

## WELL-BEING

PCA believes that it is important to promote the well-being of our employees and to foster a healthy work environment that reduces stress and improves the quality of life for our workforce. We are committed to creating a work environment that allows employees to feel recognized and supported. We invest in workplace well-being programs to improve employee health, productivity, recruitment and retention, organizational culture and employee morale. We are committed to a comprehensive employee well-being program that incorporates the following components:

- Flexible work arrangements
- Mindfulness and stress reduction education
- Financial literacy education and retirement planning
- Dedicated lactation room
- Gender neutral bathrooms
- Employee Resource Groups
- Employee Assistance Program
- Culturally appropriate social outings
- Human Resources support
- Health Plan network of behavioral health providers
- Health Plan discounts for Holistic Wellness

In-house space for morning meditation