



Espresa

Powering Great Workplaces®

**Lifestyle Spending
Accounts (LSA)
Eligible For Total Well-Being
*Everything***

Introducing Jenna Carter



Passion and expertise in culture, health, and benefits strategy and solutions with over two decades of experience

- RVP of Strategic Alliances, Espresa
- Board of Directors, Awards + Recognition Chair, Worksite Wellness Council of Massachusetts
- Director, Health, Equity and Wellbeing, WTW



Introducing Ryan Ramsey



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

- Head of Strategic Alliances, Espresa
- Former VP of Customer Success, Grand Rounds Health
- Former Partner, Mercer



Here's what we'll cover

Lifestyle Spending Accounts (LSA): The Launch *Anytime* Benefit

1. Trends driving the push for more inclusive, personalized benefits
2. Provide freedom of choice for benefits employees' love
3. Creating incentivized LSAs
4. The case for launching off-cycle benefits



Benefits Designed For Life



LSA
*Plus*TM

Well-Being

- Personalize benefits with LSA
- Amplify employee engagement
- Consolidate budgets and streamline point solutions

Recognition

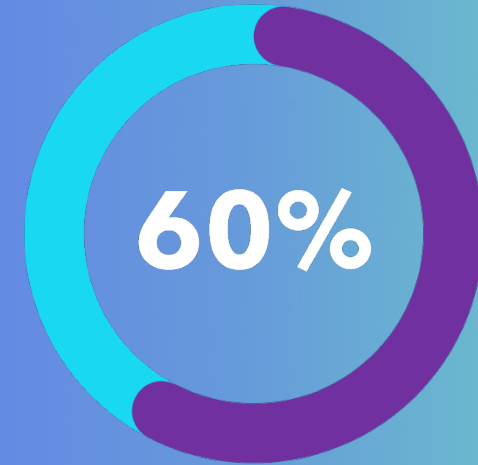
- Integrate employee experience programs
- Deliver a modern mobile-first EX
- Enjoy global delivery and support

Community

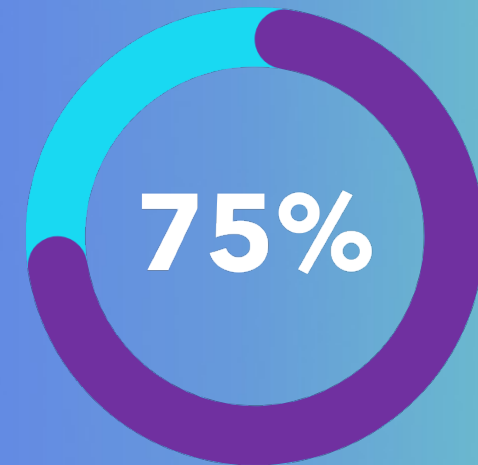
Deliver Choice and Customization

Employee Benefit Trends

Seeking a wider mix of non-medical benefits they can choose to purchase on their own ¹



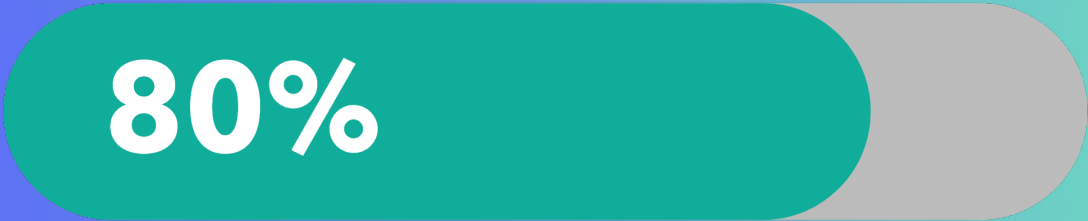
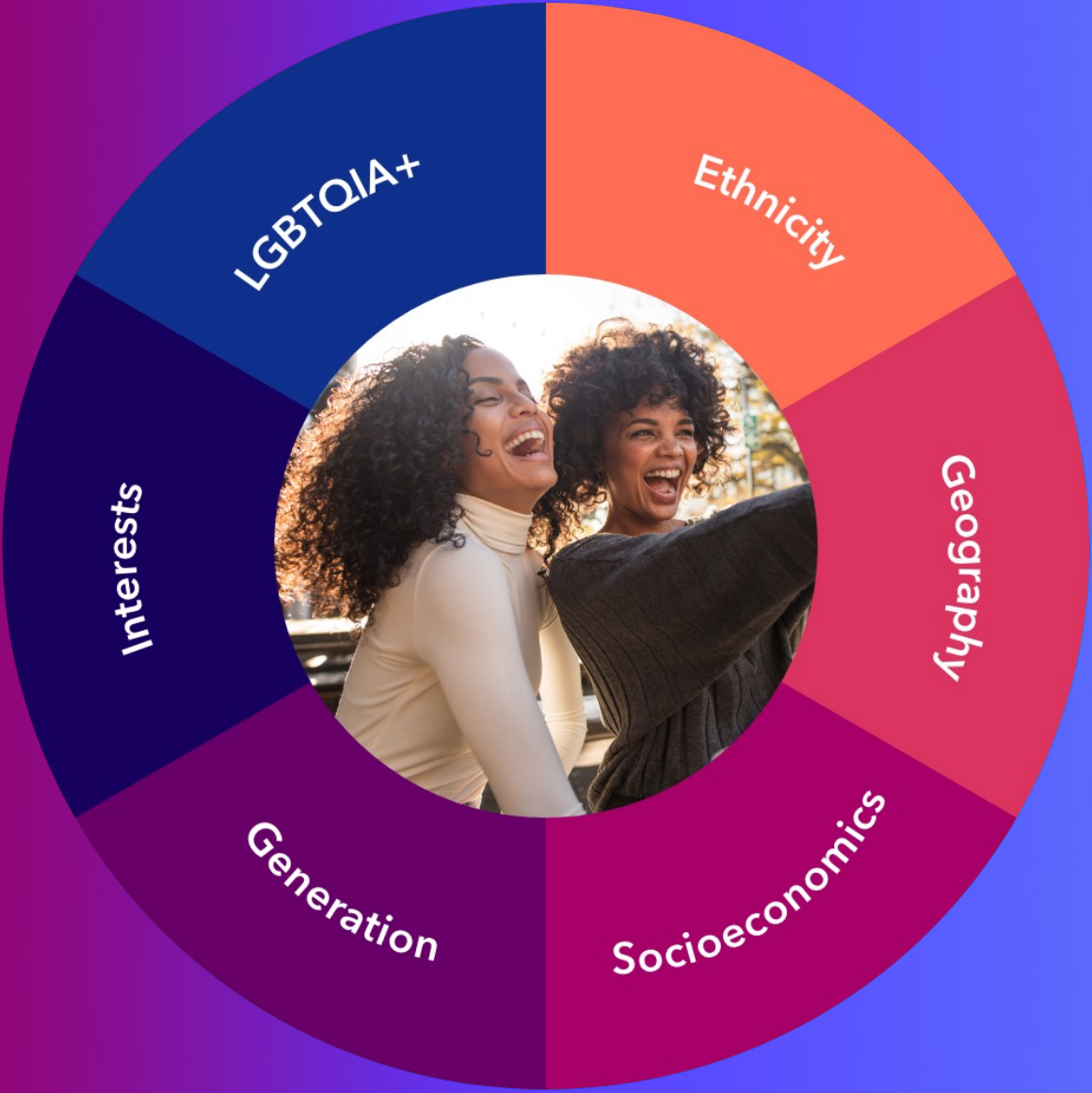
Want more choice and control over how benefit \$ are spent ²



¹ MetLife Employee Benefits Trends Survey 2021, ² Employee Experience Survey 2022



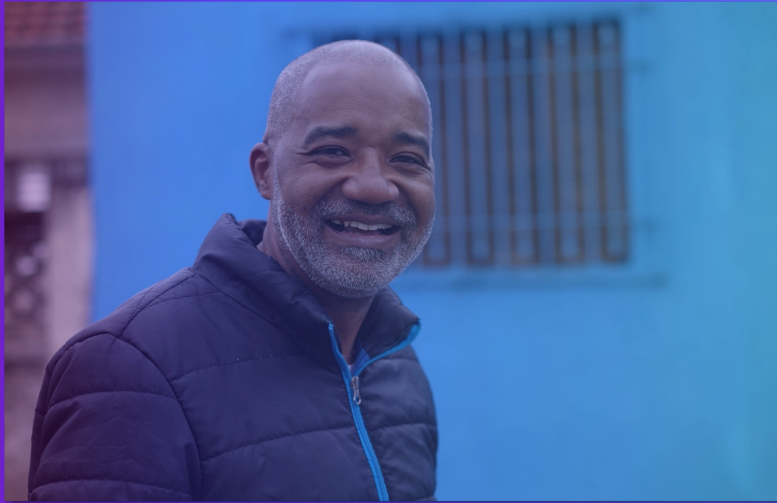
Smart Employers Meet Diverse Needs



Meeting the needs of a diverse workforce with varying life stages is important to a majority of employers

¹ MetLife Employee Benefits Trends Survey 2022

LSAs Offer Unique Advantages



INCLUSIVITY



FLEXIBILITY



ENGAGING



ADAPTABILITY



Deliver Total Well-Being with Choice

Maximize Choices for Employees

Example:
\$600/employee



Employee free to choose
based on personal need



Create Incentivized LSAs That Align With Company Values



Employers incentivize for culture to align with company mission and values



Driving additional \$ into existing LSA wallets



CASE STUDY

LSA Plus™ Earned Incentives

PROFILE

- Fortune 100, Financial Services
- 40,000 global employees

KEY GOALS

- Offer employees flexibility with personal benefits
- Consolidate multiple budgets
- Provide an exceptional member experience (+80%)

“We combined the standard LSA with a wellness incentive. This is usually done by two platforms. We were surprised by how easy it was!”



Well-Being

RESULTS

**94% LSA
Participation**

95% MSAT

**92% 24hr
Claims**

Break the Cycle, Launch *Anytime*



Q4 HR burden

Launch anytime

Global eligibility

Spotlight your benefit

Espresa new LSA clients launched
off-cycle in 2022

*Based on Espresa portfolio data

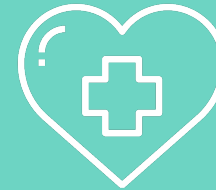


Launch When the Timing is Right for your People, and for your Business



HOSPITALITY

- 7.2k global employees
- April 2023
- Global eligibility
- 2 months, 38% participation



PHARMA

- 3.2k global employees
- February 2023
- Q4 HR burden
- 3 months, 35% participation

I AM. YOU ARE. WE ARE.

With Espresa, *everyone* experiences a robust, EX-forward platform that drives inclusive cultures.

This is the place where culture thrives.

[espresa.com](https://www.espresa.com)



Espresa

Powering Great Workplaces®

Let's connect



consultants@espresa.com

