

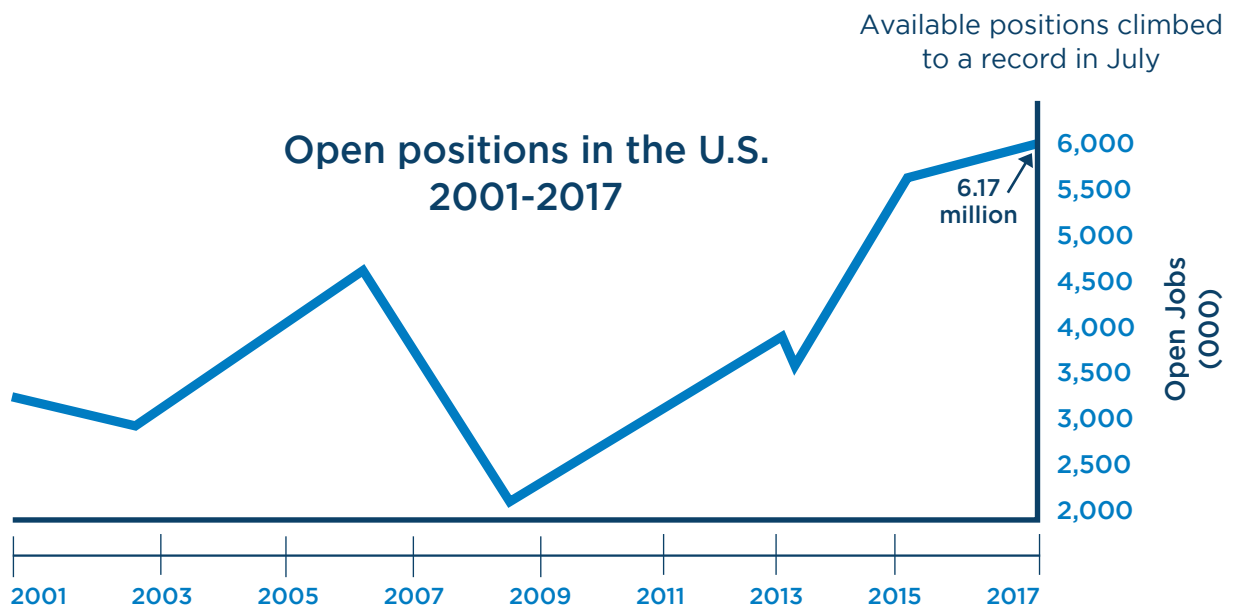
# ESC



Attracting Candidates and  
Retaining Top Employees in a  
Tight Labor Market

# Efficiently Attracting and Extending Retention on Quality Employees is More Important Than Ever

Staffing companies can easily agree that attracting and retaining employees is good for business. But there is so much more to the story. Recent research by ESC reveals a core indicator of employee interest, attitude and longevity is the availability of affordable, useable health benefits.



source: Bureau of Labor Statistics

Finding qualified candidates is more challenging than before, for two core reasons:

- Many of the best temporary employees have already filled available positions
- Remaining candidates are able to be more selective in a labor shortage

A tightening labor market means more competition for high quality workers. This has the potential to translate into higher turnover and difficulty attracting qualified candidates.



# Current Healthcare Realities for Temps

Despite an improving economy, temporary workers still face financial hardships:

## Financial Realities



source: CareerBuilder.com

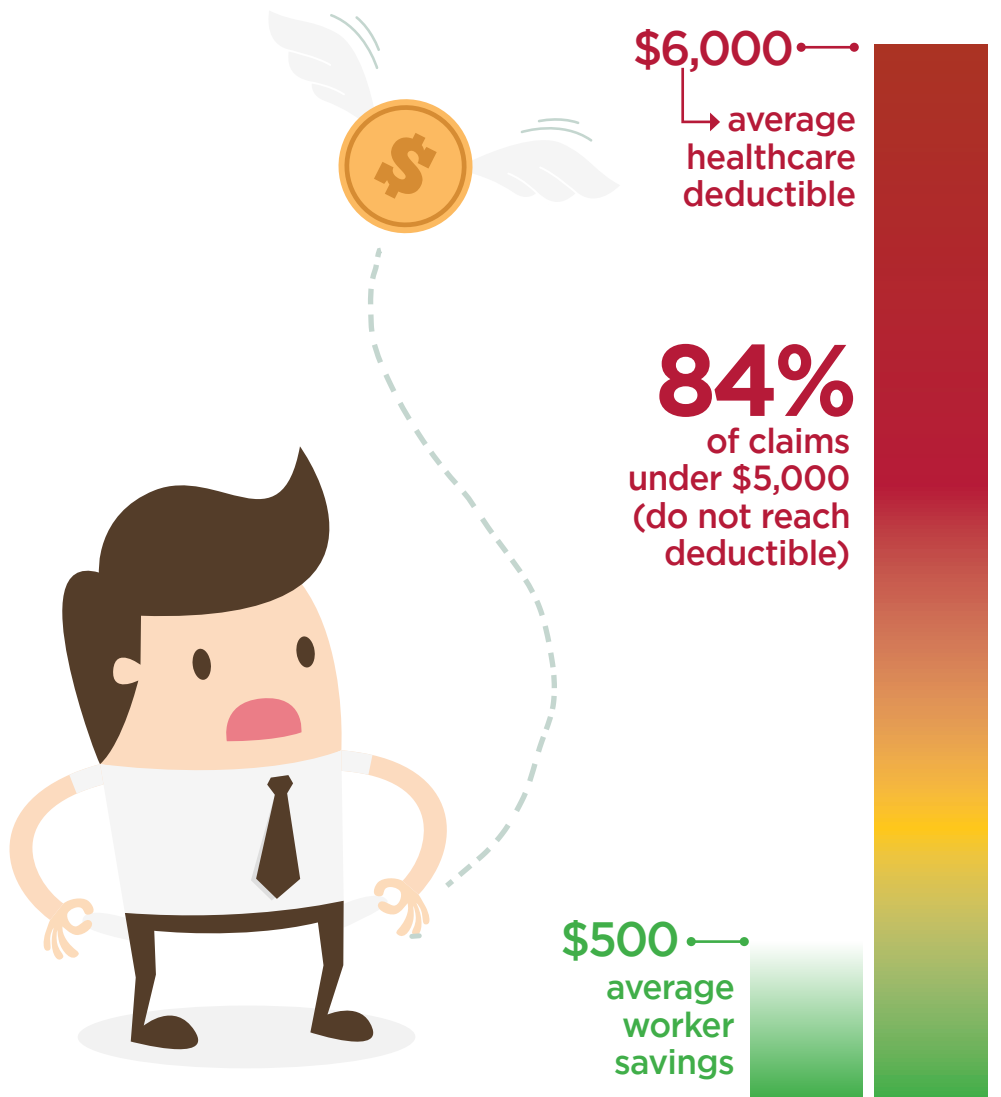


source: GoBankingRate.com



source: CareerBuilder.com

## Healthcare Realities



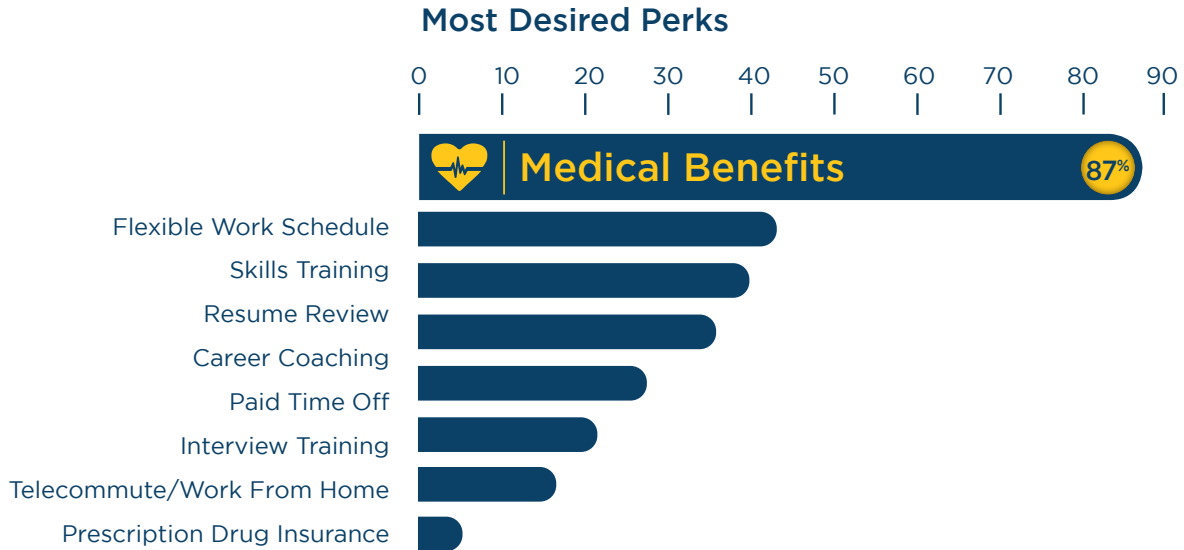
sources: source: MSNBC.com, Milliman Healthcare Issue Brief

With more than half of Americans holding less than \$1,000 in savings and healthcare deductibles in the thousands, workers find themselves one illness or injury away from financial ruin.

The right employer-sponsored and/or affordable benefits plans are more important to workers than ever.

# Workers Want Benefits

CareerBuilder reports that healthcare benefits are the most important “perk” candidates are looking for - far more than any other benefit or allowance.



source: Inavero & careerbuilder.com

## Loyalty & Preference



Employees who say health benefits are an important component of job loyalty

source: MetLife Benefit Trends



Candidates who say they might choose one job over another if the benefits were better

source: MetLife Benefit Trends



Applicants who say benefits are very important in their job selection decision

source: Employee Benefit Research Institute

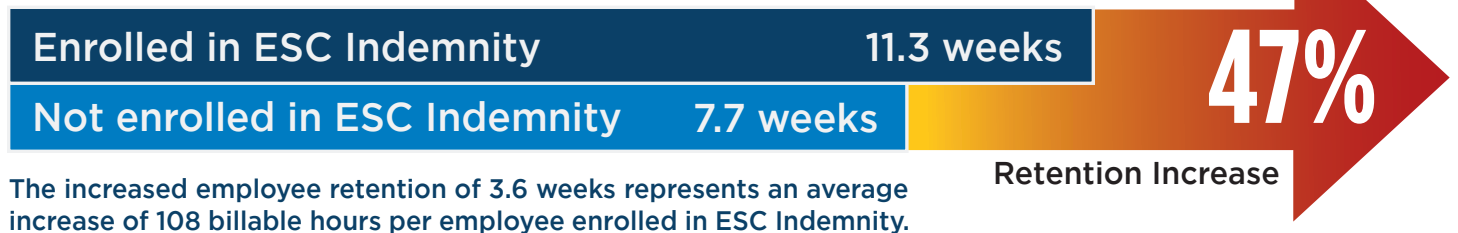
Workers are looking for competitive pay AND healthcare benefits. But with rising deductibles and ballooning premiums, they're looking for affordable and usable insurance. They are rewarding employers who can offer both. In this labor market, they can be more selective.

# Temporary Employees Stay Longer if Enrolled in ESC Benefits

A 2017 analysis of 510,026 temporary employees of ESC clients produced the following retention statistics:

- Employees enrolled in the ESC Indemnity Plan stayed with their employer 47% longer than employees NOT enrolled in ESC
- Average length of employment for employees enrolled in ESC benefits = 11.3 weeks
- Average length of employment for employees NOT enrolled in ESC benefits = 7.7 weeks

## Case Study of 510,026 Temporary Employees



The increased employee retention of 3.6 weeks represents an average increase of 108 billable hours per employee enrolled in ESC Indemnity.

Additional Gross Profit  
per Employee due to  
extended retention\*

**\$324**  
per employee enrolled

## The Bottom Line:

Offering ESC Indemnity to your employees helps Recruit and Retain, which in turn increases your Revenue and improves results for your clients.

### \*Case Study of Multiple Staffing Firms:

- Gross profit factors: \$3 avg per hour gross profit x 108 hours = \$324 extra gross profit per employee enrolled in Essential StaffCARE (illustration based on overall staffing industry averages).

# What are the Advantages of Increasing Retention

## Advantages to Staffing Agencies:

Refilling positions after temporary workers leave is an unavoidable reality for every staffing company and there are huge advantages to doing all you can to ensure it happens as infrequently as possible.

- Attract better quality candidates
- Keep good employees longer
- Reduction On-Boarding and training costs
- Increased efficiency and available time to develop new business vs. churning existing positions
- Increase of billable hours due to extension of employment period
- Improved staffing company client satisfaction through retention of skilled, tenured employees

## Advantages to Your Clients:

When you retain your temporary workers longer, your clients gain the advantage of keeping seasoned employees longer. This provides your client with better job performance and improved productivity.

- More employees will reach the 90 day temp-to-perm conversion mark (increases client satisfaction)
- Less time training
- Lower unplanned absenteeism & associated overtime costs
- Improve productivity and morale
- Lower employee stress
- Less likely to quit if it means they lose their benefits

## Advantages to Your Employees:

Temporary workers enrolled in Essential StaffCARE enjoy first dollar benefits with no co-pay or deductibles, helping them avoid costly emergency room visits and providing health care.

- Less stress, better morale at work
- Fewer health-related absences,
- Fewer hardship situations
- Stay in their positions 47% longer on average
- More likely to recommend their employer to friends and other job seekers
- More engaged in their job

# Not All Benefits Programs Are Created Equal

ESC Fixed Indemnity is designed to help employees who are unable to afford high premiums, deductibles and co-pays of traditional major medical insurance plans. In fact, ESC Fixed Indemnity plans cover 84-95% of the average employee's annual medical expenses, according to industry resource Milliman Consulting Actuaries.

## ESC Fixed Indemnity Plans

### Benefits Include:

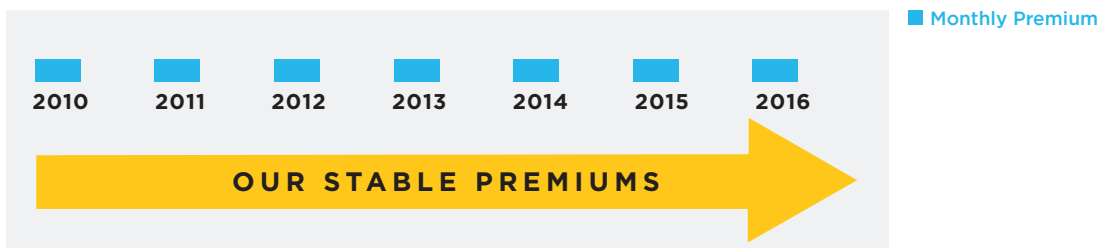
- 1 Doctor's Office Visits
- 2 X-ray & Lab
- 3 Prescription Drug Benefits
- 4 Urgent Care Coverage
- 5 Emergency Room Coverage
- 6 Ambulance Services
- 7 Wellness Checkups
- 8 Surgical Benefits
- 9 Overnight and In-patient Hospital Stays

### Medical Coverage Includes:

- 1 No Waiting Period
- 2 First Dollar Coverage No Deductible
- 3 No Copays
- 4 No Limits for Pre-Existing Conditions
- 5 No Limit on Days of In-Patient Care
- 6 Network Access over 1 Million Healthcare Professionals Nationwide
- 7 Families and Dependent Coverage
- 8 Weekly Coverage to Fit the Needs of Temporary Workers
- 9 Dedicated Customer Service Help Desk

See summary plan description for full list of benefits and services

Indemnity plan rates remain unchanged since 2010  
 No rate increases or reduction in benefits



ESC Fixed Indemnity is Insurance Employees Can Use and Afford.