



April 29, 2021

Important announcement:

The first of next week, you will receive an invitation via **text message** to participate in an employee survey that will be used to determine if Hillcrest can be certified and reviewed by Great Place to Work® as a great workplace and is eligible for *Fortune Magazine's* Best Workplaces lists.

This survey is authorized by us and conducted by Great Place to Work®; they require a minimum number of completed surveys for us to qualify. **Therefore, it is very important that you respond to the survey.**

The text invitation will include a unique link which will allow you quick and easy access to this short survey.

Please be honest and candid in your responses. To protect your anonymity, Great Place to Work® will not share any personal information that could be used to identify you. Responses might be quoted in a company review on their Great Place to Work® Review website, but your identity will remain confidential.

To be included in the results, please complete the survey as soon as you receive it, or no later than May 16, 2021.

Thank you very much for your participation.

Ted Smith, CEO