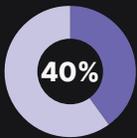


How O'Melveny & Myers LLP supports community & well-being through Peloton

Key outcomes



of employees have activated the Peloton benefit

40K+

Peloton workouts completed



11+ workouts per month, per engaged user

The challenge

As a values-driven organization, leading law firm O'Melveny & Myers LLP looks for innovative and thoughtful ways to foster a healthy and positive environment and to support its people through life's joys and challenges. O'Melveny's Living Well Committee focuses on delivering a comprehensive well-being program spanning a broad range of benefits and resources that support the collective needs and goals of the firm's diverse population. The program's motto is "achieving well-being together," and the firm sees its program as a community endeavor that can bring its people together around wellness.

When the pandemic hit, opportunities to engage in person, or to work out in the usual venues, decreased. At the same time, stress and feelings of isolation increased. O'Melveny's Living Well Committee listened closely to employee feedback and set out to expand its offerings in responsive ways. Providing an easily accessible offering to support everyone's physical and mental well-being was among the firm's top priorities.

The company



Headcount
1000+



Industry
Legal



On the Leaderboard since
October 2021



Top three modalities
Cycling, strength, stretching



The solution

George Demos, O'Melveny Chief Operating Officer, Partner, and Living Well Committee Chair, introduced Peloton to the firm. An avid Member, Demos had experienced Peloton's powerful community firsthand and wanted to roll out the benefit to strengthen bonds among both existing and newly arriving colleagues. O'Melveny announced the Peloton benefit in a press release, and senior firm personnel heavily promote the benefit throughout recruiting, onboarding, and year-round employee communications. O'Melveny's new-hire orientation has a slide dedicated to the Peloton benefit, which gets communicated to new hires every week. Benefits and Well-Being Specialist Cynthia Castro even reports that on day two of employment, O'Melveny colleagues are "already reaching out asking about the Peloton benefit. Peloton is something that they're really looking forward to participating in."

Within a year of launching the Peloton benefit, enrollment surpassed 42% of the total eligible employee population. "Normally when we first implement programs, we see 3% or maybe up to 10% engagement," says Monica Rocha, the firm's Benefits and Well-Being Manager. "But wow, we've got something special here."

Peloton in action

O'Melveny implemented Peloton in a way that deliberately fosters workplace inclusivity—making Peloton available not only to attorneys and staff, but also to summer associates. To engage the entire firm community, O'Melveny hosts Peloton Challenges featuring beginner-to-advanced level classes that require no equipment and Friday Wellness Walks, a way for employees to collectively get some steps in while tuning in to Peloton's on-demand outdoor classes.

"People who would've thought that Peloton is just a bike are actively participating in these wellness classes," says Rocha. Community-building also happens when people dish about their favorite instructors and classes they love. "During office happy hours or as an icebreaker before meetings, people talk about Peloton a lot, unprompted," says Julia Yau, the firm's Director of Human Resources. "People want to share their stories."

"On their second day at the firm, people reach out asking for the Peloton benefit. It just shows that Peloton is really something that they're looking forward to participating in."

—Cynthia Castro,
Benefits and Well-Being
Specialist at O'Melveny



Contact us at corporatewellness@onpeloton.com
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