

Culture & Wellbeing Strategy

Vision

Foster a culture of care and empathy that empowers colleagues to focus on their well-being and stay energized personally and professionally.

Mission

Empower colleagues to be @Yourbest by supporting them personally and professionally in each area of wellbeing: physical, mental, social, professional, financial, and community.

GROUND RULES

- Providing education, opportunity, & meaningful rewards
- Supporting personal and professional life balance
- Keeping the program fresh
- Keeping the generational mix in mind
- Foster positive connections and relationships
- Provide programs that are easily accessible, keep it simple
- Provide benefits and resources for the moments that matter
- Having fun!

PHYSICAL WELL-BEING

- Healthy Foods, Snacks and Specialty Beverages
- Local / Regional Challenges
- @YourBest Wellness Program
- Ergonomics Support
- WellBeats
- Virtual Fitness Classes (Yoga and other)
- Frosty Challenge
- Flu Shots
- Lunch & Learns (TBD – MN)

MENTAL WELL-BEING

- [Employee Assistance Program](#)
- **Paid Time Off**
- **Paid Parental Leave**
- **Flexible Work Arrangements**
- [Care.com Resources](#)
- **Catastrophic Leave**
- **Webinars & Watch Parties**
- **Engagement Events**
- **Meditation & Yoga Sessions**
- **Rethink Care** (through @yourbest)
- **Wellness Room**

SOCIAL WELL-BEING

- Casual Dress
- Colleague Sponsored Groups (CRGs)
- Company Events
- Happy / Happiness Hours
- Carrier Hosted Events
- Monthly Colleague Engagement Days
- Lunch & Learns (TBD – MN)
- Social Committees

PROFESSIONAL WELL-BEING

- Tuition Reimbursement
- THRIVE & GROW Programs
- MMA U
- Internal Mobility / Career Pathing
- Ongoing, Transparent Communication
- Engagement Surveys
- Service & Anniversary Recognition
- Insights Discovery
- UMW Moments
- Professional Designations
- Regular Manager & Department Meetings

FINANCIAL WELL-BEING

- Competitive Compensation and benefits
- Retirement Savings Plan & Match
- Stock Purchase Plan
- Financial Engines
- Care.com Discounts
- Pay Equity Analysis
- Annual Incentives / Bonus Program
- Merit Increases

COMMUNITY WELL-BEING

- Volunteer Time Off
- Social Impact Platform / Committee
- Matching Donations
- Local Community Outreach
- Supporting Local Organizations
- DE&I Council