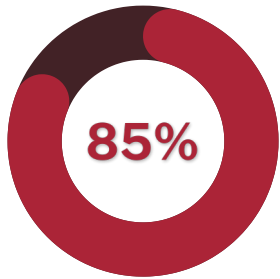




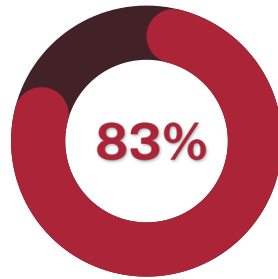
SHOW-ME MO BENEFITS

REALITY

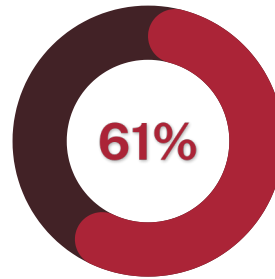
In a survey of 3,400 state employees:



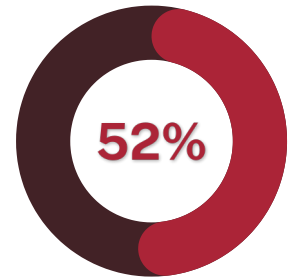
85% of respondents noted **increased compensation** as a top priority



83% of respondents noted **wellness benefits** as a top priority



61% of respondents noted **retirement benefits** as a top priority



52% of respondents **considered leaving the State** for better benefits in the last 12 months

RECENT WINS

- 2% COLA in January
- 5.5% raise in March
- Gym membership benefit
- Increased deferred comp match
- Distributed teams
- New discount website

RECOMMENDATIONS

Annual Leave Exchange (ALE):

- Creates option to convert earned annual leave to compensation
- Up to 40 hours per year for eligible employees
- Option of cash payout (taxable income) or pre-tax deferred comp contribution
- 54% of respondents indicated interest in ALE
 - Estimated cost: \$8.4 million

Show-Me Wellness

- State employee discounts to promote mental and physical health
- Promotes the use of state-maintained facilities
- Two discounts:
 - Let's Go Camping!
 - \$5 discount for camping sites at state parks
 - Estimated cost: \$130,000
 - Let's Go Hunting/Fishing!
 - \$5 hunting/fishing licenses (\$14 discount)
 - Estimated cost: \$364,000

RETURN ON INVESTMENT

- Increased retention of institutional knowledge
- Reduced cost to fill vacancies
- Increased physical and mental wellness
- Flexibility to meet individual needs
- Reduced gap of employees leaving after 5 years
- Reduced payroll liability
- Increased revenue to small businesses selling camping, fishing and hunting supplies