

Leveraging Workforce Technology to Engage Employees

Brad Mandacina

June 16 2022

- The current landscape
- Current events that are promoting change
- Software that is capitalizing on change opportunities
- Closing predictions

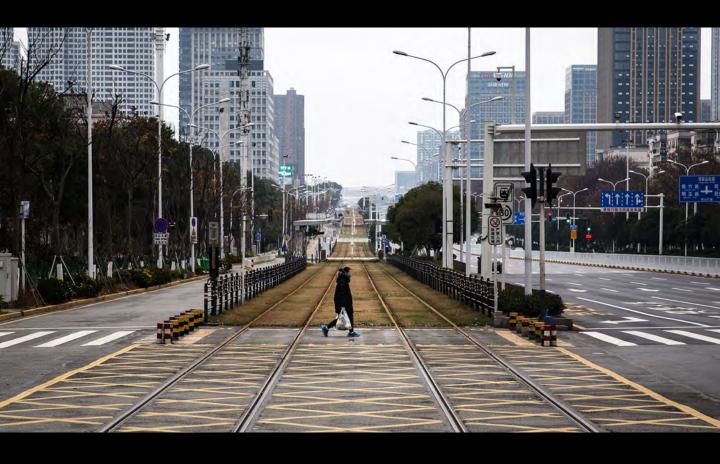
March 2020



TWENTIETH CENTURY FOX

HEYEARTHEEART







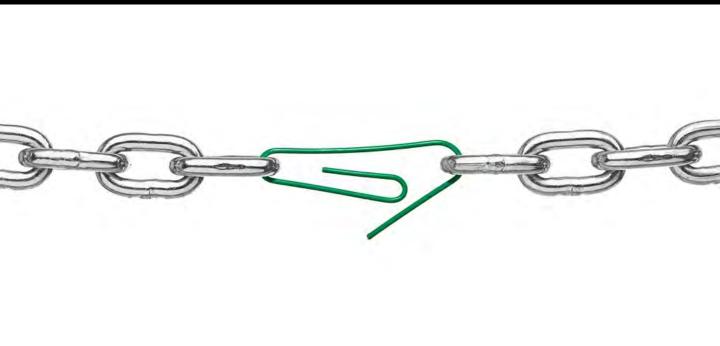
Who led the digital transformation of your company?

a) CEO

b) CTO

c) COO

d) COVID-19





394th Judicial District Court

Recording of this hearing or live stream is prohibited.

Violation may constitute contempt of court and result in a fine of up to \$500 and a jail term of up to 180 days.

394th Judicial District Court

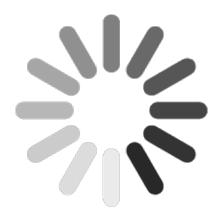
















E W NORMAL

PLATFORM CLOUD API BIG DATA Facebook Instagram

am

SOCIAL BIG DATA MOBILE



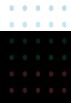
4.62B

USERS OF SOCIAL MEDIA

424M

JOINING EVERY YEAR 4+ hours

DAILY & INCREASING RAPIDLY







Disney+ Hits 100 Million Subscribers, Is Quickly Catching Up To Netflix 204m 200m



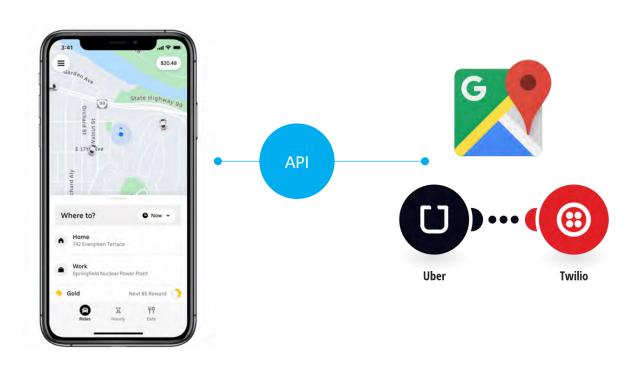
100m 100m

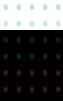
Since launching in Nov 2019, Disney+

has gained 100m paid subs. Netflix has gained ~41m during that time 0m 2021

Sources: Disney, Netflix, Various Media

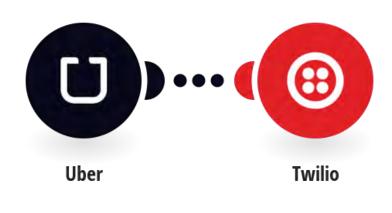
50m



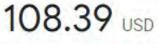




• • • • •



Market Summary > Twilio Inc



110:

109

108

107

106

10:00 AM

+0.96 (0.89%) ↑ today

Closed: Jun 8, 7:58 PM EDT · Disclaimer

106.72 USD 9:30 AM

After hours 109.00 +0.61 (0.56%)

12:00 PM

2:00 PM

4:00 PM







Ex-Dividend Date

Market Cap

Beta (5Y

Monthly)

EPS (TTM)

Forward

6:00 PM

PE Ratio (TTM)

Earnings Date

Dividend & Yield











8:00 PM

Previous close 107.43













19.692B

1.54

N/A

POST CORONA From Crisis to Opportunity

TIMES BESTSELLER

SCOTT GALLOWAY



Horse vs. Automobile

BEFORE you discard your horse and buy an auto it is well to think of the cost.

Figure how much you spend for harness and then think of what new tires amount to.

Figure up what it takes to feed Dobbin in a year and then think of gasoline, repairs and storage charges.

Dobbin is worth what you paid for him two years ago, where's the man with an auto that can say the same?

Come in and get a new harness instead of a new car and remember that Dobbin will take you through snow and mud as well as on good roads and that his carburetor is never out of order.

Ed. Klein

732 Massachusetts Street



"In the midst of chaos, there is also opportunity"

Sun-Tzu



Features Y

Use cases >

Resources V

Pricing

Company v

Log in

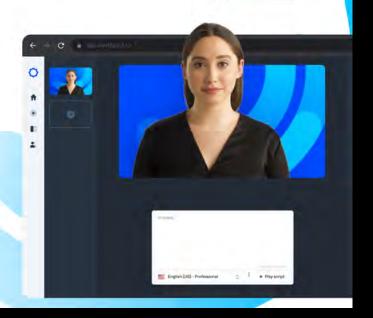
Create Account

Say goodbye to cameras, microphones and actors!

Create professional AI videos from text in 60+ languages. Synthesia saves you money, time and quite some nerves.

Create a free AI video

How it works









• • • •

. . . .



Monkeypox outbreak: Wake-up call for governments to stop the next pandemic, say experts









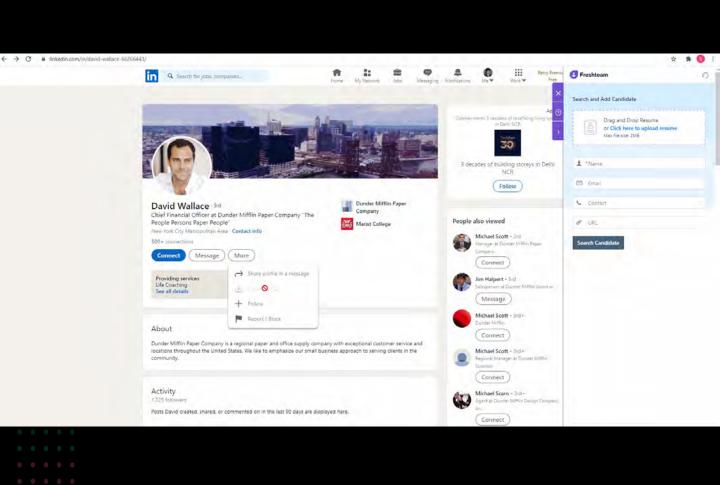










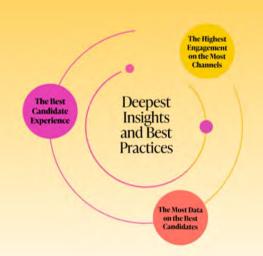


Entelo is reinventing what it means to source, engage, and hire diverse talent

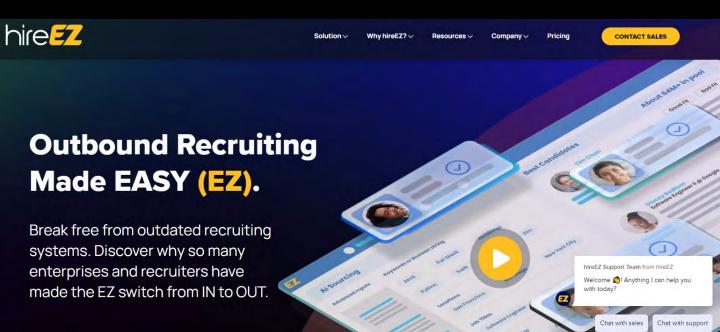
Reducing time-to-hire has never been more important. Top talent is moving at a record pace, and engaging with passive talent means using more than just sending an email.

Today's candidate journeys include creating content and landing pages, executing email campaigns and nurturing candidates through SMS and live chat – not to mention effectively promoting roles on social media.

We understand that recruiters aren't marketers, and just having the right names and the right technology doesn't ensure success.







Just browsing

See Us in Action



Achieve your onboarding goals!



Virtual care progression



Telemedicine Offered through Medical Carriers

- •Included in medical plan administrative fees
- Another option for urgent and acute care
- •Different provider every time you use it
- Services provided mainly by Physician Assistants and Nurse Practitioners
- Main vendors include
 Teladoc, MDLive, Amwell



Telemedicine Expanded through Medical Carriers

- •Added services for Dermatology and mental health
- Offered through same vendors as previous options



Virtual Primary & Preventive Care Solutions

- Stand alone or through medical carrier
- COVID-19 has prompted traditional providers to offer telemedicine in addition to in-office visits
- Primary care by phone, video calling or texting
- Care provided by MD
- Possible vendors could include FirstStopHealth, Included Health, Teladoc



Specialty Virtual Care Solutions

- Virtual care services now available for diabetes, maternity, musculoskeletal, women's health
- Possible vendors could include Amazon Care, Teladoc (Livongo), Omada, Hinge Health, Ovia, SurgeryPlus

Mainstream

Progressive

Loyalty died a little in 2020.

2020 brought a meaningful shock to loyalty, and consumers continue to expand their sampling of new brands and new digital shopping methods







Preventive care declined, including dental care, vision care, routine health exams, and cancer screenings

DELAYED HEALTH CARE¹



increased by as much as 400% during

the pandemic³

ALCOHOL TO COPE¹

Weekly sales of alcohol have



63% GREATER RISK OF ANXIETY DISORDER AMONG U.S. WORKERS²

In addition, Depression, PTSD, and Addiction risks all increasing compared to pre-pandemic



WEIGHT GAIN¹

More Gen Z Adults (52%) and Millennials (48%) reported weight gain than other generations

How MOBE works:







Brooke MOBE GUIDE



Dema MOBE PHARMACIST participant

engagement through our Guides Pharmacists or













MOBE Guides base their work with people on four core principles:

- 1. The body is built to heal itself.
- 2. Mind and body are connected.
- 3. Medicine is an aid.
- 4. People can take control of their own health.



Identify

We review participant claims data that inform and shape how we may best approach and support the population.

Engage

We reach out via email. direct mail and phone. offering access to MOBE **Guides and Pharmacists** who work one-to-one with participants.

Guide

We engage each person with a specially-trained Guide who works with

a personalized plan for nutrition, sleep, movement, and stress management. Participants may also receive medication guidance from a Pharmacist.

Empower

Our Guides meet regularly with each participant to set achievable goals that help them build self-efficacy and healthy lifestyle habits.

Sustain

Our aim is independent self-management. so we provide each participant with education materials, app-based content, and ongoing support. Guides and Pharmacists are always available as they learn new skills and achieve healthier lives.















"It was the best of times, it was the worst of times

. . .

Sell online with Shopify

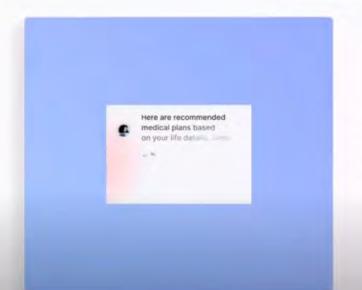
Trusted by over 1,000,000 businesses worldwide

"The future we imagined for 2030 has been pulled forward to the present, with everything going digital by default."

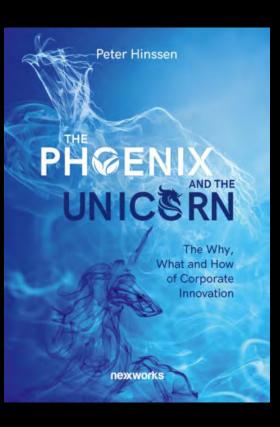


Tobias Lütke CEO Shopify

amazon



Benefits aren't broken, recommendations are.







The Phoenix phenomenon

Ordinary companies whose attributes enable them to transform and come out of tough times stronger, smarter and more resilient than ever before.



EDITORS' PICK | Feb 16, 2022, 09:05pm EST | 106,602 views

Walmart May Soon Become The Largest Primary Care Provider In The Country





The Phoenix in workforce technology space

Benefitfocus









HR Tech Industry – It's a boomin'

- Employers spend over \$5t on payroll, benefits, and other HR tech
- The average employer spends over \$300,000 per year on HR tech (+29% YoY)
- Core HR tech is projected to expand at 9.4% CAGR through 2025
- \$16.8 billion invested in 2021
- \$4.5 billion invested in Q122



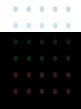




Five predictions!

Five Predictions

- 1. Digital Transformation will continue to disrupt post covid
- 2. Companies are more likely to prioritize investments in Al technology to optimize business processes and attain cost reductions
- 3. Employee experience is expected to be a key metric for companies
- 4. Rising demand for Predictive and Workforce Analytics enabled tools
- 5. Payroll Management segment to gain more demand among other HR tools



Technology

"Instrance is kind of like sushi ...
You can buy it pretty much anywhere but buying it from the wrong place can ruin your day."

- Christopher Paradiso

