

### Benefits:

- Free and/or Reduced Tuition/Family Tuition
- Course subsidies
- Hot Skills bonus
- Work Selection/Freedom when available
- Temp. Pay Differentials
- Emphasize Time-off/benefits
- Access to campus facilities, such as, recreation center, athletic tickets & other events

### Professional Development:

- Help Employee Advance
- Help Employee Cope at Job with Others
- Shadowing/mentoring programs exposure & succession planning
  - Project Mgt. leads: informal supervisory training
- Gear/Gadgets/Tools
- Career Advancement/Planning

### Flexible:

- Hours
- Time/Schedules
- 4 X 10
- Work from Home/Telecommuting
- Work Life Balance
- Formalize Telecommuting Guidelines

### Recognition:

- Formal Recognition Programs
- Recognition that is specific
- That gives sense of value to employee
- Employee of the year/years of service
- Gift cards/tickets for event that employee can participate in (as a group, individual or family)
- Games/rewards
- Communication

## Employee Events:

- Birthday/Anniversary
- Employee of the year/years of service
- Opportunities to "feed" our soul
- Social Events that provide:
  - An outlet
  - Networking opportunities
  - Bring back "fun" in our jobs
- Food celebration
- Candy bowls in offices

## Team Collaborative:

- Emphasize leading innovations that will be worked on
- Communication about plans and goals