## TOTAL REWARDS MODEL INVENTORY

### Compensation

**Base Wages**
- Salary Pay
- Hourly Pay
- Piece Rate Pay

**Premium Pay**
- Shift Differential Pay
- Weekend/Holiday Pay
- On-Call Pay
- Call-In Pay
- Hazard Pay
- Bilingual Pay
- Skill-Based Pay

**Variable Pay**
- Commissions
- Bonus Programs
  - Referral Bonus
  - Sign-On Bonus
  - Retention Bonus
  - Project Completion Bonus
  - Spot Bonus
  - Quality Bonus
  - SPIFF

**Incentive Programs**
- Short-Term
  - Profit Sharing
  - Individual Performance-Based
  - Performance Sharing

- Long-Term
  - Performance Shares
  - Stock Options/Stock Appreciation Rights (SARs)
  - Restricted Stock/Restricted Stock Units
  - Performance Cash
  - Employee Stock Purchase Plan

**Severance Pay & Outplacement Services**

### Benefits

**Legally Required/Mandated**
- Unemployment Insurance
- Workers’ Compensation Insurance
- Social Security
- Medicare
- State Disability Insurance (if applicable)

**Health & Welfare**
- Medical Plan
- Dental Plan
- Vision Plan
- Prescription Drug Plan
- Flexible Spending Accounts (FSAs)
- Health Reimbursement Accounts (HRAs)
- Health Savings Accounts (HSAs)
- Behavioral Health Plan
- Telemedicine Services
- Employee Life Insurance
- Spouse/Domestic Partner/Dependent Life Insurance
- Accidental Death and Dismemberment (AD&D) Insurance
- Short-Term/Long-Term Disability Insurance
- Global Wrap Benefits
- Adult Disabled Dependents
- Adoption reimbursement

**Retirement**
- Defined Benefit Plan
- Defined Contribution Plan
- Nonqualified Deferred Compensation Plan
- HSA for Retirement
- Retiree Health care Benefits
- Retirement Transition Program/Benefits

**Pay for Time Not Worked**
- Vacation
- Holiday
- Sick Leave
- PTO Bank
- Bereavement Leave
- Jury Duty
- Pet Bereavement
- Parental Leave
- Adoption Leave
- Sabbaticals
- Paid Leave Bank
- Personal Leave

### Benefits (continued)

- Shared Leave Program
- Military Leave and compensation offsets
- PTO Donation, Sale or Conversion Program

**Voluntary Benefits**
- Long-Term Care
- Auto/Home Insurance
- Pet Insurance
- Legal Insurance
- Employee Discounts
- Concierge Services
- Parking

**Perquisites**
- Company Car/Car Allowance
- Mobile Phone
- Laptop Computer
- Free Food
- Transportation accounts

### Workplace Well-Being

#### Workplace Culture
- Diversity/Inclusion Initiatives
- Work Environment Initiatives
- Results-Based Work Environment

#### Work Flexibility
- Telework
- Full-Time Remote
- Flex time
- Compressed Workweek
- Shift Flexibility
- Part-Time/Reduced Work Schedule
- Job Sharing
- Phased Return to Work
- Seasonal Schedules
- Phased Retirement
- Career On/Off Ramps
- Alternate Worksites
- Integration of employed and gig workers

#### Physical Well-Being
- Employee Assistance Program
- Outcomes-Based Wellness Program
- Participatory Wellness Program
- Health Risk Assessments
- On-Site and Remote Biometric Screenings
### Workplace Well-Being (continued)

- Wellness Screenings
- On-Site Fitness Facilities
- Fitness Club Memberships or Subsidized Club Rates
- Weight Management Program
- Tobacco Cessation Program
- On-Site Massage
- Stress Management Programs
- Immunization Clinics
- Nutritional Counseling
- Healthy Cafeteria options
- Healthy Vending Machines
- Wellness Challenges
- On-Site Health Clinic
- On-Site Nurse p 24-Hour Nurse Line
- On-Site Seminars (well-being, parenting, etc.)
- Health Coaching Health Fairs (on site, virtual)
- Financial Well-Being
  - Financial Well-Being Program
  - Financial Planning Services and Education
  - Tax Preparation Assistance/Services
  - Adoption Reimbursement
  - New home down payment assistance
  - Scholarships/Student Aid/Loans
  - Commuter Benefits
  - Transit Subsidies
  - Pretax Parking Benefits
  - College Savings Plans
  - College Loan Repayment Programs
  - Emergency Savings Programs
  - Identity Theft Insurance
  - Outplacement or severance benefits
- Recognition
  - Culture of celebration
  - Informal and formal communication mechanisms
  - Service Awards
  - Retirement Awards
  - Peer Recognition Awards
  - Spot Awards
  - Managerial Recognition Program
  - Organization-wide Recognition Program
  - Employee of the Month/Year Awards
  - Appreciation Luncheons, Outings, Formal Events
  - Goal-Specific Awards (quality, efficiency, cost savings, productivity, safety)
  - Employee Suggestion Program
  - Major Career Events
  - Major Family Events
- Community Involvement
  - Corporate Social Responsibility Programs
  - Green Initiatives
  - Disaster Relief Funds
  - Alumni Networks
  - Community Volunteer Programs (paid/unpaid)
  - Matching Gift Programs
  - In-Kind Donations
  - Employee Grants for Community Service
  - Team-based volunteer experiences
- Caring for Dependents
  - Resources and Referrals (childcare/elder care)
  - Childcare Spending Accounts, Subsidies and Vouchers
  - Discount Programs with Local and National Providers
  - On-Site Childcare/Elder-Care Center
  - Emergency Backup Care (center-based, in-home or elder-care services)
- Development
  - Growth and Feedback
    - 1:1 Meetings
    - Coaching
    - Mentoring
    - Performance Planning/Goal Setting Sessions
    - Performance Reviews
    - Project Completion/Team Evaluations
    - Pay Alignment and Connection with Rewards
  - Learning Opportunities
    - On-the-Job Learning
    - Stretch Assignments
    - Tuition Reimbursement
    - Tuition Discounts
    - Corporate Universities
    - New Technology Training
    - Outside Seminars and Conferences
    - Classroom Learning
    - Virtual Learning
    - Podcasts, Webinars
    - Self-Development Tools
    - On-Line Degree Programs
  - Coaching/Mentoring
    - Leadership Training
    - Exposure to Resident Experts
    - Access to Information Networks
    - Formal or Informal Mentoring Program
    - Executive / Leadership coaching
  - Advancement Opportunities
    - Equal opportunity job posting/selection
    - Job advancement including lateral and promotion
    - Internships
    - Apprenticeships
    - Overseas Assignments
    - Career Ladders, Lattices and Pathways
    - Talent and Development Planning
    - Succession Planning
    - On/Off Ramps Through Career Life Cycle
    - Job Rotations
    - Returnship Programs
- Worklife and Benefits
  - Wellness Screenings
  - On-Site Fitness Facilities
  - Fitness Club Memberships or Subsidized Club Rates
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