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
- 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