

Bonus and non cash incentives

- Bonus: common but many issues (expectation)
- New client incentives, new staff incentives
- Interest free loans
- Vouchers
- Membership subscriptions
- Training fees (compulsory and soft skills)
- Partnership program

B K R

INTERNATIONAL

Staff Retention

Social atmosphere

- Work- life – balance
- Health care, travel and meals allowance, social committees
- Functions (sports, team building, Christmas party, anniversary, poker night...)
- Charity (worktime off, dollars contribution...)

➤ **Conclusion / Recommendation**

➤ **Social and flexibility are our strengths**