

Creative Retention Strategies

Think about your employees and what might be meaningful to them. Here are some benefits and creative worksite practices that have worked well for other companies. What will work for you?

- Bereavement leave
- Barbecues on site
- Casual Dress days
- Counseling Services
- RRSP savings option versus Overtime pay
- Discounts on Corporate Products or Services
- Employee Assistance programs
- Financial Planning services
- Free or Subsidized parking
- On-site cafeteria
- Monitoring incentive for Staff mentoring
- On-site health clinics/massage therapy
- Personal Leave days
- Scholarships for children of Employees
- Staff functions, parties or social events
- Time off to volunteer in the Community
- One hour job swap on Friday afternoons
- Sunny Fridays (working extra each day to earn the fourth Friday off)
- Free or subsidized beverages (water cooler/coffee)
- Training account for any Self-Development (even basket weaving)
- Anniversary Cakes with a \$100 coupon for every year worked
- Eldercare Assistance
- \$50 bonus for cost-savings suggestions
- Flex Time
- Free or Subsidized Food
- On-site Fitness facilities or paid memberships
- Personal Computer loans
- Sick Child days
- Tuition reimbursements
- Stock options
- Sabbaticals earned after 10 years
- Telecommuting
- Contributions to Employee's charity of choice
- Summer/part-time job opportunities for Employees' children
- Staff Lotteries (perfect attendance earns you a ticket)
- Plant a tree on the property for each new employee
- Wellness programs (weight loss/smoking cessation)
- Toys (basketball court on site/video games in lunchroom)