

MEMO



TO All Hill Employees
FROM Chris Kastner
DATE Aug. 20, 2024
RE 2024 Hill Engagement Survey

Dear Hill Teammates,

At Hill my hope is that “engagement” is more than a word — I hope it is a sense that the work you do matters, that you feel like you can make a difference, and that you work with people you care for and respect and you are shown these things back. These are not unreasonable expectations of our work.

We find the best way to measure engagement is to ask you about it. Our annual Hill Engagement Survey runs from Sept. 25 to Oct. 11.

After the survey concludes, we will process the results and you will have the ability to create an action plan with your team. If you see opportunities for improvement, you own the solutions! Your ideas benefit not just you, but your whole team.

Expect more information ahead about the survey in the coming days, including specific instructions on how to participate. Thank you in advance for your constructive responses in shaping the culture at Hill.

Respectfully,

A handwritten signature in black ink that reads "Chris Kastner".

Chris Kastner
President and CEO