for integrating employee engagement with corporate sponsorships.

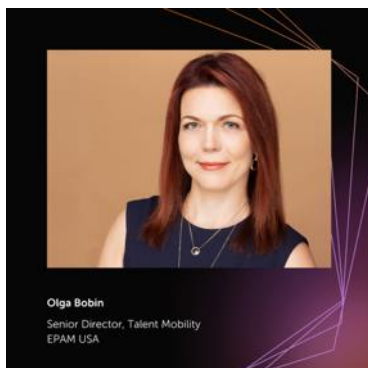
Between July 2024 and June 2025, they further increased ERG visibility by sharing sports marketing assets with ODE&I for DEI-focused events, supporting Heritage Month celebrations through prominent outdoor digital displays at the Dearborn headquarters, representing ACG at community events such as Junior Achievement of Tampa Bay's Innovator Showcase, and providing marketing resources to advance multicultural strategies across business units.

ACG's Hispanic/LatinX ERG Executive Sponsor has also driven impactful, results-oriented campaigns that spotlight ERG members and partnerships. The AAA Discounts Extension promotional campaign, featuring four ERG members, ran from August through November 2024, and achieved click-through rates four to six times higher than the prior general campaign, generating more than 380,000 video completions with a 92 percent completion rate between August and September 2024.

Additionally, their collaboration with the Women in Leadership (WIL) ERG, AAA Travel, and the Sister Accord Foundation led to national media exposure on Fox 19 News Cincinnati, the launch of a co-branded website titled "Safety in Sisterhood: Empowering Women for Safer Travel," and a video campaign shown in 85 movie theaters nationwide. A shortened version of the video was also released on YouTube through the Sister Accord Foundation, further extending its reach.

Through these initiatives, ACG's Hispanic/LatinX ERG Executive Sponsor has demonstrated how inclusive marketing leadership can elevate employee voices, strengthen community partnerships, and drive meaningful business impact.

## Honorable Mention: Olga Bobin, ERG Executive Sponsor, EPAM Systems



Olga Bobin, Senior Director, Talent Mobility, and Executive Sponsor for Women@EPAM ERG, is a leader who turns strategy into measurable impact. Passionate about connecting people and unlocking potential, she drives innovation while creating environments where individuals can thrive and lead. Guided by the values of integrity, openness, and excellence, Olga champions initiatives that empower people across regions, knowing that every success story fuels progress, sparks innovation, and shapes a more inclusive, better world.

Since beginning her role as an ERG Executive Sponsor, Olga has been a driving force. Her active engagement has spanned global and local events, including International Women’s Day, building strong allyship among senior leaders, providing strategic guidance, and championing new opportunities.

Olga aligned the ERG’s annual plan with company inclusion priorities by translating the company’s goals into regional roadmaps and measurable targets. She led the leadership team transition—interviewing candidates, helping select a Global Coordinator and co-coordinators, and defining governance (cadence, roles, decision rights). She also prioritized scalable programs: AI Adoption, Financial Literacy, and mentoring circles, and supported clear success metrics. This kept the ERG focused on impact, not activity, and tied outcomes to talent, culture, AI, and client value.

Leveraging her strong leadership relationships and credibility, Olga secured active participation from executives, fostered allyship across senior leadership, encouraged cross-regional collaboration, and amplified the ERG’s initiatives across internal and external networks. By sharing ideas, opening doors to new opportunities, and being consistently present in both global and local activities, she inspired participation, doubled community membership, and strengthened the ERG’s influence across the organization.

Through Olga’s sponsorship, the ERG achieved record visibility and growth. Membership doubled from 1,000 to 2,000 in 2024 across the company, and in H1 2025, 53 events were delivered and leadership representation grew to more than 50 active female leaders across six regions. The community mobilized nearly 10,000 volunteer hours in support of EPAM's Inclusive Culture strategy. Olga’s championing of signature programs integrated Women@EPAM into the organizational culture, making it a recognized driver of engagement, leadership development, and inclusion.