



Reward
Gateway

WEBINAR:

Enhance Your EVP With Impactful Benefits & Rewards to Support Your People This Festive Season



Who will you hear from today?



Alex Powell

Director of Client Cultural Insights



Joy Adan

Senior Thought Leadership Manager

Reward Gateway



8m+

Employees use
our employee
engagement products



4500+

Clients trust us with
their employee
engagement



6+

Offices in
4 countries



750+

Reward Gateway
people globally



**Let's make the
world a better
place to work**

On Today's Agenda

01 Current state of affairs

02 Celebrating your people

03 Financial and mental wellbeing

04 Building for long-term success

05 Q&A






The gift that keeps on giving

Sign up to a new employee engagement program by the end of October, and receive **25% off your implementation fee** to start the project!



A woman with dark hair is sitting at a desk in an office. She is looking off to the side with a thoughtful expression, her hands clasped together. The desk in front of her has a laptop, some papers, and a pair of glasses. The background is slightly blurred, showing office shelves and windows. The entire image has a blue tint.

Australian employees' financial, physical and mental wellness fell to their lowest points in more than two years

Gartner, April 2023



40%

**of Australian employees say they are
frequently overwhelmed at work**

Reward Gateway, AU, Aug 2023



76%

of employees are not inspired to go
above and beyond in their
day-to-day work

Reward Gateway, AU, August 2023

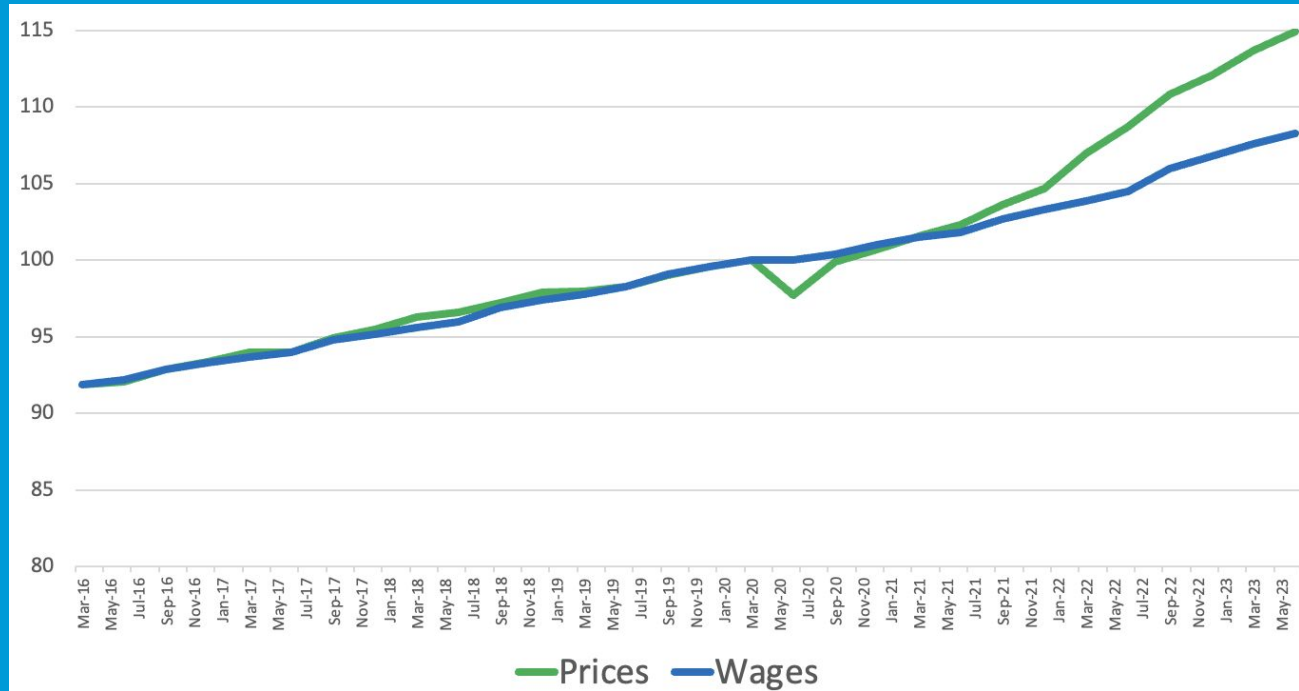


53%

of Australian employees say cost of living increases is negatively impacting their work

Reward Gateway, August 2023

Growth in Prices vs. Wages



ABS Consumer price index and wage price index

Impact of cost of living crisis on employees



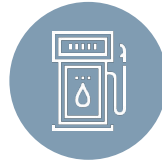
Cost of
renting to
climb by

21.2%



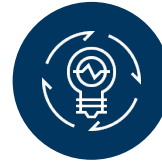
Food
shopping
costs to
increase by

6.8%



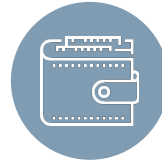
Petrol
cost price
rise

26.4%



Energy
prices to
increase by

18.3%



People
worrying
weekly
about money

38%

Top 3 HR Challenges

Inflationary Pressures

Lack of Budget

Reduced HR Department



62%

of employees say a manager who cares about their wellbeing is more important than a 10% pay rise.

Reward Gateway, AU, Aug 2023

We want to
hear from you!
What have you
done before to
support and
celebrate during the
festive season?



Celebrating
your people



Celebrate your people

One-on-ones to review and
celebrate 2023 personal wins





Celebrate your people

One-on-ones to review and celebrate 2023 personal wins

Encourage random acts of kindness



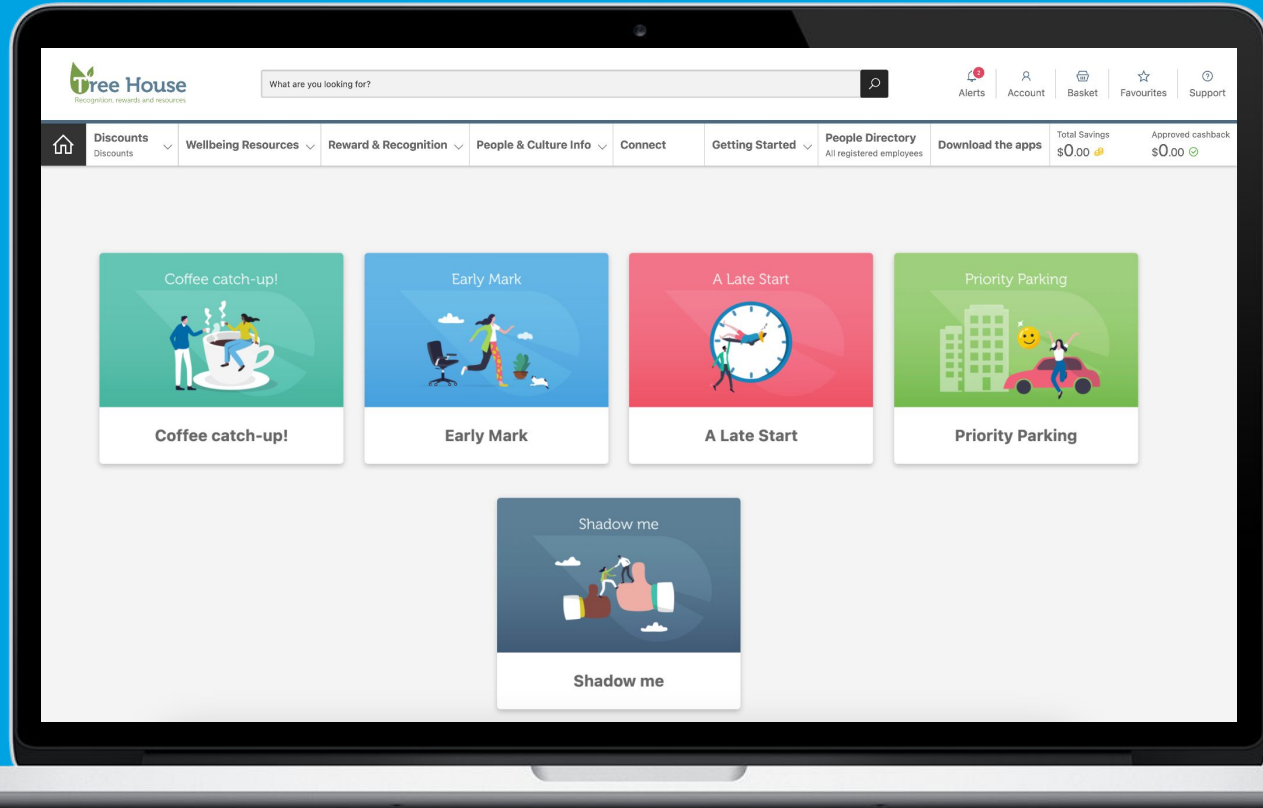
Celebrate your people

One-on-ones to review and celebrate 2023 personal wins

Encourage random acts of kindness

Give the gift of time (off)

Give the gift of time (off)



Give to the givers

(prizes for recognition senders)

Top eCard senders this quarter		
Rank	User	Sent
1	Alana Rochester Client Success	22
2	Teresa London-265TCR Finance	22
3	Joe London-265TCR Client Succ...	19
4	Ryann Rochester Sales	18
5	Sharon Boston Client Success	18
6	Georgi Plovdiv Client Support	17
7	Ivaylo Plovdiv Client Support	17
8	Nebel London-265TCR Leadership	16
9	Hristina Plovdiv Implementation	15

Top recognition senders in the last 30 days		
Rank	User	Sent
1	Alana Rochester Client Success	24
2	Kylie Sydney Leadership	18
3	Nevin London-265TCR People	13
4	Jon Sydney	13
	You	4

Top activity in the last 30 days		
Rank	User	Actions
1	Joe London-265TCR Client Succ...	396
2	Jon Sydney Sales	72
3	Tara Sydney Implementation	67

Embrace formal seasonal recognition



Why move to digital rewards/gifting?

**Reduce
manual
work**

**Easy to
implement**

**Customised
designs fit
to your
brand**

**Can be
scheduled
in advance**

**Flexible
redemption**



Alerts



Account



Support



How To Guide
Watch the videos

eCards

Nomination Hub Demo

Edit page

Welcome to Liebherr One Hub

One Passion. Many Opportunities.

We acknowledge your hard work and passion so are proud to present Liebherr's benefits and recognition program - OneHub



Check out our latest eCards

Recognise



Malcolm Kendall has received a "Highest quality in everything" award from **Lyndia Wombold**

8 🍷👍

3 days ago



James Shrum has received an "Our employees:"

My Awards



You don't have any awards yet, but since you are awesome that might change soon!

Getting started



Learn how to use the discounts

Recognition at Liebherr



Find out more >

LIEBHERR
ONE HUB





Cycle To Work

GBRf Values

Learning & Development

SmartSpending

SmartTech

Staff Benefits

Pensions

Westfield Health
Harder working health cover

Rewards & Recognition



You have been sent an award by John Smith for all of your hard work over the past year.

Click the link below or the play button to watch his Christmas message:



Simply follow the email instructions to use your award in Reward Marketplace.

Seasons Greetings!

React 37 Comment

897

MacBook Air



Season's Greetings to you and your family

Why move to digital rewards/gifting?

**Reduce
manual
work**

**Easy to
implement**

**Customised
designs fit
to your
brand**

**Can be
scheduled
in advance**

**Flexible
redemption**

FINANCE - TAYLOR SWIFT

Taylor Swift just added Australia to her Eras tour and economists say it could help the country avoid a recession

BY SWATI PANDEY AND BLOOMBERG

June 27, 2023 at 8:08 AM EDT



Experts

How the ‘Taylor Swift Index’ is influencing Australian shopping habits

By Jane Lindhe

August 11, 2023



Four out of five consumers are prioritising value for money when shopping, as economic pressures mount, according to new research conducted by YouGov on behalf of Shopify. However, consumers are willing to treat themselves to small luxuries, or save for larger items that they find value in – such as Taylor Swift concerts, Shopify Australia’s James Johnson says.

By Jane Lindhe and Charlie Nash



68%

of employees want to be able to use
rewards on essentials rather than
luxury goods

Reward Gateway, AU, Aug 2023

Financial Wellbeing



We want to
hear from you!
What types of
expenses have hit
you (or your people)
the hardest?



How employees want their employer to help them manage the cost of living increases **outside of pay**



Compare the Cost and Impact (For 500 Employees)

3% Salary increase

Cost
\$1,125,000

net increase
of \$187.50
per month
for employees

Discounts program

Cost
\$39,644

average net saving
of \$100
per month
for employees

Employee Discounts

Enhance all employees disposable income for a fraction of the investment



Cost of Living

Woolworths 

BIGW


AMPOL


catch.com.au

coles


priceline pharmacy



Travel

 Hotels.com™

Booking.com

 airbnb

 Expedia.


webjet.co.nz



Home

freedom 

THE GOOD GUYS |


IKEA

 Target



Kids and Families

COUNTRY ROAD

 HELLO FRESH

MYER

EBGAMES™

GROUPON™

Meet Nicole

Nicole is a 29-year-old woman living in the city with her dogs, Bennie and Lucy.



Her weekly shop at Woolworths or Coles saves her **\$416** for the year.

*Based on 4% discount with average shop of \$200 weekly

COUNTRY ROAD THE ICONIC

Nicole lives and breathes fashion and beauty! She loves shopping new trends at Country Road and The Iconic every month. She gets a 8% discount every time she spends at Country Road and 5% Cashback from The Iconic! For the year in total, she's saved **\$312**.

*Based on a 8% discount with an average of \$180 spend monthly and 5% Cashback with \$200 spend monthly



Every month, she loves to go to HOYTS with a friend and catch up on the latest movie, which saves them **\$400** a year.

*Based on \$14 ticket and \$10.50 candy bar vouchers per person, per month



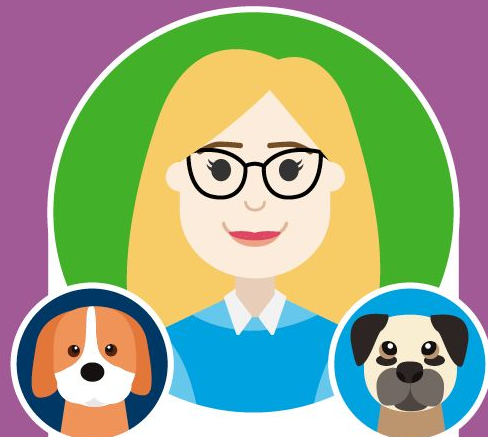
Her benefits program includes pet food, supplies and accessories for her dogs, receiving 5% off on Petbarn and saving **\$150**.

*Based on 5% discount on an average \$250 monthly



She takes some TLC time for herself at Endota Spa, saving **\$109** a year.

*Based on 7% discount on \$130 monthly



Overall, from using her employee benefits program, SmartSpending™, she has managed to save **\$1,387** for the year.

Meet Sam and Bonnie

Sam and Bonnie are in their mid-30s living in the suburbs. They're avid travellers!



Bonnie and Sam love their daily coffees. Luckily, their favourite coffee shops are all covered by Hey You, saving them **\$164** every year.

*Based on 5% discount with average of \$63 weekly

COUNTRY ROAD WITCHERY

Bonnie loves shopping at Country Road and Witchery for work and casual wear and she saves even more money on top of the sales they already offer, at least **\$173** a year.

*Based on 8% discount with average of \$180 spent monthly

Uber

The couple enjoys going out and having fun with friends, often grabbing an Uber each way. They save **\$108** a year!

*Based on six \$30 rides a month



Sam switched to Vodafone for their household NBN and his post-paid mobile plan received a Cashback payment of **\$120**.

Booking.com

Bonnie and Sam try to get away every month! They always find a deal on Booking.com to travel, which saves them **\$462** for the year.

*Based on 7% discount with average of \$550 spent monthly



Overall, from using their employee benefits program, SmartSpending™, they have managed to save **\$1,027** for the year.

Retail Category	SmartSpending™ Retailers	% Saving*	Average Weekly Spend	Average Annual Spend	Annual Savings Opportunity
Petrol	Caltex, Woolworths, Ampol	3 - 5%	\$94	\$4,881	\$146 - \$244
Groceries/ Consumables	Coles, Woolworths, Dan Murphy's	4%	\$153	\$7,956	\$318
Dining out/ Take-away	Uber Eats, Hello Fresh, Gourmet Traveler	5 - 10%	\$67	\$3,484	\$174 - \$348
Online Retail	Apple, Catch.com, The Iconic, Adore Beauty, LuluLemon	5 - 10%	\$228	\$11,856	\$592 - \$1,185
Major Purchases and Electronics	JB HiFi, The Good Guys, Myer	5%	\$103	\$5,356	\$267
Entertainment	Ticketmaster, Ticketek, RedBalloon, Hoyts/Events	10% - 15%	\$132	\$6,864	\$686 - \$1,029
Travel	Hotels.com, Expedia, Webjet	8%	\$77	\$4,004	\$320
Total			\$854	\$44,401	\$3,424

**Figures from featured retailers via Reward Gateway as of May 2023.*

Highlight ways to save as a reminder



How employees want their employer to help them manage the cost of living increases **outside of pay**



Boost employees' financial IQ

Point to
free money
advice
sites

Set up
classes
with
internal
experts

Help
employees
to save

Help
employees
to borrow

LAING O'ROURKE

Life at LOR

Thriving through
better wellbeing

The screenshot displays the Life at LOR website dashboard. At the top, there is a search bar with the text "What are you looking for?". To the right of the search bar are navigation icons for Alerts, Account, Basket, Favourites, and Support. Below the search bar is a navigation menu with a home icon, "Employee Discounts" (Saving you money everyday), "Wellbeing Centre" (Your wellbeing matters), and "Feedbacks". On the right side of the navigation menu, there are three financial summary items: "Total Savings" at \$259.24, "Approved cashback" at \$0.00, and "Pending cashback" at \$82.60. An "Edit page" button is located in the top right corner of the main content area.

The main content area features a large banner with the Life at LOR logo and the tagline "thriving through better wellbeing", accompanied by an image of a person walking a dog. To the right of the banner is a "WELLBEING CALENDAR" icon. Below the banner are six colorful tiles representing different wellbeing categories: "physical" (orange), "social" (blue), "mental" (green), "financial" (purple), "workplace" (red), and "WELLBEING CENTRE" (black). To the right of these tiles is a vertical banner for "UPCOMING Events and Wellbeing Initiatives" featuring a meditating person icon. At the bottom of the dashboard, there are two promotional banners: one for "life at LOR exclusive DISCOUNTS" and another for "MOVE TOGETHER FOR CEREBRAL PALSY" (1-30 SEPTEMBER).

LAING O'ROURKE

Focus on Finance

The screenshot displays the 'life at LOR' website dashboard. At the top left is the logo with the tagline 'living through better wellbeing'. A search bar contains the text 'What are you looking for?'. On the right, there are navigation icons for Alerts, Account, Basket, Favourites, and Support. Below this is a secondary navigation bar with links for Employee Discounts (Saving you money everyday), Wellbeing Centre (Your wellbeing matters), and Feedbacks. To the right of these links are three financial metrics: Total Savings (\$259.24), Approved cashback (\$0.00), and Pending cashback (\$82.60). An 'Edit page' button is located in the top right corner of the main content area.

The main content area features a large purple banner with a piggy bank icon and the word 'financial'. To its right is a 'WELLBEING CALENDAR' widget. Below the banner are four promotional cards:

- Are your loved ones protected?** (Image: silhouettes of a family) - Getting to know your insurances with Australian Retirement Trust.
- Save \$500 on hospital excess with BUPA** (Image: ambulance) - Check out our industry leading BUPA Health Insurances Plan.
- Instant savings every day** (Image: piggy bank) - Get direct access to the largest employee discounts program in the world.
- Make your money go the extra mile** (Image: white SUV) - Novate your vehicle with one of our providers and drive your money further.

At the bottom, there are four more cards partially visible:

- Time to take a break**
- Your money matters**
- Options to spend, save and invest your money**
- Support local community groups and charities**

How employees want their employer to help them manage the cost of living increases **outside of pay**



Create a
wellbeing
culture



We want to
hear from you!

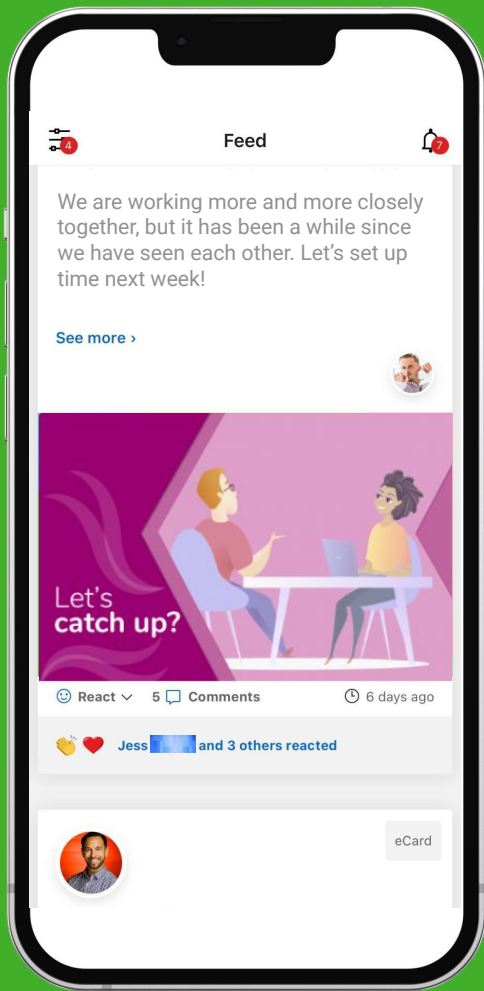
What does your
team/company do to
support employee
wellbeing?





Create a wellbeing culture

Put connection on the agenda



Create a wellbeing culture

Put connection on the agenda

Take time with key colleagues



Create a wellbeing culture

Put connection on the agenda

Take time with key colleagues

Celebrate festive events
(shared or remote)

Model wellbeing -
build it into your
calendar



Gather and share employee family traditions

“ I love celebrating Three Kings Day because it extends the holiday spirit for 12 days after Christmas. Three Kings Day is widely celebrated in the Caribbean, Western Europe, and South + Latin America. Similar to the cookies and carrots left out for Santa and his reindeers, kids leave treats and hay for the Kings and their camels. This tradition happens the night of January 5th. When everyone wakes up on the 6th, the offerings are gone and festivities begin. Watching parades, eating good food, and drinking coquito (Puerto Rican eggnog) are great ways to celebrate. ”



Send Recognition

“ Our advent calendar is one of my favorite aspects of the festive season. In the past, I purchased a ready-made calendar with candy or lego-based prizes, but now I have one that I fill myself. There is so much anticipation in December and I love that each morning my kids get a little bit of fun and joy as they find that day's prize. We even now have a dog treat calendar for our dog, Kaia, so she can get in on our December morning tradition. ”



Alex Powell

“ My favourite time of the year is New Year. New Year in Japan is a bit like Christmas in other countries. It's about families getting together, eating traditional foods, and celebrating a fresh start of the year. A lot of our customs and rituals stem from Buddhism and Shintoism. One thing that would be good to know is that we see Buddhism and Shintoism more as a way of life and philosophy rather than a religion. Therefore, when we perform certain rituals, the focus is on our inner state rather than the doctrine. We believe that New Year is representative for the whole year that has just commenced, and therefore it's important we spend the days with full of joy and free of stress. For me, it's a time that lets me reconnect with my 'simple self'. No stress. No temptations. Just enjoy being here and appreciate life as it is. ”



Send Recognition



MacBook Air

Benefits Framework



Family
Wellbeing



Financial
Wellbeing



Physical
Wellbeing



Mental
Wellbeing



Career
Wellbeing



Social
Wellbeing




Welcome to your Benefits App Centre

At RG, we created benefits to support the wellbeing of our people. Our boom!Benefits ensure you and your loved ones have the resources you need to thrive. We offer a wide range of benefits in areas including health, family, finance, workplace, professional, and time away. They've been designed based on our five core benefit principles: Fairness, Choice, Balance, Wow & Easy as well as lots of feedback shared by our employees all across the globe. Our People Team continually reviews and evaluates our global benefits to ensure that RG People have the most amazing benefits available to them. Click the tiles below to find out more.




Baby Bonus



Bonus paid when you have a baby.

Caregiver Support



Supporting those caring for a family member or friend.

Domestic Violence Protection Programme



Ensuring the safety & wellbeing of our people globally.

Family Leave



Up to 3 months paid leave to take care of your family.



Preventative Wellbeing Support at RG

Healthy Everyday Actions Reached Together



Preventative Wellbeing Support

Our Preventative Wellbeing Support is here to help you to protect, promote, and maintain your health and wellbeing.

Whether you are preparing to start a family, saving for a special occasion, looking to take the next step in your career, or just hoping to ensure your mind and body are well cared for, we are here to help you on your journey.

I want to start a family



Baby Bonus



Fertility Support

I want to take care of my mind



Mindfulness Seminar



Yoga/ Meditation

I want to plan time off



Blood Donor Days



Sabbaticals

I want to take care of my body

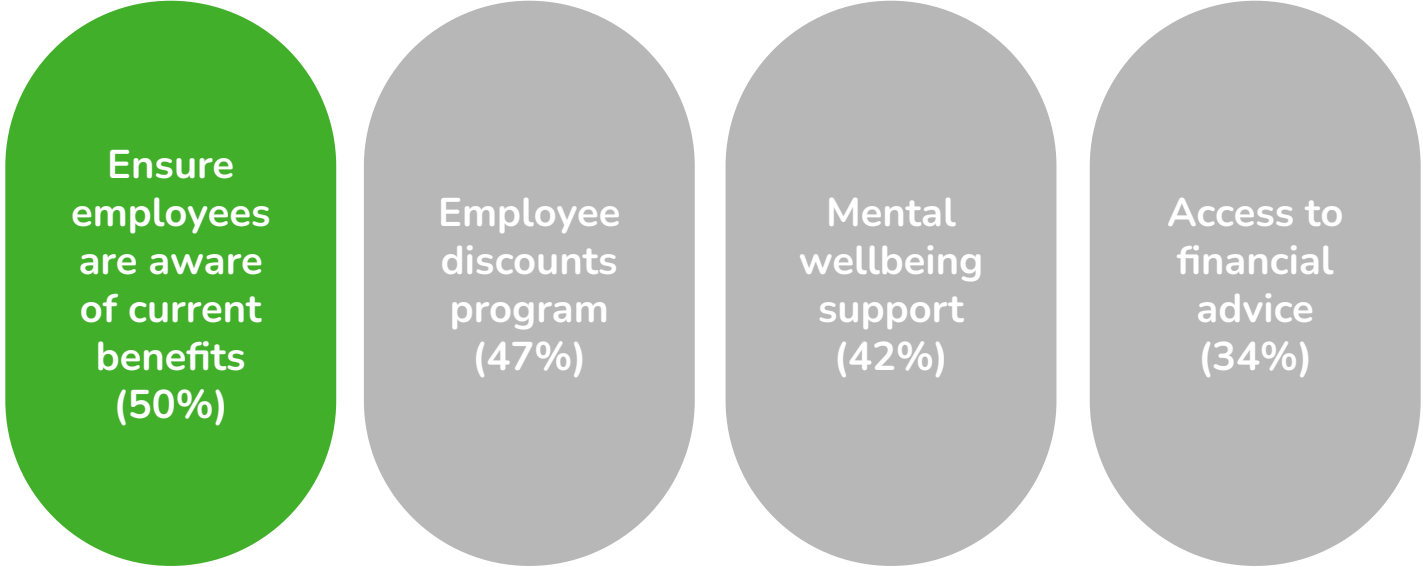


Eye Tests



Free Flu Jabs

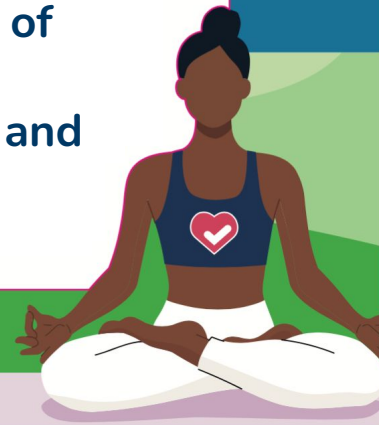
How employees want their employer to help them manage the cost of living increases **outside of pay**



Making wellbeing the  of everything we do

Lou continuously promotes mental wellbeing across our team in Team Meetings and in my 121. He is advocate for our wellbeing coaching benefit and is very open and honest about his own use of this support, which in turn encourages others to reach out and get the support they need.

 H.E.A.R.T.



LGBTQIA+ & Allies Network

Creating a safe and fair working environment for our LGBTQIA+ colleagues whilst using our voice to champion equality in wider society. **You can also learn about how to be an ally.**



[Learn More](#)

Accessibility & Allies Network

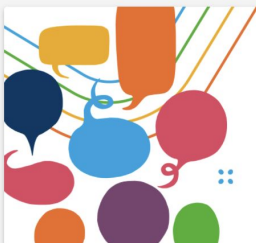
Guiding RG on how to become a leader in accessibility within our industry.



[Learn More](#)

Multicultural Network

Continuing our open, honest and educational dialogue around race, religion and ethnicity. You can also **learn more about being an Ally.**



[Learn More](#)

Intergen Network

Help make the RG experience inclusive and intergenerational.



[Learn More](#)

Women & Allies Network

Educating on the



RG Parents Community



RG Carers Community



Building for long-term success

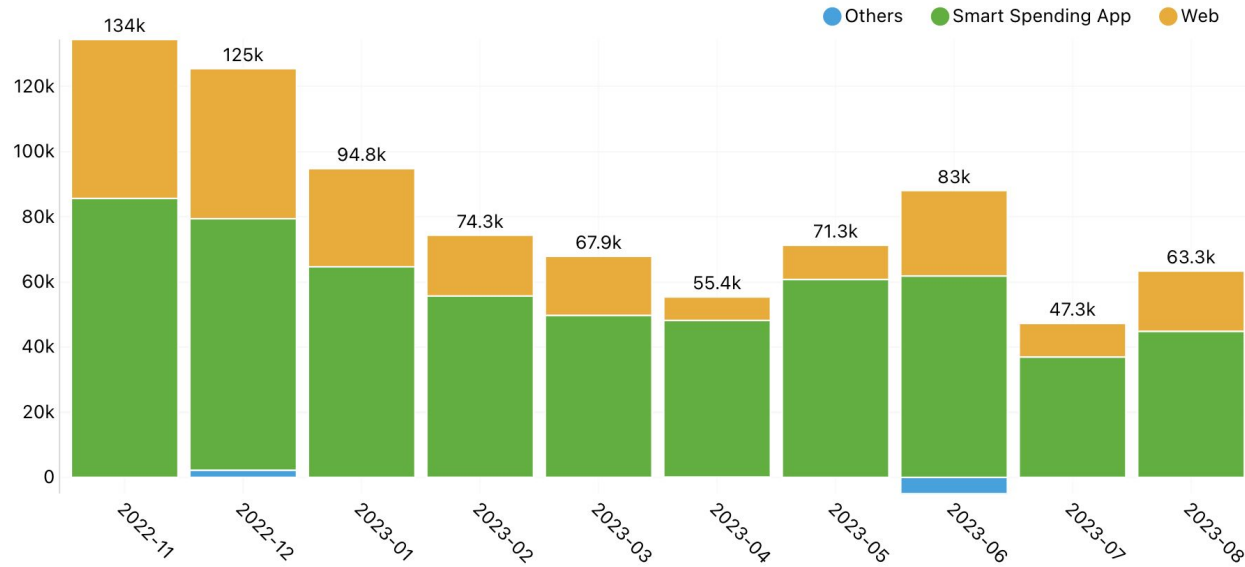


Year-round savings

EQUIFAX

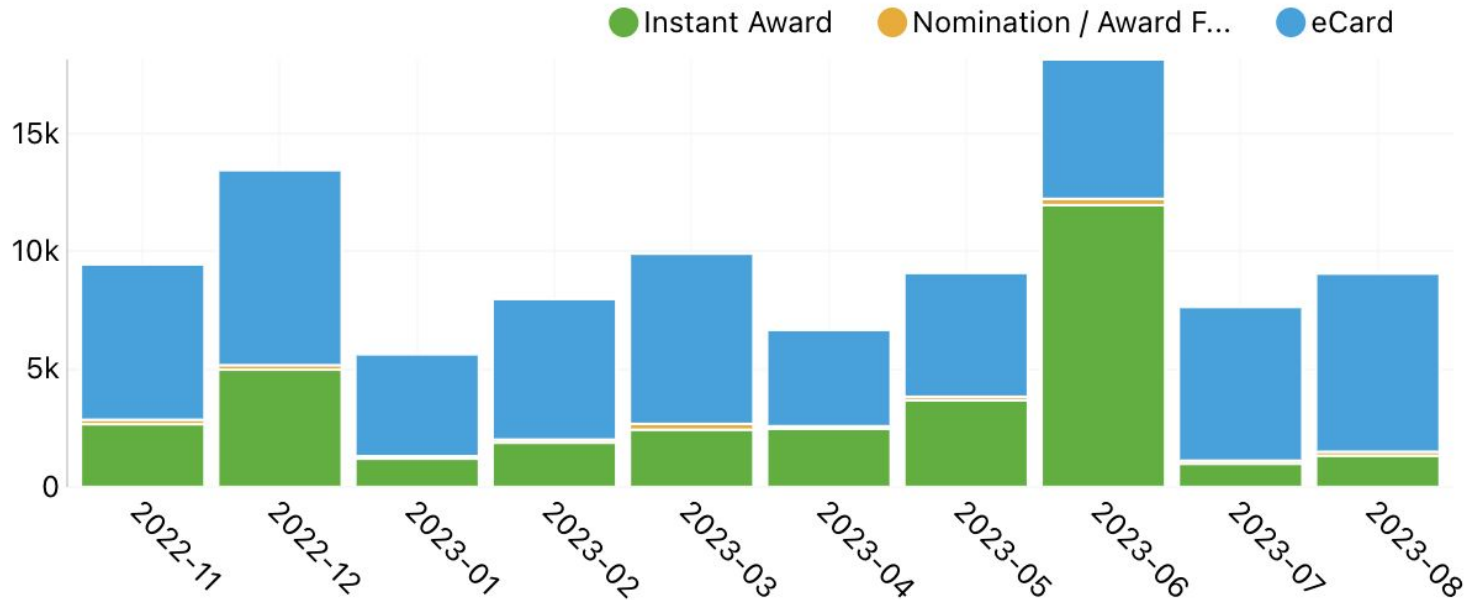
BenefX
Benefits To Help You #LiveYourBest

Origin of spend over time




Year-round recognition


Recognition sent over time






Choose your moment


THANK YOU 



Caring for others
Be collaborative | Be inclusive | Be supportive


Caring for others


THANK YOU 



Being Courageous
Be customer driven | Be innovative | Be flexible


Being courageous

THANK YOU 




Doing the Right Thing
Be trustworthy | Be performance focused | Be risk aware

Doing the right thing



you Shine

You Shine



Thank you

Thank You



Ka mau te wehi!
Awesome, Outstanding, Terrific

Ka mau te wehi



Choose your moment

Type name...



*Click on the image to change your eCard

Type your message here...

1000 characters remaining.

Want a preview?

 Send Privately

 Send & Share

The Reward Gateway Employee Journey





We want to
hear from you!
What ideas did you
like best from
today's discussion?



Support Your People This Festive Season

Celebrate Your People

Cultivate a culture of gratitude and recognition. Provide meaningful gifts and flexible rewards

- Year end recap meetings
- Random acts of kindness
- The gift of time off
- Give to the givers
- Digital recognition

Financial Wellbeing

Implement creative, low-cost ways to increase employees' disposable income and financial IQ

- Employee discounts
- Encourage savings through spending season
- Provide financial resources
- Promote knowledge-sharing

Mental Wellbeing

Make different types of connection and support intentional through specific parts of the employee journey

- Put connection in the calendar!
- Allow personal "connect" time
- Celebrate festive events
- Promote existing benefits
- Employee resource groups



The gift that keeps on giving

Sign up to a new employee engagement program by the end of October, and receive **25% off your implementation fee** to start the project!



Q&A





Join us on our next webinar!

Top Strategies to Attract, Engage and Inspire Your People

Thur, 19th Oct, 11am AEDT



Joy Adan
Reward
Gateway



Alex Powell
Reward
Gateway





**Let's make the
world a better
place to work**