RMR GROUP

Employee Health and Wellness Policy

We are committed to protecting the health and wellbeing of all employees and individuals in our workplace. As such, we employ the following programs and initiatives to support and maximize employee wellness:

LiveWell Employee Wellness Program, including:

- Interactive LiveWell Tool that hosts educational presentations, webinars, and wellness competitions (e.g., LiveWell Week, Work Out at Home, Good Eats and Pay it Forward)
- Monthly Health and Well-Being Webinars (e.g., environmental wellness, enhancing energy and social wellness)
- Fitness and weight loss program discounts
- Health and wellness discounts

Work-Life Balance and Family Support Services, including:

- Paid sick and vacation time and a floating holiday
- Short- and long-term disability coverage
- Bereavement leave
- Maternity/paternity paid time off
- Matching Charitable Gift Program
- Travel accident insurance
- Additional benefits (ID protection, commuter benefits, pet insurance, legal assistance plan and employee referral bonus)
- Webinars on work-life balance issues
- Employee Assistance Plan
- Child and elder care resource services
- Mental health resources

Opportunity to help others

- Annual Community Service Day

Professional development and training, including:

- Career counseling
- Tuition assistance
- Accelerated Women in Leadership Program
- Analyst Conversion Program
- Next Generation Executive Program

Diversity and Inclusion

- Partnerships with Industry Groups
- Project Destined
- Talent Development Programs
- Employee Learning Forums

Employee Engagement

- Employee Engagement Surveys designed to monitor our performance in creating a supportive, inclusive and rewarding workplace