Background

Research shows that the Generation Y employee will make up approximately 50% of the workforce by 2020. This group’s preference for personal growth and promotions, a healthy work-life balance, and an overall focus on health gave us a solid foundation to build a 1-year employee satisfaction program to not only help retain, but to also recruit Generation Y that are fulfilled and gratified to work for Thompson Food Markets.

Quarter 1: Health and Wellness Focus

Features Include:
- Access to Teledoc, a Telemedicine Program
- Health & Wellness Fair
- Healthy Cooking demonstrations
- Biggest Loser Contest
- 5K and 1-Mile Fun Run

Working together for a healthier YOU!

Quarter 2: FM3T Mentoring Program

Follow Me to the Top:
- Participating employees will be paired with a mentor based on goals, strengths, and weaknesses
- Pairs will set professional and personal goals
- Bi-weekly lunches will host roundtable discussions among mentor pairs
- Mentors will play a key role in employees’ promotions and career paths

Quarter 3: Flex Scheduling

Salaried employees will be given the option to work a 9-day, 80 hour schedule with flex Friday’s scheduled off of work. Hourly employees may pick from a block of hours based on seniority.

Quarter 4: Program Evaluation

Employee satisfaction survey administered and results calculated. 2016 plans finalized and announced at the end of year holiday party.

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