

## CHARACTERISTICS OF AN INCREDIBLE PLACE TO WORK:



### **HIRE AND RETAIN GREAT ASSOCIATES**

An incredible workplace starts with hiring great associates. It defines the talent needed and puts into place the selection practices that identify top performers. It practices efficient on-boarding processes that engage associates to set them up for success from the start to retain them.



### **BENEFITS**

An incredible workplace offers competitive benefits which include 401K, Medical/Dental/Vision plans, Profit Sharing, Life Insurance & Accidental Death and Dismemberment, Salary Continuation and Long Term Disability, Incentive Programs, Flexible Spending Accounts and Health Savings Accounts, Associate Discounts, Automatic Retirement Contributions (ARC), Vacation and Personal Days, and Work Life Solutions (EAP).



### **VALUE AND REWARD ASSOCIATE CONTRIBUTIONS**

An incredible workplace celebrates success often, praises, recognizes, and rewards associates in a variety of formal and informal ways. It takes every opportunity to say "Thank you for all you do."



### **INVEST IN TRAINING AND DEVELOPMENT**

An incredible workplace invests in training and development for their workforce to grow their talents and capabilities.



### **ENCOURAGE WORK/LIFE BALANCE**

An incredible workplace provides paid time off and flexible work schedules. It accommodates and creates supportive work environments that understand personal and family obligations.



### **INVEST IN ASSOCIATES' HEALTH AND WELLNESS**

An incredible workplace offers wellness options that help associates develop healthy lifestyle behaviors which support health and personal welfare.



### **ACTIVE IN THE COMMUNITIES WE SERVE**

An incredible workplace makes an impact on and gives back to their local community. It serves their communities by helping others in need.