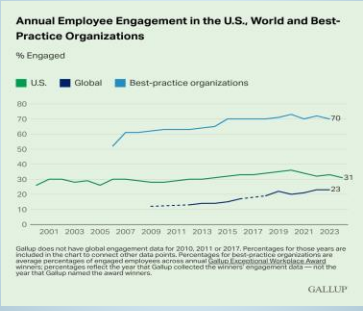


RETENTION AND BENEFITS

EMPLOYEE PRESERVATION

Employee preservation is a strategic, people-centered approach focused on sustaining the long-term well-being, engagement, and retention of employees by aligning individual needs with organizational goals.

Gallup Poll



What's Important to employees

- ▶ Paid Fairly
- ▶ Recognition
- ▶ Growth Mindset
- ▶ Work-Life Balance
- ▶ Flexibility
- ▶ Empowerment
- ▶ Great Leadership

What's Important to employees?

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What benefits can we offer to preserve our employees?


Standard Benefits:

- ▶ Health Ins. (medical, dental, vision)
- ▶ PTO (vacation, sick, paid holidays)
- ▶ Retirement (401(k), 403(b))
- ▶ Disability Ins. (LTD /STD)
- ▶ Life Insurance
- ▶ Parental Leave
- ▶ EAP

Nice to have:

- ▶ Remote/Hybrid work
- ▶ Flexible Work hours
- ▶ Tuition Reimbursement
- ▶ Commuter Benefits
- ▶ Stock Options
- ▶ Wellness Programs

Other Benefits:

<p>Pay</p> <p>Generous PTO Bereavement Jury Duty Holidays Bonus 401(k) match</p>	<p>Education</p> <p>Tuition Reimbursement Continuing Education Professional Development Student Loan Assistance</p>	<p>Family</p> <p>Paid FMLA Adoption Assistance Flexible schedule Remote/Hybrid Work Relocation Assistance</p>
<p>Insurance</p> <p>STQ/LTD Additional Life Ins. HRA/HSA/FSA Pet ins. Legal ins. Flexible benefits Wellness benefits</p>	<p>Growth</p> <p>Advancement opportunity Paid Training Referral program</p>	<p>Recognition/Misc.</p> 

What about showing appreciation in other ways...

- ▶ Parties
- ▶ Company Events
- ▶ Gifts
- ▶ Company Swag
- ▶ Experiences
- ▶ Extra PTO
- ▶ Awards
 - Anniversary
 - Achievement
 - Innovation
 - Leadership
 - Performance
 - Customer Service
 - Peer to Peer
 - Employee of the month

Specific Employee Appreciation Dates:

- 01/01 New Year's Day
- 01/31 National Fun Day at Work
- 02/17 Random Act of Kindness Day
- 03/01 World Compliment Day
- 03/07 Employee Appreciation Day
- 03/08 International Women's Day
- 10/16 National Bosses Day
- 11/13 World Kindness Day
- 11/27 Thanksgiving
- 12/02 Giving Tuesday

Specific Career Appreciation Dates:

- 01 /09 /25 Law Enforcement App. Day
- 01 /12 /25 Pharmacist Day
- 01 /27 /25 Community Manager App. Day
- 02 /09 /25 Cardiovascular Professionals Week
- 02 /16 /25 Engineering Week
- 02 /23 /25 National Hospitality Workers App. Day
- 03 /18 /25 Transit Driver App. Day
- 03 /30 /25 Doctors Day
- 04 /23 /25 Secretary/Admin Professionals Day
- 05 /06 /25 Nurses Week
- 05 /14 /25 Receptionist Day
- 06 /07 /25 International Supply Chain Professionals Day

Specific Career Appreciation Dates (cont.):

- 06 /28 /25 National Logistics Day
- 07 /25 /25 System Administrator Day
- 09 /14 /25 Truck Driver App. Week
- 09 /16 /25 IT Professionals Day
- 09 /19 /25 National Tradesmen Day
- 09 /26 /25 HR Professional App. Day
- 10 /06 /25 Customer Service Week
- 10 /22 /25 Medical Assistants Day
- 10 /28 /25 First Responders Day
- 11 /10 /25 International Accounting Day
- 11 /11 /25 Veteran's Day
- 12 /12 /25 National Salesperson Day

Other ideas:

- ▶ PTO Carryover from another employer
- ▶ PTO Pay-out/Buy Back
- ▶ PTO Community Bank
- ▶ Daycare Discounts
- ▶ Retirement Monetary Gift
- ▶ Birthday card w/\$1 lottery ticket to home
- ▶ Anniversary card w/\$25 gift card
- ▶ Milestone anniversary gifts
- ▶ Quarterly "thank-you" from mgt. to home
- ▶ Welcome Aboard card signed by mgt. to home
- ▶ New Hire company swag
- ▶ Mandatory meetings with meals
- ▶ Random acknowledgement of something done well - gift cards
- ▶ Employee peer acknowledgement cards
- ▶ Specific cards (sympathy, get well, new baby, etc.) to home



