



## **Spectra Energy's Employee Resource Networks**

In keeping with Spectra Energy's charter and values, Employee Resource Networks (ERNs) demonstrate the company's commitment to diversity, inclusion, leadership and employee development. Here are our Employee Resource Networks in the U.S. and Canada.

### **alliance@SE**

alliance@SE was created to foster an open and inclusive environment for LGBT employees that will help build and sustain a high performing culture at Spectra Energy.

### **Business Women's Network**

The purpose of the Business Women's Network is to develop leaders by creating shared learning experiences with a focus on issues specific to women in workplace. BWN achieves this goal by providing programs and networking opportunities that help develop leaders at Spectra Energy, with a particular emphasis on women leaders.

### **Professional Multicultural Network**

The mission of the Professional Multicultural Network is to become a major contributor to Spectra Energy's efforts to attract, develop, and retain a diverse pool of high performance individuals, and to build bridges across the company's workforce.

### **Working Parents**

Working Parents helps to create an environment where employees can share information and resources to become more effective in their dual roles as Spectra Energy employees and parents.