



The CFO  
SOLUTION

Better place to work  
January 21, 2020

What makes a place a  
“Great Place to Work?”

[www.thecfosolution.org](http://www.thecfosolution.org)

# Agenda

- This started as a Wordmap of unique benefits and ideas
- We will cover benefits that:
  - Are of value to employees and candidates
  - Are pre tax benefits
  - Are low cost or unique to the company
  - Encourage communication and interaction
  - Are valuable for recruitment and retention
- AND we added the big impact levers to create “ a great place to work !”

# Unique Benefits

- What are the hot topics to employees and candidates?
- Have you ever asked-survey, exit interview or candidate feedback?
- Affordable healthcare
- Work flexibility
- Cafeteria benefits
- More vacation or personal time
- Celebrations/ fun
- Other?

# Benefit

- Affordable healthcare is number one issue

Cafeteria plans==Employees want Choices and Coverage

Options-vision, prescriptions, crisis (Hep C, cancer, etc)

Payment-Able Pay, HRA, deductible option, contrib vs Ded. ?

Education-wellness, diet, diabetes

Tools-teledoc, pharma options

Advocates-prescriptions, procedures, counseling

Network and consistency!

- Bottom line-ask and listen to them, address their needs and give them choices!

# How to make “time” a benefit?

- Time-you can't make more of it but:
- Friday early dismissal in summer
- Flexible hours as possible-

People are different/ commute schedules/coverage schedules/4 by 10 or part time. Not everyone needs to be there at 8 am until 5 pm

Listen to their needs and manage accordingly

- Flexibility when needed

Holidays vs personal days-look at school calendar

Bereavement “policy” vs common sense and caring

Weather related policy and communication

- Fair vacation policy

# Elective/ Other Benefits

**Not everyone is alike (not everyone thinks like an executive with a stay at home spouse and kids).**

Millennials, seniors and DINKS are all different.

Some people value-

Access to pet insurance (or bring them to work!)

Access to legal services (saves a lot of distraction)

Financial advice (401k related, etc.)

**Check out zestful for ultimate cafeteria!**

# Cost or convenience

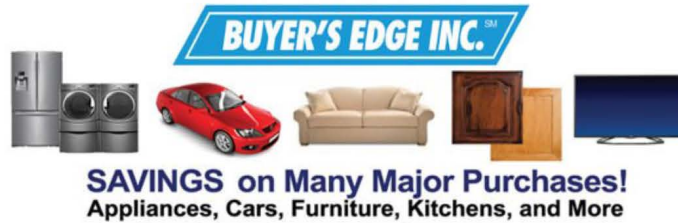
- Discounts on company goods and services
- Membership to a buying service-cars, appliances, travel, etc. (free membership Buyers' Edge program)
- Gym membership discounts (or a walking program, weight loss contest, ?)
- Discounts on auto repairs (extend your fleet plan to employees OR just add a discount plan)

Firestone, Mavis, dealers (also sales or leases incentives)

Preferred customer treatment

# NO COST Member Benefit for you and your employees!

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### Contact us any time:

**Buyer's Edge, Inc.**

Nicole or Carol, Membership Co-Directors  
(800) 755-5008  
Info@BuyersEdgeInc.com

SAMPLE: "members only" .PDF

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# Auto Savings



## **Garden State Engineering** **Commercial Account Instructions**

25 East Spring Valley Ave, Suite 350, Maywood, NJ 07607  
Phone: Office 201-587-1755 ext. 232 or Cell 215-421-8291

Note: Type the colored number above in the POS to bring up the account in our system

**Firestone Commercial Account Number: 060750831**  
(can be used at any company owned locations)

**Purchase order's: anything over oil change and CVI contact Gary Bender**

**Basic LOF will be \$22.99 total plus tax**

**Any other oil changes takes \$15.00 off regular price**

**All vehicles get a CVI at \$9.99** (very adamant about Brake Condition and Steering & Suspension)

**Partners Plus Pricing - \$15% off all service and best current deals on tires as low as 10% over coast and \$15.00 install package**

**Alignments - \$15% off regular price**

\*Employee's can benefit from this pricing for their personal vehicles



# Celebrations

- Monthly anniversaries and birthday celebration
- Promotions
- Include healthy food and drinks
- XMAS party/ Summer picnic include kids (no alcohol)
- Milestones- set meaningful ones, measure and celebrate
- Safety awards-swag, day off, fun activity, cash?

# Other

- Child care programs/ subsidies
- Bring your kid to work programs-organized and valuable
- Internships for employee students
- Gym memberships/ stop smoking/weight loss
- 401k match/ performance based match
- Healthy snacks-machines, lunches, meetings
- Easy, prompt and fair expense policies
- Free parking/ commuting assistance
- Bike/walk and transit friendly

# College Tuition Discount

- Great benefit-no cost to employees/ reasonable or zero cost to employers
- Students can receive over \$50k in discounted tuition at over 300 private colleges
- Undergrad only
- Sage Scholars
- Helps 401k participation and top heavy plans

# Break



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