



Espresa
Powering Great Workplaces®

Case Study

 **Alnylam**®
PHARMACEUTICALS

Transformative Approach to Well-Being and Recognition

Powering Great Workplaces® with Personal Benefits Employees Love

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"We needed a solution that could accommodate everyone. It had to be global and flexible, considering our employees speak different languages and have diverse needs. It's essential for us to support each and every team member, ensuring they receive equal respect and resources. Espresa provided the flexibility to expand our offerings and ensure that every employee is well taken care of."

Erin Dierker,
HR Specialist, Alnylam Pharmaceuticals



Founded in 2002, Alnylam Pharmaceuticals is a leading biopharmaceutical company pioneering RNA interference (RNAi) therapeutics—a groundbreaking approach to treating genetic diseases by "silencing" specific genes. Over the past two decades, Alnylam has achieved critical breakthroughs, with five approved medicines and a robust pipeline, driving innovations in treating rare and prevalent conditions.

The Challenge

As a global company with 2,400 employees spread across 18 countries, Alnylam aimed to create a rewards and benefits program that would effectively address the diverse needs of its workforce while enhancing employee experience and engagement. Their primary objectives were:

- **Empowering Employees with Flexible Benefits:** Aim to give employees more control over their benefits and enable them to use their LSA in ways that suit their individual needs
- **Consolidating Existing Benefits:** Streamline their old Rewards & Recognition (R&R) and LSA program into one comprehensive benefits solution while reducing their multi-million dollar budget
- **Offering Hands-On Configuration and Accessibility Options:** Form a globally viable solution, one that could adapt to different regions, languages, and cultural expectations
- **Accommodating Global Employees:** Establish a marketplace without markups featuring local vendors and relevant brands, with options for local distribution and available in the languages of each country



The Solution

Alnylam partnered with Espresa to modernize its R&R and LSA programs—creating a unified, global benefits platform focused on financial wellness, growth, and recognition.

Lifestyle Spending Account (LSA)

A cornerstone of Alnylam's benefits, offering flexibility and support for financial wellness, family care, and personal development.

Annual Allocation:

- \$1,000/year (or local equivalent)
- Usable for: Health & wellness, personal development, family care, etc.

Global Tuition Program:

- Up to \$7,500/year for tuition
- Empowers continued education and career advancement

Backup Child & Eldercare (Non-US):

- Up to \$2,000/year (or equivalent)
- Supports balancing personal and professional responsibilities

Popular Spend Categories:

- 55% Physical Wellness
- 17% Groceries
- 11% Lifestyle
- 9% Utilities

Rewards & Recognition (R&R) – “The Stellar Program”

A peer-to-peer platform that builds a culture of appreciation through flexible, tiered recognition.

Program Features:

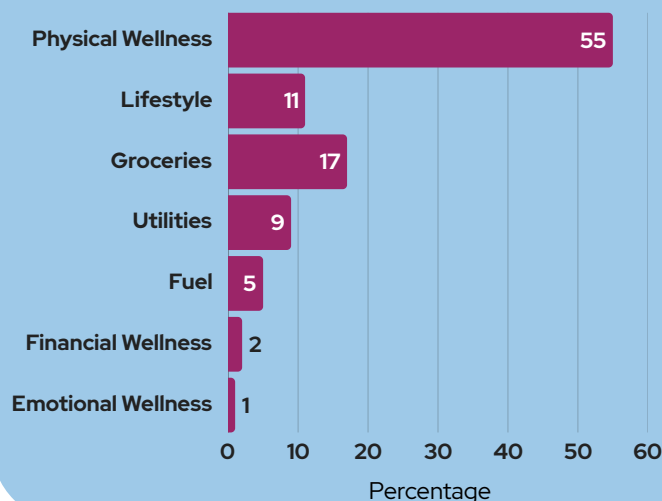
- Open to all employees globally
- Enables team members to recognize and reward one another
- Promotes values-driven culture and collaboration

Employee Insight:

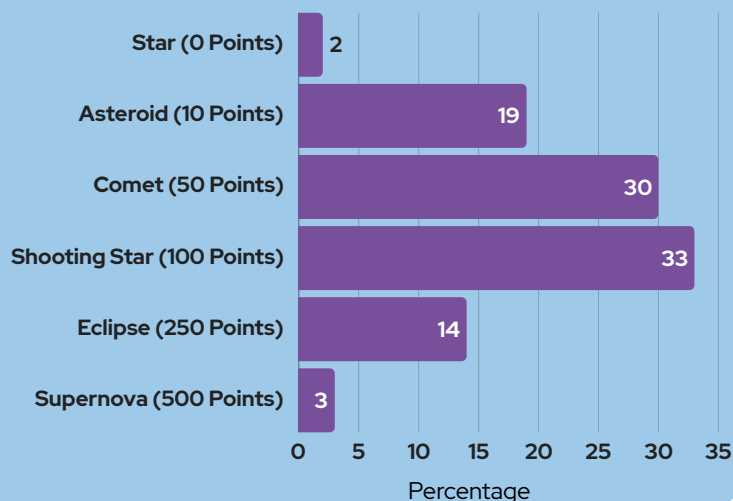
- Most recognitions are given at 100- and 50-point levels
- Employees feel empowered to regularly acknowledge peers

Program Highlights – Driving Change at Scale

LSA Spending by Category



Recognition Tiers – Point Based



Program Results

Since the launch of the enhanced LSA Plus™ in May 2023, employee engagement and satisfaction have soared:

- ✓ **High Participation**
An impressive 85% of Alnylam's global workforce actively utilizes their LSA, demonstrating the value placed on having control over personal wellness and development funds
- ✓ **Global Consistency, Local Relevance**
The LSA has been tailored for use in all 18 countries where Alnylam operates, ensuring that employees in different regions receive equal benefits while accommodating local cost-of-living variations and legal requirements
- ✓ **Personalized Flexibility**
The LSA allows employees to allocate their funds toward what matters most to them, whether it's gym memberships, wellness activities, continuing education, or family care. This flexibility has been a crucial factor in the program's success
- ✓ **Recognitions Between Team Members**
 - 13,927 recognitions given
 - 81% (2,019) unique employees received a recognition
 - 55% (1,372) unique employees gave a recognition

The Outcome

The expanded LSA and Recognition initiatives have transformed Alnylam's benefits program into a holistic offering that goes beyond traditional perks to provide real, flexible value for employees. By prioritizing financial wellness, personal growth, and peer recognition, Alnylam cultivates a strong sense of community and loyalty among its workforce, empowering employees to make choices that best support their personal and professional lives.

By combining their LSA and recognition programs, they have eclipsed previous engagement metrics, and employees are increasingly recognizing the contributions of their coworkers. This adaptable solution enables workers to care for their loved ones and support their teammates while fostering loyalty and commitment within the company.





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"We've had nothing but positive feedback on the R&R and LSA portal and process since we began working with Espresa. We've seen some great participation from our team and it's something we're incredibly proud to provide."

Scott Bishop
AVP Benefits, Alnylam Pharmaceuticals

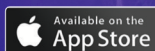
Inclusive Recognition & LSA Programs Drive Engagement

Alnylam's partnership with Espresa has transformed their LSA into a powerful tool for employee empowerment while effectively reducing costs and administrative burden. The program's flexibility, combined with its global reach and local relevance, ensures that employees feel supported, recognized, and valued. With high utilization rates and strong employee satisfaction, the LSA has become a cornerstone of Alnylam's commitment to cultivating a positive and inclusive workplace culture.



Espressa 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.



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