



## KLDiscovery connects and celebrates a remote workforce with 90% active employees

KLDiscovery partnered with Reward Gateway | Edenred to create “The Beat” Employee Experience Platform, enhancing employee connection and wellbeing while decreasing the number of platforms employees need to use.

**Industry:** Legal and Technology

**Number of employees:**

1600 employees across 18 countries

**Work mode:** Mostly remote, hybrid and some in office

**Solutions:** Recognition & Reward, Communications, Discounts, Wellbeing



**90%** active platform users



**\$4600** in rewards in one year



**25%** sending recognition



**65** blogs posted in one year



**3280** recognition moments in one year

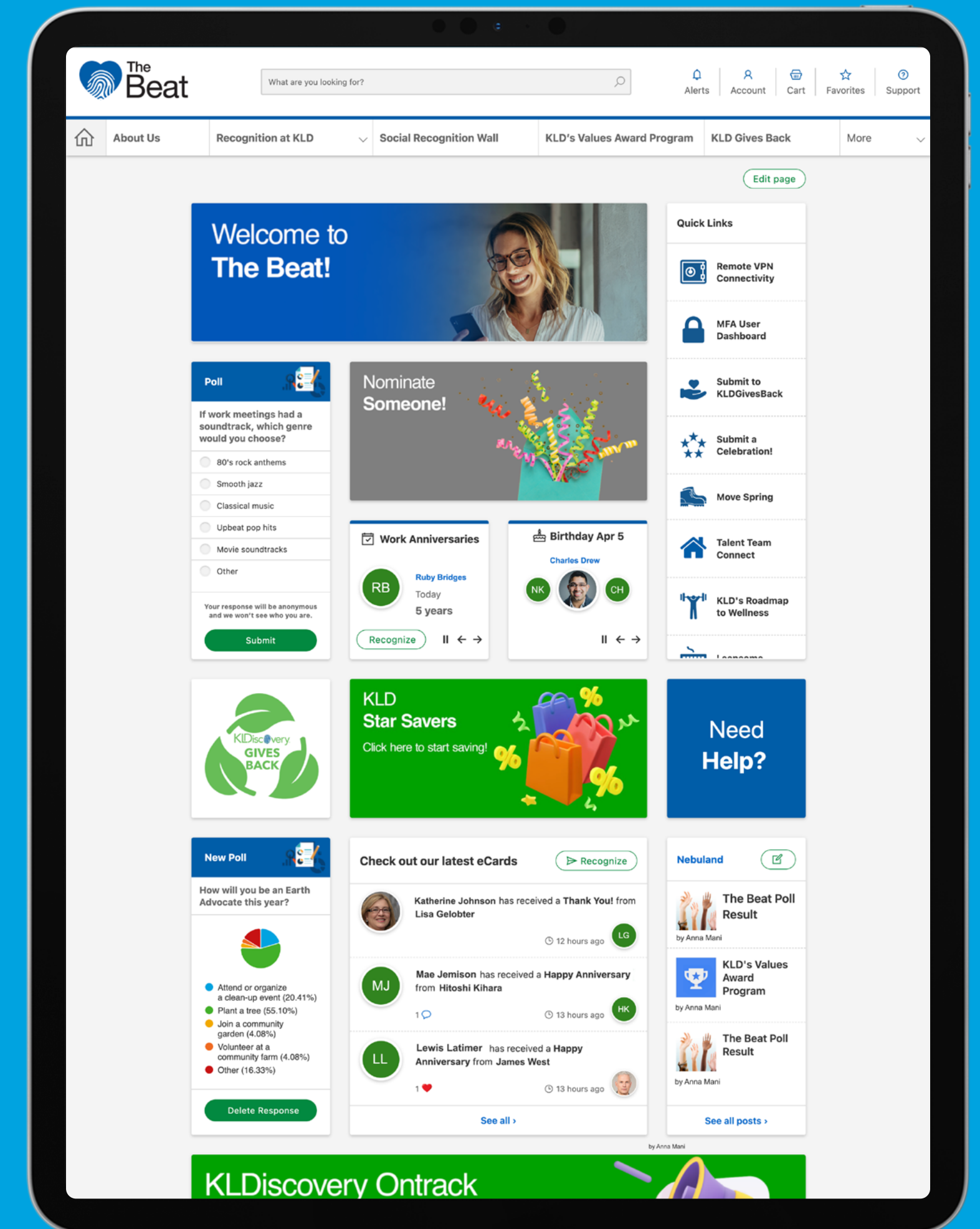


**400** people in a single wellbeing challenge

### What they needed

With KLDiscovery’s global, mostly remote workforce, the team was looking to better connect and engage teams and the organization as a whole. Like so many workforces, employees were also looking for increased support in taking care of their wellbeing. The need for “new” programs needed to be balanced with providing a coordinated experience that was practical and meaningful to use. Additionally, the KLDiscovery team had a backlog of creative ideas for supporting and engaging the team, but a lack of resources limited their ability to introduce new programs and drive improvements.

# KLDiscovery

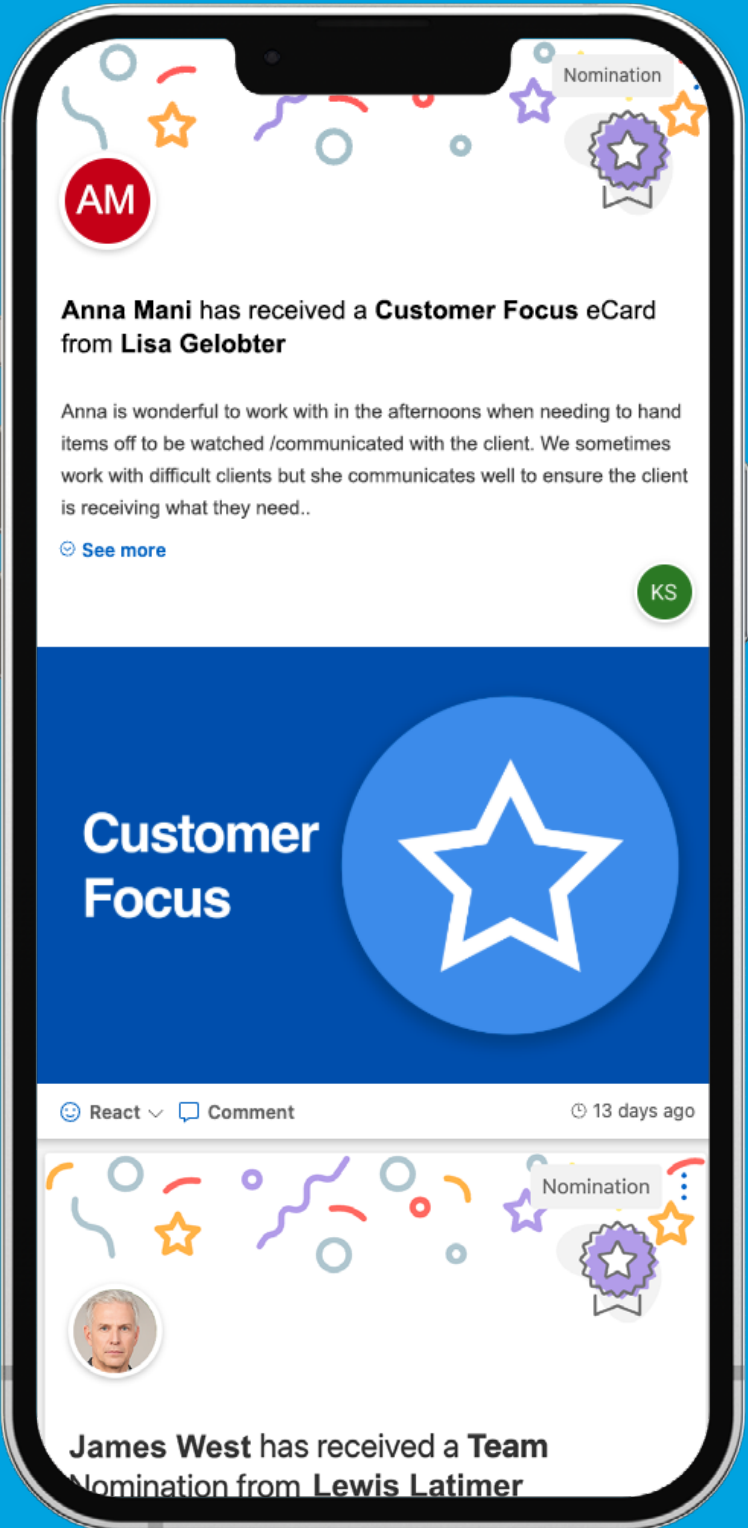
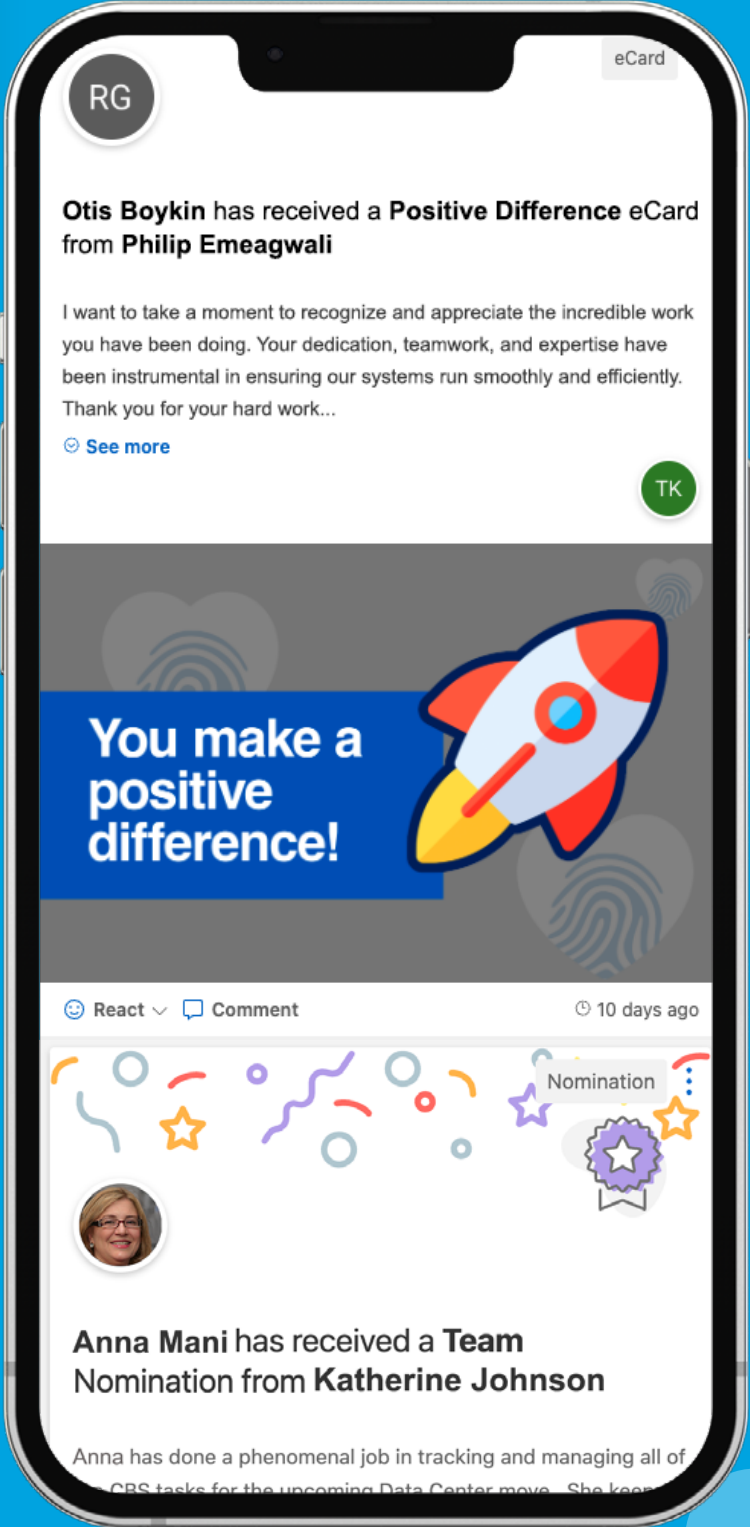
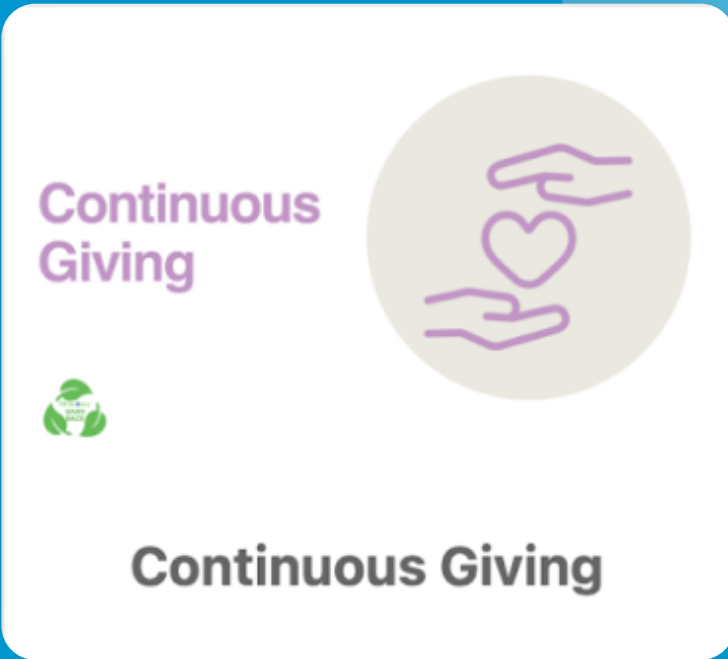


## How we helped

The KLDDiscovery team worked with Reward Gateway | Edenred to create “The Beat” Employee Experience Platform. The team used the platform’s flexibility to make it the home for multiple initiatives. This helped to make resources and information easier to find, and also reduced the feeling that employees had to go to “too many places.”

The Beat supports employee connection and engagement by highlighting employee celebrations and recognition moments. Using the platform, employees can send greeting cards, can be nominated and be rewarded for how they live their values – and they are visible to everyone across the globe. The team makes getting and finding information easy for employees by putting a series of topical blogs on The Beat including KLD Konnection and Employee Celebrations, as well as Operations and IT Updates and Reminders. Additionally, their “KLD Gives Back” Employee Interest Group has a home on the platform, with champions able to post communications and send recognition that aligns with their CSR goals (Earth Advocate, Charity Champion, etc.).

Finally, to support employees’ desire to focus on their wellbeing, the KLD Team is using the Wellbeing+ app to run monthly wellbeing challenges focused on topics such as heart health, nutritious eating and gratitude. To drive interest and participation, the team uses raffles and prizes as simple as \$25 in “Beat Bucks” to yoga mats or fun swag.





## What they achieved

The introduction of The Beat to the global workforce resulted in 90% active employees and means the team has created one place where employees can go to interact and feel connected. They posted more than 65 blogs to keep global employees in the know, and the simplification of platforms means employees that go to The Beat for information can also quickly share recognition with colleagues. Reward Gateway | Edenred's recognition tools have allowed for 3,280 recognition moments posted in one year to more than 1,100 of their employees, and \$4,600 in rewards to celebrate above and beyond actions.

The team is able to use the various tools to implement simple but ever changing programs to pull employees in and keep them engaged. Their most recent Wellbeing+ challenge only lasted a week, but had 400 participants focused on movement to improve their heart health.

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I hear every time we do a challenge that it keeps people accountable and that they love it. More and more people are joining each time.

**Kara Anderson, Senior Benefits Analyst**



## Are you looking for similar results?

Reward Gateway | Edenred delivers a one-stop-shop for employee benefits, discounts, recognition and reward, employee wellbeing and employee communication tools.

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