

MEMO



TO All Hill Employees
FROM Edmond E. Hughes
DATE June 11, 2024
RE Hill Benefits & Wellbeing Survey

Dear fellow Hill employees,

An important effort is underway to help us understand what you think about your benefits and wellbeing programs and other resources Hill invests in to support you and your family. We strive to provide competitive programs to meet you where you are on your wellbeing journey - but we can't achieve that without **your valuable input**.

Our benefit and compensation packages are critical components of how we will stay competitive and meet our goal to attract, retain and develop the best people. That's why beginning today, **and through July 3**, we are conducting a confidential online survey—the [Hill Benefits & Wellbeing Survey](#). Results of this survey will play an important part in the future design of our benefits and wellbeing offering.

Taking the Survey

You can take the survey from any computer or device with Internet access. It should take only about 15 minutes to complete. Please remember to complete it by **July 3**. Use the link above or look for the QR code in the quarterly BeWell magazine, arriving by mail to your home within the next few days. The survey should take no more than 15 minutes to complete, and your responses are totally confidential.

Your Responses Are Confidential

To ensure your individual responses are kept confidential, we are working with Aon, an independent consulting firm, to conduct the survey and analyze the results. Only collective results will be reported to Hill.

Thank you for taking the time to share your valuable insight.

Respectfully,

Edmond E. Hughes
Executive Vice President and
Chief Human Resources Officer