

The Great Rehire Series Kickoff

May 18th, 2022



Welcome to the Great Rehire Webinar Series



While we wait for everyone to join, use your smartphone to take a photo of the QR Code and let us know your Summer plans!

You can also respond at **pollev.com/**Insert link here**** or
Text ****Insert code here**** to **22333**

Today's Objectives

1

Is the “Great Resignation” a temporary response to the pandemic or a new way of viewing the workforce?

2

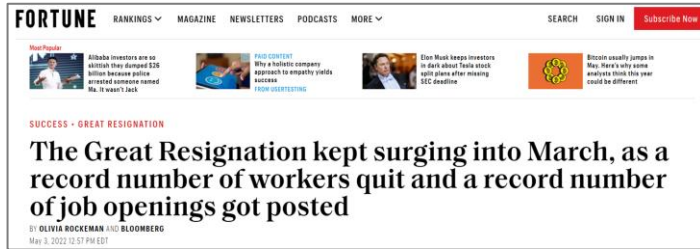
How do we ignite the “Great Rehire”?

3

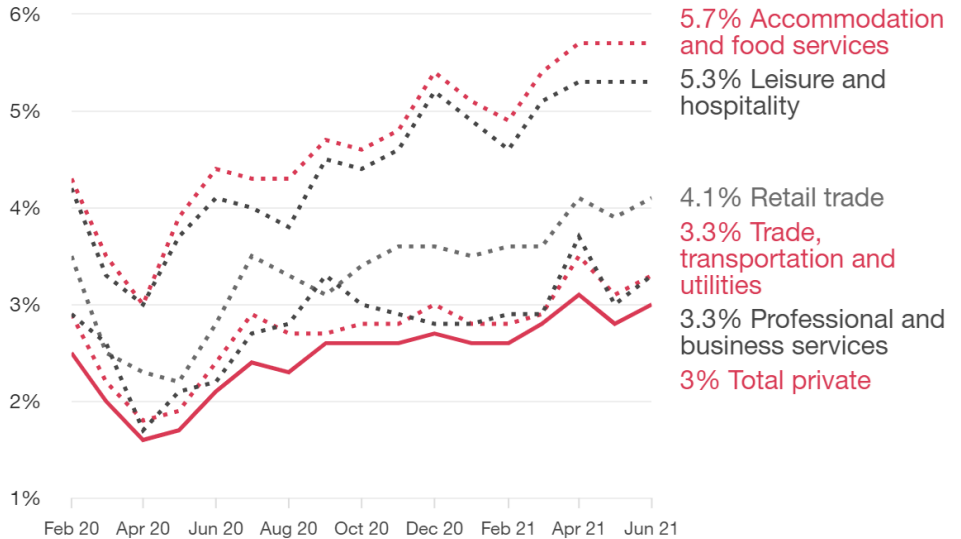
What can I expect from this webinar series?

Is the Great Resignation here to Stay?

Nearly **nine in ten (88%)** executives we surveyed say their company is experiencing **higher turnover** than normal.



Quit rates at historic highs in some sectors (and rising)



Source: PwC analysis based on Bureau of Labor Statistics data

The Great Resignation is Driving Executive Decisions



77% of companies say talent is a top growth driver

Q: Which of the following present the biggest risks to achieving growth goals in 2022?

48% Talent acquisition & retention challenges

32% Continued supply chain disruptions

29% new COVID-19 variants

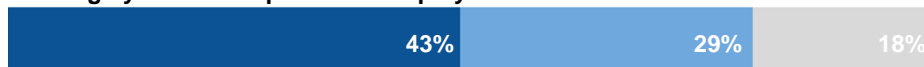
29% Policy & regulatory environment



Flexibility and hybrid working are being offered as incentives to talent to encourage retention

Q: How is your company addressing each of the following?

Offering hybrid work options for employees



Increasing career advancement & upskilling opportunities



Increasing compensation for employees (e.g., off-cycle raises)



Making remote work a permanent option for roles that allow



Improving benefits for employees

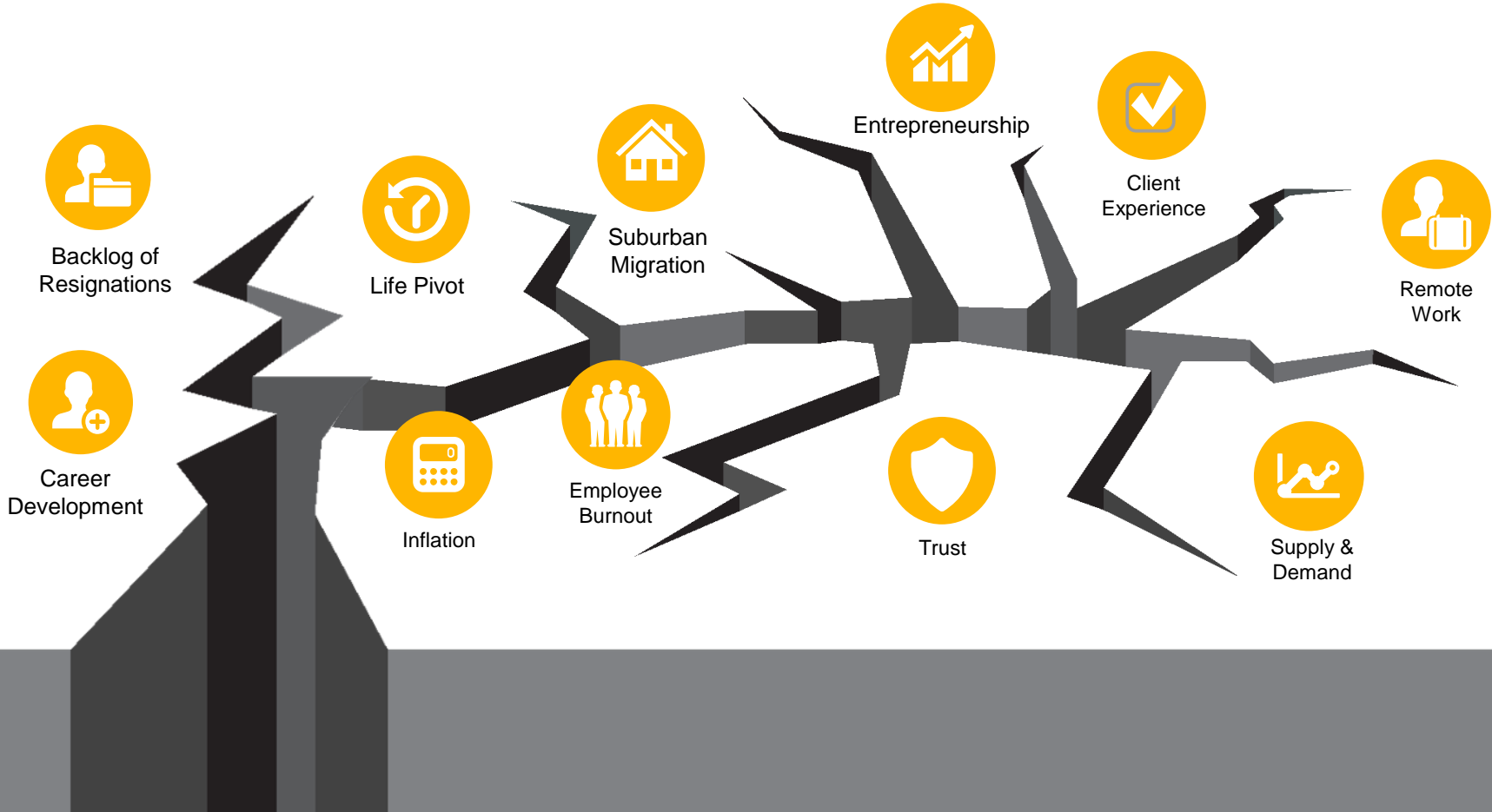


Allowing employees to permanently relocate outside of a core office location



■ Implemented & Will Keep ■ Implemented & Will Revisit ■ Considering

What was the impetus of the Great Resignation?



The Evolving Workforce

How has your workforce's perception of their careers changed in the last 2 years?

They are seeking mobility

Employees have voiced their concerns around insurance coverage

In-person meetings have been deprioritized

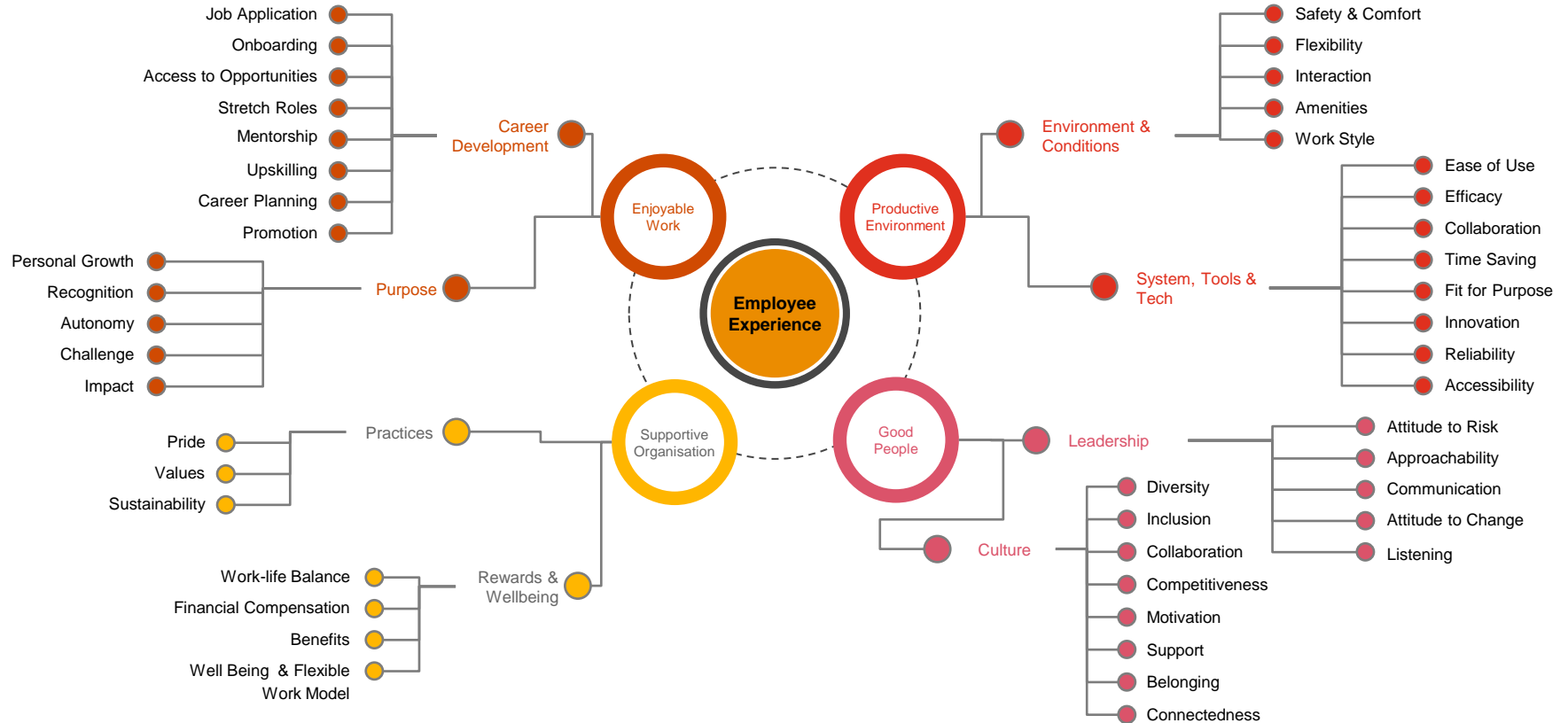
How are you responding to their new mindset?

Analyzing career progression paths

Benefits have changed to provide employees with more options

Town Halls are now onsite only

We can initiate the Great Rehire by transforming the Employee Experience



Organizations are capturing their transformed Employee Experience in their EVPs



“Rewarding personal and professional growth every step of the way”

✓ Internal mobility

✓ Flexibility

✓ Work/life balance



“Meaningful work and the ability to get it done”

✓ Brand recognition

✓ Differentiated rewards

✓ Meaningful work



“You’ll team up with some of the best and brightest in locations around the world to create innovative solutions”

✓ Innovation

✓ Competitive benefits

✓ Relationship building



“Do cool things that matter”

✓ Innovation

✓ Growth opportunities

✓ Employee experience



“We believe progress happens when people feel secure”

✓ People-focused culture

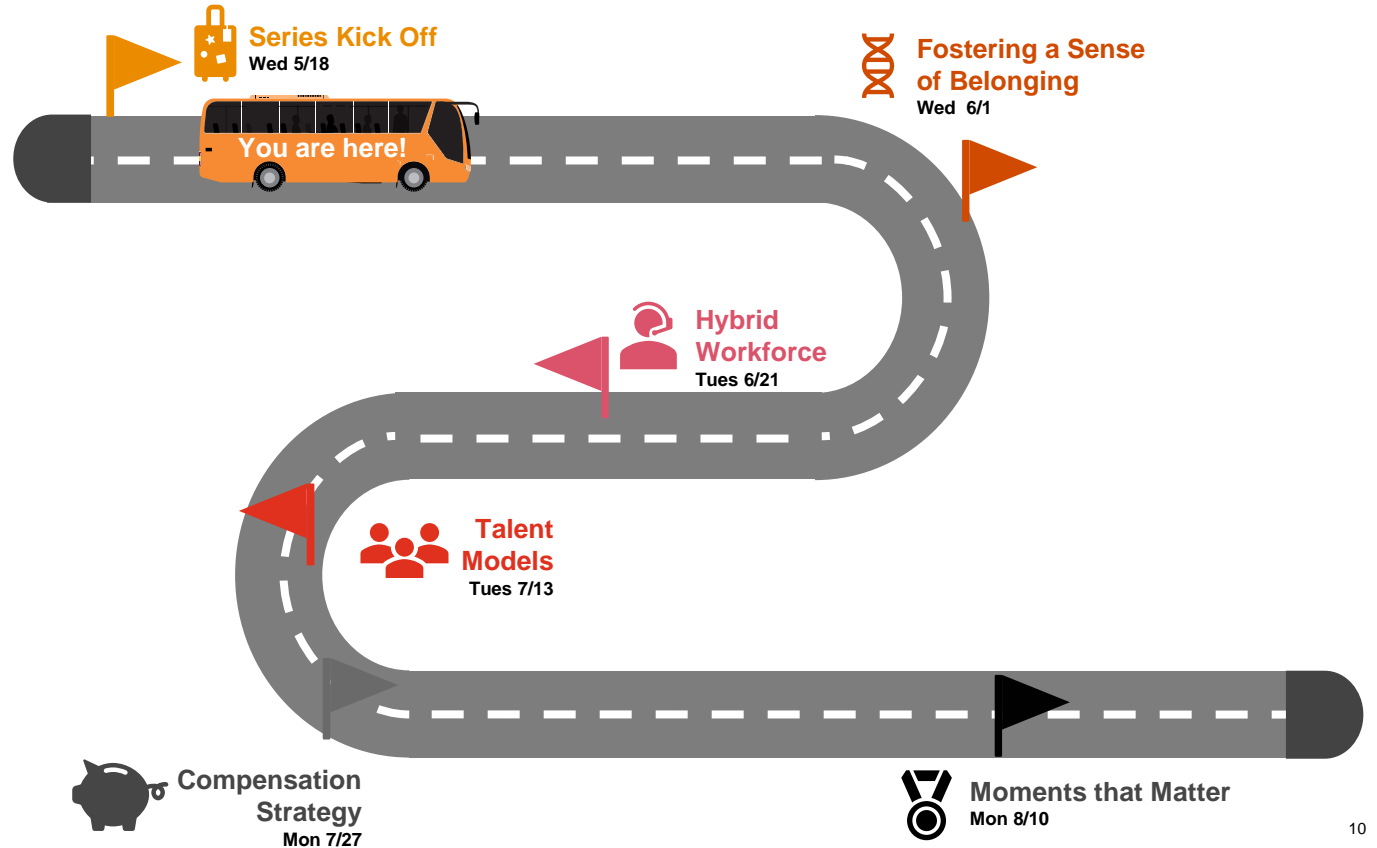
✓ Flexible work styles

✓ Investment in innovation

EVP Emphasizes:

The Great Rehire Webinar Series

Series Kick Off Cydney Aiken and Zach Horowitz
Fostering a Sense of Belonging Ann Johnson and Willi Freire
Navigating the Hybrid Workforce: Making your Managers your Strength
Adopting a Fluid Talent Model
Rethinking your Compensation Strategy
Modernizing the Moments that Matter



Thank you

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