

# Attract and Retain



## Pay, benefits and job satisfaction—your keys to attracting and retaining employees.

Happy, qualified employees are the life-blood of any successful organization, and finding and retaining these people takes effort. Washington Employers can help you create a custom “Total Rewards” program that both prospective and existing employees will find appealing. From helping you establish desirable wage and benefit offerings to providing tips on nurturing a productive workplace culture, we’re here to help.

### **Finding**

Your organization’s success depends on having the right people. Sadly, up to half of all job candidates misrepresent their experience or capabilities. We’ll help you hire the other half. We offer:

- Recruitment Strategies
- Interviewing Skills Training
- Reference and Background Checks
- Employee Orientation Services

### **Pay**

Paying well and hiring well are not necessarily the same thing. However, *not* paying well is usually a guarantee that you won’t retain the right employee. We offer a full line of resources to help you determine desirable compensation levels, including:

- Compensation Plan Design
- Market Pricing (Specific to Job Title)
- Wage and Salary Surveys

### **Benefits**

With the proper pay levels in place, our “Total Rewards” approach can help you identify and access the benefits package that will ensure you attract talented people to your door and retain them long-term. Resources include:

- Benefit Comparison Analysis  
Health, Vacation, Sick Leave, Holiday, etc.
- Exclusive, Member-Only, Health Plan Programs  
Medical, Dental, Vision, EAP, Flexible Spending Accounts and more

### **Job Satisfaction**

Bolstering job satisfaction is a key factor in retaining your valuable employees and creating loyalty. Our emphasis on “Total Rewards” can help you identify key triggers to creating job satisfaction. Resources include:

- Employee Opinion Surveys
- Training and Development Programs
- Incentive Pay Plans
- Team Building

*Up to 50% of all job candidates misrepresent their experience or capabilities. Protect your organization by using our reference and background checking services to thoroughly confirm an applicant’s credentials.*

*Washington Employers conducts the largest and most comprehensive Wage and Salary surveys in the Pacific Northwest to help you secure the right staff at the right compensation level.*