

EMPLOYEE ATTRACTION & RETENTION

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EMPLOYCO USA

The Power to Compete

A woman with dark hair and black-rimmed glasses is smiling and reaching out her hand towards the camera. She is wearing a light-colored, patterned button-down shirt. In the background, a diverse group of five other people (three men and two women) are smiling and looking towards the camera. They are dressed in business-casual attire. The background is a solid dark teal color.

ATTRACTING EMPLOYEES



Finding the Candidate

- > Where to look
- > Marketing
- > Tools

Interviewing

- > Preparation
- > Logistics
- > Types of questions





Job Offer

Basic information

At-will statement

Contingencies

Employee signature

Other agreements

Onboarding

- > Pre day 1
- > First day
- > First week
- > First several months
- > Check-ins



Hiring Compliance Issues



- Form I-9



- Salary history



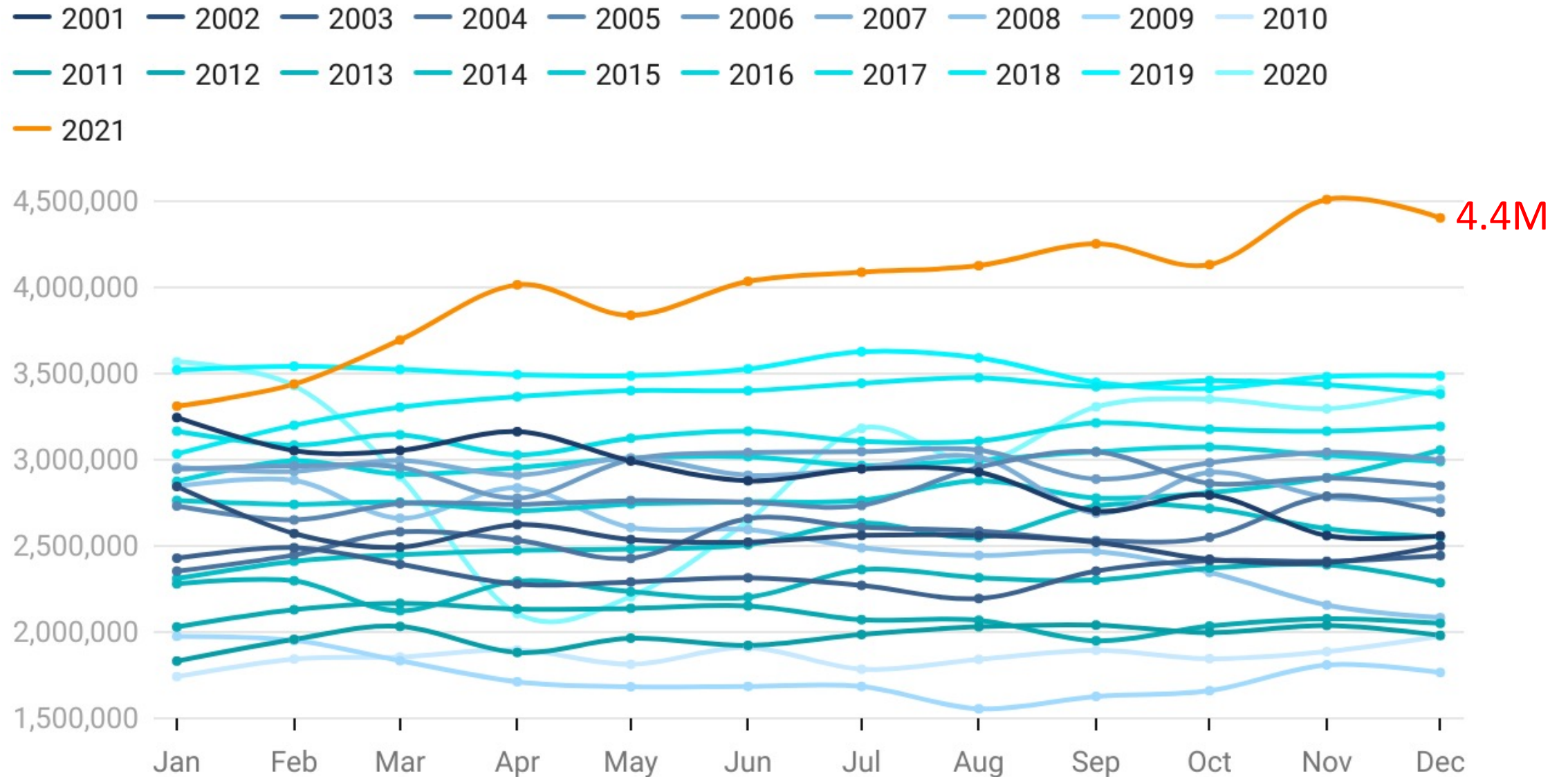
- Criminal history



RETAINING EMPLOYEES



The Great Resignation



Average Employee Tenure by Age

25-34 yrs old

- 2.8 years of service

35-44 yrs old

- 4.9 years of service

45-54 yrs old

- 7.5 years of service

55-64 yrs old

- 9.9 years of service

65+ yrs old

- 10.3 years of service

Source: U.S. Bureau of Labor Statistics

Employees Considering New Opportunities

53% of workers
are looking for a
new job

40% of workers
would leave for a
5% pay increase

Source: WTW Survey

Top Reasons for Moving to a New Job

Pay and bonus	56%
Health benefits	39%
Job security	33%
Flexible work	31%





Communication & Feedback

- > Business & project updates
- > One-on-one meetings
- > Employee surveys
- > Stay interviews

Learning & Development

- Individualized training plans
- Career pathing
- Mentorship programs
- Tuition assistance





Company Culture

- Agility
- Innovation
- Collaboration
- Integrity
- Inclusivity
- Respect

Remote & Hybrid Arrangements

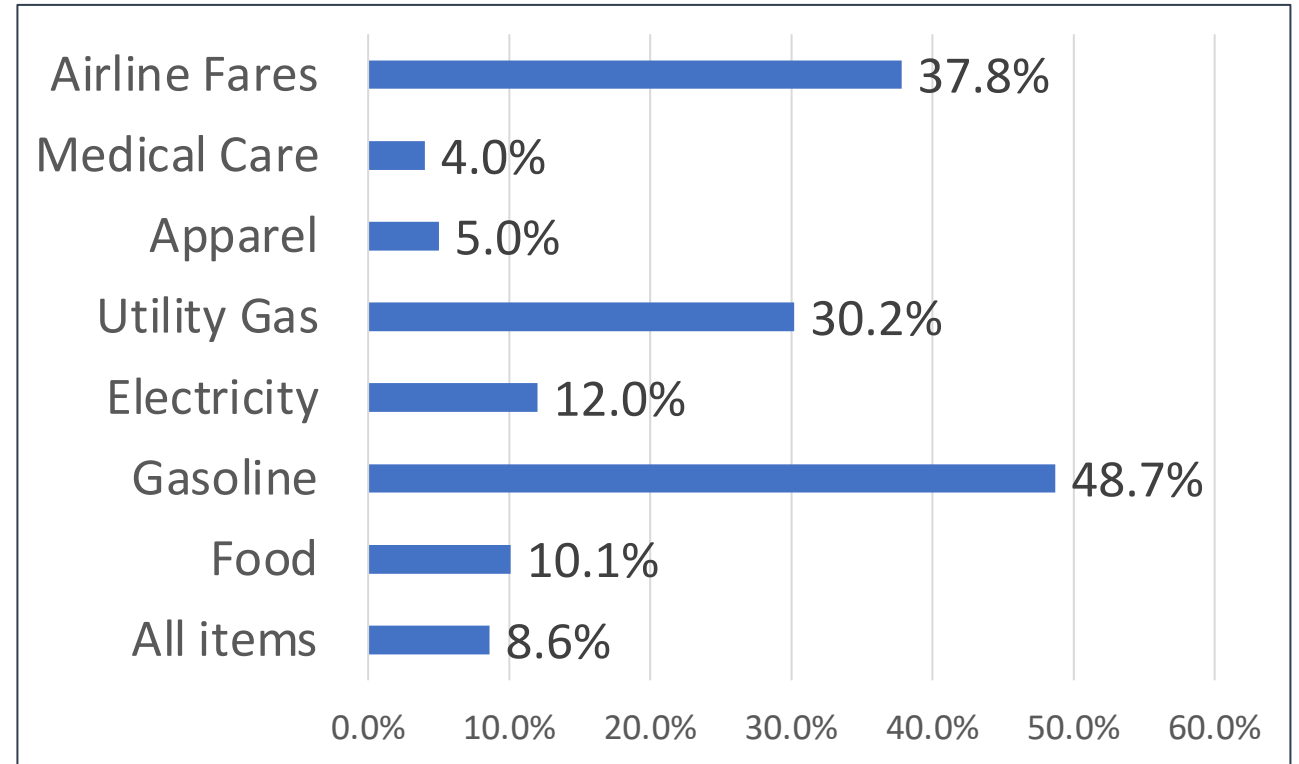
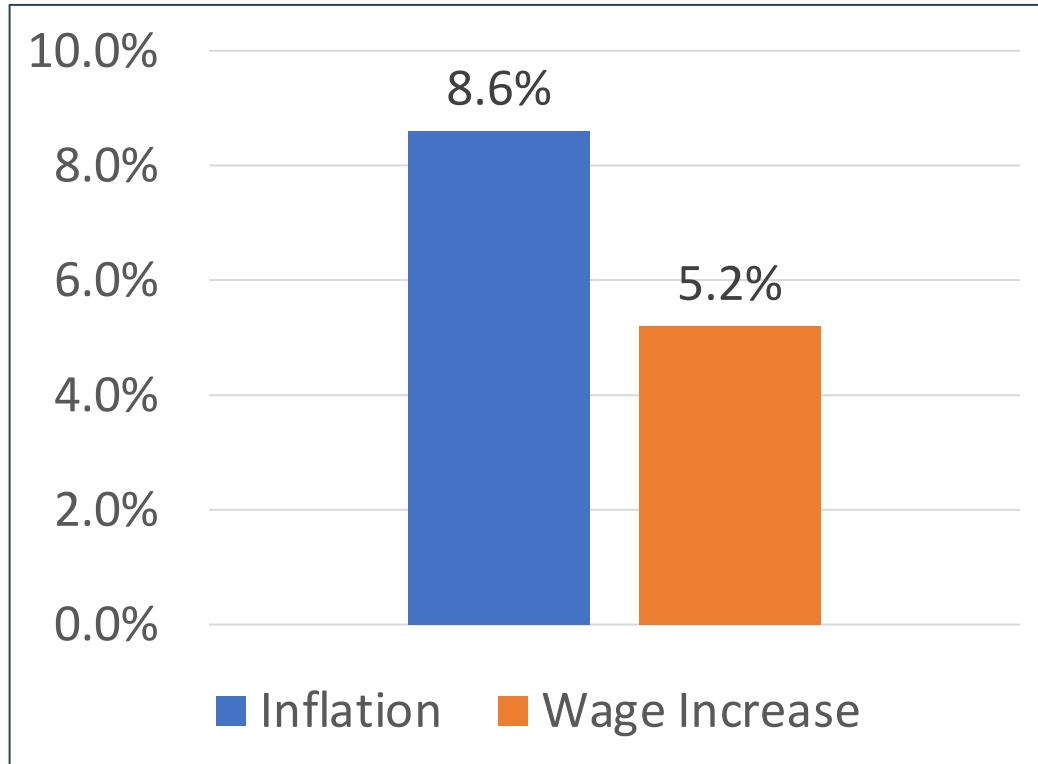
- > Policies
- > Leadership
- > Communication
- > Sufficient equipment
- > Employee celebrations



Compensation & Benefits



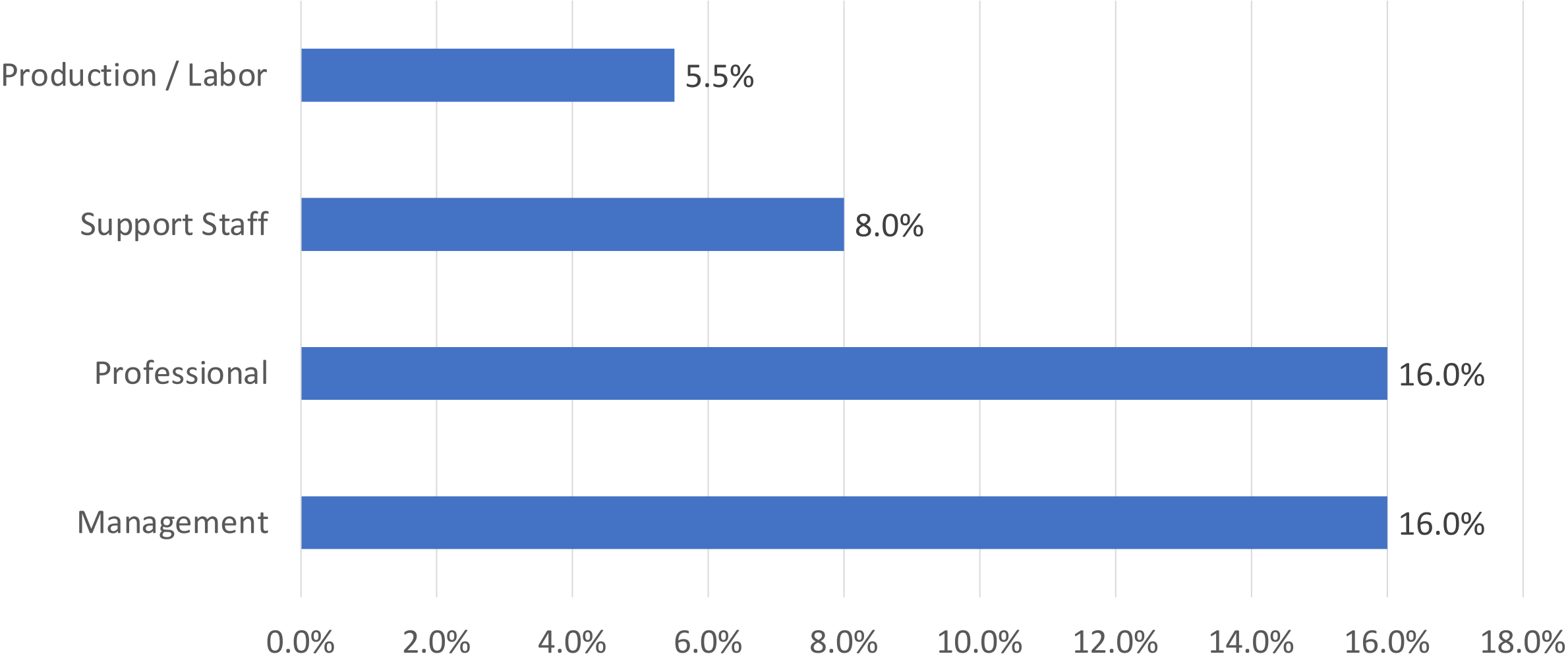
Inflation and Wage Increases (May 2022)



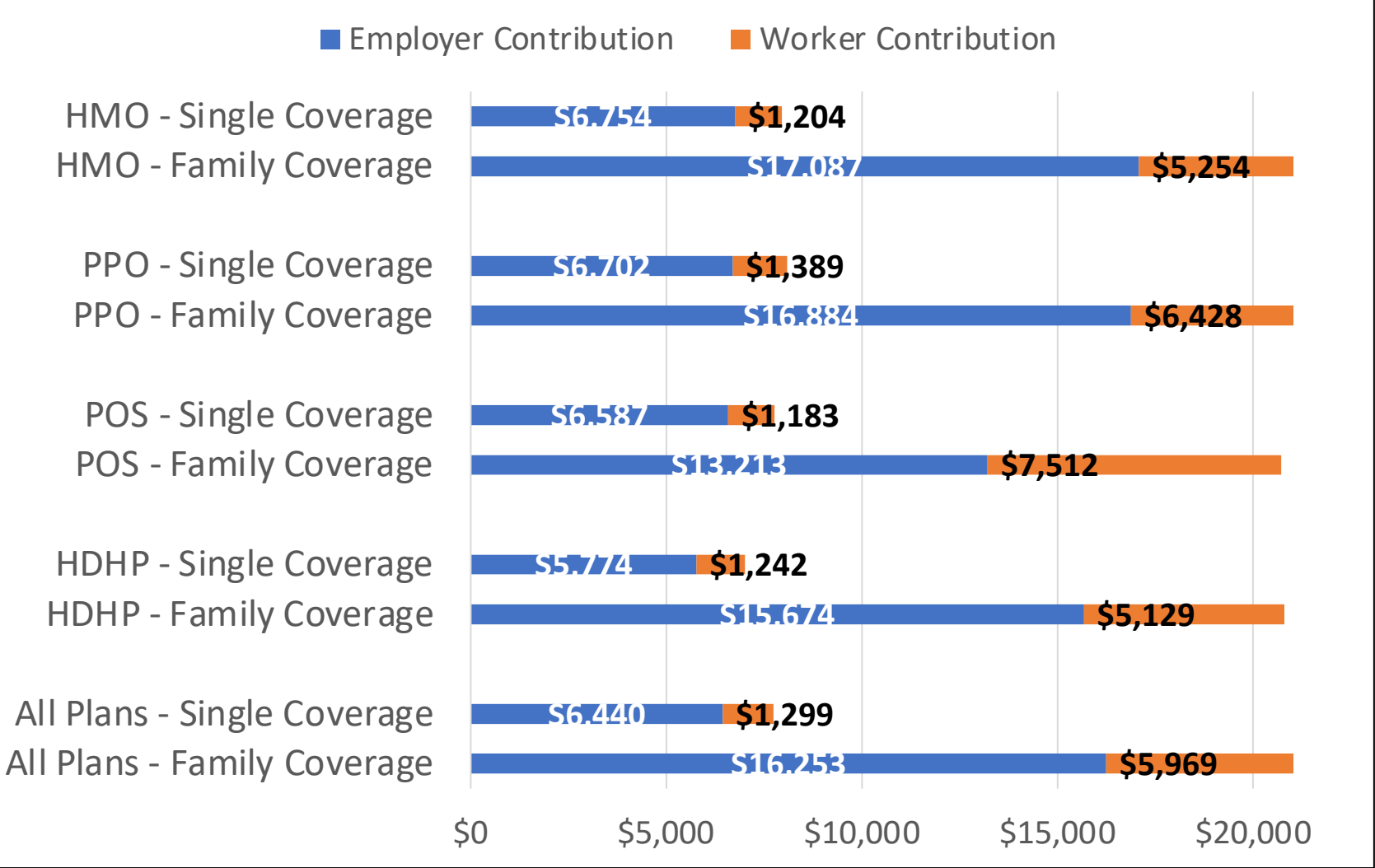
23% of companies are planning mid-year salary adjustments

An additional **8%** are considering this action

Average Bonus as % of Salary (July 2021)



Annual Worker and Employer Premium Contribution – Medical Plan (Nov 2022)



- On average, workers contribute 17% of the premium for single coverage and 28% for family coverage.
- Workers in small firms contribute the same average percentage of the premium for single coverage as workers in large firms (17%).
- Workers in small firms contribute a higher average percentage of the premium for family coverage than workers in large firms (24% vs. 37%).

Compensation & Benefits Tips

- > Benchmark at least annually
- > Use total compensation approach (cash, benefits, PTO, recognition, training)
- > Consider new plans



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