



Synopsys

SUCCESS STORY

How Synopsys integrates well-being
into its culture

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SYNOPSIS[®]



SYNOPSIS CREATED A PROGRAM ALIGNED WITH EMPLOYEE MOTIVATIONS, AND DROVE HIGH ENGAGEMENT AS A RESULT.

Global software company Synopsys understands that true employee adoption is the key to a successful wellness program. Employees need to love it if they're going to use it. And to love it, the program needs to address all areas of an employee's life — not just on health and biometric numbers.

So in 2014, Synopsys partnered with Limeade to take a whole-person approach for the relaunch of its internal wellness program, *Designed for Wellness*. The program supports all aspects of employee well-being: physical, emotional, financial and work.

TOP EMPLOYEE CHALLENGES:

PHYSICAL HEALTH

- Junk food cleanse
- Journey to a healthy heart

EMOTIONAL WELL-BEING

- Daily gratitude
- Give back bingo with President & co-CEO

FINANCIAL HEALTH

- Attend a financial education workshop
- Boost your retirement savings

WORK WELL-BEING

- Did you know: Ergonomics
- Walk and talk



Journey to a Healthy Heart

902

2,458

25 pts/wk



Boost Your Retirement Savings

407

3,376

25 pts/wk



Daily Gratitude

398

7,913

50 pts

ORGANIZATIONAL SUPPORT FOR WELL-BEING

A whole-person approach to wellness is ingrained in the Synopsys culture. It starts at the top with co-CEOs who lead by example and take advantage of the many wellness supports Synopsys offers. This executive encouragement trickles down to managers, who give their employees flexibility and time for well-being.

Spouses and domestic partners are also invited to participate in *Designed for Wellness*. Since employees' work and personal lives are intertwined, Synopsys recognizes the need to prioritize well-being at home, just like in the office.

EMPLOYEE SUCCESS STORIES:

SARAH:

Increased her daily steps thanks to Walk and Talk, a challenge that encourages employees to take walking meetings.

MANON:

Achieved better stress levels with Address the Stress, which challenges employees to practice stress-relieving techniques 15 minutes a day.

MATTHEW:

Lost 55 pounds after participating in Family Fitness and Weekly Exercise, which motivated employees to involve their families in their fitness.

GLORIA:

Improved work-life integration thanks to Better Together, a challenge dedicated to spending time with family at least three days each week.

“SINCE SYNOPSYS EMBRACES AND PRIORITIZES THE HEALTH AND WELL-BEING OF EMPLOYEES, WE’RE ABLE TO TAKE WALKING ONE-ON-ONES, WHICH HELPS WITH FINDING THE TIME TO EXERCISE. ON OCCASION, I’VE BEEN KNOWN TO BOOK A CONFERENCE ROOM AT LUNCH AND PUT IN A WORKOUT VIDEO.”

- Sarah, employee

DESIGNED FOR HIGH-TECH EMPLOYEES

Synopsys wanted a wellness technology partner capable of real-time execution to keep up with the changing needs of its high-tech employees. Synopsys used smart technology and a calming design to balance their fast-paced, high-stress work environments.

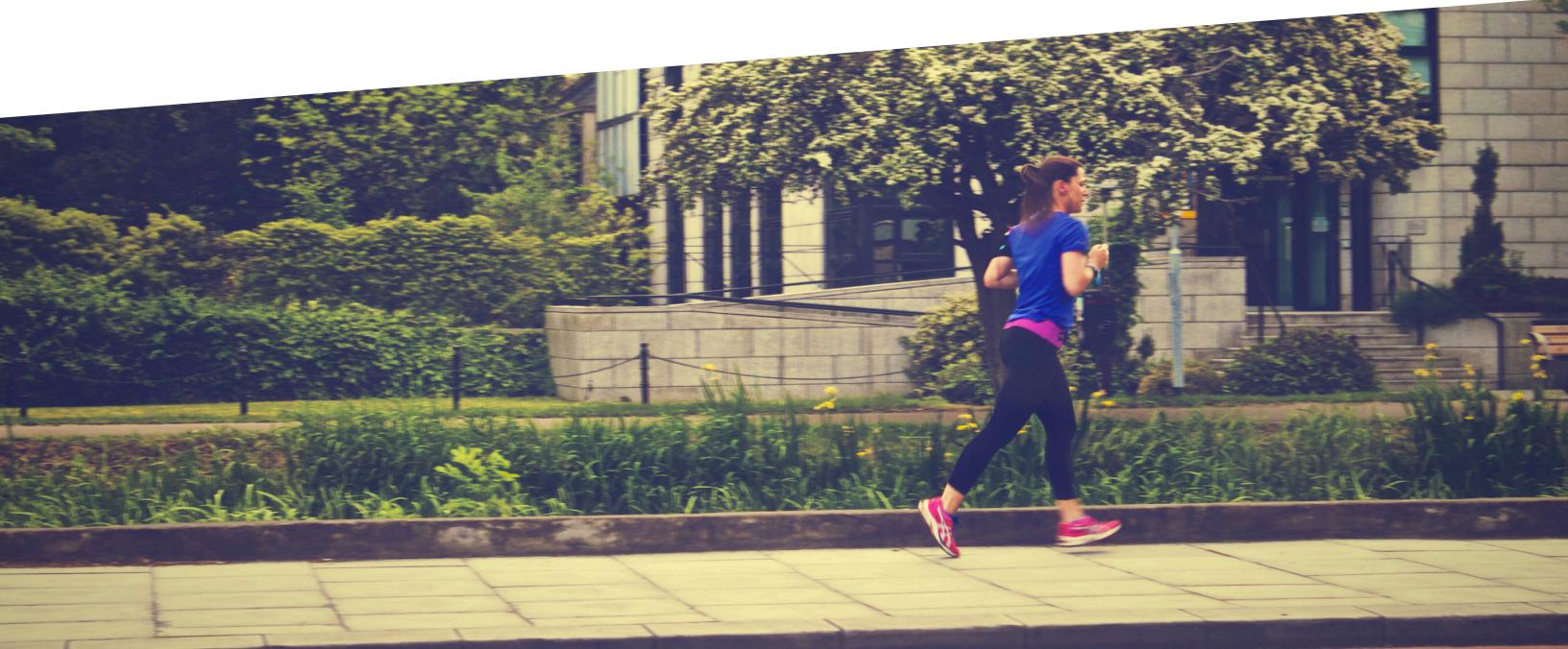
STRATEGY IN ACTION

Synopsys leaders realized employees weren't taking regular breaks. So, they quickly launched a challenge that rewarded people who stepped away from their screens throughout the day. They quickly noticed an increase in employees taking tech-free breaks.



"I LIKE THE FLEXIBILITY OF *DESIGNED FOR WELLNESS*. IF WE FIND OUT EMPLOYEES ARE HAVING A PARTICULAR [WELL-BEING] CHALLENGE, IT'S VERY NIMBLE AND CUSTOMIZABLE, SO WE CAN QUICKLY PLUG IN SOMETHING TO SUPPORT THEM."

- Kerstin Aiello, Benefits Manager





SYNOPSYS PROMOTES INITIATIVES IN NEW WAYS

Designed for Wellness drives the company's well-being strategy and its commitment of giving back to the community, one aspect of employee well-being. The HR team works closely with the community affairs team to create corporate volunteer challenges, like giving blood, donating to a food bank and rebuilding a local school. Cross-department efforts have paid off —30 percent of registered users have participated in a *Designed for Wellness* community challenge.



“THE WELLNESS PROGRAM HAS BEEN A GREAT AVENUE TO GET PEOPLE EXCITED ABOUT GETTING INVOLVED IN THE COMMUNITY AND GIVES THEM ANOTHER INCENTIVE TO PARTICIPATE.”

- Jaimie Vargas, Global Community Affairs Manager

DESIGNED FOR WELLNESS TAKES ON AN INTEGRAL ROLE AT SYNOPSYS

Designed for Wellness is now an integral part of Synopsys — with over **66%** of eligible employees participating in the program.

It's also a key catalyst to energizing its culture of innovation. Since partnering with Limeade, employees have more energy to participate in wellness activities and are more committed to becoming their best selves.



"THE WELLNESS PROGRAM IS IMPORTANT TO SYNOPSYS BECAUSE IT'S PART OF OUR BRAND. IT'S PART OF OUR ENGAGEMENT WITH EMPLOYEES ON OVERALL BENEFITS. IT HELPS PEOPLE UNDERSTAND WHERE THEY ARE WITHIN THEIR WELLNESS JOURNEY, AND IT HELPS THEM MAKE BETTER DECISIONS."

- Kevin Syvrud, VP of HR





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