

THE HR SIDE OF SCALING YOUR BUSINESS

PRESENTED BY:

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Recruiting

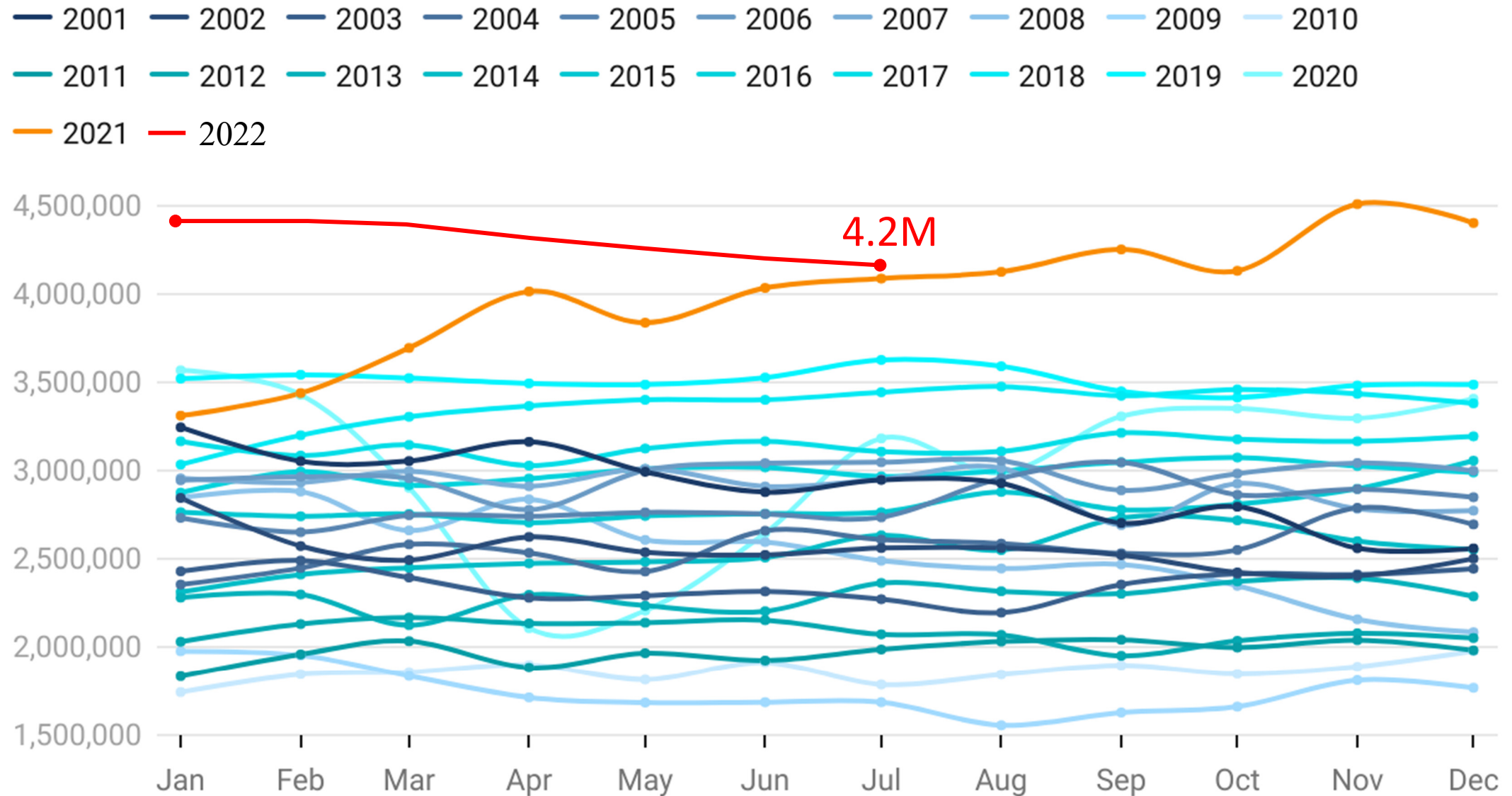
- Social media presence
- Employee referral bonus
- Recruiting technology
- Creative perks

Onboarding

- Preboard new hires
- Be realistic about job descriptions
- Foster manager / employee relationship
- Consider mentor program
- Communicate expectations early



The Great Resignation



Average Employee Tenure by Age

25-34 yrs old

- 2.8 years of service

35-44 yrs old

- 4.9 years of service

45-54 yrs old

- 7.5 years of service

55-64 yrs old

- 9.9 years of service

65+ yrs old

- 10.3 years of service

Source: U.S. Bureau of Labor Statistics

Employees Considering New Opportunities

53% of workers
are looking for a
new job

40% of workers
would leave for a
5% pay increase

Source: WTW Survey

Top Reasons for Moving to a New Job

- 1) Toxic company culture (62%)
- 2) Low salary (59%)
- 3) Poor management (56%)
- 4) Lack of healthy work-life balance (49%)
- 5) Not allowing remote work (43%)

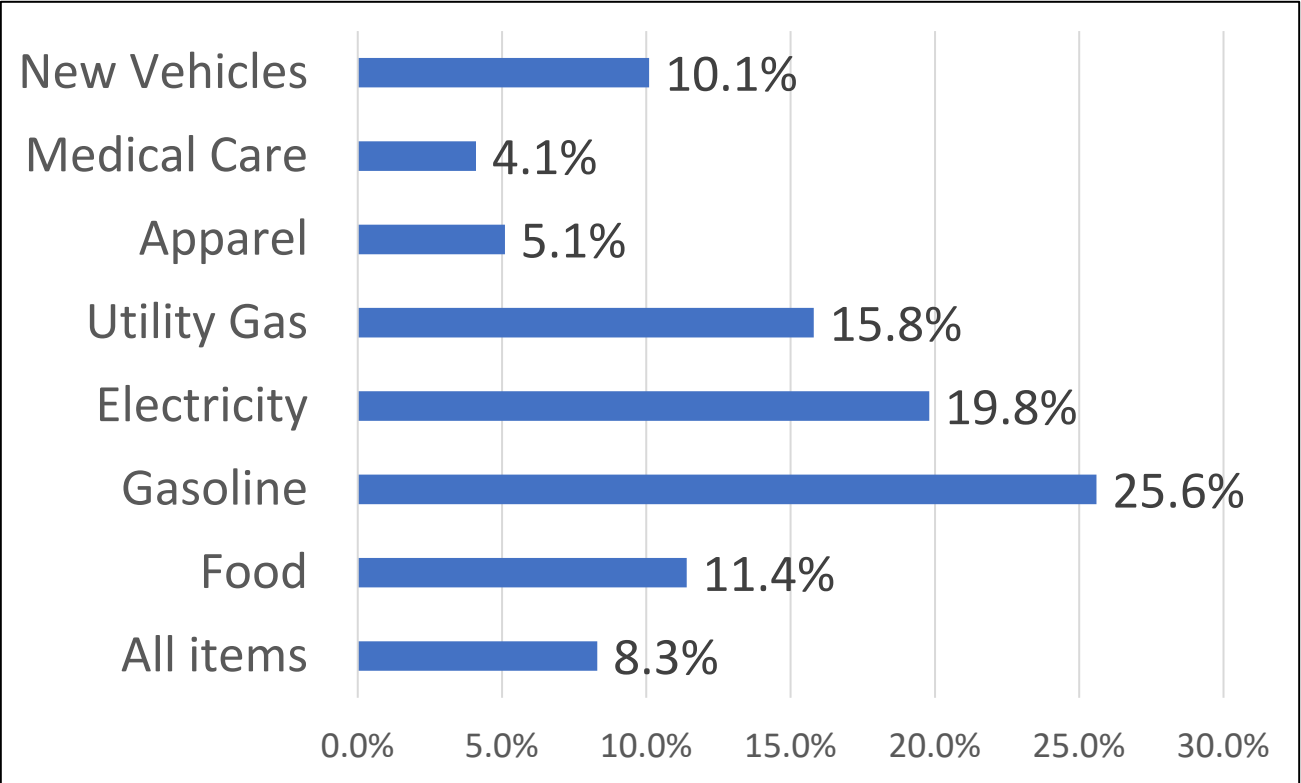
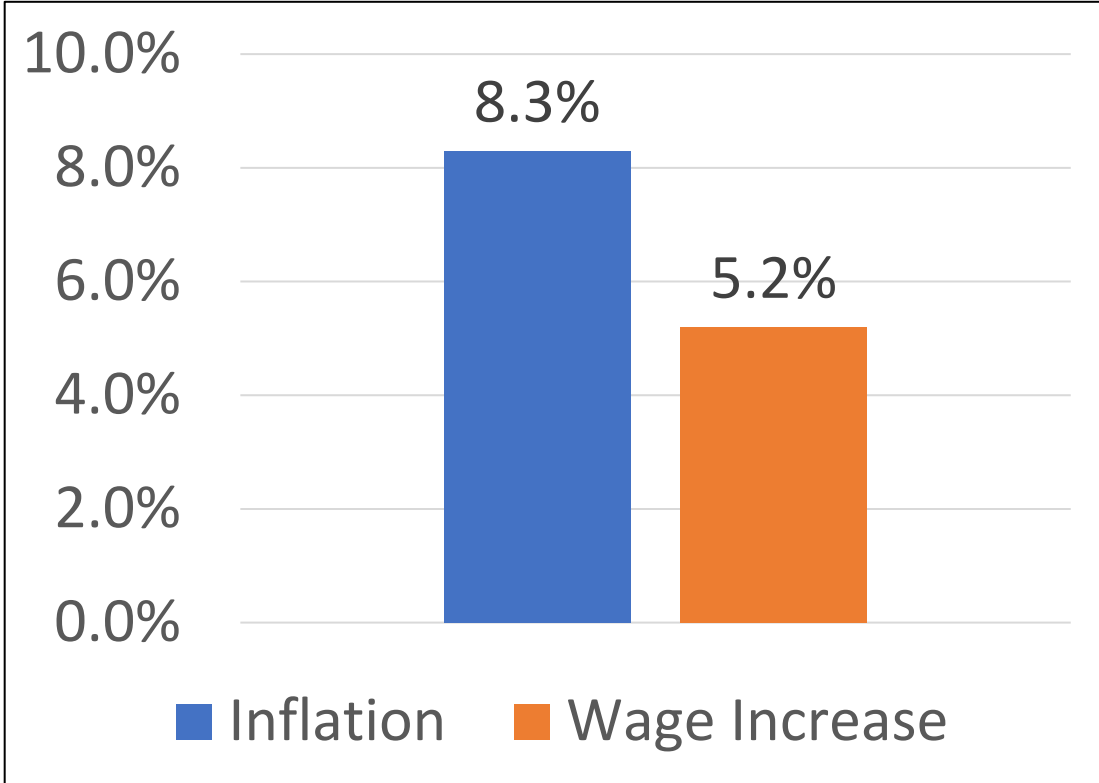




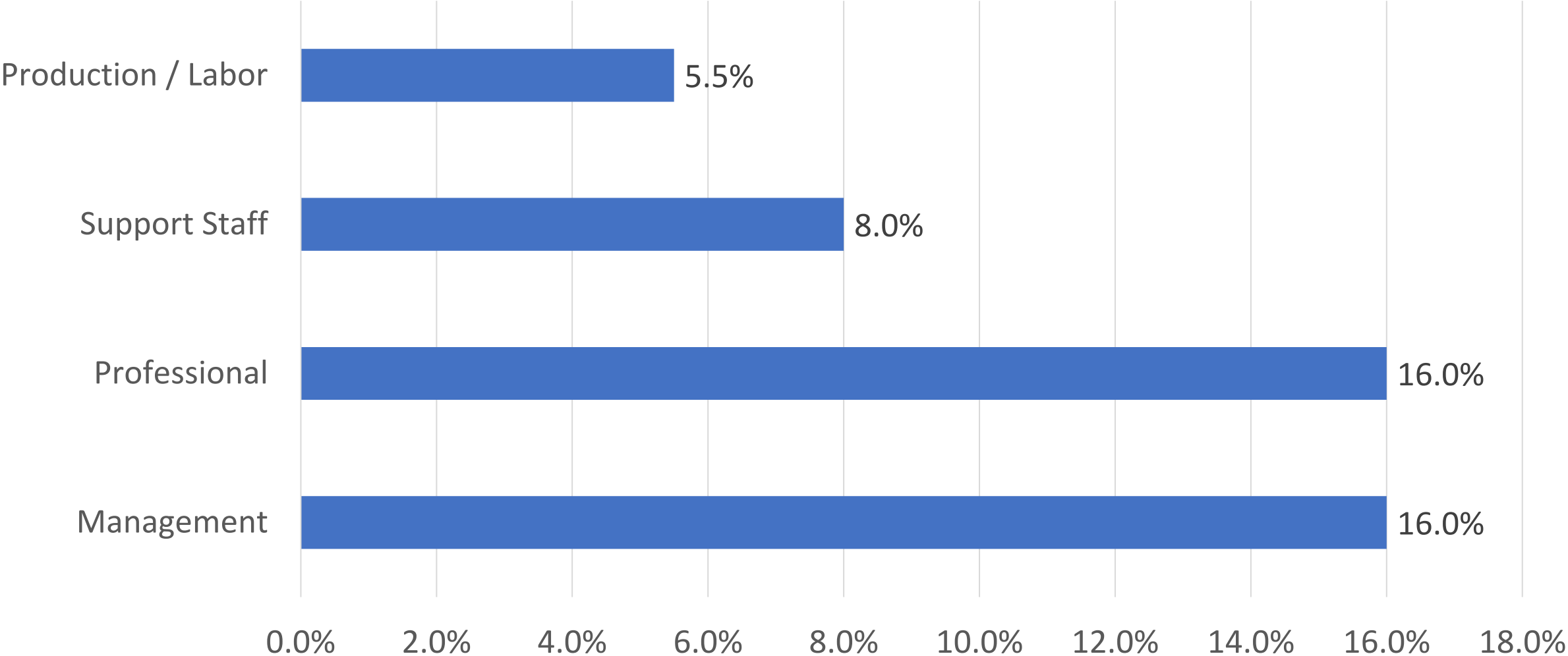
Communication & Feedback

- > Business & project updates
- > One-on-one meetings
- > Employee surveys
- > Stay interviews

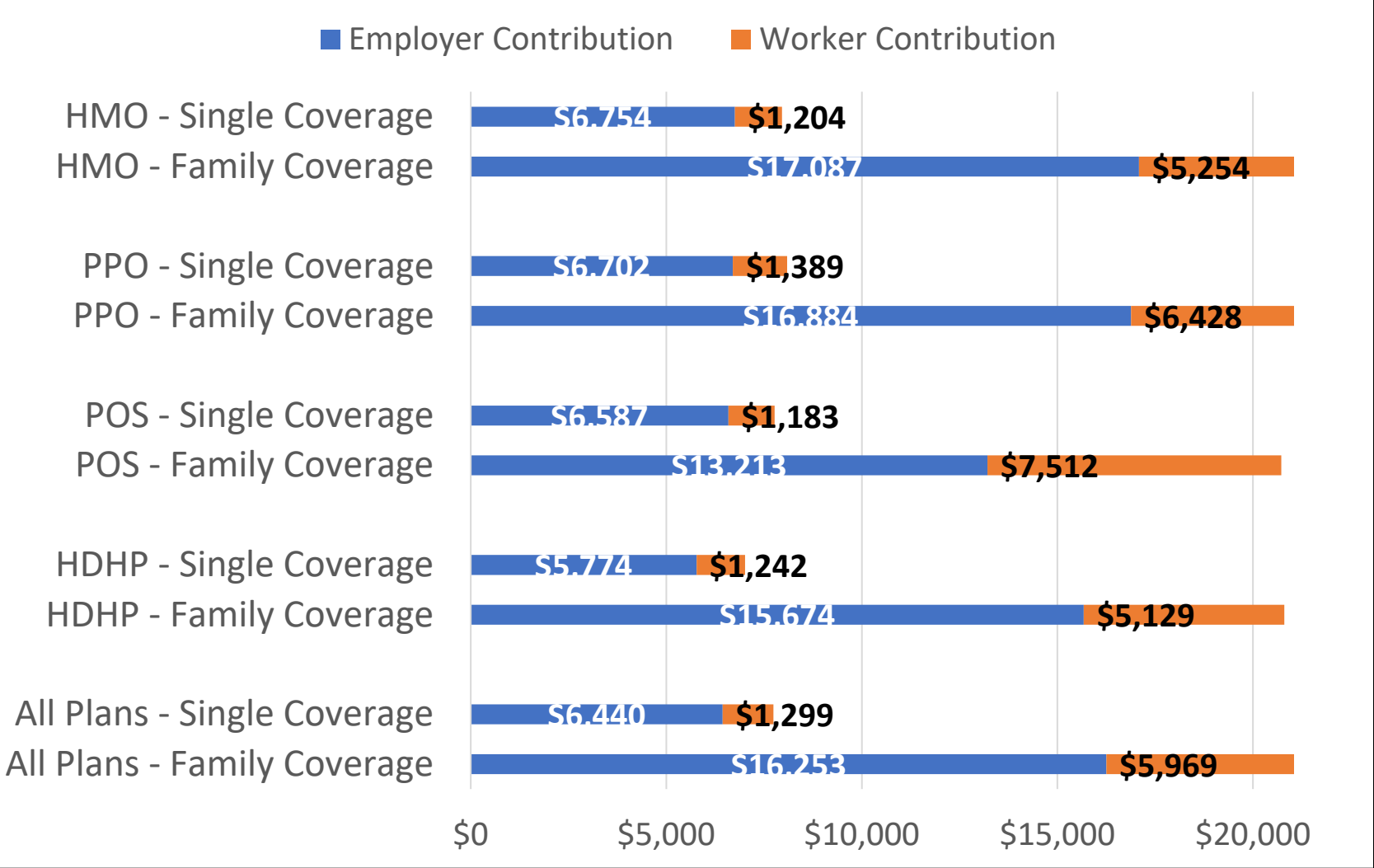
Inflation and Wage Increases (Aug 2022)



Average Bonus as % of Salary (July 2021)



Annual Worker and Employer Premium Contribution – Medical Plan (Nov 2021)



- On average, workers contribute 17% of the premium for single coverage and 28% for family coverage.
- Workers in small firms contribute the same average percentage of the premium for single coverage as workers in large firms (17%).
- Workers in small firms contribute a higher average percentage of the premium for family coverage than workers in large firms (24% vs. 37%).

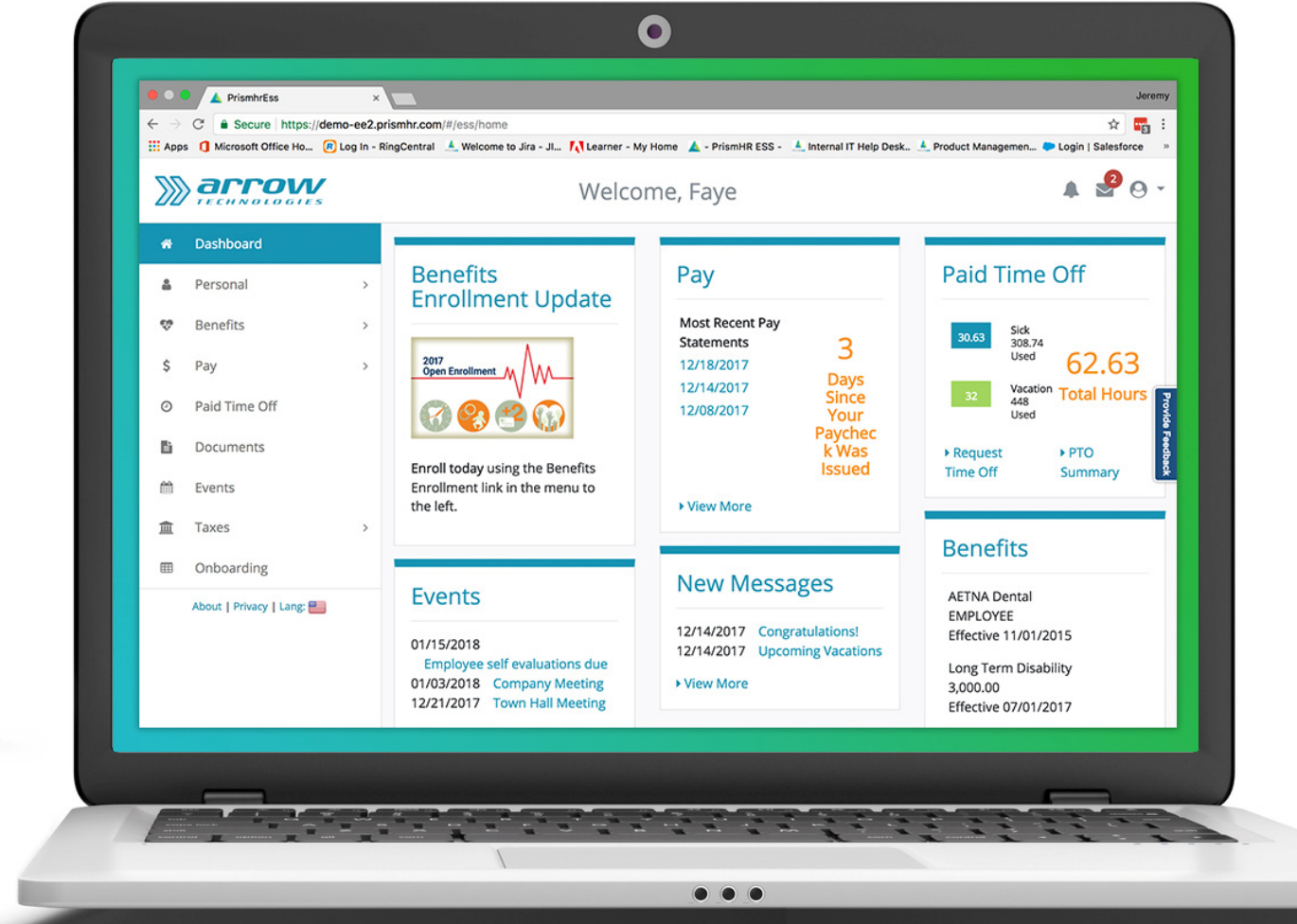
Compensation & Benefits Tips

- > Benchmark at least annually
- > Use total compensation approach (cash, benefits, PTO, recognition, training)
- > Offer full suite of plans



HR Technology

- Recruiting and onboarding
- Time and attendance
- Benefits administration
- Employee training
- Performance management
- Employee self-service
- Remote workers





Company Culture

- Agility
- Innovation
- Collaboration
- Integrity
- Inclusivity
- Respect

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