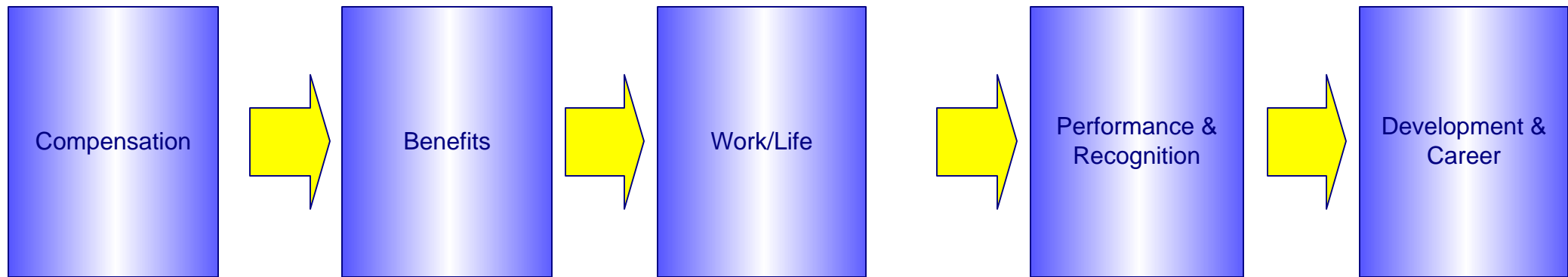
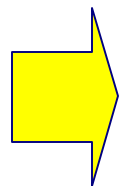


Total Rewards is an approach to managing pay and benefits which integrates other Human & Organizational Development initiatives that employees value. It assists employees in understanding the value of H&OD initiatives and how they are all part of the total employment package. Total Rewards deliberately communicates the total value of what employees receive from the College in exchange for their time, talent, efforts and results. Looking at the total rewards package can instill a higher level of appreciation and value for what the employee receives and can also be a source of motivation. Total Rewards attempts to optimize return for the Human Resource dollars spent by the organization. The elements connect directly to our Excellent Working Environment.

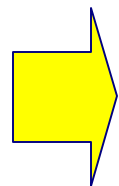
**Inventory - Five Key Elements of Total Rewards At Fleming College - September, 2008**



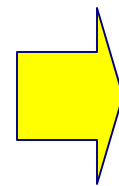
- Competitive Pay
- Overtime (Academic & Support)
- Generous Vacation
- Pay for time not worked



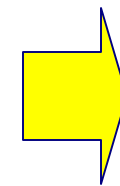
- Life Insurance
- Short Term Disability
- Long Term Disability
- Dental
- Hearing
- Vision
- Extended Health
- Prescription Drugs/Vaccines
- Medical & Paramedic Services
- Accidental Death & Dismemberment
- Employee Assistance Program
- Payroll Deductions for Savings/Donations etc.



- Sabbatical
- Pre-paid Leave
- Leaves of Absence
- Flexible Hours of Work Programs (SS)
- Wellness Program
- Casual Fridays
- Challenging Work
- On-site Bookstore
- Onsite Food Services
- On-site ATMs



- Performance Management Program for Administrators
- Fleming Awards
- Service Awards
- Informal Recognition
- Retirement Rewards
- Association Memberships
- Internal Job Postings
- Performance Reviews – Support Staff & Faculty



- Sabbaticals
- Tuition Subsidy
- Access to \$20 College Courses
- Computer Purchase Plan
- Coaching/Mentoring
- New Technology Training
- Diversity Program
- In-House Training/Conferences
- Development Programs for all employee groups