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2020 SUPPLIER DIVERSITY NEWSLETTER

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I STARTED NOTICING THEM IN MID-OCTOBER.

Before retailers were rolling out holiday deals and well ahead of leaves dropping from the trees. I'm talking about the inevitable "Year in Review" lists and end-of-2020 memes. Did you spot them, too?

The tone, however, seemed different this year – less fond remembrance and more "let's be done with 2020." The exasperation is understandable. After all, we have been through a year of disruptions which separated us from each other, upended plans, rattled our souls, and damaged our economic stability.

From working at home and ordering more carry-out to wearing masks and social distancing, our habits and lifestyles have shifted abruptly this year. After a while, most of us got better at blocking out the distractions – whether it was setting new work/life boundaries, getting back into our health and fitness routines, cultivating a new hobby, or pivoting to readjust a business model.

Let's face it, getting back on track and staying focused isn't always easy. But, as 2020 comes to a close, I encourage you to take the time and check in with yourself – or your business – and consider if your current routine is moving you closer to your goals or not. Or you may figure out it's time for those goals to change. Either way, revisiting the big picture often brings the perspective we need to reframe goals and reset strategies.

In this edition of our Supplier Diversity Newsletter, we explore ways people, groups, and companies find and maintain focus in a world of distractions. You'll meet Ellen Farrell, Vice President, General Counsel & Secretary – Toyota Financial Services, who shares her viewpoint on [aligning the company's vision with her daily work.] We check in with three more of our Business Partnering Groups (BPGs) – Toyota Christian Fellowship, ToyoPets, and Parents of Toyota – to learn about how their members are coping and moving forward. And we feature more #TeamToyota athletes as they continue pursuing their Olympic/Paralympic dreams and train for Tokyo next summer.

On behalf of myself, our Supplier Diversity Team, and everyone at Toyota, thank you for your continued support and good work, especially as we navigated challenging times together. Our best wishes for a happy and healthy holiday season and we look forward to all that's to come in 2021.



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• • • • •



Chuck Hendrix

SUPPLIER DIVERSITY
SR. MANAGER, PURCHASING
SUPPLIER DEVELOPMENT,
TOYOTA MOTOR NORTH AMERICA



TOYOTA

EXECUTIVE MESSAGE



Ellen Farrell

VICE PRESIDENT, GENERAL COUNSEL & SECRETARY,
TOYOTA FINANCIAL SERVICES

PLEASE TELL US A BIT ABOUT YOUR PATH WORKING AT TOYOTA.

I joined TMS in 1999 and spent most of my career in Legal. I moved to Texas in 2017 – now I have a six-minute commute! In 2019, I spent six months at TFS as Interim General Counsel and then returned to TMNA, splitting my time between Legal and Social Innovation. I love being in Legal, but Social Innovation and its areas of focus (D&I, community relations/philanthropy, environmental sustainability) have been a passion of mine. I returned to TFS as General Counsel in May 2020 and I'm excited to be back.

BRIEFLY DESCRIBE YOUR ROLE AND YOUR TEAM'S RESPONSIBILITIES.

I serve as TFS General Counsel & Secretary, with responsibility for the Legal and Enterprise Compliance functions. Legal's role is to provide solutions-oriented advice to mitigate risk and clear a path to help the business achieve its objectives. Enterprise Compliance's role is to partner with the business to follow applicable laws and regulations.

IN WHAT WAYS DO TOYOTA'S VISION AND MISSION ALIGN WITH YOUR DAILY WORK?

TFS' strategy is to "Transform Our Existing Business and Grow New Business Opportunities." The Toyota principles of Respect for People and Continuous Improvement guide our actions. Transforming our business focuses on putting customers first by delivering the experience that they want. We eliminate waste to free up resources and allow people to focus on higher value work, which provides growth opportunities. Eliminating waste is fundamental to Respect for People: Eiji Toyoda said, "Employees provide their precious hours of life to the company, so we have to use it effectively, otherwise, we are wasting their life."

WHAT ARE SOME OF YOUR 'PASSION PROJECTS' AND INTERESTS?

I love helping team members grow and develop their skills. When our people are engaged, they're far more creative to come up with better solutions. I'm passionate about Diversity Equity & Inclusion because it's not just the right thing to do, it's a business imperative. If we want to provide mobility solutions for all, we need diversity of thought. That comes from a team with diverse backgrounds, experiences and perspectives, and we need to be sure that everyone's voice is heard.

HOW HAVE YOU AND YOUR TEAM HAD TO ADJUST TO COPE WITH THE CHALLENGES OF 2020?

We're strong and resilient, so we're adapting well. One of the biggest challenges is connecting and collaborating virtually. Toyota values people and relationships, and it's harder to cultivate and sustain relationships virtually. It's even harder when new people join the team. We're trying to have more intentional connections, including touchpoints that are not to talk about work, but rather to just talk to each other.

WHAT ARE YOUR TOP PRIORITIES FOR YOUR TEAM IN 2021?

We have several new team members, so we're helping them learn our business and Toyota. I am focused on identifying professional growth and development opportunities for each of our team members. Additionally, I want to eliminate lower value work and muda to create bandwidth for new projects and higher value work. Importantly, we will continue to partner with the business to, as Mark Templin likes to say, "Get Stuff Done!"

ON A PERSONAL NOTE, WHAT ARE THREE THINGS THAT YOU ARE LOOKING FORWARD TO IN THE FUTURE?

In no order, the first thing is getting together with the team in person – I MISS PEOPLE! Secondly, I can't wait to see my goddaughter in Charleston. And third would be traveling for fun! I canceled two trips this year – Colorado with friends and Italy to see family – because of the pandemic.



TOYOTA

Toyota's employee-driven Business Partnering Groups (BPGs) help build inclusion and foster professional development throughout our company. These internal volunteer networks are based on shared characteristics and/or life experiences. Each of Toyota's 13 BPGs work to support the company's business objectives and partners with management to strengthen access to innovative ideas and diverse voices representing the future of Toyota.

We continue featuring our BPGs in the Partner Spotlight section of this edition of the Toyota Supplier Diversity Newsletter. This month we feature Parents of Toyota, Toyota Christian Fellowship, and ToyoPets.

For additional information about Toyota's BPGs, please [click here](#).

Toyota Business Partnering Groups

SHARE A BIT ABOUT YOUR BPG'S HISTORY, PURPOSE, MEMBERSHIP.



PARENTS OF TOYOTA / In 2019, several of us realized that there was a gap in the BPGs available and that a BPG for parents would help us and others. In December 2019, our Parents of Toyota BPG was formed with a Mission Statement: Making working parents more effective and engaged their professional lives by providing resources, advocacy, support, and educational opportunities that blend their personal and professional lives.

Our "founding" parents board all had different reasons to create this BPG: 1) Add Value: Spread the value of diverse parents to not only vehicles and personal performance improvements, but also future mobility solutions; 2) Philanthropy: Incorporate Toyota values to support community engagement to family life; 3) Transparency: To have a transparent set of resources which support transitioning into parenthood; 4) Resource: To grow an inclusive organization as a "one-voice-resource" passionate about work and family; and 5) Mobility: Collaborate on methods to move between work and family life smoother.



TOYOTA CHRISTIAN FELLOWSHIP / Lunchtime Bible studies have been ongoing during lunch time at Toyota for many years. Early in 2019, a small group of Christ-following individuals came together at the right time, with the same vision, and equal passion to create a Christian BPG at the Plano campus. After planning for the better part of the year, TCF became an official BPG at Plano in November of 2019, and the 9th TCF chapter across North America.

Our mission is simple: To create and develop servant leaders at TMNA-Plano. Our goal is to serve others across campus and in the community, while emulating the traits that Jesus commanded – love, humility, patience, and empathy (among others). We currently have more than 500 very engaged members. It has been humbling to see the outpouring of response in our BPG's first year.



TOYOPETS R&D / In August 2019, our BPG was founded by Chair Jamie Moeggenberg. The ToyoPets mission is that we are dedicated to enhancing the marketplace and corporate standing of Toyota within the diverse, inclusive, and passionate community of animal advocates. You do not have to be a pet guardian to be a part of our BPG – just share our passion for the welfare of pets and animals. Through our Community Outreach, Networking, Education, and Marketing/Accessories committees, we seek to expand Toyota's presence in our community, while continuously improving customer perspective in vehicle accessory design. Our BPG hopes to leverage the voice of our membership as animal lovers and influence Toyota's mobility initiatives for how we move people and pets. ToyoPets currently has a membership of nearly 115 members and growing every day.



HOW ARE YOUR BPG MEMBERS STAYING CONNECTED WHILE WORKING REMOTELY?

PARENTS OF TOYOTA / One of parents' greatest superpowers is multitasking. The benefit to being part of our BPG is the authentic networking system it provides. Team members can connect with their coworkers on a personal level, while providing the valuable resource of sharing experiences.

TCF / At our TCF Plano chapter, we recognize that our members are passionate about developing into servant leaders. We have made sure to have at least one event per month this year to promote continuous engagement from team members. Each week, we email prayers, inspirational messaging, and verses to keep our members encouraged and strengthened in their faith. Prior to working remotely, we established 10 fellowship groups – providing a platform for small groups of individuals to gather weekly, walk through a Bible study, and share prayer requests. Our prayer team continues to receive prayer requests and actively responds and follows up with those who have submitted.

TOYOPETS / We have maintained a great sense of connection and community thanks to Yammer (an internal communication and collaboration tool that helps us connect across the company). Our membership has stayed engaged by sharing tips and resources with each other and, of course, adorable animal pictures! ToyoPets has also focused on virtual events like the Barn Sanctuary online tour. We have hosted virtual Happy Hours, which have given us the chance to connect and introduce our pet friends, while having a little fun with networking and games. In addition, ToyoPets holds a quarterly General Body Meeting for our teammates at R&D to learn more about us, catch up on our latest activities and events, and find out how they can get involved. We love being able to connect with our membership through virtual events and hope to bring more in the future as most of us continue to work from home.

PARENTS OF TOYOTA: HOW HAS YOUR BPG BEEN ABLE TO HELP PARENTS AS THEY WORKED FROM HOME MORE THIS YEAR?

Through our Parents of Toyota Teams page, we have been able to share resources that were especially crucial throughout quarantine periods. We offer a spot for parents to reach out to others, congratulate new family members, and support with questions related to working from home and how that impacted our families. Our group has hosted casual lunches, helped with homeschooling information, and shared social justice resources for both ourselves as well as our kids.

TCF: IN WHAT WAYS HAVE TCF MEMBERS LEANED ON THEIR FAITH DURING THIS CHALLENGING YEAR?

It has certainly been a rocky and challenging year for all TCF team members. However, as it is with all challenges we face

in life, our faith remained our solid foundation throughout. Whether it was the COVID-19 challenges, social and racial unrest, or something else, we can take comfort in knowing that God is always in control and to trust in Him and His plan. While this daily reminder has tested our patience, it has provided enough peace of mind to make it through the day and prepare to overcome the next.

TOYOPETS: TELL US ABOUT AN ANIMAL-RELATED ISSUE TOYOPETS HAS RECENTLY SUPPORTED.

Due to COVID-19, we have had to shift our initiatives and how we support animal-related issues in our community. Instead, we have been focused on educating team members about issues faced by pets, farmed animals, and wildlife. Our quarterly newsletter keeps members up to date on current issues with topics like pet safety, local wildlife rescue, and more. Recently, we did a virtual tour of Barn Sanctuary – featured on the Animal Planet show “Saved by the Barn” – to share the great work they are doing in our community by rescuing farmed animals.

WHAT'S NEXT FOR YOUR BPG?

PARENTS OF TOYOTA / We are currently reimagining what ‘Bring Your Child to Work Day’ will look like for 2021 and considering what our members need as we re-think 2021 and beyond.

TCF / We look to build on events that we have established during our first year and continue to come together united in prayer over social, personal, and community challenges. Plans include feeding and eating lunch with the homeless population at OurCalling in South Dallas as well as “Serving our Partners” – in which we give a small gift and express our sincere appreciation for our corporate partners who serve our team members daily across campus. We are looking at hosting Easter and National Day of Prayer celebration events as well as expanding our Dealer Chat series to discuss faith in the workplace with a few dealer-owners. Also on our calendar is an expansion of our Servant Leadership Workshop series, where we will identify 4 key servant leader traits and dive into each trait in greater detail over a four-week period.

TOYOPETS / Our BPG is excited to continue bringing great educational content and fun to our membership, as well as all of R&D. Before year end, we will have a virtual outreach program presented by The Howell Nature Center. Their focus is on wildlife preservation, rehabilitation, and education in the community. We will be learning about endangered species and what we can do to help. We are always looking for new ways to engage with R&D and welcome any feedback on what members are interested in learning.



KEEPING THE VISION IN FOCUS

STUDIES SUGGEST A MYRIAD OF DISTRACTIONS—COUPLED WITH OVERALL SHIFTS IN ENVIRONMENT AND BEHAVIOR—ARE DIVERTING PEOPLE FROM THEIR DAILY ROUTINES AND TASKS. FROM GENERAL BUSYNESS AND MULTITASKING, TO SLEEP DEPRIVATION AND STRESS, MULTIPLE FACTORS CONTRIBUTE TO HAVING A LACK OF FOCUS.



The human mind is wired for continuous distraction. In fact, mind wandering is completely natural and happens so frequently it often goes unnoticed. In fact, a study from Microsoft Canada notes our average attention span has decreased significantly in recent years—from 12 seconds in 2008 to eight seconds in 2013. That puts people on par with goldfish!

So, it's no wonder in a world of continual disruptions (not to mention the science of brain function), we find ourselves seeking ways to improve our concentration. People often turn to making lists, simplifying routines, and optimizing technology as ways to regain focus.

But what happens when the swirl of distractions and disruptions—especially when they are out of your immediate control—interferes with the ability of a business leader to keep themselves and their team focused on the company's vision? Since we've all been on a bumpy ride this year, our final newsletter of 2020 takes a look at ways companies can restore perspective, bring clarity to a blurry vision, and move into 2021 with confidence.

DIDN'T SEE THAT COMING

To say 2020 threw everyone for a loop hardly tells the story. It's highly unlikely anyone could have anticipated the vast challenges and changes we would have to contend with this past year. For most people—and many businesses—this will be remembered as a period of setbacks, interruptions, and anxiety.

It's natural to lose perspective when in a state of distress, so try not to be too hard on yourself or others. The good news is getting back to a healthy place (personally and professionally) and refocusing your perspective is completely possible.

Time for a Vision Check?

What's your company's vision? (Hint: it isn't about making money). Is it the same as it was when you first opened your doors? Or has the vision for your business adjusted in some way because of an internal philosophical change or conditions in your market sector?

Some entrepreneurs never get around to shaping an official vision for their business, so you are not alone if your company doesn't have one. Whether you've yet to define your vision, or simply haven't thought about it in a while, perhaps these points will compel you to move the project to your priority list for 2021.

Why articulate your company's vision? When everyone on your team understands and values your vision, they're more likely to feel a part of your company's success. A vision also cultivates a shared focus, bolstering accountability and positioning your business to better navigate positive and negative change.



1. IT IS UNIFYING

When a vision is clearly defined within a company, it provides a gathering point, making everyone feel as though they are a part of a greater whole. Not only does this bring deeper meaning to the work being done, it also helps unify everyone into a team that is organized, focused, and working together to contribute to the vision.

2. IT IS INSPIRING

Defining a powerful vision is inspiring, cultivating a motivational effect on everyone within the organization. It creates energy and enthusiasm, increasing commitment and fostering change. This is especially important in difficult or stressful times, as having a clear vision will produce persistence and remind you why you started.



3. IT PROVIDES A FOCAL POINT FOR GOAL SETTING AND BUSINESS PLANNING

Having a vision provides a sense of purpose and direction for the business. Your vision will help define your short and long-term goals and guide the decisions you make along the way.

A quick internet search or visit to your favorite bookstore or local library will offer plenty of books about creating and defining your company's vision. You can also find a range of perspectives from "Ted Talks" on YouTube to workshops and seminars on the topic. With all the possible resources, there's a good chance you'll find one or two approaches will resonate with you. And remember to share the resources and ideas you've found with your teammates and colleagues.



"Always remember, your focus determines your reality."

GEORGE LUCAS



TOYOTA

Bring Your Focus into View

Deep breath in. Exhale. Repeat.

TRY THESE TIPS FOR REDISCOVERING YOUR FOCUS.

Adjusting to The Roller Coaster Ride

Other than "You're on mute" during video and conference calls, the words "pivot" and "shift" are likely among the most used in 2020. In fact, it seemed as if the terms became a rally cry as economic conditions began spiraling downward earlier this year. The main goal of a pivot is customarily to help a company improve revenue or survive in the market. It's a strategic choice that should align major changes across all the core departments of the business.

According to a July story in the Harvard Business Review, by mid-2020, many executives reached the assumption that everything would be changing because of the pandemic. Generally, the recipe for survival is supposed to be a thorough transformation of the entire company. But, the article states, the reality of how companies were dealing with the crisis and preparing for recovery tells a very different story, "...one of pivoting to business models conducive to short-term survival along with long-term resilience and growth."

The unusual economic conditions of early 2020 drove many business owners to make dramatic shifts in their products, services, or processes very quickly in effort to remain solvent. The strategy didn't always work well or last long for some companies. This could be a result of the pivot being made too abruptly, losing sight of the company's core vision and purpose. The collapses could also be attributed to misreading the situation and turning in a wrong direction or not considering moves being made by the competition.

A common thread among those businesses shifting successfully appears to be maintaining alignment with the company's vision, even when it may have pivoted itself. Many others effectively navigated towards the new reality of business culture, one with a shorter value chain, remote work, social/physical distancing, consumer introspection, and enhanced technology use.

RESET PRIORITIES

Start by looking at the goals you set earlier in the year and assess what has been completed and what needs to be added. Then, identify the most important things you want to achieve and set a strategy for getting there.

MAKE A PLAN

Having a plan helps you achieve more as it provides structure, focus and motivation. Break large goals into smaller sub-goals then brainstorm each sub-goal to identify the tasks or actions required.

BE REALISTIC

Build in some contingency time and expect the unexpected. If it feels overwhelming, try starting small by completing some tasks to achieve a sub-goal. This will motivate you to keep going.

TRACK YOUR PROGRESS

As you work through tasks, track progress. If you miss a target date, readjust, and rework the plan, extending the timeline if necessary.

CELEBRATE

When goals are achieved, remember to celebrate! And if you fall short, remember you have a plan in place and know what remains to be done.

FIND WHAT WORKS FOR YOU

Be flexible and tweak the plan to best suit your needs. But remember to keep stretching and setting the bar high to achieve more.



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SPOTIFY (SPOTIFY.COM)

As the global leader in music streaming, Spotify had, in principle, a platform with all the ingredients for success in the lockdown economy: customers trapped in their homes who would like to escape from reality by listening to songs seamlessly streamed to their mobile or other device. Yet the Swedish company struggled to find a pivot that enabled it to overcome a basic issue.

Unlike competitor Apple Music, Spotify's business model relied heavily on free users obliged to listen to advertisements. Pre-pandemic, they figured advertising revenue would advance faster than the free user base, thus becoming a key contributor to Spotify's bottom line. The model's limitations became readily apparent when the pandemic-induced economic downturn caused advertisers to slash their budgets.

A successful pivot Spotify made in response was to expand their focus on providing quality content to listeners by offering top-shelf original content in the form of podcasts. The platform saw artists and users upload more than 150,000 podcasts in just one month. They also signed exclusive podcast deals and curated playlists with celebrities such as Michelle Obama, Reba McEntire, and Ricky Thompson & Denzel Dion. The shift in strategy repositions Spotify as more of a tastemaker and helps them remain profitable.



TERRABOOST MEDIA (TERRABOOST.COM)

Chicago-based Terraboost Media prides itself as being a "purpose-driven" Out-of-Home (OOH) advertising agency. The group built a network of more than 72,000 hand-sanitizing billboards that dispense wipes and/or a dose of sanitizer along advertisers' messages to consumers entering major supermarket chains, grocery stores, and pharmacies.

During the pandemic, the number of the privately held company's hand-sanitizing kiosks grew to 90,000 nationwide and is expected to approach 150,000 kiosks by the end of 2020. Terraboost needed to dramatically increase its production to keep up with demand from its existing customers and others looking for hand-sanitizing solutions.

"The hand-sanitizing billboards are unlike others; they are totally functional. It's a win-win for everyone involved: the retailer, the advertiser, and the consumer who benefits from using the wipes," said Brian Morrison, Terraboost Media's CEO. He estimates 126 million people per day engage with Terraboost Media's hand-sanitizing billboards with 94% of shoppers having positive opinions of the companies sponsoring them.

Conclusion

After nearly a year of acclimating to the realities and routines of "the new normal," it's important to pause and recognize just how very adaptable and resilient we can be as individuals. The stories of compassion and ingenuity amid so many dramatic changes encourage us to remember all that can be accomplished by working together to find a better way.

At home, at work, and in our communities, people and businesses had to put plans on hold to take care of themselves and each other. Of course, the distractions created challenges, but they also caused us to slow down and, in many cases, rethink priorities and reconsider what's most important.

Let's stay optimistic as we regain our equilibrium and turn the calendar to 2021. Whether returning to previously set plans, taking a do-over, or considering a different direction, remember that clarity of vision—and maintaining focus—better positions you to navigate change and handle what's next.



Q4 HIGHLIGHTS



Tierra Kavanaugh Wayne

WBE HALL OF FAME ANNOUNCES 2020 INDUCTEES

The Women's Business Enterprise Hall of Fame will be inducting **Tierra Kavanaugh Wayne** in memoriam during their virtual ceremonies in March 2021. Wayne, founder and CEO of TKT & Associates Inc.—a Toyota Tier I Supplier—passed away unexpectedly April 30, 2020. Toyota Supplier Diversity is proud to have nominated her for this honor.

A total of 14 individuals, known for leading the way in women's business development, will be honored as 2020's inductees. Our special congratulations to these three Toyota partners joining the WBE Hall of Fame:

- **Joan LaGrasse** | Owner/General Manager, Imagen LLC | Tier I Supplier
- **Teresa Lawrence** | Owner and CEO, Delta Administrative Services LLC | Tier II Supplier
- **Phala K. Mire** | President and CEO, Women's Business Enterprise Council South



Phala K. Mire

The WBE Hall of Fame is a nonprofit organization launched in 2009 to recognize the contributions of women entrepreneurs in the communities, as well as their accomplishments within their industries.



The National Minority Supplier Development Council (NMSDC) announced winners of their annual awards during a virtual gala hosted on the final day of their 2020 Annual Convention and Business Opportunity Exchange in

October. Toyota is proud to have been named NMSDC 2020 Corporation of the Year (Class V, firms greater than \$150 billion). This is the fourth time since 2004 that Toyota has received the honor, which recognizes exemplary achievement in minority supplier development.



Toyota appreciates being named the Southwest MSDC's Corporation of the Year for 2020. It's our honor to support and work together with the Council to support diverse business development in Southwest Texas, Oklahoma, and New Mexico.

We also applaud Southwest MSDC for being named NMSDC's 2020 Council of the Year! Congratulations to President/CEO Karen Box and her team for receiving this well-deserved recognition.

SIX TOYOTA EXECUTIVES MAKE AUTOMOTIVE NEWS' 100 LEADING WOMEN LIST

In November, Automotive News celebrated 100 Leading Women in the North American Auto Industry, an honor recognizing women in the automotive field who make major decisions and have significant influence at their companies. The list is published by Automotive News every five years. Congratulations to these six Toyota leaders making the 2020 list:



Leah Curry
President,
Toyota Motor
Manufacturing,
Indiana



Susan Elkington
President,
Toyota Motor
Manufacturing,
Kentucky



Karen Ideno
Group Vice
President,
Toyota Financial
Services



Sandra Phillips Rogers
Chief Legal
Officer & Chief
Diversity Officer



Kristen Tabar
Group Vice President,
Vehicle Development
and Engineering,
Toyota Motor North
American Research &
Development



Julia Wada
Group Vice
President, Strategy,
Innovation &
Transformation |
Toyota Financial
Services



The National Business Inclusion Consortium (NBIC) recently named their fifth annual Best-of-the-Best list of corporations in America committed to diversity and inclusion across all communities. Toyota is honored to have received the designation, which recognizes corporations for their commitment to America's diverse employees and business owners, which includes LGBT people, people of color, women, and people with disabilities.

Kudos and Congratulations to Erin Caudill, Analyst on the Toyota Supplier Diversity Team, for being named a WBEA Warrior by the Houston Women's Business Enterprise Alliance. This was the first year for the award to be presented and recognizes those going above and beyond to promote WBEs and the WBEA. Specifically, WBEA selected Erin for her commitment to supporting the San Antonio market, being a strong Toyota advocate, and for being so approachable and available to ensure WBEs are able to meet their needs.



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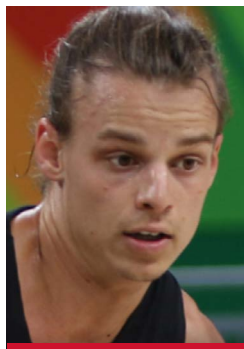
MEET TEAM TOYOTA Tokyo 2021

Toyota is proud to be a Partner of Team USA and Team Canada and the athletes competing in the Olympic and Paralympic Games being held in Tokyo next summer. We're especially honored to support our Team Toyota Olympic and Paralympic athletes – 17 from the United States and 10 from Canada – as they prepare, train, and compete.



We are featuring members of Team Toyota in each Supplier Diversity Newsletter leading up to the Games. Visit online at Toyota.com/team-toyota (USA) and Toyota.ca/olympics-paralympics (CA) to learn more about these competitors and keeping up with their progress through social media.

Nik Concin Team Canada | Wheelchair Basketball



Nik's family moved to Canada as refugees from the civil war in Sarajevo, Bosnia and Herzegovina. As if learning a new language and adapting to a new culture were not challenge enough, Nik lost a leg to bone cancer in his mid-teens. "Going from a very athletic young man, to severely skinny, disabled cancer patient was difficult," he says. The most influential part of his rehabilitation was sport, specifically wheelchair basketball. Nik made Canada's national team in 2009, and he's a big reason Canadian Paralympic Wheelchair Basketball has Gold in sight for 2021.

Stefan Daniel Team Canada | Paratriathlon



For Stephan, setting his sights on 2021 Paralympic Gold is just the start of his Olympic ambitions. Born with bilateral radial club hands, Stefan's right arm is significantly shorter than his left. But that hasn't stopped this native of Calgary, Alberta, from becoming one of the world's best triathletes. At just 16, he took Bronze at his first paratriathlon world championship, followed by a Silver in 2014, and Gold in 2015. He was 19 when he won Silver at the 2016 Paralympics in Rio – and Stephan continues to improve his performance.

Daryl Homer

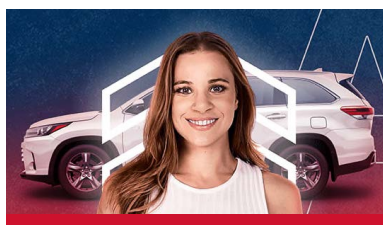
Team USA | Fencing



Daryl was only 12 when he began training with an Olympic fencing coach. To a kid born in the U.S. Virgin Islands and raised in New York, achieving incredible success at the 2016 Games in Rio was a dream come true. Daryl understands that mind and body aren't separate in sport, so he meditates and works with his sports psychologist while training for his return to the world stage. This time around, however, Daryl doesn't just want to repeat his success; he wants to shine a new light on fencing and show people the human side of being an athlete.

Oksana Masters

Team USA | Para Cycling



Radiation exposure from the Chernobyl incident resulted in Oksana being born with several physical impairments. She lived in an orphanage until age seven, when she met her adoptive mother and moved to the United States. Following amputation of both legs above the knee, Oksana was introduced to adaptive rowing then cycling and her competitive spirit was ignited. She joined Team USA for the 2012 Summer Paralympic Games and competes in the Winter Games in Nordic skiing. Oksana looks forward to competing in Tokyo and the opportunity to inspire the next generation.

Jessica Long

Team USA | Para Swimming



Shortly after her first birthday, an American family adopted Jessica from a Siberian orphanage. Born with fibular hemimelia, Jessica's legs were amputated below the knees so she could be fitted for prosthetics and learn to walk. She began swimming in her grandparents' pool and joined her first competitive team in 2002. By age 12, she was a member of the Paralympic Team and represented Team USA in Athens. Today, Jessica is heading to Tokyo as the second-most decorated U.S. Paralympic athlete of all time and determined to return to the world stage stronger and faster than ever.

Laurie Hernandez Team USA | Gymnastics



When she was five years old, Laurie watched a balance beam competition on TV and was captivated. Shortly thereafter, the New Jersey native began her gymnastic training. In 2016, Laurie lost hope while struggling with an injury before her first Olympic trials. Through the encouragement and support of her family, she went on to make the team and represent Team USA at the Olympic Games in Rio. This time around, the self-proclaimed perfectionist is working on her mental toughness just as hard as she's working on her routines.

Melissa Bishop Team Canada | Athletics



As the Canadian record holder in the notoriously demanding 800 meters, Melissa has battled injury many times, only to return stronger. Leading up to Tokyo in 2021, she faces her biggest hurdle yet – getting back to the best running shape of her life after the recent birth of her daughter. Few female athletes have successfully come back from pregnancy to return to their pre-motherhood success, but Melissa hopes her comeback story inspires other moms and moms-to-be.

MEET THE TEAM



Chuck Hendrix **SENIOR MANAGER**

- Oversees the Manufacturing and Sales Divisions
- Building of TOYOTA's Supplier Diversity Processes
- Development of Diverse Companies
- Organizations: WBEC-South Board Vice-Chair, AIG, BDR, NBL



Stephanie Burton **MANAGER**

- Internal Strategy Development
- Development of Diverse Companies
- Power of Exchange & Opportunity Exchange
- Organizations: AIG Treasurer, BDR
- Driving Impact – a Toyota/Adient Business Module



Tim Yamada **MANAGER**

- Internal Diversity Strategy Development – Financial Services
- Development of Diverse Companies
- Organizations: Disability: IN, NGLCC, WBC-Southwest, WBEC West, DallasFortWorth MSDC
- Toyota Mentorship Program for Small and Diverse Businesses



Erin Caudill **ANALYST**

- Tier I Reporting & Engagement
- Power of Exchange & Opportunity Exchange
- Organizations: NMSDC, NVBDC, Great Lakes WBC, Michigan MSDC, Southwest MSDC, Southern Region MSDC, WBEC South, WBEA, APACC and MHCC



Adrina Walker **ANALYST**

- Tier II Program Management
- Power of Exchange & Opportunity Exchange
- Newsletter and Social Media Management
- Organizations: WBENC, Mid-States MSDC, TriState MSDC, WBEC-ORV, CAMSC, WBE Canada



Alyssa Kirkopoulos **ADMINISTRATOR**

- Power of Exchange & Opportunity Exchange
- Execution of the Team's Sponsored Events

FEB 25

VIRTUAL

Southwest MSDC Stakeholders Meeting

FEB 26

VIRTUAL

Southwest MSDC/WBEA Networking Reception

FEB 26

VIRTUAL

WBEA San Antonio Networking Luncheon



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TOYOTA SUPPLIER DIVERSITY
DECEMBER 2020

THE FREEDOM OF MOBILITY CHANGES EVERYTHING.



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