

The Recipe for Retaining Young Talent (and Every Other Kind!)

BV 2025 of the global workforce will be Millennials.



expecting to stay at a job less than



companies are searching for the right ingredients to successfully recruit retail young talent.





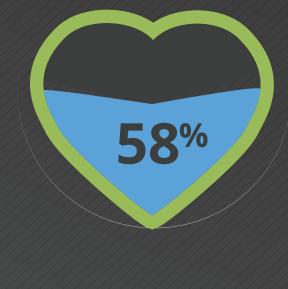
of Millennials will choose a company that offers opportunities for advancement."

desire quality work-life integration.iv



will choose an employer that

offers them a sense of purpose."



would take a pay cut to work for a company that shares their values."

Did you look in the Total Rewards Cabinet?

By clearly & transparently communicating employee total compensation, including non-monetary benefits like work-life balance, wellness and career path, total rewards software solutions have the secret stash of spices companies need to retain Millennial employees while also... Increasing employee Gathering feedback from

- awareness of their total rewards Measuring and analyzing the effectiveness of a
- employees Sending real-time ROI

data to executives

- campaign

What's more? This recipe isn't just for the younger generation –



these ingredients are the key to attracting and engaging

TotalRewards Software

Check out the how easy it is to automate total rewards and show an ROI at **TotalRewards Software**, the global

- http://www.forbes.com/sites/jacobmorgan/2014/08/22/the-future-of-work-how-millennials-are-changing-the-workplace/
- http://www.forbes.com/sites/jeannemeister/2012/08/14/job-hopping-is-the-new-normal-for-millennials-three-ways-to-prevent-a-human-resource-nightmare/
- iii http://www.payscale.com/data-packages/generations-at-work/attitudes-and-values
- http://www.forbes.com/sites/robasghar/2014/01/13/what-millen-nials-want-in-the-workplace-and-why-you-should-start-giving-it-to-them/ **v** http://www.cnbc.com/id/102334906#.
 - http://www.forbes.com/sites/jeannemeister/2012/08/14/job-hop-ping-is-the-new-normal-for-millennials-three-ways-to-prevent-a-human-resource-nightmare/2/

leader in communicating employee value. See how a total rewards solution can improve the way you recruit, retain and engage employees.