

Anchor Mission Metrics and Reporting Structure

| Pillar | Meeting with Anchor Mission Team | Metrics Tracked and Reported | Report to Senior Leadership |
|-------------------------------------|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| Hire Local | Monthly | % of new hires from AM zip codes % of new hires from AM zip codes retained at least 90 days % of new hires from AM zip codes retained at least 6 months % of new hires from AM zip codes retained at least 1 year* | Quarterly |
| Buy Local | Monthly | \$ of AM spend doing business with RUMC (in millions) \$ of AM spend in target sourcing categories (in millions) | Quarterly |
| Invest Local | Monthly | Rush loan commitments in AM community (\$MM) | Quarterly |
| Rush Local | Monthly | Dollar Value of volunteer hours | Quarterly |
| | | # of volunteer hours | Quarterly |
| | | # of participating employees | Quarterly |
| | | # of families served | Quarterly |
| | | % of AM employees saving at 6% or more | Quarterly |
| | | % of AM employees invested in target date funds | Quarterly |
| | | % of AM employees participating in health plan | Quarterly |
| % of employees making a living wage | Annually | | |