

Austin Lighthouse Recognized as U.S. Best-in-Class Employer by Gallagher

Gallagher's Best-in-Class Benchmarking Analysis Identifies U.S. Organizations That Excel in Optimizing Employee and Organizational Wellbeing

AUSTIN, Texas, February 20, 2024 — Travis Association for the Blind, also known as the Austin Lighthouse, participated in Gallagher's 2023 U.S. *Benefits Strategy & Benchmarking Survey* and was identified as an organization that excelled in implementing successful strategies for managing people and programs. Austin Lighthouse was recognized for its comprehensive framework for strategically investing in benefits, compensation and employee communication to support the health, financial security and career growth of its employees at a sustainable cost structure.

Designations like Gallagher's Best-in-Class Employer help current and potential employees understand and appreciate an organization's workplace culture and people strategy; important differentiators as employers compete for talent in today's labor market.

"We are truly honored to receive recognition for our commitment to providing a meaningful and affordable benefits package that caters to the diverse needs of our employees," said Annabeth Adame, Vice President of Human Resources at Austin Lighthouse. "We prioritize the well-being of our team members, and this acknowledgment reaffirms our dedication to supporting them in every way possible. We believe that offering comprehensive benefits not only fosters a positive work environment but also empowers our employees to thrive both personally and professionally."

A U.S. Best-in-Class Employer, Austin Lighthouse was assigned points based on its relative performance in:

- Plan horizons for benefits and compensation strategies
- Extent of the wellbeing strategy
- Turnover rate for full-time equivalents (FTEs)
- Completion of a workforce engagement survey
- Use of an HR technology strategy and its level of sophistication
- Difference in healthcare costs over the prior year
- Use of a communication strategy

Austin Lighthouse understands that high employee expectations haven't budged in the changing labor market and have regularly examined their formula to attract and retain talent," said William F. Ziebell, CEO of Gallagher's Benefits & HR Consulting Division. "In doing so, Austin Lighthouse utilizes data, workforce feedback tools and clearly defined policies to provide competitive benefits and experiences that their employees value."

About the *Best-in-Class Benchmarking Analysis*

Gallagher's U.S. *Best-in-Class Benchmarking Analysis* profiles statistically significant attributes of top-performing midsize (100-999 FTEs) and large employers (1,000 or more FTEs). Data from Gallagher's 2023 U.S. *Benefits Strategy & Benchmarking Survey* was interpreted to identify participants that excel in optimizing employee and organizational wellbeing.

About Gallagher

Gallagher (NYSE:AJG), a global insurance brokerage, risk management and consulting services firm, is headquartered in Rolling Meadows, Illinois. Gallagher provides these services in approximately 130 countries around the world through its owned operations and a network of correspondent brokers and consultants.

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