



Espresa
Powering Great Workplaces®

Elevate Employee Well-Being

Navigating the shift to modern and personal benefits strategies

Our Industry Experts

Dan Weinstein, RVP, Strategic Alliances

20+ years of expertise collaborating with employers to deliver human-centric HR and benefit solutions

- Espresa RVP, Strategic Alliances
- DisruptHR Denver, Chief Disrupter
- Aon
- Mercer



Jenna Carter, RVP, Strategic Alliances

Passion and expertise in well-being and public health, with an abundance of experience in people-first strategic benefit solutions

- Espresa RVP, Strategic Alliances
- WTW
- Fallon Health
- Plus One



Here's What We'll Cover

- Aligning well-being
- Employee well-being approaches
- Evolving employee well-being
- Transforming strategic benefits
- Q&A



The Modern Personal Benefits Platform

- Creates a globally connected workplace powered by flexible benefits, total well-being, community, and recognition
- Delivers a flexible, global, and mobile-first employee experience platform

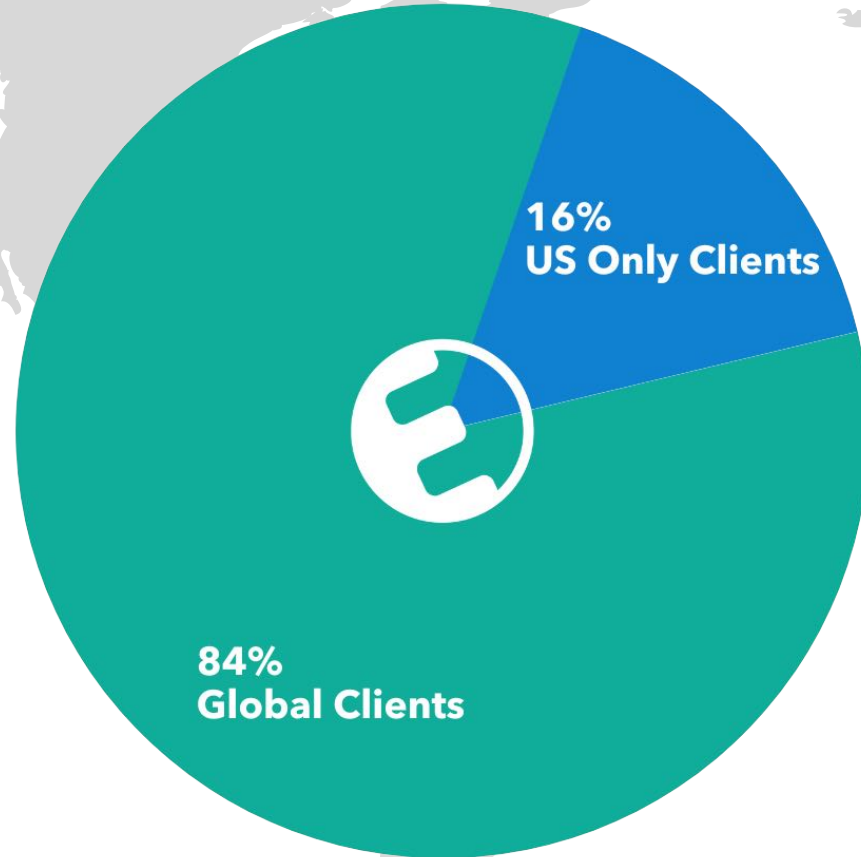


Innovating Since 2015

- Over 100 customers globally
- Mobile-first and exceptional experiences for HR and people, regardless of location



Meeting People Where They Are, Globally



- Available in all countries
- Active in 80+
- 130+ languages
- All currencies
- Purchasing Power Parity (PPP)
- 24x5 member support

Well-Being Matters

Making the case for well-being, a priority for top employers

66%

Employers see health and well-being as integral to workforce strategy in 2024*

50%

US Employees say well-being programs make a company more attractive to potential new hires**

30% more employees would stay with their current employer when benefits offerings met their needs

81%

Meets needs

51%

Does not meet needs

0 20 40 60 80 100

Employers see a boost in retention when benefits meet workforce needs***

*2024 Business Group on Health HCS Survey

**2022 Aight International Mindset Report

***2022 Global Benefits Attitude Survey

Employee Health and Happiness

A new era, a fresh approach



Traditional Well-Being Strategies

- Physical and health focused
- Employer centered with a one-size-fits-all approach
- ROI Focused
- Available to specific subset of EEs
- Limited impact for both employer and employee

Modern Well-Being Strategies

- Holistic view tied into total rewards
- Personalized program and rewards
- VOI Focused
- Global
- Inclusively available
- Employee centered

A Traditional Approach

Goals



- Bend medical cost trends
- Highly focused on health behavior change
- Increase participation in disconnected point solution offerings
- Recruitment and retention

A Traditional Approach

Program Elements

- Available to health plan members only
- Complete tasks to earn premium differential
 - Annual physical
 - Health risk assessment
 - Biometric screening (outcomes-based)
 - Health coaching sessions



Traditional Benefits, **Albert**



Eligibility

Eligible: Health plan member

Top of Mind

Physical wellness, student loans and debt, social connections

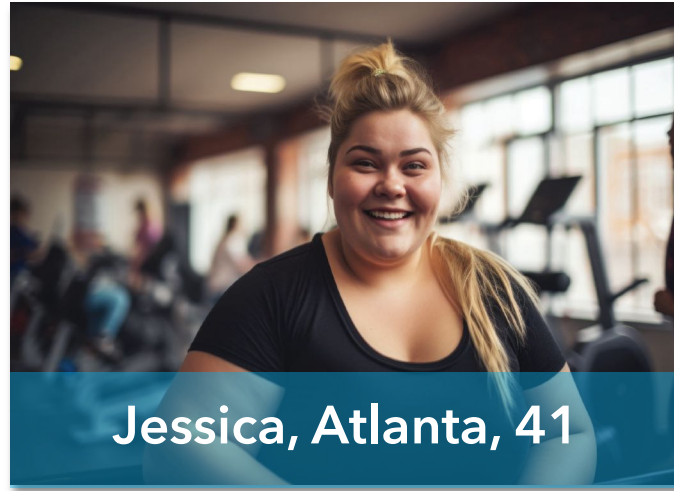
Impact

Participated in program strictly to receive incentive, disconnected from company culture

Return for Employer

Disengaged participation from employee, lack of personal value

Traditional Benefits, Jessica



Eligibility

Not eligible: On partner's traditional health plan

Top of Mind

Stress and financial concerns of balancing family, childcare, and work

Impact

Sense of workplace community disconnect due to ineligibility, employment fatigue and burnout, low productivity due to poor well-being and lack of employer support

Return for Employer

Minimal to none, Jessica may look for a new job where she feels more supported

Traditional Benefits, Miguel



Eligibility

Not eligible: International, lives in Mexico

Top of Mind

Planning for retirement, community, travel goals

Impact

Independent contributor, disconnected from company culture globally due to location

Return for Employer

Minimal to none, siloed employees organizationally with lack of support and resources

A Modern Approach

Goals



- Foster a culture of well-being and support
- Generate meaningful employee engagement
- Globally inclusive programs
- Personalized employee well-being
- Recruitment and retention

A Modern Approach

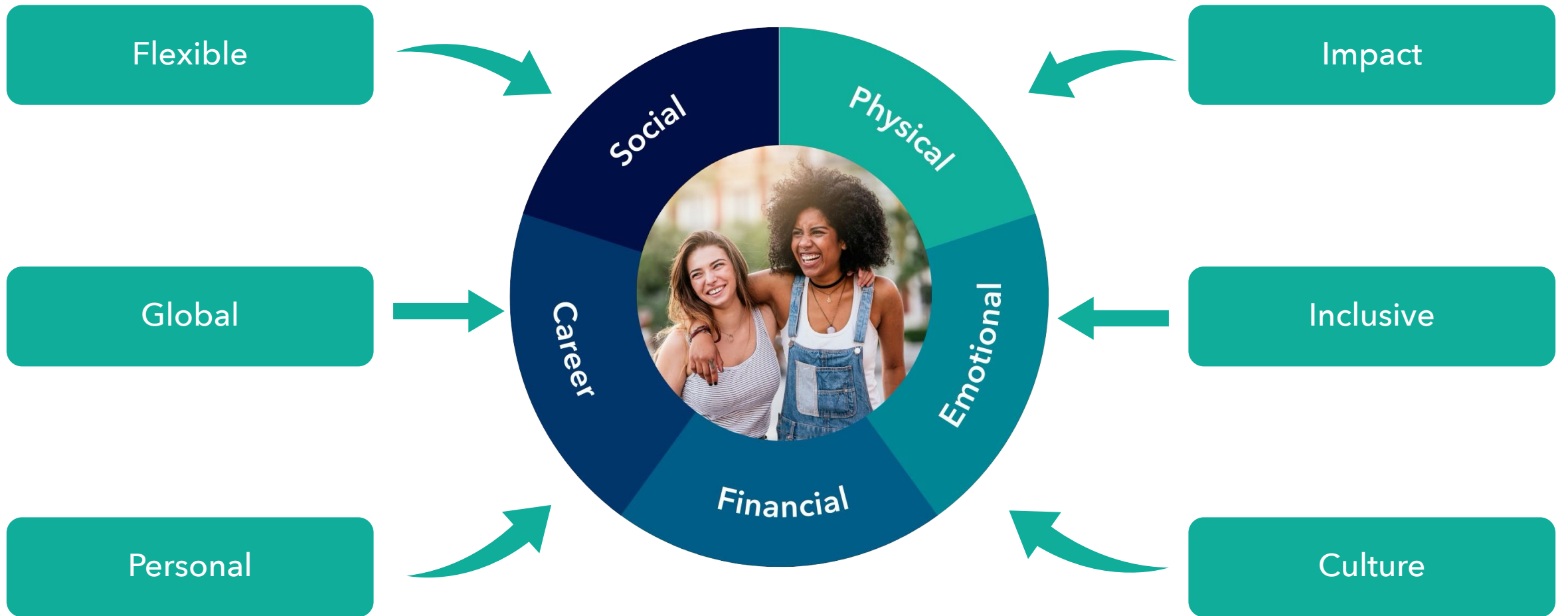
Program Elements

- Communities and Employee Resource Groups
- Eligibility expanded to include all employees
- Global challenges
- Introduce LSA
- Programs that match employee priorities

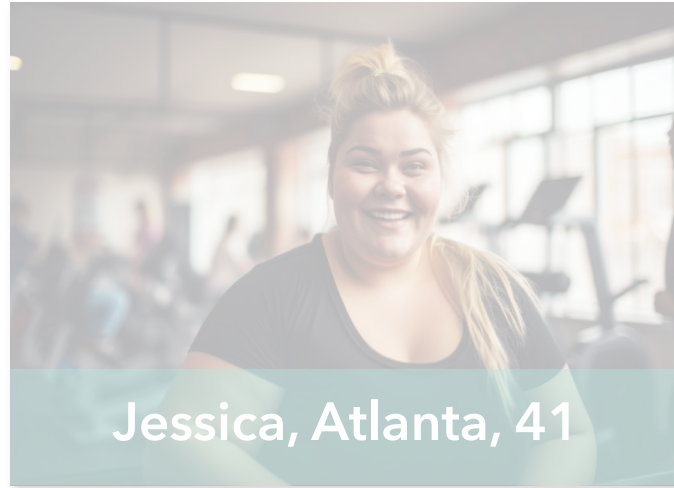


Beyond Wellness to Enhance Well-Being

Pillars of Holistic Well-Being

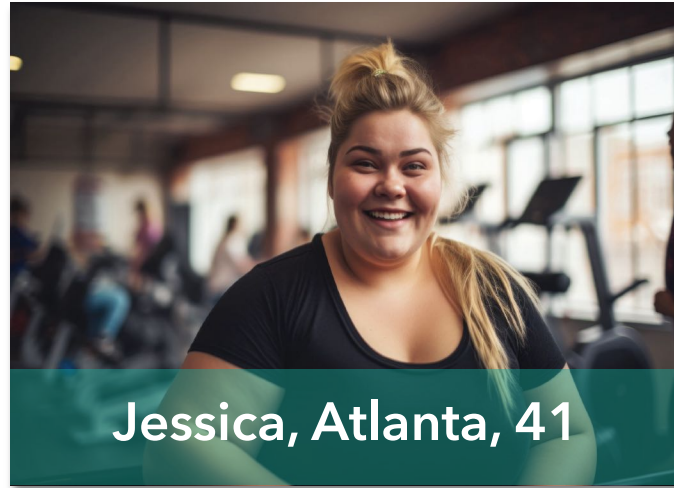


Modern Benefits, **Albert**



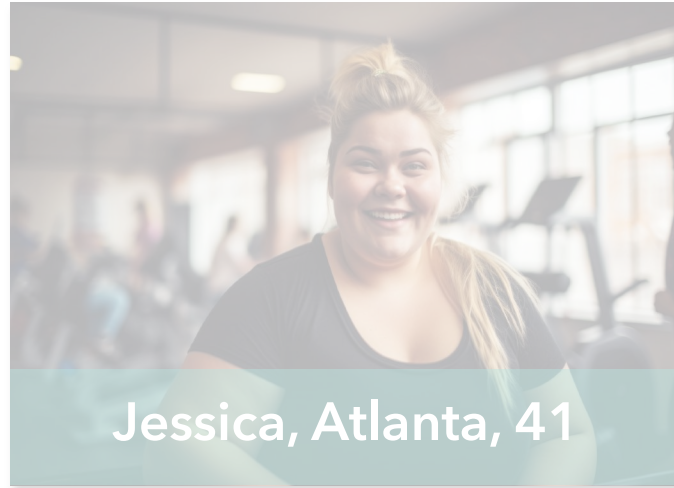
Eligibility	Still eligible based on revised programs		
Experience	<p>Lifestyle Spending Account</p> <ul style="list-style-type: none"> Career coach Leadership class Boxing classes 	<p>Communities</p> <ul style="list-style-type: none"> Tetra's Black Originators Leaders and Doers (BOLD) group 	<p>Challenges</p> <ul style="list-style-type: none"> Participated in challenge with colleagues globally
Impact	Felt connected to colleagues across the globe, felt valued in career growth		
Return for Employer	Engaged employee with organizational leadership potential		

Modern Benefits, Jessica



Eligibility	Newly eligible since programs are now available to all employees		
Experience	Lifestyle Spending Account <ul style="list-style-type: none"> • Math tutor • Yoga classes • Babysitter 	Communities <ul style="list-style-type: none"> • Tetra's Working Moms Support Group 	Challenges <ul style="list-style-type: none"> • Gratitude and movement challenges
Impact	Meaningfully connected with peers with aligned life experiences and stressors		
Return for Employer	Higher accountability to personal well-being, reduced stressors, and more engaged at work		

Modern Benefits, Miguel



Eligibility	Newly eligible due to expansion of programs to all global employees	
Experience	<p>Lifestyle Spending Account</p> <ul style="list-style-type: none">• Volunteer work in Africa• Pet sitting services	<p>Communities</p> <ul style="list-style-type: none">• Joined Tetra Cookbook Club• Tetra mentorship program
Impact	<ul style="list-style-type: none">• Engaged across teams organizationally• Inspired to mentor colleagues and create internal growth opportunities• Featured in an article about volunteerism in Africa	
Return for Employer	Motivated employee that expands their mentorship program in another part of the organization and improves employee engagement broadly	

Support Today and Tomorrow

Modern Well-Being Journey

Core Elements

- Culture
- Flexible
- Global
- Impactful
- Inclusive
- Personal

Evolving Needs



I AM.
YOU ARE.
WE ARE.



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