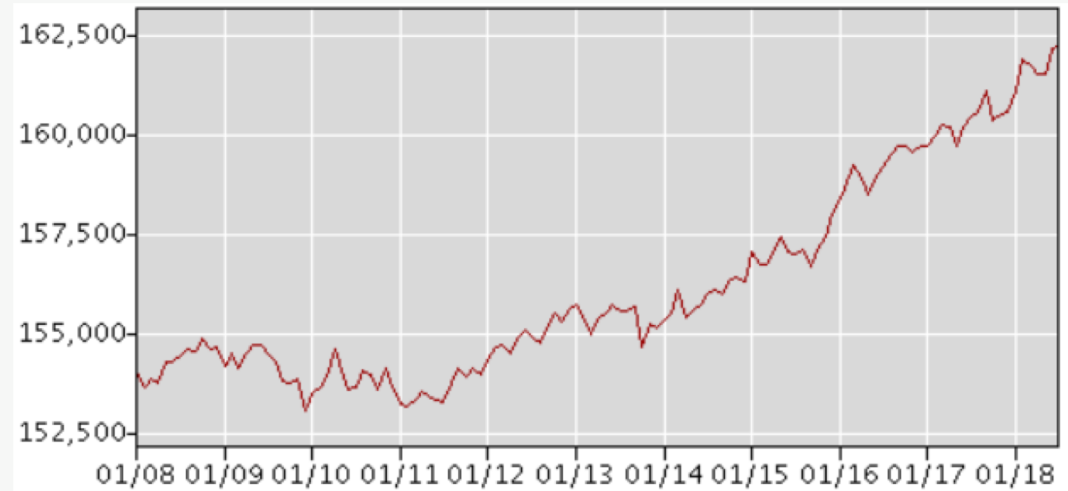




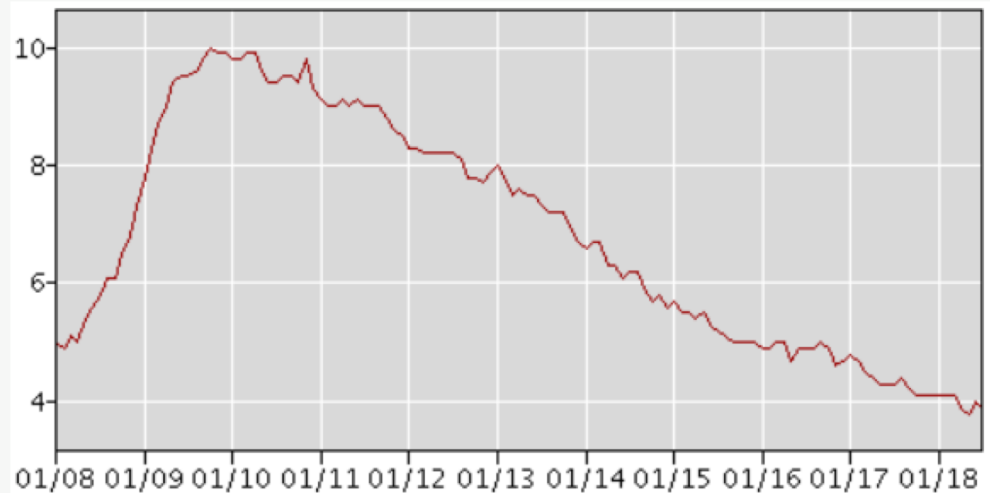
CULTURE + TOTAL REWARDS =
WINNING EVP

The Opportunity

Labor Force



Unemployment Rate



Focus on Employer Value Proposition

EVP Factors:

Culture

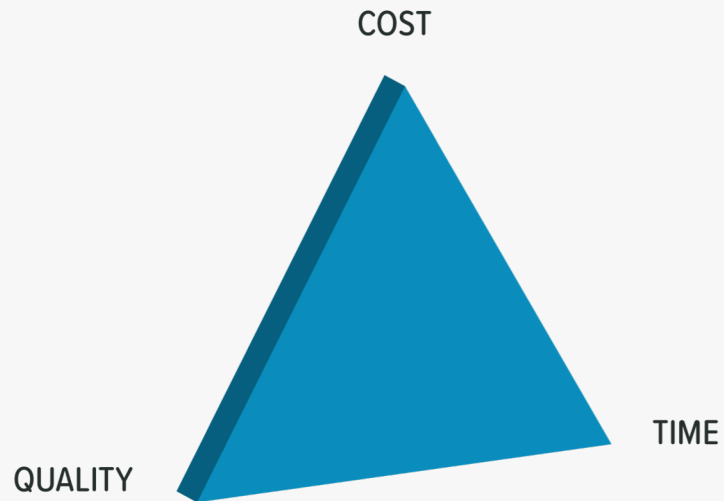
Creating a great place to work,
so great work can take place.

Total Rewards

Connect a bigger WHY to
compensation and benefits.

The Foundation

Just-Right Formula

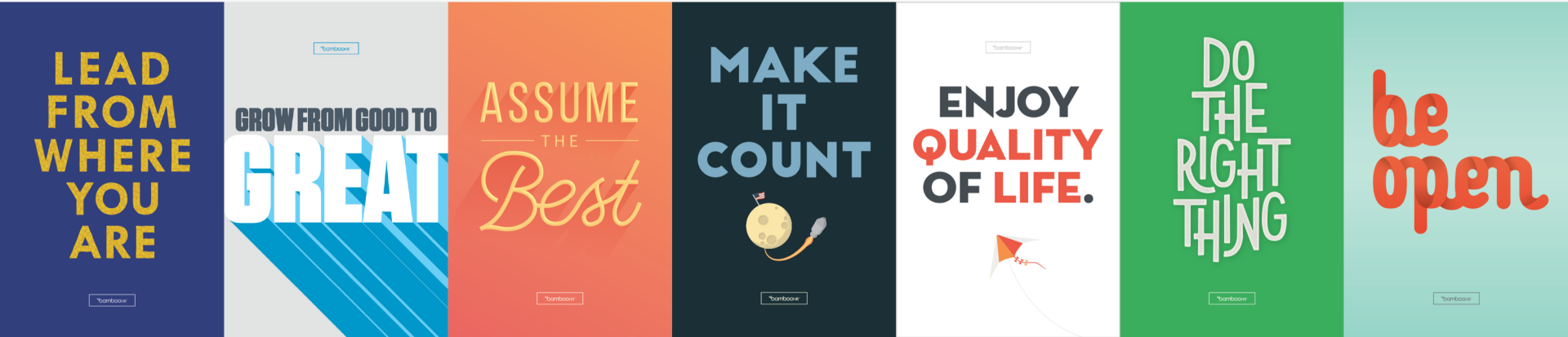


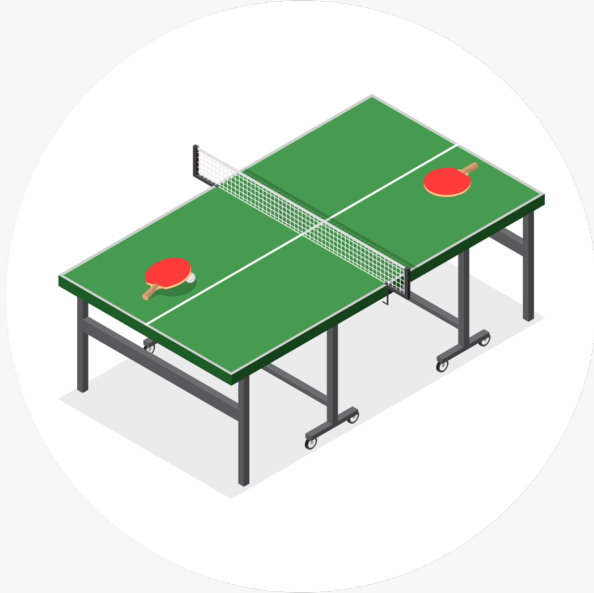
Just-Right Formula



Culture

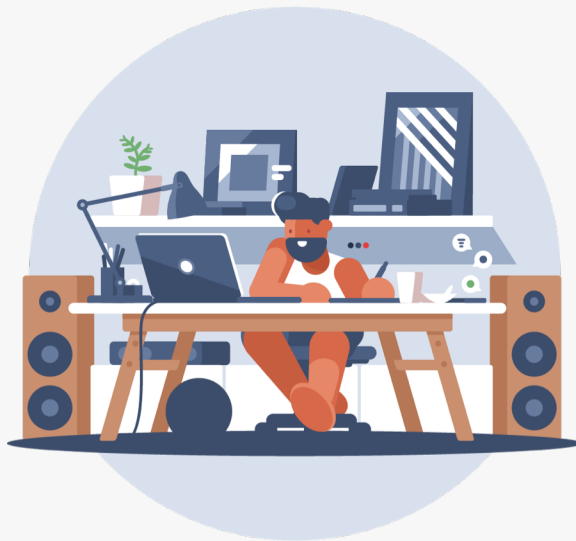
Mission, Vision and Values





Connect office
“perks” to culture
and values.

Taking Care of Remote Workers



Culture + Total Rewards = Winning EVP



Culture + Total Rewards = Winning EVP



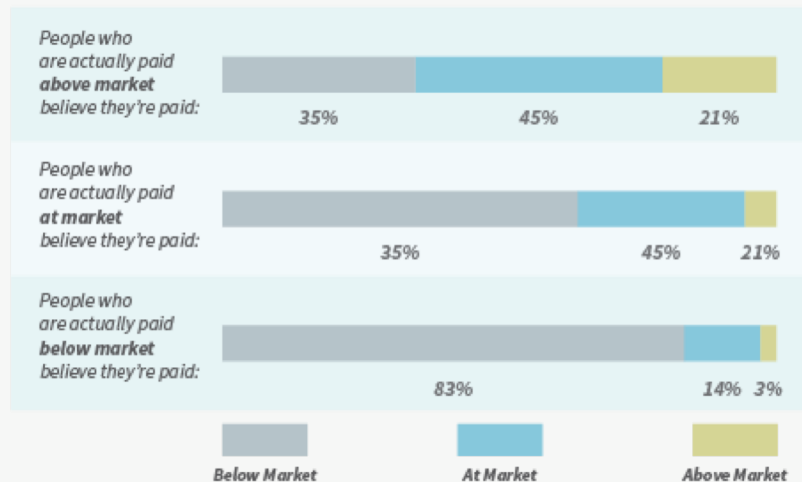
Salary

Culture + Total Rewards = Winning EVP



Most People Think They are Underpaid

A survey of 71,000 people shows that most can't identify how they're paid compared to the market.



Most People Think They are **Under-paid**



Benefits

Connecting Culture to Benefits

1. Mission or purpose statement
2. Total wellbeing pillars
3. Defining employee outcomes

Benefits That Benefit **You**

The benefits at BambooHR are all about helping you Enjoy Quality of Life. Bamboo's goal is to improve your overall wellbeing, which is why we select benefits with you and your family in mind.

PHYSICAL
HEALTH

CAREER
EXCELLENCE

SOCIAL &
EMOTIONAL
WELLNESS

FINANCIAL
FITNESS

COMMUNITY
WELLBEING



Benefits That Benefit **You**

The benefits at BambooHR are all about helping you Enjoy Quality of Life. Bamboo's goal is to improve your overall wellbeing, which is why we select benefits with you and your family in mind.



Financial Fitness

is more than simply making money; it is about providing education and tools to help you make good financial decisions and setting your money to work.



We enhance your **Social and Emotional Wellness**

at home and work by providing a healthy work environment, prioritizing work-life balance, and offering opportunities to learn important life skills.

Benefits and Data

Weighted Scorecard

Employee

- Network local coverage
- Specialty services
- Wellness program
- Claims processing experience
- Web tools
- Cost: premiums, deductible, OOPM

Employer

- National network coverage
- Bundling of products
- Admin processes and tools
- Cost: total premiums, EE/ER split
- Long term partner
- Underwriting methodology

Utilization Data

- Adoption rates
 - ✓ Salary and hourly
 - ✓ OE patterns

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- Cost vs value
 - ✓ Deductible utilization
 - ✓ OOPM utilization
- Controlling costs
 - ✓ Claims count and \$\$ volume
 - ✓ Influence: RX, prioritized services, \$100-\$5,000 claims
 - ✓ Education: employees and family

Measuring Success

Goals and Benchmarking

- Participation rates – national and local
- Effective use – short and long term outcomes
- Education efforts – identify opportunities across the EE life-cycle
- Communication plan – CTA, consumption analytics

401(k) Plan

Plan participation is foundational in the pursuit of financial fitness and overall employee well-being. To promote financial fitness, our plan focuses on educating participants with easy-to-access tools and resources that guide participant decisions to best achieve a variety of personal financial goals.

- Education
 - Train participants on how to use the 401(k) online portal
 - Educate on plan details so participants can make informed choices
 - Offer financial literacy materials and personal financial advising opportunities
- Plan Versatility
 - Plan features should create options for a variety of retirement planning needs
 - Investment options should support a variety of retirement planning needs
- Ease of Participation
 - Participants should have an easy experience with the online portal in reviewing account activity and facilitating account changes.
 - Online retirement tools should be insightful and promote participant engagement

Measuring Impact

- Identify groups to measure
 - ✓ Salary vs Hourly
 - ✓ Tenure
 - ✓ Key Roles
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 - ✓ Participation rates - Education
- Watch for results over time correlated to initiatives and programs

Engaging Leaders

What You Can Do



Value



Education



Tools

**“ To win in the marketplace,
you must first win in the
workplace. ”**

—Douglas Conant

Questions?

Receive a free job posting on our ATS and full HRIS for one week.

We will contact everyone within the next few days to set this up.

Thank you!

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bamboohr.com/blog