



HEALTH AND WELLNESS SUMMARY



A holistic view of well-being begins with a commitment to personal health. We support this commitment at J.B. Hunt by providing resources for care, health maintenance and stress reduction that are easily accessible for all employees and their covered dependents.

DISEASE MANAGEMENT AND PREVENTION

Truck driving as a profession has some of the highest incidence rates of diabetes, tobacco use and obesity in the U.S. We equip both drivers and nondriver personnel with tools and resources for tobacco cessation. By doing this, we help prevent, manage and treat medical conditions and promote overall wellness of mind and body.

MAKING CARE AND PREVENTION ACCESSIBLE AND AFFORDABLE

- Reduced the benefits-eligibility waiting period in April 2021 from 90 days to 30 days for medical, prescription drugs, health savings account, and flexible spending account coverage
- Quality, affordable health care choices that meet each employee's individual and family needs, including dental and vision plans
- Low-cost telemedicine options, including behavioral and mental health, available through all company-sponsored health care coverage plans
- Consult calls available at no cost to employees to speak with a professional counselor to help deal with stress, anxiety, or feeling overwhelmed
- Supporting suicide prevention efforts by promoting a free, 24/7 national hotline to all employees and their family members
- Free expert medical opinion service with access to top physicians and facilities, as well as domestic travel assistance to centers of excellence
- Access to Castlight, a comprehensive health tool that helps employees improve their health journey, whether they are healthy, managing a condition, or actively seeking medical care
- Discounted gym memberships across the nation
- Support and resources for coping with life-altering situations including divorce, illness, abuse, aging parents or other life events
- Free health and wellness coaching for better nutrition, increased physical activity, tobacco cessation, stress management, chronic disease management, and weight loss
- Corporate campus amenities such as a 24-hour fitness center, walking/jogging trails, fitness classes, bike storage and employee-led recreation groups for cycling, volleyball and ultimate frisbee
- Personal, online physical therapy program allowing participants to work through video exercises and track progress on recovery
- Company-wide survey to request feedback from employees on their benefit preferences



SUPPORT FOR FAMILIES

- Available critical illness and accident insurance to bridge gaps in medical and disability coverage and offset expenses
- Optional life insurance coverage to supplement company-paid coverage for additional financial security
- Specialized care services for Northwest Arkansas employees who help care for an elderly parent, special needs child, or someone else with an illness, disease, or condition
- Lifestyle benefits that include legacy and end-of-life planning, legal, financial, and grief consultation, along with beneficiary financial counseling when life insurance claims are paid
- Medical travel assistance to help with pre-trip planning, emergency services, and medical relocation
- Adoption assistance program for employees who build or expand their family through adoption
- Pet insurance options for our four-legged family members
- Discounts on medical premiums for tobacco-free employees and spouses
- Nationwide discount options for home, auto, boat, renters, and motorcycle insurance

DISASTER RESOURCES

When employees experience a disaster and find themselves in a time of need, we surround them with resources to dispatch help quickly. Our HR Solution Center team is available to provide answers, guidance, and resources for employees during disaster situations via web, email, or phone. Plus, if medications are lost or damaged during a disaster situation, our prescription program will provide emergency access to refills.

COVID-19 RESPONSE

When the pandemic struck in March 2020, our Business Continuity and Disaster Recovery team quickly shifted into pandemic response mode. This team put precautionary steps in place to manage risk for our employees and their families and continues to provide critical guidance for J.B. Hunt employees and those with which we do business.



2020 ACTIONS

We worked quickly to set up work-from-home flexibility for those in our workforce who could perform their jobs remotely. To care for employees who were unable to work due to COVID-19, we implemented an emergency COVID-19 PTO Policy. We also provided a \$500 bonus in late March for drivers, maintenance employees, and frontline employees. We provided KN95 masks, hand sanitizer and wipes to drivers and our remote workforce during March and April and continue to replenish supplies as needed.

In addition to enforcing mask wearing and social distancing, we developed the following protocols to help keep our employees safe:

- Quickly developed an electronic bill of lading so that drivers and customers could avoid swapping devices and paperwork
- Ultraviolet lighting in corporate campus buildings to help kill airborne viruses
- Cleaning staff increased frequency of cleaning and wiped down surfaces multiple times a day
- Electrostatic cleaning to sanitize hard-to-reach surfaces
- Hospital-grade HVAC systems installed at corporate
- Plexiglass panels installed to keep workspaces separated
- Touchless features in restroom and kitchen areas
- Daily health screenings for employees

2021 ACTIONS

In February, we offered our corporate campus parking lot for use in one of the largest drive-thru vaccine clinics at the time for the greater Northwest Arkansas community. Around 3,000 people visited the drive-thru vaccine clinic at our corporate headquarters to receive a vaccination.

On March 16, Arkansas opened vaccine eligibility to anyone in the state age 16 and up. J.B. Hunt began hosting vaccine clinics for employees and the adult members of their household. More than 25,000 people have now been vaccinated at the events held on the campus of our headquarters.

We introduced eight hours of available emergency COVID-19 vaccination PTO in early April to cover any time off employees needed in order to receive the vaccine.

Multiple, additional vaccine distribution events both for corporate and field employees were conducted through May of 2021.

