



Employee Health and Wellness Policy

The health and wellness of our employees is of central importance to our culture. As such, we employ the following programs and initiatives to support and maximize employee wellness.

- Conduct Wellness survey to help us better tailor our employee health programs
 - Discounted employee gym passes
- Work-Life Balance Employee Assistance Program, services including:
 - Childcare and/or eldercare referrals
 - Personal relationship information (marriage/family issues)
 - Health information
 - Legal consultations and licensed attorneys
 - Financial planning assistance
 - Stress management
 - Mental illness
 - Career development
 - Alcohol/drug dependency
 - Wellness and self-help
- Commuter benefit with WageWorks encourages public and alternative transportation
- Mandatory CPR/First-Aid training for key teams / positions every other year
 - Easily accessible Automatic External Defibrillators
 - Healthy snacks
- Standing desks and other medically necessary ergonomic desk requirements
- Value Added Programs provided by our medical benefits provider, Nippon Life Benefits
 - “Decision Power” - brings together under one roof information, resources and personal support from staying fit and dealing with back pain to facing a serious diagnosis.
 - o Talk to a Health Coach
 - o Health Improvement Plans
 - o Healthy Baby – series of 5 prenatal education videos, with topics on exercise, nutrition, safety and breastfeeding
- Healthy Discount Programs – Chiropractic and Acupuncture (POS Plan), Weight Management/Jenny Craig and Weight Watchers, Hearing Aids and Screenings
 - Mail order pharmacy and chiropractic care
 - Life Planning Provided by UNUM
 - Nippon Prenatal Program
 - Parental Leave Coaching