

Ameren Workplace Strategy

Agenda

- Workplace Strategy Overview
  - Part of Ameren's Culture
- Workplace Strategy Concept
  - Activity Based Work
  - Enhanced Collaboration
  - Foundational Standards
- Modifications During Covid-19
  - Reduced Capacity
  - Temporary Neighborhoods
- Workplace Strategy Post-Covid-19
  - Refreshed Workplace Strategy
  - Proposed Flexible Work Model



Workplace Strategy Overview

What is it?

- Goal
  - Ameren's Workplace Strategy is a multi-year effort to create workplaces that encourage collaboration and efficiency, and that present and future co-workers will be proud to come to every day.
  - Component of the Ameren Culture Plan to shape a work environment that will attract, enable and retain a diverse workforce and that fosters agility and collaboration.

- Focus Areas



Innovation
Space for collaboration & innovation, technology as a business tool to support innovation



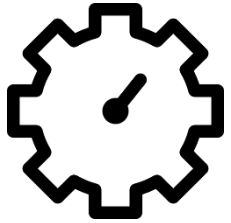
Culture
Environment supporting All In culture, ergonomics, health & wellness, with connections to the Ameren Brand



Attract, Engage & Retain
Consistent co-worker experience, welcoming, gathering, community & brand

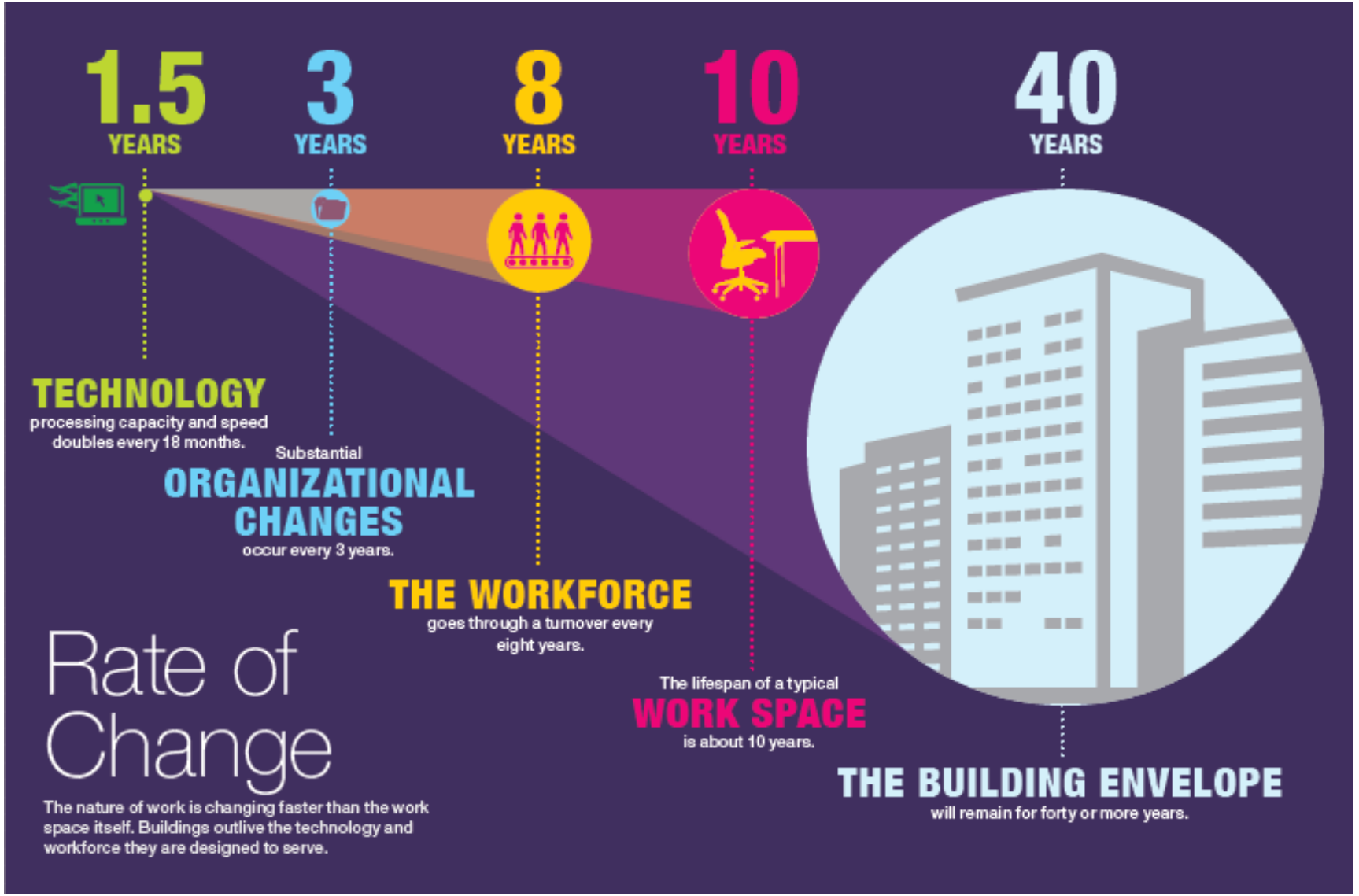


Provide Choice
Support new approaches to work and changing needs by leveraging mobility and technology



Effective & Efficient
Efficient and cost effective work environments, flexible and adaptable workplace configurations

Workplace Strategy: Why is it a focus?



How does Workplace Strategy align to the Ameren Culture Strategy?

1

WORK ENVIRONMENT

BECAUSE…
it helps attract, enable and retain top talent.

2

GROWTH AND DEVELOPMENT

BECAUSE…
it prepares and enables a high performing workforce.

3

CO-WORKER CONNECTEDNESS

BECAUSE…
it creates relationships that foster trust and engagement necessary to drive better results.

4

LEADERSHIP SHADOW

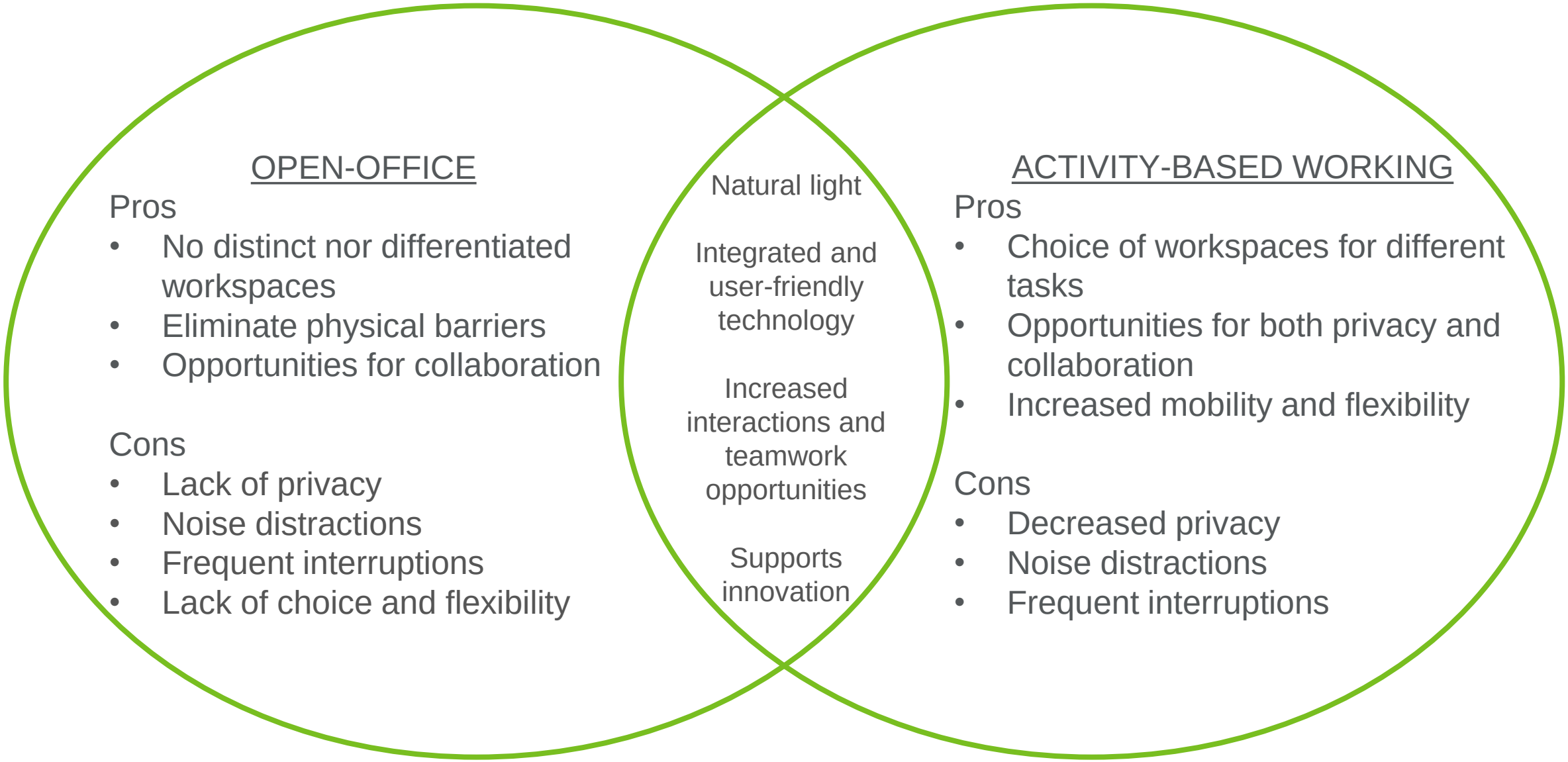
BECAUSE…
leadership behaviors set the tone for the organization

DRIVE PRODUCTIVITY
ENCOURAGE INNOVATION
LEVERAGE TECHNOLOGICAL ADVANCES



Workplace Concept

Dispelling Misconceptions: Open-office vs. Activity-based working (ABW)



Typical Project Attributes

- Activity-based environment
  - Seated height panels on workstations to encourage more collaboration
  - Interior rooms with glass fronts
  - Variety of places to work
    - Focus rooms, conference rooms and huddle rooms for both privacy and collaboration
  - Open collaboration areas
  - Access to natural light
  - New ergonomic workstations and chairs
  - Centralized shared print/copy areas
  - New branding for visual interest and consistency

Foundational Standards

The new Ameren workplace must accommodate a wide range of work activities. A balanced match between shared activity spaces and individual spaces allow for collaboration and innovation.

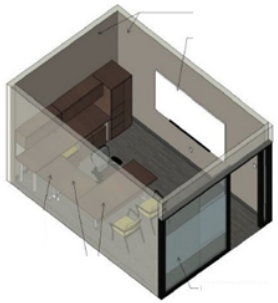
To accommodate the range of activities the Ameren workplace strategy is comprised of:

Individual Spaces:

Primary workspace assigned to a co-worker or contractor



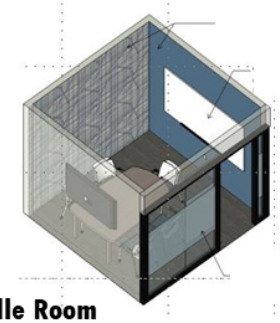
Workstation



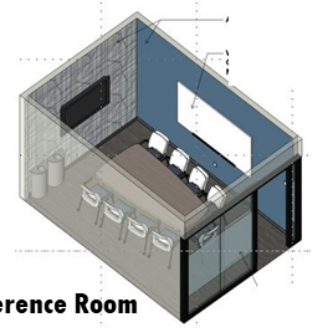
Private Office

Shared Activity Based Spaces:

Areas shared and available to all, including formal meeting spaces, project rooms, break areas, and more



Huddle Room



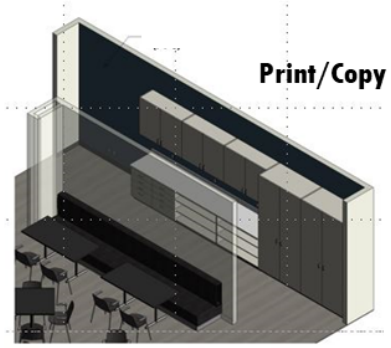
Conference Room

Support | Special Spaces:

Functional areas providing resources for all Ameren employees [copy|print|mail|storage]



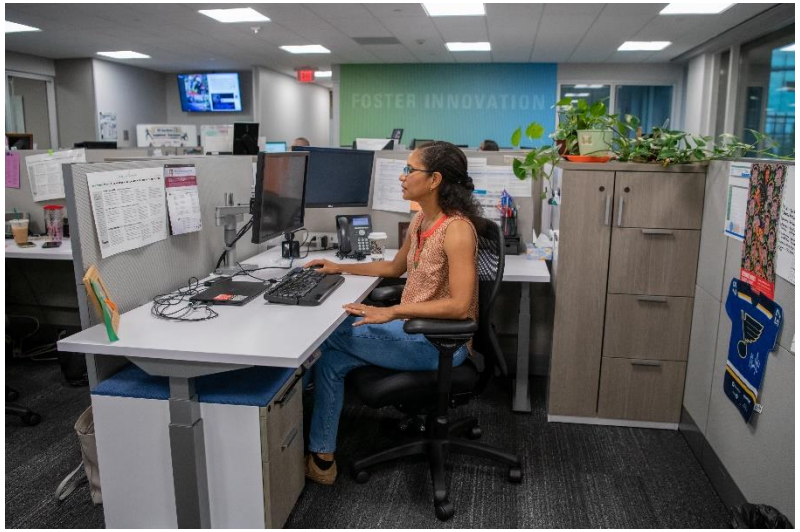
Open Collaboration/Filing



Print/Copy

Attributes of the Space

- Customized Settings
  - Multiple Workstation Sizes
    - 6’x7’, 6’x8’, 8’x8’
  - Floor plates configured for specific use
    - Specific requirements for each working group
- 1:1 Coworker to Workstation Ratio
- 1:6 Collaboration / Workspace Ratio
- Sound Masking





General Office Building Renovation Scope and Schedule

- Renovation of work space and replacement of all infrastructure
  - HVAC including air handlers and ductwork
  - All cabling
  - Power panels
  - Sprinkler system
- One or two floor plate(s) per year
  - 3 floor plates complete
  - Cafeteria complete
  - 8 floor plates remaining
    - Approximately 400,000 SF
- Complete program in 2025



Modifications During Covid-19

During Covid-19

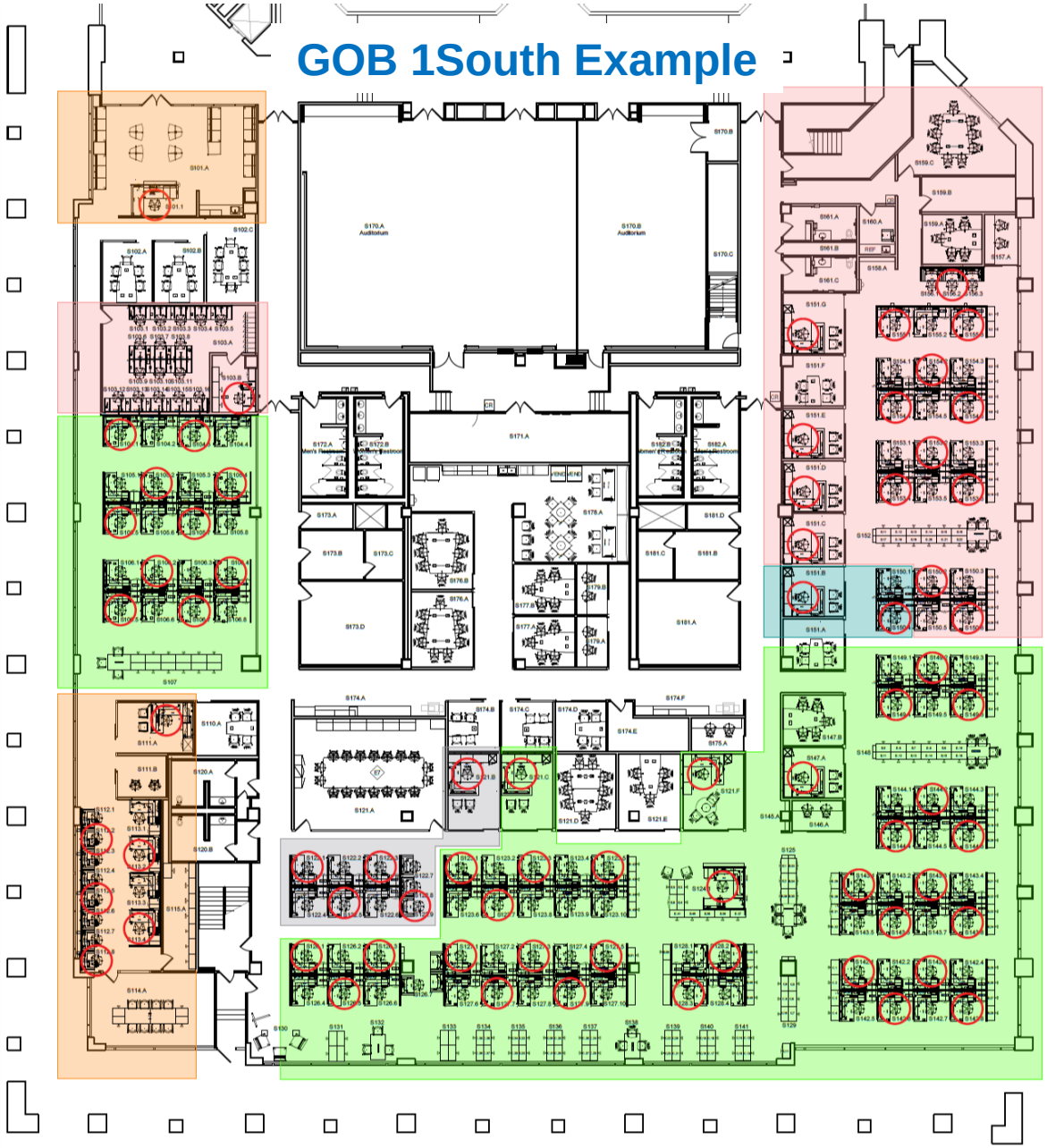
- Approximately 90% of Office Coworkers Working From Home
  - Allows flexibility
- Acceleration of General Office Building Construction
  - Complete construction at end 2022
- Temporary Installation of Glass Stacker Panels



During Covid-19

Neighborhoods During Construction

- All workspaces in previously renovated areas of the GOB become shared space
- Approximately 400 unassigned, socially distanced workstations available
- Neighborhood locations were assigned using responses from the Special Requirements Survey which provided information from each affected work group on space requirements, i.e. security and storage needs.
- Quantities of shared, socially-distanced workspaces were provided in equal percentages across all functions based on headcount.



Work Group	Reservable Workspace Count
Finance	43
Human Resources	16
Corporate Security	7
Internal Audit	5
Diversity, Equity & Inclusion	2

*Anticipated floor plan; subject to change

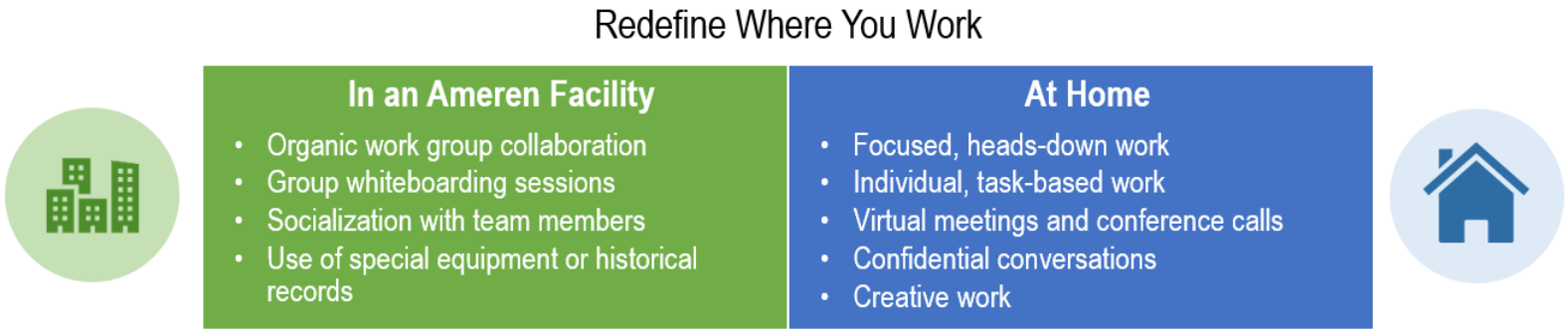


Workplace Strategy Post-Covid

Refreshed Workplace Strategy

- Background
  - Since the onset of the pandemic, coworkers have demonstrated that they can productively and successfully work outside of an Ameren facility.
  - It appears that working from an Ameren facility is no longer considered the sole location where work successfully occurs.

- Considering Permanent Flexible Work
  - A Flexible Work Program could allow co-workers to have greater flexibility in where they work, collaborate, innovate, train, and develop; spanning between an Ameren facility, their homes, and elsewhere.



Refreshed Workplace Strategy

- Understanding of coworker capability for flexible work location
  - Classify coworkers into three categories
    - Resident
    - Hybrid
    - Remote



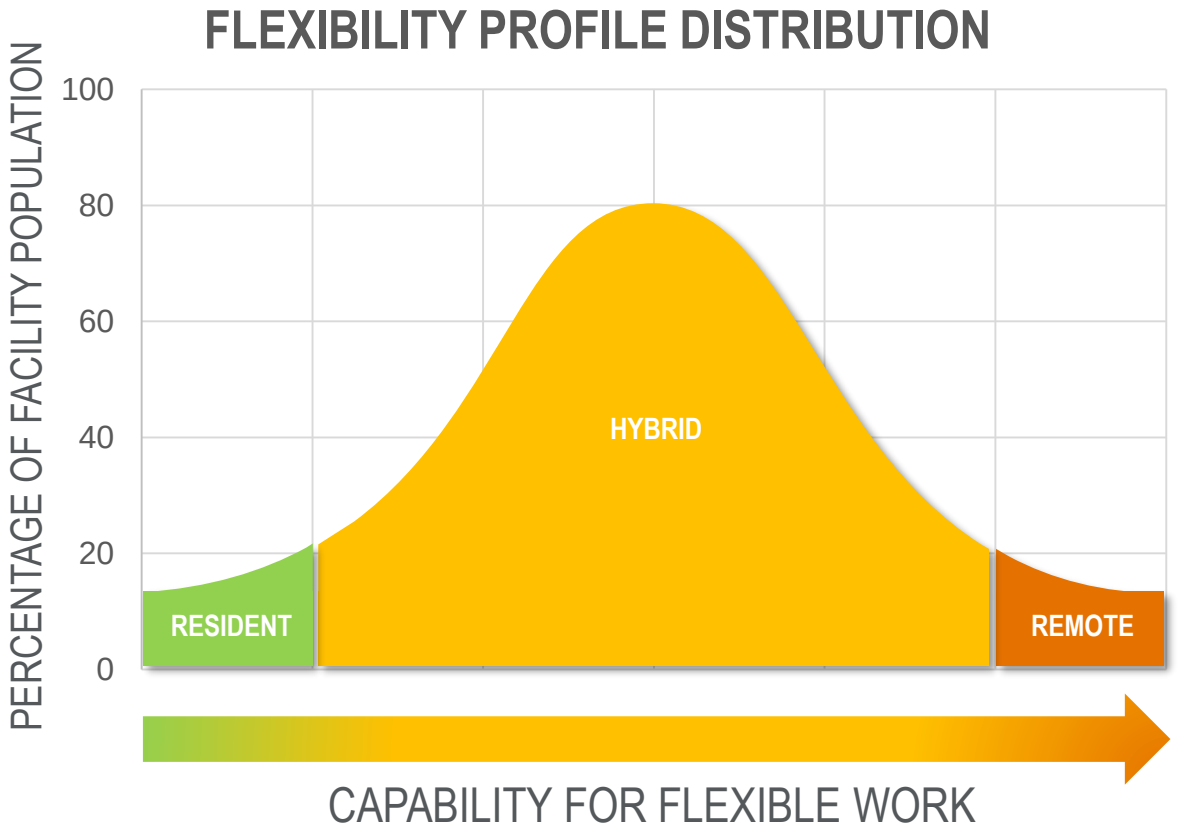
- Works onsite full time
- Assigned
- Utilizes dedicated workstation or office



- Works offsite
- Weekly visits to facility
- Utilizes a shared workstation, office, or flex space



- Works offsite
- Occasional visits to facility
- Utilizes a shared touchdown station or flex space

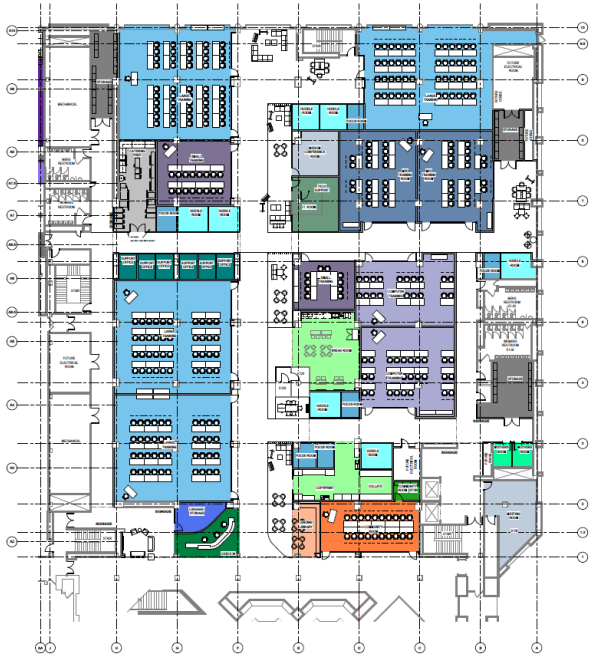


Refreshed Workplace Strategy

- Proposed General Concepts
  - Provide less total workstations than coworkers at the GOB
    - Shared workspaces for all (with the exception of resident workers)
    - Increases flexibility of space
    - Maintains facility cleanliness using new cleaning protocols
    - Optimizes our facilities
  - Flexible work location options
    - Allows work to continue outside of Ameren facilities (at home or elsewhere) if there is no specific need to be in a collaborative work setting like an office
  - Implementation of work group neighborhoods (a specific set of desks, offices, and resources assigned to a work group on a particular floor)
    - Allows teams to collaborate organically when in a facility and maintain work group culture
    - Workspaces available for reservation within each neighborhood
  - User-friendly, visual desk reservation software including mobile app and metrics tracking

Refreshed Workplace Strategy

- Proposed General Concepts (Continued)
  - Dedicated Training Space
    - 40,000 SF floor plate dedicated to training



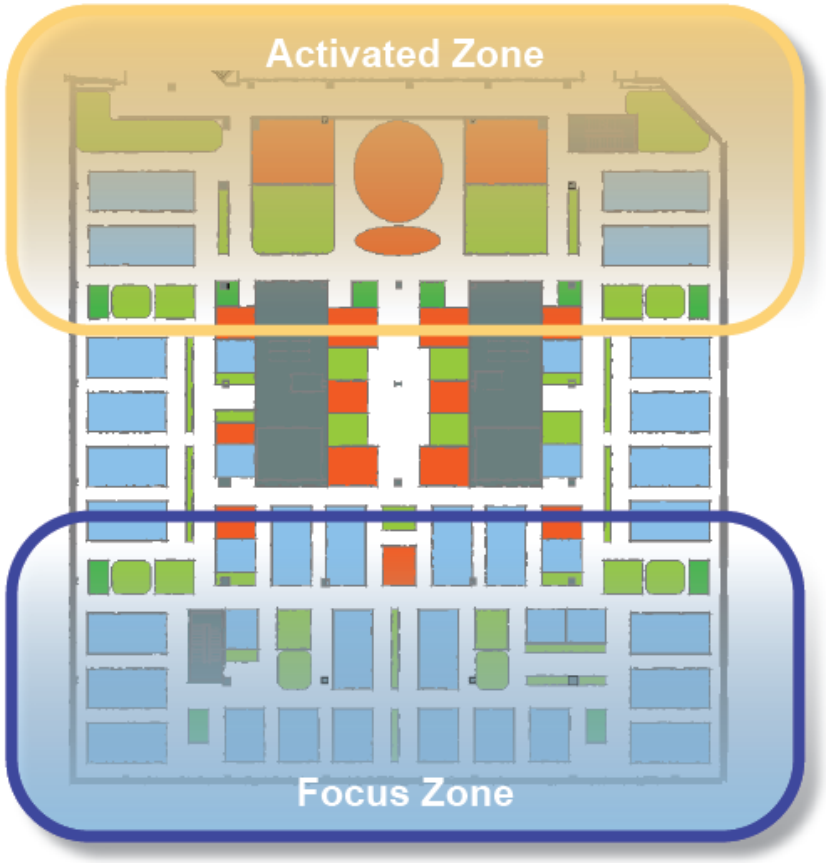
Refreshed Workplace Strategy

- Proposed Physical Attributes of Space
  - One size for workstations and offices
  - All floor plate layouts are similar
    - One customizable area per floor for storage, equipment, security, etc.
  - Revised ratio of workstations to collaboration space
    - Pre-Covid 6:1
    - Post-Covid 5:1



Refreshed Workplace Strategy

- Proposed Physical Attributes of Space (Continued)
  - Floor Zoning Strategy
  - Activated zone is primarily for collaboration
    - Close to primary floor access from atrium
  - Focus zone is for heads-down work
    - Primarily resident coworkers
    - Away from main floor plate entry points



Individual Focus Group Community Core Areas

Refreshed Workplace Strategy

- Benefits of Successful Implementation
  - Cultural
    - Maintained co-worker engagement and productivity at a high level
    - Work options for the workforce of the future, increasing talent attraction & retention
    - Flexible work environment, supporting and actively promoting innovation and collaboration
    - Training on-site at Ameren Headquarters
  - Strategic
    - Support of Ameren's All In culture and realization of Ameren Corporate Strategy
    - Facility optimization and support of Customer Affordability


Thank You.



Appendix – Workspace Reservation Technology

Workspace Reservation Technology

Features & Process

System Features
User-friendly web and mobile application for both Apple and Android OS
Visually dynamic, interactive floor plan to use for booking workspace
Workspace reservation based on neighborhood and user group assignments
Ability to view where other colleagues have booked a workspace
Check-in/check-out capabilities through QR code scanning
Wayfinding for ease of locating reserved workspace
Dashboards for quick view of data analytics on overall performance, utilization, cancellations, bookings by group, no-shows, etc.
Quickly able to accommodate social distancing requirements and perform contact tracing as needed
Workflow notification for janitorial staff to disinfect workspaces with capability to reopen workspace following disinfection in real time
Features available for future consideration: - Sensor integration for collection of facility utilization data - Conference room booking to create single workspace/room reservation platform

EMS an accruent company

Density

Space IQ

SMARTSPACE SOFTWARE

FMX

Robin

CONDECO

Process

- The reservation systems will be provided through a web and mobile app for all co-workers entering a facility.
- Reservation will be required for all workspaces (workstations/offices) in office areas, with the exception of secured spaces within these areas.
- Following each reservation, workspaces will be disinfected based on CDC guidelines.
- Training will be provided for each co-worker prior to reserving space in these areas.



