

Compensation

Base Wages
Premium Pay
Short-Term
Profit/Gain Sharing
Salary Pay
Skill-Based Pay
Bonus Programs
Individual Performance
Based Incentives
Variable Comp
Hourly Pay

Benefits

ESOP
Healthcare
Dental
RX plan
Vision
FSA
Short Term Disability
Long Term Disability
Life Insurance
Spouse/Dependent Life
Insurance
AD&D Insurance
Holidays
PTO

Work/Life

FlexTime/PartTime
Compressed Workweeks
Employee Assistance
Program
Employee Emergency Fund
Scholarships
Community Volunteer
Programs
On-site Fitness Facilities
Healthcare Discounts
On-Site Nurse
Financial Planning
Assistance
Employee Discounts
Wellness Program
Smoking Cessation
Assistance
Matching Gift Programs



Putting It All Together
Total Rewards

Performance & Recognition

Peer Recognition Awards
Service Awards
Spot Awards
Goal-Specific Awards
Appreciation Events
1:1 Meetings
Performance Reviews
Retirement Celebrations

Development & Career

GGOB
Succession Planning
Tuition Reimbursement
New Tech Training
Leadership Training
Internal Job Postings
On the Job Training
Education Incentives
Advancement Opportunities
Conferences
Internships
Self-Development Tools
Overseas Assignments
Job Rotations
Mentoring Programs