Chubb has the following questions about "bring your own device" (BYOD) practices. For those unfamiliar with this, BYOD policies allow employees to use their personal computers to perform their jobs and access the organization's systems.

1. Is your organization utilizing BYOD? If yes, please continue to the following questions.

2. Is a specific list of acceptable devices (e.g., MacAirbook, Lenovo, etc.) identified or may employees purchase any device of their choosing?

3. Is a stipend provided to purchase a device? If yes, what is the amount and frequency?

4. What degree of tech support is offered for personal machines? Meaning, is the employee fully responsible for supporting their own device or does the organization’s "help desk" support issues such as computer, printer, network, firewall, etc.?

5. How do employees access the organization's network and applications? Are virtual desktops (e.g., Citrix, VMWare) used or are the personal devices configured onto the corporate network?
   A. If virtual desktop technology is used, what drove this decision (e.g., performance, cost, etc.)?

Julie Flores, Chubb & Son Insurance, March 2, 2015

<table>
<thead>
<tr>
<th>COMPANY, CONTACT NAME</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chevron</strong></td>
<td>1. Yes, but this is more for accessing Chevron’s network from home.</td>
</tr>
<tr>
<td>Sara Kashima</td>
<td>2. The Smartbadge reader is compatible with any PC. Chevron’s IT group provides a short list of devices, and e-mail seems to be accessible from anywhere the employee has an internet connection.</td>
</tr>
<tr>
<td><a href="mailto:SKSH@chevron.com">SKSH@chevron.com</a></td>
<td>3. No, not really. Some business units provide an iPad at company cost, but not all.</td>
</tr>
<tr>
<td></td>
<td>4. We can use the help desk for remote access issues.</td>
</tr>
<tr>
<td></td>
<td>5. Several ways: Smartbadge external reader for network access; we use a Cryptocard (pin #) to get e-mail only—not access to the entire network, this is just to access e-mail from an iPad, iPhone, or personal computer at home. A. Not sure, but we’ve had it for many years. I’ve had home access using these devices for almost 10 years now.</td>
</tr>
</tbody>
</table>

| Deloitte               | Deloitte does not support BYOD. Instead we allow professionals to use discretion and use their work devices for some personal use if they choose to do so. |
| Melissa Anzelc         | manzelc@deloitte.com |
| **FM Global**  
| **Mary Fox**  
| **mary.fox@fmglobal.com**  
|  
| We do not have a BYOD practice, but can load access our network through smart phones and home computers. If we need assistance in accessing FM Global sites we can receive technical support, but otherwise our personal devices are not supported by the IT group. Most employees are given a laptop and now many are moving to tablets.  

| **Herman Miller**  
| **Kim Smit**  
| **kim_smit@hermanmiller.com**  
|  
| 1. YES  
| 2. Depends on the program  
| 3. No  
| 4. See below. For the most part it is up to the employee.  
| 5.  
| A. We are able to access.  

Here are details on our programs:  

**Choice Cellular**  
The Choice Cellular Program was created to modernize the choices of cellular devices available to us. The program acknowledges our growing demand for the ability to choose a mobile device that we prefer. It is our goal to enable the balance of business and personal mobile device use while also being fiscally responsible.  

If you qualify for the program, you will receive a reimbursement in your paycheck to apply toward the cost of your personal service plan. You will receive your corporate email, calendaring, and contacts to your personal mobile device through the Herman Miller App Catalog. We recommend that if you travel outside of North America for business more than once per quarter, you should remain in the corporate funded program.  

Your mobile device phone number will be published internally for use by Herman Miller business partners, as the per pay period reimbursement compensates you for the business use of your device.  

**Voice Only**  
You may be eligible for a $12.50 per pay period reimbursement if your Work Team Leader requires you to have a cell phone for your job.  

**Standard Voice and Data**  
You may be eligible for a $25.00 per pay period reimbursement if your Work Team Leader requires you to have a cell phone with mobile data capabilities for access to Herman Miller email, calendar, contacts and other mobile resources.  

**High Usage Voice and Data**  
You may be eligible for a $35.00 per pay period reimbursement if your Work Team Leader requires you to have a cell phone with mobile data capabilities and you are highly mobile, required to travel for your job often, and require frequent access to mobile data.  

Reimbursements must be approved by your Work Team Leader. You are
responsible for the details and specific plans associated with your personally funded cellular agreements. Please contact your IT Customer Liaison if you are interested in or have questions about this program.

**Choice Connectivity**
The Choice Connectivity Program was created to modernize your data connectivity choices. The program acknowledges our growing demand for internet enabled mobile devices. Herman Miller wants to balance business and personal connectivity use as we move forward, while also being fiscally responsible.

The Choice Connectivity Program provides a per pay period reimbursement for qualified employees to be used towards these costs. Connectivity expenses of any type are not reimbursable through T&E. The Choice Connectivity reimbursement is intended to be used towards the following expenses: home phone/fax, home internet, cellular data cards, hotel and inflight WiFi. The program is currently available to North America-based employees including Geiger. The program excludes Herman Miller Canada, Nemschoff, contractors, owned dealerships, and international employees at this time.

For all individuals who do not qualify for a reimbursement, you may still T&E up to $260 a year for business-related connectivity fees. We will be implementing a review process that will notify you and your Work Team Leader if/when you reach $200 in connectivity charges processed through GERS in any given year. At that time, you and your Work Team Leader should have a conversation regarding moving into the Connectivity Reimbursement program.

**Standard Usage**

You may be eligible for a $10 per pay period reimbursement in the following situations:
- You need regular access to the Herman Miller network outside of your standard scheduled hours
- Your role requires on call duties for multiple consecutive days, working for a minimum of 2 hours at a time on the Herman Miller network
- You travel for business an average of 15-20 days per year to a non-Herman Miller location and require network access

You are not eligible for a $10 per pay period reimbursement if you:
- Occasionally need Herman Miller network access outside of your standard business hours to react to or mitigate a business emergency
- Choose to access the Herman Miller network to perform job related duties outside of your scheduled business hours

**High Usage**

You may be eligible for a $30 per pay period reimbursement in the following situations:
- You travel for business more than 20 days per year and require Herman Miller network access
- You are required to spend the majority of your time performing business activities outside of a Herman Miller location and need remote
access to the Herman Miller network
· You work at home 100% of the time
· You do not have a designated Herman Miller work station at a
Herman Miller work location*

*Herman Miller work locations include: Zeeland Mainsite, GreenHouse,
Design Yard, Spring Lake 171st and Hickory, Geiger Atlanta, Geiger North
Carolina.

Reimbursements must be approved by your Work Team Leader. You are
responsible for the details and specific plans associated with your personally
funded data connectivity agreements. Please contact your IT Customer
Liaison if you are interested in or have questions about this program.

Choice Tablet
The Choice Tablet Program was created to enable Herman Miller
employees with the means to be connected, creative, and mobile using a
tablet of your choice.

Qualified employees may begin to receive a per pay period reimbursement
to be applied towards the purchase and/or use of a tablet device for business
functions. The reimbursement is also intended to be applied towards the
purchase of applications and accessories for the device. The program is
currently available to North America based employees including Geiger.
The program excludes Herman Miller Canada, Nemschoff, contractors,
owned dealerships, and international employees at this time.

Choice Tablet Program
You may be eligible for a $10 per pay period reimbursement if your role
requires a tablet device to perform standard business functions while
mobile.

You are not eligible for a $10 per pay period reimbursement if you have
received a corporate funded tablet.

Reimbursements must be approved by your Work Team Leader. You are
responsible for the details and specific plans associated with your personally
funded tablet. Please contact your IT Customer Liaison if you are interested
in or have questions about this program.

Johnson & Johnson
Harriet Stein
hstein@its.jnj.com

No, we primarily do not utilize BYOD. However, employees are given a
remote access feature through Web Outlook, which enables them to log in
remotely from any computer in order to review and respond to their email.