



A Triple Crown Event

DISTRIBUTION, TECHNOLOGY & SUPPLY CHAIN



The Foodservice Distribution CONFERENCE & EXPO



**The Foodservice Distribution
CONFERENCE & EXPO**
OCTOBER 7-9, 2007
LOUISVILLE, KY



Benefits that Create an Outstanding Work Environment

George Adondakis – Vice President and Legal Counsel
Nicholas & Company





Preview

- Who's here
- Benefits as An Engagement Tool
- Types of Benefits
 - Compensation
 - Health and Wellness
 - Time Off and Flexibility
 - Other Benefits
- A Cohesive Communication Strategy



Who's in the Room – Number of Team Members

0 - 100

100 - 500

500 - 1000

1000 - 5000

Over 5000



Benefits as Engagement Tools

What Makes an Outstanding Work Environment?

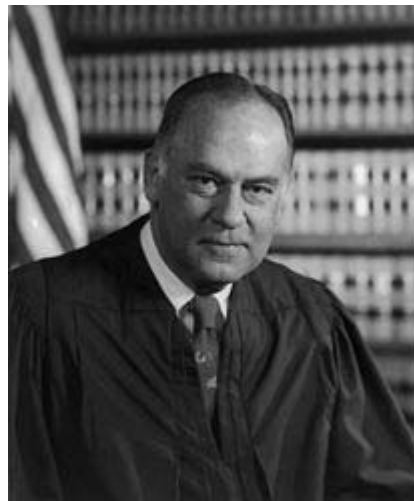
Job Satisfaction
Engagement

What is Employee Engagement?



Benefits as Engagement Tools

Difficult to define but...



“I know it when I see it”



Benefits as Engagement Tools

Characteristics of Engagement

- Productivity
- Knowing the Mission/Vision
 - a hero
 - a villain
 - a cause / story (Nicholas Story)
- Achieving Corporate Goals
- Personal Connection to the Company
- Two Way Communication
- Loyalty



Benefits as Engagement Tools

What do you want from your Career/
Employment (Nicholas)?

5. Pay
4. To Contribute
3. Work/Life Balance (Flexibility)
2. Health Benefits
1. Opportunity for Growth / Career Path (job security)



Benefits as Engagement Tools

What do you want from your Career/ Employment (SHRM)?

Compensation

Benefits

Job Security

Work/Life Balance

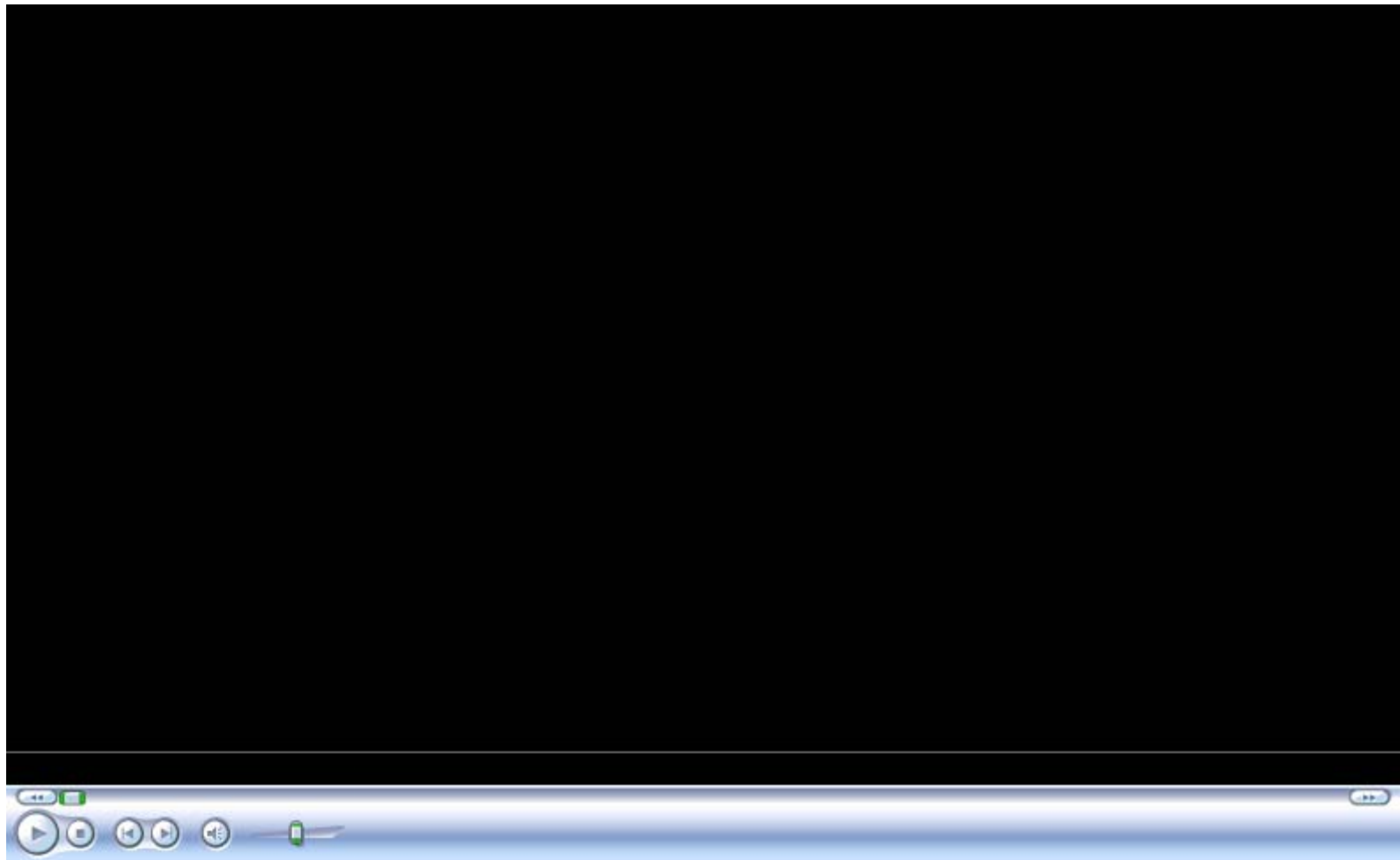
Communication (with Senior Management)

This is “the Quan”...



Benefits as Engagement Tools

What do you want from your Career/ Employment?





Benefits as Engagement Tools

To Achieve Customer Service and Profitability you need Employee Engagement

To Receive an ROI on Benefits, Connect your Benefits to your Engagement Mission

To Connect Benefits to Engagement, Communicate Consistently, Early and Often



Types of Benefits: Compensation

A “whole nother” topic, but:

Decide on your Compensation Strategy

Benchmark Pay

Communicate your plan for Increases

Show a Career Path

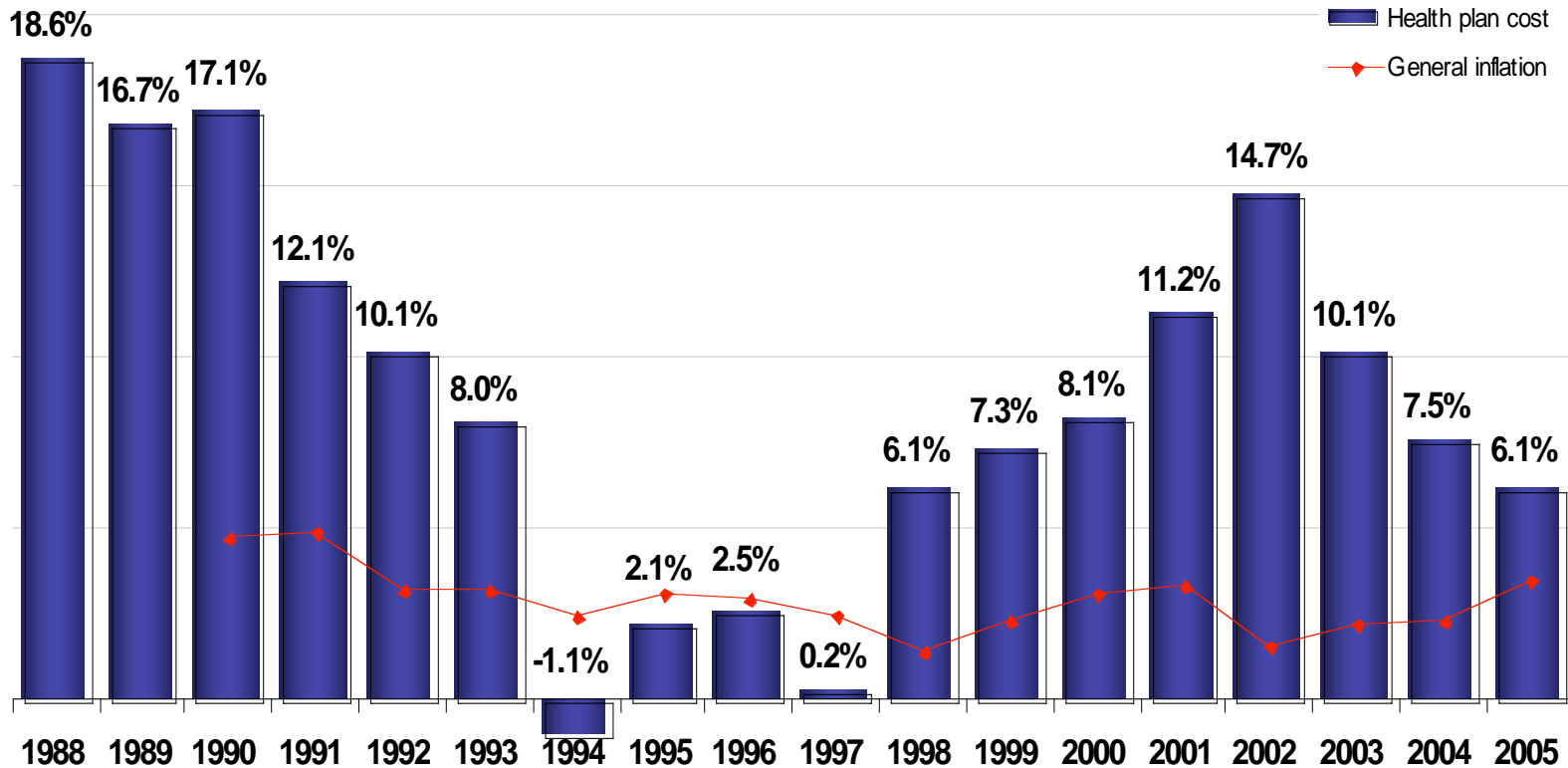


Types of Benefits: Compensation

A “whole nother” topic, but:
Consider Profit Sharing
Increase your 401K match
Pay for Performance
Hidden Payceck

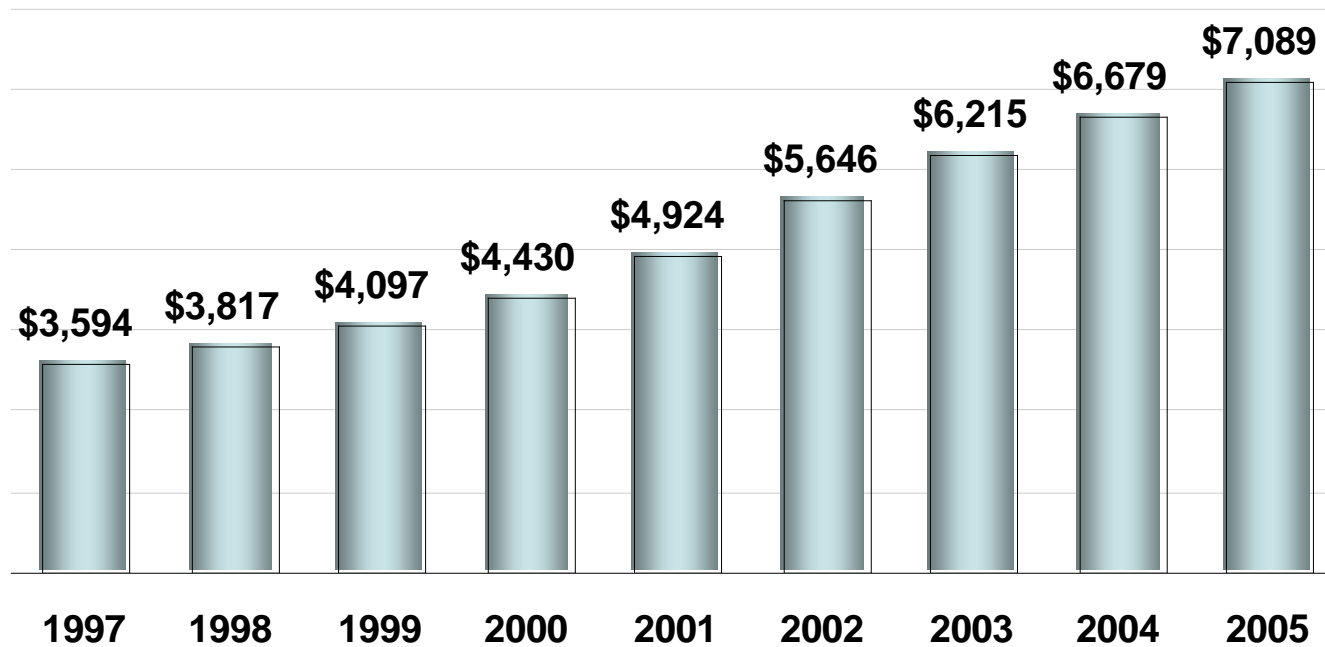


Types of Benefits: Health and Wellness





Types of Benefits: Health and Wellness





Types of Benefits: Health and Wellness

Our Dilemma:

Health Benefits are a “top 5” for Team Members but are becoming Unaffordable



Types of Benefits: Health and Wellness

Medical

Traditional Plan

High Deductible Plan

HRA

HSA

Prescription

Dental

Vision

EAP



Types of Benefits: Health and Wellness

Engage Employees in your Health Insurance Mission by Connecting Morale Events to Health, Wellness and Consumerism:

Benefits Fair/Truck Rodeo

Health Risk Assessment

Blood test

Prescription Do's and Don'ts

Urgent Care Do's and Don'ts



Types of Benefits: Health and Wellness

Lunch & Learns:

Health Risk Assessment

Nutrition

Prescription Do's and Don'ts

Urgent Care Do's and Don'ts

Invite Spouses



Types of Benefits: Health and Wellness

Biggest Loser

700lbs

Cash Prizes

Loser Party (emphasize do's and don'ts)

Biggest Quitter

Smoking Cessation

Cash Prizes

Emphasize do's and don'ts



Types of Benefits: Health and Wellness

Engage Employees in your Health Insurance
Mission with Health Expense Planning and
Counseling

Deductible (high or low plan)

Mail Order Prescriptions

Health Care Spending Account

Do's and Don'ts



Types of Benefits: Work/Life Balance

Paid Time Off:

Vacation

Holidays

Sick Leave

Family Day (Top 10 “Family Friendly”)

Bereavement Leave

New Baby Leave

Short Term Disability



Types of Benefits: Work/Life Balance

Flexible Schedules:

- Four Tens

- Every other Friday

- Work from Home

 - Lap top

 - Cell phone

 - Printer

- Kids Room (“Family Friendly” Mission)



Types of Benefits: Other

Short Term Disability (Job Security)

Long Term Disability (Job Security)

FMLA (Job Security)

Adoption Assistance (Family Friendly)

Dependant Care Spending Account (Family Friendly)

Elder Care Services (Family Friendly)

Life Insurance



Types of Benefits: Other

Tuition Assistance (Job Security)

Scholarships (Job Security / Family Friendly)

Service Awards

Company Store

Discounted Product

Jelly of Month Club



Types of Benefits: Other

Company Parties (With Owners and Senior Managers) (Family Friendly)

Anniversary Parties

Holiday Party for Kids

Turkeys & Pies

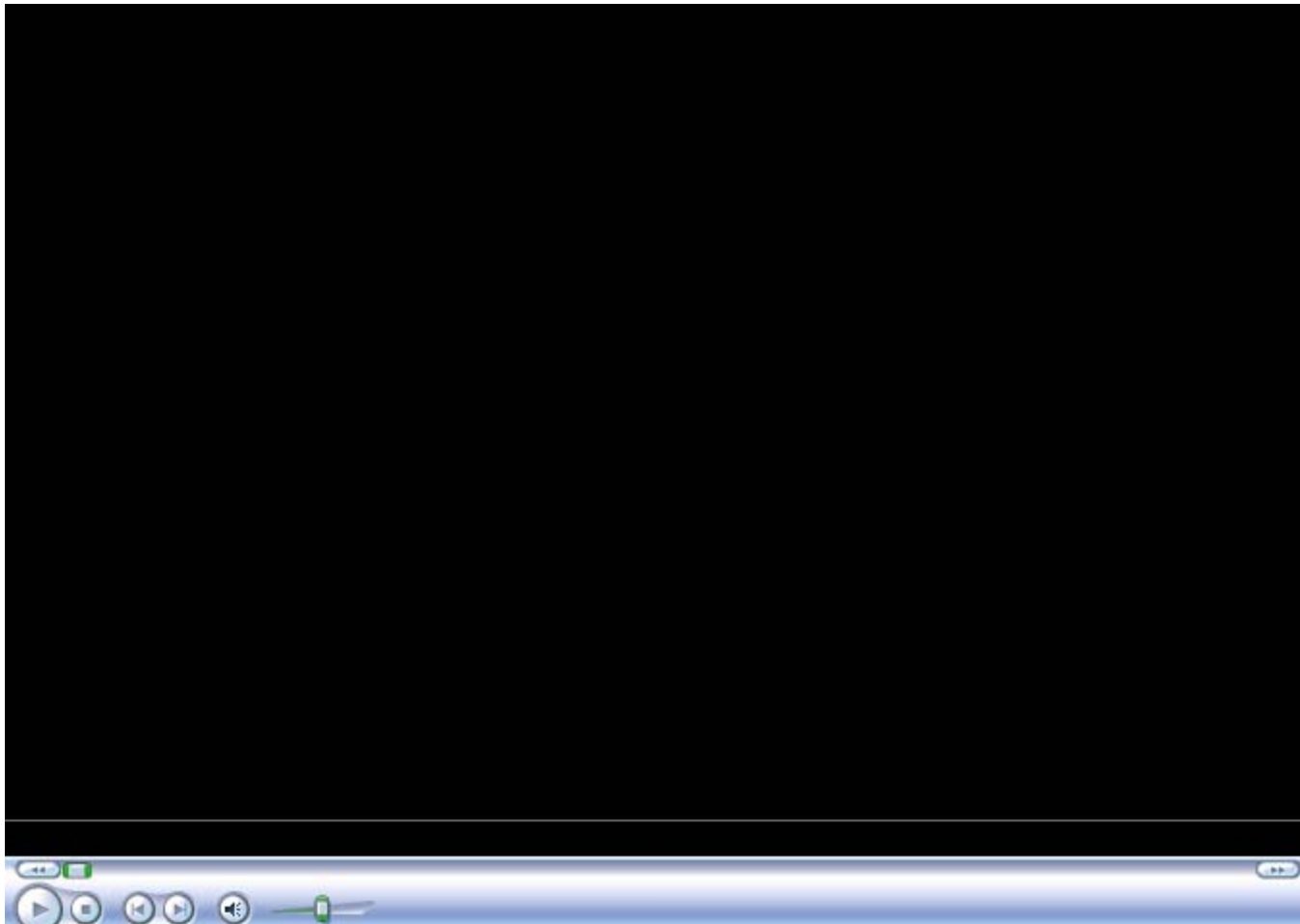
Trick or Treat for Kids

Truck Rodeo



Communication

Don't let this happen...





Communication

Find what your Employees Want

Connect Benefits to these “Wants” and Create a Brand and Themes

Train your Supervisors to Communicate (Not exclusively HR’s job)

Communicate your Benefits themes early, Often and Consistently

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**Thank You! Have a great day
at the
2007 Distribution Conference!**

**George Adondakis – Vice President and Legal Counsel
Nicholas & Company**

