



Espresa
Powering Great Workplaces®

Case Study



**Global
Pharmaceutical Company**

**Enhancing Employee Well-Being and
Reimbursement Efficiency with
Lifestyle Spending Accounts (LSA)**

Powering Great Workplaces® with Personal Benefits Employees Love

espresa.com



- Operations in **100+ countries** across six continents



- **Thousands** of global employees
- **Ethos:** Advancing transformative medicine to improve lives



A leading pharmaceutical company dedicated to enhancing lives through innovative treatments for unmet medical needs. With a commitment to meaningful healthcare advancements, the company fosters a purpose-driven culture where values and talent converge to create boundless possibilities.

The Challenge

Managing a diverse, international workforce posed a significant challenge for the benefits team. With employees spanning dozens of countries, the organization needed a streamlined reimbursement and well-being program that accommodated varied needs without increasing administrative complexity.

Fragmented systems for reimbursements and well-being initiatives led to inefficiencies, adding burdens to HR and finance teams. Complex adjudication processes made access to benefits difficult. A unified, globally relevant solution was required—one that offered flexibility, accessibility, and ease of use.



The Solution

To streamline well-being and reimbursement programs, the company implemented Lifestyle Spending Accounts (LSAs) for their employees on the Espresa platform. This approach empowered employees to personalize their benefits while reducing administrative complexity.

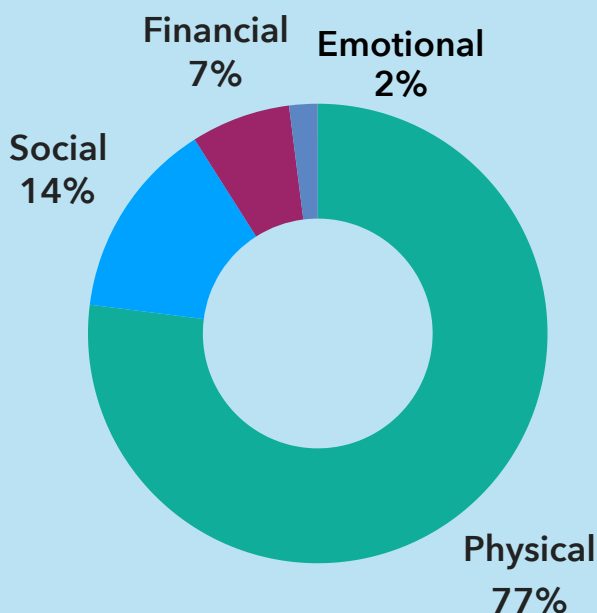
By unifying LSAs with existing well-being programs, the company:

- **Enhanced** accessibility and engagement for employees worldwide
- **Reduced** administrative complexity and improved adjudication efficiency
- **Provided** a seamless, mobile-first experience in all languages and currencies
- **Consolidated** multiple point solutions into a single, integrated platform

With these enhancements, the company delivered a more flexible and globally relevant well-being solution, reflected in a 98.7% member satisfaction score.

Program Impact & Engagement

LSA Spend by Category



Program Impact

Four pillars of wellness

- Community support
- Financial well-being
- Mind & body care
- Time management

LSA Offering

- \$600 USD annual benefit
- Offered in all operating countries
- Access to funds:
 - Reimbursements
 - Earned allowances



98.7% MSAT



Espressa

Powering Great Workplaces®

Future-Ready Strategy

By aligning its benefits strategy with employee needs, this pharmaceutical company successfully streamlined its well-being and reimbursement programs. The adoption of LSAs not only simplified operations for people teams but also fostered higher engagement and satisfaction for employees.

Moving forward, the company plans to build upon this foundation, continuously enhancing the benefits experience through flexible, employee-centric solutions that adapt to the evolving needs of a global workforce.



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.

