



HOLD ALL EXERCISES FOR
30 SECONDS



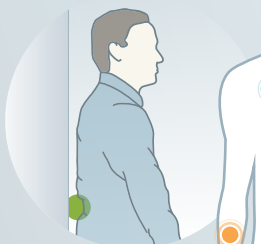
**UPPER BACK
MUSCLES**



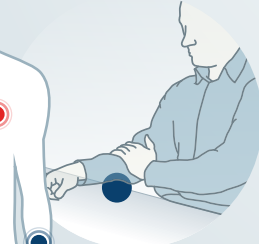
**MIDDLE BACK
MUSCLES**



**LOWER BACK
MUSCLES**



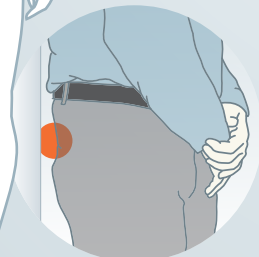
**LOWER ARM
MUSCLES (A)**



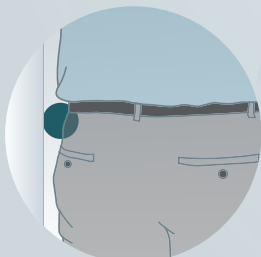
**LOWER ARM
MUSCLES (B)**



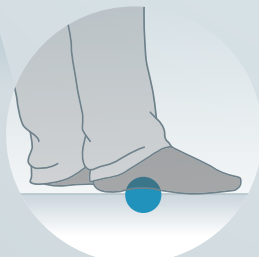
**GLUTEUS
MUSCLES (A)**



**GLUTEUS
MUSCLES (B)**



**FOOT
MUSCLES**



Well-Being

[Avnet.me/well-being](https://avnet.me/well-being)

Dear Team:

By now, most of you have read about the Avnet Well-Being program. The program includes five elements of well-being: physical, financial, career, social and community. In my previous message, I explained that Avnet will over time focus on each of these elements. This month, we will kick off with physical well-being. Avnet encourages each of us to make fitness, nutrition, stress management and personal health a priority.

We are all busy meeting the demands of a rapidly changing business environment, and balancing personal responsibilities, as well. This can create both physical and emotional stress. One of the best ways to release tension and improve the body's condition is through physical activity. And, a fitness ball is a simple way to get moving. Soon, you will receive your own Avnet fitness ball as a way to remind you of our commitment to energize our global employee community. Please take a few minutes to visit the Avnet Well-Being program page to watch the videos, [Avnet.me/well-being](https://www.avnet.com/well-being), that demonstrate how to use the ball to relieve tension and bring physical movement into your day. I encourage you to be creative with it. Include the fitness ball as part of your daily routine. Perhaps even encourage team members to start a meeting with a fitness ball exercise to get creative ideas flowing at the start of a meeting? Together, we can build healthy habits by taking small steps.

To learn about physical well-being, visit [Avnet.me/well-being](https://www.avnet.com/well-being). Take good care of yourself!

Sincerely,



MaryAnn Miller

**CHIEF HUMAN
RESOURCE OFFICER**



Five Elements of Well-Being

PHYSICAL	FINANCIAL	CAREER	SOCIAL	COMMUNITY
Offers you activities focused on nutrition, stress management and health-related information	Focuses on workshops and resources to help you plan for your financial future	Encourages you to continually enhance your skills and focus on personal and professional development	Provides resources and opportunities for you to foster positive relationships with colleagues, family and friends	Encourages you to come together to serve the broader community by helping those in need