



William P. Gipson
President, Packaging
Transformation &
Chief Diversity Officer

August 29, 2017

Michael Chanak Jr.
230 Great Oaks Trl
Apt 213
Wadsworth, Ohio 44281

Dear Michael,

On behalf of P&G, I want to personally thank you for your leadership. I do not believe we met during your time here and from what I now understand about your determination to make us better and more inclusive I truly regret not meeting you earlier. Your courage led to P&G's inclusion of the LGBT community into our diversity statement 25-years ago. It started a movement that has had a profound impact on the Company and the community. I know the path wasn't easy and that we didn't always get it right...starting with failing to appropriately appreciate the catalysts of the movement. But your example of persistence and courageous leadership is something we continue to learn from and its time, past time really, to collectively celebrate and tell your journey.

Brent shared with me your story and the journey it took for the Company to recognize the LGBT community. Today, we continue to learn and evolve but I am proud that we have GABLE organizations in 43 countries with more than 5,000 members that continue to support and lead the way. We are better today in many ways and yet have more to do. P&G was active in 25 Prides around the world this year and look forward to expanding our active community outreach in the future.

As we look back at this milestone and the story that brought us here, I feel it is very important to share this with others so they can understand and learn from the journey you started. Equally I important, I want to recognize you and those around you that made it possible.

To this end, I would like to extend a personal invitation for you to join me and P&G in celebration of the 25th Anniversary of LGBT Inclusion. I would like you to take part in a panel discussion for our employees to share this story on Tuesday, October 17 followed by a recognition dinner at the Anderson Pavilion.

I can't overestimate the impact you have had on others in ways big and small. I know for a fact our Company would be a very different place if it weren't for your actions and strong sense of purpose.

It would be our honor to host you and personally say "Thank You!" I hope you will be able to join.

With best wishes,

A handwritten signature in blue ink, appearing to read "W. P. Gipson".

William Gipson
President Packaging Transformation & Chief Diversity Officer

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