

Combating Employee Poachers and Soaring Attrition

How many times a week do you receive a LinkedIn message from a recruiter telling you they have your perfect role, complete with flashy benefits, bonus, and perks galore? For many, it's become immeasurable.

As a Harvard Business Review article recently [shared](#): "Poaching is a reality of doing business, but it's of particular concern during times when job openings outnumber candidates. Managers can't afford to wait to take steps to keep their employees satisfied and engaged."

The article goes on to offer four ways to be proactive in working to keep your best employees, including:

- ✓ Make sure your compensation is fair
- ✓ Acknowledge your flaws and highlight your strengths
- ✓ Create a career plan
- ✓ Ramp up training

If you're waiting to show your appreciation for your team until your employees are offered a better opportunity, you're waiting too long. The best way to take a proactive approach to keeping key talent is to make sure your compensation is fair and you're supporting your employees personally and emotionally – and a great place to start is by addressing employees' financial goals.

**“Train people well enough so they can leave,
treat them well enough so they don't want to”**

– Sir Richard Branson



The Keep Solution

Keep delivers the ability to instantly craft a retention bonus compelling enough to keep your key talent happy, engaged – and safe from poaching. The bonus can address an employee’s personal needs (like upfront cash for a down payment or to pay off student debt) while delivering the company tangible, trackable benefits such as tenure, engagement, and ROI.

Keep’s Employee Engagement Platform (KEEP) is customizable, easy-to-use, and offers human resources professionals the flexibility to deploy and track innovative compensation strategies that dramatically improve hiring and retention metrics across the organization.



KEEP Benefits Include



Turn-key onboarding that allows HR teams to instantly leverage the platform with no dependence on IT integrations.



Bonus management dashboard for human resources teams to have an integrated view of their bonus portfolio with real-time notifications and updates (for both employers and employees) about key milestones for the bonuses.



Employee self-service portal that lets employees manage their KEEP account and view their bonus vesting schedules.



Governance and compliance features including robust auditing and reconciliation for the finance and FinOps teams to track every bonus (and tax payments) and respond to any question or audit request.



Embedded fintech to enable seamless bonus delivery and funding execution for increased efficiency with an intuitive user interface (UI) for any sized organization and for employees at all salary levels.

The Keep Advantage

Keep Financial is revolutionizing how companies attract, engage, and retain talent through bonuses – providing an easy-to-use platform to create and deploy usable cash to employees that is earned over their tenure.

- ✓ Delivers long term engagement as these are not transactional but purpose built to drive employee engagement.
- ✓ Embedded fintech capabilities ensure the business is protected in the event of an employee leaving.
- ✓ No negative brand reputation as we take the business out of any downstream issues with the clawback.

Getting Started

To ensure retention of your top talent, schedule a demo or sign up for KEEP at www.keepfinancial.com