



RewardGateway
the employee engagement people

How to be an Employer of Choice in a Hybrid World

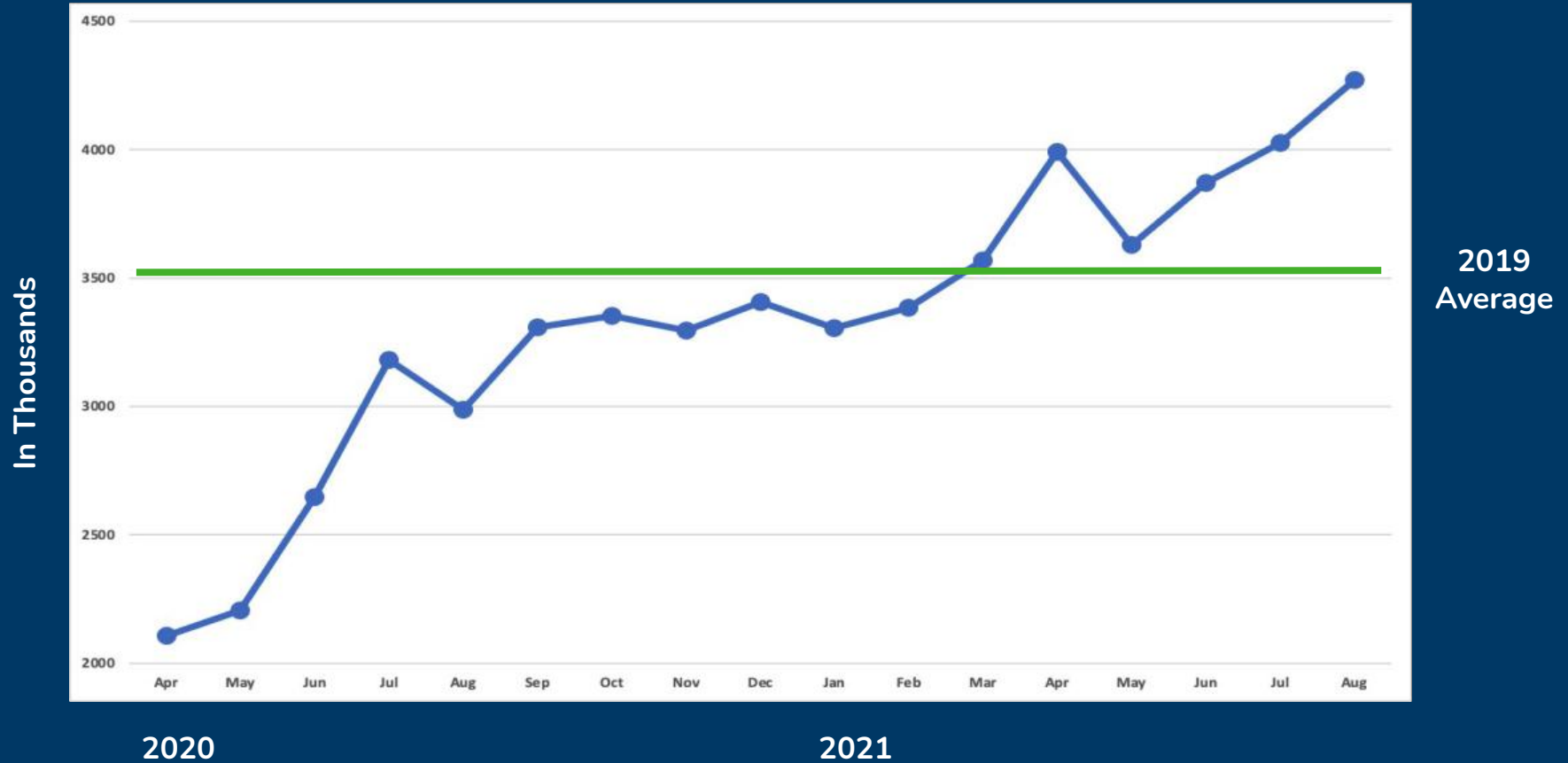


44%

Of employees say they are currently
looking or will be looking within a
year

Reward Gateway, 2021







US Employee Resignations



2020

2021

Highest Resignation Rates by Industry

Industry	August Turnover	Change From 2020
Accommodation and food services	7%	 58%
Leisure and hospitality	6%	 64%
Retail trade	5%	 38%
Trade, transportation, and utilities	4%	 37%
Arts, entertainment, and recreation	4%	 429%
Professional and business services	3%	 26%

“Employees between
30-45 have the greatest
increase in resignation
rates...”

88%

HR leaders agree that attracting the
best talent and keeping the right
talent is critical

Reward Gateway, 2021

Becoming an Employer of Choice

Here are the top employee “must-haves”



**Employee reward
and recognition**



**Competitive
benefits**



**A manager who
cares about their
employees**



**A culture of
open and honest
communication**



**Financial, physical
and mental
wellbeing support**

Fair Pay & Flexible Working

Recognition and Reward



78%

of employees that are planning to
leave said they would remain if
offered more reward and
recognition





Personalized Rewards



Verizon LTE

4:55 PM

58%

Select recognition

[Next](#)

Pick recognition

Values & Goals

eCard



We are human



You helped me thrive in 365



Just to say...



I'm sorry



Competitive Benefits



51%

Of job seekers are looking for
benefits that are better
aligned with their needs



Welcome to your Benefits App Centre

Here you can access your benefits. They've been designed based on our five core benefit principles: Fairness, Choice, Balance, Wow & Easy and lots of feedback shared by our employees all across the globe. Click the tiles below to find out more.

Baby Bonus



Bonus paid when you have a baby.

Book Benefit



Unlimited free books for your professional development.

Bring Your Dog to Work



Helps you save on dog sitting and improves your wellbeing.

Caregiver Support



Supporting those caring for a family member or friend

Choose Your Package



Choose whether you want more time or more pay, whichever is right for you.

Day for Change



A day of leave to Speak Up and be the change you want to see in the world.

Domestic Violence Protection Programme



Ensuring the safety and wellbeing of our people globally.

Drinks & Breakfast



Drinks & breakfast provided in each office free of charge.



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Benefits

Just for you

Appreci8

Ways to say 'Thank You'

EPIC

Diversity, Equity & Inclusion

Learning

Pathways at RG

More

EPIC

Encouraging Positive Improvements Continuously

BE PART OF SOMETHING EPIC!

RG EPIC Programmes are here to help you thrive!

Diverse teams with different voices, different perspectives and life experiences broadens each individual employee's personal and professional growth, improves our ability to understand and respond to our customers' requirements, and strengthens our decision making. This hub connects you to the ways we actively promote and live this belief including our Networks, Conversations, Communities and more. The button here enables you to Ask Us Anything you'd like about our

[Ask Us Anything!](#)

Accessibility & Allies Network

Guiding RG on how to become a leader in accessibility within our industry.

EPIC News

[Write a new post](#)

Featured

Volunteers meeting in the...
by Lazar Bosakov · ...

A Manager that Cares





**BAD BOSSES
RUIN LIVES**



Vulnerability is the
only bridge
to build connection.

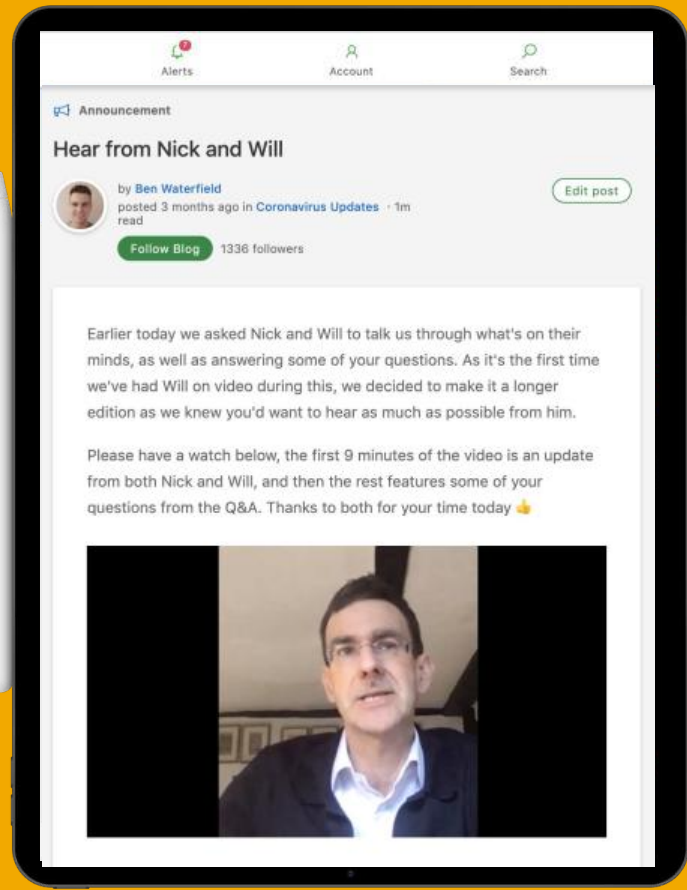
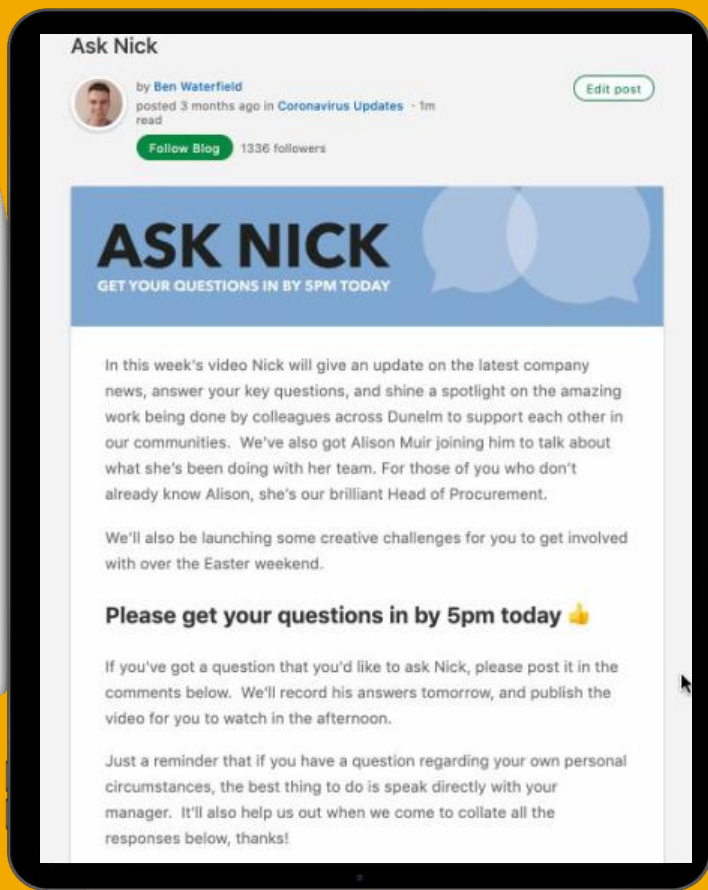
Brené Brown

“What are you proud of?”



“Do you want solace or a solution?”







MENU



ACCOUNT



SEARCH



ALERTS

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This is where you can find everything you need to stay up to date with the world of RG.

LATEST POSTS / [Most popular](#)



How likely are you to recommend RG as a place to work?

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

Not likely

Very likely

*You will have the choice to share your name with us or not at the end of the survey.

Open and Honest Communication



How do you want your employer to make you feel supported in 2021 with a constantly changing workplace:

49%

Create a culture where I can speak openly

What are you looking for?



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Shortcuts to product knowledge

Benefits

Just for you



Level Up: Doug's Shares

Understanding the... seem a little daunting... side Alex. In this se... Doug shares his ex... our knowledge and...

Status Update



Find out the status of our service delivery

90 Day Product Vision



Find out what's going to be released next.

[Go to the Homepage](#)

What is your question for the Leadership team?*

What is your name or which team are you asking the question on behalf of?*

Which office are you based in?*

- Birmingham
- Boston
- Plovdiv
- London
- Sydney
- Melbourne
- Portugal
- Rochester
- Other

Making pay conversations with candidates more open, honest and transparent.



by [Robert Hicks](#)

posted 1 month ago in [boom! News](#) · 7m read

✓ Following

208 followers

Dear Alex

I want to talk to you about a subject that we do not always talk about but we should do. We should be more comfortable talking about it. More honest, open and less worried. It's time to change our conversations on pay.

However, with immediate effect, we will be:

- Publishing salary ranges for all job adverts going forwards, on all roles, in all locations and for both internal and external vacancies



eCard

Robert Hicks received a "We push the boundaries" eCard from Alex Powell

Thank you for considering the needs of our current employees and candidates and pushing the boundaries on how we handle pay.

While there may be some initial discomfort as we get used to the new policy, I think this increased transparency will ensure we get a more diverse talent pool AND will help us to pay all people fairly.

I also love the increased comfort a candidate will be able to have when they don't have to ask (or not ask and wonder!) what the pay for the role will be!

[See less](#)



React

6

Comments

1 month ago

Edo Nijssen and 4 others reacted

Financial, Physical and Mental Wellbeing Support



In which area do you want your employer to
increase investment?

44%

Employee Wellbeing

- Have your CFO present on saving for retirement
- Encourage walking meetings
- Have group virtual yoga classes
- “Fruit of the month” in the warehouse
- Providing wellbeing resources

