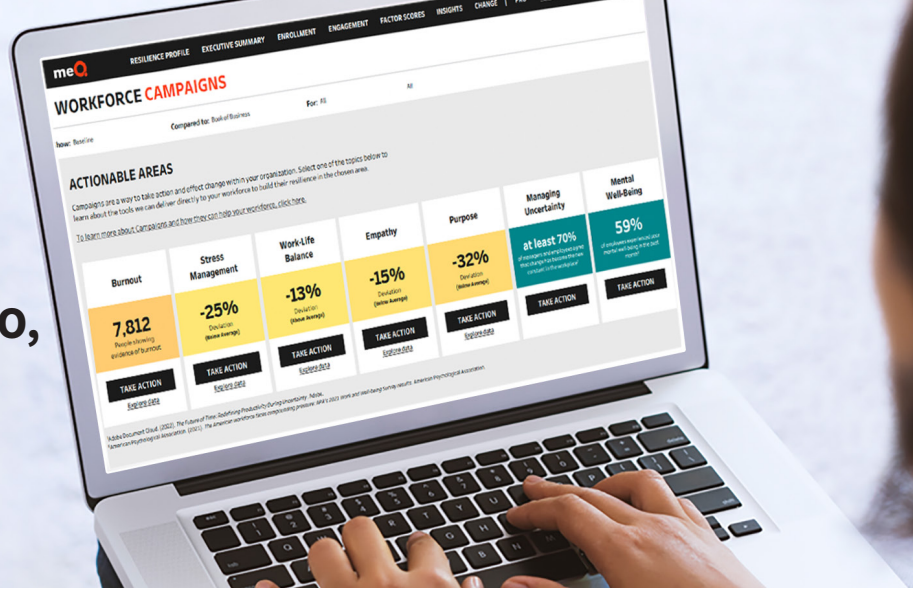




WORKFORCE INTELLIGENCE PRO, WORKFORCE CAMPAIGNS, and WORKFORCE OUTCOMES



WORKFORCE INTELLIGENCE PRO: PREDICTION IS THE KEY TO PREVENTION

FINALLY, THE DATA YOU WANT, EXACTLY WHEN YOU NEED IT

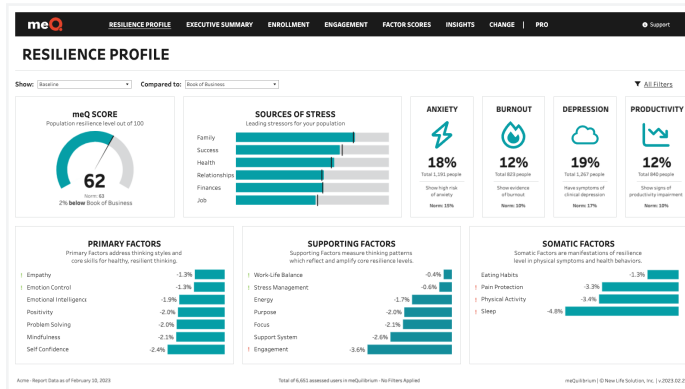
meQ's Workforce Intelligence Pro is a robust data analytics tool for going deep to help organizations better understand how their people are doing, and what they can do today to prevent issues tomorrow. Now, HR and business leaders have the workforce population analytics and insights they need to pinpoint strengths and vulnerabilities within their population to make data-driven business decisions for a sustainable, resilient workforce.

60 BILLION DATA POINTS AND GROWING

WITH OVER 60 BILLION DATA POINTS, CUSTOMERS CAN COMPARE THEIR ORGANIZATION AGAINST meQ'S WORKFORCE INTELLIGENCE HEALTH, WELL-BEING, AND TALENT DATA BANK THAT SPANS ACROSS INDUSTRIES INCLUDING CONSUMER GOODS, FINANCIAL SERVICES, HEALTHCARE, HOSPITALITY INSURANCE, MANUFACTURING, PROFESSIONAL SERVICES, AND RETAIL.

ON-DEMAND DATA, ANYTIME, ANY WAY YOU WANT IT

Workforce Intelligence Pro puts the power of near real-time data into your hands for anytime, on-demand access to concrete insights into the well-being of your workforce holistically, at the subpopulation level, and against industry benchmark data. As a result, you can predict and prevent employee mental health problems early before they have a negative impact and avoid costly problems like turnover, burnout, increased absences, and more.



We help teams get in front of issues so together they can get behind new opportunities.

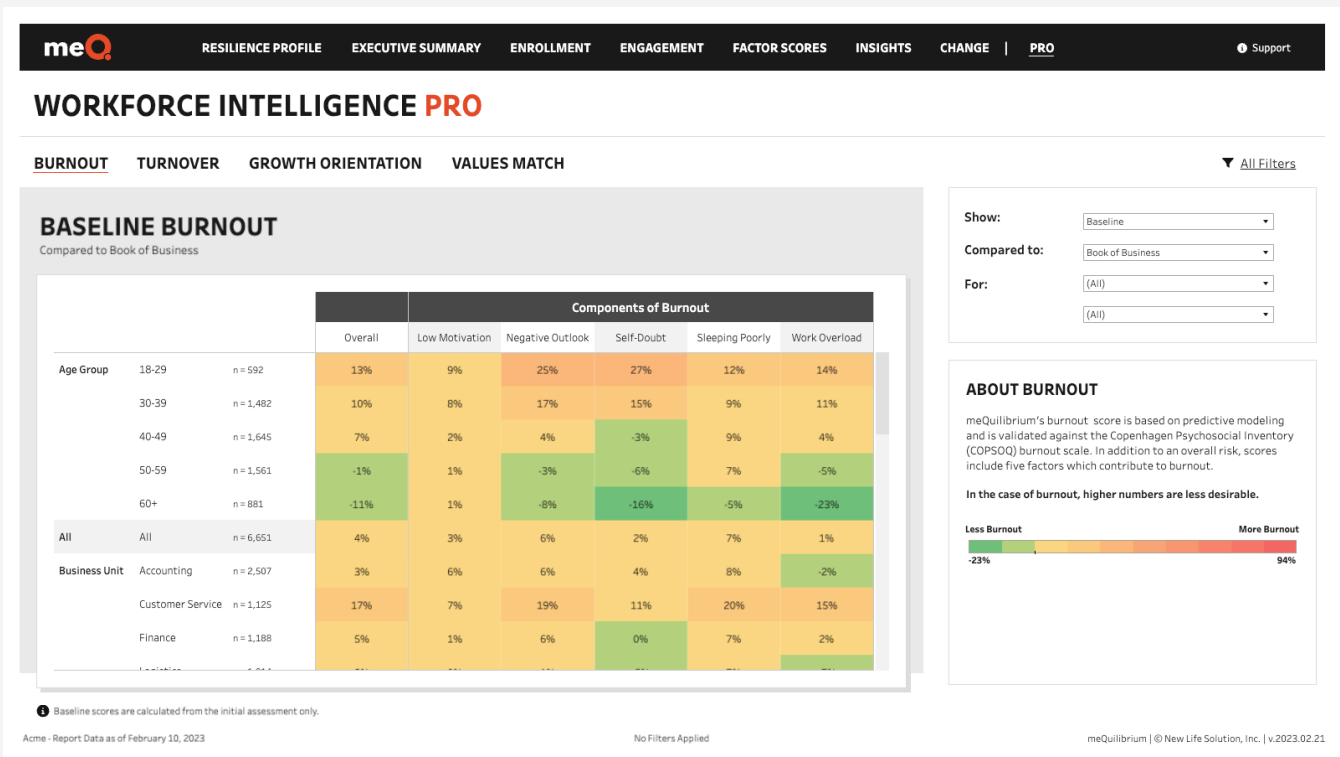
REDUCE COSTS AND INCREASE PRODUCTIVITY

Workforce Intelligence Pro delivers data-driven insights and analysis to help reduce costs and increase productivity. Detect and reduce risk by identifying and addressing warning signs by:

- Scanning for threats that can increase employee burnout, absenteeism, or even turnover
- Comparing your organization to industry benchmarks to understand your data
- Identifying strengths and weaknesses within specific subpopulations
- Taking action to deliver interventions to at risk or growth minded subpopulations

TRULY UNDERSTAND YOUR PEOPLE

Workforce Intelligence Pro reports and heatmaps help leaders pinpoint risk and opportunity across their workforce. Reports include, Values Match, Burnout, Turnover, and Growth Orientation.



WORKFORCE INTELLIGENCE PRO DATA REPORTS

The following chart details the reports available with meQ's Workforce Intelligence Pro.

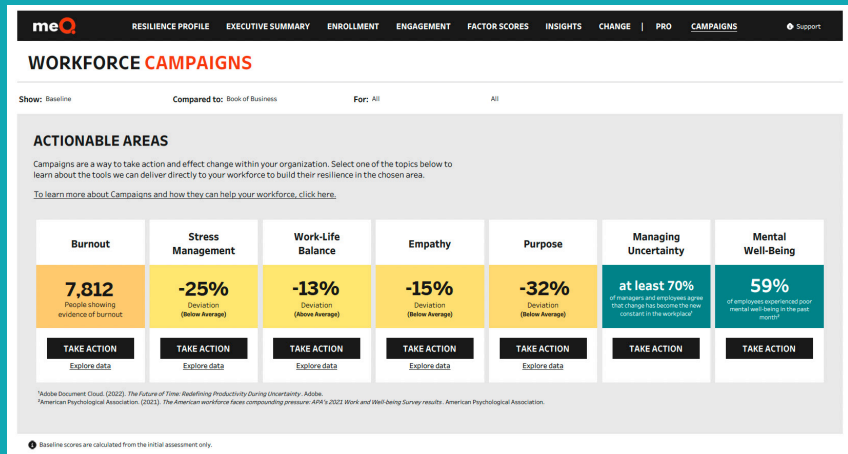
WORKFORCE INTELLIGENCE PRO	
RESILIENCE PROFILE:	Dashboard-like view that Identifies what is happening within your population, including sources of stress and identification of risk indicators - such as anxiety, burnout, depression and productivity.
EXECUTIVE SUMMARY:	High- level view across your population in the areas of Enrollment, Engagement, and Efficacy to Date.
ENROLLMENT DATA:	The number of employees enrolled in meQ compared to the number of employees who are eligible to enroll.
ENGAGEMENT DATA:	Of the enrolled employees, data about their engagement with the meQ solution.
FACTOR SCORES:	meQ Factor heatmap allows you to visually pinpoint strengths and weaknesses across the 18 resilience factors.
INSIGHTS:	meQ Insight heatmap allows you to visually pinpoint the highest risk area across the 7 risk indicators (anxiety, burnout, depression, productivity, resilience, sleep and stress).
CHANGE:	View how your population's Factors and Insights scores have changed over time.
VALUES MATCH REPORT:	Utilization data and workforce alignment to an organization's values.
BURNOUT REPORT:	A heatmap view of the workforce burnout risk, both overall and via five component scores: low motivation, negative outlook, self doubt, sleeping poorly, and work overload.
TURNOVER REPORT:	A heatmap view of the workforce's turnover risk, overall and for three component risks: low emotional IQ (EQ), helplessness, and worry.
GROWTH ORIENTATION REPORT:	A heatmap view of the workforce's degree of Growth Orientation (mindset) incorporating both an overall Growth Orientation potential score as well as sub-scores for problem solving, how eager an employee is for challenges, and perseverance.

WORKFORCE CAMPAIGNS: TAKE ACTION THAT TAKES YOUR TEAM TO THE NEXT LEVEL

Workforce Campaigns empowers HR leaders to identify strategic actionable areas and deliver corresponding meQ mini-courses to remediate issues, support employee development, and build a culture of growth.

CAMPAIGN ACTIONABLE AREAS INCLUDE:

- Burnout
- Stress Management
- Work-Life Balance
- Empathy
- Purpose
- Managing Uncertainty
- Culture of Mental Well-Being



The screenshot shows the meQ Workforce Campaigns landing page. At the top, there are navigation tabs: Browse campaigns, Schedule campaigns, and About campaigns. Below this, the main heading is 'WELCOME TO WORKFORCE CAMPAIGNS'. A video player is embedded in the center. Below the video, there is a section titled 'Take action on resilience factors and insights' with a grid of six campaign cards, each with a 'SCHEDULE' and 'VIEW DETAILS' button.

Protect & Recover From Burnout	Relieve Your Stress	Create Work-Life Balance
Identify and protect against burnout, while providing tools for boosting energy and performance.	Support for managing stress and boosting well-being.	Discover what drives work-life stress and how to create a healthy balance for workers to thrive in all their roles.
SCHEDULE VIEW DETAILS	SCHEDULE VIEW DETAILS	SCHEDULE VIEW DETAILS
Boost Empathy	Ignite Purpose & Positivity	Manage Uncertainty
Cultivate empathy and create stronger work connections among employees these tools.	Cultivate purpose at work and boost positivity - a critical piece of purpose.	Navigate uncertain situations and remain agile in the face of change with these tools.
SCHEDULE VIEW DETAILS	SCHEDULE VIEW DETAILS	SCHEDULE VIEW DETAILS

By delivering hyper-specific mini-courses to promote growth or reduce risk to people across your organization, you can prevent larger issues that impact your productivity, performance, and business. Workforce Campaigns helps keep employees agile in organizations that are facing issues with change, develop a workforce that is lacking in empathy by giving people the tools they need to learn and practice it, and assist a regional office that is at risk for burnout with the skills to face each day stronger.

Deploy these mini-courses to your entire population or any segment of your workforce, including those who may not yet be enrolled in meQ.

MINI-COURSES FOR MANAGERS

Our library also includes mini-courses that are designed to specifically grow and cultivate your managers. Providing them with the tools and knowledge to support their teams. When managers are resilient, they can model it, identify when and where a team member might need further support, and begin disseminating those skills throughout the organization.

CURRENT MANAGER MINI-COURSES INCLUDE:

- Managing Team Burnout
- Leading Through Uncertainty
- Build a Culture of Mental Well-Being for Teams



ENHANCED LIVE TRAINING EXPERIENCE

Workforce Campaigns also offers the ability to pair each mini-course with a live webinar training from meQ experts to enhance the retention and adoption of the skills your people are learning. Each live session is designed to support the mini-course action area, provide an opportunity for your workforce to interact as they learn, and offer a chance to ask meQ experts their questions.

LIVE TRAINING TOPICS:

- Managing Uncertainty with Resilience
- Protect & Recover from Burnout
- Create a Culture of Mental Well-Being
- Ignite Purpose & Positivity
- And Many More



CONCIERGE-LEVEL SUPPORT: SCHEDULING, DELIVERY, AND REPORTING

Throughout every step you'll be provided with personalized support including recommendations and guidance to address the issues affecting your workforce. meQ also provides customized communication tools for gathering buy-in, preparing employees, and measuring audience engagement in the mini-courses.

WORKFORCE OUTCOMES: MEASURE RESULTS

After identifying and taking action, Workforce Outcomes measures the impact resilience has on your population by linking meQ data with your outcomes: employee experience, health care spend, turnover, call center or salesforce productivity, and more. Workforce Outcomes is a professional services engagement where we work collaboratively with your organization to deliver the measurements you need to demonstrate efficacy of meQ's digital resilience training solution on your business outcomes.

LARGE CALL CENTERS FOR A FORTUNE 50 MEDIA AND TECHNOLOGY COMPANY EXPERIENCED:

**4 FEWER
ABSENCE
DAYS**

PER YEAR PER meQ PARTICIPANT

**\$3 MILLION
IN SAVINGS**

FOR A POPULATION OF:

**12,000
PEOPLE**

TRACK YOUR HUMAN CAPITAL INVESTMENTS

Workforce Outcomes goes beyond our standard meQ insights to further measure the real impact meQ has on your workforce. To conduct analysis on additional data, we work with your organization in two ways:

- 1. meQ ANALYSIS:** meQ's data science team can link resilience data with your outcome data across areas including employee experience, health care spend, turnover, employee productivity, and more.
- 2. meQ ANALYTIC PARTNERING:** meQ's analytics team can collaborate with customers and their third-party analytics partners to show how meQ delivers on outcomes that are important to the business.

A LARGE HEALTHCARE ORGANIZATION EXPERIENCED:

**29%
LOWER
TURNOVER**
AMONG EMPLOYEES WHO
PARTICIPATED IN meQ

**\$1.3
MILLION
SAVINGS**
PER 1,000 EMPLOYEES
ENROLLED

Make Any Workforce **A FORCE FOR GROWTH**

meQ has long been leading advancements in resilience for organizations and their employees. Today, the requirement has never been greater. Working with meQ, organizations now have robust data and reporting at their fingertips to understand their level of resilience, build upon their strengths, and improve their areas of vulnerability. In short, meQ is changing the way organizations adapt for the now and prepare for the future.

LET'S TALK

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