



RETENTION PROGRAM POSSIBILITIES

The issue of retention affects every company. Once you have used the Employee Turnover Cost Calculator to determine the true costs of turnover in your organization, you can then use this checklist to consider ways of reducing that turnover from a true costs benefit standpoint.

IDEA	COST 1-5 scale (with 1 being low)	x	IMPLEMENTATION DIFFICULTY 1-5 scale (with 1 being easy)	x	POTENTIAL IMPACT 1-5 scale (with 1 being high impact)	=	PRIORITY
6 Mos. Bonus							
10 Minute Massages							
Affinity Clothing							
Athletic Care memberships							
Attendance Reward-6 mons no absence							
"Being There"							
Birthday Cards							
Birthday Party							
Birthday Off (1/2 day)							
Car Washes							
Career Planning Day							
Cash Bonuses							
Celebrate Promotions							
Clothing Allowance-(\$250 mo.)							
Co-employee Interviews							
College Tuition Program-(5 yrs service +)							
Community Based Activities							
Corporate Valet Service (dry cleaning, groceries)							
Create Direct Customer Relationships (assign customer to survey)							
Cross Training Program							
Day Care							
Employee of the Month							

IDEA	COST 1-5 scale (with 1 being low)	IMPLEMENTATION DIFFICULTY 1-5 scale (with 1 being easy)	POTENTIAL IMPACT 1-5 scale (with 1 being high impact)	PRIORITY
Employee Referral Bonus				
Employee Rewards Dinner				
Employee Survey				
Exit Interviews				
Espresso Machine				
Family Photo Wall				
Field Trips				
Flexible hours				
Gift Certificates				
Increase Executive Interaction				
Increased Vacation				
Intra-Capital Rewards				
Intra-Company Newsletter				
Leadership Training				
Lunch Hour Seminars (Tax Planning, 401K Use etc.)				
Lunch Service				
Management Praise				
Mentorship Program				
Office Party				
Office Re-design				
Open Book Management				
Pizza Fridays				
Premium Parking Spot				
Raffles and Contests				
Special Rewards for Extra Efforts (Gift Certs., Time Off)				
Spot Awards-(Rave Reviews)				
Stock Options for Rank and File				

IDEA

COST
1-5 scale
(with 1 being low)

x

IMPLEMENTATION DIFFICULTY
1-5 scale
(with 1 being easy)

x

POTENTIAL IMPACT
1-5 scale
(with 1 being high impact)

=

PRIORITY

IDEA	COST 1-5 scale (with 1 being low)	x	IMPLEMENTATION DIFFICULTY 1-5 scale (with 1 being easy)	x	POTENTIAL IMPACT 1-5 scale (with 1 being high impact)	=	PRIORITY
Stress Management Class							
Suggestion Program							
Telecommuting							
Thank You Notes							
Training Program							
Tuition Reimbursement							
Vacation Condo for Employees							
Web Site Inclusion-(Employee Pages)							
Wellness Program							
Your Great Idea!							