

HUMAN CAPITAL HEALTH & CULTURAL AWARENESS

Under Human Capital's Diversity, Equity & Inclusion umbrella we launched the kick-off two awareness initiatives. The *first* initiative is **Health & Wellbeing Awareness**, which promotes and educate employees on healthier lifestyle and the *second* is **Cultural Awareness** to show our employees how much we value, appreciate and respect the cultural diversity each employee brings to the workplace.

I. Health & Wellbeing Program:

We offer the following Health & Wellbeing services to our employees:

- Educational health information at on-site events, on the ADP landing page and our and the new **Total Rewards Portal**.
- Health awareness will be targeted on health issues such as: Cancer, Diabetes, Heart Disease, Men/Women's Health, Stress Management and more.
- The "**Win Wellness Wednesday**" was coined to identify a day in the week when employee can look forward to health resources and up to date medical information on a consistent basis.
 - Win highlights such causes as the October Breast Cancer Awareness month, during this month we change our Win logo from orange to pink. This is present on our company website and ADP, we also provide employees with information on how and where to get screened. In addition, to our communication plan, we allow employees two hours of paid time off, to go have a mammogram done annually.
 - November is Hunger and Homelessness Awareness month and volunteering is an integral part of this organization, to provide services for the hungry and food insecure is a service we take pride in.
 - Another example of how we raise awareness and engage our employees, is our annual **Win Walking Challenge**. All employees are encouraged to participate and win prizes!
- **The Annual Virtual Health Fair** happens every June. We provide a host of professional demonstrations of healthy practices like cooking, exercise and meditation. Conduct preventive health screenings and immunizations. Create awareness about available wellness program resources through Cigna and throughout our footprint.

Program Health & Wellbeing Goals:

- Help employees and their family members choose healthier lifestyles
- Reduce the health risks factors of employees and family members
- Increase employees' and family members' use of preventive health services
- Reduce (or slow the growth of) health care costs to employees and the organization
- Reduce absenteeism
- Increase productivity

II. Cultural Awareness Program:

Our Diversity, Equity & Inclusion (DEI) statement speaks to acceptance of cultural differences and valuing all people. With that, we have established the **Win Diversity, Equity & Inclusion Steering Committee** to organize, engage, uplift, and educate through programs that supports diversity, equity & inclusion. This education starts during the talent sourcing stage and is enforced as soon as they become employees during new employee orientations. The DEI committee also serves as a forum for those who want to volunteer and/or contribute to ensure they have an opportunity to share their voice. The committee consists of a cross section of employees in all departments and levels.

Our efforts have been showcased across the following initiatives:

- Identify annual speakers, authors and DE&I professionals to present at Town Halls.
- Present discussions that can be streamed live and recorded to post on our intranet.
- Marketing & Communication efforts that lead to branded DEI logo, dedicated separate email address, Microsoft Teams space, and a website presence.
- The committee has successfully facilitated several forums for employee advocacy:
 - Safe Space Conversations
 - George Floyd & Breonna Taylor Town Hall
 - Asian American Community Town Hall
 - LGBTQ-IA Pride Town Hall
 - Jane Elliot, American Diversity Educator and Author Town Hall
- Rolled out the first Win Annual DEI Survey in 2021 with follow-up Focus Groups

Upcoming initiatives include:

- An internal SharePoint site is coming next.
- Source minority-owned businesses/vendors and businesses that support minority issues
- Employee Resource Groups

Cultural Awareness Goals:

- Improve employee engagement
- Improve employee retention
- Increase productivity
- Improve creativity
- Improve cultural insights
- Improve company branding
- Improve and develop a wider range of skills

We realize this a journey, but the health, wellbeing and inclusion of all employees, is critical to an organization's ability to adapt to a fast-changing world. The objective of these programs are to bring about a new outlook on health and a new understanding on the diverse perspectives, experiences, culture, and gender identifications of all employees. Organizations with a healthy and diverse workforce perform better!

Note our Health and Cultural Awareness Calendar below ... 

2021 HEALTH & CULTURAL AWARENESS CALENDAR

MONTH	HEALTH AWARENESS	CULTURAL & OTHER AWARENESS ACTIVITIES
<i>JANUARY</i>	ABG Q&A EDUCATIONAL SESSION	
<i>FEBRUARY</i>	FINANCIAL HEALTH - LEARN THE BASICS OF RETIREMENT PLANNING 403(B) PRINCIPAL WEBINAR A HEART HEALTHY LIFESTYLE, CIGNA WEBINAR DENTAL OUTREACH PROGRAM, CIGNA – ONGOING	BLACK HISTORY MONTH
<i>MARCH</i>	COPING W/ PANDEMIC FATIGUE, CIGNA EAP WEBINAR PLANT BASED LIFESTYLE/DIET, DR. MILTON MILLS	INTERNATIONAL WOMEN'S MONTH
<i>APRIL</i>	BIOMETRIC SCREENINGS, CIGNA QUEST LAB CONNECT TO PRINCIPAL RESOURCES, PRINCIPAL 403(B)	ADMINISTRATIVE PROFESSIONAL'S DAY
<i>MAY</i>	REFRESH, REFOCUS, RELAX: TECHNIQUES THAT WORK CIGNA EAP (MENTAL WELLBEING RELATED) COLON CANCER AWARENESS MAILING FOR YOUNGER ADULTS, CIGNA	MENTAL HEALTH AWARENESS MONTH
<i>JUNE</i>	BENEFITS OPEN ENROLLMENT – (2 WEEKS)	LGBTQIA PRIDE JUNETEENTH AIDS/HIV AWARENESS
<i>JULY</i>	VIRTUAL HEALTH FAIR, STRIVE THE IMPORTANCE OF BENEFICIARIES, Q&A SESSION	
<i>AUGUST</i>		
<i>SEPTEMBER</i>	PROSTATE CANCER SUICIDE PREVENTION ESTATE PLANNING, PRINCIPAL	
<i>OCTOBER</i>	BREAST CANCER FLU SHOT FAIR	DOMESTIC VIOLENCE NATIONAL HISPANIC HERITAGE
<i>NOVEMBER</i>	AMERICAN DIABETES GREAT AMERICAN SMOKE-OUT HUNGER AND HOMELESSNESS AWARENESS	
<i>DECEMBER</i>		