



**Espresa**  
Powering Great Workplaces®

## Case Study

# snyk

## Enhancing Experience and Engagement through LSA

Powering Great Workplaces® with Personal Benefits Employees Love

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"Our new Lifestyle Spending Account program has not only streamlined our benefits administration but also empowered our employees to invest in their well-being and professional growth in ways that truly matter to them."

**Erin Chiochio,**  
**Benefits Service Partner, Snyk**



Snyk is a developer-first security platform that helps organizations identify and fix vulnerabilities across code, open-source libraries, containers, and infrastructure-as-code (IaC). Founded in London and Tel Aviv in 2015, Snyk has grown rapidly, expanding to a global team with over 1,000 employees. As the company has scaled, it has been crucial to maintain their close-knit, transparent culture—cited as an integral piece of their continued success.

## The Challenge

As Snyk expanded, the company began to reevaluate their current well-being strategy. Their existing fitness reimbursement program was falling short of employee expectations—citing an unintuitive, frustrating experience.

Additionally, managing a high volume of professional development reimbursements via Learning and Development (L&D) created more administrative inefficiencies, further dissatisfying their team. Determined to improve the overall employee experience, Snyk sought to streamline processes for wellness, professional development, and new hire reimbursements while maintaining a strong culture during hyperscaling.



## The Solution

In March 2024, Snyk launched Espresa's Lifestyle Spending Account (LSA) program across North America, EMEA, and APAC, with three key wallets:

- **Wellness Wallet:** Provides employees yearly funding for eligible wellness-related expenses (physical, emotional, financial, etc.)
- **Professional Development Wallet:** Support employee growth opportunities with a budget for learning materials, conferences, subscriptions, and certifications
- **New Hire Wallet:** Offers new hires funds for computer peripherals and office furniture, streamlining onboarding without the need for IT-managed purchases

## Transforming Employee Experience with Intuitive Benefits

The team at Snyk has transformed their approach to employee well-being, professional development, and onboarding. The Espresa platform's intuitive and user-friendly interface has encouraged positive employee feedback, contrasting to their previous solution. Engagement and utilization of the wallets have been high, with minimal employee support tickets, indicating a successful implementation.

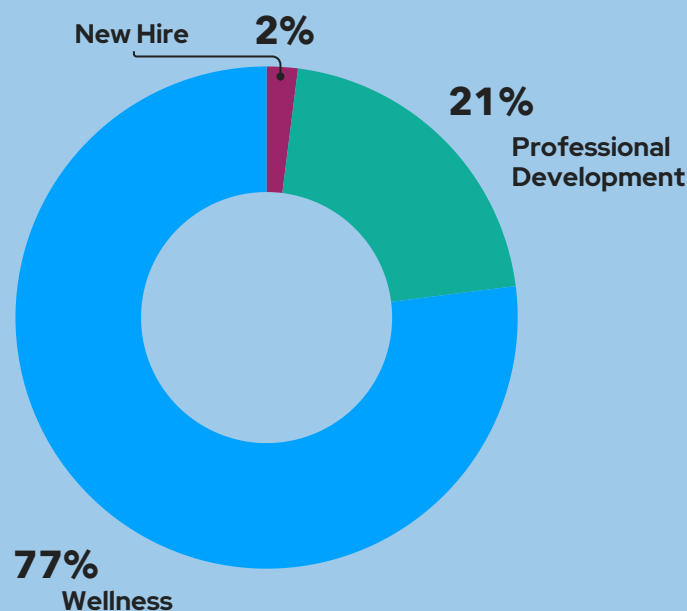
### High Engagement and Diverse Spending

Enabling funds across diverse needs

+ Generous wellness fund  
+ Intuitive professional dev. spend

1,275+ participating employees in 12+ countries

#### Reimbursement Claims



60% Participation (first 7 months)



Wellness Categories:  
Social, Emotional, Financial





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"Maintaining a strong culture during our rapid growth is vital, and the success of our LSA program reflects our commitment to transparency and employee satisfaction across all regions."

**Zack Rokos,**  
**Director of Total Rewards, Snyc**

## Enhancing Employee Experience and Efficiency

Snyc's revamped benefits program, powered by Espresa, has not only improved employee satisfaction but also streamlined administrative processes. As the company continues to grow, Snyc remains committed to fostering a culture of innovation, transparency, and employee well-being. They aim to surpass their annual 70% participation goal and further enhance organizational total rewards value proposition while receiving ongoing feedback from employees.



**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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