

# THE CIRCLE Scaling Global Benefits



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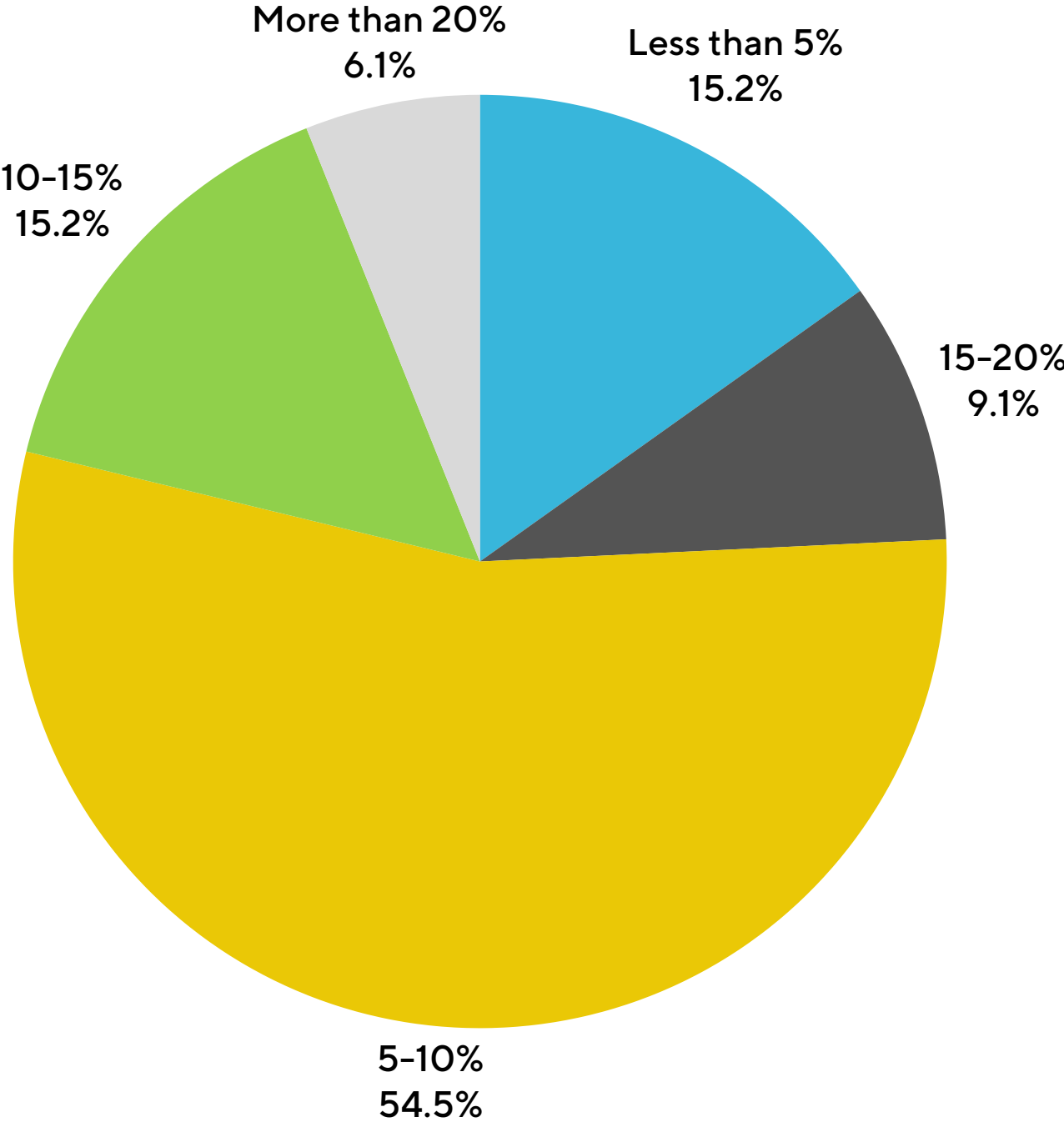


**What percentage increase do you anticipate for your company's employee benefits renewal rates in the coming year?**

**Average: 11%**

**Min: 2% - Max: 30%**

**What has been the average annual renewal rate increase for your company's employee benefits over the past three years?**



**What benefit offerings do you find to be low-cost but have a high ROI?**

Medical/Health/Pharmacy

- Pass-through Pharmacy Benefit Manager
- HSA
- HDHP employer contribution
- EAP & Diversity focused EAP
- Vision & Life Insurance

PTO/Flexible Work

- Volunteer days off
- Flexible work arrangements
- Remote work
- Unlimited PTO
- August Friday off

Wellness - Financial, Physical, etc.

- Origin financial
- Therapy - Modern Health, Therify
- WellnessCoach
- Gympass

Misc.

- Pet benefits & bereavement
- Legal benefits
- Discount programs
- Benefits education