



PROMOTING HEALTH AND WELLNESS 2021

J.B. Hunt is big on benefits! We provide a comprehensive approach to health, including benefits and resources that support physical and mental health, maintaining a healthy lifestyle and promoting work-life balance, which are accessible to all employees and their covered family members.

DISEASE MANAGEMENT AND PREVENTION

Truck driving as a profession sees some the highest incidences of diabetes, tobacco use and obesity in the U.S. We equip drivers and non-driver personnel with tools and resources to support and maintain overall health and wellness. These programs, provided at no cost to covered members, include tobacco cessation, diabetes management and a Type 2 diabetes reversal program, along with personalized weight loss programs. Disease management and prevention programs help promote overall wellness of mind and body.

MAKING CARE AND PREVENTION ACCESSIBLE AND AFFORDABLE

- Reduced benefits-eligibility waiting period from 90 days to 30 days for medical, prescription drugs, health savings account and flexible spending account options.
- Quality, affordable healthcare choices to meet individual and family needs, including dental, vision, supplemental life coverage options and various voluntary benefit options.
- Low-cost telemedicine options, including behavioral and mental health treatment, available through all company-sponsored health care coverage plans.
- Employees and family members have access to licensed professional counselors at no cost, for help with stress and anxiety, along with suicide prevention and crisis support.
- No cost expert medical opinion service with access to top physicians and facilities, including domestic travel assistance to centers of excellence.
- Access to comprehensive health tools that help employees navigate their health journey, whether managing a chronic condition, actively seeking a medical specialist for health concerns or considering a second opinion.
- Support and resources for coping with life-altering situations including divorce, illness, abuse, aging parents and other life events.
- No cost health and wellness coaching for better nutrition, increased physical activity, tobacco cessation, stress management, chronic disease management and weight loss.
- Corporate campus amenities, including a 24-hour fitness center, walking trails, fitness classes, bike storage and employee-led recreation groups for cycling, volleyball and ultimate frisbee.
- Personal online physical therapy program supporting members through video exercises while tracking progress to recovery.

SUPPORT FOR FAMILIES

- Available critical illness and accident insurance to bridge gaps in medical and disability coverage to offset expenses.
- Optional life insurance coverage to supplement company-paid coverage to promote financial security.
- Lifestyle benefits that include legacy and end-of-life planning, legal, financial and grief consultation, along with beneficiary financial counseling through our life insurance program.
- Medical travel assistance to help with pre-trip planning, emergency services and medical relocation.
- Adoption assistance program for employees expanding their family through adoption.
- Nationwide discount options for home, auto, boat, renters and motorcycle insurance, along with pet insurance options.
- Private lactation accommodations at all locations.
- New maternity and parental leave in addition to company disability benefits, to support work-life balance, enabling parents to take two weeks of 100% paid time off to bond.

DISASTER RESOURCES

When employees find themselves in need following a disaster, J.B. Hunt provides access to resources that can be dispatched quickly to help. The HR Solution Center and People Support Center teams are available to provide guidance and resources online, by email or phone. Our prescription drug coverage includes an emergency prescription refill program to help employees replace prescriptions lost or damaged during disaster situations.

2021 COVID-19 RESPONSE

In February 2021, 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, which administered vaccinations to more than 3,000 people. On March 16, 2021, 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 events held on J.B. Hunt campus headquarters. We introduced eight hours of available emergency COVID-19 vaccination PTO in early April to cover any time off employees needed to receive the vaccine. Additional vaccine distribution events for both corporate and field employees were conducted through May 2021.

