

# Retaining and Attracting Talent

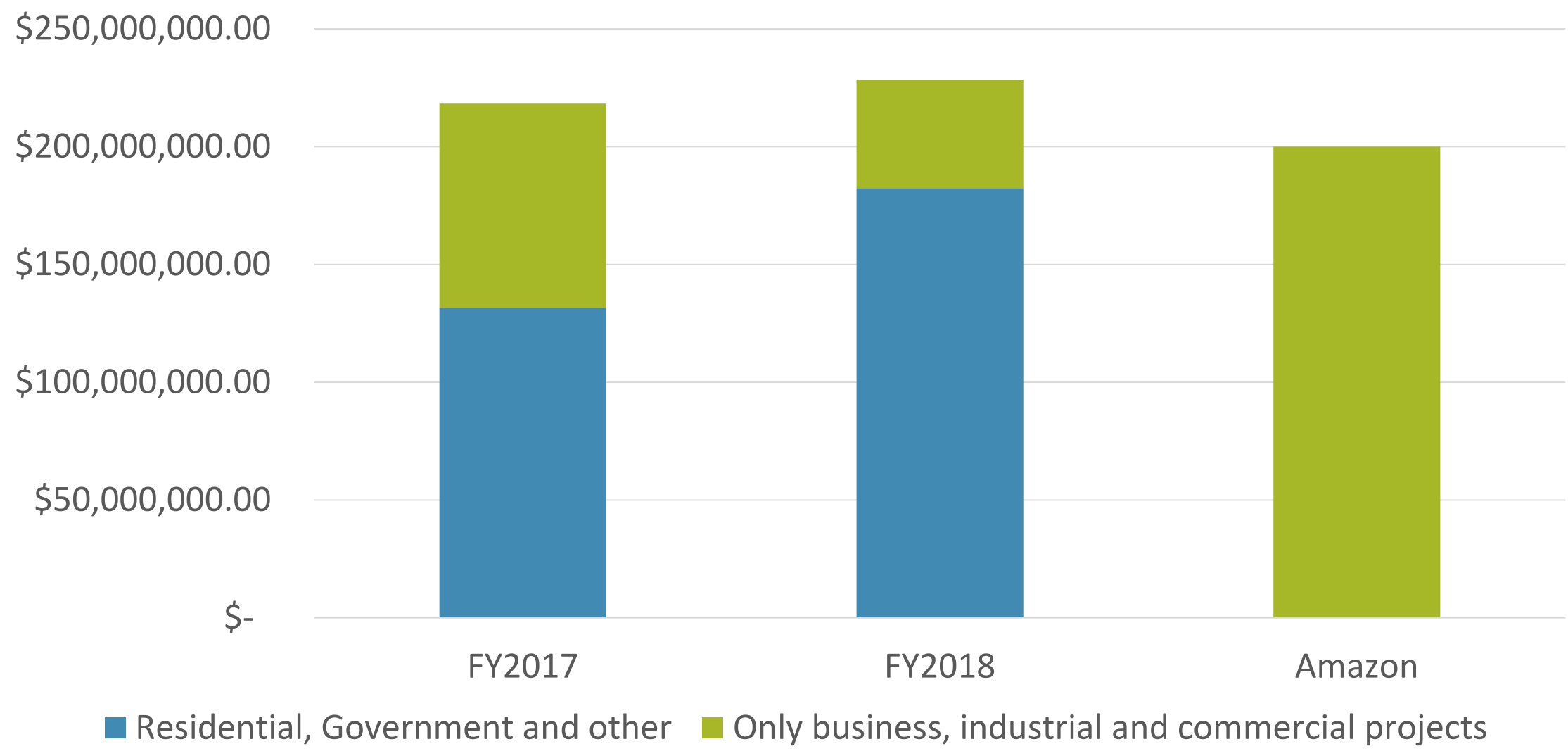
Nampa 2020



- 1,000 New Employees, Traffic Study Contemplates 3,000
- \$200M + Investment



## Total Building Permit Values City of Nampa





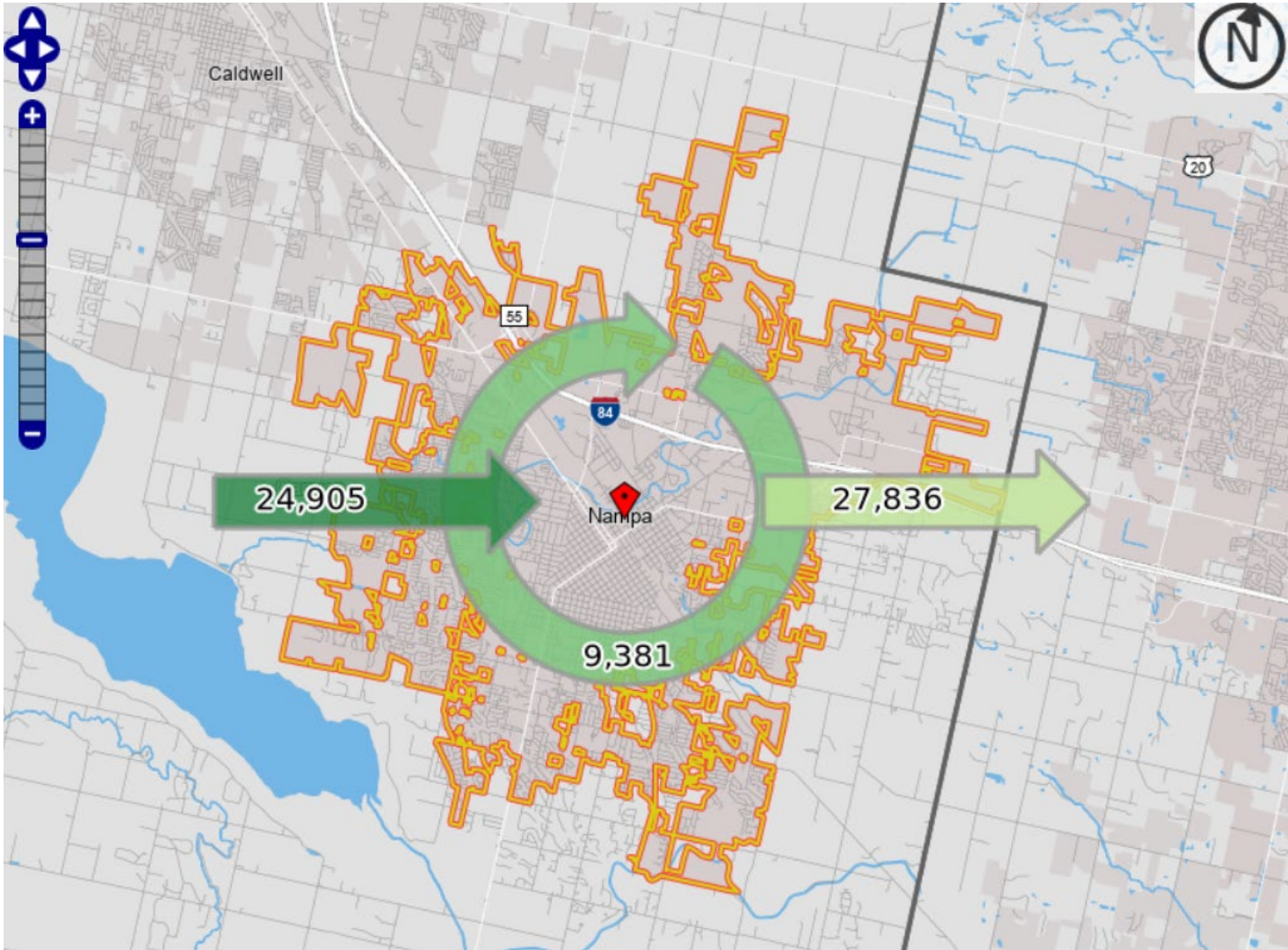
- Minimum Wage: \$15/hour
- Paid vacation & sick, holiday overtime pay
- 70% health insurance paid by employer
- Wellness program
- Company paid short-term and long-term disability
- 401(k) plan



# Unique Benefits at Amazon

- Fully Paid parental leave program including leave share with spouses and 4 weeks of pre-partum leave for birth mothers.
  - Ramp Back program for flexible return to work
- Career Choice Program
  - 95% of cost for tuition, books, related fees paid by company for hourly employees to attend school for well-paying in-demand occupations, certificates and associate degrees.
    - Computer-aided design, machine tool technologies, nursing, etc.
  - Training on industrial equipment
  - A2Tech program: 90 day program paid training and time at work for online courses. IT Technician Certification program

Nampa  
Commuters  
2017



Nampa  
commuters  
earning less than  
\$1250/Month

