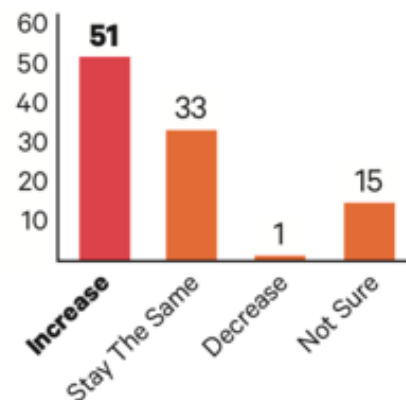


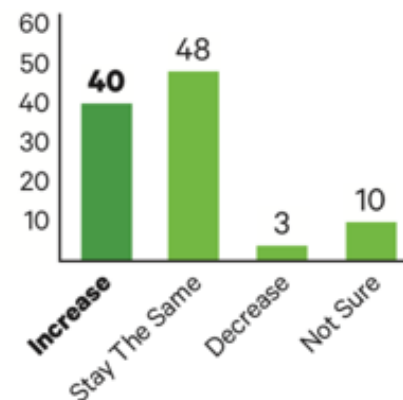
ROI: Performance and Engagement Unlocked

I BELIEVE THE SIX-WEEK HPF PILOT CAUSED PRODUCTIVITY TO...

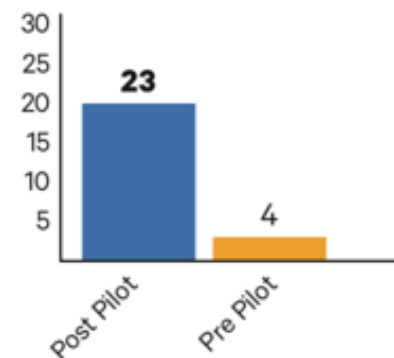
Employees Said...



Supervisors Said...



I STRONGLY AGREE that we effectively measure work progress and results (supervisor response)



18-MONTH POST LAUNCH

Hired diverse, inclusive, knowledgeable workforce

- Hired new staff in competitive market with most taking pay cuts, some significant, for greater flexibility
- Replaced retiring staff with fewer new hires, but increased productivity

Optimized workspaces, on and offsite

- Reduced square footage occupancy by 1/3 (at avg. \$85 per sq. ft. of Class A Manhattan Office Space)

Improved productivity and performance

- Maintained, and even increased, productivity gains through move from private offices to temporary open office space
- Further clarified metrics of productivity

Inspired leadership

- Senior leader sponsor widely-recognized for pacesetter change
- Line supervisors are "actually managing"