



At HARMAN, we believe that people are our greatest competitive advantage.

To be a compelling place to work in a highly competitive marketplace, we are constantly evaluating how we can improve our human resource programs and

practices, including investing in stronger communications and more self-directed programs to drive greater transparency, quality and employee engagement.

Communications

Through HARMAN's free online wellness portal, employees and their spouses have access to information and resources on a variety of health topics. In addition, we issue a monthly health e-newsletter and mail a quarterly newsletter to employees' homes. We also provide resources to help employees manage their health care.

Choice in Health Care Plans

HARMAN offers both PPO and high-deductible plans, accompanied by health reimbursement or health savings accounts, respectively. We also offer "Ask Alex," an interactive decision tool that provides side-by-side comparisons of the different plans through the lens of an individual's unique position — salary, health status and claims history, for example.

Financial Incentives

Employees reduce their deductibles and insurance costs when they complete wellness actions:

- ▶ Complete a health risk assessment or biometric screening, attest to not being a tobacco user, achieve defined body mass index criteria, or enroll in a gym or fitness class.
- ▶ Complete at least three interactive care management calls.
- ▶ Complete at least four wellness coaching program calls.
- ▶ Participate in at least two wellness challenges.
- ▶ Participate in the Maternity Management Program.

Access to Health and Wellness Professionals

HARMAN's coaching program helps employees and spouses make positive lifestyle changes such as managing stress, quitting tobacco and improving nutrition. HARMAN also offers low-cost telephone or online video access to board-certified doctors for nonemergency situations. Those with more serious conditions may engage a single-point Care Management Unit to better coordinate ongoing treatment.

Engagement

We have appointed local Wellness Site Champions to reinforce program messaging and organize employee activities. HARMAN works hard to foster a culture of employee empowerment, teamwork and creativity. Our efforts to encourage greater health and wellness strengthen our organization and ultimately benefit the families, friends and communities that surround us. With the same enthusiasm and innovation we bring to our technologies, we will continue our commitment to a healthy, energized and motivated HARMAN workforce.



Dinesh C. Paliwal

Chairman, President and Chief Executive Officer

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