

## Benefits

When deciding if you want to work for a company a lot of people make their decision based on the types of benefits the company has to offer. Companies provide certain benefits for their employees. These benefits include health insurance, workers compensation insurance, unemployment insurance, medical leave, paid vacation, and pension plans, there are some companies that offer a lot more benefits. These benefits are just the main ones that companies offer. Although not all these benefits are not mandatory, companies know that without these benefits people will not come work for their company.

Companies need to stay competitive, so they have come up with ways to attract the right people for the company. When you have the right employees, you have less employee turnover which is costly to companies. At Genentech they know how to treat their employees and have some of the most competitive, comprehensive benefits in the country ("Genentech: Benefits"). They offer nontraditional benefits that include a program that offers transportation that gets you to and from work. They also have buses you can use and are reimbursed. If that doesn't work out for you, you can join the vanpool program to get you to and from work. It also provides incentives for those who walk, bike carpool, or drive to work ("Genentech: Benefits"). They also have a fitness center on campus that is free, they also reimburse you if you have a membership at another health center. Other perks that stood out to me include the on-site dental van for full- service care, adoption and surrogacy reimbursement programs, free counseling, financial and legal advice, on-site amenities including car wash facilities, bicycle repair, haircut services, and private rooms for nursing mothers.

There are three benefits that are most appealing to me personally. The first benefit is the tuition assistance programs to pay up to \$10,000 a year which is great for a student like me. The second benefit is the educational seminars and learning opportunities, it's good to keep learning, (we should all learn something new every day) and educational seminars is something I would make sure to participate in. The third benefit is the transportation program that saves you money. I would take a lower rate pay to gain the benefits I find most appealing to me personally. Research shows that these benefits do pay off in the long run for the companies. Policies like those of Goldman and Netflix not only benefit employees. Employers may gain improved recruiting results, lower absenteeism, improved morale, and lower turnover.

The one perk that is sustainable is the transportation program. “gRide, Genentech's employee transportation program, helps you get to and from work stress-free. Save time and money while supporting the environment” (Genentech: Benefits). I love the fact that their “newest buildings were all designed to reduce the use of energy, waste and water, while also offering spaces that enhance the health and wellness of their employees” (“Genentech: Benefits”). I really liked what I read about this company.

### **References**

"Genentech: Benefits". Gene.Com, 2020,  
<https://www.gene.com/careers/work-here/benefits>. Accessed 14 Apr 2020.

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