

Grasshopper Academy

Understanding Employee Responsibilities

FINAL PROJECT: Choosing Your Employee Benefits

Business Name

Date

Part One:

After researching existing employee benefits programs, answer the following questions:

EMPLOYEE BENEFITS

What are your goals in offering employee benefits? (Check all that apply)

- To recruit employees
- To retain employees
- To get a tax deduction
- To reduce employee salary in exchange for good benefits
- To meet legal requirements

Other:

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What core benefits do you want to offer in these categories?

Health Insurance:

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Paid Time Off:

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Disability Insurance:

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Retirement Benefits:

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What is your budget for employee benefits? Use this helpful [calculator](#)

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EMPLOYEE PERKS PROGRAM

What additional perks beyond standard benefits will you offer? (Check all that apply)

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- Flex work weeks
 - Free lunches
 - Discounts on health services (ie. Gym memberships)
 - Discounts on partner products and services
 - Childcare benefits
 - Counseling services
 - Stock options
 - Severance pay
 - Commuter benefits
 - Professional development opportunities

 - Other:
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Part Two

For a chance to be *featured* in the next Fireside Chat, interview two startups or local businesses about their employee benefits program.

Ask the following list of questions.

1. What were your goals in offering a benefits program to employees?
2. What benefits did you start with and why?
3. Which benefit(s) provided the most impact in overall satisfaction of your employees?
4. What would you do differently in your process of choosing benefits for your employees?