



FAQ: About the RISEQUITY Listening Sessions

- **What are Listening Sessions?** The Listening Sessions (or focus groups) are confidential spaces that provide a series of interactive questions aimed to listen and obtain feedback on your experiences and how they relate to the current state of Out of the Box Brands (*Jack in the Box and Del Taco*) from a diversity, equity, and inclusion perspective.
- **What Listening Sessions are offered?** The sessions are offered based on how you identify, and your role and function. **While you will most likely identify with multiple sessions offered, it is recommended that you select only one listening session for a group with which you most closely identify.** If you have any questions about which session to select, please contact info@risequity.co.
- **What is asked during the Listening Session?** We are asking these questions so your voice may be heard, and so we can build a plan that accurately represents the needs of all Out of the Box Brands employees. Five questions are asked and specific examples to support an experience are appreciated.
- **Who can participate in these Listening Sessions?** Any Out of the Box Brands Support Center employees above District Managers (Jack) and Area Directors / Area Managers (Del Taco) are invited to participate in a Listening Session.
- **How long will the Listening Sessions last?** Each Listening Session will last one hour.
- **When are the Listening Sessions taking place?** Employees may select a Listening Session date and time based on the availability of each session between now and the end of April.
- **How many people can attend a Listening Session?** The listening session groups are no larger than eight (8) participants and respondents who sign up will receive a separate calendar invitation with the virtual meeting link. If a session is full, you will be contacted by RISEQUITY.
- **Why is the company offering these Listening Sessions?** One important component of understanding Out of the Box Brands' (Jack in the Box & Del Taco) current culture of diversity, equity, and inclusion is having an opportunity to hear from you about your personal and unique experiences while learning what can be done to take the company's DE&I efforts to the next level. The anonymous sentiments, responses, and feedback are aggregated to provide a better understanding of the Out of the Box Brands employee experiences through a lens of diversity, equity, inclusion, and belonging to develop and plan relevant DEI initiatives for 2023 based on your feedback.

- **How will the anonymity of the results be maintained?** These sessions are completely confidential to establish a high threshold of trust. The anonymity of people participating in these sessions is of the utmost importance. RISEQUNITY does not share who participates in these sessions and manages the registrations with complete anonymity from the company. Any identifying information collected by RISEQUNITY (i.e., name, email address, etc.) will not be provided to the company and is only used for registration purposes. To maintain the anonymity of specific examples or situations provided, a person's identity will be aggregated by themes or overall sentiments to prevent personal identification. There is a code of confidentiality that all participants agree to prior to starting the session and adhere to during and after each session.
- **What if I want to share something but don't want to share it in a group?** After each session, there are opportunities to share information or experiences privately with RISEQUNITY.
- **Who will have access to the information shared?** While RISEQUNITY will be taking notes, the session is not recorded on audio or video. RISEQUNITY will only share aggregated feedback to ensure anonymity.
- **Should I use the Listening Session to report situations of discrimination?** We recommend that *any* issues of discrimination or harassment be reported to HR in order to have the situation addressed. Since the Listening Sessions are anonymous, we will be unable to support or help you if you disclose information or report any discrimination or harassment issues in the Listening Session. If you have any issues to report, please contact your respective HR leader, [Peggy Chapman](#) (Jack) and [Jeanne Graves](#) (Del Taco).
- **What information will be shared once the Listening Sessions are complete?** A summary of feedback and themes will be prepared by our consultants at RISEQUNITY and shared with the Executive Leadership Team. We will use the results to propose DEI initiatives for 2023 to ensure we are intentional and informed, and improve the DEI work we are doing to make every employee's experience more diverse, equitable, and inclusive across Out of the Box Brands.
- **Who is RISEQUNITY?** RISEQUNITY is a diversity, equity, inclusion, and belonging (DEI&B) company focused on transforming company culture, improving performance, and creating an equitable future for companies and society. Led by recognized facilitators and experts, RISEQUNITY provides customized qualitative and quantitative maturity models and dashboards, workshops, equity forums, sponsorship programs, and advancement coaching, where participants are empowered to lead with confidence while positively impacting workplace change. For more information, check their website: www.risequity.co.
- **Questions?** Contact info@risequity.co with any questions related to the listening sessions.