1. **I wanted to confirm the cost of Account Aggregation. If we have 24 million Connections and they run at a cost of $0.79, is it correct to say that we spend around $19 million a year on all Connections?**
   The logic of $0.79 per account is correct and due to investments we've made in development, support, and technology, we've been able to reduce that number from $1.29 from just a few years ago.

2. **If we don't want to get the COVID vaccine as personal preference, eMoney will not legally be able to employ us anymore?**
   As part of a COVID-19 Action Plan, OSHA has been directed to issue a new temporary emergency standard that would require companies of 100+ employees to mandate the COVID-19 vaccination or submit to weekly COVID-19 testing. Vaccine mandates continue to be subject to religious and medical exemptions, which will be considered on a case-by-case basis if necessary. However, because the regulations have not yet been published, many important details remain unclear, such as requiring vaccinations for employees who are fully remote. Those answers and more will be provided once the new regulation is released by OSHA. After that, we anticipate the regulations will be challenged in court, which could add to the delay in implementation. We will continue to monitor the situation and provide updates when we know more.

3. **Will sunsetting emPerform impact emPower?**
   No. These are two separate systems. eMpower will remain in place as our rewards and recognition platform.

4. **For Ricky, do you think there is anything we are specifically doing differently that is causing the decrease in support issues in Aggregation?** Yes, it's a combination of things. First, we have transitioned 5M accounts from screen scrapers to APIs. APIs don't break as often, which results in a fewer number of broken connections and thus less calls. We have also cut down the time to fix connections from 40 days to 10 days. This cuts down on repeat calls. Lastly, we have made improvements in the user experience that make the issue clear; proactively giving clients this information eliminates the need for them to call us.

5. **What is the name of the calendar program that we subscribe to in order to guide DEILC?**
   We pull from a few recommended sources to populate the diversity awareness calendar on the Intranet, which include:
   a. https://www.diversitybestpractices.com/2021-diversity-holidays
   b. https://www.diversityresources.com/2021-diversity-calendar/

   If you have any suggestions or notice something missing from the calendar, please feel free to email the DELIC at DEILC@emoneyadvisor.com.

6. **What will happen to existing progress comments and mid-year check-in updates to our goals in emPerform once we switch to SumTotal?**

2021 goals and mid-year check-in progress updates will be migrated to SumTotal. Employees will need to verify the information is correct, but no manual entry should be required.

7. **For the Employee Engagement Survey focus groups, should you receive an outlook invite after you have signed up using the form? If so, when are those invites going out?**
   Yes. You should have received a meeting invitation from People Experience. If you have not yet received one, please reach out to PX@emoneyadvisor.com with the day/time of the session you signed up for.

8. **Do new hires still get eMoney branded swag kits like t-shirts, etc.?**
   Yes. PX mails out new hire swag once a month, so some new hires may experience a slight delay depending on their start date.

9. **How do u do market salary research in time? Isn't that type of data always slow to get?**
   We utilize multiple sources of market data – which are refreshed in real-time – and conduct a complete market data refresh twice a year in January and July as a result. As soon as the new data is released, we review it and make any adjustments needed. Also, we work closely with talent strategy and will review specific positions if necessary.

10. **How do we see the total comp report in ADP?**
    From the ADP dashboard, navigate to Myself > Pay > Total Rewards