



Talent Recruitment, Retention and Nurturing Strategies from an Employee Benefit Perspective

Panel Discussion Presentation
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***It's the people: Talent Recruitment, Retention & Nurturing Strategies
From An Employee Benefit Perspective***

Agenda

- BIO / Lifescience Client Survey – Top HR Issues
- Benefit Trends & Employee Satisfaction
- Top Aspects of Employee Job Satisfaction
- What To Do:
 - Healthcare & Wellness Benefits
 - Innovative Healthcare Related Programs

BIO / Lifescience Client Survey – Top HR Issues

- Compensation
- Benefits
- Organizational Development
- Mergers & Acquisitions
- Retention / Rewards / Recognition
- Business / Strategic Development
- Recruiting
- Training / Coaching
- Employment Law Challenges

Benefit Trends & Employee Satisfaction

- New research shows that benefits remain at the top of the list of factors that determine U.S. employees' job satisfaction.
- Several studies show that despite increasing costs, overall benefits offerings have remained fairly steady over the past five years and many types of benefits offerings are expanding.
- Many organizations are finding that offering more flexibility in the way workers manage their time can actually save costs by boosting productivity.
- Engaged employees work harder, and are more loyal and more likely to "go the extra mile," for the company.
- Employee health / wellness is a critical factor in employee productivity.

Top Aspects of Employee Job Satisfaction

Top 10 "Very Important" Aspects of Employee Job Satisfaction (According to Employees)

	2007
Benefits	59%
Compensation/pay	59%
Job security	53%
Flexibility to balance life and work issues	52%
Communication between employees and senior management	51%
Feeling safe in the work environment	50%
Management recognition of employee performance	49%
Relationship with immediate supervisor	48%
Autonomy and independence	44%
Opportunities to use skills/abilities	44%

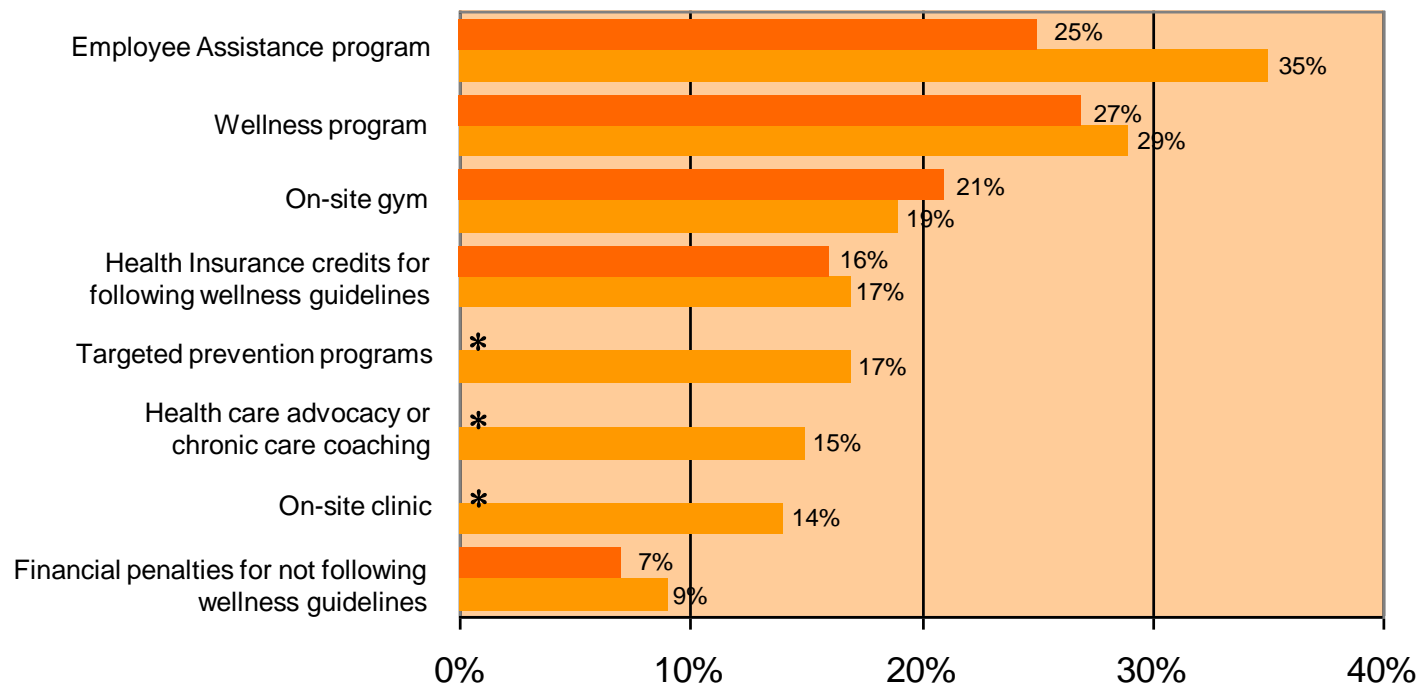
Top Aspects of Employee Job Satisfaction

Top 10 "Very Important" Aspects of Employee Job Satisfaction (According to HR Professionals)

	2007
Relationship with immediate supervisor	70%
Compensation/pay	67%
Management recognition of employee performance	65%
Benefits	62%
Communication between employees and senior management	60%
Career development opportunities	49%
Opportunities to use skills/abilities	49%
Flexibility to balance life and work issues	48%
Job security	48%
Career advancement opportunities	48%

Innovative Health-Related Programs

Figure 2 Innovative Health-Related Programs Grow



■ 2005 ■ 2006

* Question was not asked in 2005

Source: MetLife Study of Employee Benefit Trends

Innovative Health-Related Programs

Table 6 Work/Life Balance and Flexible Working Benefits That Increased Between 2003 and 2007

	2003	2004	2005	2006	2007
Flextime	55%	57%	56%	57%	58%
Telecommuting on an ad-hoc basis	-	-	-	45%	48%
Compressed workweek	31%	34%	33%	35%	38%
Paid family leave	23%	24%	30%	32%	33%
Lactation program/designated area	18%	21%	19%	23%	26%
Eldercare referral service	20%	21%	21%	26%	22%
Childcare referral service	18%	19%	20%	22%	21%
Telecommuting on a full-time basis	17%	19%	19%	19%	21%
Parental leave above and beyond federal FMLA	-	-	18%	20%	21%
Adoption assistance	18%	18%	20%	22%	20%
Parental leave above and beyond state FMLA	-	-	18%	19%	20%
Eldercare leave above and beyond federal FMLA	-	-	11%	14%	16%
Eldercare leave above and beyond state FMLA	-	-	11%	13%	14%
Foster care assistance	3%	6%	6%	11%	10%
On-site childcare center	3%	4%	6%	4%	6%
Company-supported childcare center	3%	4%	4%	5%	5%

What To Do?

- Understand Your Employee's Satisfaction Drivers
- Use The Unique Strengths of The (Biotech) Industry & Your Employees
- Industry Bench Mark Reviews – Maintain Competitive Pay & Benefits
- Take Action – Innovative Benefit Designs & Programs That Add Value & Are Cost Effective
- Communicate, Take Credit, Start Again