



Increasing Kana Hotel Group Employee Engagement



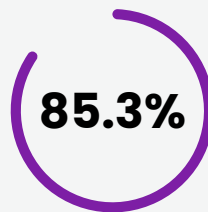
Kana Hotel Group, a leader in the hospitality industry, understands the importance of employee well-being and job satisfaction. In August 2021, they partnered with ImmediatePay, a leading financial wellness benefit, to offer their workforce a responsible solution that could alleviate financial stress and improve overall job satisfaction. This case study explores the successful implementation of ImmediatePay at Kana Hotel Group and its transformative impact on employee engagement, punctuality, and financial security.



Are more likely to show up for a shift because of ImmediatePay



Reported feeling more engaged at work due to the financial flexibility provided by ImmediatePay



Of Kana employees have used their ImmediatePay transaction for a need-based reason

In an industry where customer satisfaction is paramount, Kana Hotel Group recognized the crucial role their employees play in delivering exceptional service to their guests. The management understood that financial stress could hinder employee productivity and job performance. To address this concern, the decision to integrate ImmediatePay into their employee benefits package was made, providing a powerful tool to enhance the financial well-being of their workforce.

In August 2021, ImmediatePay was successfully launched to all Kana Hotel employees. The enrollment process was simple and user-friendly, resulting in 39% of the employees opting in for ImmediatePay. This initial response indicated the solution's need and appeal to their workforce.



ImmediatePay has had a profound effect on Kana Hotel Group's employee engagement levels since launch day. ImmediatePay boosts engagement levels among employees, with an astounding 84% reporting feeling more engaged at work. The financial flexibility provided by ImmediatePay has also contributed to 83% of employees being punctual for their shifts, as they know they can access their earnings promptly. Moreover, an impressive 85.3% of Kana Hotel employees say they utilize ImmediatePay for essential needs.

The successful implementation of ImmediatePay at Kana Hotel Group has yielded outstanding results. With 39% of employees enrolled and over \$3,998,347 of earned pay transferred, the platform has become a vital component of the organization's benefits package.

The impact on employee engagement, punctuality, and financial security is evident, with 84% of employees being more engaged, 83% more likely to show up for their shift, and 85.3% using the platform for critical needs. The partnership between Immediate and Kana Hotel Group has fostered a culture of financial well-being, ultimately empowering employees and solidifying the organization's position as a caring and employee-centric industry leader.

39%

Of Kana employees are enrolled in the ImmediatePay benefit



\$3.99M of earned pay has been accessed by Kana employees since the launch of ImmediatePay in August 2021

About Immediate

Immediate is trusted by leading companies to help recruit & retain talent with ImmediatePay, a financial wellness benefit that allows employees to access their pay between paydays.

