



From time to time really exciting things happen at UCAR and we will be sending you news splashes to keep you up to date!

Hello Staff,

As you know UCAR’s HR has been engaged in soliciting feedback to better understand what types of benefits really matter to everyone. As a part of this process a Benefits Survey was recently sent out to staff. To continue this benefits assessment process, UCAR will conduct 30-minute digital focus groups through our external vendor, Mercer Sirota, to ask additional questions and dive deeper into topics that emerged from the recent survey. You are invited to participate in this step of the feedback process.

Participation in these focus groups is completely voluntary, and UCAR will not have access to a list of participants. Insights you share will be held in confidence; responses provided in the session will be aggregated with others’ responses and reported back to UCAR anonymously.

There will be a 30-minute session **on Thursday, Aug. 26** in which you can participate based upon your location:

UCP locations outside of Colorado	9:00 a.m. MDT
Colorado	10:30 a.m. MDT
Other locations outside of Colorado	1:30 p.m. MDT

Links to these sessions will be sent prior to Thursday, Aug. 26. Thank you in advance for your time; we look forward to gaining additional insight and viewpoints during the sessions. If you have any questions, please email hrbenefits@ucar.edu.

Additional focus groups will be conducted in the future as specific benefits are discussed in more detail. For example, as trends are identified to adjust or introduce certain benefits, a focus group will be created to discuss those trends and possible options. The format of those focus groups is yet to be determined, but those topics will be open for discussion to assist us in determining the right direction to take in developing the short-, mid- and long-term slate of

benefits. Future focus groups will also be arranged for employees who are in locations outside of Colorado to specifically address staff needs.

I just wanted to draw your attention to this opportunity for you to provide UCAR HR your feedback on benefits. If you have any questions feel free to [reach out to me](#).

Thank you,

A handwritten signature in black ink, appearing to read "Y. Lawrence". The signature is written in a cursive, flowing style.