



COMMITTED TO WELLBEING

We promote a culture of wellbeing by refining and improving the programs and benefits we offer and connecting them to the five elements of wellbeing. These elements, based on decades of Gallup research, are “the currency of a life that matters.”*

CAREER

The career element of wellbeing is about *liking what you do every day*.

Regardless of where you are on the journey of your career, we want to support you on your path.

We encourage you to take advantage of opportunities to learn from others and continually improve and develop your role and contribution.

SOCIAL

The social element of wellbeing is about *having strong relationships and love in your life*.

Everyone has important relationships that need to be nurtured with time and emotional energy.

We provide team building and company-wide events to promote relationships with coworkers.

We encourage strong teamwork and caring for others.

FINANCIAL

The financial element of wellbeing is about *effectively managing your economic life*.

Financial insecurity leads to stress. We invest in team members, providing quality jobs and opportunities for advancement.

We encourage you to fully take advantage of retirement savings and financial wellbeing educational opportunities.

*Quoted text and italicized definitions are from Wellbeing: The Five Essential Elements, by Tom Rath and Jim Harter.

CAREER WELLBEING



Enriching lives through quality jobs and purposeful work.

SOCIAL WELLBEING



Building strong relationships among coworkers, family and friends.

FINANCIAL WELLBEING



Advancing financial planning and economic security.

PHYSICAL WELLBEING



Promoting a culture of healthy living, filled with positive energy.

COMMUNITY WELLBEING



Encouraging engagement in the communities in which we operate.



PHYSICAL

The physical element of wellbeing is about *having good health and enough energy to get things done on a daily basis.*

We encourage and promote healthy habits, such as healthy eating and regular exercise. We have programs to support mental health. We provide incentives to encourage goals, such as completing an annual health assessment, getting annual checkups, and other wellbeing activities. We strongly encourage living tobacco free.

We work to protect all team members' health and recommend public health measures, including vaccinations (measles, rubella, tetanus, chickenpox, diphtheria, polio, and COVID-19).

COMMUNITY

The community element of wellbeing is about *having a sense of engagement in the area where you live.*

As members of local communities, we all benefit from interacting with the people who live around us.

We encourage volunteering in the community and making donations to local charities, including through our United Way campaign.

**Collectively, we aspire to world-class wellbeing.
We seek team members who value wellbeing, and we
thank those who choose us and this culture.**

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