

WORK LIFE QUALITY

JCTFVA FY24



TOP FOCUS AREAS

- **Work/Life Integration.** Provide a work environment that enables employees to plan for successful careers and balance them with their personal goals.
- **Talent development.** Offer resources and support to enable employees to be successful. Help people proactively and clearly identify personal career goals – and have a clear plan to achieve them.
- **Engagement.** Build a committed workforce that is performing at a high standard of effectiveness, productivity and job satisfaction.

FY24 COMPANY GOALS

1. Understand, embrace, and educate on the importance of addressing employees' need for flexibility and implementing change to allow for it, while understanding the need to align the employee's goals to the needs of the business.
2. Help employees explore opportunities available, which could include the development of personal career plans for their professional futures, and provide resources to help them better understand organizational opportunities.
3. Implement best practices for group-wide initiatives across all brands, work groups and lines of business to drive improved employee engagement and performance.