

The logo for Austin Business Group features the word "AUSTIN" in a serif font. The letters "A", "U", "S", and "T" are blue, while "I", "N", and "I" are red. A red swoosh underline starts under the "A" and ends under the "I". A blue five-pointed star is positioned above the second "I". Below "AUSTIN" is the text "BUSINESS GROUP" in a black serif font. At the bottom, the text "ON HEALTH" is centered between two horizontal lines.

AUSTIN
BUSINESS GROUP
— ON HEALTH —

Welcome! The meeting will begin shortly.

Announcements

- Thanks for joining!
- All participants will remain muted for the presentation
- Use the chat box for questions

Moderators for today's meeting include:



Tammy Killebrew – ABGOH Co-Chair



Cristina Garcia – ABGOH Co-Chair

Agenda

- Announcements & Introductions
- Panelist Discussion
- Program Highlights
- Questions & Answers
- Closing Remarks

Please have your
phones ready so we
can connect



Welcome Panelists



Sarah Holick (Indeed): Indeed's values and ESG goals create an equity and people-centric approach that drives unique partnerships between Global Benefits and Diversity, Inclusion & Belonging and HR teams. It influences our wellbeing strategy, how we communicate, how we make program and policy decisions and how we listen to our employees and the market.



Nossé Oviemhada (The University of Texas at Austin): UT Austin is committed to improving the health and well-being of faculty and staff. Through targeted partnerships, we identified underserved populations and developed strategies to support their needs, i.e., onsite visits, multilingual translations, and fun interactive activities. We continue to accomplish our mission through improving policies and the environment to make it easier to be healthy on campus.



Susan Thompson (NI/Virgin Pulse): NI has launched a new wellbeing strategy, brand, and platform. The new strategy is designed to include employees in over 30+ countries. The NI Thrive program is currently identifying less engaged populations and has roadmap for implementing strategies, such as, building a champions network, teaming with other stakeholders, and targeted benefits awareness campaigns to support NI's wellbeing goals to support employee wellbeing.

Let's Connect!!

Text ABGOHADMIN040 to 22333 to join the poll; once you are connected you will receive a text in return indicating you have joined the group.



Discussion

Panelist Program Highlights

Reaching the Hard to Reach:

Strategies for Engagement, Inclusivity, and Collaboration

Sarah Holick
Global Wellbeing Team Lead
August 2022



**We help
people
get
jobs.**



About Indeed

- Founded in 2004 in Austin, TX
- Operates in 16 countries with 13,000+ employees
- Owned by Recruit Co. Ltd which is traded on the Tokyo Stock Exchange
- We host millions of jobs in 60+ countries and 28 languages
- 3M+ employers use Indeed to find and hire new employees
- 250+ million people each month search for jobs, post resumes, and research companies on Indeed
- Search [#insideindeed](#) for a peek into our employee experience



Our Values



Job Seeker First



Pay for Performance



Data Driven






Innovation



Inclusion & Belonging

ESG 2030 Goals

Environmental 	Social 	Governance 
<ul style="list-style-type: none">• By the end of carbon neutrality in 2021.• By 2030, achieve net zero in greenhouse gas (GHG) emissions.	<ul style="list-style-type: none">• Help 100M jobseekers get hired.• Shorten the duration of job search by 50%.• Help 30M people facing barriers get hired.• Reduce inequalities in hiring.• Support first-time job seekers in India through product innovation and partnerships.• Increase the number of people who are happy at work.	<ul style="list-style-type: none">• Increase Indeed's workforce representation of women globally to 50%.• Increase Indeed's workforce representation of underrepresented ethnic minorities in the U.S. to 30%.• Launch a supplier diversity initiative focused on women, LGBTQ+, veteran, people with disabilities and minority-owned businesses.• Elevate sustainability oversight to Recruit Holdings Board of Directors.

Engagement, Inclusivity, Collaboration

01

Focus on Equity

- Does it meet the needs?
- Is it accessible?
- Business partner inclusion

02

Diversity, Inclusion & Belonging (DI&B) Partnerships

- Inclusion Resource Groups (IRGs)
- Education & Partnerships teams
- DI&B BP & Environmental Social & Governance Comms

03

Communicate, Communicate, Communicate

- Traditional channels: newsletter, monitors/boards, Slack, in person, etc.
- Employee Groups: Affinity, Champions, IRGs
- Leadership



AUGUST 2022



SERVING THE UNDERSERVED

NOSSÉ OVIEINHADA

Work– Life Wellness Manager, The University of Texas at Austin

UT Austin is committed to improving the health and well-being of faculty and staff. Through targeted partnerships, we identified underserved populations and developed strategies to support their needs






17k

**Benefits
Eligible Staff**

200
1Buildings

Barriers

- Services not offered during all work shifts
 - Language and cultural create barriers that inhibit communicating how resources are beneficial.
 - Work structures that make it hard to take time during work hours to attend activities and counseling sessions.
- 



3 TIPS



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graph TD; ENGAGE --> PERSONALIZE; PERSONALIZE --> SERVE; SERVE --> ENGAGE;
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ENGAGE

PERSONALIZE

SERVE



NI Wellbeing

Reaching the Hard to Reach: Strategies for Engagement, Inclusivity and Collaboration

Susan Thompson

Wellbeing Program Manager



NI Wellbeing Strategy

Wellbeing Mission:

Our mission is to promote wellbeing across five pillars through global programs, resources and tools so that our employees are thriving, happier and healthier in all areas of their lives.

Challenge: How to achieve the mission?



NI Strategy: Implement a tool to engage and identify

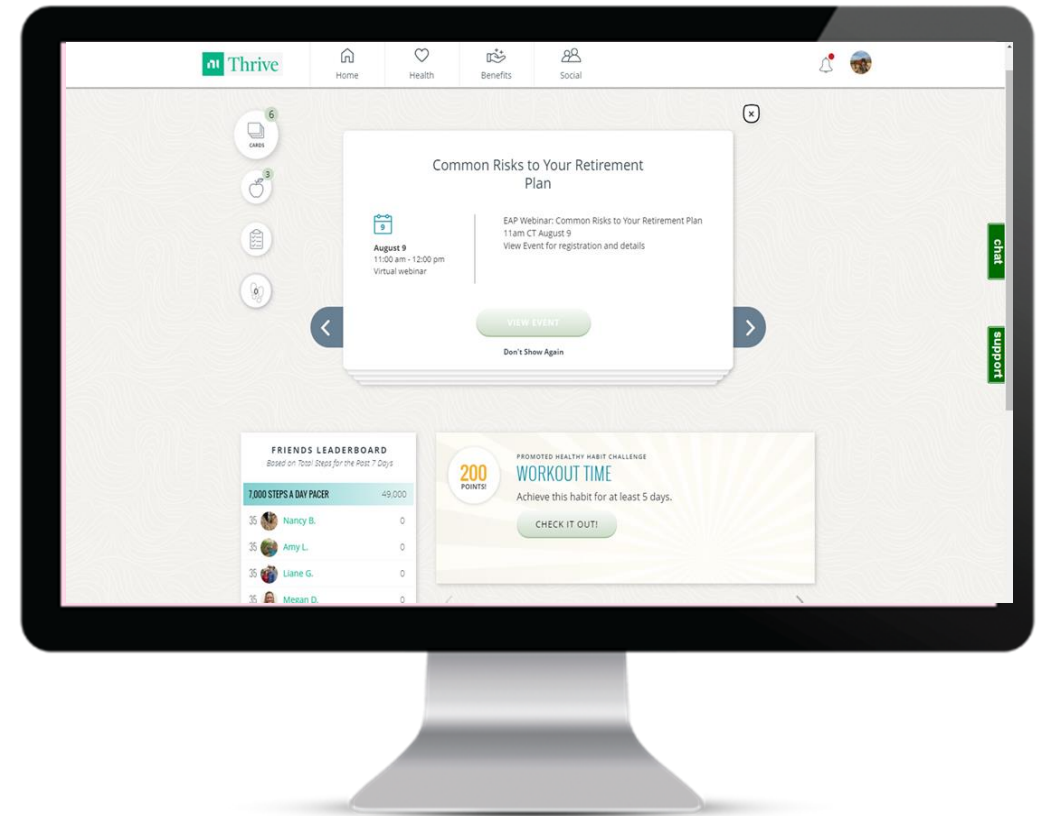
Implement a new platform tool

- Multiple language options for communications
- Community and social engagement

Review Data

- Analytics
- Participation
- Surveys

Continually identify the unengaged



NI Strategy: Create a Champions Network

- Role and application
 - What do champions do?
 - Commitment
 - Resources
- Recruit and train
- Continued monthly meetings and communication
- Ongoing recruitment



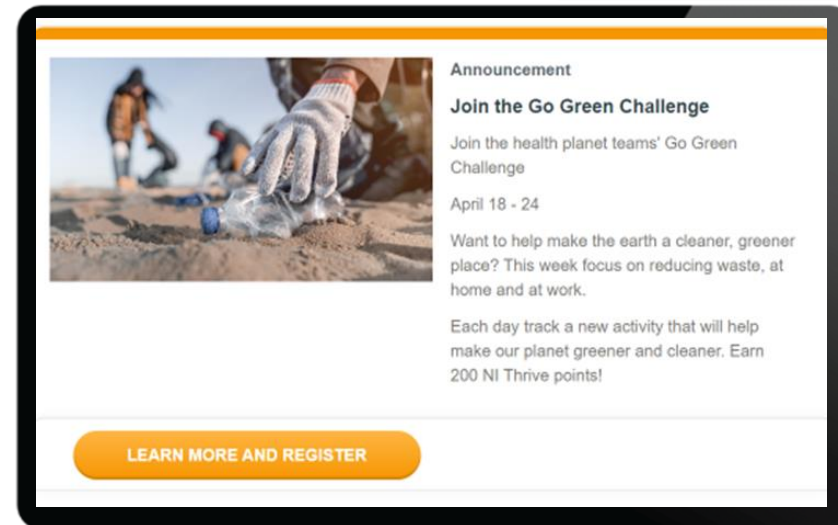
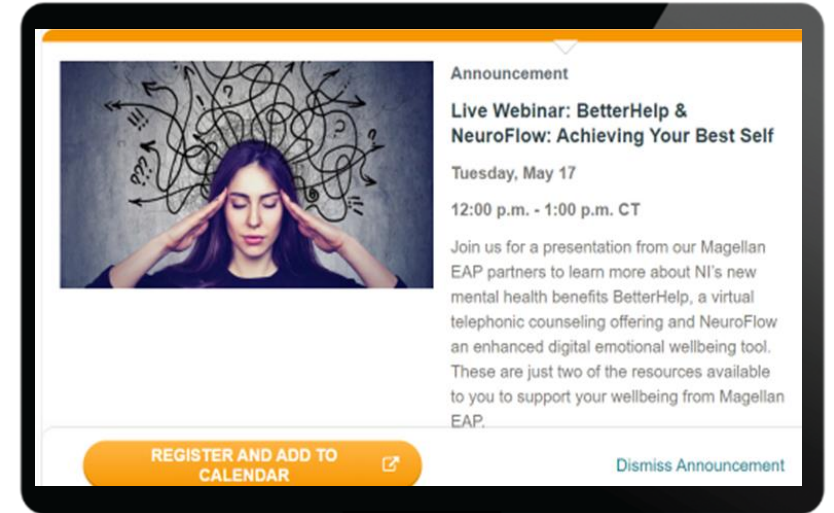
NI Strategy: Benefits Awareness Campaign

Challenge:

- Keeping employees informed about wellbeing and benefits offerings

Communications:

- Yammer
- Newsletter
- Champions
- IRG presentations
- Healthy Planet





Questions?

Questions & Answers

- Use the chat box to share what you learned in the breakout session or to send your questions to our speaker.
- A moderator will read questions as they are submitted.



Closing Announcements

- Thank you to our panelists – Sarah, Nosse', and Susan!
- Today's presentation will be posted to the MHFC website.
- Session evaluation in the chat box.

See you at our next meeting on October 21, 2022.

