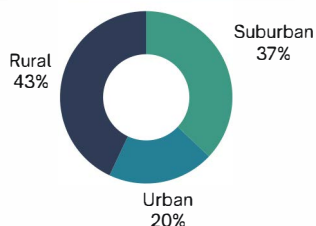


2024 RECRUITMENT & RETENTION SURVEY OVERVIEW

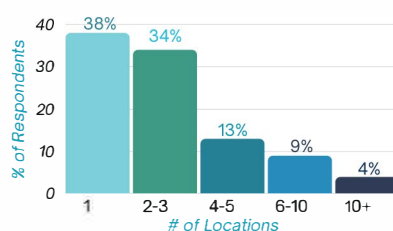
Approximately 100 member firms surveyed to show state statistics of hard and soft benefits offered by funeral homes



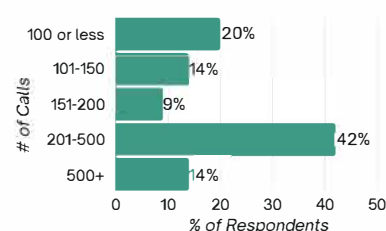
FUNERAL HOME LOCATION



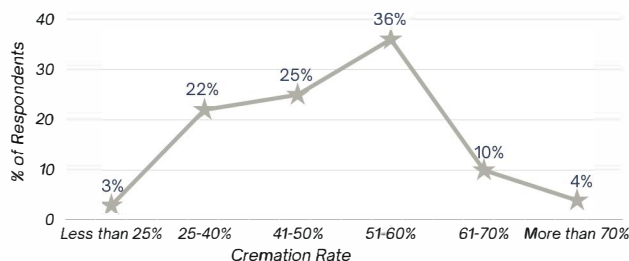
NUMBER OF LOCATIONS



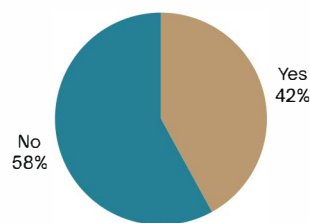
CALL VOLUME PER YEAR



CREMATION RATE



FIRM OWNS A CREMATORY OR IS PART OF A OWNER/OPERATOR GROUP



STARTING SALARY FOR AN APPRENTICE



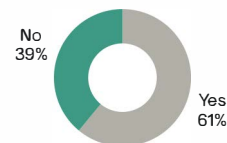
ANNUAL SALARY FOR A NEWLY LICENSED FULL-TIME LICENSEE



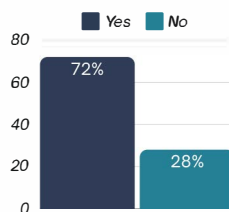
HAVE A PRENEED SALES INDIVIDUAL



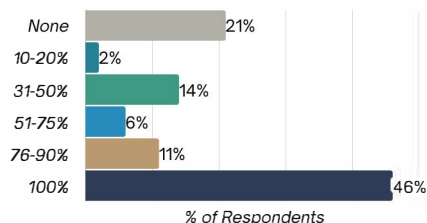
COMMISSION ONLY PRENEED SALES



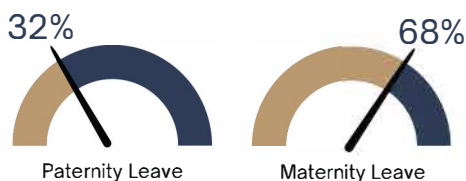
DOES FIRM PROVIDE MEDICAL BENEFITS?



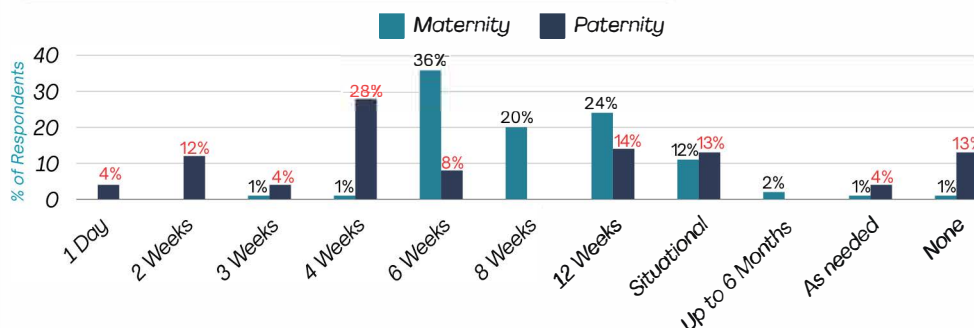
PERCENTAGE OF MEDICAL BENEFIT PREMIUMS COVERED BY EMPLOYER?



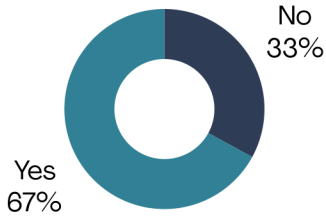
FIRM OFFERS MATERNITY OR PATERNITY LEAVE?



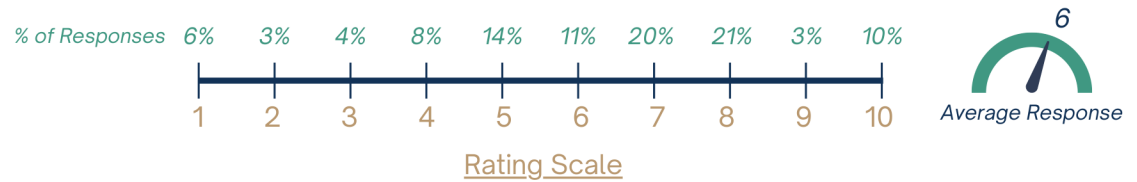
MATERNITY OR PATERNITY LEAVE OFFERED



FLEX-TIME OFFERED



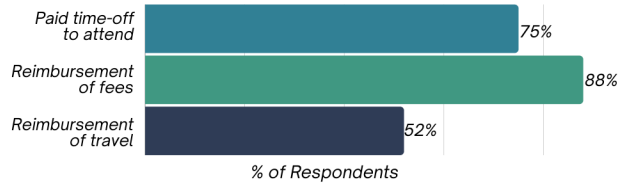
SATISFACTION WITH WORK/LIFE BALANCE (SCALE OF 1-10)



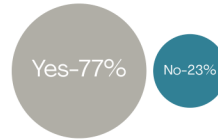
ARE PROFESSIONAL DEVELOPMENT OPPORTUNITIES PROVIDED TO STAFF?



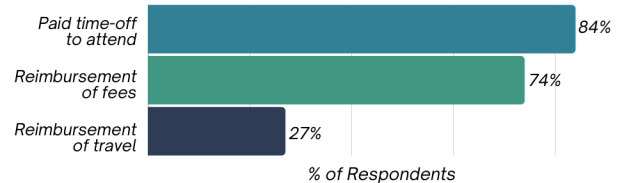
PROFESSIONAL DEVELOPMENT PERKS



ARE COMMUNITY ENGAGEMENT OPPORTUNITIES PROVIDED TO STAFF BY FUNERAL HOME?

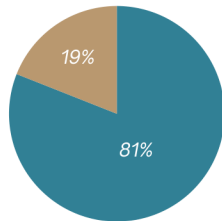


COMMUNITY ENGAGEMENT PERKS



HOW IS COMMUNITY ENGAGEMENT RECOGNIZED BY FIRM?

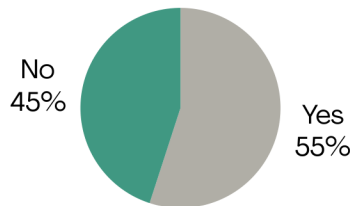
■ Social Media
■ Funeral Home Newsletter



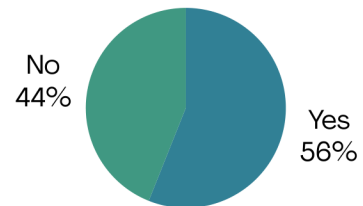
OVERALL VALUE THAT COMMUNITY ENGAGEMENT OPPORTUNITIES ARE OFFERED? (SCALE OF 1-10)



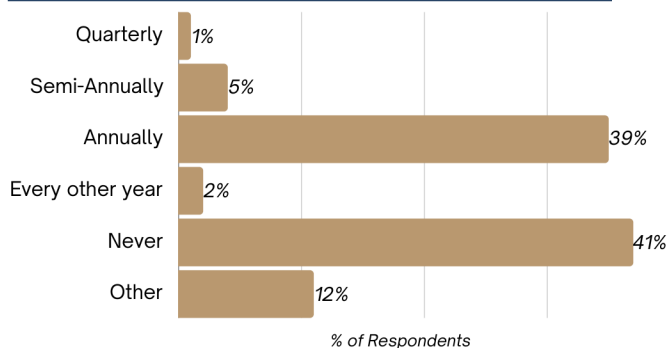
AN EMPLOYEE HAS BEEN HIRED IN THE PAST 12 MONTHS



FIRM HAS AN EMPLOYEE HANDBOOK



FREQUENCY OF EMPLOYEE EVALUATIONS



JOB DESCRIPTION IS REVIEWED BY SELF OR MANAGEMENT ON FOLLOWING BASIS:

