

MEMO



TO All Hill Employees
FROM Edmond E. Hughes
DATE Sept. 2, 2025
RE Engagement Survey

Dear Hill employees,

At Hill, engagement is not just a measure we track — it is one of our core values. It reflects how we connect with our mission, our customers and one another. Your voice is essential in shaping how we succeed as a company.

This year, we will not be conducting our annual Gallup engagement survey. Instead, we are taking this time to carefully review and evaluate engagement measurement solutions that will strengthen how we gather and act on your feedback. Our goal is to ensure we have the right tools and approaches in place to capture what matters most to you and to make meaningful improvements.

The engagement survey will resume next year, and we will share more details as our review progresses.

Thank you for your continued dedication and for the contributions you make every day to advance our mission and values.

Edmond E. Hughes
Hill Executive Vice President & Chief Human Resources Officer