“Genesys Works interns have helped our company and employees as much as we have helped them,” says Jesus Soto, Jr., Senior Vice President of Gas Operations for PG&E. After seeing the financial and social benefits of the interns from his work with them in Houston, Mr. Soto championed the launch of Genesys Works in the Bay Area and joined their Board of Directors in 2013. With his leadership, PG&E supported the expansion with an investment of $100,000 and internships for five promising students.

Mr. Soto and other PG&E leaders not only recognized the opportunity to lift more high school students out of poverty and into professional careers, but also the interns’ ability to fill critical workforce needs at PG&E and build a future employee and customer base. Their early partnership has resulted in the training and development of over 300 Bay Area students to date, 98% of whom have gone on to college where they will gain increased earning potential. “I am proud to work for a company that recognizes the value of giving our youth opportunities to thrive,” Mr. Soto says of his work.

A MUTUALLY REWARDING RELATIONSHIP

The unique internship model succeeds because of the relationship between PG&E staff, Genesys Works Program Coordinators, and the students. Marianne Cameron, an IT Solutions Engineer, is one of over forty supervisors who have supported Genesys Works. When she was considering a year-long high school intern, she thought back to her first job, and knew she could do better than her early managers to prepare students for their dream careers. Three years later, Marianne has mentored three Genesys Works interns and trained them in disaster recovery planning. She has seen firsthand the immediate business value of these motivated interns (“he does half my job!”), and has also grown with them: “I’m amazed at what I’ve learned from the interns. They tend to see things differently than I do. It’s refreshing and eye-opening.” Many PG&E supervisors like Marianne return year after year for the rich mentoring experience and direct benefits to their teams; in a recent survey, 4 out of 5 said that they would recommend Genesys Works to a colleague.

Marianne’s most recent intern is Immanuel Hudson, a senior at Wallenberg High School in San Francisco. On his first day of work, he was “dressed meticulously, had a tie on, was very polite, and so engaged” according to Marianne. On the inside, Immanuel didn’t feel so confident. A Bayview

<table>
<thead>
<tr>
<th>Partnership at a glance</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 64 interns worked at PG&amp;E</td>
</tr>
<tr>
<td>• 42,200 work hours contributed</td>
</tr>
<tr>
<td>• 5 alumni worked at PG&amp;E</td>
</tr>
<tr>
<td>• 1 alumni hired full-time</td>
</tr>
<tr>
<td>• 98% college matriculation</td>
</tr>
</tbody>
</table>
native, he struggled to envision himself or other African-American males in a corporate environment. He had learned not to take anything for granted while dealing with death of close friends and family early in high school, and witnessing classmates go down paths he thought only existed in the movies. So he joined Genesys Works. With the support of Marianne and his Genesys Works Program Coordinators, Olivia and Chelsea, he has blossomed into an impressive young professional who fellow PG&E employees approach as an expert in his field. “I didn’t know how serious my job would be here,” he says, “but in reality it’s having a big effect. Since interning at PG&E, I feel like I can do something positive.”

LASTING IMPACT

PG&E has consistently increased their involvement with Genesys Works, from providing five internships in year one, to seventeen in year five. They have hosted a total of sixty-four interns since 2013, providing meaningful opportunities that set disadvantaged students up for professional success. And, they were the first company to pilot the Genesys Works Alumni Worker Program, which enables college students to continue their workplace learning, and companies to build a diverse pipeline of employees.

That’s how Larry Mullen, Project Control Manager and Business Information Specialist, met Michelle Villagran, a Berkeley City College student and East Oakland native. After a few months of her internship, Larry saw vast potential in Michelle, observing that she “came ready to work with the appropriate knowledge and background to handle the IT tasks assigned to her.” He encouraged her to apply for a full-time job, and she did. During the interview process she was up against much older candidates, but Michelle found confidence in the fact that at 19 years old she already had relevant experience and a taste of professional success. And it paid off. Now, she’s working full-time at PG&E while pursuing her degree in Business Administration.

IMPROVING THE WORKPLACE

The value of the partnership has far surpassed that of traditional internship programs. Dozens of PG&E staff have had the opportunity to develop professionally through mentoring an intern and they’ve been able to focus on high-level tasks while training interns to take on entry-level roles in a cost-effective manner. The Genesys Works interns have provided more than 40,000 hours of meaningful work across eight departments in PG&E, all while getting help applying to college, honing their business skills, and broadening their vision of what is possible. By integrating the high school internship program into its business model and providing a meaningful workplace experience, PG&E is helping students break the cycle of poverty and truly building a better future.

Showcasing PG&E’s Investment

- PG&E was publicly recognized as the recipient of first ever Genesys Works “Corporate Leadership Award” in 2013
- PG&E has been a lead sponsor of Genesys Works’ annual Breaking Through event since 2013, attended by over 500 people
- Genesys Works was featured at the kick-off event of PG&E’s 2015 Campaign for the Community
- PG&E was showcased as a leading partner of Genesys Works through the 2017 Warriors Hoops for Kids Initiative
- PG&E has hosted volunteer events, including mock interviews, networking day, and Executive Briefing Series
- Genesys Works has spoken publicly on behalf of PG&E and their support of the local community on several occasions