

# 10 Affordable Benefits You Should Consider



**Health insurance** is the number one benefit valued by small business employees\*. Worried about costs? Take a look at cost effective options like consumer-driven health plans.

**Wellness programs** can help reduce absenteeism and health-care costs by promoting physical activity, improving nutrition, and creating a healthier workplace. In addition, offering wellness programs may improve employee satisfaction and engagement, thereby reducing turnover.



**Paid sick leave** for employees can decrease the spread of germs in the workplace, which can limit additional employee absences and helping to minimize a dip in productivity. *Note:* Several states and local jurisdictions require employers to provide paid sick leave.

**Retirement programs** such as a 401(k) or SIMPLE IRA can help your employees meet their long-term financial goal: retirement readiness. Providing a good retirement plan can also help you attract and hold onto the best talent.



**Recognition** is a simple, low-cost way for employers to motivate employees by showing appreciation for a job well done. Examples include an "Employee of the Month" program, an announcement in company communications, or a note from company leadership.

**Professional development** is a low-cost benefit and an effective retention tool. Consider mentoring, job shadowing, and professional development classes to help retain top talent. Engage employees on a regular basis to determine their career development interests and offer options accordingly.



**Employee discounts** are popular and are relatively inexpensive. Consider offering employees a discount on your own goods or services, or negotiate discounts with local retailers, restaurants, or gyms.

**Commuter assistance** options are available for both you and your employees. The IRS allows employees to pay for certain commuting costs on a pre-tax basis (via payroll deductions), which may result in significant tax savings for employers and employees. Also, employers can subsidize certain commuting costs on a tax-free basis.



**Flexible work arrangements** like telecommuting, compressed work-weeks and flextime can help employees meet the demands of their personal lives and may increase their job satisfaction, productivity and attendance rates.

**Employee Assistance Programs** can help employees manage personal issues that may be affecting their work performance. These programs typically cover financial counseling, stress management, substance abuse counseling, family therapy and crisis management.

Contact ADPIA\*\* for more helpful tips. Call us at (855) 237-5335.

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