



Espresa
Powering Great Workplaces®

CASE STUDY



mapbox

**Navigating Challenges to
Pioneer the Future of HR**



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“We decided to pull all the good things about what we were doing together and make them more holistic. Our previous LSA would only incent physical health. There wasn’t anything around financial wellness or emotional health. There was no centralized Total Well-Being program. That’s where Espresa’s LSA solution came in.”



Stephanie Moore
Director of Global Benefits
Mapbox

Mapbox is a living platform of location services. They are an engineering-driven, global team of technology builders, developers and geographers, data scientists and drivers, designers and AI visionaries. Mapbox is reimagining how location technologies move the world.

THE PROBLEM

Mapbox adopted a benefits strategy aimed at aligning a cohesive mission and values tailored to the diverse needs of its global and distributed workforce. However, the HR and People Operations teams faced challenges due to global budget constraints and varying country-specific requirements, leading to a lack of uniformity and equity in benefits.

The intricate nature of global benefits management added complexity for both HR and finance, hindering Mapbox’s pursuit of a people-first culture.



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THE SOLUTION

Formerly working with decentralized and disconnected solutions, Stephanie sought a technology-forward strategic benefit that could deliver equity to Mapbox's diverse workforce.

Delivering an HR tech solution with the power of yes

Consultants at Newfront recommended Espresa as a robust and flexible solution to Mapbox, providing equity to a globally distributed and people-first workforce.

"From the very beginning, Espresa didn't say no. Instead, it was, 'Yes, we can do that. You want us to send this report to your payroll vendors and integrate them? Sure, we can do that.' It's just been so nice to hear."

- Stephanie Moore

Fostering a supportive workplace

By prioritizing holistic well-being and intensifying their commitment to equitable benefits, Mapbox's HR initiatives establish meaningful connections that continuously contribute to the company's people-first benefits.

The launch of Mapbox's LSA wallets ensures that employees receive benefits tailored to their personalized needs globally.

Additionally, initiatives like homebuyer assistance, tuition reimbursements, and fertility support are cultivating a sense of strengthened cultural connections within the organization.

"Our LSAs are more than a gym reimbursement. We meet you wherever you're at. We're going to help if you're going to have to put money on a lease. We're going to assist you with your closing costs on a house. We're thinking about you as a whole person, not just you at work. Employees are looking beyond the basics, and we're building our benefits to meet all the generations."

- Stephanie Moore



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Assessing meaningful moments

As a globally operating technology company driven by innovation, Mapbox is committed to providing people-centric benefits to its widely distributed workforce.

By seamlessly transitioning disparate programs into a unified personal benefits platform, Mapbox, in partnership with Espresa, introduced an era of equitable, people-first benefits irrespective of geographic locations or workforce distribution.

Mapbox achieved a personal benefits solution that not only aligns with the company's mission and vision but also authentically addresses the diverse needs and preferences of its people and culture from in ten countries worldwide.

**Espresa is Powering Great Workplaces®
with personal benefits people love.**

Driving global employee engagement programs, Espresa is inclusively available in all languages, time zones, and currencies. And, with Espresa LSA Plus™, companies can power flexibility and freedom of choice with integrated total well-being, recognition, and community in a single app.

espresa.com

