

TOOLS TO ATTRACT & RETAIN TOP TRANSIT TALENT



According to our survey of

~300

TRANSPORTATION PROFESSIONALS

1 in 4

leave their company for better benefits elsewhere

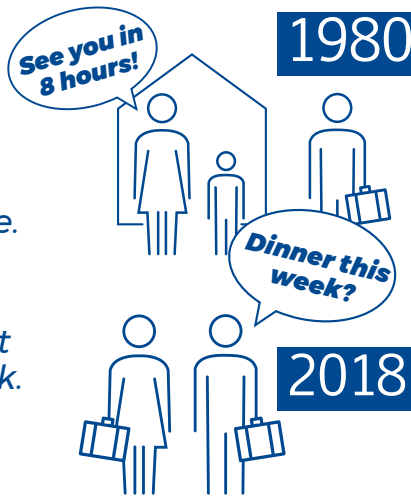


A LOT HAS CHANGED OVER THE PAST 70 YEARS...

While single-earner households were common among Baby Boomers,

78% of Millennials are part of a dual-career couple.

AND, there's a growing expectation that employees be available around the clock.



IN AN ENVIRONMENT OF LONGER HOURS & CONSTANT CONNECTEDNESS...

It's no surprise that employees today want better work/life balance.



The TOP 3

According to our survey respondents

Benefits Employers Offer

- 1.** Health Insurance
- 2.** Flexible Hours
- 3.** Paid Time Off

Benefits Employees Wish Were Offered

- 1.** Wellness/Fitness benefits
- 2.** Teleworking
- 3.** Parental Leave

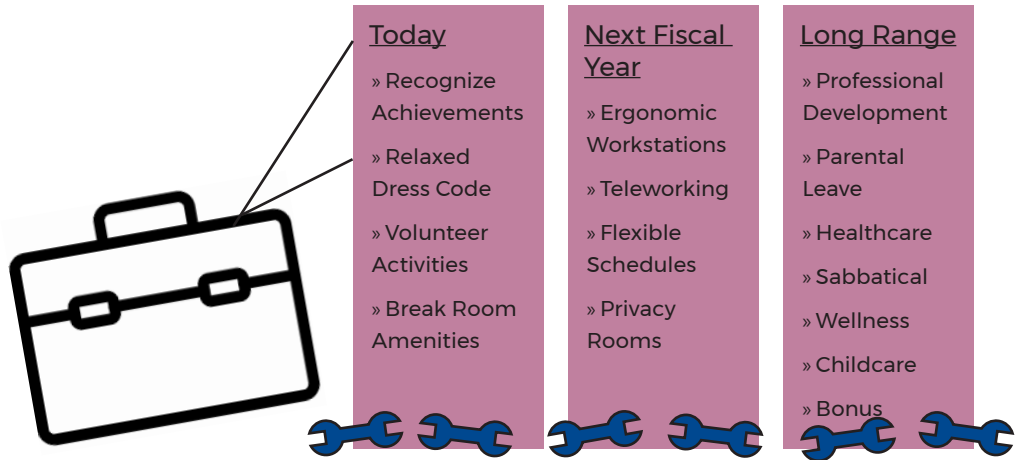


OUR INDUSTRY IS NOT UNIQUE...

Surveys by:



Steps for Today, Next Year and the Future

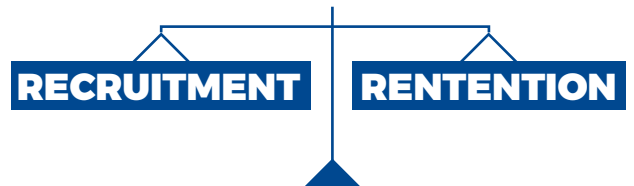


YOU'RE ALWAYS GOING TO INVEST IN RETENTION AND RECRUITMENT



Employees leave their jobs for any number of reasons.

But where you do have control, where do you want to invest?



It's up to YOU!



VACANCY COST

50-150% annual salary

Final Report Available Upon Request:

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