





PURPOSE

AT L'ORÉAL, WE ASPIRE TO BE THE MOST INCLUSIVE BEAUTY LEADER AND CONTRIBUTE TO A SOCIETY IN WHICH EVERYONE CAN LIVE SAFELY, PEACEFULLY, AND EQUALLY.

OUR 37 GLOBAL BRANDS

CONSUMER PRODUCTS

Mixa GARNIER L'ORÉAL PARIS
3CE STYLENANDA
MAYBELLINE NEW YORK
essie NYX PROFESSIONAL MAKEUP

LUXE

LANCÔME YVES SAINT LAURENT ARMANI Kiehl's SINCE 1851
HR Aēsop it COSMETICS BIOTHERM VALENTINO
PRADA shu uemura CARITA PARIS C MUGLER AZZARO
Maison Margiela PARIS DIESEL URBAN DECA Y U RALPH LAUREN
VIKTOR & ROLF TAKAMI

LA ROCHE POSAY LABORATOIRE DERMATOLOGIQUE

VICHY LABORATOIRES

SKINCEUTICALS ADVANCED PROFESSIONAL SKINCARE

CeraVe DEVELOPED WITH DERMATOLOGISTS

skinbetter SCIENCE

DERMATOLOGICAL PRODUCTS

L'ORÉAL PROFESSIONNEL PARIS

matrix

KÉRASTASE PARIS

PUREOLOGY PROFESSIONAL COLOR CARE

REDKEN 5TH AVENUE NYC

PROFESSIONAL PRODUCTS



MBA, Trustee
(Adelphi University)
Undergrad (Bentley
University)



Husband to Sue (30
Years)



Italian – Spanish American

Person of Faith

Brother to 3 older
sisters (Cathy, Diane,
Annette)



Parents were Depression – era
babies
Dad was Army Sgt WW2
31 first cousins

Father – 3 children + Furbaby



Person with 2
Disabilities





OUR 4 PILLARS OF DIVERSITY

SOCIOECONOMIC & MULTICULTURAL ORIGINS

L'Oréal teams need to reflect and address the multicultural & socio-economic diversity and meet the needs of all our consumers

PHYSICAL, MENTAL AND SOCIAL WELL-BEING

Remove stigma and barriers on visible and invisible disabilities, chronic illness, neurodiversity and mental health and ensure inclusion for everyone

GENDER EQUITY & LGBTQIA+

Gender equity and LGBTQIA+ inclusion worldwide at all levels, and across all touchpoints

AGE & GENERATIONS

L'Oréal employees and external stakeholders feel accepted regardless of age and eradicate references to anti-ageing on products



L'Oréal for WOMEN



Mosaic

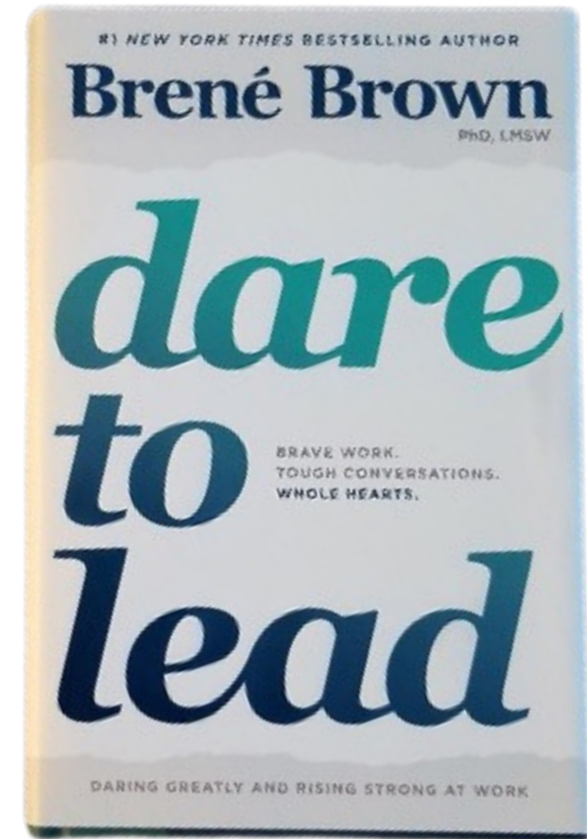


Celebrating Muslim and Arab Cultures Across Africa, the Middle East, and South Asia



WHY BELONGING MATTERS

“If we want people to fully show up, to bring their best selves including their unarmored, whole hearts - so that we can innovate, solve problems, and serve people - we have to be vigilant about creating a culture in which people feel safe, seen, heard, appreciated and respected.”



VISION

We intend to create meaningful, deepened connections among male-identifying employees, in support of their **long-term career aspirations**, and make coming to work **welcoming, rewarding, and inspirational**.

2025 Mission: We drive impactful activations/education around evolving normative beauty standards for men, improving overall mental and physical wellbeing, developing positive views of masculinity, and amplifying allyship.

Connections: Creating Meaningful Connections among Members and other ERGs

Education: Educating folks on men's beauty trends, needs, aspirations

Engagement: Through community service, allyship and support of all other ERG key moments



**GROOMING THE FUTURE:
EXPLORE YOUR POTENTIAL IN
THE DYNAMIC WORLD OF BEAUTY**

MEET THE PANELISTS

DAKOTA PIORKOWSKI	ROBERTO ALFARO	TAIREEK SIMMS	JASON LOU
Senior Scientist, Advanced Research PhD University of Akron Bachelor's, Biological Sciences Tunghai University Doctor of Philosophy, Ecology & Evolutionary Biology	Recruitment, Corporate Functions (Manufacturing, Supply Chain, Engineering, Sourcing) Rutgers University Bachelor's, Human Resources Management & Communication	Senior Manager, Global Marketing Dark & Lively Clark Atlanta University, Bachelor's, Political Science Certifications: Coursera, Google General Assembly - Digital Marketing	Demand Planning Manager - MabeLine Eye & Makeup Case Western Reserve University, Bachelor's, Electrical Engineering Coursera Certifications: Data Analytics in Excel L'ORÉAL

KEYNOTE:
LAMAR DAWSON
AVP, CPD Comms



**MO WHERE I'D RATHER BE
2024 GOLF OUTING**
for mental health

MAY 31, 2024
RAIN DATE TBD
9:00AM - 2:00PM EST

• INCLUDES CONTINENTAL BREAKFAST, COOKOUT LUNCH, 18 HOLES, CART AND BAG DROP.

• COST TO PLAY: \$800 FOR A FOURSOME \$450 FOR A DOUBLE AND \$250 FOR AN INDIVIDUAL.

NOVEMBER FOUNDATION
501(C)(3) EIN: 77-0714052

SOME IMPORTANT MEN@L'OREAL MOMENTS



- Developing Key Strategic Partnerships
 - Movember Foundation – wellness events, top fundraising company
 - Equimundo – Participation in State of American Men research
 - Coqual – Participation in Belonging in the Workplace research
 - Harvard Inclusive Leadership – C-suite Participation
 - NY Urban League (WOC)
 - Paralyzed Veterans of America, USO, FourBlock, American Legion, Student Veterans of America (VALOR)
 - Rochester Institute of Technology Spectrum Support Program (DiversABILITY)
 - Tourette Association of America Rising Leaders (DiversABILITY)
 - Disability:IN conference (DiversABILITY)
 - Mental Health Month – (AANHPI)
- Campus activations / HBCU presence – recruiting events
- Positive impact to our Total Rewards offering (paternity leaves)
- Breakfast with CEO/COO, Mentoring Moments

CAREERS FOR

ALL AT L'ORÉAL

TECH

DATA ANALYST

CREATIVE DESIGN

EHS & FACILITIES

CMO

R&I DIRECTOR

HEAD OF DIGITAL

FINANCE

LEGAL

CORPORATE AFFAIRS
& ENGAGEMENT

CHIEF INFORMATION OFFICER

MEDIA EXPERT

HEAD OF E-BOUTIQUE

CRM

SALES

SEO

IT MANAGER

E-COMMERCE ANALYTICS

RETAIL

MARKETING

DIGITAL R&I

MANUFACTURING

DATA ANALYST

DATA STRATEGY
& GOVERNANCE OFFICER

PACKAGING

CLOUD ARCHITECT

PLANT DIRECTOR

GENERAL MANAGEMENT

CMI

ENVIRONMENTAL SCIENCES
& TOXICOLOGY

SUSTAINABILITY OFFICER

PRODUCT DEVELOPMENT

HUMAN RESOURCES

MARKETING DIRECTION

WORKPLACE SPECIALIST

AGILE COACH

SUPPLY CHAIN

SOURCING MANAGER

TALENT MANAGEMENT

MEDICAL



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creating space and time

FOR MEN'S HEALTH

Sometimes life can be tough, even for tough guys. We're here to support men of all ages.

WHO WE ARE





Global CEO Nicolas Hieronimus reaffirmed L'Oréal's commitment to diversity, emphasizing its crucial role in employee and consumer well-being, and its power to ignite creativity.

Thank you!

Nicholas.iadevaio@loreal.com