



Workplace Inclusion™

Employee Resource Groups Frequently Asked Questions

What is an Employee Resource Group?

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

What are the benefits to the employees?

- Make connections with individuals who share similar passions as you
- Get exposed to different ideas and people
- Volunteer with non-profit organizations
- Benefit from educational resources and personal development
- Generate a sense of belonging
- Help make a positive impact on our business

Can we establish an ERG to address personal employee concerns?

No. ERGs are not designed to be social, religious, or political forum and such groups are not sponsored as ERGs. Neither are they designed to address employee grievances. Employees should discuss grievances with his/her management, HR Leader, or use the established employee hotline.

How can I join an existing ERG?

For additional information about ERGs send an email to workplaceinclusion@rollins.com.

Why did we start with only 3 ERG categories in 2022?

It was important to build a foundation and gain some experience with ERGs first. We chose Women, Veteran and Multigenerational because we already had groups in existence with some success in these areas. Beginning in 2023, we will begin accepting applications for new categories.

Following is a list of all sponsored ERG Categories:

1. **Empower** – Women
2. **SAGE** – Multigenerational
3. **BRAVE** – Veterans
4. **P.E.A.C.E** – Multicultural
5. **PRIDE** – LGBTQ+
6. **ADAPT** – Employee's w/Disabilities
7. **LEGACY** – Parents
8. **Thrive** – Physical, Emotional & Financial Wellness

How can I establish an ERG for my Division/Brand?

Simply talk to your manager and your HR leader to obtain approval. Once approved by your Brand/Division enlist other employees, select, and get approval from an executive sponsor, and complete the ERG Charter Application and Charter. Refer to the detailed ERG Guidelines & FAQs.