Work-Life & Wellness Snapshot

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October 3, 2013
Agenda

• Business Case for Work-Life & Wellness
• Engaging Employees Through All Life Stages
• Campus Work-Life/Wellness Snapshots
• Discussion about Business Challenges/Work-Life at your campus—challenges/opportunities/potential solutions
The Business Case for Work-Life/Wellness

It’s all about talent…engagement…business results

• Studies show strong correlation between work-life flexibility and higher levels of engagement, retention and overall health
• Fathers now experiencing more work-life conflict than mothers
  – ES has more than xx,000 insured children as dependents (xxx infants)
  – Almost half of SPROUT members are men
• 20% of employees in US provide eldercare; rising to 50% in five years
  – ES has among the highest eldercare use in Bright Horizons
• ~75% of medical costs due to preventable conditions
  – Employees report feeling nervous or stressed “sometimes” or “often” – negatively impacting well-being and performance
  – ES LWP data lists stress, high blood pressure and weight as the top three concerns
• Healthy employees = increased productivity, lower absenteeism, lower health-care costs (bottom-line impact)
  – Health-care benefit cost projected to rise sharply
### Engaging Employees Through All Life Stages

<table>
<thead>
<tr>
<th>Early Career</th>
<th>Mid-Career</th>
<th>Late Career</th>
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<tbody>
<tr>
<td>Back-up Care</td>
<td>Back-up Care</td>
<td>Homeowners</td>
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<tr>
<td>College Coach</td>
<td>Homeowners</td>
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<td>Homeowners</td>
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<td>Employee Resource Groups</td>
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<tr>
<td>Flexible Work Arrangements</td>
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<tr>
<td>Volunteerism</td>
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<td>REAACH</td>
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<td>Wellbeing Series</td>
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<td>Education Assistance</td>
<td>Education Assistance</td>
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<td>Career Development</td>
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<td>Sittercity</td>
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<td>Employee and Family Assistance/Disabilities Resources</td>
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<tr>
<td>Wellness</td>
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**Success at work, at home, in communities**
### Campus Demographics

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>19-34</td>
<td>xxx</td>
<td>xxx</td>
</tr>
<tr>
<td>35-44</td>
<td>xxx</td>
<td>xx</td>
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<tr>
<td>45-54</td>
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<tr>
<td>55+</td>
<td>xxx</td>
<td>xxx</td>
</tr>
<tr>
<td>Total</td>
<td>xxxx</td>
<td>xxx</td>
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</tbody>
</table>

### Campus Work-Life Utilization

<table>
<thead>
<tr>
<th>Work-Life Program</th>
<th>Utilization Count</th>
<th>Utilization Percentage</th>
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</thead>
<tbody>
<tr>
<td>Flexible Work Arrangements</td>
<td>Xx</td>
<td>xx%</td>
</tr>
<tr>
<td>Sittercity</td>
<td>Xx</td>
<td>x*</td>
</tr>
<tr>
<td>Backup Care</td>
<td>Xxx</td>
<td>xx%</td>
</tr>
<tr>
<td>College Coach On site workshops and counseling sessions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Live Well Profile</td>
<td>Xxx</td>
<td>xx%</td>
</tr>
<tr>
<td>Onsite Fitness Center</td>
<td>Xxx</td>
<td>xx%</td>
</tr>
<tr>
<td>Weight Watchers</td>
<td>xxx</td>
<td>x%*</td>
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</tbody>
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*Programs were launched within six months of snapshot*
Flexible Work Arrangements in Detail

Flexible Work Arrangements website

Demographics

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FWA Participation by Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>9/80</td>
<td>xxx</td>
<td>xx</td>
</tr>
<tr>
<td>Part time</td>
<td>xx</td>
<td>Flex Schedule w/ Core Hours</td>
</tr>
<tr>
<td>Alternate Work Week</td>
<td>Xx</td>
<td>Teleworker</td>
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Just in time management training available: onsite or CBT
Campus Discussion

• What are you current business and workforce challenges? How does this impact Work-Life at your campus?

• What do you think is working at your campus in terms of Work-Life?

• Are there any best practices that you would like to share?

• What do you see as your most significant Work-Life challenge?

• How can we better partner with you in supporting Work-Life and having it viewed as a driver of engagement and productivity?

• Brainstorm options/solutions for implementation…determine follow-up
Work-Life Integration
Success at Work, at Home and in the Community

Work-Life Programs
Back-Up Child/Adult Care
College Coach
Disabilities Resources
Employee Assistance
Flexible Work Arrangements
Wellness
Work-Life Resource Referral

Work-Life Resources
Websites
Work-Life Integration
Wellness
Work & Family Life Updates
Work & Family Life Newsletter
Work-Life Wellbeing Series
Soaring Words
Work-Life Solutions

Monthly Work-Life Updates
ES Intranet

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