



## Case Study



### PandaDoc

Founded in 2011

771 employees

Remote-first

Team spread across the US and Europe

Bright Breaks customer since March, 2023

As the leading all-in-one document automation software company, Pandadoc empowers more than 50,000 customers to create, manage, e-Sign, and notarize all their documents with ease.

### Pandadoc Bright Breaks Champion



**Melanie Johnson**

Sr Manager, People Operations

Favorite break: Spinal Release

## What's the Challenge?

As a global and remote-first company, “Pandas” rely on virtual social events to connect with one another and on FitPros to organize fun and well-being oriented activities for them to participate in. However, these one-off activities are expensive, and attendance varies greatly from one event to the next.

### Melanie reflecting on a recent trivia event:

“It’s disappointing when you spend all this money, which could be used for something else that could have a greater impact on more than 15 people. It was fun, but we could have done something more meaningful or impactful.”

PandaDoc also provides its staff with access to TaskHuman, a one-on-one live coaching platform covering a variety of topics, however it is utilized more for learning & development than to support the well-being of their employees.

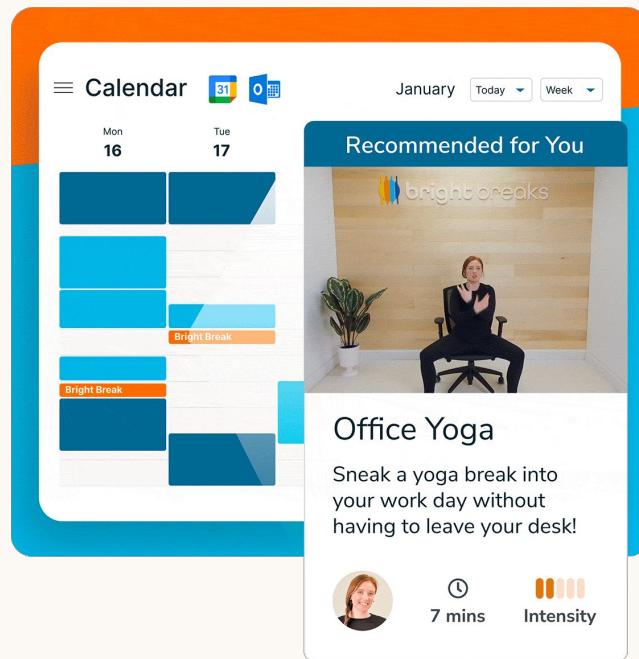
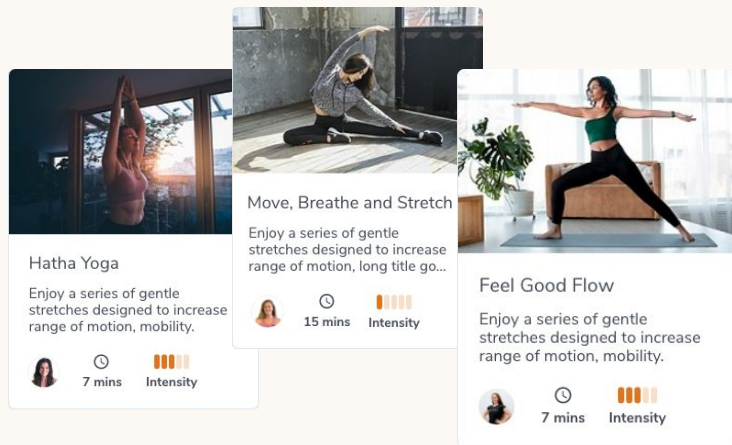


Therefore, after establishing a well-being committee toward the end of 2022, Mel and her colleagues started looking for **new ways to enhance employee well-being while optimizing the use of the wellness funds** provided by their insurance carrier.

## The Bright Breaks Solution

Recommending short breaks directly in employees' calendars via AI, **Bright Breaks** makes it easy to carve 7-minute in between meetings to reduce stress and get your body moving.

**Bright Breaks is also a culture changer.** As Mel puts it: "it reinforces that we care about our staff, we care about their wellness, we care that they're taking breaks, and we want to encourage them to do so."



And best of all, **Bright Breaks** is made available to **Pandas** around the world, making it the first fully inclusive wellness solution they roll out to their team.

“ Sitting is a bad habit and Bright Breaks can help a lot of people out of some really bad habits. It encourages them to be healthier and 7-minute is very doable for busy folks.”



**Melanie Johnson**

Sr Manager, People Operations

Favorite break: Spinal Release

## The Payoff

Pandas using Bright Breaks are reporting improved overall well-being and feeling more productive at work.



PandaDoc

&



bright breaks

“Bright Breaks is something we all need, because let’s face it - we are all so busy, but these “breaks” are so short, impactful & readily available that they will for sure, fit into the busiest of schedules.”

**Kim Smalling**

Workplace Experience Manager

“Bright Breaks isn’t going anywhere.

We have good utilization to continue going into 2024. Teams love it, employees love it, my Chief People Officer likes it, and people are talking about it”

**Melanie Johnson**

Sr Manager, People Operations

In just 6 months, Bright Breaks has helped Pandas



PandaDoc

Improve their overall well-being:

93%

Improve their work/life balance:

79%

Feel more productive at work:

86%

Cope better with stress:

79%

Reduce desk related pains and tensions:

76%

Engagement Metrics

273

Accounts created (35%)

2,600+

Breaks taken

300+

5-star ratings

## What Pandas Say

“When I am in a workflow I can work a lot without breaks and it is really bad for your mental health. **Bright Breaks reminds me to stop and relax** a bit.”



**Alex Rusak** (336 breaks taken)  
Sr QA Automation Engineer  
Location: Poland  
Favorite break: Sitting Fix

“**My primary goal using Bright Breaks was to reduce the spine pain I experienced** after 8 hours of work. I started attending breaks helping with this problem and then discovered more amazing options such as yoga, dance, workouts, and more.”



**Kateryna Antonenko** (108 breaks taken)  
Sr Customer Success Manager  
Location: Portugal  
Favorite break: Spinal Release

“Working at my desk all day, **it is a little too easy to slip into the bad habit of not moving** around at all as I go from one task to another. **Bright Breaks forces me to break** this cycle and **regain a better balance.**”



**Karen O'Connor** (54 breaks taken)  
Customer Success Manager  
Location: USA  
Favorite Break: Neck & Shoulder Reset

“**Bright Breaks gives me an opportunity and encourages me to take breaks during the day** since there are multiple activities. If I am not in the mood of moving, I can take a meditation break or listen to the recipes. There is always a nice variety.”



**Daria Serebriakova** (95 breaks taken)  
Customer Support Specialist  
Location: Poland  
Favorite break: Nutrition breaks

“**I genuinely feel more relaxed and dare I say happier after each session.** The hosts are welcoming, informative/knowledgeable on the body, and have posed down to an art to deliver impact in each micro session.”



**MJ Sherman** (72 breaks taken)  
HR Business Partner  
Location: USA  
Favorite break: Neck & Shoulders Reset



Learn more about Pandadoc's strategy to keep their remote workforce happy, healthy and connected

Check out Mel's appearance on [The Virtual Vibe Show](#)



**Ready to level up your employee well-being program?**

Get in touch with the Bright Breaks team to get started

[brightbreaks.com](https://brightbreaks.com)

