

Appendix III: Example Employee Perks from Participants

- Host morale-boosting events, such as hang out nights for caregivers
- Assist with transportation expenses
- Provide gift cards
- Create a snack drawer for staff
- Offer weekend getaways
- Small, meaningful gifts on holidays and their birthday
- Buy a meal
- Provide free housing, if available
- Lend your vehicle
- Write recommendation letters
- Reimburse their CPR and background check costs after three months of employment
- Conduct annual check-ins to learn how to better support your workers
- Offer to bring their kids to work
- Be flexible with requests, as much as possible

"I give time off whenever requested, I offer regular raises that I pay out-of-pocket, there are always homemade cookies available, I support my workers' personal/academic/ professional goals, I give ongoing informal feedback (I no longer do formal evaluations because I just don't have time or energy), I provide food and community referrals and resources including social services referrals in times of crisis, I host occasional get-togethers, and I give birthday and holiday gifts."

"Every year for Christmas and Mother's Day, I bake a dozen cookies for my staff to show my appreciation for a job well done. I also show my staff respect by saying please and thank you and being clear about my expectations."