

Loyola's Supply Chain Leadership Conference

Thursday, June 7, 2018

Session: Strategies to Recruit and Retain Top Talent
Moderator: Anthony Gargiulo, VP of HR for World's Finest Chocolate

Group 1

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| <p>1. Progressive
 Google type perks, Start-up Fun
 Place</p> <p>2. Family-owned feeling
 Promote from within
 Low turnover
 Value employee input and
 career advancement
 Careful with hires</p> <p>3. Brand – Be proud
 Community, giving back</p> <p>4. You are not just a number</p> <p>5. We are on a mission
 Quarterly shut-downs
 Promote within</p> <p>6. Employee Benefits
 -Shuttle
 -bonus system
 -career development</p> <p>7. Warren Buffett</p> <p>8. Job Board
 Diversity
 Networking</p> | <p>9. Flexibility
 Corporate goals aligned
 Live values
 Invest in education
 Employee referrals</p> <p>13. Best at what we do (vision)</p> <p>10. Family-owned culture
 Transparency
 Salaried vs. Hourly training, pay
 Mgr. for “culture”
 Tuition reimbursement</p> <p>11. Recession Proof
 Big Yolk, Insurance, Profit
 Share, Bonus, Culture
 Committee, Holidays, Summer
 Hours, Pay, Referral \$\$\$,
 Employee Recognition</p> <p>12. Big Good Pay
 Temp to Perm
 CI Teams
 Vacation (European style)</p> |
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Group 2

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| <p>1. Best Place to Work Survey
 a. Utilize Glassdoor
 b. Encourage teams to share
 c. Exit interviews</p> <p>2. Encourage visits to social sites
 a. Assist with page development –
 Linkedin, Facebook</p> <p>3. Word-of-Mouth
 Recognition Program
 Bird Dog
 360 degrees – 3 to 5 years</p> | <p>Campus recruiting
 Associations
 Looking “seasoned” sector
 Cross training
 Milestone anniversary awards
 Health coach
 On-site clinics
 Kaizen
 Improvement sites/change
 opportunities
 Tuition/Prof. reimbursement</p> |
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Group 3

1.
 - a. Partnering internships with specialized programs
 - b. Robust benefits programs (ie. 401k vs education debt)
 - c. Flexibility in work hours/education
2.
 - a. Post initiatives/things going on with company
3.
 - a. Independent coaching's
 - b. Upward mobility
 - c. Trustworthy management team
 - d. Retention bonus
 - e. Referrals
- b. Balance what's compelling/interesting vs. "corporate" language
- c. Corporate sustainability report

Group 4

1. Promote Core Values
 - a. Dinners to reward service
 - b. Family outings
 - c. Holiday dinners
2. Promotion and hiring from within
 - a. Cross-training backup
3. Action Teams
 - a. Voluntary participation
 - b. Cross-functional: hourly to management
4. Lean Programs to Solve Problems and Improve
 - a. Employee involvement
 - b. Employee suggestions
5. Encourage Prayer
6. Offer vacation to start
7. Referral Bonus
8. Skill Base Pay
 - a. Wage progression for length of service
9. Wage increase to compete with area industry
 - a. Productivity initiatives
10. Top to Bottom Culture
11. Social media use varies by demographic and geographic location
12. Online job boards more widely utilized
13. Recruiting through temporary staffing agency
14. On-site Job Fair
 - a. Screening
 - b. Tour
 - c. Talent Observation
15. Design interview questions to fit culture
16. Work with junior colleges and high schools