

Uber for Business

How meal programs
can help your company
retain top talent



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When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.

Simon Sinek
Author

Why employee engagement is so important

Employee engagement goes beyond job satisfaction and happiness at work. While these may be positive consequences, true engagement is employees' [deep and long-term connection](#) to their organization. It's the [enthusiasm and involvement](#) they bring to their workplace. And while these definitions manifest themselves differently depending on the business, the common thread is that employee engagement is integral to company success.

Years of research prove this. Organizations with [higher employee engagement](#) experience a 21% increase in profitability, a 20% uptick in sales, and a 17% growth in productivity. They also experience lower worker absenteeism and improved employee health.

Even though employee engagement is widely recognized as crucial to company results, it is also [declining](#) for the first time in a decade. Many factors are contributing to this downturn, such as a disruption in work-life balance and a general lack of employee well-being support. New pandemic-era challenges, like adjusting to remote working arrangements and office safety concerns, are also increasing employee burnout and negatively affecting engagement.

92%

of executives believe that engaged employees perform better overall.

—[Quantum Workplace](#)

Combating the engagement decline

In addition to the engagement tumble, 2021 brought with it the Great Resignation. A staggering [47 million people](#) left their companies. As a result, organizations ramped up hiring, which prompted people to reconsider their current roles. Employees' general "intent to stay" [dropped 7 percentage points](#), and 58% of workers in one study [felt confident](#) they could get another job that pays as much as their current one (as of Q2 2021). In short: acquiring and keeping top talent is no easy feat, requiring companies to reexamine their efforts in this area.

As a result of these shifts, the nature of work benefits is undergoing a renaissance. There is a renewed focus on addressing the whole employee by catering to diverse, individual needs and focusing on [long-term versus short-term initiatives](#). In doing so, companies are investing more in their overall wellness programs, with budgets increasing by 22% from 2020 to 2021.

So what does this mean for businesses in 2022 and beyond? It is essential to prioritize employee engagement, whether teams are entirely remote, operating in a hybrid model, or back in the office full-time. Not addressing employees' connections to your organization simply isn't an option, especially if you want to retain top talent, cultivate organic brand ambassadors, and bolster your bottom line.





Revitalizing employee engagement with meal programs

Although there are many ways to increase engagement, a company-sponsored meal program is one of the most powerful. It demonstrates a clear commitment to worker wellness and flexibility, and it shows investment in the whole employee. But it's not just about feeding your teams. Meal programs can give busy caregivers a night off from cooking, remote workers a chance to bond over team lunches, or hungry locals a way to experience neighborhood spots.

“What keeps a person there is having someone who cares about them. You'll get way better ROI by caring about employees as people.”

Ryan Carter
Founder and CEO

 PARACHUTE MEDIA

The power of Uber Eats for businesses

Workplace meals can really make an impact, no matter the business size or employee number. As a proud partner to over 170,000 organizations worldwide, [Uber for Business](#) can help you customize a [corporate meal program](#) that fits everyone's needs.

An Uber for Business meal program provides:



Employee access to diverse restaurants and food choices on the Uber Eats platform



Customizable options to meet the needs of in-office, hybrid, and remote teams



Full control for company administrators through centralized dashboards and streamlined expensing

The scale of the Uber Eats platform makes meal programs a benefit accessible to teams all over the world. Meal delivery also helps support local businesses, which helped many restaurants remain open during the pandemic. In fact, an internal Uber study found that 75% of merchants said the platform helped them stay afloat during this time.¹

¹ Survey of more than 400 Uber Eats restaurant partners in the US and Canada in June 2020.



We're constantly looking for ways to acknowledge our dedicated team. Offering Uber Eats ... is a great way to show our appreciation during this time, as well as support our local economy and restaurants.

Reena Scoblionko
VP of People



Uber Eats
by the numbers

6k
cities

32
countries

825k
merchants



“

Employees love being able to order food and support their favorite local places [through Uber Eats]. They're also excited to try new things, branch out, and have something to really look forward to.

Jessica Pachman-Hults
HR Business Partner



The benefits of meal programs for employees

Many employees also use Uber regularly in their personal lives, so they are familiar with the options the app provides. This makes ordering [workplace meals with Uber Eats](#) as easy as using it for a Friday night pizza or a Sunday morning coffee at home. To check out with the company profile, they only need to toggle to their business account right in the app. They then get the experience they've come to know (and hopefully love).

Meal programs are a benefit that employees tailor to their own needs. They can:



Plan lunch ahead of a day full of meetings with [advanced scheduling](#)



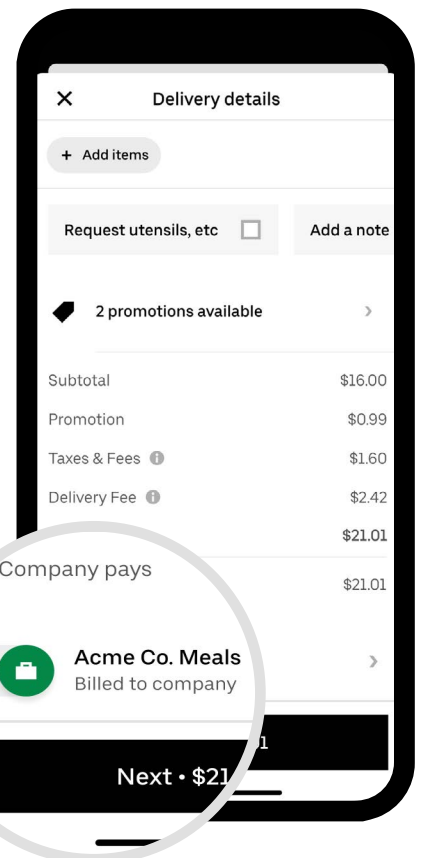
Take advantage of [priority delivery](#) where available



Uplevel in-office meetings or team off-sites with [group ordering](#) and [bill splitting](#)



Earn benefits or rewards through Uber's partners, like [American Express](#)® and [Marriott Bonvoy](#)™



The ease of meal programs for plan administrators

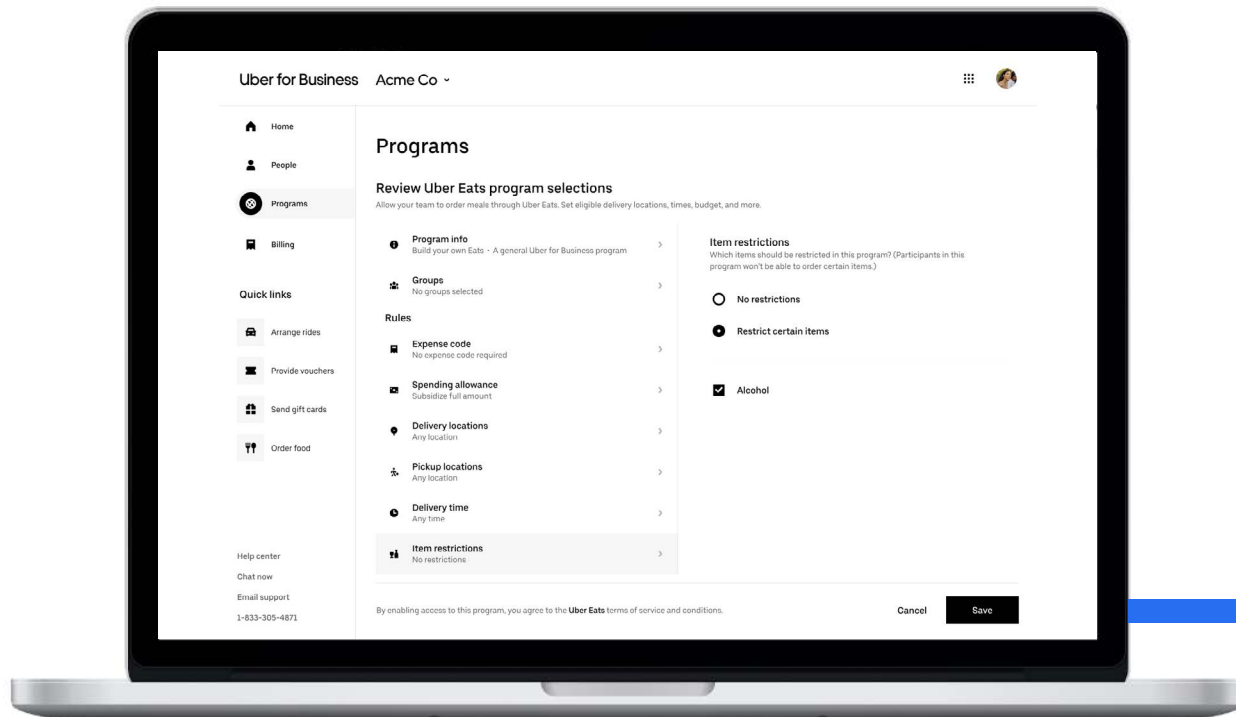
Benefiting from a corporate meal program is simple for employees, and setting them up is just as easy for administrators. Launching, monitoring, and amending programs all take place from within the [dashboard](#), which serves as a centralized hub for all accounts and activity. This allows you to truly meet the needs of your employees by designing programs specific to their work location, hours, or style.

The Uber for Business dashboard also allows you to tailor many aspects of your teams' meal delivery experiences. Custom parameters like date, time, location, and item restriction help you control budget and visibility.

The platform also makes messy, disjointed expenses a thing of the past. Employee receipts flow directly into your dashboard, eliminating the need to track down physical copies. Pay per order or get a consolidated bill at the end of the month. [Integrations](#) to well-known expense providers, like SAP Concur and Expensify, make it easy to add new team members and use existing systems.

“I would 100% recommend Uber for Business. The integration with leading expense providers saves a considerable amount of time spent on expense reports.

Mattie Yallaly
Corporate Travel and
Expense Manager

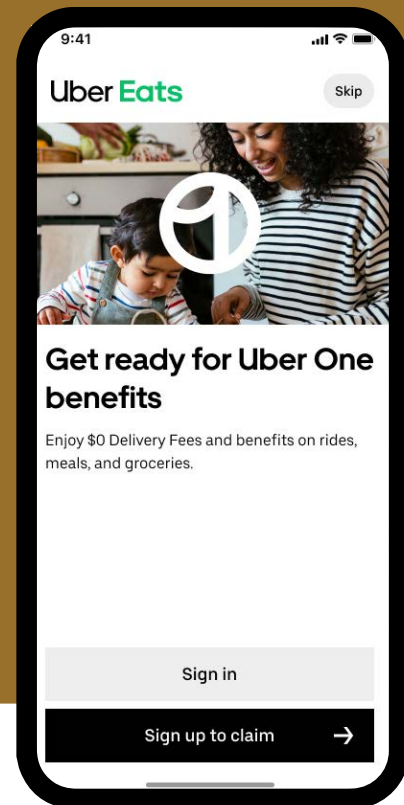


Maximize your benefits with an Uber One membership

Make your employees' meal benefit go further with a company-sponsored monthly subscription to Uber One. With Uber One, orderers receive \$0 Delivery Fee and discounts from select restaurants.* Companies also get a discounted price on corporate memberships.

Learn more about Uber One for businesses.

*\$15 minimum order required to receive \$0 Delivery Fee on meals, and \$30 minimum on groceries, where grocery is available. Uber One discounts are not available for rides booked 30 minutes or more in advance or for shared rides. Taxes and fees, if applicable, do not apply to order minimums.



Show employees you care with meal programs

Employees have always appreciated when their company goes above and beyond, but what used to be considered “extra” is now necessary. Your people are the backbone of your organization, so give them what they need (and what they didn't know they needed!) through a sponsored meal program.

Learn more about how Uber for Business can help support those who matter most to your company's success.

