

How Benefits Keep Your Best Employees from Leaving

The Cost of Turnover vs. Investing in Better Benefits

Replacing an individual employee can cost between 50% to 200% of their annual salary.1



Recruitment expenses Training costs Disrupted team dynamics

Lost productivity



Wellness programs Paid family leave Mental health resources

Look for in Benefits

What Employees



for themselves and family.²

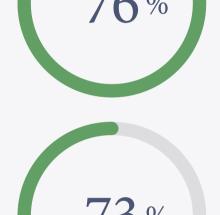
Comprehensive coverage

Health Insurance

Flexible schedules, remote

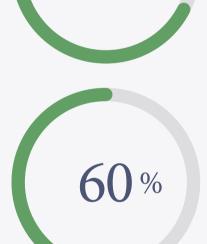
work, paid leave.3

Work-Life Balance



Retirement Planning

Competitive 401(k) match.²



Mental Health Support Therapy, wellness apps, mental health days.4

Professional Growth Tuition, certifications, and

development opportunities.5

How Strong Benefits

Drive Retention



Employees

Feel Valued

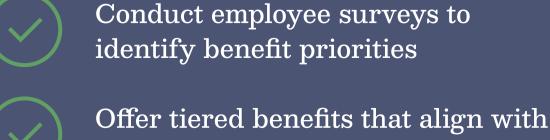


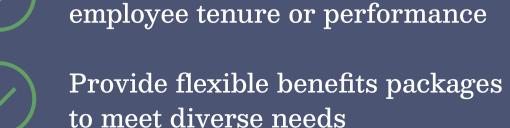
Higher Job

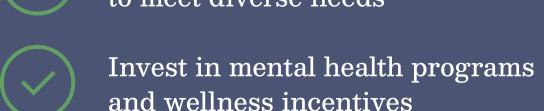
Productivity

Compensation and benefits drive 30% of retention actions.⁶













1. <u>https://www.indeed.com/hire/c/info/estimating-cost-of-higher-turnover</u>

 $2. \ https://www.shrm.org/executive-network/insights/future-of-talent-retention-report-why-employees-leave$ 3. <u>https://hubstaff.com/blog/work-life-balance-statistics/</u> 4. https://hrexecutive.com/how-many-employees-are-looking-for-workplaces-with-mental-health-support/ 5. https://blog.clearcompany.com/27-surprising-employee-development-statistics-you-dont-know 6. https://www.gallup.com/workplace/646538/employee-turnover-preventable-often-ignored.aspx