

Retention Methods

Ability to Move between Projects/Jobs (Project Selection, Organizational Changes)
Ability to Remove Unproductive Workers
Academic Environment (Competent people, top talent)
Affinity Groups (New Hire, African-American, Women)
Alternative Work Schedules (Flexible Work Hours, FlexTime, Flexihour, Flexiplace, "Hot Rooms", Telecommuting, Work from Home, High Speed Connection, Quality for Life, Work / Life Balance, Alumni chapters (Keeping employees and clients in touch)
Assistance (Adoption, Legal, Housing, Financial, Interest Free or Low Interest Loans for Housing
Awards / Appreciation / Bonus / Recognition (Bonus based on Employee and Company Performance, Value Employee Contribution, Cash Bonus, Company Items, Service Awards,
Badge used as Credit Card for Cafeteria charges
Cafeteria (Outside Seating)
Retention Bonus
Career Growth (career advancement, career goals, education programs, "Grab a Hold of Your Career", interesting, rewarding, and challenging assignments, lateral transition, leadership
Casual Dress Code
Charitable Donation Matching
Clubs (Book, sports, card, comics, fossils)
College Scholarships
Commitment to Public Interest (Civic Duty, Public Service, Serving Our Country, Patriotism)
Commuting Reimbursement
Company Car (Available for business travel or meetings, BMW for High Number of Employee
Compensation Time
Concierge Service
Contests to Win Prizes
Cost of Living (COLA) Increases
Credit Card
Direct Deposit
DIRECTV (basic services, premium channels, sports packages, DVR)
Discounts (Banking, Child Care Costs, Clothing, Employee Recreation Program, Movie Theaters,
Diversity (Community Service, Women's Network, New Employees Group, Hispanic Mentoring,
Drug Free Workplace
Employee Morale and Overall Satisfaction (Surveys, All Hands Meetings, Involving Employees in
Empowerment of the Employee to take Ownership
Encouraged 40 hour work week / Family Comes First / Less Stress
Ethical Standards
Feeling Safe (Enforcement of Harassment Policies, Sponsored Security Patrol)
Flat Organization (Work Directly with Company President, CEO, Director, and Senior Staff)
Flexible Spending Accounts (Health, Dependent)
Free Company T-shirts, pens, mouse pads, cups

Free Food / Refreshments (Lunch, Coffee, Soda, Gourmet Snacks, Bagels, Muffins and Donuts on
Free/Reduced Price Equipment (Computer/Laptop and Bag, Cell Phone)
Frequent Flyer Miles
Good Company Reputation (100 Best Companies for Working Mothers, Stable, Leader, Name
Good Location
Gym/Exercise Classes
H1 Visa Pool for Overseas Developers' Good Performance
Health Club / Gym Membership (Wellness Rebates, Flu Shots/Spray, Partially Paid Memberships)
Holiday Kids Club
Improvement Process Bonus
Insurance (Generous Health, Dental, Vision, Life, Long, and Short Disability Benefits, Free
Interesting, Challenging, Creative, Quality Work (Accelerated positions for management and
Intern Programs (Student programs, Student Disability programs, Clerical Programs)
Internet Access (Computer at Home, Internet Reimbursement, Constant Mobile Connectivity)
Job Satisfaction
Job Security / Safety
Leave Options (Additional vacation absence, personal leave, medical leave)
Leave Travel Concession
Longevity Awards/Compensation
Low Turnover Rate
Loyalty
Maternity / Paternity / Family Leave
Matrix Employees to Teams
Mystery Trip
Networking
Non Profit Corporation
Online Books
On Site Child Care (Child Care Program, Day Care)
On Site Gym (Game Room, Energy Room, Ping Pong, Wii, Foosball, PS3, Pool Table, Professional
On-Site Health and Wellness Center (Occupational Health Center Services, On Site Medical, Flu
Shots, Health Risk Appraisal, Nurses/Doctor, Employee Assistance Program (EAP), On-Site
On Site Services (Automobile service center, Post Office, Dry cleaners, Gas Station, Bank, Credit
Open Leave Policy
Paid Overtime
Paid Subscriptions (professional memberships, books, journals)
Paid Time Off (Generous Vacation Leave, Holiday Leave, Personal Leave, Sick Leave)
Paid time to work out during lunch
Part-time Work
Personal Phone
Personal Space at work (Office)
Pet Insurance
Prescription Plan
Professional Certifications

Promotions (Merit based, supervisory openings)
Raises (Out of cycle raises, Certifications, Compression Raises, Advanced Degrees, Meaningful
Reduced Tuition for Dependents
Relocation Housing/Assistance (1 month temporary housing), Accommodate Employee
Retirement / Pension Plan (401 K, Matching 401K, Early Retirement, Thrift Savings Plan (TSP),
Returning Employees (Come Back Kids)
Represent US Foreign Policy
Sabbatical Program
Salary (competitive, special pay scale, varied entry level salaries for college graduates)
Salary Advance
Scholarships (Employee, Dependent)
Security Clearance
Service Credit for Comparable prior experience
Short Review / Raise Cycle
Skip Level Meetings
Social Activities/Events (BBQ, Picnic, Crab Feasts, Golf Tournaments, Happy Hours, Holiday
Speaker Series
Spirited Company (Full of Energy, Young)
State-of-the-Art Technology (cutting edge equipment, competitive environment, software
Stock Options (Profit Sharing, Company Stock Ownership Opportunities, Employee stock purchase
Team Building Events
Technology Transfer Program (Profit Sharing with Inventor)
Trusted Partner (Advisor with Client, Loyalty to Company)
Total Value of Employee
Training Program (Specialized Programs for Leadership, Program Management, Professional Study
Transition/Transfers/Mobility (Improve new hire process, Changes in assignments)
Travel (Foreign or Domestic housing allowance/per diem, TDY, Permanent Tours, Office Locations
Tuition/Certificate Reimbursement (Generous, Bonus upon degree completion, Time off to study,
Valued Employees (Appreciated, Making a Difference, Future with Company, Ability to meet with
Visible Company (Large Public Presence)
Volunteer Events (Community Service Programs, Giving Back)
Web based Email Programs
Wedding Day Gift
Work Directly with Customer
Work Environment/Culture (Friendly and Fun, Strong Interpersonal Relationships between Employees, Collaborative Work Environment, Good Management, Resources for Technical