

Essential Credit Union 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

Baton Rouge, LA February 6, 2023 — Essential Credit Union participated in Gallagher's 2022 U.S. *Benefits Strategy & Benchmarking Survey* and was identified as an organization that excelled in optimizing employee and organizational wellbeing. Essential CU 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 a tight labor market.

"At Essential Credit Union we recognize that our team members are the essence of a successful operation. They are the face of our organization and are responsible for delivering consistent quality service to our membership. It is important that we maintain a healthy business culture, competitive wages, and good benefits for our team members so they can enjoy a purposeful work life balance. Gallagher has proven to be a valued partner in helping us develop our compensation and benefit program, as well as provide us with guidance on building and strengthening our culture. We appreciate the expertise and resources they provided to help us become a stronger and better organization." Richard Williams, Chief Executive Officer, Essential CU.

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

- Planning horizons for the benefits and compensation strategies
- Extent of their 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

Essential CU was recognized as a U.S. Best-in-Class Employer because of how they approach organizational priorities with a long-term outlook; provide high-quality, high-value benefits; and build and solidify a strong organizational culture through their communications," said William F. Ziebell, CEO of Gallagher's Benefits & HR Consulting Division "In doing so, Essential CU invests in the whole employee by providing distinct and relevant wellbeing resources that will attract and retain talent."

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 2022 U.S. *Benefits Strategy & Benchmarking Survey* was interpreted to identify participants that excel in optimizing employee and organizational wellbeing. To learn more about the report and the qualifying criteria, download the Best-in-Class Benchmarking Analysis at ajg.com/Best-in-Class-2022

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.