

VERIZON
Up To Speed Live
JUNE 19, 2020
12:00 PM ET

CAPTIONING PROVIDED BY:
ALTERNATIVE COMMUNICATION SERVICES, LLC
www.CaptionFamily.com

(Standing by).

>> Hello my name is Chris I'm currently an indirect account manager based in Las Vegas.
I've been with Verizon for ten years now.
Ten years this month.
I was born and raised in the Philippines.
Which is about 40 minutes to an hour from Manila I've been that person that's always like a go-getter let's go after it let's go.
I traveled with my flipflops with one luggage and \$500 in my pocket all I knew is I was going.
I had a map and my American Dream.
And until now it still gives me gooseys when I think about it I'm like oh, my God what was I thinking I arrived there it was freezing cold I used my \$500 to get me some boots I was freezing.
Verizon said they were hiring for a part time service rep so I got the job me along the way my journey with Verizon my journey in the U.S. being resilient and having the patience and human compassion has helped me out not only in my life but also in My Verizon career.
Where I came from in the Philippines.
There's places where they don't have electricity.
I am so thankful that Verizon has provided me the means of being able to help out so last month along with my high school classmates we were able to generate almost 300,000 pesos so we can buy basic needs basic food and basic medical supplies.
And here in Vegas every weekend I make masks with my mother so here I have a bunch of them already cut.
Different types.
This one is for nurses.

And for them we have neutral colored gray.

There's so much opportunity within Verizon where we can volunteer.

Because what matters -- whether it's the senior citizens or military members we don't need to be millionaires to help out.

>> Hey I'm back with another 5G first but this time I'm not showing off a new SmartPhone or even a hotspot today I've got the brand-new Lenovo Flex 5G the first world's 5G laptop exclusively with Verizon on June 18th let's check out why it's awesome.

First it's powered by Qualcomm's new snapdragon computing platform that gives you the speed and performance of a premium desktop PC using an ultra thin modern laptop and it gives access to Verizon's 5G network and so you can collaborate with multiple people in real-time you can add video in the cloud while video chatting and get faster response time while gaming and it works great on WiFi and on the Verizon 4G LTE network.

It's Crafted from premium aluminum wrapped in soft touch magnesium comfortable to hold and a 14 inch touchscreen that gives a perfect balance between portability and usability with all day battery life you can work and play from anywhere without worrying about charging did I mention it's also a two in one convertible simply fold in half flip it over and it transforms into a full size Windows 10 tablet so you can read articles in bed watch movies on a plane without having to worry about not having room for a laptop or use a Lenovo stylus to sketch or take notes.

Put it in a mode for your kids to use as a touchscreen for remote learning or kick back and binge watch your favorite TV shows and it's extremely helpful if someone in your house is watching Real Housewives.

You can keep info away from prying eyes Windows Hello the IR camera that recognizes you and only use visit Verizonwireless.Com to get more about pricing and get info on our laptop plan and find out about cool accessories coming out with Lenovo Flex 5G. Until next time, you're up to speed.

>> I joined Verizon in January of 2014 I worked enforcing legal where I'm primarily responsible for the negotiation of HR benefits.

The credo at Verizon it really sets the foundation of how you are as an employee but also that spills over into how you are as a person outside of Verizon.

We have embodied that here at home.

>> This is really the time where we realized just because we're just children we can still make a huge difference in our community and any little effort goes such a long way.

>> Our friends in Hillsborough founded MealsforHeroes we worked with them to branch out and start a branch in Basking Ridge, New Jersey.

>> We're really happy and appreciative of all of the nurses and frontline responders

that are sacrificing their lives.

>> We thought it was really important to just show our gratitude and say thank you. Our main goal is to get meals to a lot of different places.

We still want to give back to everybody who is actually working during this time. This fundraiser was a triple win because we were able to get support from our friends and family all over North America and then we were able to give back to local businesses that really need the business during this time because obviously due to social distancing they are not getting their normal customers.

And then we were able to use those meals to help frontline responders.

>> It made us feel really good to get all of the pictures and the messages back from the nurses. Them enjoying the meals and how grateful they were.

>> We couldn't stop saying thank you to them.

And I said, you know, we are here for you.

If we can provide one meal that alleviates the anxiety or the concern about how am I going to make a lunch, even if it's a five minute meal I feel that is success.

[Music].

>> I would like to express my personal thanks to you, your team and Verizon.

>> For all of the amazing work you've delivered in the last couple of weeks.

>> For what you have done for first responders and small business.

>> I think you guys should get all of my credit and I love your ladder truck.

>> I am a mother of two and have my elderly father who lives with me in my home.

I just wanted to say thank you.

>> I just wanted to take a moment to give accolades to Christina for her professionalism, patience and uplifting attitude.

>> I just want to say thank you to our Verizon partners who helped us bring joy and encouragement to the most vulnerable in our community.

>> I want to report to you the actions of a Good Samaritan disguised as a Verizon lineman.

>> It's always a privilege and honor to be with you and your team you guys are really synchronized in your vision.

>> My thanks to all, all of the employees and particularly those of you that are really providing all of us in the world access to information.

What you're doing is helping not just the United States but the world stay informed.

[Music].

>> It was really right at that peak where everything changed immediately.

Right?

It felt like we were building to something, this COVID was becoming more and more of a narrative and then all of a sudden bam we're there.

>> In the blink of an eye we moved from working in the office to that home-based model.

And I'll tell you, we never skipped a beat.

>> I think it was the first time I realized that even though the world is changing by going remote, it is still the same.

Like we still have a job to get done.

And I genuinely think as a company and how we have responded, we have excelled.

>> The organization really leaned into the situation and certainly I've seen individuals and teams go the extra mile to really support their customer and then do the right thing for the customer.

>> As our credo says we run to crisis we don't run away from it and we have shown it time over time.

And this is no different.

The relationships and the service that we provide will make the difference.

>> The trust we built up over the years was able to overcome the lack of being with somebody face-to-face.

I think our clients are waking up to the fact that Verizon is, you know, an immensely capable partner for them.

>> We had 1,000 documented just proactive call reachouts where we were calling our customers saying hey we're back up online we're working from home what do you need now?

It's made our customers closer to our employees I think by and large throughout this entire period.

>> They see we see them as humans and we are here for them Verizon understands what they are facing and we will do everything in our power to help them through this.

>> Certainly over the last couple of months one of the things that's really impressed me is the way the team has come together.

And Interestingly I think it's been an opportunity to learn more about the individuals in our extended team. And I think inevitably that's going to be a good thing.

>> I'm finding that at all levels communication has just opened up even more.

It's not just a status check call.

It's a fluid conversation that's happening.

And I think that's something that's really opened my eyes.

That something so simple could be so impactful.

>> I've talked to more people in I.T. and more people in logistics than I ever thought I would talk to and I think everyone's willingness to step in help out and make sure the customer's experience is at the forefront has been the most impressive thing I have seen.

>> Coming off the back of this I would say it has been a catalyst for more radical thinking around the way that we deliver services.

>> It's almost proving to ourselves of what we can accomplish and I think that's something to be said.

I also think it's made us a little bit more agile.

A little more nimble.

>> I think one of the lessons learned about how we operate under pressure. We are able to move from emotion to action instantly.

>> I think what will come out of this is a renewed confidence for ourselves. Renewed assurance for ourselves.

That we can design and deliver for these clients.

There's a difference now.

Rather than being treated like a supplier, many more of our clients are talking to us and treating us like partners and that can only but be goodness.

>> We build the networks that move the world forward that's never been more apparent than the pandemic and helping out our customers because now we have that very strong purpose of helping.

And understanding that our customers are vital.

[Music].

>> My name is Brad and I am a solutions specialist at Verizon I work out of San Diego I've been with the company for three years now and it's absolutely amazing. I was diagnosed on April 20th of 2019 with Stage 4 non-Hodgkin lymphoma with a tumor that was encasing my T10 vertebrae months prior to that I was going through probably the most excruciating pain I had ever dealt with.

A lot of functional movement we do throughout the day I was never able to do for months.

No one could tell me what was going on.

Until I read a certain article that stated, you should request an MRI.

So they turned on the computer they are like all right so here is the imaging and you see that little black spot right there, that's a tumor.

And it's growing at a very exponential pace that if you had waited let's say a few more weeks if it had touched your spinal cord you would not be able to walk ever again.

That right there broke me down.
And I had never been given news so detrimental.
The following day I started having surgical teams come and visit me in the hospital.
Now my case alone is about 1 in 7 in the world.
They were like we would love to perform this surgery on you but we must tell you that you'll have a 50% chance of walking coming off the table.
The other option was chemotherapy, spinal taps, radiation.
You name it, I went through it.
I was never able to leave my bed or even sit up at all without getting the gnarliest head rush, migraine.
Worst pain ever imaginable.
I put myself through it so that I could walk.
Coming out of it.
With my support system that I had, it felt like just another walk in the park for me.
And that's what helped me maintain the positive energy.
Maintain the positive outlook.
My district manager she reached out to me every single week checking in on me every single week.
They helped out a lot.
They were always there.
They tended to everything I needed.
I've never worked for a company that's as loving and caring for their employees as Verizon is.

>> Today's graduation is for a good cause.
Give the bell a ring and receive your applause.

(Bell ringing).

>> About a month ago now I was given the news I'm in remission that's the news I've been waiting to hear.
Now I feel amazing.
I feel unstoppable and I feel like I can take life head on.
I want to motivate others.
I want everybody to feel determined to make the best version of themselves.
Don't let the past dictate where you want yourself to be in the future.
Make this day count.
Let's empower each other and let's build a better future.

[Music].

>> A lot has happened in our 20-year history.
We have moved the world forward in so many different ways.
And through it all there's one thing that's kept us on the same page.

>> Who is this company that we call Verizon?

>> We run to a crisis.

>> Not away.

>> We see crisis and change as opportunities.

>> Not threats.

>> We know teamwork.

>> Enables us to serve our customers.

>> Better and faster.

>> We believe integrity.

>> Is at the core of who we are.

>> We are committed to be part of the solution.

>> For some of our world's biggest challenges.

>> To make the world in which we work.

>> Better than it was yesterday.

>> We know our best was good for today.

>> Tomorrow we'll do better.

>> These are just some of the lines from our Verizon credo.

And this is who our credo is for.

[Music].

>> DIANA ALVEAR: Hello and welcome to this very special edition of Up to Speed Live today, this Friday this Juneteenth a very special day today I'm Diana Alvear I'm one of the newest V Teamers on the team.

I'm so proud to be here it's my privilege to be hosting today on Juneteenth and it feels like a different Juneteenth to everybody with everything going on in the world.

There's movement.

There's motivation.

This has been a Week of Action for all of our V Teamers including my team led by Steve.

So proud to do a virtual walk on Wednesday with my teammates all over the country.

And we also want to shout other V Teamers we have had Tiffany for her inspiring Instagram post she took a virtual walk as well and most importantly she said Verizon social action cards to promote taking action alongside Michelle Miller she also did the same taking some action talking about the things she's done to promote these kinds of conversations and Leanne.

Let's take a look, as well what have you done to combat racial injustice just incredible

conversations and actions taking place this week we see you we stand with you and we encourage the rest of you to use these Verizon social action cards to empower and encourage others to do the same now we'll turn to Hans for his thoughts on all of the actions, as well.

Hans?

>> HANS VESTBERG: Thanks, Diana, and hi all V Teamers.

Great to see you out there.

I hope you're safe and healthy.

And talking about safe and healthy I think the No. 1 priority through this pandemic that we have right now is of course the health and safety of all of the V Teamers.

We continue to slowly open more and more stores.

But with all of the rules, regulations and principles that we have decided to keep the safety for us but also for our customers.

The same goes for all of the frontline workers in the organizations that are doing the same, I have to thank them all not only are we keeping up the network very well but we're also doing a lot of new installations and innovations we have seen in the frontline employees they have been just amazing.

So thank you very much for that we also continue to work with our return to office this week and Christy has shared with you how we're working slowly back but always with a safe and healthy for all of the V Teamers in the highest priority.

So we will continue to do that.

That's how we do this.

I think we are managing well.

So far.

So please continue to do it.

Think about all of the social distancing maps and all of that that we have preached for a long time right now.

All over the country when it starts to open up and the states in the United States are opening up more and more.

Just keep that in mind.

When it comes to the network, Kyle and the team are doing a great job.

You know the network is keeping up.

We don't see so much changes on traffic right now.

More coming back to some more sort of historic levels.

Even though we still see surgeon data when it comes to collaboration and videos and all of that.

But also on the network side we have announced this week or last week we announced the next 5G Home city is Detroit and today or earlier this week we actually announced the Lenovo laptop on 5G millimeter-wave that's the first in the world.

Another first.

We like to be first.

I thank the team for always trying to be the first on 5G.

I also want to say on the network side or product side it was great to see that our BlueJeans friends earlier this week announced that they have new product features coming out in the product already now.

So I'm happy to have them on.

And they seem to be doing well.

I've talked to lots of customers.

And many of the customers talk about BlueJeans right now.

So that's a great thing.

So priority of course to keep the network -- the network is up and it's working well and has been working well.

On the society side we have decided to be responsible in these times.

We have done a lot of things last week as you have seen.

Everything from food for frontline workers.

In El Paso and Chula Vista.

We also have been working with supporting women-owned businesses.

This is an initiative from Verizon Business Group to mentor, to have conversations and support them.

And many of them are small and medium businesses.

Which are the most vulnerable businesses out there at the moment with the economic downturn and all of that.

So this is an important work that Tami and her team is doing in order to support them.

Another thing on the society side which is so important to us is Pride Month.

And we have very important decision earlier this week when it comes to the Supreme Court taking the decision on LGBTQ+.

And what that means of course that is good for Verizon.

Because diversity and inclusion for us is the most important, a very important core value for us and it's important for the United States.

So we think that was a good celebration on the Pride Month to have that decision from the Supreme Court.

And finally, also worked a lot with the climate pledge that we did also last week.

When it comes to us taking a stance on the Paris Agreement which is about taking down the carbon emission in the world.

And we should do our work.

And we join Amazon and other companies in that pledge to see that we secure the Paris Agreement.

So all of that is basically the thinking of the 4 stakeholders.

Customers, and society and of course if we do this right our shareholders will also get

the pressure.

I talk a lot to the investors about how we're running the company in this pandemic and our priorities and that's important for them to understand.

We do this for long-term positive impact for all of our stakeholders.

So that's how it works.

Another thing I just want to mention is that today is the 19th of June.

Or Juneteenth as it's called.

That's the commemoration of the end of slavery in the United States.

I hope that the time is the end of the pain for centuries and we now have meaningful progress.

As has been shared earlier this week by Christy and by Rose, we encourage you and support you to be part of that and support the race and social justice initiatives which are happening across the company and across the country.

And we as a company, we need to continue our conversation.

The conversation that's happening across the company I couldn't be happier to see them happening.

They are painful.

They are difficult.

But it starts by listening and have these conversations about the racial injustice in order for us to be a better company, for us to talk to others and then of course replicate that.

And we are a large corporation.

We have a big responsibility there.

I myself am also engaging externally in the Business Roundtable for example where you have the 150 largest companies where we are talking about this and we're taking a stance with all of the larger corporations and we are formulating that.

So we need to work on all fronts and we need meaningful progress and meaningful actions in these times.

And I thank all of the V Teamers for how you have engaged in these times and opened these discussions.

That's the most important.

And now the actions are coming.

We also are starting the next 20 series.

That's a series where we invite youth to talk about how they engage in the social issues and we have our first event there will be more coming in the weeks to come.

But it's another way for us to engage in these conversations and how you engage in social issues that we have out there.

So all in all very big days the last couple of weeks here.

We have been working as a Leadership Team.

We are very much focused on our priorities, on the crisis that we have in front of us but

we also work with business as usual in order to come out stronger as a company out of this.

So once again, remember, safe and healthy for all of you V Teamers out there that's the main priority and then we have everything else we're doing.

And I thank you all for doing the great work and back to you Diana.

>> DIANA ALVEAR: Hans thank you so much and of course as you said we are stronger together and we have so much to celebrate this Friday we would like to congratulate three absolutely incredibly inspiring women leaders we have Elyce, Krista Bourne and Nicki Palmer these three one three out of eight awards not only that finalist Wendy and Aparna they also were finalists in the award so these women are changing the world and we're so happy and proud to have them leading our V Team also some big news from the Supreme Court yesterday to note that protected the nations dreamers and we Verizon stand with our dreamers we're inspired we're motivated and very, very happy to celebrate this decision.

All right.

So now here comes another great part of today's show.

We are happy to welcome back Ram Jean-Louis from Verizon Media Group.

Very impressive.

He's the global head of diversity and inclusion at Verizon Media Group and Ram we have so much to talk about today I want to jump right in and talk about Juneteenth because it feels so different this year.

We're talking about Juneteenth we're celebrating so tell me a little bit about what Juneteenth means to you.

>> RAM JEAN-LOUIS: Hi Diana thank you so much for having me.

Very excited to be here.

This has been a really great week with regards to decisions coming out of the Supreme Court.

So having -- leading up to Juneteenth it's really great to be here and have this conversation with regards to Juneteenth what it means to me it's a very special time to take a look and reflect on our history.

To take a look at how far we have come.

The progress that we've made.

But also the fact that there's still a tremendous amount of work that we still need to do. But Juneteenth in particular if we double click and do a deep dive, you know, slaves were freed by the Emancipation Proclamation in 1862.

So Juneteenth is actually June 19th of 1865.

So three years passed after they were legally free before that was actually communicated to all of the slaves.

And I think that there's a tremendous amount of learning that we can get from that.

That learning is if you take a look at the gaps around the Emancipation Proclamation it

was announced there were gaps around the communication, when that communication got to all of the slaves and then the actions that actually supported how do we enforce this law.

And I think that kind of -- that's kind of the model we're looking at now.

We're having these great conversations.

As Hans mentioned.

And we have been empowered to take the action that actually enforces these conversations and reinforces themselves.

Very happy to be celebrating Juneteenth with my family and also taking a look at the tragedy that we just experienced with the murders of Rayshard Brooks George Floyd Breonna Taylor Ahmaud Arbery to the fact that we have made progress but when you're faced with the tragedies and murders it's very sobering.

There's a lot more we need to do so the fact we're taking this time as a nation and world to really recognize how there's been historical context in terms of these tragedies and what's been taking place.

And all of the things that's been impacting the African American community.

So to take time.

Look at it, reflect.

Really think about how slavery, how Jim Crow, how separate and equal how red line districting had an impact on the African American community.

And again, what are the actions we are going to take to really make sure that we stand shoulder to shoulder with everyone to make sure we work towards the change that we all seek.

>> DIANA ALVEAR: Absolutely and I want to take a moment to talk a little bit about some of the conversations that we've been having in the workplace.

I mean I have never seen this before in all of my years in a corporate setting where we are hearing about so much pain and we are witnessing and reflecting and honoring that and bringing that into a corporate setting.

And you yourself have shared some of your stories.

So tell me, what is the benefit to having these kinds of conversations in a corporate environment where we have never gone in this territory before.

>> RAM JEAN-LOUIS: Diana, you're absolutely right.

It's a very, very big deal.

And it's something that I'm really humbled about and honored and excited that we're having these conversations.

You know, the model that we want to use to move forward is hope, empathy, advocacy and action.

This is where the empathy comes in.

By having these conversations, by learning from one another, we're able to learn to connect to grow and figure out what is our path forward.

So these conversations are very important.

And you know I'm also the first to say as a diversity and inclusion person, the diversity and inclusion discipline has failed with this respect.

We have never had these conversations before.

You would think that in the space of diversity and inclusion, we would be the first one to lead the conversations around racism.

Traditionally we have not.

Because we haven't been able to have these conversations in the workplace.

At most talking about racism has been more of a footnote with regards to talking about unconscious bias training.

What I really love about having these courageous conversations and having these faith-based conversations is we're learning directly from our employees what steps we need to take.

What is it that we need to do?

They are informing our strategy.

What they have told us is that we appreciate the unconscious bias training.

They appreciate the conscious inclusion training and the ally training and the gender ID pronoun.

But they are like you know what else we need?

We need anti-racism training.

And it can't just be for us.

We need everybody to go through it.

We need to be in those sessions with our managers and with our leaders.

And that's what we're working on now.

So I'm only one part of a very large Diversity and Inclusion Team and a larger human resource team and we are diligently working to really keep up with the demand right now.

We have been invited to so many team meetings, all hand meetings, to come and help facilitate these courageous conversations and we welcome the ask.

We want to come in and have that conversation.

Because again not only do we want to do this and facilitate this ourselves we want to model the behavior that we want our managers and leaders to have with their teams to really drive continued inclusion and keep this conversation going.

>> DIANA ALVEAR: Absolutely.

And you called them courageous conversations and they absolutely are.

To see them happening in the Finance Department, in the Legal Department and all of these places where these kinds of things are not normally discussed and to really put some actions behind the word diversity and racial justice and social justice is just so inspiring and I really hope that we're at a point in our history where we make some real progress.

Let's turn with something else that has to do with progress.

That's the census.

The census very important to Verizon this year.

Let's talk a little bit about the BOLD event and why it's so important.

>> RAM JEAN-LOUIS: The BOLD event is very important because we're going to talk about the census, the importance of the census and the importance of voter registration the approach we're taking is it's really about education, registration and mobilization.

With all of the changes that we want to see take place, we understand that we need the right politicians, we need to make sure that our vote is counted.

The census helps us do that.

The census actually dictates what takes place with regards to budgets, resources and even how voting takes place within our different districts.

So we're excited we're going to be having a couple of events today we have one between 1 p.m. and 2 p.m. where we're having a couple of people in to talk about the census.

We have Nicole Yearwood of the U.S. Census Bureau representative and James Woodall of the NAACP and we'll be giving a \$5,000 donation and we're excited to have Ronan Dunne join us so he can listen and learn and offer his insights and thoughts.

>> DIANA ALVEAR: So exciting another thing we have learned this past several months it's almost impossible to separate work from family everything is blending together now and I know how much you love being a dad so Ram let's talk a little bit about your boy and what fatherhood means to you because we're going into Father's Day weekend.

I want to know, especially touch on how the events that are happening right now are informing your relationship and your conversations with your son.

>> RAM JEAN-LOUIS: Man, being a dad is the greatest thing.

Everything that we're doing, everything that we're working towards is to make the world a better place.

We can't leave it all on our children.

I appreciate the fact that, you know, our kids kind of see things differently.

We're instilling some great values in them.

But we can't leave all the work for them so how can we make the world a better place?

And the conversations that I've been having, they have been very difficult conversations.

And I think my pastor kind of gave some guidance to help and my pastor told me, if your children are old enough to form the question, then they are old enough for you to tell them the truth.

And I was like, wow, that was absolutely amazing.

One of the questions my son asked me after we had a chance to watch the video of

George Floyd's murder he wanted to know, how come America is not like the song?
And that question completely blew my mind.
The fact that he was even able to kind of formulate that and ask that question, I needed to come up with a response quickly.
And what I shared with him was that, you know, when you take a listen to the song and to our Anthem, you know, all of that is a promise.
It's a promise of how great this country can be.
And it's all of our responsibilities for us to move forward together.
And to work together.
So that we're able to achieve that promise.
It's -- being a dad is the best thing.
He has helped me through this process, as well.
We have been there.
We have been supporting each other.
So some of the pictures that were just showing on the air was he recently turned 11 his birthday was March 10th and it's been an interesting time we're planning a birthday party for him during the middle of a global pandemic.
The invitations had already gone out.
And people were calling us to say is the party still scheduled, so that was probably one of the last events that we had.
Before everyone went into shelter in place.
I'm glad we were able to spend his birthday that way he's an amazing kid we all have amazing children I'm excited we'll all be able to do our part to make this world a better place.

>> DIANA ALVEAR: I can feel the pride when you're talking about him and the pride you take in being a father.
It's so hard.

I mean, I feel like it's been so much harder these past few months navigating this new terrain but you know what, Ram, I'm so hopeful that we actually are building a better world for them and the kids are leading us, let me tell you.
The kids are leading the way when it comes to the progress that we're making.
So just any last thoughts for your fellow dads, any advice you have before you leave the show right now.

>> RAM JEAN-LOUIS: Sure, enjoy Father's Day.
Really take that moment to unplug, spend it with your children, spend it with the kids and instill all of those great values that we've been able to get from our parents, our grandparents and from our ancestors whenever we can share history with them, that will be great.
We do have those great events going on that BOLD is putting on we're super excited if you want to participate in that, feel free to do that I mentioned the one at 1 p.m. we have

another one at 6 p.m. as well and also just want to give a huge shoutout to our Employee Resource Groups.

They have been absolutely amazing.

We have been navigating three different crises in terms of the global pandemic the Financial Crisis and racial crisis, as well, our ERGs if you want to know what allyship means look to our ERGs they have been great supporting each other supporting what we're doing from a diversity and inclusion perspective and supporting the company just overall.

So big shoutout to our Diversity and Inclusion Team and to our ERGs thank you all for all that you do and have a wonderful Father's Day.

>> DIANA ALVEAR: You've been working so hard Ram so I really hope that you are able to enjoy yourself and relax this weekend with your son thank you so much for joining us and being my first ever guest on Up to Speed Live take care of yourself.

>> RAM JEAN-LOUIS: Take care.

>> DIANA ALVEAR: Thank you so much.

And as Ram mentioned, I want to again point out that at 1 p.m. the BOLD census event is happening and later tonight at 6 we have our BOLD Juneteenth celebration.

Of course I love talking about fatherhood with the great V Teamers we have around here we want to highlight another incredible V Team dad that we have.

Jon Asmussen who is a key part of our network partnership team in Northern California and in his spare time Jon coaches his daughter's soccer team and serves as President of Rage that's one of the largest all girls soccer clubs in the country the club's mission is to develop girls into leaders through sport and community service projects.

Well, they also raise thousands of dollars for cancer research.

The City of Pleasanton faced a budget shortfall of course lots of places having these types of problems and they were going to be building a new community sports complex Jon stepped up and co-led a \$1.3 million fundraising effort to complete the project so for embracing the credo on the job and off Jon you were named a purpose coin champion we are so proud of you congratulations and a big happy Father's Day wish to you.

And all of the other dads out there.

And speaking of which, we couldn't leave you without having some fatherly advice from some V Team dads of our own so you want to know how to be a better dad and what fatherhood means to our V Team take a listen right now.

[Music].

>> Hey V Team.

Happy Father's Day.

A father means so much.

>> A father means to me in a word responsibility.

>> As a dad we wear many hats.

>> I need to be the example of what it is I want them to become.

>> It also means being a bug killer.

>> Being a shoulder for them to cry on.

>> Being sad.

>> Teaching them right from wrong.

>> Chauffeur.

>> A protector.

>> And basically the person that gets to answer the live questions.

>> At the end of the day helping them find whatever the passion is in their life.

>> My favorite Father's Day memory is every year we pack up the camper we head out the woods and just experience life together as a family.

>> We eat breakfast at my favorite spot play golf during the day watch movies in the evening.

>> A couple of years ago we went to Disney we went on a water ride over and over and over again and had such an incredible time.

>> One of my favorite Father's Day memories has to be all of the self-made cards I get.

>> Each and every Father's Day my wife and boys make little personalized gifts that come from them.

>> One year they created a collage of a whole bunch of pictures.

>> My daughter creates a wonderful card everyone signs.

>> Allyson still makes me a homemade card which I love.

>> If I can give one piece of advice to my fellow V Team dads, it would be make the time.

>> Enjoy every moment.

>> The time goes by so quickly.

>> Just really cherish them to the fullest.

>> Don't take everything so serious.

>> You guys, you got this.

>> In the end knowing that you are there for it all is worth it's weight in gold.

>> Find ways to celebrate your day during this difficult time in our lives.

>> All of us being together as a family for these past three months has really been a blessing.

>> Be safe.

Spend time with your kids.

Spend time with your family.

And happy Father's Day.

>> Happy Father's Day's V Team.

>> Have an incredible day with your family.

[Music].

>> DIANA ALVEAR: My absolute favorite part of that video is seeing the pride in everybody's eyes when they talked about their favorite memories and how much they love their kids and what kind of a -- what they have it's so hard to be a dad and all of you V Teamer dads are making it look so easy and fun and we're so proud to have you all on the team I wish all of you a Happy Father's Day and hey we want to hear about your good weekend if you're taking part in some fun activities with your kids making memories make sure to take photos and videos send them to good@Verizon.com mailbox if you're celebrating Juneteenth we want to see that too we want to share all of these memories on Up to Speed Live there's so much to celebrate so much good stuff happening and so much coming together and we really want to highlight that good that's happening so again that mailbox is good@Verizon.com we want to hear from you. Stay safe.

Make time for fun.

And of course we will see you Monday.

Thank you so much for hanging out with me for the past half an hour.

And until next time, you're up to speed.