



Virtual Gathering of HR Leaders in the Dairy Industry

Zoom Meeting

Friday, September 25, 2020 | 11:00 a.m. – 12:00 p.m. ET

Meeting Notes

Salary Survey

- Dairy industry compensation survey
 - structured survey designed to capture specific information
 - IDFA member company participation
 - developed by and for the dairy industry
 - scope beyond typical metrics to gather data on intangibles, non-monetary benefits
 - introduce diversity and inclusivity in RFP process
 - Recommendation for Diversity and Inclusion vendor: The Winters Group | <https://www.wintersgroup.com/bold-inclusive-conversations/>
- IDFA has reached out to several companies to inquire about salary survey
- Next steps:
 - Convene the salary survey subcommittee with interested members to determine structure and organization of the survey
 - Identify and align on survey details
 - Suggestion to select a minority-owned company once a decision to prepare a RFP

Health Care and Employee Wellbeing

- Cost of benefits continue to go up during the pandemic
- Many companies are implementing educational programs to ensure employees understand their benefits
- One company is implementing a wellbeing program for their employees (ex. healthier diet, exercise, etc.)
- Virtual stress relief sessions- resulted in great tips employees shared to manage their stress; well received by employees
- One company added a series about mental, physical, financial and social wellbeing and has received very positive feedback. Important to keep this in front of employees and requires more than just a couple times a year
- One company brought in a third party to educate people leaders and provide tips on how to recognize and address stress in their employees

Internships During COVID-19

- One company continued with their internship, with most of it being virtual but with the opportunity to be in person and meet other interns. It was very successful
- Virtual internships may give the individual the opportunity to work with more than one facility and even internationally

Possible Follow Up Discussions

Deep dive on rethinking health insurance options

- multiple coverage options including HSA, PPO, etc.
- tailored wellness programs for physical and mental health, financial and social relationships
- coordinating insurance premiums with beneficial care and enhanced health care for employers
- controlling escalating health care costs and premium sharing

Developing a Total Rewards/Compensation Statement

- for current employees to better inform them of their total benefits
- for recruitment tool to differentiate company from competitors
- tangible vs intangible compensation and benefits