



Uber for Business

**The perks and benefits your
employees want now**

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A new age of perks and benefits

Employees always appreciate when their company goes above and beyond for them. Living through a global pandemic has amplified how truly necessary this appreciation is. But gone are the days of only offering “standard” perks and benefits, like competitive salaries and ample vacation time. Businesses are now getting creative with what they offer their people.

Why perks and benefits have changed

In March 2022, a record 4.5 million people in the US quit their jobs. Just 2 months later, another 4.3 million quit. Because of the massive shift in the work landscape thanks to the Great Resignation, the job market is still on the side of prospective employees. Companies need to stay competitive in order to attract top talent.

In addition to standing out among recruits, organisations need to make sure they're caring for their existing teams, too. According to MetLife's 2022 Employee Benefit Trends Study, 72% of employers say stress/burnout is a big issue within their organisation. As such, workers are looking more to their employers to help support overall wellness and mental health.

The above report also shows a sharp increase in employee "must-haves" before accepting a role. For example, 52% of individuals counted health and wellness programs as a non-negotiable in 2022, a 100% increase from 2 years earlier (pre pandemic). The study also found that employees who have access to these programs are 1.6 times more likely to stay at their current jobs.

Other research shows drastic changes as well. In 2017, *Harvard Business Review* found that better health, dental, and vision insurance topped the charts of what kind of benefits employees wanted most. Wellness benefits, like fitness offerings, were far down the list, and mental health offerings were not even represented in the findings.

In its 2022 Employee Benefits Survey, the Society for Human Resource Management (SHRM) highlighted the recent changes in what employers deem as critical benefits. In 2019, only 36% of participants ranked wellness benefits as "very important" or "extremely important."



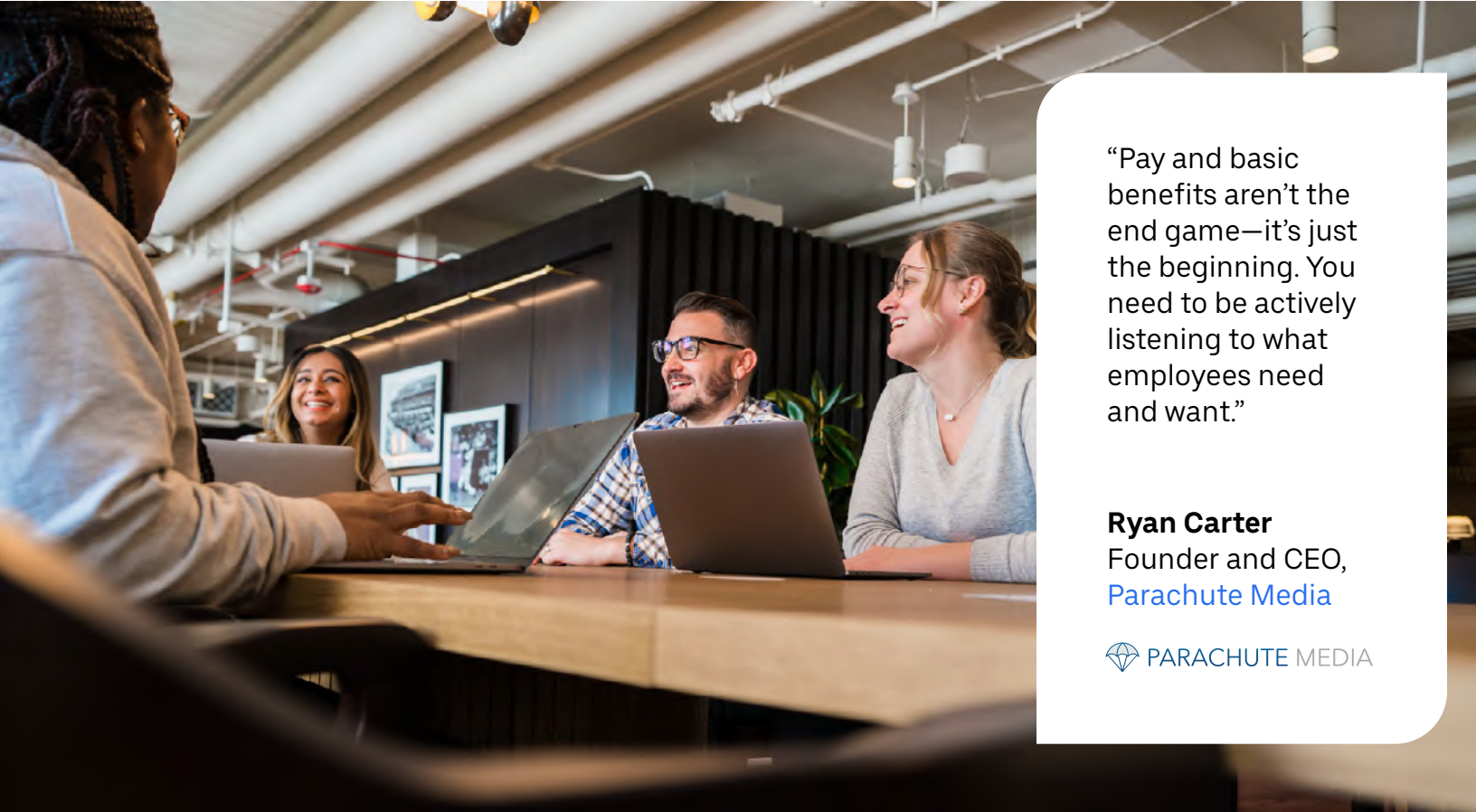
52%

of individuals counted health and wellness programs as a non-negotiable in 2022

— [Metlife](#)

Perks and benefits employees want most

While benefits like robust healthcare, ample time off, and retirement savings matches are still highly desirable, workers are clamouring for more from their company.



“Pay and basic benefits aren’t the end game—it’s just the beginning. You need to be actively listening to what employees need and want.”

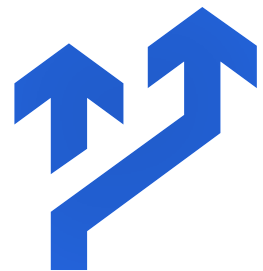
Ryan Carter
Founder and CEO,
[Parachute Media](#)

 PARACHUTE MEDIA

Flexibility

For employees, flexibility is now paramount. According to the MetLife [Employee Benefit Trends](#) report, individuals want more freedom in their working locations, hours, what they wear, and how they can use their paid time off. Moreover, 59% of employees surveyed said providing this kind of flexibility could help retain them.











Companies agree. [SHRM](#) reports that 63% of employers are now offering hybrid working models, giving their people a chance to combine remote and in-person work. Many organisations are also providing stipends that employees can use to optimise their home offices.



Wellness programs

Almost three-fourths of employees (73%) surveyed in the MetLife report said that a greater assortment of benefits, like wellness offerings, would keep them at their company longer. But what falls under wellness, exactly?

Because the definition differs across individuals, this category can contain a variety of potential perks or benefits that employees can voluntarily opt in to, like:

 Fertility assistance	 Counselling or therapy
 Expanded healthcare to cover critical illnesses	 Fitness and nutrition reimbursements
 Flexible parental leave or caregiving policies	 Professional development opportunities
 Access to legal support	 Corporate partner discounts
 Financial planning services	 Meal or commute program benefits

In addition to widening the array of offerings, it's important for companies to actively broadcast them to their people. In fact, [many employees have reported](#) that they don't entirely understand what their benefits cover, and they want their organisations to communicate more clearly about benefit offerings.

Ron Drayton, Senior Director of Global Benefits at Uber, [shared a few strategies](#) the company uses to make sure teams know about and take advantage of their benefits. These include tactics like requesting regular employee feedback, running internal education campaigns, engaging managers, and tailoring wellness programs to different regions.

“ We're using multifaceted ways to highlight what we're doing, from email and hashtags to Slack channels dedicated to wellness. To keep interest going, we're focusing on moments that matter, like onboarding and during feedback cycles.

Ron Drayton

Senior Director of Global Benefits, Uber



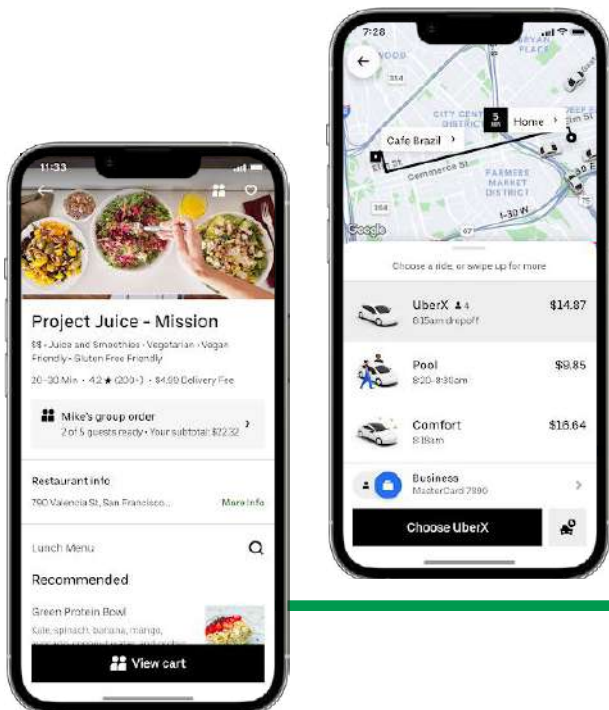
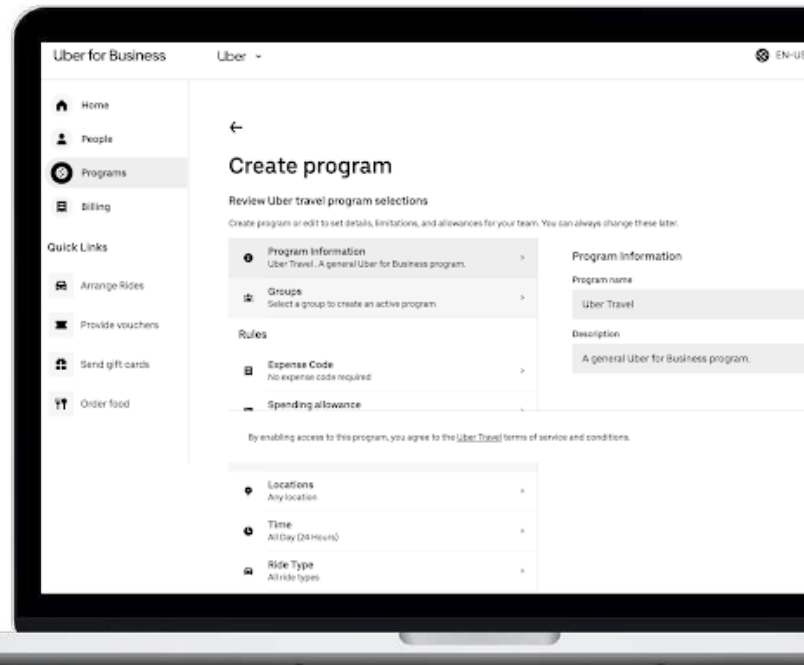
How Uber for Business can help enhance your benefits program

If you're looking for a partner tool to help you breathe new life into your perks and benefits offerings, [Uber for Business](#) can help. An easy-to-use platform, Uber for Business brings the best of Uber—access to rides and meal delivery at the tap of a button—to your business. Whether you're offering an ongoing program or a one-off perk, providing company-sponsored transportation and meals gives your teams flexible options that cater to their wellness needs.

Our platform can help you create a [commute or meal program](#) that works for your organisation and your people. With on-demand technology in more than 10,000 cities and a network of over 825,000 merchant partners, these are benefits that employees can tap into around the world.

Uber for Business helps you control all aspects of your programs through a [centralised dashboard](#). Stay within budget by deciding how much will be covered, set parameters around what days or times employees can request rides or order meals, and limit the vehicle or delivery types they can request.

The platform also has [multiple integrations](#) with systems you already use, which helps streamline expensing and employee onboarding. Say goodbye to messy, disjointed receipt-collecting.



As many of your employees [likely already use](#) Uber's apps regularly in their personal lives, your commute or meal program can provide a user experience they're already familiar with. To request a ride or meal with their company profile, they simply toggle from their personal profile right in the Uber app.

Commute programs

Employees expect newer and better options when it comes to commuting. And while it may seem like a less obvious benefit, improving how they get to work is a great way to show that your organisation cares.

With a [commute program](#), your business can:



Fully cover or subsidise the cost of ridesharing through the Uber for Business dashboard, making it accessible and affordable



Reduce your company's carbon footprint with [Uber Green*](#) or [Uber Comfort Electric](#), options that let employees ride in hybrid or electric vehicles



Help employees with last-mile transportation so they can spend less time waiting for a shuttle or walking from a station

*Available in select areas in Canada, Europe, and the US, with new cities being added.

Private Jets Inc. trusts Uber for Business to help transport airline staff from hangar to home:

“Pre-Uber, we were using a rental car or hoping the hotel had a shuttle. Instead of getting a rental car, it's easy for the crew to get a ride with Uber and get where they need to go.”

Candy Lovin
Director of Charter Operations, Private Jets Inc.



Meal programs

Corporate meals can really make an impact, no matter your team size or working location. A meal program demonstrates your company's investment in the whole employee and shows you prioritise worker wellness and flexibility.

With a [meal program](#), your business can:



Provide employees access to diverse restaurants and food choices on the Uber Eats platform



Customise options to meet the needs of in-office, hybrid, or remote teams



Give employees flexible features like [advance order scheduling](#) and [priority delivery](#)

Online counselling platform [BetterHelp](#) uses Uber for Business to provide remote employee meals:

“Our founder’s philosophy is to make our lives as efficient as possible and provide perks that map to that objective. The ultimate objective is to have something that is headache-free for our employees, makes them more productive, and makes their lives better.”

Sahar Naim

Director of Operations and People Experience, BetterHelp





“ Choice allows us to balance our lives a bit more. From a wellness perspective, employee choice is a great ingredient, and where you work plays a great role in that.

Laura Faith

Senior Director,
People Experience
and Operations, Uber

Gift cards and vouchers

Uber for Business also provides other flexible options for delivering the magic of Uber to your employees: [gift cards](#) and [vouchers](#). Both give recipients Uber credit to redeem on rides or meals. They're easy to send and available in multiple currencies, making them a versatile way to deliver continuous or ad hoc perks.

So what's the difference between [gift cards](#) and [vouchers](#)?



Gift cards

- Can be redeemed for rides with Uber or meals with Uber Eats at any time
- Provide recipients credit that never expires with no service fees for you
- Can be sent digitally through email or text message, printed by mail, or handed out physically



Vouchers

- Can be applied to all Uber products or purchased for rides or meals only
- Allow you to set custom parameters, like spending amount, ride locations, or meal delivery times
- Are a digital-only way to help you stay within your set budget because you pay only for what gets used

Be thoughtful about perks and benefits

Whether it's open enrollment or simply a period of reflection, it's never the wrong time to reevaluate how you're supporting your people. We look forward to helping you provide your employees with best-in-class options, from ride or meal programs to ad hoc gift cards and vouchers.



Offer unique perks or benefits with Uber for Business

