

Advancing employee benefits: Meeting evolving needs of your workforce

Debbie Blaha
Senior Manager
Benefits
DICK's Sporting Goods

Kimberly Humphrey
Assistant Vice President
Inclusion and Belonging
Office of Belonging and
Community Impact
Lincoln Financial

Susan Pergament
Global Benefits Lead
Syneos Health

Joanne Rosa
Vice President
National Accounts and
Consultant Practice
Lincoln Financial



AUGUST 4-7 • WASHINGTON, DC

The background of the slide is a photograph of a man with a beard and glasses, wearing a patterned button-down shirt, smiling broadly and shaking hands with another person whose arm is visible on the left. The setting appears to be an office with blinds in the background and a laptop on a desk in the foreground. A large, abstract graphic on the left side of the slide consists of overlapping geometric shapes in orange, red, and white, with a wavy line pattern in the white section.

Introduction to Syneos Health®

Susan Pergament
Global Benefits Lead
Syneos Health

Introduction to Syneos Health

- Syneos Health® is a leading fully integrated biopharmaceutical solutions organization built to accelerate customer success.
- We translate unique clinical, medical affairs and commercial insights into outcomes to address modern market realities.
- We have more than 26,000 employees in 50 countries. We support a diverse, equitable and inclusive culture.
- By acting sustainably and responsibly, we help advance health and change patients' lives



ADVANCING HEALTH

Leveraging our expertise to help deliver solutions that change patients' lives

- Accessibility
- Clinical Trial Safety and Quality
- Ethics in Research and Development



CARING FOR PEOPLE

Supporting our employees and fostering a culture of respect for all

- Community Support
- Employee Safety and Well-Being
- Human Rights
- Talent Engagement, Recruitment and Retention



OPERATING RESPONSIBLY

Acting with integrity and making decisions guided by our strong ethics

- Business Ethics
- Corporate Governance
- Privacy and Data Security
- Supply Chain



PROTECTING THE PLANET

Promoting environmental sustainability for the health of the earth and its people

- Climate Change
- Energy and Carbon Emissions
- Waste
- Water

DICK'S SPORTING GOODS

OUR BELIEF

We believe **sports** have the power to **change lives**.

OUR COMMON PURPOSE

We create **confidence** and **excitement** by inspiring, supporting, and personally equipping all athletes to achieve their dreams.

OUR MISSION

We create an inclusive environment where all **TEAMMATES** can thrive.

We create and build leading brands that serve and inspire **ATHLETES**.

We make a lasting impact on **COMMUNITIES** through sport.

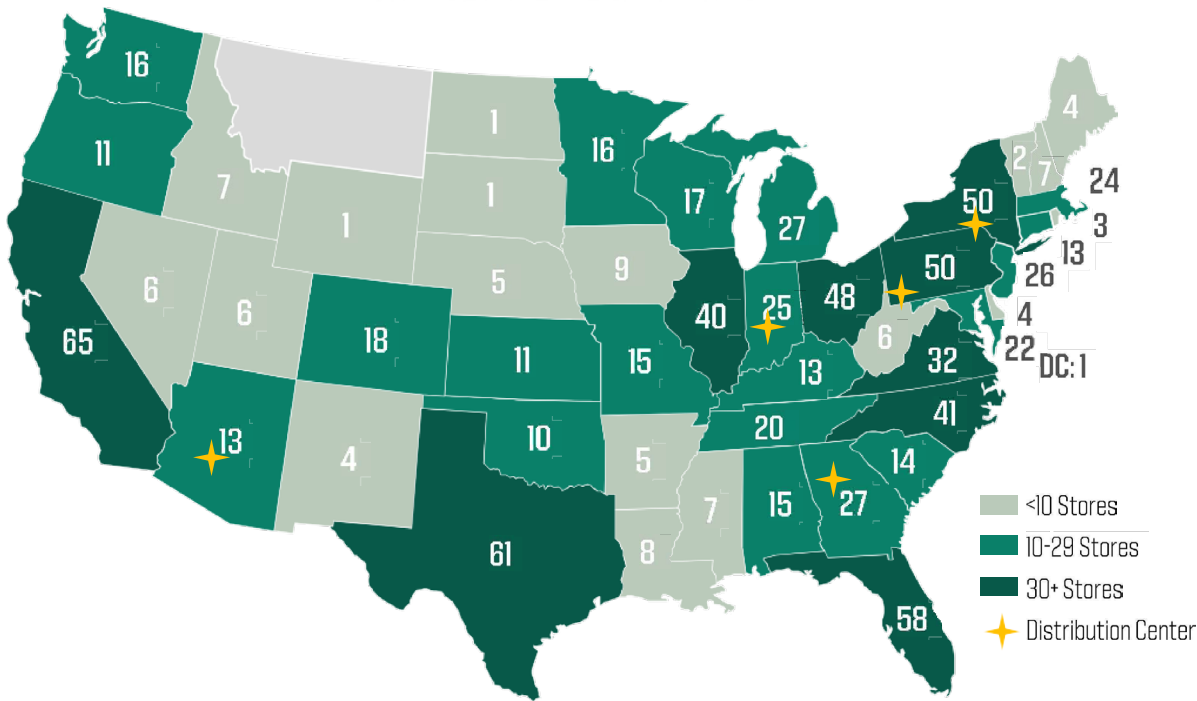
We deliver **SHAREHOLDER** value through growth and relentless improvement.

OUR VALUES

Together with our Foundation, we have provided over **\$200 million** in grants and sponsorships supporting youth athletes in our communities.

18,608
Total Benefit Eligible

NATIONAL FOOTPRINT



885

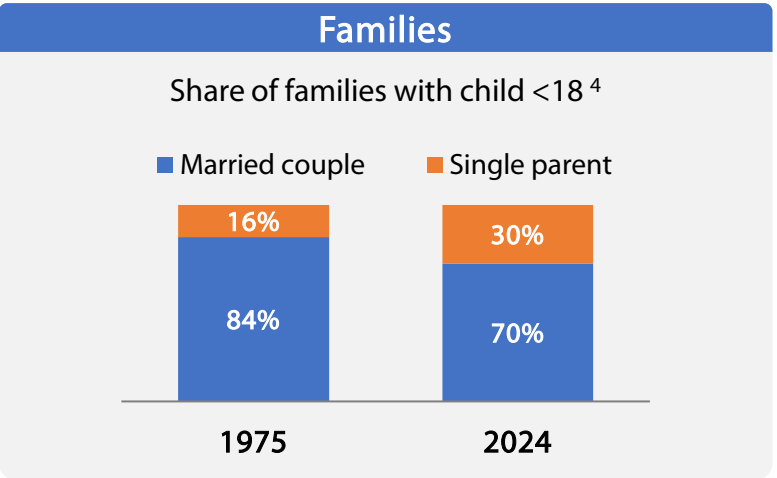
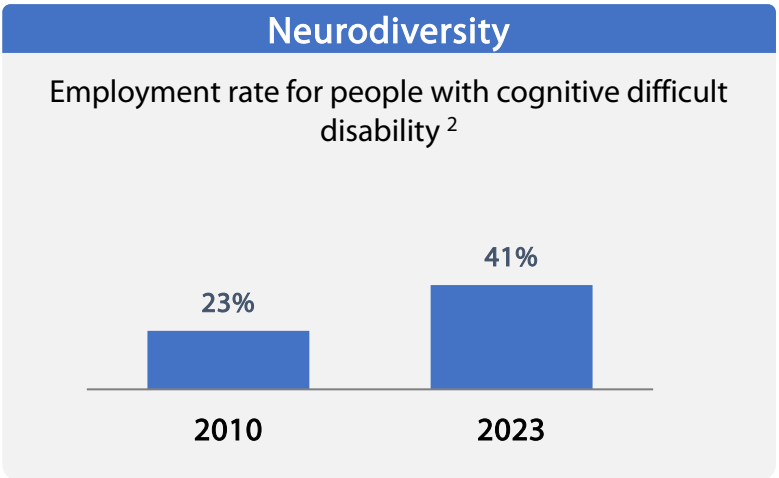
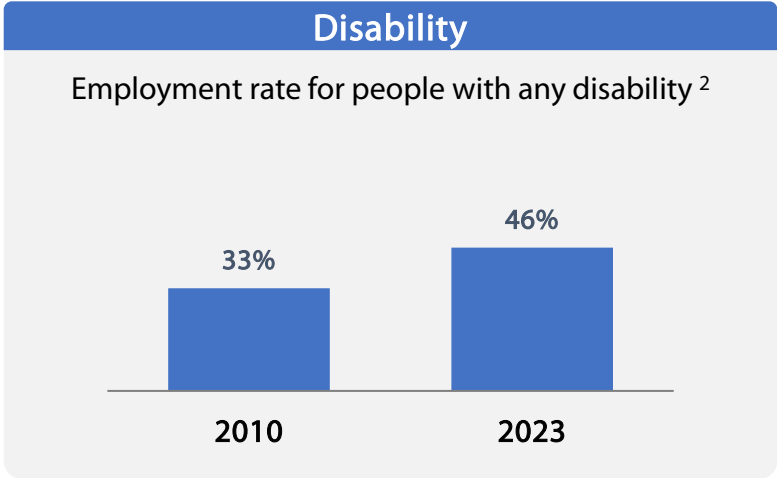
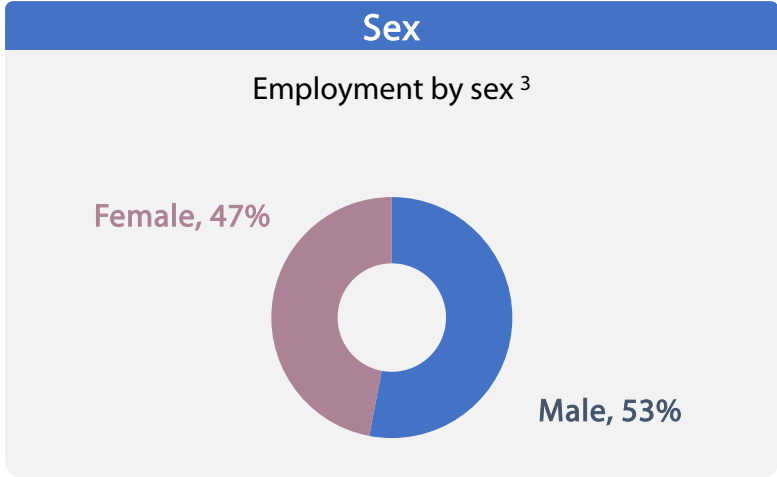
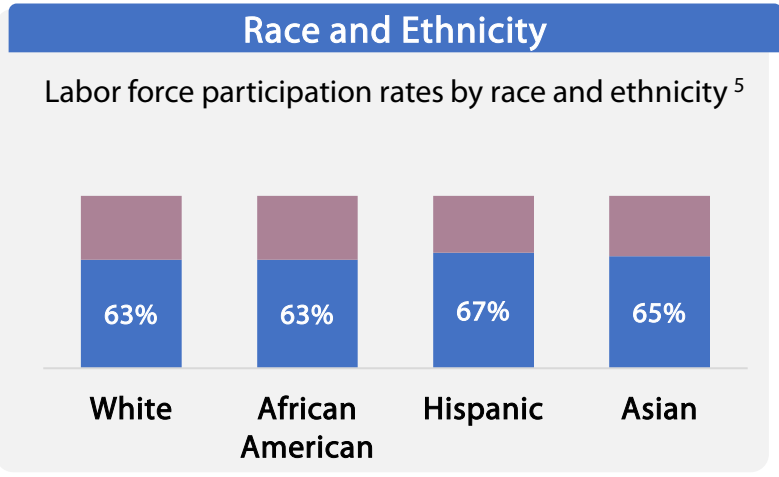
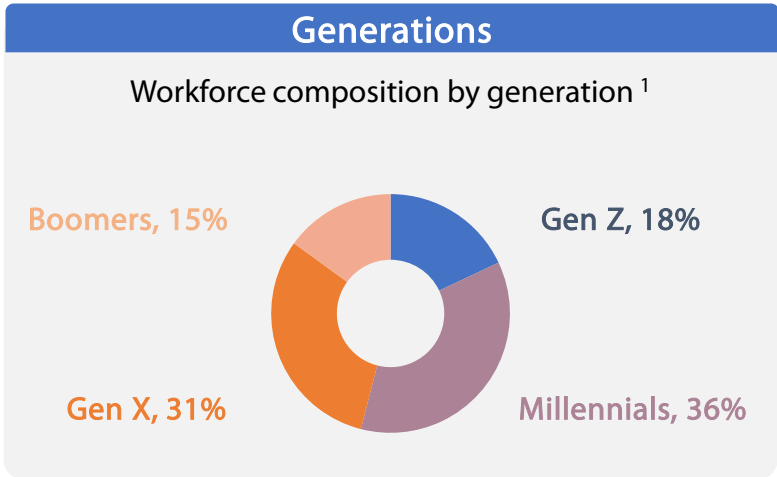
Total Stores
in 47 states and DC

DICK'S Sporting Goods: 670
House of Sport: 21
DICK'S Field House: 31
Specialty Concept Stores: 163

5

Distribution Centers
supporting robust omni-channel operations

The workplace is undergoing significant demographic shifts

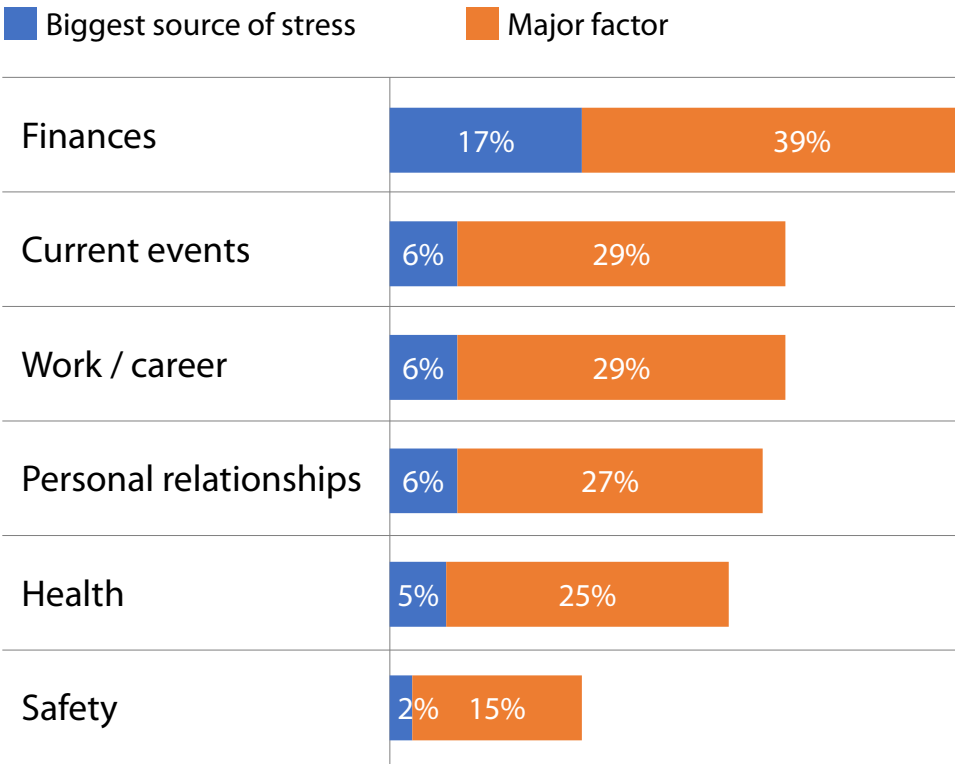


¹Department of Labor, [Changes in the U.S. Labor Supply](#), 2024; ²Hiring Lab, [March 2025 US Labor Market Update](#), 2025; ³Department of Labor, [Civilian Labor Force by Sex](#), 2024; ⁴Department of Labor, [Share of families with children under 18 since 1975](#), 2025; ⁵Bureau of Labor Statistics, [Labor force characteristics by race and ethnicity](#), 2023

Finances are more likely to be the #1 source of stress than work, relationships, health, current events

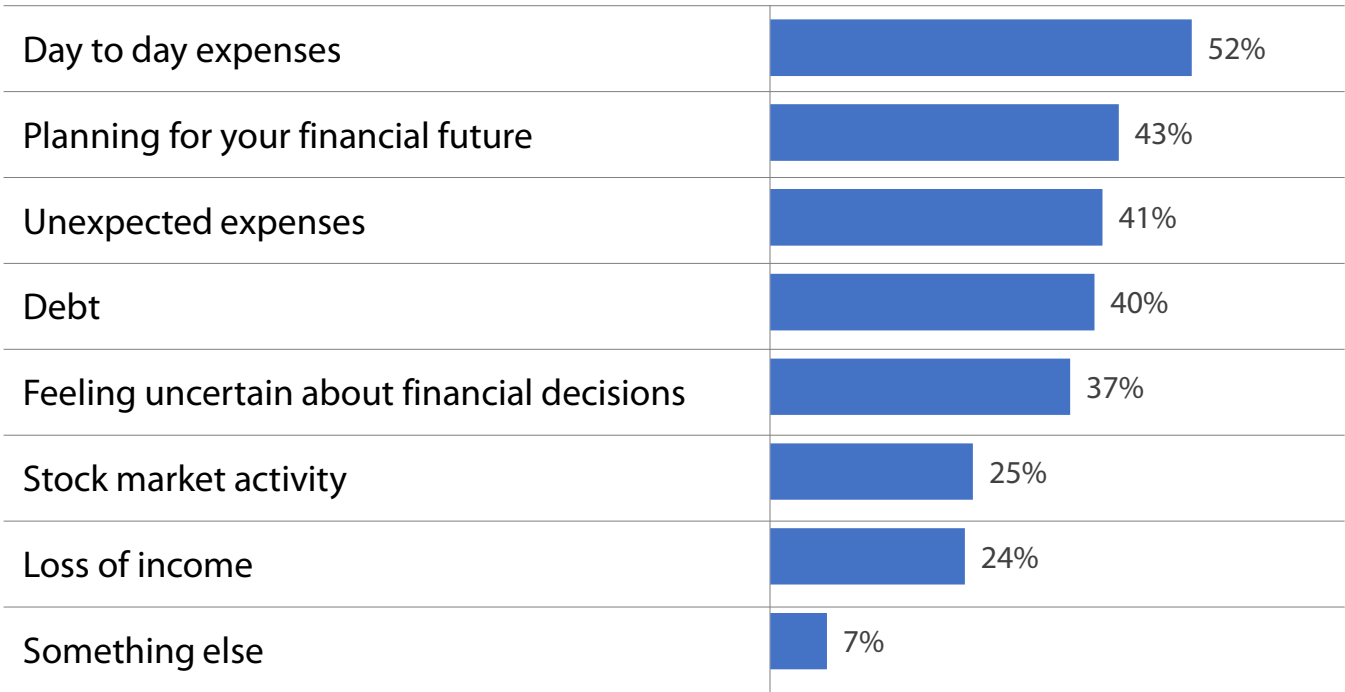
Sources of stress

Among US Adults who have felt stressed in the past 90 days



Causes of financial stress

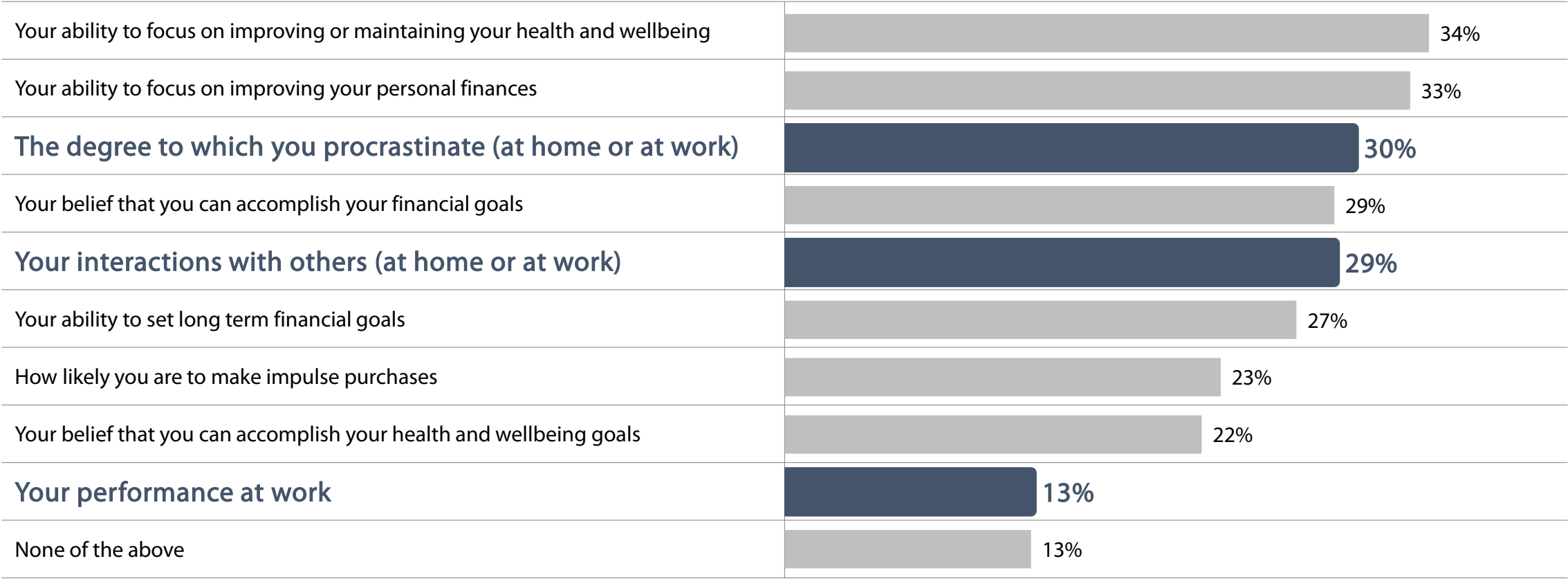
Among US Adults who say finances are a source of stress



Source: Lincoln Financial, Consumer Sentiment Tracker, April 2025 Survey

The impact of financial stress in the workplace

Negative impacts of stress
Among US Adults who have felt stressed in the past 90 days

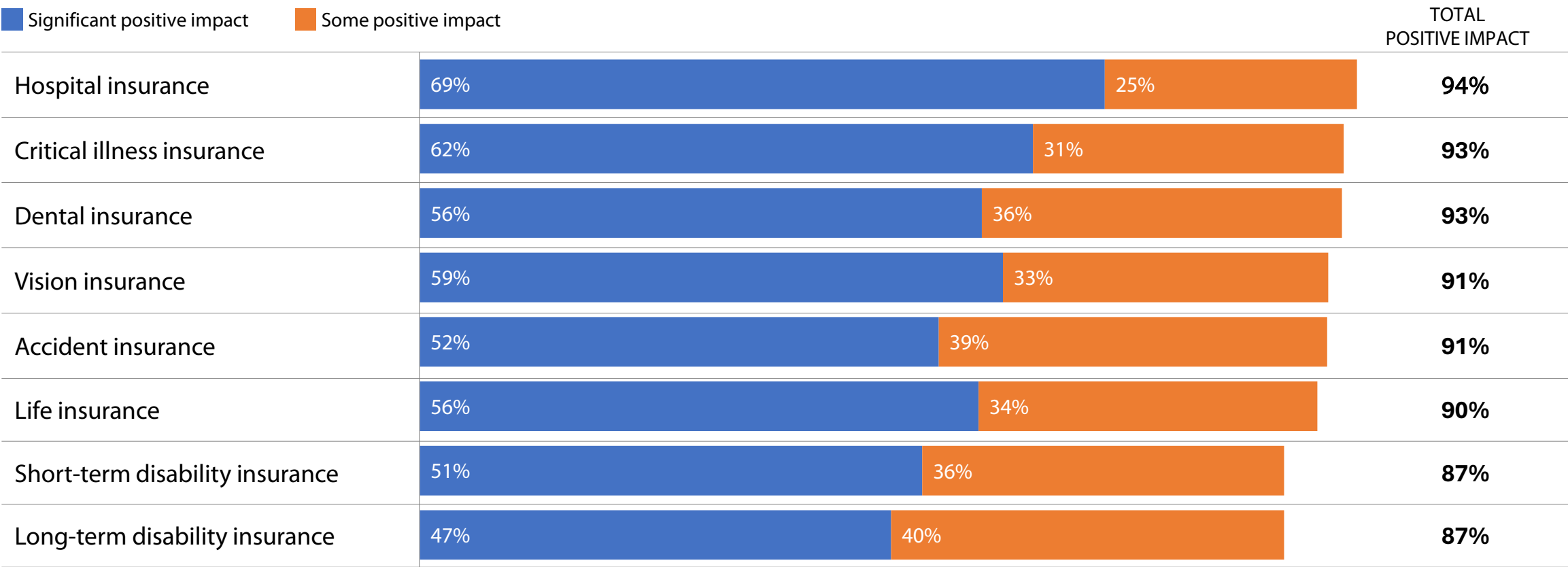


Source: Lincoln Financial, Consumer Sentiment Tracker, April 2025 Survey

Workplace benefits help boost financial sense of security for employees who enroll

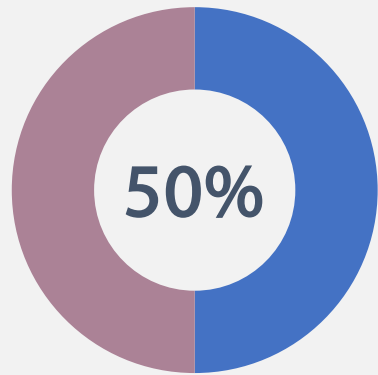
Positive Impact of Benefits on Financial Sense of Security

Among employees who are enrolled in each benefit

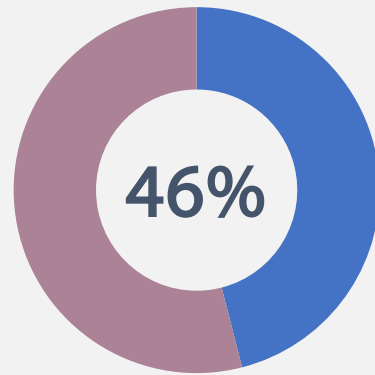


Source: Lincoln Financial, Wellness@Work (2025)

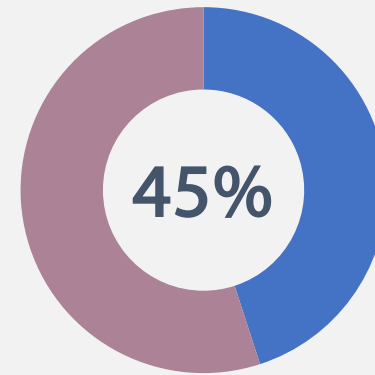
Employees across the U.S. need help understanding the benefits available to them at work



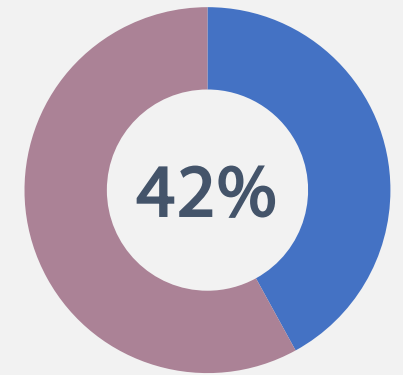
Very familiar with what benefits are available at work



Very familiar with what each benefit is for



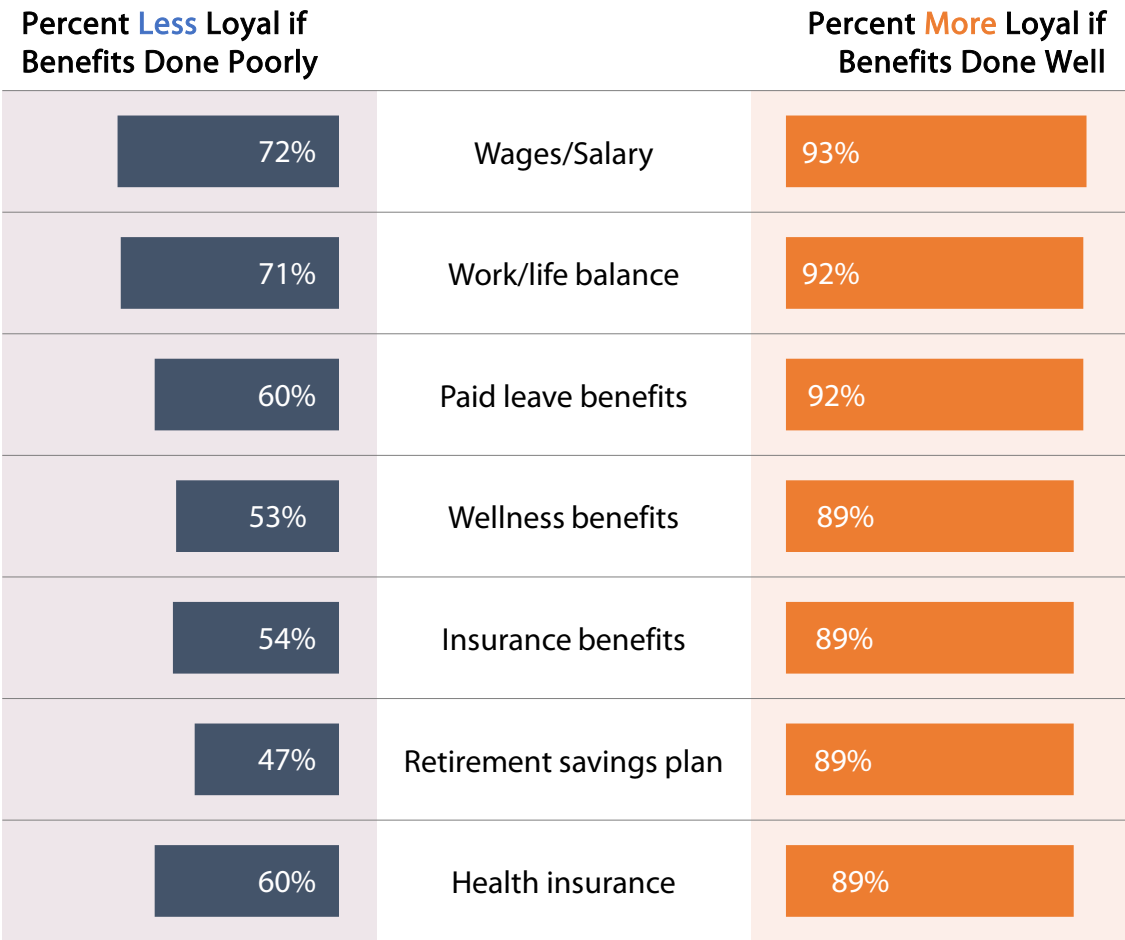
Very familiar with which benefits are right for "someone like me"



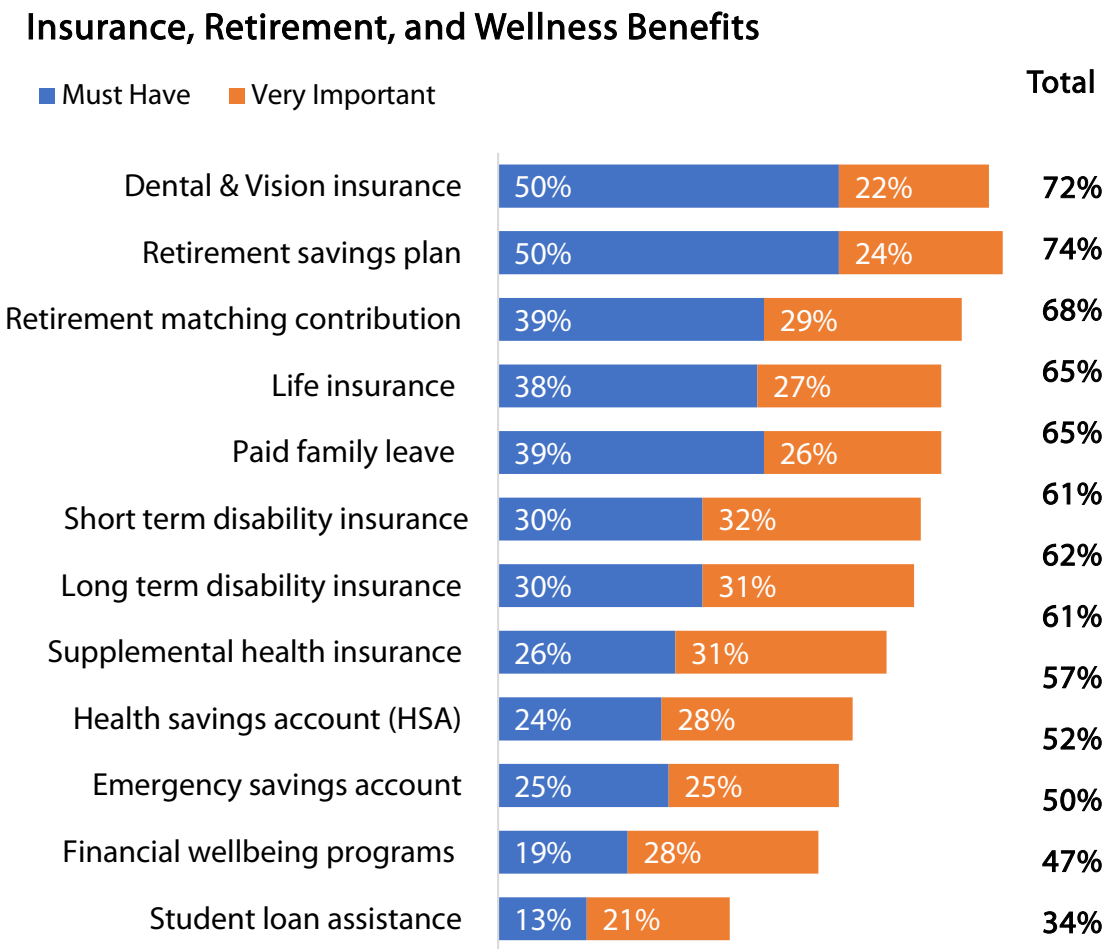
Very familiar with what options and features to choose within benefits to take full advantage of the benefit

Source: Lincoln Financial, Wellness@Work (2025)

Benefits done well fosters loyalty and retention & Employers that don't offer a well-rounded benefits suite miss out on a portion of the talent pool



Source: Lincoln Financial, Wellness@Work (2025)



Source: Lincoln Financial, Consumer Sentiment Tracker, January 2024 – April 2025



Your tomorrow.
Our priority.™

Lincoln Financial is the marketing name for Lincoln National Corporation and its affiliates.

Affiliates are separately responsible for their own financial and contractual obligations.

Order code: GP-BENE-PPT001
7/25 Z01
LincolnFinancial.com



AUGUST 4-7 • WASHINGTON, DC