

Special Webcast

Why a Purpose-Driven Approach to Health and Well-Being Matters

August 12, 2021

THE CONFERENCE BOARD 

PAYFLEX[®]



Today We Will Discuss:

- Why well-being matters now more than ever
- Macro-environment influencers, and the impact on product strategy and innovation
- Energizing the social compact
- How companies are responding to support employees' health, wealth and self



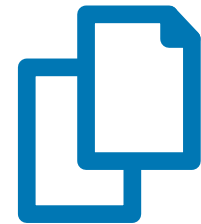
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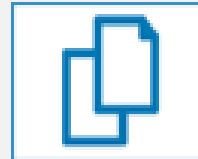


Making the most of the webcast

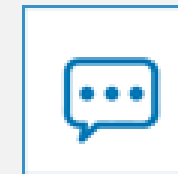
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Today's Speakers



Michael DiSimone
President & CEO
PayFlex



Bryan Levy
Head of Strategy and
Product Innovation
PayFlex



Barbara J. Lombardo, PhD
(Moderator)
Distinguished Principal Research Fellow
and Program Director
The Conference Board

Well-being: an essential focus in health care



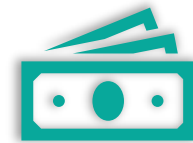
Physical health



Community & social health



Emotional wellness



Financial security



Environmental



76 percent

of employees reported struggling with their mental health.¹

¹ The Cost of Poor Workforce Mental Health. July 2020. Available at: <https://sapienlabs.org/mentallog/the-cost-of-poor-mental-health-in-the-workplace/>

Generational age can have an impact on well-being needs



Gen-Z

44%



Millennials

52%



Gen-X

64%



Baby Boomers

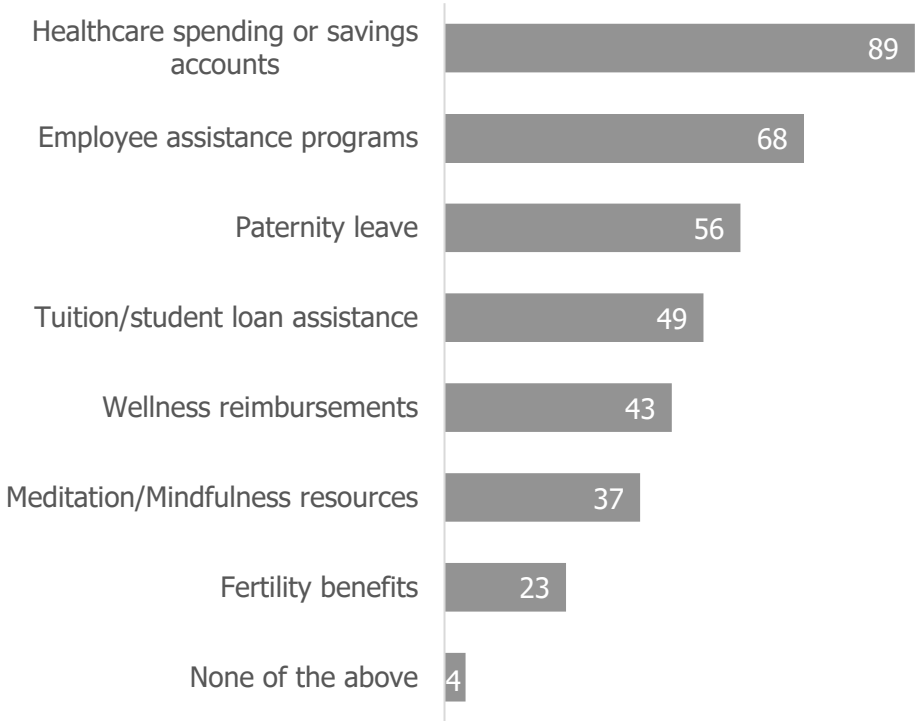
71%

Self-reporting as having "good" mental health

Source: CVS Health Customer Advocacy and Insights report, July 28, 2021

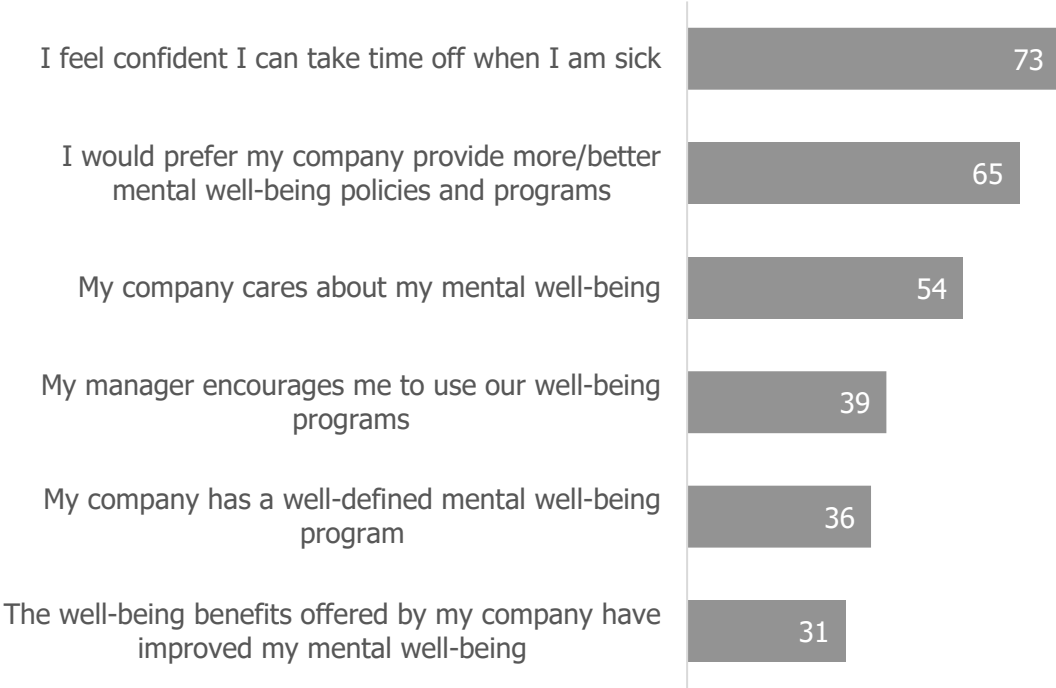
DESPITE OFFERED EAP, ONLY HALF BELIEVE THEIR EMPLOYER CARES ABOUT THEIR WELL-BEING; FEWER HAVE BEEN IMPACTED WITH OFFERINGS

Benefits Offered by Employer



Total, Base size: 906

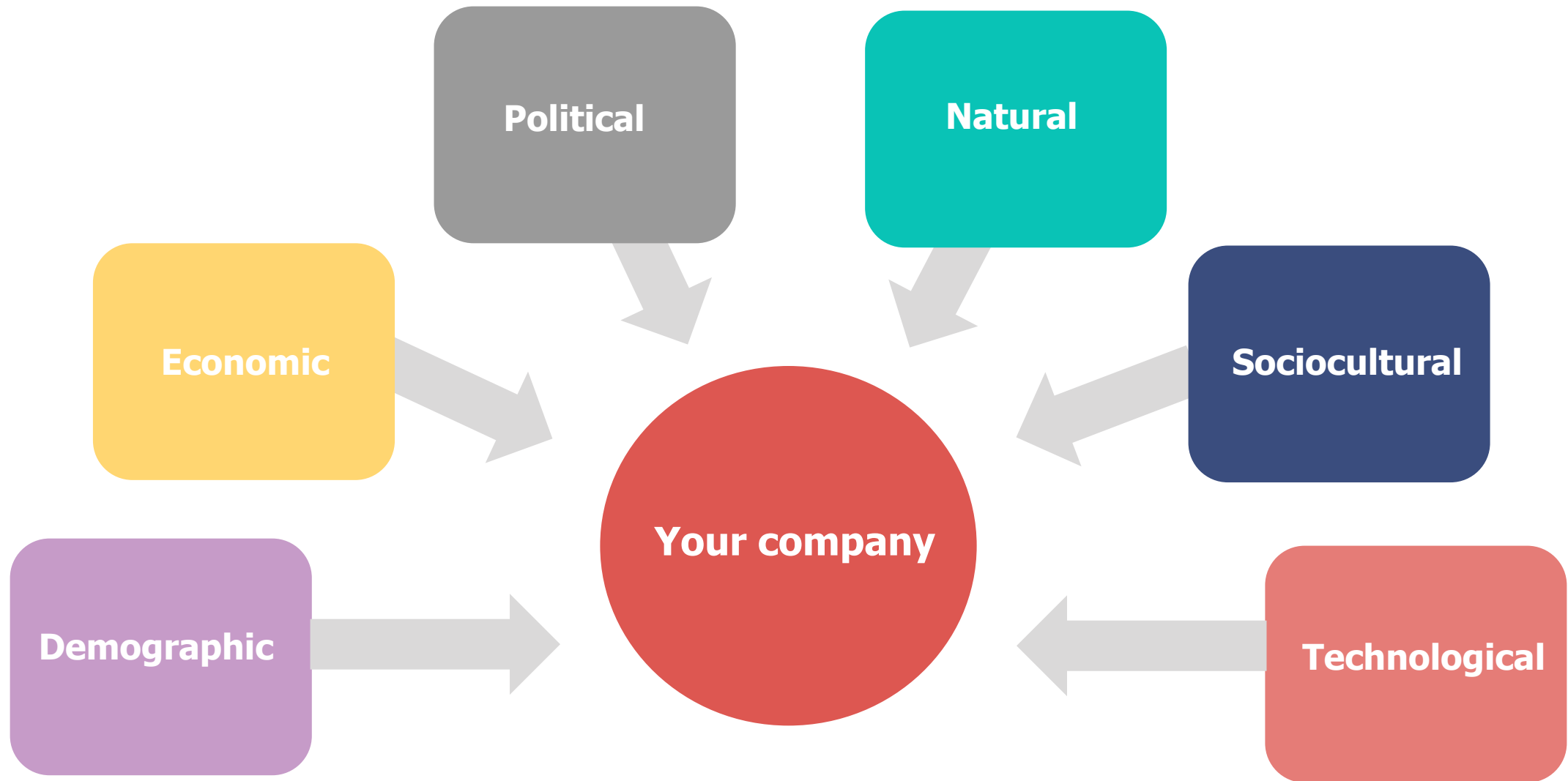
Perceptions of Employer Support



Top 2 Box, Base size: 906

Macro-environmental forces

Six forces affecting business



Focus on what we *can* control

- Business inputs
- Process
- Colleague engagement



Impact on product strategy and innovation

A PayFlex use case:

- Workforce mental health is a public issue
- Supply & demand misalignment; access to services is an ongoing challenge
- Financial barriers can limit or prevent appropriate levels of behavioral health care

Our Goal:

Help employers control costs while positively impacting employee mental well-being

Energizing the social compact

Create a social compact with employees

A successful company does more than turn a profit

Open advocacy of values

Foster a culture that encourages employees to become your biggest advocate.

Seek input

Include employees in discussions with stakeholders to ensure alignment around goals and values.

Metrics matter

Review key internal metrics and engagement. Have clear success metrics to monitor effectiveness of initiatives.

Undaunted courage



Fail fast, succeed faster

- Values in action
- Slow down to inspire
- Immersion programs

How companies are responding to support employees



From surviving – to thriving, remind employees to:

- Schedule “you” time
- Look for opportunities
- Take vacation time
- Learn to say no
- Take care of yourself

The renewed employer commitment to well-being

Introducing well-being reimbursement for employees

**Encourage
healthy habits**



**Promote
active behaviors**



**Help boost productivity
and satisfaction**



A program that can be tailored to fit an organization's strategic health & well-being objectives.

Employer use cases

Dependent care



Physical fitness



Family planning



QUESTIONS?

Connect with us on LinkedIn

Michael DiSimone

Bryan Levy

Or visit **PayFlex.com**



PayFlex Systems USA, Inc. is a CVS Health® company.

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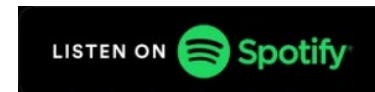


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Hosted by our CEO, **Steve Odland**, this bi-monthly series features in-depth interviews with thought leaders from The Conference Board to provide senior and C-suite executives with data-driven insights to prepare them for what's ahead.

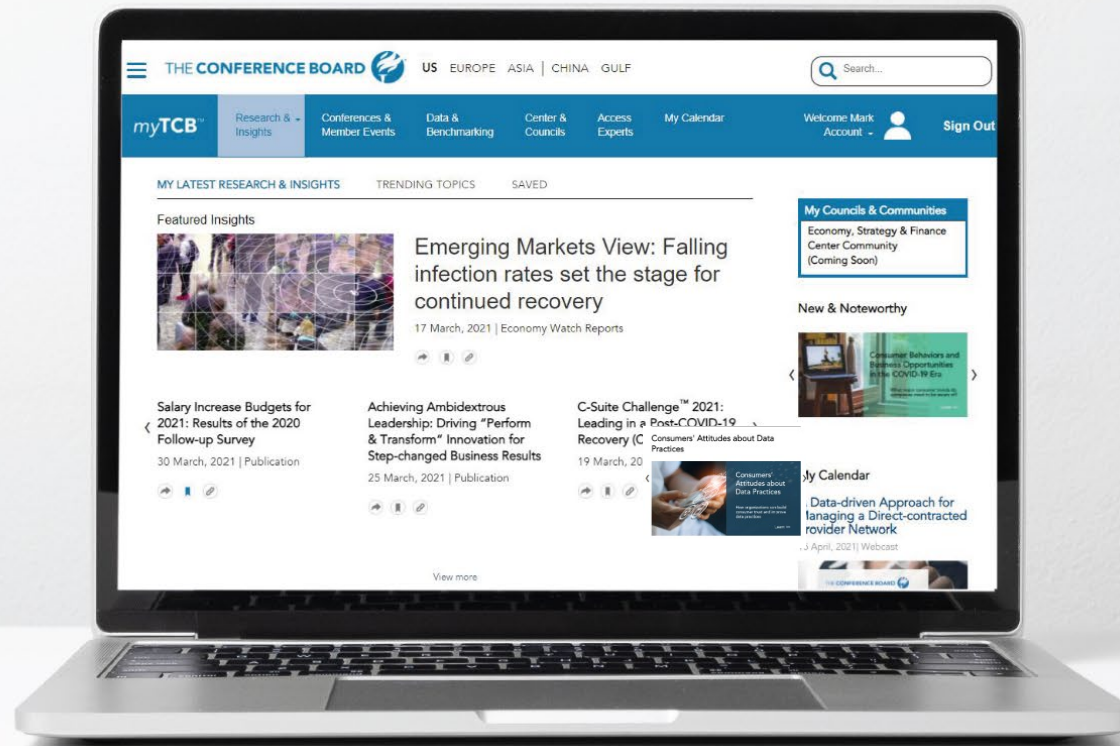
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