Dear Members,

Sodexo’s Group level CEO, Michel Landel, has agreed to communicate his overarching position / endorsement of his global level commitment to work/life effectiveness and flexibility.

As a frame of reference, please share your CEO’s/ executive leadership statement on this topic.

Jodi Davidson, Sodexo, April 12, 2016

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<tr>
<th>COMPANY, CONTACT NAME</th>
<th>COMMENTS</th>
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<tr>
<td>Eli Lilly John Patton</td>
<td>Here’s Lilly’s quote:</td>
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<td><a href="mailto:patton_john_d@lilly.com">patton_john_d@lilly.com</a></td>
<td>&quot;We recognize the critical importance of work-life programs to address the diverse needs, expectations, lifestyles, and work styles of employees that allow them to be the most effective,&quot; said Steve Fry, senior vice president of human resources and diversity. &quot;Family-friendly work schedules and benefits are about having lower stress levels, maintaining better health, and enabling a stronger focus when at work—all leading to enhanced engagement, increased innovation, and ultimately better results.&quot;</td>
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| Herman Miller Kim Smit | Here is a link that we have on our intranet site - [https://omnivideo.wistia.com/medias/cbbqpmbkuo](https://omnivideo.wistia.com/medias/cbbqpmbkuo). This was recently updated. I am looking forward to what others have. |
| kim_smit@hermanmiller.com | |
ADDITIONAL STATEMENTS:

Marc Benioff, chairman and CEO of Salesforce:

“I believe a balanced life is essential, and I try to make sure that all of our employees know that and live that way. It’s crucial to me as a manager that I help ensure that our employees are as successful as our customers and partners. I also think that employees these days expect less of a separation of work and personal life. That doesn’t mean that work tasks should encroach upon our personal time, but it does mean that employees today expect more from the companies for whom they work. Why shouldn’t your workplace reflect your values? Why is ‘giving back’ not a part of our jobs? The answer for us is to integrate philanthropy with work.”

(9 Thought-Provoking Quotes About Work-Life Balance, Forbes, July 2015)

Richard Branson, Founder and Chairman of Virgin Group:

“We like to give people the freedom to work where they want, safe in the knowledge that they have the drive and expertise to perform excellently, whether they [are] at their desk or in their kitchen. Yours truly has never worked out of an office, and never will.”

(8 of the Best Quotes About Flexible Work, flexjobs, November 2014)

David Coplin, Chief Envisioning Officer of Microsoft UK:

“We need to take a more flexible approach to both the workplace and the work we do; one that provides us both the physical and cognitive space to harness the incredible power, insight and experience we offer, but focused not on the individual processes but instead on the overall outcomes our organisations are seeking to achieve.”

(8 of the Best Quotes About Flexible Work, flexjobs, November 2014)

Brian Dyson, former vice chairman and COO of Coca-Cola:

“Imagine life as a game in which you are juggling some five balls in the air. You name them—work, family, health, friends and spirit and you’re keeping all of these in the air. You will soon understand that work is a rubber ball. If you drop it, it will bounce back. But the other four balls—family, health, friends, and spirit—are made of glass. If you drop one of these, they will be irrevocably scuffed, marked, nicked, damaged, or even shattered. They will never be the same. You must understand that and strive for balance in your life.”

(9 Thought-Provoking Quotes About Work-Life Balance, Forbes, July 2015)
John E. Gherty, President and CEO of Land O' Lakes:

“Within the best organizations, employees are your biggest assets. A company that is employee-friendly drives for performance but also recognizes and supports a blending of work/life challenges. That's a pretty powerful message. And it has to come from the top.”
(CEO sets example to balance work, life, honoluluadvertiser.com, June 2003)

Cali Williams Yost, CEO/Founder of Flex+Strategy Group and Work+Life Fit:

“Telecommuting, one of many forms of work-life flexibility, should no longer be viewed as a nice-to-have, optional perk mostly used by working moms. These common stereotypes don’t match reality—allowing employees to work remotely is a core business strategy today... We need to de-parent, de-gender, and de-age the perception of the flexible worker.”
(8 of the Best Quotes About Flexible Work, flexjobs, November 2014)