

8th Global Healthy Workplace Awards & Summit

Fostering a Healthy, Safe, and Happy Workplace for Our Employees

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Introduction

- Cognosante's holistic approach to health, wellness, and safety – “total health and wellness”
 - CDC research proves that total health of an organization means healthy, motivated, and productive employees—and it's the right thing to do
- Healthy Workplace strategic plan is part of the company's business strategy
 - Total health is not just what we do, it's who we are
 - The social determinants of health drive our Wellness Program Strategy



Improving health, safety, and security for all Americans, and our employees

Innovate With Purpose

We are a mission-driven technology company that delivers innovative and transformative solutions to government. Our missions inform our market focus, business strategy, investments, and culture. Cognosante is dedicated to supporting the health, safety, and well-being of Americans who serve the nation and providing assistance to those who need it most.

We invest in our employees' health and well-being to support our people and better serve our customers

Leadership

- Integrating wellness into the company culture as a central component; not an afterthought.

Mental & Physical

- Honoring the relationship between physical and mental wellness
- Promoting employee total health through connection and engagement

Financial

- Recognizing economic stability and financial wellness as a social determinant of mental and physical health

Technology

- Empowering employees through innovation, technology and mobility to manage their total health and wellness

2020 brought unprecedented challenges requiring innovation

External

- COVID
- Social and civil unrest
- Evolving customer needs due to a chaotic, evolving environment

Internal

- Expanding needs in community involvement and social responsibility
- Executing employee wellness/engagement under unique circumstances
- Aligning Wellness Programs to rapidly changing conditions
- Balancing productivity and employee health and wellness needs
- Diversity and Inclusion opportunities in the virtual environment
- **How we've addressed these challenges:**
 - Weekly “Lunch and Learns” to promote social connectivity
 - Community involvement and funding with non-profit orgs
 - Telehealth copay suspension
 - Emergency Paid Leave (EPL)
 - Supporting parents during Back to School
 - Ongoing employee surveys to understand needs and to baseline



*Photo: Cognosante headquarters
Falls Church, Virginia, in metropolitan Washington, DC*

Cognosante work sites are designed to foster well-being and collaboration

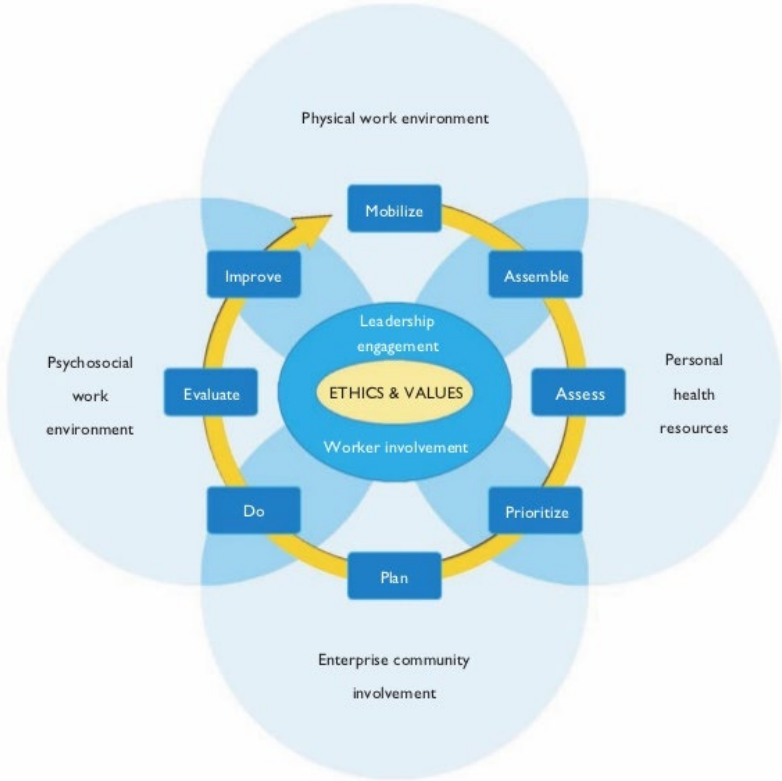
- Standing desks
- Ergonomic evaluations and customizations
- Weekly healthy snack delivery
- Gym/Fitness room
- Quiet/Wellness Room
- Optimized air quality, sanitized surfaces and other hygiene protocols, limited access during COVID to facilities with WFH policy in place currently

Cognosante programs reflect our five performance areas

Our Approach to
a Healthy Workplace



WHO Five Keys to
Healthy Workplaces



Cognosante programs reflect our five performance areas

Physical

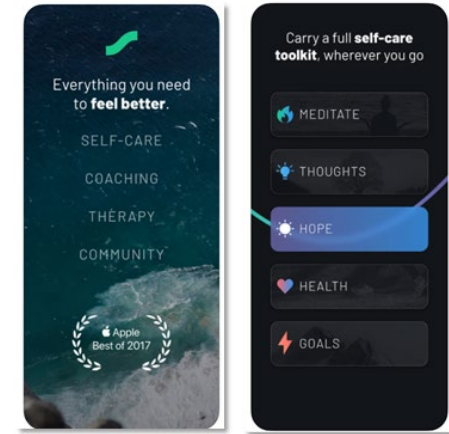
- Medical/Dental/Vision benefits
- Preventive Wellness Program
 - Healthy eating/Health Coaching
 - Wellness webinars
 - Fitness Challenges



Cognosante programs reflect our five performance areas

Mental

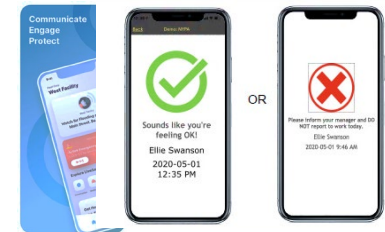
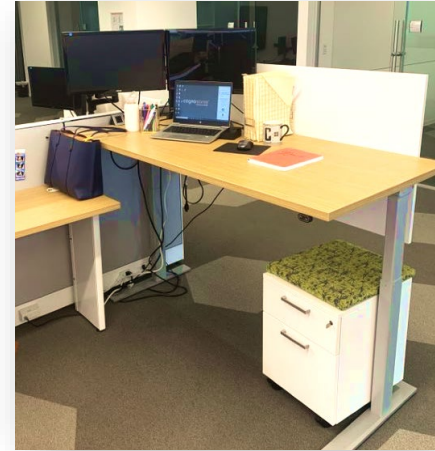
- Employee Assistance Program (EAP)
- Paid Time Off (PTO)
- Leadership training
- Mindfulness apps
- Outside expert webinars
- Discounts on private mental support services



Cognosante programs reflect our five performance areas

Environmental Safety

- LiveSafe app
- Facility air quality enhancements
- Ergonomic evaluation and workstation setup
- COVID-19 safety and distance precautions



Cognosante programs reflect our five performance areas

Enterprise Community Involvement

We're proud to support the causes that matter to our employees and we challenge ourselves to support each other and our communities

Cognosante Cares supports a wide range of organizations whose missions impact populations often overlooked or under-resourced, including:

- Veterans
- Wellness
- Persons with Disabilities
- Science, Technology, Engineering and Math (STEM)



Cognosante programs reflect our five performance areas

Socio-economic

- Corporate contributions to employee Health Savings Accounts to encourage their participation
- Reduced medical payroll deductions for employees who complete wellness programs
- Financial wellness presentations



Health Savings Account

Maximize Your Tax Savings with
a Health Savings Account

Funding an HSA helps for all stages of life.

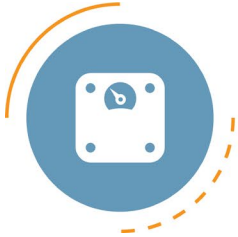
**Real
Appeal**



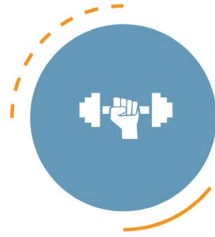
RALLY



Cognosante program performance 2020 shows progress



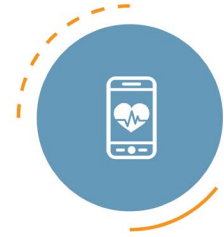
**200+ lbs lost by
staff at high-risk**



**\$600 discount to
incentivize
participation**



**\$21,000+
earned towards
HSA's**



**800+ employee
users of LiveSafe**



**\$100K donated to
health & justice orgs**



**\$175K in donated to
PTO hours**



**34 weekly Town
Halls open to all
employees**



**15 employee
engagement
initiatives**

We are deliberate about measurement and improvement

Our healthy workplace program is a journey.
Many stakeholders with interconnected inputs are critical to our overall success now and in the future.

- **Employees**
- **Leadership**
- **HR and Facilities**
- **External Benefits and Wellness consultants**



Final thoughts and inspiration



Photo: Cognosante headquarters,
Falls Church, Virginia, in metropolitan Washington, DC

Thank you!



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