

With the Baby Boomer generation retiring, many companies are finding that valuable experience and skills are walking out the door. In today's ever-changing employment arena, smart companies are seeking out solutions to bring that knowledge back. Many are looking to incorporate retirees back into their workforce to fill labor shortages and help mentor the labor force of tomorrow.

The Advantages

Why reengaging your retirees can be beneficial:

- » **Top Talent:** Retirees are highly skilled, have strong industry knowledge, and are reliable workers. These workers have solid job experience that has been built over a 30-40 year period of time and companies can benefit greatly from their expertise.
- » **Perfect Fit:** Companies and retirees are not looking for long-term commitments so shorter term projects work out for both sides. Retirees can work a six month project and then take the down time between projects in stride.
- » **Job Performance:** Data shows that older individuals have stronger job performance especially in areas of customer service, teamwork, and interpersonal skills.
- » **Mentor:** As the Boomer generation retires, they take their valuable knowledge with them. Engaging retirees can bring that lost knowledge back and fill in critical educational gaps that younger generations need to learn.

Things to think about

Reengaging your retired employees can come with legal and compliance risk – let us handle that.

We make sure the worker and our customer has:

- » Clearly defined **period of separation** – we recommend at least 30 days
- » Knowledge of **Federal and State compliance rules**. Keeping in mind pension, employment retirement laws (ERISA) and if you have an hour's limit that would impact the Retiree's benefits through the plan.
- » **Flexibility** around work schedules. Most retirees don't want traditional hours and want to work a flexible schedule. This may mean different hours or maybe a three day work week. Being adaptable will allow your company to reap the benefits of these skilled workers and allow them to align their preferences with yours.

Why Populus Group?

When you partner with us, you get amazing customer service while working with a Minority Owned Business Enterprise (MBE) and a Veteran Owned Business (VOB), earning Diversity Spend for your organization.

What really sets us apart are our core values. We believe people should come first.

At the heart of our organization and culture is the belief that everyone deserves the opportunity to succeed. When you work with us, you'll get a solution that addresses your unique goals and challenges and empowers you with the roadmap you need to be successful.

About OMNIA Partners

OMNIA Partners is a group purchasing organization that brings together industry-leading buying power and world-class vendors to offer an extensive portfolio of sourcing solutions and partnerships. Through our economies of scale, our members and suppliers execute more contracts, in more verticals, with transparent, value-driven pricing.

We are dedicated to helping our members and suppliers soar past every growth goal and marker of success. Together we are going well beyond what procurement previously knew to be possible

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Let's Talk!



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