



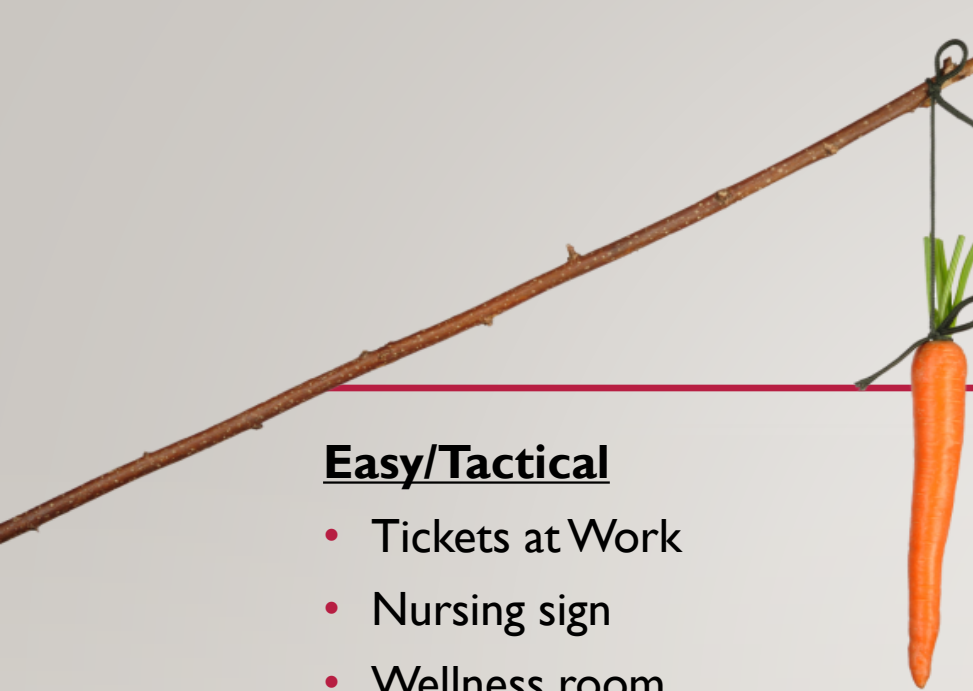
Too Good to Quit

Cost effective ways to provide impactful, comprehensive benefits to help attract and retain employees.

What does a comprehensive benefit package include?

- ✓ Health and wellness benefits (e.g., medical, dental, or vision).
- ✓ Time off benefits (e.g., vacation or sick leave).
- ✓ Financial security benefits (e.g., Pension, 457, tuition assistance, or life insurance).
- ✓ Must-haves to remain competitive.
- ✓ Most aren't cost effective (producing good results *without costing a lot of money*).





Low Cost Benefits to Retain and Attract

Easy/Tactical

- Tickets at Work
- Nursing sign
- Wellness room
- Baby gifts and new parent benefit info
- Public Service Recognition Week
- Leverage wellness resources
- Columbia Southern University
- Resources: library, podcasts, monthly emails, iNet
- Standing work stations
- Branded bling (online storefront)

Difficult/Strategic

- Santa visit on site
- Bring Your Student to Work Day
- Gathering and fellowship
- Telework and flexible schedule policy
- Manager/supervisor training on creating supportive work culture
 - *Now Discover Your Strengths*
 - *Drive*
 - Ariely: “How we think about how people work”
 - Personal connection; loneliness is an epidemic



Easy/Tactical

- [Tickets at Work](#)
- Baby gifts and new parent benefit info
- Nursing sign
- Wellness room/place of refuge
- Public Service Recognition Week (May 7-13)
- Leveraging wellness resources
- [Columbia Southern University](#)
- Resources: library, podcasts, monthly emails
- Standing work stations
- Branded bling (online storefront)



Difficult/Strategic

- Santa visit
- Bring Your Student to Work Day
- Opportunities for fellowship
- Telework and flexible schedule policies



Difficult/Strategic

- Supervisor training
- Personal connection
- Create an environment that is too good to leave
 - [Now, Discover Your Strengths](#), by Donald O. Clifton and Marcus Buckingham
 - [Drive](#), by Daniel Pink
 - What makes us feel good about our work? Dan Ariely [TED Talk](#)
 - Personal connection; [loneliness is an epidemic](#)



