



Company Profile

Empowering People . Driving Success

2026

About Us

eBen is a boutique Employee Experience company that helps organizations create workplaces where people thrive and businesses succeed.

We combine innovative technology, expert consulting, implementation, customer success, and support services to deliver complete Employee Experience ecosystems tailored to each organization's needs.

Through our modular platform, AI-powered capabilities, and proven methodologies, we enable organizations to engage, recognize, support, and empower their people while accelerating adoption, maximizing business value, and delivering measurable outcomes.

Behind every eBen success story is a multidisciplinary team of experienced professionals with deep expertise in Worktech, Employee Experience, enterprise solutions, customer success, consulting, and transformation.

Our leadership and specialists bring decades of regional and international experience gained from delivering large-scale initiatives across diverse industries.

This unique combination of business insight, technical excellence, and customer-centric thinking helps us understand each client's challenges and serve as a trusted long-term partner committed to their success.



Welcome to our world...

Our Mission

We enable people to embrace business success.

Our mission reflects our commitment to helping individuals and organizations reach their full potential.

Since its inception, eBen has supported clients and their people with the tools, resources, and guidance needed.

Our Values

Govern every experience we create...



Integrity

Building trust through honesty and always doing what is best for our clients.



Innovation

Challenging the conventional to create smarter engagement solutions.



Proactiveness

Anticipating needs and taking initiative early to prevent issues and create opportunities.



Clarity

Simplifying complexity and communicating clearly so we can understand and act.



Courage

Taking bold steps to transform how businesses engage their people.

What we do

Delivering employee experience ecosystems that empower people and Organizations, helping businesses thrive.

We help successful businesses build, run, and maintain employee experience assets that strengthen their culture, empower their people, and drive sustainable growth by maximizing employee engagement, wellbeing, productivity, and loyalty.

eBen Employee Experience Ecosystem is a comprehensive suite of AI-powered technology and professional services that enables organizations to deliver the ultimate employee experience.



eBen Technology

Designed for the future of work, our technology is seamless, robust, secure, scalable, AI-enabled, and integrates with your existing operational business applications.



Professional Services

We provide end-to-end employee experience consulting services, from strategy and implementation to adoption, customer success, and continuous optimization.

We believe that people give their best to employers who care about their people and capitalize on it.

Our Approach

Exceptional employee experiences create exceptional business outcomes.

Targeting employee experience excellence, we work closely with organizations to understand their people, culture, and strategic objectives, then design, implement, and continuously optimize solutions that deliver measurable value.

How we deliver...



People-centric

People are at the heart of everything we do.



Flexible

Our solutions adapt to organizations of all sizes, industries, and stages.



Goal-oriented

Every initiative is designed to achieve measurable business and employee outcomes.



Localized

We tailor experiences to local cultures while maintaining global best practices.



Holistic

We connect people, processes, technology, and culture into one integrated experience.



Compliant

We build security, privacy, governance, and regulatory compliance into every solution.



Smart

We use data, automation, and AI to deliver more effective, personalized experiences.



Excellence-driven

We continuously innovate and improve to deliver lasting value and exceptional results.

Our Technology

Empower your People.

AI-Powered

Automate decisions, personalize experiences, and improve efficiency with built-in AI.

White-labeled

Deliver a fully branded experience that reflects your organization's identity.

Modular Architecture

Start with what you need and expand as your organization grows.

Cloud-Native

Deploy faster with automatic updates and high availability.

On-Premises Deployment

Keep complete control of your data, security, and infrastructure.

Multi-Organization

Manage multiple entities, brands, or business units from one platform.

API-First Integration

Integrate seamlessly with various HR, ERP, payroll, and enterprise applications.

Enterprise-Grade Security

Protect your organization with advanced security and access controls.

Workflow Automation

Automate processes, speed up approvals, and reduce manual work.

Multi-Lingual

Support your workforce in their preferred language.

Real-Time Analytics

Turn live data into faster, smarter decisions.

Highly Scalable

Scale effortlessly as your workforce and business grow.



Technology Products

The eBen Employee Experience Ecosystem (eEE) is a modular platform that enables organizations to deploy only what they need and scale as they grow.



Core Engine

Employee Experience automation made simple.



Worklife Mobile App

Employee experience in a box for everyone.



Sentiment Platform

Continuous employee listening with clear analytics and acting on how people feel.



Recognition Suite

Celebrate achievements and build a culture of appreciation through scalable recognition.



Success Advocate

Effective team collaboration and advocacy.



Benefits Center

Everything Your People Value at an exclusive discounted rate, all in One Place.



Core Engine

- ➔ Automation
- ➔ Personalization
- ➔ Administration

Simpler workflows and smarter reporting that create seamless experiences for every user.

The Core Engine (CE) is a modular, secure, scalable foundation that powers the entire eBen Employee Experience Ecosystem. It centralizes people, organizations, workflows, security, integrations, and reporting in a single unified platform. CE enables rapid deployment, seamless expansion, and faster time to value.

Main Features

Organization Structure

Locations, Organization Structure Management, Jobs, Grades and People Groups.

People Management

People Types and People Master Data.

Configuration Tools

Lookup and Reference Data and Data Export (Excel, CSV, PDF).

Security and Access

User Management, Role-Based Access Control, Function Security, Data Security, Single Sign-On (SSO), Multi-Factor Authentication, and Audit Trail.

Workflow Automation

Workflow Designer, Approval Workflows, Business Rules Engine and Notifications.

Reporting & Analytics

Real-Time Dashboards, Operational Reports, Executive Reports, Custom Reports Builder and Scheduling.

Communications

Push Notifications, Emails, WhatsApp and SMS.

User Experience

Responsive Web Interface and Mobile Access.



AI-Powered

White-labeled

Cloud-Native

On-Premises

API-First

Secured

Multi-Lingual



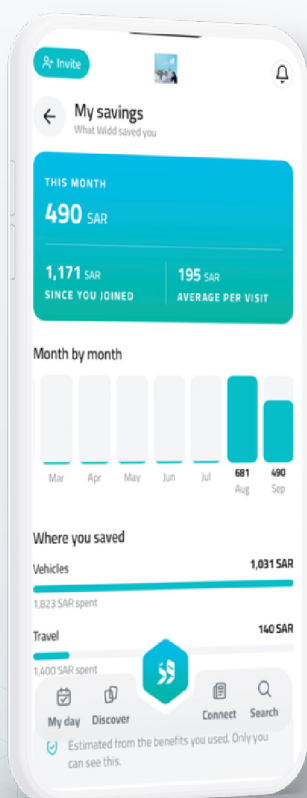
Worklife Mobile App

- ➔ **Best for SMEs**
- ➔ **Parametrized**
- ➔ **Fast time to value**

Ready Employee Experience from the 1st day.

WorkLife (WL) is a ready-to-use white-labeled mobile app designed to enhance the everyday employee experience. It brings engagement, recognition, benefits, communication, and workplace services together in one intuitive platform, delivering immediate value from day one.

Main Features



AI-Powered

All-in-1 App

Swift Setup

Integrated

Benefits and Savings

Employee Discounts, Exclusive Offers, Benefits, and Savings Tracking.

Gifts and Donations

Digital Gifts, Occasion Celebrations, and Charity Donations Participation.

Community and Social

Feeds, Groups, Announcements, Polls, and Employee Networking.

Feedback and Listening

Pulse Surveys, Feedback Forms, Suggestions, Sentiment Collection, and Employee Voice.

Employee Profile

Personal Profile, Preferences, Interests, Family Members (Spouse, Siblings and Parents), Beneficiaries, and Digital Wallet.

Mobile Experience

Native Personalized Mobile App, Real-Time Updates, Secure Access, and Multi-Language.

Recognition and Rewards

Peer-to-Peer Recognition, Manager Recognition, Reward Points, Achievements, Badges, and Certificates.

Goals and Journey

Past and Future Personal and Professional Journey and Milestones.

Communication and Engagement

Push Notifications, In-App Messages, Emails, WhatsApp, SMS, and Personalized Engagement Campaigns.

Approvals and Requests

Employee Requests, Approval Workflows, Status Tracking, and Manager Actions.



Sentiment Platform

- ➔ Pulse surveys
- ➔ Live analytics
- ➔ Actionable insight

Continuous employee listening with clear analytics and action on how people feel.

Sentiment Platform (SP) helps organizations continuously listen to employees and measure workplace sentiment to uncover actionable insights. It transforms real-time feedback into meaningful analytics, enabling leaders to make informed decisions that improve engagement, and organizational performance.

Main Features

Employee Surveys

Engagement Surveys, Pulse Surveys, Lifecycle Surveys, Custom Surveys, and Anonymous Responses.

Sentiment Analytics

Real-Time Sentiment Analysis, Sentiment Trends, and Emotion Detection.

Confidentiality and Security

Anonymous Surveys, Confidential Feedback, Role-Based Access Control, Data Privacy, and Audit Trail.

Alerts and Notifications

Critical Sentiment Alerts, Survey Invitations, Reminder Notifications, Escalations, and Action Follow-Ups.

Action Planning

Improvement Plans, Action Assignment, Progress Tracking, Manager Accountability, and Outcome Monitoring.

AI Insights (BASIR)

AI-Powered Analysis, Root Cause Identification, Emerging Trends, Predictive Insights, and Recommended Actions.



Pulse Surveys

Seamless Interface

Proactive Alert

Analytical Tools



Recognition Suite

Celebrate achievements, boost engagement, and build a culture of appreciation and recognition.

- ➔ **Configurable Units**
- ➔ **Automation**
- ➔ **Rewards Integration**

Recognition Suite (RS) is an intelligent employee recognition platform that helps organizations celebrate achievements and build a culture of appreciation. It enables peer-to-peer and manager recognition, rewards, and recognition programs that increase engagement, motivation, and employees' sense of belonging.

Main Features

Recognition Programs

Peer-to-Peer Recognition, Manager Recognition, Company Awards, Milestone Recognition, and Values-Based Recognition.

Badges & Achievements

Digital Badges, Achievement Programs, Skill Badges, Milestone Badges, and Custom Recognition Badges.

Communications

Recognition Announcements, Push Notifications, Emails, WhatsApp, SMS, and Celebration Messages.

Rewards Management

Reward Points, Reward Catalogs, Gift Cards, Employer-Funded Rewards, and Redemption Management.

Certificates

Digital Certificates, Appreciation Certificates, Service Awards, Event Certificates, and Electronic Signatures.

Recognition Governance

Policies, Award Rules, Eligibility Management, Budget Controls, and Program Configuration.



Multi-recognition units

Process Approvals

Badges and Certificates

Integrated



Success Advocate

- ➔ **Connect teams**
- ➔ **Align Strategy**
- ➔ **Establish Clarity**

Effective team collaboration.

Success Advocate (SA) is an intelligent employee communication and collaboration platform that connects people, streamlines workplace interactions, and enables seamless collaboration across the organization. It empowers them to communicate, share knowledge, and stay aligned with what matters most to the business's success.

Main Features

Case Management

Employee Cases, Case Categories, Case Assignment, Case Tracking, and Case History.

Support Channels

Mobile Requests, Web Portal, Email Integration, WhatsApp, and Service Desk Integration.

Knowledge Base

Articles, FAQs, Policies and Smart Search.

Workflow Automation

Case Routing, Approval Workflows, Escalation Rules, SLA Management, and Automated Notifications.

Manager & HR Collaboration

Peer-To-Peer Collaboration, Internal Notes, Task Assignment, Cross-Functional Coordination, and Resolution Management.

AI Assistance (BASIR)

AI-Powered Assistance, Intelligent Suggested and Responses, Realtime Translation, Knowledge Discovery, and Case Summaries.

Communications

In-App Messaging, Push Notifications, and Emails.



Employee Voice

Corporate Broadcast

Follow Colleagues

External Material



Benefits Center

- ➔ **Comprehensive**
- ➔ **Flexible options**
- ➔ **Families covered**

Everything Your People Value at an exclusive discounted rate, all in One Place.

Benefits Center (BC) is a whatlabeled employee benefits platform that gives people easy access to exclusive offers, discounts, rewards, and lifestyle benefits. It helps organizations enhance employee value, improve wellbeing, and deliver meaningful everyday experiences.

Main Features

Benefits Catalog

Benefit Categories, Personalized Benefits, Featured Offers, Search & Filters, and Favorite Benefits.

Gift Cards

Digital Gift Cards, Multi-Brand Gift Cards, Gift Card Wallet, Instant Delivery, and Balance Management.

Employer Funding

Employer Funds, Budget Allocation, Department Allocations, Campaign Budgets, and Fund Tracking.

Discounts and Offers

Exclusive Discounts, Promotional Offers, Cashback Campaigns, Limited-Time Deals, and Seasonal Promotions.

Eligibility Management

Eligibility Rules, Benefit Assignment, Employer Subsidies, Approval Workflows, and Beneficiary Management.

Vendor Marketplace

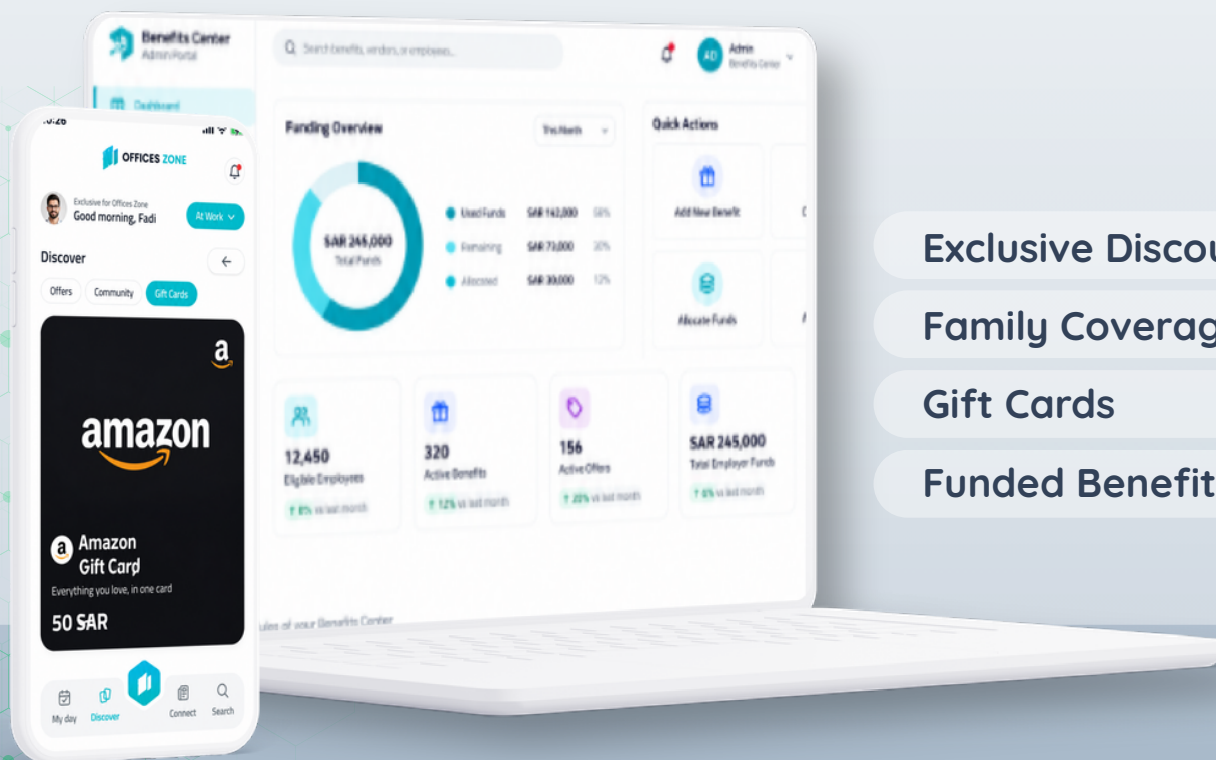
Vendor Listings, Benefit Details, Store Information, Redemption Instructions, and Vendor Promotions.

Exclusive Discounts

Family Coverage

Gift Cards

Funded Benefits



Professional Services

Transform Employee Experience

Our consulting, technology, and engagement services work together to accelerate transformation, maximize adoption, and deliver measurable business and people outcomes.



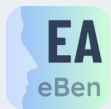
Consulting Services

Designing and delivering people-first strategies that strengthen culture, improve engagement, wellbeing, and enable lasting business performance.



Technology Implementation

Transforming vision into measurable business value through agile, efficient, and delivered technology implementation.



Engagement Activities

Creating meaningful experiences that bring people together, strengthen relationships, and build a more engaged workplace.



Support for Success

Keeping your employee experience running at its best through proactive support, rapid issue resolution, and optimization.

Professional Services

Our Team, brings expertise that transforms employee experiences.

With deep expertise across HR, technology, employee engagement, wellbeing, recognition, and organizational transformation, the eBen Service Delivery Team brings together strategic insight, industry experience, and practical execution to deliver meaningful and measurable outcomes for your organization and its people.

Working as a seamless extension of your team, our experts collaborate closely with your leaders, HR teams, and stakeholders to understand your priorities, address evolving needs, and turn strategy into action. We create impactful employee experiences that strengthen engagement, enhance performance, support wellbeing, build stronger workplace cultures, and contribute to lasting business success.





Consulting Services

Delivering Strategies that put people first.

eBen Employee Experience Consulting Services (CS) provides a portfolio of packaged consulting services designed to help organizations improve every stage of the employee experience. Organizations can adopt individual service packages or combine them into a comprehensive employee experience transformation journey.

1

Engage

Focusing on One Employee Experience Key Performance Indicator for a Swift Win and Maximum Relevance.

2

Enable

Equip Your Stakeholders with what matters to a better workplace and Execute with Confidence.

3

Emerge

Strategic Employee Experience for Growing Companies. Scale, Expansion, and Change.

4

EX Excellence

Achieve Holistic Employee Experience Excellence to boost business results through a tailored program.

**Promoting Employee Experience Excellence
one Client at a time.**



Technology Implementation

From vision to value with agility.

eBen Technology Implementation Services (IS) are purpose-built to maximize the value of the eBen Employee Experience Ecosystem. Delivered by the same experts who design and evolve the platform, our services close third-party knowledge gaps and ensure every implementation reflects product best practices, stays on budget, and stays on schedule. Guided by the eBen-SIM methodology, we optimize every configuration, integration, and business process to accelerate deployment, drive user adoption, and deliver faster time to value.

eBen Systemic Implementation Methodology (eBen-SIM)

eBen Systemic Implementation Methodology (eBen-SIM) is eBen's proven implementation framework that ensures successful adoption and long-term value from the Employee Experience Ecosystem. It follows three structured phases.

Mold

where the solution is shaped to align with the organization's business processes, culture, and goals.

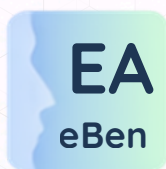
Deploy

where the platform is implemented, integrated, and launched with comprehensive onboarding and change management.

Sustain

where continuous optimization, customer success, and ongoing support maximize adoption, performance, and business outcomes.





Engagement Activites

Creating Experiences that bring people together.

Delivers a portfolio of professionally managed engagement programs designed to strengthen culture, increase participation, and create meaningful employee experiences. From recognition events, wellbeing initiatives, team-building activities, and seasonal celebrations to CSR programs, learning experiences, and employee campaigns, each activity is carefully planned and executed to maximize participation, strengthen connections, and reinforce values.



**Onboarding and
Employee Journey**



**Recognition
and Appreciation**



**Employee Feedback
and Listening**



**Employee Lifestyle
and Social Activities**



**Learning and
Development fit**



**Employee Experience
Campaigns**



**Seasonal and Cultural
Celebrations**



**Team
Building**



**Corporate Social
Responsibility (CSR)**



**Wellbeing
Programs**



**Competitions
and Gamification**



**Custom Employee
Experiences Programs**

**Converting World-Class Employee Experience Strategies
into results-oriented initiatives.**



Support Success

Ensuring tactical and long-term success.

eBen Support for Success (SS) combines proactive Customer Success Management with responsive functional and technical support to help organizations maximize the value of their Employee Experience Ecosystem. Through strategic guidance, adoption planning, health checks, best practice recommendations, performance optimization, and continuous improvement initiatives, our Customer Success Managers work alongside clients to achieve their business objectives. Complementing this, our support specialists provide timely functional and technical assistance, system administration, and user support.



Client Success

eBen Customer Success is a proactive portfolio of success management services designed to help organizations realize the full value of the eBen Employee Experience Ecosystem. Rather than simply responding to issues, our Customer Success Managers work closely with clients to drive user adoption and continuously improve the employee experience.



Responsive Support

eBen Responsive Support is a comprehensive portfolio of functional and technical support services designed to keep the eBen Employee Experience Ecosystem operating reliably and efficiently. Our specialists respond promptly to incidents and service requests, providing timely resolutions that minimize disruption and maintain business continuity.

**Our success is defined by the tangible
impact we create for our client.**

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