

CBRE BENEFITS GUIDE 2023

CBRE BENEFITS GUIDE 2023: UNLOCKING THE FULL POTENTIAL OF YOUR EMPLOYEE PERKS

CBRE BENEFITS GUIDE 2023 IS DESIGNED TO HELP EMPLOYEES AND PROSPECTIVE TEAM MEMBERS UNDERSTAND THE COMPREHENSIVE RANGE OF PERKS AND SUPPORT OFFERED BY CBRE, ONE OF THE WORLD'S LEADING COMMERCIAL REAL ESTATE SERVICES FIRMS. IF YOU'RE PART OF THE CBRE FAMILY OR CONSIDERING JOINING, KNOWING THE INS AND OUTS OF THE BENEFITS PROGRAM CAN SIGNIFICANTLY ENHANCE YOUR WORK-LIFE BALANCE, FINANCIAL SECURITY, AND OVERALL JOB SATISFACTION.

IN THIS GUIDE, WE'LL DIVE DEEP INTO THE CBRE BENEFITS LANDSCAPE FOR 2023, HIGHLIGHTING THE KEY OFFERINGS, UNIQUE FEATURES, AND HELPFUL TIPS TO MAXIMIZE WHAT'S AVAILABLE. WHETHER YOU'RE CURIOUS ABOUT HEALTH INSURANCE OPTIONS, RETIREMENT PLANS, WELLNESS PROGRAMS, OR CAREER DEVELOPMENT RESOURCES, THIS ARTICLE AIMS TO BE YOUR GO-TO RESOURCE.

UNDERSTANDING CBRE'S COMMITMENT TO EMPLOYEE WELL-BEING

CBRE PLACES A STRONG EMPHASIS ON CREATING A SUPPORTIVE AND INCLUSIVE ENVIRONMENT WHERE EMPLOYEES FEEL VALUED BEYOND JUST THEIR WORK OUTPUT. THE CBRE BENEFITS GUIDE 2023 REFLECTS THIS COMMITMENT BY BUNDLING TOGETHER PROGRAMS THAT ADDRESS PHYSICAL HEALTH, MENTAL WELLNESS, FINANCIAL PLANNING, AND PROFESSIONAL GROWTH.

THIS HOLISTIC APPROACH ISN'T JUST ABOUT ATTRACTING TALENT—IT'S ABOUT NURTURING IT. WITH EVOLVING WORKPLACE DYNAMICS, CBRE CONTINUOUSLY UPDATES ITS BENEFITS TO MEET DIVERSE EMPLOYEE NEEDS, ENSURING EVERYONE HAS ACCESS TO TOOLS THAT PROMOTE BALANCE AND LONG-TERM SUCCESS.

HEALTH AND WELLNESS BENEFITS

ONE OF THE CORNERSTONE ELEMENTS IN THE CBRE BENEFITS GUIDE 2023 REVOLVES AROUND COMPREHENSIVE HEALTH COVERAGE. EMPLOYEES HAVE ACCESS TO A VARIETY OF MEDICAL PLANS, INCLUDING OPTIONS FOR MEDICAL, DENTAL, AND VISION INSURANCE. THESE PLANS ARE DESIGNED TO BE FLEXIBLE, ACCOMMODATING DIFFERENT LIFESTYLES AND FAMILY SITUATIONS.

MENTAL HEALTH, A CRITICAL ASPECT OF OVERALL WELL-BEING, IS ALSO PRIORITIZED. CBRE OFFERS CONFIDENTIAL COUNSELING SERVICES, MENTAL HEALTH RESOURCES, AND STRESS MANAGEMENT PROGRAMS. EMPLOYEES CAN TAKE ADVANTAGE OF EMPLOYEE ASSISTANCE PROGRAMS (EAPs) WHICH PROVIDE SUPPORT FOR PERSONAL AND PROFESSIONAL CHALLENGES, HELPING MAINTAIN A HEALTHY WORK-LIFE BALANCE.

THE WELLNESS OFFERINGS EXTEND BEYOND INSURANCE. FITNESS SUBSIDIES, WELLNESS CHALLENGES, AND HEALTH SCREENINGS ENCOURAGE EMPLOYEES TO STAY ACTIVE AND ENGAGED IN THEIR PERSONAL HEALTH JOURNEYS. THESE INITIATIVES NOT ONLY IMPROVE PHYSICAL HEALTH BUT ALSO FOSTER CAMARADERIE AMONG COLLEAGUES.

FINANCIAL SECURITY AND RETIREMENT PLANNING

PLANNING FOR THE FUTURE IS A KEY FOCUS WITHIN THE CBRE BENEFITS GUIDE 2023. THE COMPANY PROVIDES A ROBUST RETIREMENT SAVINGS PLAN FEATURING COMPETITIVE 401(k) OPTIONS WITH EMPLOYER MATCHING CONTRIBUTIONS. THIS ENSURES EMPLOYEES CAN BUILD A SOLID NEST EGG FOR THE YEARS AHEAD.

ADDITIONALLY, CBRE OFFERS FINANCIAL WELLNESS PROGRAMS DESIGNED TO EDUCATE EMPLOYEES ON BUDGETING, INVESTING, AND MANAGING DEBT. THESE RESOURCES EMPOWER INDIVIDUALS TO MAKE INFORMED DECISIONS ABOUT THEIR FINANCIAL HEALTH, REDUCING STRESS RELATED TO MONEY MATTERS.

OTHER FINANCIAL PERKS MAY INCLUDE LIFE INSURANCE, DISABILITY COVERAGE, AND EMPLOYEE STOCK PURCHASE PLANS. THESE BENEFITS HELP SAFEGUARD EMPLOYEES AND THEIR FAMILIES AGAINST UNFORESEEN EVENTS WHILE OFFERING OPPORTUNITIES FOR

WEALTH GROWTH.

WORK-LIFE BALANCE AND FLEXIBLE WORK ARRANGEMENTS

IN TODAY'S FAST-PACED WORK ENVIRONMENT, FLEXIBILITY IS MORE IMPORTANT THAN EVER. THE CBRE BENEFITS GUIDE 2023 REFLECTS THIS REALITY BY SUPPORTING VARIOUS FLEXIBLE WORK OPTIONS AIMED AT HELPING EMPLOYEES BALANCE THEIR PROFESSIONAL AND PERSONAL LIVES MORE EFFECTIVELY.

REMOTE WORK AND HYBRID MODELS

RECOGNIZING THE SHIFT IN HOW WORK GETS DONE, CBRE ALLOWS ELIGIBLE EMPLOYEES TO WORK REMOTELY OR FOLLOW HYBRID SCHEDULES WHERE THEY SPLIT TIME BETWEEN THE OFFICE AND HOME. THIS FLEXIBILITY CAN ENHANCE PRODUCTIVITY AND REDUCE COMMUTING STRESS, CONTRIBUTING POSITIVELY TO OVERALL JOB SATISFACTION.

PAID TIME OFF AND LEAVE POLICIES

CBRE OFFERS GENEROUS PAID TIME OFF (PTO) POLICIES, INCLUDING VACATION DAYS, PERSONAL DAYS, AND SICK LEAVE. THESE ALLOW EMPLOYEES TO REST, RECHARGE, OR HANDLE PERSONAL MATTERS WITHOUT WORRY.

THE BENEFITS GUIDE ALSO HIGHLIGHTS FAMILY-FRIENDLY LEAVE POLICIES SUCH AS PARENTAL LEAVE, ADOPTION ASSISTANCE, AND CAREGIVER LEAVE. THESE PROVISIONS ACKNOWLEDGE THE IMPORTANCE OF FAMILY RESPONSIBILITIES AND SUPPORT EMPLOYEES DURING SIGNIFICANT LIFE EVENTS.

PROFESSIONAL DEVELOPMENT AND CAREER GROWTH

A STRONG BENEFIT OF WORKING AT CBRE IS THE COMPANY'S INVESTMENT IN EMPLOYEE GROWTH. THE CBRE BENEFITS GUIDE 2023 DETAILS VARIOUS PROGRAMS AIMED AT ENHANCING SKILLS, ADVANCING CAREERS, AND FOSTERING LEADERSHIP.

LEARNING AND TRAINING OPPORTUNITIES

EMPLOYEES HAVE ACCESS TO EXTENSIVE LEARNING PLATFORMS, INCLUDING ONLINE COURSES, WORKSHOPS, AND CERTIFICATIONS RELEVANT TO THE COMMERCIAL REAL ESTATE INDUSTRY AND BEYOND. CONTINUOUS EDUCATION IS ENCOURAGED, WITH MANY PROGRAMS DESIGNED TO HELP INDIVIDUALS STAY COMPETITIVE AND INNOVATIVE.

MENTORSHIP AND LEADERSHIP DEVELOPMENT

CBRE ALSO PROMOTES MENTORSHIP PROGRAMS WHERE EXPERIENCED PROFESSIONALS GUIDE NEWER EMPLOYEES, PROVIDING VALUABLE INSIGHTS AND CAREER ADVICE. LEADERSHIP DEVELOPMENT TRACKS HELP PREPARE HIGH-POTENTIAL EMPLOYEES FOR MANAGEMENT ROLES, ENSURING THE COMPANY'S FUTURE IS IN CAPABLE HANDS.

ADDITIONAL PERKS AND EMPLOYEE SUPPORT

BEYOND THE TRADITIONAL BENEFITS, CBRE OFFERS SEVERAL UNIQUE PERKS THAT ENHANCE THE OVERALL EMPLOYEE EXPERIENCE.

THE CBRE BENEFITS GUIDE 2023 INCLUDES OFFERINGS SUCH AS:

- **EMPLOYEE DISCOUNTS:** ACCESS TO DISCOUNTS ON PRODUCTS, SERVICES, AND ENTERTAINMENT, ALLOWING EMPLOYEES TO SAVE ON EVERYDAY EXPENSES.
- **WELLNESS CHALLENGES AND INCENTIVES:** PROGRAMS THAT REWARD HEALTHY HABITS AND PROMOTE COMMUNITY ENGAGEMENT.
- **VOLUNTEER AND COMMUNITY ENGAGEMENT:** OPPORTUNITIES TO PARTICIPATE IN CHARITABLE WORK, SUPPORTED BY THE COMPANY'S CORPORATE SOCIAL RESPONSIBILITY INITIATIVES.
- **TECHNOLOGY AND WORKSPACE SUPPORT:** TOOLS AND RESOURCES THAT CREATE AN EFFICIENT AND COMFORTABLE WORKING ENVIRONMENT, WHETHER AT HOME OR IN THE OFFICE.

THESE EXTRAS HELP FOSTER A POSITIVE WORKPLACE CULTURE AND MAKE CBRE A MORE ATTRACTIVE EMPLOYER.

TIPS FOR MAXIMIZING YOUR CBRE BENEFITS IN 2023

NAVIGATING THE FULL SCOPE OF BENEFITS CAN FEEL OVERWHELMING, BUT WITH A FEW SIMPLE STRATEGIES, YOU CAN MAKE THE MOST OF WHAT CBRE OFFERS.

1. **REVIEW YOUR OPTIONS ANNUALLY:** BENEFIT OFFERINGS MAY CHANGE FROM YEAR TO YEAR, SO IT'S IMPORTANT TO STAY INFORMED DURING OPEN ENROLLMENT PERIODS.
2. **UTILIZE WELLNESS PROGRAMS:** PARTICIPATE ACTIVELY IN HEALTH AND WELLNESS INITIATIVES TO IMPROVE BOTH YOUR PHYSICAL AND MENTAL HEALTH.
3. **PLAN FOR RETIREMENT EARLY:** TAKE ADVANTAGE OF 401(k) MATCHING AND FINANCIAL EDUCATION TO SECURE YOUR FUTURE.
4. **ASK QUESTIONS:** USE HR RESOURCES OR BENEFITS PORTALS TO CLARIFY ANY DOUBTS AND UNDERSTAND ELIGIBILITY CRITERIA FULLY.
5. **BALANCE WORK AND LIFE:** EXPLORE FLEXIBLE WORK OPTIONS AND LEAVE POLICIES TO MAINTAIN A HEALTHY BALANCE THAT SUITS YOUR LIFESTYLE.

BY ENGAGING WITH THE BENEFITS ACTIVELY, YOU NOT ONLY IMPROVE YOUR CURRENT QUALITY OF LIFE BUT ALSO BUILD A FOUNDATION FOR LONG-TERM WELL-BEING.

THE CBRE BENEFITS GUIDE 2023 IS MORE THAN JUST A LIST OF PERKS; IT'S A REFLECTION OF THE COMPANY'S DEDICATION TO SUPPORTING ITS WORKFORCE IN MEANINGFUL WAYS. WHETHER YOU ARE AN EXISTING EMPLOYEE OR CONSIDERING A CAREER AT CBRE, UNDERSTANDING THESE BENEFITS CAN EMPOWER YOU TO MAKE INFORMED DECISIONS THAT ENHANCE BOTH YOUR PROFESSIONAL AND PERSONAL LIFE.

FREQUENTLY ASKED QUESTIONS

WHAT IS THE CBRE BENEFITS GUIDE 2023?

THE CBRE BENEFITS GUIDE 2023 IS A COMPREHENSIVE RESOURCE OUTLINING THE EMPLOYEE BENEFITS, WELLNESS PROGRAMS, AND SUPPORT SERVICES OFFERED BY CBRE TO ITS WORKFORCE IN 2023.

WHAT TYPES OF HEALTH INSURANCE PLANS ARE INCLUDED IN THE CBRE BENEFITS GUIDE 2023?

THE CBRE BENEFITS GUIDE 2023 INCLUDES A VARIETY OF HEALTH INSURANCE PLANS SUCH AS MEDICAL, DENTAL, AND VISION COVERAGE, OFFERING EMPLOYEES MULTIPLE OPTIONS TO SUIT THEIR INDIVIDUAL AND FAMILY NEEDS.

DOES THE CBRE BENEFITS GUIDE 2023 COVER RETIREMENT SAVINGS OPTIONS?

YES, THE GUIDE DETAILS CBRE'S RETIREMENT SAVINGS PLANS, INCLUDING 401(k) OPTIONS WITH COMPANY MATCHING CONTRIBUTIONS TO HELP EMPLOYEES PLAN FOR THEIR FINANCIAL FUTURE.

ARE WELLNESS AND MENTAL HEALTH PROGRAMS PART OF THE CBRE BENEFITS GUIDE 2023?

ABSOLUTELY. THE GUIDE HIGHLIGHTS WELLNESS INITIATIVES, MENTAL HEALTH RESOURCES, AND EMPLOYEE ASSISTANCE PROGRAMS DESIGNED TO SUPPORT OVERALL WELL-BEING.

HOW CAN EMPLOYEES ACCESS THE CBRE BENEFITS GUIDE 2023?

EMPLOYEES CAN ACCESS THE CBRE BENEFITS GUIDE 2023 THROUGH THE COMPANY'S INTERNAL HR PORTAL OR BY CONTACTING THE HR DEPARTMENT FOR A DIGITAL OR PRINTED COPY.

HAS CBRE INTRODUCED ANY NEW BENEFITS IN THE 2023 BENEFITS GUIDE?

YES, THE 2023 GUIDE INTRODUCES NEW BENEFITS SUCH AS ENHANCED PARENTAL LEAVE, EXPANDED TELEHEALTH SERVICES, AND ADDITIONAL FINANCIAL WELLNESS RESOURCES TO BETTER SUPPORT EMPLOYEES.

ADDITIONAL RESOURCES

CBRE BENEFITS GUIDE 2023: AN IN-DEPTH ANALYSIS OF EMPLOYEE PERKS AND PROGRAMS

CBRE BENEFITS GUIDE 2023 SERVES AS A CRITICAL RESOURCE FOR CURRENT AND PROSPECTIVE EMPLOYEES SEEKING TO UNDERSTAND THE COMPREHENSIVE BENEFITS PACKAGE OFFERED BY CBRE, ONE OF THE WORLD'S LEADING COMMERCIAL REAL ESTATE SERVICES AND INVESTMENT FIRMS. IN THE HIGHLY COMPETITIVE CORPORATE LANDSCAPE, BENEFITS ARE AN ESSENTIAL FACTOR INFLUENCING EMPLOYEE SATISFACTION, RETENTION, AND RECRUITMENT. THIS GUIDE EXPLORES THE MULTIFACETED ADVANTAGES CBRE PROVIDES TO ITS WORKFORCE IN 2023, WITH A PROFESSIONAL AND INVESTIGATIVE LENS AIMED AT DELIVERING CLARITY ON KEY OFFERINGS, ENHANCEMENTS, AND POTENTIAL AREAS OF INTEREST.

OVERVIEW OF CBRE'S EMPLOYEE BENEFITS IN 2023

CBRE HAS LONG BEEN RECOGNIZED NOT ONLY FOR ITS GLOBAL FOOTPRINT IN REAL ESTATE BUT ALSO FOR ITS ROBUST COMMITMENT TO EMPLOYEE WELFARE. THE 2023 BENEFITS GUIDE REFLECTS THE COMPANY'S STRATEGIC FOCUS ON HEALTH, FINANCIAL SECURITY, WORK-LIFE BALANCE, AND PROFESSIONAL DEVELOPMENT. THESE BENEFITS ARE DESIGNED TO FOSTER A SUPPORTIVE WORK ENVIRONMENT THAT ALIGNS WITH THE EVOLVING NEEDS OF A DIVERSE EMPLOYEE BASE.

IN 2023, CBRE CONTINUES TO EMPHASIZE COMPREHENSIVE HEALTH INSURANCE PLANS, RETIREMENT SAVINGS PROGRAMS, AND

WELLNESS INITIATIVES, ALL TAILORED TO PROVIDE FLEXIBILITY AND CHOICE. THE BENEFITS STRUCTURE IS COMPETITIVE WITHIN THE COMMERCIAL REAL ESTATE SECTOR, OFTEN BENCHMARKED AGAINST INDUSTRY LEADERS SUCH AS JLL AND CUSHMAN & WAKEFIELD, ENSURING THAT CBRE REMAINS ATTRACTIVE TO TOP TALENT.

HEALTH AND WELLNESS BENEFITS

HEALTH BENEFITS REMAIN A CORNERSTONE OF CBRE'S EMPLOYEE OFFERINGS. THE 2023 GUIDE HIGHLIGHTS:

- **MEDICAL INSURANCE:** MULTIPLE PLAN OPTIONS INCLUDING PPO, HMO, AND HIGH-DEDUCTIBLE HEALTH PLANS WITH HEALTH SAVINGS ACCOUNT (HSA) COMPATIBILITY TO SUIT VARIED EMPLOYEE NEEDS.
- **DENTAL AND VISION COVERAGE:** COMPREHENSIVE PLANS ENSURING ROUTINE CARE AND SPECIALIZED TREATMENTS, WITH ACCESS TO A BROAD NETWORK OF PROVIDERS.
- **MENTAL HEALTH SUPPORT:** ENHANCED EMPLOYEE ASSISTANCE PROGRAMS (EAP) OFFERING CONFIDENTIAL COUNSELING AND MENTAL WELLNESS RESOURCES, REFLECTING INCREASED AWARENESS AROUND PSYCHOLOGICAL HEALTH POST-PANDEMIC.
- **WELLNESS PROGRAMS:** INCENTIVES FOR PHYSICAL ACTIVITY, NUTRITION COUNSELING, AND SMOKING CESSATION PROGRAMS DESIGNED TO PROMOTE HEALTHIER LIFESTYLES AMONG EMPLOYEES.

THIS HOLISTIC APPROACH TO HEALTH IS CRITICAL IN THE CURRENT ENVIRONMENT WHERE HEALTH SECURITY IS A PRIORITY FOR EMPLOYEES WORLDWIDE. CBRE'S INVESTMENT IN MENTAL HEALTH SERVICES, IN PARTICULAR, SHOWS RESPONSIVENESS TO CONTEMPORARY WORKFORCE CHALLENGES.

FINANCIAL SECURITY AND RETIREMENT PLANNING

FINANCIAL BENEFITS IN THE CBRE BENEFITS GUIDE 2023 ARE STRUCTURED TO PROVIDE LONG-TERM SECURITY AND FLEXIBILITY:

- **401(k) RETIREMENT PLAN:** CBRE OFFERS A 401(k) PLAN WITH COMPANY MATCHING CONTRIBUTIONS UP TO A CERTAIN PERCENTAGE, COMPETITIVE VESTING SCHEDULES, AND DIVERSE INVESTMENT OPTIONS. THIS FEATURE IS INSTRUMENTAL IN ENCOURAGING EMPLOYEE SAVINGS FOR RETIREMENT.
- **FINANCIAL WELLNESS TOOLS:** ACCESS TO FINANCIAL PLANNING RESOURCES, EDUCATIONAL WEBINARS, AND PERSONAL CONSULTATIONS TO HELP EMPLOYEES MANAGE DEBT, INVESTMENTS, AND BUDGETING.
- **EMPLOYEE STOCK PURCHASE PLANS (ESPP):** SOME POSITIONS MAY BE ELIGIBLE TO PARTICIPATE IN STOCK PURCHASE PLANS, ALLOWING EMPLOYEES TO BUY COMPANY SHARES AT A DISCOUNT, FOSTERING A SENSE OF OWNERSHIP AND ALIGNMENT WITH CORPORATE GOALS.

THESE FINANCIAL PROGRAMS POSITION CBRE AS AN EMPLOYER THAT VALUES NOT ONLY IMMEDIATE COMPENSATION BUT ALSO LONG-TERM ECONOMIC WELL-BEING.

WORK-LIFE BALANCE AND FLEXIBLE WORKING ARRANGEMENTS

THE 2023 BENEFITS GUIDE UNDERSCORES CBRE'S COMMITMENT TO SUPPORTING EMPLOYEES' WORK-LIFE BALANCE, A CRITICAL COMPONENT IN ENHANCING PRODUCTIVITY AND SATISFACTION:

- **FLEXIBLE WORK SCHEDULES:** OPTIONS FOR REMOTE WORK, FLEXIBLE HOURS, AND COMPRESSED WORKWEEKS ARE INCREASINGLY AVAILABLE, ADAPTING TO THE POST-PANDEMIC SHIFT IN WORKPLACE DYNAMICS.
- **PAID TIME OFF (PTO):** GENEROUS PTO POLICIES INCLUDING VACATION DAYS, SICK LEAVE, AND PERSONAL DAYS, SCALED ACCORDING TO TENURE AND POSITION.
- **PARENTAL LEAVE:** COMPETITIVE MATERNITY, PATERNITY, AND ADOPTION LEAVE POLICIES REFLECTING CBRE'S DEDICATION TO FAMILY-FRIENDLY WORKPLACE PRACTICES.
- **EMPLOYEE RESOURCE GROUPS (ERGs):** SUPPORT NETWORKS THAT FOSTER INCLUSIVITY AND COMMUNITY, HELPING EMPLOYEES BALANCE CULTURAL AND PERSONAL IDENTITIES WITH PROFESSIONAL LIFE.

THESE INITIATIVES COMPLEMENT CBRE'S BROADER CORPORATE CULTURE FOCUSED ON FLEXIBILITY AND EMPLOYEE EMPOWERMENT.

PROFESSIONAL DEVELOPMENT AND CAREER GROWTH

CBRE'S 2023 BENEFITS GUIDE PLACES A STRONG EMPHASIS ON CONTINUOUS LEARNING AND CAREER ADVANCEMENT. RECOGNIZING THAT EMPLOYEE GROWTH IS INTEGRAL TO CORPORATE SUCCESS, CBRE INVESTS IN:

- **TUITION REIMBURSEMENT PROGRAMS:** FINANCIAL ASSISTANCE FOR EMPLOYEES PURSUING HIGHER EDUCATION OR PROFESSIONAL CERTIFICATIONS RELEVANT TO THEIR ROLES.
- **LEADERSHIP DEVELOPMENT:** STRUCTURED PROGRAMS DESIGNED TO IDENTIFY AND CULTIVATE EMERGING LEADERS WITHIN THE ORGANIZATION THROUGH MENTORSHIP, COACHING, AND TARGETED TRAINING.
- **ONLINE LEARNING PLATFORMS:** ACCESS TO A RANGE OF E-LEARNING RESOURCES, ENABLING EMPLOYEES TO ACQUIRE NEW SKILLS AT THEIR OWN PACE.
- **INTERNAL MOBILITY:** POLICIES ENCOURAGING PROMOTION FROM WITHIN AND FACILITATING TRANSFERS ACROSS DIFFERENT DEPARTMENTS OR GEOGRAPHIC LOCATIONS TO BROADEN EXPERIENCE.

SUCH CAREER DEVELOPMENT OPTIONS ENHANCE EMPLOYEE RETENTION AND JOB SATISFACTION, POSITIONING CBRE AS NOT JUST AN EMPLOYER BUT A PARTNER IN PROFESSIONAL GROWTH.

COMPARATIVE PERSPECTIVE: CBRE BENEFITS VS. INDUSTRY TRENDS

WHEN CONTEXTUALIZING THE CBRE BENEFITS GUIDE 2023 WITHIN THE BROADER REAL ESTATE AND CORPORATE SECTORS, SEVERAL DISTINCTIONS EMERGE. CBRE'S COMPREHENSIVE HEALTH BENEFITS AND WELLNESS PROGRAMS ARE ON PAR WITH INDUSTRY STANDARDS, YET THE COMPANY'S FOCUS ON MENTAL HEALTH AND FLEXIBLE WORKING CONDITIONS IS SLIGHTLY MORE PROGRESSIVE THAN SOME COMPETITORS. FOR INSTANCE, WHILE MANY FIRMS OFFER STANDARD PTO AND PARENTAL LEAVE, CBRE'S INTEGRATION OF EMPLOYEE RESOURCE GROUPS AND EXTENSIVE FINANCIAL WELLNESS TOOLS OFFERS A MORE HOLISTIC APPROACH.

MOREOVER, THE COMPANY'S INVESTMENT IN TECHNOLOGY-ENABLED LEARNING AND INTERNAL MOBILITY DEMONSTRATES AN UNDERSTANDING OF MODERN WORKFORCE EXPECTATIONS. COMPARED TO OTHER FIRMS OF SIMILAR SCALE, CBRE APPEARS TO BALANCE TRADITIONAL BENEFITS WITH INNOVATIVE, EMPLOYEE-CENTRIC PROGRAMS EFFECTIVELY.

POTENTIAL AREAS FOR ENHANCEMENT

DESPITE THE STRENGTHS OUTLINED IN THE 2023 GUIDE, THERE ARE AREAS WHERE CBRE COULD FURTHER EVOLVE ITS BENEFITS PORTFOLIO:

- **ENHANCED CHILDCARE SUPPORT:** INTRODUCING ON-SITE CHILDCARE OR SUBSIDIES COULD FURTHER SUPPORT WORKING PARENTS AND REDUCE TURNOVER.
- **EXPANDED DIVERSITY AND INCLUSION INITIATIVES:** WHILE ERGs ARE VALUABLE, MORE COMPREHENSIVE DIVERSITY TRAINING AND EQUITABLE HIRING PRACTICES COULD SOLIDIFY CBRE'S REPUTATION AS AN INCLUSIVE EMPLOYER.
- **GREEN BENEFITS:** INCENTIVES FOR SUSTAINABLE COMMUTING OR CARBON FOOTPRINT REDUCTION PROGRAMS COULD ALIGN EMPLOYEE BENEFITS WITH GROWING ENVIRONMENTAL PRIORITIES.

ADDRESSING THESE AREAS COULD REINFORCE CBRE'S POSITION AS A FORWARD-THINKING EMPLOYER IN 2023 AND BEYOND.

TECHNOLOGY INTEGRATION IN BENEFITS MANAGEMENT

A SIGNIFICANT HIGHLIGHT IN THE CBRE BENEFITS GUIDE 2023 IS THE INTEGRATION OF DIGITAL PLATFORMS TO STREAMLINE BENEFITS ADMINISTRATION. EMPLOYEES CAN ACCESS PERSONALIZED DASHBOARDS, MANAGE ENROLLMENTS, AND UTILIZE WELLNESS APPS THAT SYNC WITH WEARABLE DEVICES. THIS TECH-SAVVY APPROACH ENHANCES USER EXPERIENCE AND ENCOURAGES ACTIVE PARTICIPATION IN WELLNESS AND FINANCIAL PROGRAMS.

FURTHERMORE, DATA ANALYTICS ARE EMPLOYED INTERNALLY TO TRACK BENEFIT UTILIZATION TRENDS AND EMPLOYEE FEEDBACK, ALLOWING CBRE TO ADAPT OFFERINGS IN REAL TIME. THIS DYNAMIC BENEFITS MANAGEMENT IS INDICATIVE OF A COMPANY ATTUNED TO EMPLOYEE NEEDS AND MARKET SHIFTS.

THE CBRE BENEFITS GUIDE 2023 NOT ONLY OUTLINES A COMPREHENSIVE SUITE OF PERKS AND PROGRAMS BUT ALSO REFLECTS THE COMPANY'S STRATEGIC APPROACH TO WORKFORCE MANAGEMENT IN A RAPIDLY CHANGING ENVIRONMENT. BY BALANCING COMPETITIVE HEALTH AND FINANCIAL BENEFITS WITH FLEXIBLE WORK OPTIONS AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES, CBRE DEMONSTRATES A NUANCED UNDERSTANDING OF WHAT CONTEMPORARY EMPLOYEES SEEK. AS THE CORPORATE BENEFITS LANDSCAPE CONTINUES TO EVOLVE, CBRE'S ONGOING COMMITMENT TO INNOVATION AND EMPLOYEE WELL-BEING REMAINS A DEFINING FEATURE OF ITS EMPLOYER BRAND.

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cbre benefits guide 2023: Talent Disruption Alexander Mirza, 2023-11-12 This book proposes a solution to the human capital challenges faced by service industries amidst unprecedented labor shortages, and technological and geopolitical shifts. It offers a framework for diagnosing the root causes of talent disruption. Talent Disruption provides a detailed roadmap and tools for building a talent engine powered by AI, big data, and analytics. The results are a growing talent pipeline, greater productivity, and higher profit margins.

cbre benefits guide 2023: Humanizing the Digital Workspace Marko Orel, Matej Černe, Sut I Wong, 2025-05-09 The digital economy has fundamentally transformed how we live and work, bringing opportunities and challenges. One of the key challenges is understanding how to effectively navigate the relationship between people and technology and harness its power to foster creativity, innovation, and digital leadership. This book examines the relationship between people and technology in the digital workspace from a multidisciplinary perspective. Unlike most of the existing

literature which focuses on the technological aspects of digitization in the workplace, this book equally considers the psychological, social, and cultural implications as well. The contributing authors also provide insights on employee well-being, motivation, and engagement and challenge the assumption that digital technology stifles creativity by demonstrating how innovation can foster collaboration, experimentation, and risk-taking. Featuring research, theories, case studies, surveys, and interviews from fields such as sociology, psychology and management, this book is of interest to scholars, researchers, and students in sociology, psychology, management and related disciplines, as well as professionals and leaders looking to better understand the impact of technology on the modern workplace.

cbre benefits guide 2023: *Build Like It's the End of the World* Sandeep Ahuja, Patrick Chopson, 2024-08-02 Authoritative roadmap to the design and construction of a carbon-positive built environment *Build Like It's the End of the World* stands as a compelling manifesto for the AEC industry, confronting the urgent challenges of climate change with actionable solutions. Authored by Sandeep Ahuja and Patrick Chopson, this text embarks on a journey to redefine the future of our built environment. Through a lens of decarbonization, it challenges established norms and introduces a new benchmark for sustainable design and construction. This book not only advocates for a radical shift in design and construction philosophy but also provides a concrete blueprint for achieving carbon-positivity in our projects and practices. The authors bring their extensive experience and research to the forefront, offering a guide that marries rigorous analytical methods with practical applications. It is a call to action, urging professionals and students alike to embrace innovative technologies and strategies that can lead to significant changes in how we conceive and construct our spaces. Within its pages, readers will find: A comprehensive strategy for carbon-positive design: a detailed blueprint showcases step-by-step how sustainable practices can be integrated into projects, drawing on the authors' vast experience and thorough research. Engaging tools for practical implementation: bridging the gap between high-level sustainability goals and their execution, providing readers with learning objectives, instructional activities, and compelling case studies. Insights on embedding sustainable practices: it offers valuable perspectives on incorporating carbon-positive principles into existing workflows, highlighting the simplicity and profound impact of these efforts. The economic and cultural case for sustainable buildings: demonstrating the viability and necessity of carbon-positive buildings, emphasizing the importance of a cultural shift towards decarbonization in the construction industry. *Build Like It's the End of the World* is an essential read for anyone in the AEC field looking to navigate the complexities of decarbonization of buildings. It serves as a powerful testament to the role of technology and strategic innovation in transforming the industry, guiding us towards a future where our buildings play a pivotal role in the health of our planet.

cbre benefits guide 2023: *New Perspectives and Paradigms in Applied Economics and Business* William Gartner, 2025-03-02 This book features a collection of high-quality and peer-reviewed papers from the 2024 8th International Conference on Applied Economics and Business, which was held in Munich, Germany during August 23-25, 2024. ICAEB is held annually as a platform for the presentation of new advances and research results in the fields of applied economics and business. This is the third in a series of books based on presented papers. Applied economics is a way of dealing with esoteric economic concepts in practical and analytical ways. It allows for decisions to be made that are underlined by theoretical economic principles but utilized in such a way that they transform into real work applications. Topics of the conference include studies in many fields including environmental, development, financial, forensic, information, institutional, international, labor, managerial, mathematical, monetary, tourism, and many more. Applied economics affects all aspects of life and science, and it is brought to the forefront in this collection of papers. The conference, with its aim to bring together economists from different fields, lends itself to a natural and rich collection of scientific papers all focused on the practical application of economic principles. The scope of this collection of papers will be useful to academics and practitioners who look to economics to help solve problems.

cbre benefits guide 2023: Employment Law in China Dong Wang, Peng Zhao, 2025-04-01 This book provides clear and concise explanations to over 200 questions on China's current employment laws. It helps readers answer the question: "What are my rights and what should I do?" in given practical situations. Adopting a question-and-answer format, the book covers a wide range of topics including labor dispute procedures, employer obligations and immunities, employee entitlements, work injuries, wages, misconduct, and termination. In addition to employment law, the book also includes interdisciplinary material on trade secrets, non-competition, personal information protection, and administrative and criminal liabilities. The book provides advice in the form of direct answers that set out the statutory principles, legal analysis, conclusion, and comments. It carefully selects and cites over one thousand court cases to illustrate employment law practice and the legal consequences of specific issues. It also distinguishes the different local regulations and judicial practices across provinces and cities. This book is written for readers who are familiar with general concepts but may not have formal knowledge of the law. To this purpose, it will be a valuable resource for business owners, employees, and HR specialists. It will also appeal to legal scholars and professionals who provide corporate legal counsel.

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cbre benefits guide 2023: Flexible Benefits Richard E. Johnson, 2002

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cbre benefits guide 2023: U.S. Master Employee Benefits Guide Lauren Bikoff, Kathleen Kennedy-Luczak, Melanie King, Linda Pansczyk, Tulay Turan, 2024-04 The 2024 U.S. Master Employee Benefits Guide is the ideal reference for HR personnel, benefits professionals, benefits attorneys, payroll managers, or anyone involved in the area of employee health and welfare benefits. This handy, authoritative book discusses pertinent federal tax and employment laws as they involve employee benefits plans. The U.S. Master Employee Benefits Guide: Offers helpful insights into the issues that confront HR and benefits personnel on a daily basis Features explanations of the many employee benefit changes arising out of recent law and regulatory changes Addresses employee benefits communication, management, reporting and disclosure, and other compliance issues Includes cross-references to the Internal Revenue Code and Regulations, ERISA and its regulations, and Wolters Kluwer's Employee Benefits Management products Includes time-saving features, such as compliance documents and checklists The 2024 U.S. Master Employee Benefits Guide has been updated to include coverage of: Family and Medical Leave Act guidance on holiday leave, worksite rules and telework Guidance on calculating qualifying payment amounts under the No Surprises Act Gag clause prohibition compliance New rules on 529 plan rollovers pursuant to SECURE 2.0 Act Proposed regulations on the independent dispute resolution process Penalties for failure to file ERISA-required reports Cost-of-living adjustments for health and welfare benefits

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