



Retention Revolution:

The Inclusive Benefits Blueprint for Keeping Top Talent

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Learning Objectives

- Understand the key elements of a successful program
- Learn about how to think differently and evolve your current programs
- Gain insight into sought after benefits and absence programs
- Gather information regarding ways to support employees without obtaining additional budget
- Learn how to educate employees about your programs in ways that align with their communication preferences



Key Elements to a Successful Program



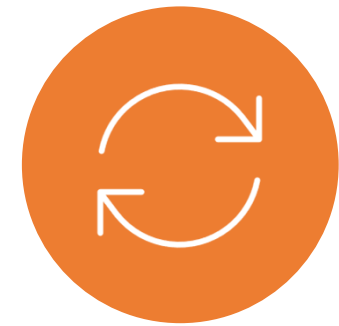
Compliance



Clear
Policies and
Procedures



Return to Work
Programs



Regular Policy
Reviews and
Updates

Compliance

- Ensure policies are compliant with federal, state and local requirements
- Make sure you have a process to ensure policies are kept up to date when requirements change
- Understand how leave programs interact with each other and other benefits offered to your employees



Clear Policies and Procedures

- Develop comprehensive policies.
- Ensure policies are in writing
- Educate employees on the process



Return to Work Programs

- Create a written return to work policy and process
- Regularly communicate with employee, manager, and HR
- Ensure ADA processes are followed where appropriate



Regular Policy Review and Updates

- Define a frequency to conduct policy reviews
- Use data to analyze utilization
- Survey managers and employees to gather feedback



Are Your Benefits Offerings Evolving with the Changing Environment



As of 2021, what percentage of 40-year-olds in the US had never been married?

- | | | | |
|---|-------------|---|----------|
| A | $\leq 20\%$ | D | 41-50% |
| B | 21-30% | E | $> 50\%$ |
| C | 31-40% | | |



Are Your Benefits Offerings Evolving with the Changing Environment?

What are the key factors that are driving the need to evolve benefit offerings?



Different family structures



Employees expect more from their employer's benefit offerings



Implementation of new PFML laws

Sought after benefits

Expanding Paid Time Off for Family

- Parental Leave (and “Pupternity”)
- Bereavement Leave
- Caregiver Leave



New Definition of “Family”

- Grandparents
- Chosen extended family members
- Close friends
- Pets



Sought after benefits

Expanding Paid Time Off for Self – “Refuel & Recharge”

- Mental Health Days
- Volunteer Days
- Personal Days
- Sabbatical



Sought after benefits

Voluntary Products

- Hospital Indemnity
- Critical Illness
- Accident



Voluntary PFML

- New Hampshire
- Vermont
- Virginia



Benefits without increasing budget

What employee's **really want** and what can you offer **without additional budget...**

Recognition



Teams



Bring your dog to work



Summer hours



Clubs



Are there any unique ideas you all have or have implemented in your organizations?



Benefits without increasing budget

1

Inventory your current benefits.

What's being used and what's not being used.



2

For benefits that aren't being used or haven't been used in quite some time it might be time to retire those benefits.



3

Open your budget up for other types of benefits.



Educating Employees About Their Benefits

Paperless options

- Portals
- Text Messaging
- E-mail

Paper options

- Ability to print a hard copy from the portal
- Options to still have a letter mailed

Other

- Benefit workshops
- Short videos
- Gamify your benefits education



Wrap up



Don't give up if you don't have the budget.

Reallocate funds from unutilized benefits to new benefit programs.



Each organization is different.

Survey your employees to determine the best benefit programs for your organization.



Thank you!

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