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In 2022, Rollins will form three (3) categories of ERGs with plans to launch additional ERG categories in 2023. The first ERG categories are:

1. **EMPOWER with a focus on Women**
2. **BRAVE with a focus on Veterans**
3. **SAGE brings all generations together to remove barriers**

Why Are There Only Three Categories this year?

It was important to start small to ensure that a solid structure was in place. We choose EMPOWER, BRAVE, and SAGE because we already had a focus and experience with groups in the areas. Now, we are happy to officially establish an overall structure for all ERGs and open the application process to additional ERG categories. In the fall of 2022, the Workplace Inclusion Advisory Council will begin accepting applications for new approved categories that will launch in 2023.

How Are ERGs Structured?

ERGs are led and organized by you – our employees. Brands/Divisions may choose to establish one chapter representing each category. If you have an eagerness to build internal networks, to learn and grow, or to support an ERG, you are encouraged to join a group.

What Are the Steps to Launch an ERG chapter in Your Brand/Division?

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 submit the completed ERG Application along with a Charter. Refer to the detailed ERG Guidelines & FAQs on the RollinsOne intranet or email workplaceinclusion@rollins.com.

How Can I join an Existing ERG?

Once the ERG has been approved, we will notify employees with instructions on how to join. In the meantime, if you would like more information about joining or starting an ERG in your location, email WorkplaceInclusion@Rollins.com.