



## 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)

### 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)
- After School-Care Programs
- Summer or Holiday Camps
- Special Needs Care (child/adult/elder)
- Dependent Care Travel-Related Expense Reimbursement
- Caregiver Support
- Special Dependent-Care Services

## Workplace Well-Being

(continued)

### 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

## 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