



# 2022 A YEAR IN REVIEW

**SUSTAINING GLOBAL BENEFITS**

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**Silicon Valley  
Employers Forum**

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2022

# CONNECTION AND ENGAGEMENT

2022 was another year of challenges, coupled with uncertainties, as we slowly emerged from the pandemic. Benefits teams continued to work tirelessly to ensure their employees and families had the support they needed while meeting the ongoing demands and changes in their companies. Yet, SVEF employers led the way with innovative and valuable programs and quickly implemented new policies to support the changing workforce.

## Evolving to offer more global resources

SVEF is proud to have maintained strong and pivotal growth. We continued to evolve our global offerings and expanded our team's expertise and capabilities. Further, as part of our international expansion, SVEF hired internationally and introduced the following new resources and services:

- The International Advisory Committee to provide future directional guidance on the support and services offered by SVEF
- Country surveys for Germany, Japan, Singapore, and Canada

SVEF is uniquely positioned to bring invaluable insights into global benefits which enable our members to make a profound impact within the high-tech industry.



2023 has already begun with employers facing new challenges--from managing the rising healthcare costs, unprecedented reductions of their workforce, and the ongoing shift from remote to hybrid/in-person work environments. To this end, SVEF member companies are focused on optimizing their benefit offerings, evaluating their lasting value, and how to best support the dynamic and changing workforce.

## Engaging our members

SVEF continues to be at the forefront of facilitating discussions that foster learnings at our roundtables, workgroups, and innovative events. We look forward to renewing our in-person meetings to connect and engage with our members. For 2023, our key priorities are:

- Leveraging SVEF's expertise to provide limited-scope consulting services exclusively for members
- Expanding three additional country surveys
- Inauguration of the EMEA Regional Symposium
- Implementing an improved member website

Despite the challenges thus far in 2023, together with our members, our partners, and our Strategic Alliances, we can be the catalyst to promote change to impact business success.

Appreciatively,

A handwritten signature in black ink, appearing to read 'Lisa Yee'.

Lisa Yee  
President & CEO, SVEF



# OUR MISSION

## IMPACTING GLOBAL BENEFITS DESIGN

**Encouraging  
innovation  
since 1994**

The Silicon Valley Employers Forum (SVEF) impacts the evolution of global benefits through plan designs and administration, sharing and educating about innovative ideas, and partnering with member companies to promote beneficial social change.

# VALUE OF SVEF MEMBERSHIP

Benchmark  
data in  
high-tech

Network and  
Learn

Access  
world class  
partners

SVEF is the only association specializing in global benefits within the high-tech industry. We are proud to work with the world's leading and most progressive employers in technology, and members can network and explore, and leverage data and insights as well as learn what other tech employers are doing to design best-in-class benefit strategies and program design.

Our members have access to global and local partners who are at the cutting edge of innovative and new solutions to current and future needs. And we partner with other national and international associations to evolve program design in the industry.

# 2022 KEY HIGHLIGHTS

4

NEW SURVEYS

For Canada, Japan, Germany and Singapore

28

INNOVATORS

Curated to present innovative offerings to our members

6

EVENTS

And 72 meetings and roundtables

8%

INCREASE IN MEMBERSHIP

5 new members joined the SVEF community

900+

ATTENDEES

At the Global Summit, Regional Symposium, DEI & Engagement Summit and Innovation Symposium

22

PARTNERS

For Global and Regional Summits and events

# OUR MEMBERS

The SVEF community comprises over 65 mid to large-sized high-tech companies with a global presence that lead the way in benefit program design and delivery. Membership is subject to meeting SVEF membership criteria and member approval.



*Global reach and insights*

# 2023 MEMBERSHIP

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**2.3 M**

Employees globally at  
SVEF member companies.

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**120**

Countries where SVEF  
members have headcount.

Silicon Valley Employers  
Forum's member  
companies serve as  
leaders in the high-tech  
industry in which they  
operate and under their  
leadership, are key to  
impacting global matters.



# 2022 PARTNERS

## THANK YOU TO OUR 2022 PARTNERS

Silicon Valley Employers Forum is proud to partner with world leading companies who are at the cutting edge of benefit plan design and administration solutions. Our partners are chosen based on a robust selection process.



BlueCross®  
BlueShield®



*Spotlight*

# INNOVATION



## CATALYST FOR ACTION

Another year of success in curating new innovators that were showcased during the Innovation Symposiums. Innovators represented a range of solutions from cancer care, child and adult mental health, women's health, chronic condition management, virtual pet care, and elder care.

âbett access hope airvet

brightline cocoon

dayzz digbi family first

FertilityIQ FOLX

galileo Galleri

goodpath Grayce

Hurdle homethrive

Laguna LEVEL

MIDI navisa papa

Parsley Health REULAY transcarent  
EXPERIENCE DIFFERENT

SWORD HEALTH 98point6

uflexreward THE DIGITAL TOTAL REWARD PLATFORM  
with me<sup>10</sup> HEALTH  
A Better Medication Experience

# STRATEGIC ALLIANCES

Networking and forging strong alliances are key to the work the Silicon Valley Employers Forum does to find solutions to pressing and ever-evolving opportunities. We are proud to partner with some of the most leading and recognized associations.



# 2022 MEMBER AWARDS

## CONGRATULATIONS TO OUR 2022 AWARD RECIPIENTS

Each year we recognize and honour members for their outstanding contributions to the forum. Our annual awards recognize members who went above and beyond in their engagement and collaboration with SVEF.

### MEMBER AWARDS

The following companies have been recognized for their innovative approach to benefits, their leadership and partnership in 2022.

**citrix**

**Linked in**

**lyft**

**salesforce**

**SYNOPSYS**

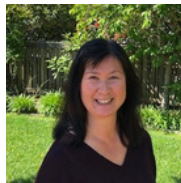
# SVEF GOVERNANCE

## SVEF BOARD OF DIRECTORS - 2022



**BECKY BAILEY**  
SERVICENOW

Chair/President



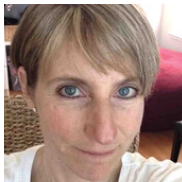
**LORI WONG**  
AUTODESK

Secretary



**MANDY LAU**  
ADOBE

Treasurer and  
Compensation  
Committee Chair



**TRACEY GANNON**  
EBAY

Investment  
Committee Chair



**ABBY  
HOLLINGSWORTH**  
SALESFORCE



**DANA ARMANINO**  
NETFLIX



**JEANINE KAJI**  
AGILENT



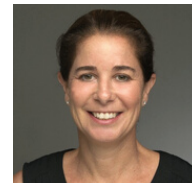
**CYNTHIA RADOVICH**  
APPLIED MATERIALS



**MARNI MCDONALD**  
MICRON



**SHANNON DALY**  
VMWARE



**TRACY DESMOND**  
AIRBNB

### COMPENSATION COMMITTEE

*Chair: Shannon Daly*

Responsible for the overall management, performance review and decisions of the President & CEO, and annual compensation plan for SVEF.

### INVESTMENT COMMITTEE

*Chair: Tracey Gannon*

Responsible for the review, direction and Board approval of SVEF's surplus investment, with the guidance of the external Investment Advisor.

# THE SVEF TEAM



**Lisa Yee** is the President and CEO of SVEF, based in Northern California, leads and engages with employers and partners to drive change in global benefits. She enjoys spending time with her family and two rescue dogs, Daisy & Gryffin, volunteering with animal rescue organizations, traveling, and baking.



**Barbara Thompson**, Associate Director, based in Northern California, leads SVEF's data analytics, and insights team. She has held various roles in global and US benefits. She enjoys time with family and friends, reading, exploring hiking trails in her hometown, and is an avid animal lover.



**Alison Main**, Associate Director, based in France, focuses on enabling SVEF's international expansion and developing member communications. She has held various roles in International Benefits and Rewards and has a particular passion for well-being. In her spare time she enjoys the Great Outdoors and entertaining friends with French and Asian cuisine.



**Matt Gismondi**, Senior Program Manager, based in Southern California, is responsible for analyzing and compiling the portfolio surveys and member pulse surveys. He enjoys the outdoors and visiting with his brother who lives on his street. Matt has two dogs, Bud and Misfit, and a dual-sport motorcycle for riding on dirt roads and exploring less-traveled areas.



**Karine Desruisseaux**, Senior Program Manager, based in Canada, supports SVEF's International expansion. After practicing as a Defined Benefits pension actuary, Karine fell in love with Global Benefits and never looked back. Karine spent 11 years in San Francisco before moving back to Montreal. Although her two energetic children keep her busy, she still carves out time to read, walk, and listen to Indie music.



**Melanie Chang**, Program Manager based in Oregon, is responsible for member services, operations, events and website management. She has a passion for helping people and finding solutions to complex problems, has lead to a career in social services, HR, and alternative medicine. She has an insatiable curiosity, seeks knowledge, and enjoys family time, nature, music, and travel.



**Lisa Warren**, Program Coordinator, based in Northern California, is responsible for supporting member services and operations. Lisa enjoys assisting others and is a natural caregiver, she loves spending time with her family and will always pick an outdoor event as her favorite pastime.



**Brooke Johnson**, Program Analyst, based in Southern California, supports the operations, communications, and marketing teams. Brooke has a strong passion for the outdoors, spending her free time at the beach, doing yoga, or with her dogs.



**Arianna Dean**, Benefits Data Analyst, based in Pennsylvania, is responsible for crafting ad hoc surveys as well as analyzing and compiling the portfolio and member pulse surveys. She has a dog named Pippin who keeps her company during the workday. She enjoys video games, music of all kinds, and time with her husband.



SILICON VALLEY EMPLOYERS FORUM  
1180 SAN CARLOS AVENUE, SUITE 115  
SAN CARLOS, CA 94070  
+1 650-880-2580  
[svefinfo@sveforum.org](mailto:svefinfo@sveforum.org)

