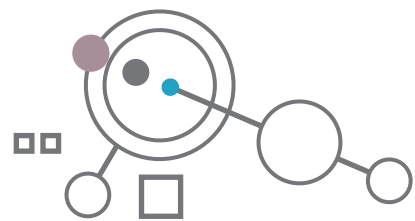


ANATOMY OF THE MODERN BENEFITS PACKAGE: ATTRACTING AND RETAINING TOP TALENT IN TODAY'S WORKPLACE

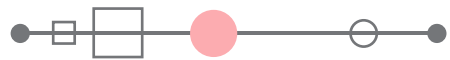
With unemployment at the lowest rate since 2007 competition over talent in the workplace is getting fierce. Nearly 2/3 of companies are investing in the employer brand in an effort to attract and retain top talent. So that has us thinking, what are the key areas in a benefits plan to attract and retain the modern worker?



APPRECIATION

75% of employees who received at least monthly recognition reported being satisfied on the job

88% of organization's of some sort of recognition program in place ranging from employee of the month to bonuses



HEALTH

80% of HR professionals cit healthcare benefits as their primary retention tool, more than retirement & vacation

Wellness programs offer a 3:1 ROI

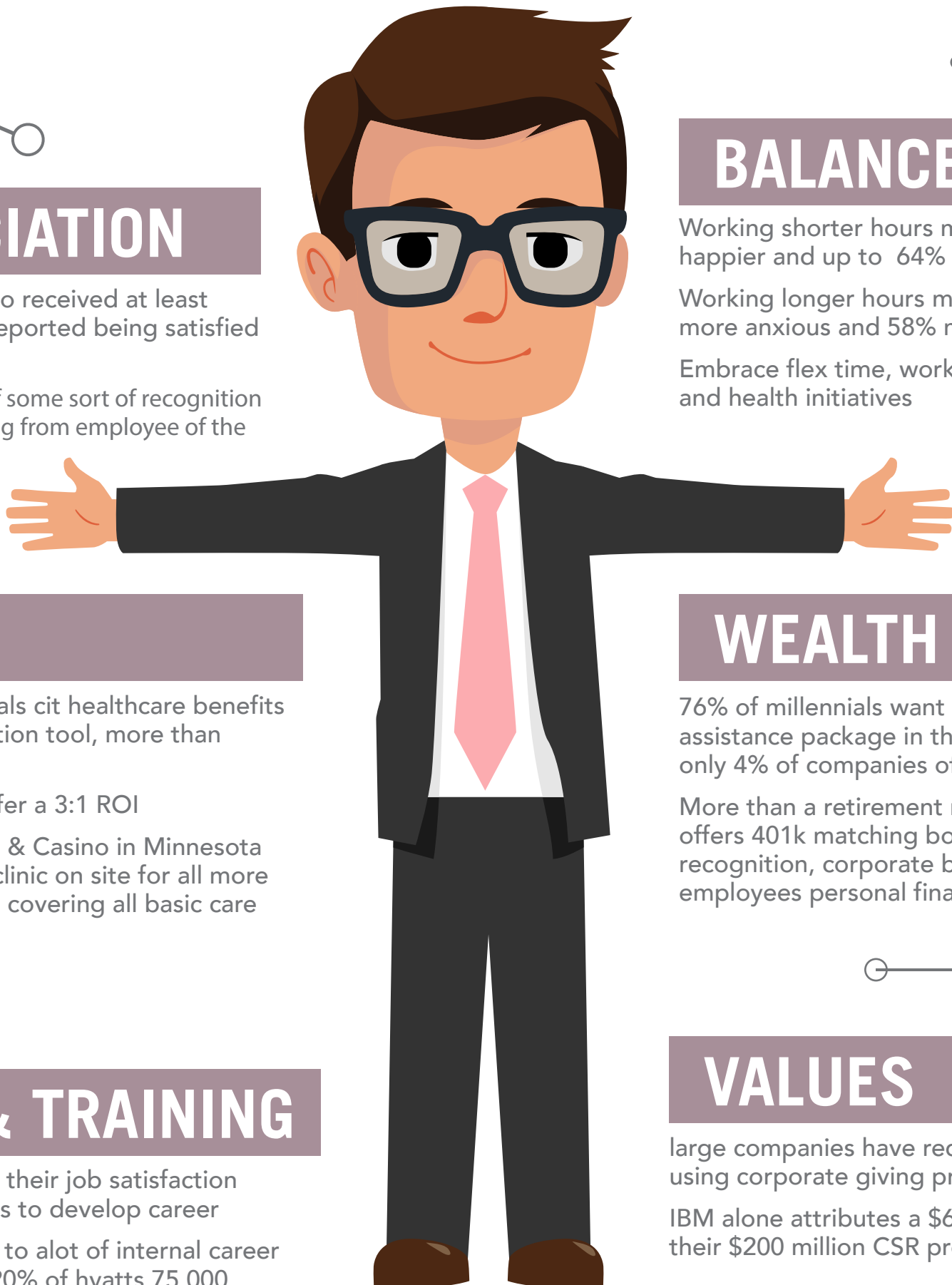
Treasure Island Resort & Casino in Minnesota offers a primary care clinic on site for all more than 1,500 employees covering all basic care needs.



TOOLS & TRAINING

42% of employees feel their job satisfaction hinges on opportunities to develop career

At Hyatt training leads to alot of internal career advancement, Nearly 20% of hyatts 75,000 employees have been there for more then 10 years

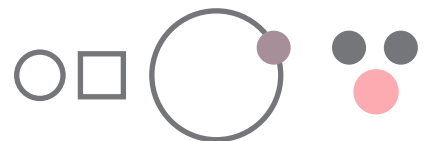


BALANCE

Working shorter hours makes employees 20% happier and up to 64% more active at work

Working longer hours makes employees 34% more anxious and 58% more irritable

Embrace flex time, work from home programs and health initiatives



WEALTH

76% of millennials want a student debt assistance package in their benefits program / only 4% of companies offer it

More than a retirement match: Charles Schwab offers 401k matching boosted by employee recognition, corporate bonus plan and offers employees personal financial consultations



VALUES

large companies have reduced turnover by 50% using corporate giving programs.

IBM alone attributes a \$600 million return on their \$200 million CSR program investment.