



The no-nonsense guide to a refreshing employee well-being strategy





Employee well-being is a complex topic. Now you don't have to navigate it alone.



We know the numerous hurdles in creating a well-being program that employees actually want to use. Lack of personalization and participation, insufficient analytics, inability to segment high-risk populations and low utilization of employee benefits are just a few serious challenges that a well-being strategy needs to address. From implementation to impact, Limeade takes the complexity out of the process to help focus on what matters most to an organization.



Our comprehensive guide walks you through the Limeade approach to a successful well-being strategy, including:

- step-by-step Limeade customer journey from implementation to impact
- real customer success stories to see the Limeade difference
- outcomes that tie directly to people and business goals



Use this guide to discover how Limeade equips teams to amplify care, deliver relevant and personalized resources employees crave, receive actionable insights to make an immediate impact and target high-risk populations with proven interventions — resulting in lower healthcare spend and better business performance.

Implementation



Build the best employee experience for your people

9.32/10

onboarding satisfaction score

45–120 days

implementation timeline

30%

cost-savings from avoided admin burden

(Forrester Research's 2022 Total Economic Study)

- Create an intuitive and integrated well-being experience by incorporating your benefits investments, partners, user devices, communications and tools
- Solve problems and save on costs with a simplified, strategic solution tailored to your needs based on your pillars, values and mission
- Partner with our unmatched team of purpose-driven experts with a decade of experience to achieve faster outcomes and deliver personalized experiences at every stage of the well-being journey



Single sign-on



Smooth implementation process



Partner integrations with 250+ organizations



Powerful Champion Networks

Bringing it to life for



"We love working with the Limeade team. They are really integrated with our team and are part of our team on a day-to-day basis."

David Kaprielian, Director of Benefit Programs, Bosch

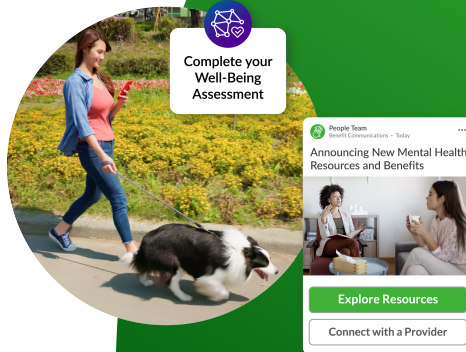
Limeade helped Bosch create a culture that helps associates be themselves and bring their best self to work. The Bosch Group is a leading global supplier of technology and services and employs roughly 402,600 associates worldwide. A holistic digital and inclusive approach with Limeade led to significant results:

4.29/5 satisfaction rating

80% Well-Being Assessment completion

48% monthly active users in the first year

240 activities compared to 10-15 prior to Limeade



Awareness



Reach your employees
where they are

2.5x

communication efficiency

3x

lower turnover

Employees who feel included have **19%** higher well-being, are **28%** more engaged at work and intend to stay **3x** longer at their organization



- Target the right people at the right time with relevant and personalized communications based on clinical and health insights
- Access consumer-grade, socially contagious well-being content and activities, including user-friendly customizable asset templates
- Deliver a personalized experience with professionally translated messages and culturally relevant activities unique to each employee



Professionally translated in 18 languages



70 post and campaign templates



80+ device partners – including Fitbit, Garmin, Apple Watch and more



300+ science-backed and fully customizable survey templates and research-driven resources

Igniting holistic well-being for



“For me, the success has come from the culture shift that I've seen since we started this journey. In the halls you hear people discussing their points, which activities they're participating in or their biometric screening results. You wouldn't have heard people talking about this without a great well-being program and the excitement we've been able to build.”

Cheryl Priddy, Division Vice President, Benefits, Kindred Healthcare

Kindred Healthcare found significant improvement in overall health and productivity indicators with Limeade. The value of a holistic approach to well-being led to the following results:

81% employee registration

Over 37% of employees access the program from a mobile device

88% participated in an activity

Increase program awareness with Limeade for Microsoft Teams

With Limeade for Microsoft Teams, employees can seamlessly engage with their well-being program in their flow of work.

[Learn more](#)



Engagement



Achieve higher participation with well-being that goes beyond incentives

5x

higher benefits utilization

4X per week

program participation

86%

engagement rate

- Drive benefits discovery, registration, participation and positive well-being outcomes
- Deliver a seamless user experience designed around the needs and health of your people
- Boost employee well-being and engagement through nudges of encouragement, fun challenges, team collaboration and more



Consumer-grade experience



Nudges to increase recurring program usage



Effective targeting to drive down health costs

Making connections for



“Limeade was the right choice for us because engagement is their specialty. Today, that’s proven to be true.”

Bill Medina, Director of Payroll,
Benefits, & Cash Control, Mercury Insurance

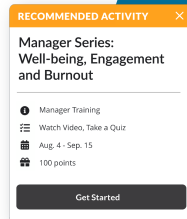
Mercury Insurance’s traditional approach to their well-being program focused on biometric screenings and offered limited next steps. With nearly 5,000 employees across over 40 locations, Mercury was eager to tap into local subcultures and help people feel connected to corporate goals and leadership.

After implementing Limeade:

12% increase in participation over two years

0% increase in healthcare costs
(the first time in 10 years)

5.8% increase in employee engagement the following year —
a potential revenue impact of nearly \$1 million



Impact



Discover the real value of investing in your people

80%

increase in participation

8x

better at identifying high risk populations

Address and decrease costs for the **5%** high-risk population that accounts for **52%** of the healthcare costs



- Team up with a long-term partner that grows with your needs and provides real-time insights into the health of your organization
- Keep health and well-being costs under control with insights covering resource utilization, condition prevalence, population risk analysis and more
- Amplify care and improve business results by identifying and reacting to high-risk populations including employees suffering from serious health conditions, along with hot spots like turnover risk and burnout



Cutting-edge predictive analytics to anticipate challenges, engage employees and drive better outcomes



Market leading Population Risk Analysis based on proprietary algorithms to project future expenses

Comprehensive clinical analytics

"One of my co-workers just discovered that she was pre-diabetic and she hugged me and said we saved her."

Government leader

A large State Government Healthcare System providing benefits to multiple organizations leverages Limeade targeting capabilities to reach at-risk employees with the programs they need to improve.

To support a broader initiative to address diabetes, the customer and Limeade created a program strategy to address diabetes prevention, including activities specifically targeting employees at risk for. These efforts helped the customer's overall strategy and achieved:

90% participation rate for pre-diabetic employees

25% improvement for key diabetes indicators such as healthy blood sugar

Limeade has formed a strategic alliance with the leader in clinical analytics to deliver a complete end-to-end cultural and clinical solution. This simplified and seamless experience brings together advanced analytics with well-being activities, targeted communications and personalized clinical programs.

Leverage the only solution to achieve greater ROI while infusing well-being into the flow of daily work to drive down healthcare costs and increase productivity, engagement and retention.

[Book a demo to learn more](#)





Limeade is an immersive employee well-being company that creates healthy employee experiences.

Limeade Institute science guides its industry-leading software and its own award-winning culture. Today, millions of users in over 100 countries use Limeade solutions to navigate the future of work. By putting well-being at the heart of the employee experience, Limeade reduces burnout and turnover while increasing well-being and engagement — ultimately elevating business performance.

To learn more, visit www.limeade.com (ASX listing: LME).

