

Help Wanted

that's
good HR

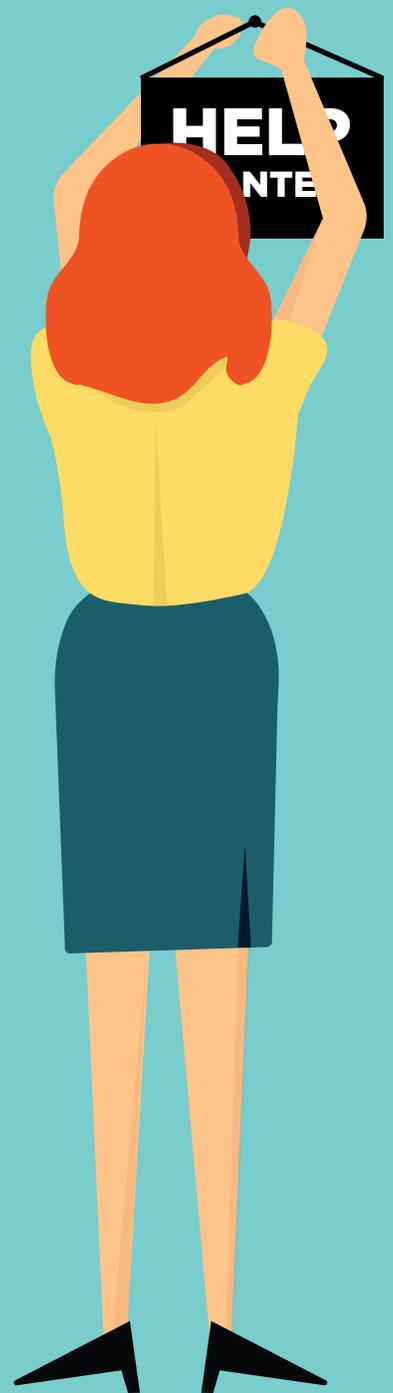
*Finding and keeping
exceptional employees*

How-to Guide:

COMPETITIVE BENEFITS

The Perfect Package

Recruiting and retaining
ideal talent



The Perfect Package

Recruiting and retaining ideal talent

Offering a competitive hiring package can mean the difference between your business thriving or striving.

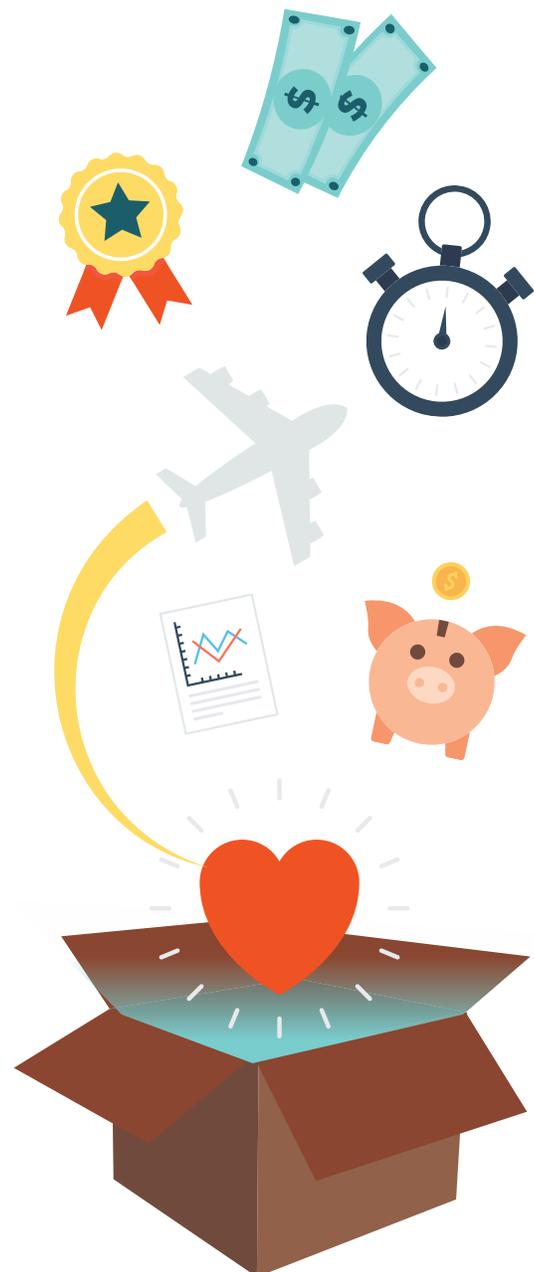
And while salaries are super important, today's workers care deeply about other offerings, too. Companies are taking note and making changes to stay relevant and appealing. In fact, more than two-thirds of companies increased their benefit offerings in order to attract and retain employees between 2017 and 2018, according to a SHRM survey.*

In the day-to-day hustle of keeping up with business, it's easy to let your compensation and benefits strategy stagnate. But the stakes are high: job-seekers today know what they want and have a plethora of options to choose from. And they aren't willing to settle for second best. Ensure you're at the top of their list by asking yourself questions like this:

- How competitive are our salaries?
- Are our benefits robust enough?
- Is the culture healthy and appealing?
- Do our employees see the impact of their work here?
- What non-traditional perks might hold appeal?
- How are we positioning ourselves in the public?
- How welcoming and attractive is our digital footprint?
- How flexible are we with schedules?
- What growth opportunities are we giving our employees?
- What benefits are valued most by our people?
- Do our employees feel valued and respected?
- Are we giving employees the autonomy they want?
- How are lines of communication between teams?
- Are positions, benefits, and perks communicated well?

DID YOU KNOW?

More than **two-thirds (70%)** of organizations offer some type of telecommuting option



The Perfect Package (cont.)

Consider surveying your existing employees to gather data, too. Find out what wooed them to your company in the first place, what they're happy about now, and where they might be dissatisfied. You might learn a thing or two, and be able to spiff up your offerings for new and existing talent alike.

Creating an irresistible benefits package isn't rocket science. It just takes some thoughtful attention and time—but the payoff can be tremendous. Carve out time with your leadership team to brainstorm and put plans in motion for change. Your employees—and your business in general—will be better off for it.

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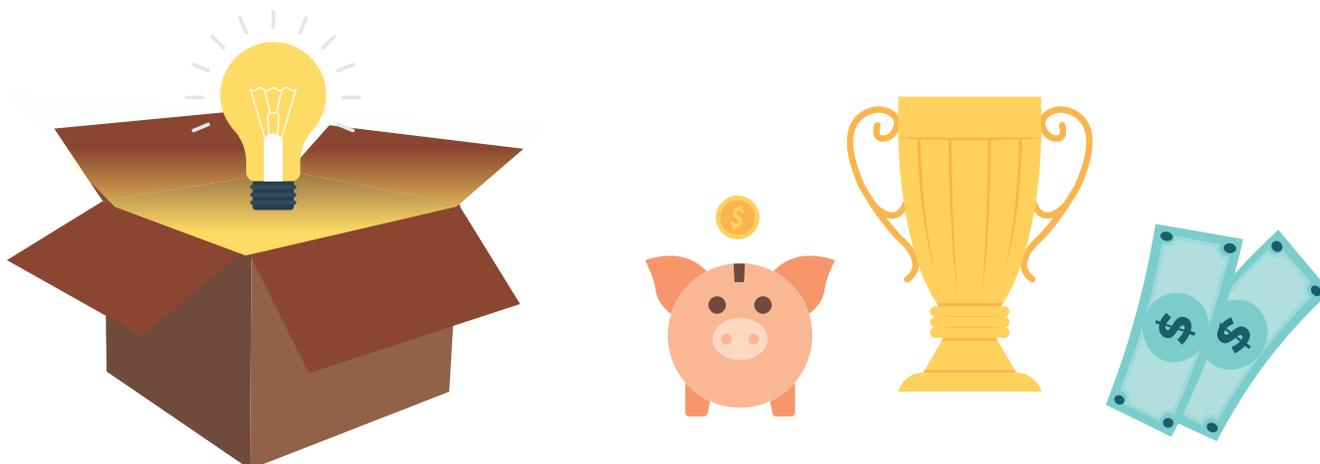
93% of organizations offer traditional 401(k) or similar retirement plans

75% of employers offer wellness resources and programs to employees

92% of employees say that paid leave is important to them

Here are just some of the things you can consider when creating the perfect benefits package:

- Salaries
- Health Insurance
- FSA/HSAs
- Retirement Plans
- Long- & Short-Term Disability
- Life Insurance
- Profit-Sharing
- Dental & Vision Benefits
- Wellness Perks
- Flexible Hours
- Telecommuting
- Professional Development
- Tuition Reimbursement
- Technology Perks
- PTO
- Maternity/Paternity Leave
- Adoption Leave
- Vacation Days
- Bonuses
- On-Site Amenities
- Social Events



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We're in the people business.

That's Good HR has successfully matched thousands of employers and job-seekers in Central Indiana since 1998. Our forward-thinking, women-owned firm was founded out of a desire to do staffing better. We specialize in making strong temp, temp-to-hire, and direct hire placements in areas like HR, administrative, customer service, healthcare, and accounting.

Need help finding talent and evaluating your hiring package?

Call us at 317.469.4141.

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SOURCES CITED

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*<https://www.reuters.com/article/us-usa-economy/us-job-openings-hit-11-month-low-quits-rate-stagnates-idUSKCN1RLIUS>

*2018 Employee Benefits , Society for Human Resource Management, <https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2018%20Employee%20Benefits%20Report.pdf>