



# 2025 A YEAR IN REVIEW

## INNOVATING GLOBAL BENEFITS

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**Silicon Valley  
Employers Forum**  
INNOVATING GLOBAL BENEFITS

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2025

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# SHAPING FOR CHANGE IN 2025



2025 was a pivotal year for the Silicon Valley Employers Forum (SVEF), defined by our theme “Shaping for Change.” As the global benefits landscape continued to evolve, we embraced this moment as an opportunity to lead, enabling thoughtful dialogue, advancing innovation, and equipping multinational employers with the insights and community needed to drive positive social change while reinforcing our global footprint.

We continued to invest in our global expansion and hosted international summits, returning to Singapore and, for the first time, convening in India. The Global Benefits Conference, held in Silicon Valley, was a remarkable event offering valuable insights, exceptional learning, and tremendous networking opportunities. Together, these events attracted nearly 800 attendees, including over 15% non-member employers, reflecting our growing influence and reach. We also facilitated over 30 global roundtables and hosted member-only meetings, including an in-person session in Dublin, Ireland, creating ongoing opportunities for peer exchange, strategic discussions, and community building.

Our commitment to spotlighting innovation and collaboration remained strong throughout the year, with over 45 partners and standout new innovators, showcasing the cutting edge of what's possible in global benefits.

Data and insights continued to anchor our work, with the publication of our marquee surveys, including the launch of three new country surveys to expand our already robust benchmarking portfolio. These insights enabled members to navigate dynamic market conditions with clarity and confidence, thereby influencing the outcomes of their strategies.

Our new member employer base grew by 6%, while our social media presence expanded by 32%, and we further enhanced our services with the launch of the “Lunch and Learn” sessions. These high-impact, quick learning and development opportunities ranged across topics such as financial wellness, healthcare costs, and PBM management. These sessions drew strong attendance and have become a valued resource for the benefits community, which we plan to expand further in 2026.

We remain deeply committed to delivering a world-class experience and are proud to again earn an “Excellent” Net Promoter Score from our members, reflecting the high trust and satisfaction within our community. Thank you to our members, partners, and the broader benefits ecosystem for your continued engagement and support, and to our small but mighty staff for their unwavering dedication and exceptional work in delivering an extensive suite of programs and services with excellence. Together, we are shaping the future of global benefits with purpose and impact.

Appreciatively,

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

Lisa Yee, President & CEO  
Silicon Valley Employers Forum

# OUR MISSION

## GLOBAL BENEFITS INNOVATION

**Innovating Global  
Benefits 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 companies to promote beneficial social change.

# OUR MEMBERS

The Silicon Valley Employers Forum community comprises over 70 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*

# 2025 MEMBERSHIP

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**2.43 M**

Employees globally at  
SVEF member  
companies including  
over 960,000 in the US

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**Silicon Valley Employers**  
Forum's member companies  
serve as leaders in the high-  
tech industry and are key to  
impacting global benefits  
evolution that drives  
positive social change.

**115**

Countries where SVEF  
members have  
headcount

# VALUE OF MEMBERSHIP

Global Data and Insights

All-inclusive access to events  
and member-only meetings

Networking opportunities

We are the only employer association specializing in global benefits within the high-tech industry. Members can network and explore, and leverage data and insights to positively impact the evolution of global benefits and design best-in-class benefit strategies and programs.

Our members have access to global and local partners who are at the cutting edge of innovative and new solutions to address current and future needs of their workforce. We also partner with other national and international associations to evolve program design to impact positive social change.

# 2025 KEY HIGHLIGHTS



**3**

NEW COUNTRY SURVEYS

Argentina, Israel, Poland

**6**

INNOVATORS

Curated and showcased to members

**48**

EVENTS

Global conference, summits and roundtables, plus new lunch and learn series

**2.43**

MILLION EMPLOYEES

Over 40% in the US

**800**

ATTENDEES

Across global events both in person and virtually

**71**

MEMBERS

6% new membership growth

# 2025 PARTNERS

Our exclusive partners

## Premier Partners

Anthem

Segal Benz

wtw

## Diamond Partners

AON

Benifex  
A Zellis Company

cleo

inflection

Fertility<sup>10</sup>  
Menopause<sup>11</sup>  
Sensitivity<sup>12</sup>  
Divorce<sup>13</sup>  
End of Life<sup>14</sup>

Johnson & Johnson

KAIER PERMANENTE

progyny  
Smarter Fertility Benefits

Teladoc  
HEALTH

## Platinum Partners

BrightPlan

Hinge Health™

MODERN  
HEALTH

World Class Health

Parentaly

personify  
HEALTH

Wellthy

## Gold Partners

cigna  
healthcare

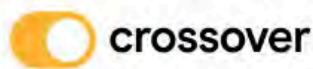
PACIFIC PRIME CXA

plum

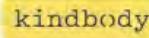
# 2025 PARTNERS

Our exclusive partners

## Silver Partners



## General Partners



Spotlight

# INNOVATION

## INNOVATION TO SHAPE THE FUTURE OF BENEFITS

Innovation sits at the core of how we help shape the future of employee benefits. In 2025, the Innovation Symposiums remained a premier stage for uncovering and elevating transformative solutions. Now in its fourth edition, the program offered a vibrant forum where bold disruptors and forward-thinking providers engaged directly with our members to explore new ways of meeting the rapidly evolving needs of a global workforce.

This year, six standout innovators were selected whose solutions tackle critical challenges faced by global employers. By connecting our member companies with emerging solutions, the Innovation Symposium plays a vital role in advancing the benefits landscape—ensuring employers stay ahead in delivering relevant, impactful, and future-ready programs.



## LUNCH AND LEARN SERIES

In 2025, our Lunch & Learn series generated the spirit of Learning Every Day in life. Drawing from themes that are top of mind for our members, we designed sessions that were short, sharp, and practical; perfect for busy global benefits professionals looking to stay current, develop their knowledge, and explore ideas and concepts in an educational format.

Attendees love the format, the opportunity to learn something meaningful in a short window, and the ability to immediately apply new ideas to their day-to-day work.

The series featured expert perspectives, real-world employer case studies, and introduced emerging trends shaping the future of employee benefits. By keeping content accessible, relevant, and intentionally bite-sized, the Lunch & Learn program offers a new channel for continuous learning and strengthens our community of practitioners.

As we look ahead, the Lunch & Learn series remains a key pillar of our commitment to fostering shared knowledge, sparking curiosity, and enabling members to learn and develop new information—every single day.

A large, stylized text graphic that reads 'LEARNING' in green and 'EVERYDAY' in white, with a blue shadow effect.

# *Spotlight*



## **BENEFITS BUZZ PODCASTS**

The podcast series spotlighted key trends and challenges facing employers as they navigate an evolving benefits landscape, one defined by AI acceleration, rising healthcare complexity and costs, and a workforce that expects more clarity, flexibility, and support than ever before.

Across conversations with industry leaders, clinicians, and innovators, a consistent theme emerged: employees need connection, guidance, and a clearer path through life's most critical moments. From mental health to family-building, from chronic disease to oncology, the message was clear – leading employers are stepping into new roles by blending innovation and empathy to support the whole person.

Throughout the year, our podcasts showcased how organizations are redefining benefit strategies to meet this moment. They're harnessing data responsibly, simplifying overwhelming choices, and investing in programs that create real impact on health, well-being, and workplace belonging.

Together, these conversations tell a powerful story: the future of benefits is more connected, more personalized, and more profoundly human.

# 2025 SURVEYS

We continued to expand our portfolio of country surveys, giving members deeper insight into local market practices across all major regions. Today, surveys are available in over 15 countries: Argentina, Australia, Brazil, Canada, China, France, Germany, India, Ireland, Israel, Japan, Korea, Mexico, the Netherlands, Poland, Singapore, the UK, the US, and the Global Practices & Policies.

This growing library provides comprehensive benchmarking that informs plan design, competitive positioning, and global governance, while enabling country teams and corporate benefits leaders to align on evidence-based benefits decisions.



*Leadership and engagement*

# CELEBRATING OUR MEMBERS

Each year, we recognize and honor members for their outstanding contributions. Our annual awards recognize members who have gone above and beyond in their engagement and collaboration. Congratulations to our 2025 award winners!

## MOST ENGAGED AND LEADERSHIP RECOGNITION

*Engagement  
award*



*Leadership  
award*  
Sarah Gregory,  
Marvell

## SURVEY PARTICIPATION EXCELLENCE



SILICON VALLEY EMPLOYERS FORUM  
1180 SAN CARLOS AVENUE, SUITE 115  
SAN CARLOS, CA 94070

VISIT US AT [SVEFORUM.ORG](http://SVEFORUM.ORG)  
AND FOLLOW US ON LINKEDIN

