

Moving Forward
Together to Advance
Workforce Innovation
& Well-Being



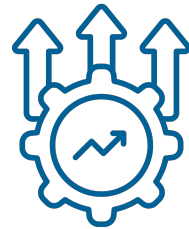
Navigating a Complex Landscape



- 1 Unmet Public Expectations**
91% of Americans want companies to promote an economy serving all. Only 38% believe companies are delivering
- 2 Economic Uncertainty**
Rising costs, market volatility, global economic slowdown
- 3 Mounting Pressures in a Politicized Landscape**
Balancing risks and opportunities in addressing workforce issues
- 4 Talent Shortages**
Difficulty attracting and retaining top talent
- 5 Regulatory Compliance**
Complex and evolving regulations



We're Here to Support Your Journey Toward:



Operational Excellence

- Create motivating, high-quality jobs
- Develop and upskill workers to their highest potential

***Workers with access to paid leave are 28% more likely to report job satisfaction**



Healthy Workplace Culture

- Embed equity across the enterprise
- Foster an inclusive culture that drives engagement and innovation

***82% of Americans believe companies should promote workforce well-being**



Workforce Sustainability

- Strengthen benefits & financial health
- Navigate and leverage the AI transition

***Companies offering robust employee support see up to 70% better retention rates**

**Participant insights from JUST Capital's research on workforce investments*

Corporate Impact Lab: Our Approach



Introducing the **Corporate Impact Lab**, an essential partner for corporate leaders tasked with creating long-term value, managing risk and **driving workforce innovation, equity, and well-being.**

The Impact Lab is positioned to positively **impact 5 million workers over the next 3 years** through collaborative, data-driven solutions that benefit both workers and their employers.

Corporate Impact Lab: Member Benefits



Data-Driven Solutions

Access exclusive polling and research on workforce trends, and explore pathways to improvement via our interactive data-powered tool



Closed-Door Peer Convenings

Connect virtually and in-person with cross-functional executive leaders; explore tested solutions via online members-only platform



Expert Guidance & Continuous Learning

Access the Impact Lab's Cabinet of Experts for tailored advice and innovative resources; stay informed about industry trends and emerging issues



Leadership Recognition

Opportunities to showcase effective solutions and demonstrate leadership across media platforms



Corporate Impact Lab: Collective Innovation



Inform the Development of New Resources

Select JUST Partners



1

Identify Needs

Share research priorities and critical workforce challenges with peers

2

Explore Evolving Issues

Join JUST and our partners as we seek input from experts, practitioners, and the public; publishing insights on emerging topics

3

Co-Create Resources and Solutions

Inform the creation of intuitive tools and actionable insights that enhance productivity and drive market success

What Your Peers Are Saying



"Really the entire JUST Capital team was outstanding - just an incredibly high caliber team. The engagement of every attendee was really great as well. **Easily the most valuable event I've been to in this role, and one of the top 3 in my career.** I wish we could do this every year."

- JUST CIL Summit Participant

"The JUST Jobs Scorecard provides a frame which we can say, 'Okay, where are we on this? Let's understand our position in each of these areas.' Maybe we're thinking all of these things are important, but it creates a frame for us to then validate, 'Have we prioritized the right way?' **The JUST Jobs Scorecard framework allowed us to have a more structured dialogue about the approach and the strategy that we take.**"

- VP, Sustainability, Avangrid

"This convening was high value for me as timing was right in the midst of strategic planning for my team/company. I felt like I was able to spend some **dedicated deep work time on the most important work** while being surrounded by credible partners and peers."

- HR/People Leader, Fortune 500 Company

"JUST Capital has become a **driving force** behind the stakeholder capitalism movement."

- Doug Peterson, S&P Global CEO

Meeting Your Company Where You Are



Right-Sized

You can right-size your engagement to ensure the Impact Lab meets your goals and priorities.

- Membership can be shared across your team as you identify the right representatives to engage on key issues throughout the term
- Time commitment will be directed by how deeply you choose to engage in opportunities available through the Impact Lab

Confidential

We understand discretion is important. Public or private membership options are available.

Corporate-Led

As a member, you are encouraged to uplift emerging challenges or areas of interest to ensure your experience is relevant for the realities of your work.

A Closer Look at Membership Benefits



Closed-Door Peer Convenings

- Access to a series of quarterly, members-only roundtables
- In-person leadership events
- Virtual insights sessions on our research on the American Public's priorities

Insights & Data-Driven Solutions

- Full access to JUST benchmarking services and curated online resource center with best-in-class content from JUST Capital and its partners
- Briefing based on JUST benchmarking tools and data
- Access to learning community and related curricula
- Access to polling insights and debrief sessions
- Ongoing case-building and research insights

Expert Guidance and Continuous Learning

- One-on-one advisory calls with JUST Capital and relevant partners
- Connection and kick-off call with relevant Cabinet of Experts members
- Ability to leverage JUST's proprietary executive planning system developed to move big workforce aspirations into action
- Access to members-only Impact Partner tools and resources

Storytelling and Leadership Recognition

- Uplifting brand leadership through the Impact Lab and on relevant issues through earned media and owned media (optional)
- Support in telling your story of impact through Impact Lab messaging and positioning resources

Membership Opportunities

Corporate Member

Includes Membership Benefits:

- Nominate up to three senior leaders to shape your Lab experience
- Work with your JUST Capital account navigator to onboard, explore assessment and advisory opportunities, and maximize your Lab experience
- Access your custom JUST Capital toolkit

\$25,000



Anchor Partnership

Includes Membership Benefits PLUS:

- Position on Lab Steering Committee to inform research projects, builds, tools, and media opportunities
- Opportunity to strategically deliver select campaigns, custom research, thought leadership collaborations, employee and customer engagement opportunities, and brand visibility and recognition of your firm

Contact Us

Anchor Partners



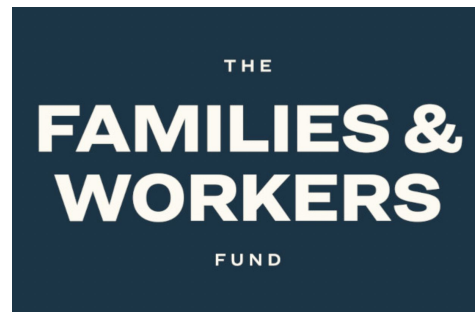
Our Anchor Partners share our commitment to fostering innovation and positive change in the workforce. Their support allows us to bring together diverse voices and perspectives from companies at the forefront of emerging worker well-being practices. **Together, with JUST, Anchor Partners aim to create a truly inclusive environment where leaders can collaborate, learn, and develop strategies that will shape the future of work and well-being**, while maximizing our collective impact on workforce innovation.

Deloitte.

Deloitte is committed to helping increase social mobility and economic prosperity, especially for those facing the greatest barriers.



The **Gates Foundation** is committed to breaking down the barriers that hold back nearly 50 million people from experiencing economic mobility and opportunity across the U.S. - in rural, urban, and suburban communities.



Families and Workers Fund is a coalition of more than 25 diverse philanthropies working together to build a more equitable US economy that uplifts everyone.



PayPal co-founded the the Worker Financial Wellness Initiative with JUST Capital, FHN, and GJI, to make workers' financial security and health a C-suite and investor priority.



Next Steps

- 1 Join**
Our team will answer your questions about becoming a **Member** or **Anchor Partner** and help you onboard
- 2 Share and Learn**
Connect with peers and experts
- 3 Implement**
Apply insights to your organization
- 4 Impact**
Drive positive change for your workforce and business

Learn More

A member of the team would be happy to discuss further details of the Corporate Impact Lab:



Kelley-Frances Fenelon

Director, Corporate Action and Research

kfenelon@justcapital.com



Ashley Marchand Orme

Director, Equity and Stakeholder Leadership

amarchand@justcapital.com

About JUST Capital

JUST Capital is a nonprofit organization with a mission to demonstrate how just business, as defined by public priorities, leads to better business. **We help companies lead on the issues that matter most to their stakeholders, aiming to build an economy and society that works for all.**



Leadership Team



Martin Whittaker
CEO
25+ years of experience in business, investing, and impact



Alison Omens
President
20 years of cross-sector experience on business leadership, workforce issues



Tahir Khan
Chief Technology Officer
30 year career in data architecture, software development, and product engineering



Satish Korde
Chief Rankings Strategist
40+ year career working on complex marketing and business problems



Tolu Lawrence
Chief Impact Officer
20+ years of deep expertise on cross-sector partnerships advancing strategic corporate social initiatives

Board Members



Dan Schulman, Board Chair

- Paul Tudor Jones II**, Chair, Tudor Investment
- Dan Ariely**-Professor, Duke University
- Sushmita Banerjee**-Sr. Partner, BCG
- Jim Bildner**-CEO, Draper Richards Kaplan
- Laurel Britton**-President, Britton Family Foundation
- Rinaldo Brutoco**-CEO, World Business Academy
- Ray Chambers**-Ambassador, WHO
- Xavier de Souza Briggs**-Fellow, Brookings
- Robert Deutsch**-Chair, JPM Exchange-Traded Funds
- Alan H. H. Fleischmann**-CEO, Laurel Strategies
- Peter Georgescu**-Chair Emeritus, Young & Rubicam
- Roosevelt Giles**-Fmr Chair, Atlanta Life Financial
- Holly Gordon**-ED, Sean Connery Foundation
- Dan Hesse**-Chair, Akamai; Board, PNC Bank
- Arianna Huffington**-CEO, Thrive Global
- Andrea Jung**-CEO, Grameen America; Board, Apple
- David Kamenetzky**-Founder, K4 Family Investments
- Amy Liu**-Interim President, Brookings
- Marc H. Morial**-CEO, National Urban League
- Annette Nazareth**-Sr. Counsel, Davis Polk
- John Rogers Jr.**-Co-CEO, Ariel Investments
- Pat Russo**-Chair, HPE; Board, GM, Merck
- Kip Tindell**-Founder, Fmr CEO, Container Store
- Mark Weinberger**-Fmr. CEO, EY; Board, MetLife, J&J
- Michael Weinstein**-Chair, Single Stop U.S.A.
- Jason Wingard**-Fmr President, Temple University

CEO Advisory Council



Mark Weinberger
Co-Chair
Fmr Global CEO, E&Y



Pat Russo
Co-Chair
Chair, Hewlett Packard



Ursula Burns
Fmr CEO, Xerox



Alex Gorsky
Fmr CEO, J&J



Dan Hesse
Chair, Akamai



Hubert Joly
Fmr CEO, Best Buy



Denise Morrison
Fmr CEO, Campbell's



Risa Lavizzo-Mourey
Fmr CEO, RWJF



Shelly Lazarus
Chair Emeritus, Ogilvy



Ann Veneman
Fmr Sec., Dept of Agr.

Select Partners



Ford Foundation

