

MEMO



TO All Hill Employees
FROM Edmond E. Hughes
DATE March 17, 2026
RE Hill Scholarship Fund

Dear Hill Employees,

At Hill, engagement is more than a metric — it's one of our six core values. It reflects how we show up for one another, connect with our customers and stay focused on our mission.

Last year, we paused our annual engagement survey to ensure we have the best tools to turn your feedback into meaningful action. I'm pleased to share that a new survey will return this fall.

Over the past several months, a cross-functional team representing divisions and functions across Hill reviewed options to strengthen how we listen and respond. The team selected **Perceptyx**, a modern, AI-enabled platform designed to collect feedback from across Hill and convert it into actionable insights for leaders.

The survey will continue to be confidential, and the results will be shared at the enterprise and division levels to identify specific actions toward improved engagement.

What's new about the Perceptyx platform is:

- Intuitive visuals that make interpreting insights straightforward.
- AI-driven guidance for identifying priority areas, progress actions and action planning.
- Platform training, and guidance on interpreting data, tools for facilitating follow-up conversations, templates and communication guides.

You'll receive more details this summer about timing and logistics. Your participation has always been strong, and we remain committed to making this survey a meaningful way to listen, learn and improve together.

Sincerely,

A handwritten signature in cursive script that reads "Edmond E. Hughes".

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