



EMPLOYEE RESOURCE GROUPS AT LEVEL 3

Building a Culture of Engagement

At Level 3, we believe diversity – of thought, backgrounds and experiences – affects all that we do, from our interactions with each other to the solutions we deliver. By creating a work environment that embraces diversity, our goal is to enhance the lives and work experiences of our employees, build on our innovation and creativity, and enrich our involvement in our communities.

Level 3 employees put values into action by forming employee resource groups (ERGs). Employee-initiated ERGs lead the way for organic expansion of our employee culture and contribute to workplace diversity and inclusion. Employees at Level 3 can take part in the following ERGs:

- Millennial Minds
- Level 3 Women
- LGBT
- Level 3 Latinos
- Level 3 Veterans
- Level 3 Friends
- Predictive Analytics and Decision Science Professionals (PADS)
- Global Community
- Level 3 People Managers

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Millennial Minds

The mission of the Millennial Minds ERG is to invigorate, inspire and architect support for a new and growing generation of the workforce at Level 3 – the millennials. We aim to empower and enlighten those who are millennials, as well as those who work with/for and/or lead millennials. Our focus is to bring understanding to what drives this generation to succeed, create and inspire.

Level 3 Women

Through the Level 3 Women ERG, women are positioned as key contributors to Level 3's success. Members inspire collaboration among female and male colleagues, provide resources for leadership development and demonstrate the value of female talent in the workplace. Members are located across the globe and work together to attract, develop and retain the best and brightest female employees.

LGBT

The Level 3 LGBT (Lesbian, Gay, Bi-Sexual and Transgender) employee resource group is paving the way for a culture and workplace that is inclusive, adaptable and creative. Networking, career development resources, communications and more are used to connect with each other, the greater Level 3 workforce and the communities Level 3 serves. A diverse culture provides the opportunity for all Level 3 LGBT employees and their colleagues to succeed.



Level 3 Latinos

The Latino ERG is dedicated to providing a community for members to share, learn, develop, and advance. Areas of focus include career development through mentoring, networking, and community outreach; creating Latino employee visibility; and making Level 3 an attractive workplace for current and prospective Latino and non-Latino employees.

Level 3 Veterans

At Level 3, hiring and supporting the professional and personal needs of veterans is a top priority. Veterans lead by example. And our veterans ERG sets a positive example for all Level 3 employees by supporting each other and giving back to the community. Members have been instrumental in achieving Level 3's status as a top company for veterans and our participation in the 100,000 jobs mission. This group provides another powerful example of what can happen when you give people the tools to be great.

Level 3 Friends

By promoting the success of employees living with disabilities, illness and chronic pain, as well as employees who are caregivers, the Level 3 Friends ERG fosters an understanding and inclusive work environment where employees with disabilities are valued and respected, thereby maximizing individual and company performance.

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Predictive Analytics and Decision Science Professionals

PADS' purpose is to foster a cross-functional, global analytical community that collaborates on common challenges and creates awareness of peer projects that involve analytics. The group also provides formal training and exposure to leading specialist speakers for its global membership.

Global Community

The Global Community ERG strives to make Level 3 a fun, happy, stress-free and friendly workplace. Happy employees perform better and stay longer, which helps Level 3 grow and become more successful. The group's vision is to make Level 3 the employer of choice by positively impacting the work environment with planned social activities or access to fun campus resources. The goal is simple: We want people to love working at Level 3 and enjoy coming to work every day.

Level 3 People Managers

The People Manager ERG is for leaders of people and aspiring leaders of people who see the value in tapping into their peers' skills and knowledge. The group helps connect these leaders so they have a voice across the business, develop leadership skills, and leverage management knowledge through networking, sharing resources and engaging in healthy dialogue.

We Are Changing the World. Grow with Us

We want the people who work at Level 3 to feel good about their contributions, believe that everyone has a voice, and know we all have the opportunity to make a difference. Ultimately, this inclusiveness creates a positive experience for our employees – and for our customers.

To learn about Level 3's Employee Resource Groups, visit [NextLevel/Our Culture/EmployeeResourceGroups\(ERGS\)](http://NextLevel/Our Culture/EmployeeResourceGroups(ERGS))

CAREERS AT LEVEL 3

As a trusted communications provider, we create solutions that shape how the world connects and collaborates. A career at Level 3 is your opportunity to help empower the future of global connectivity.

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