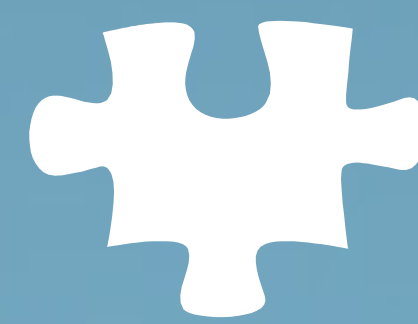




The K.E.E.P. Program

Candace Clanahan, Jason Crager, and Michael York

General Business



Judith Biss

Knowing Employees

- Committed to respecting employees' voices
- Allowing open feedback and communication
 - 360° Survey
 - Open door policy

Establishing Relationships

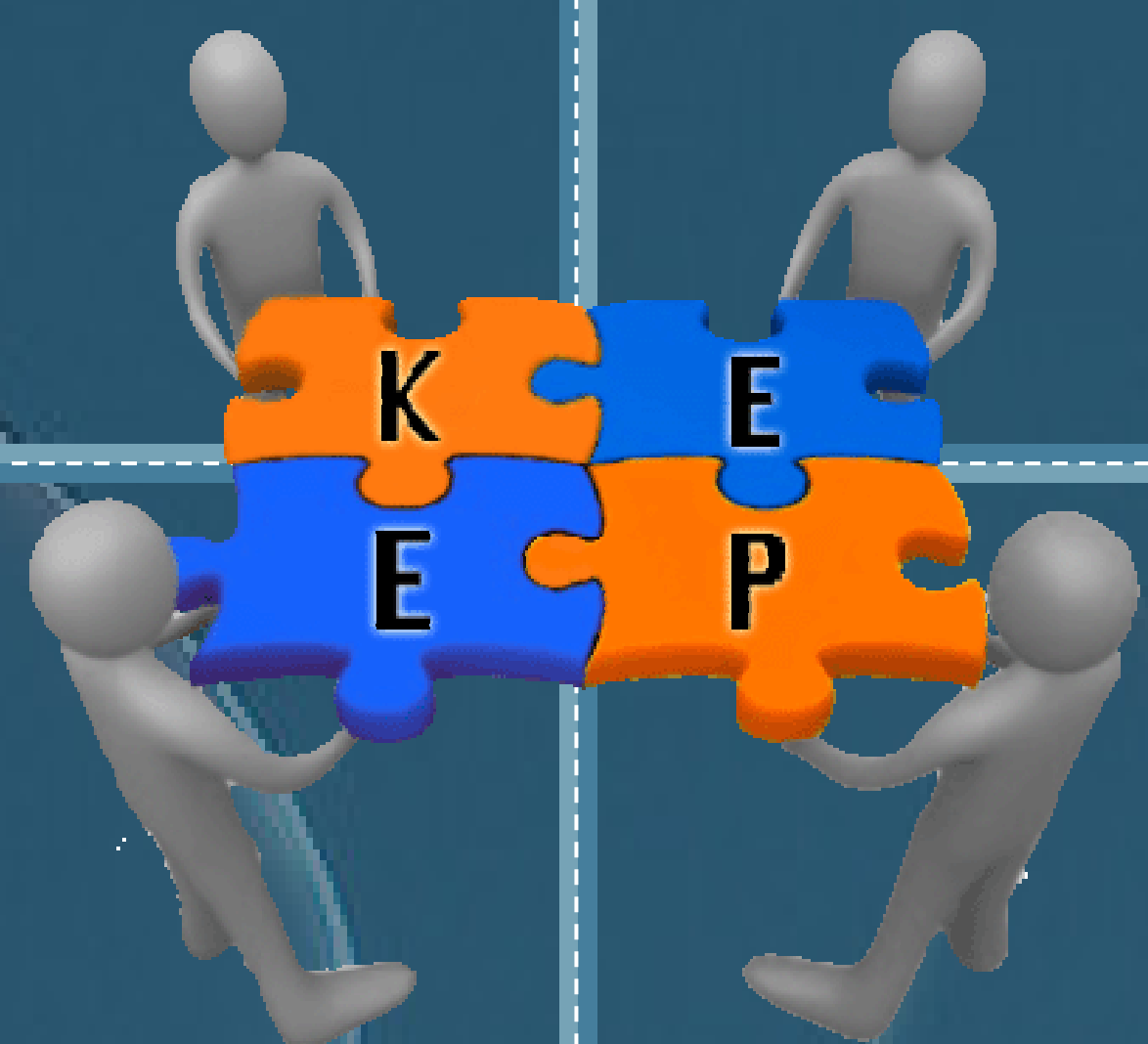
- Build effective relationships
- Retaining employees
- Maintaining family and community involvement
 - Community service
 - Employee appreciation

Enhancing Skills

- Encouraging employee professional growth and development
 - Enhanced communication
 - Seminar

Providing a Future

- Encouraging advancement opportunities
- Retaining top talent
 - Mentorship program
 - Evening of excellence



What is K.E.E.P.?

K.E.E.P. is a program developed to aid in employee retention. Employees are a company's most important asset; retaining that top talent results in cost avoidances.

The program that Biss Enterprises has developed is a tried and proven method. This includes management training, enhanced communication tools, employee perspective surveys, and metrics that measure a company's progress against a diversity maturity model.



The goal of Biss Enterprises is to create an inclusive work environment where people have the opportunity to reach their full potential and the company can capitalize from these returns.

"The secret of many a man's success in the world resides in his insight into the moods of men and his tact in dealing with them."

— J.G. Holland

Benefits of implementing the K.E.E.P. program include:

- Provide communication training
- Establish employee relationships
- Implement performance management teams
- Create mentor/mentee relationships
- Honor top performers



K.E.E.P. program projection:

- Increase employee production
- Increase feedback
- Decrease absenteeism
- Decrease employee turnover



Biss Enterprises

