

THE BEAT: YOUR MONTHLY BENEFITS UPDATE

DURING THE MONTH OF APRIL, TAKE ONE ACTION!

April is **Global Volunteer Month** — a time dedicated to service, connection, and strengthening our communities. Through **Hearts in Action**, all regular, full-time employees have the opportunity to use **Volunteer Time Off (VTO)** and participate in group volunteer activities.

Making a difference doesn't require a grand gesture — it starts with one action. Start by going to **Hearts in Action** on The ZONE.



ALYSON'S SPOTLIGHT

**One Action, Big Impact:
See How ZOLL Teams Are Giving Back**

This month's Spotlight video celebrates Global Volunteer Month with more than 1,500 hours of service powered by Hearts in Action, ZOLL's Volunteer Time Off program. Alyson and Jill Romeo Plunkett, ZOLL's Employee Engagement Manager, share how just one action — using your VTO, leading a project, or sharing your story — can strengthen our communities and our ZOLL team. Learn how you can make a difference!



WATCH TODAY

NEURODIVERSITY SUPPORT

to Help You Thrive

April is Neurodiversity Celebration Month, a time to recognize and celebrate the many ways people think, learn, and experience the world. Supporting neurodivergent individuals helps create more inclusive environments where everyone can thrive.

Early intervention, care coordination, and access to the right resources to navigate later-in-life diagnoses can help you and your loved ones grow and build confidence. Families can learn to navigate challenges, strengthen essential life skills, and nurture each child's individual potential through tailored services and guidance.

Learn more about special needs support on ZOLLbenefits.com.



PHYSICAL

April brings World Health Day, a reminder to focus on prevention and supporting every aspect of your health and well-being.

- Schedule your free preventive checkups and screenings this month; **preventive care** is covered at 100% when you use in-network providers on a ZOLL medical plan.
- Deepen your understanding of neurodiversity with the Divergent Minds with Dr. Amy podcasts from **Modern Health**. Find episodes on recognizing neurodivergent traits, navigating a later-in-life diagnosis, supporting neurodivergent children, and more.

FINANCIAL

April is Financial Literacy Month, and a great time to take a closer look at how you spend, save, and invest. Building financial literacy today helps you make confident money decisions for your future.

- Start with Fidelity's **Financial Wellness Roadmap** to understand your options, identify opportunities, and explore goals for your financial future.
- Then schedule an appointment with a **CAPTRUST financial advisor** who will provide professional, unbiased advice and help you plan for a brighter financial future.

EMOTIONAL

Small steps can make a big difference. During Stress Awareness Month in April, take time to recognize the signs of stress and use support, tools, and resources to care for your mental well-being.

- **Stress Awareness Bingo** provides manageable activities to pause, release tension, and support a calmer you. Mark off your completed squares and celebrate every win while showing yourself kindness along the way.
- **Modern Health** offers meditations for you to play whenever you need to manage anxiety, improve sleep, or feel more grounded.

WORK/LIFE BALANCE

Volunteering fosters purpose, reduces stress, and builds connections that recharge you beyond the office. Join your ZOLL peers who are already making an impact.

- Give back and make a difference with **Hearts in Action!** Learn more on The ZONE.

Upcoming Events

ZOLL EXCLUSIVES

CAPTRUST – Upcoming Changes to Student Loans

This webinar will break down updates to student loan repayment plans, borrowing limits, grant eligibility, and the key steps employees can take to prepare.

REGISTER: APRIL 14 | 2:00 PM ET

CAPTRUST – What's Coming Out of Your Paycheck

Do you know what is coming out of your paycheck, and why? This presentation will discuss the typical paycheck deductions, where your earnings are going, and how much control you have over them.

REGISTER: APRIL 30 | 2:00 PM ET



Watch for more information about ZOLL and Modern Health's upcoming **Cool Down Connect** on Resilience — Building Strength, Flexibility, and Support, featuring Dr. Mary and Alexa Hall, who recently took on a new role in the Acute Care Technology (ACT) division, leading ACT's Hospital business unit.

Modern Health – Supporting Neurodivergent Team Members

Everyone can benefit from the strengths, talents, and unique perspectives of neurodivergent coworkers. Join this Listen & Learn to learn about neurodiversity and how you can help your neurodivergent team members thrive in the workplace.

REGISTER: APRIL 9 | 7:00 PM ET

Modern Health – Autism in Adulthood: Life, Work, and Relationships

This Listen & Learn will explore what it's like to move through adulthood as a person with autism. Learn practical strategies for communicating your needs effectively, creating environments that support your focus and well-being, and making choices that align with your strengths.

REGISTER: APRIL 28 | 1:00 PM ET

Modern Health – Parenting Neurodiverse Children

Children with ADHD, autism, or learning differences have exceptional strengths and unique challenges when it comes to how they navigate the world around them. This discussion-based Circle will create a space for parents of neurodiverse children to come together for support, understanding, and validation.

REGISTER: APRIL 30 | 2:00 PM ET

START EXPLORING

ZOLLbenefits.com