

Millennial Workforce



Maddy Lapides
First VP, Talent Management



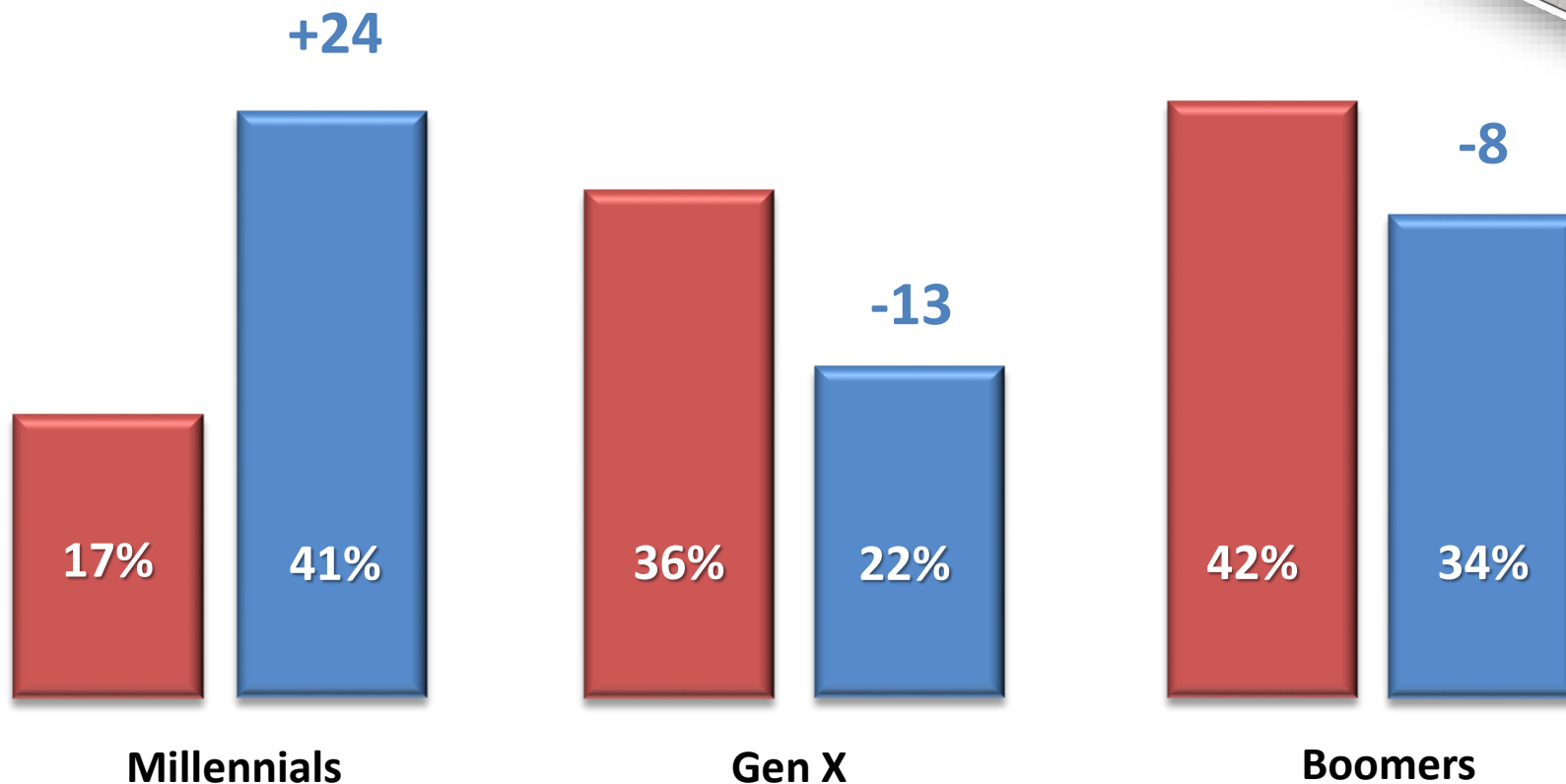
Meeting at 9:30 AM ?



People's United Bank Snapshot

2007

2015



What we learned about MILLENNIALS at People's United Bank

Attraction

Retention

Values

Recognition

Inclusion



1980

2000

Millennials

Gender
Equality

Readiness

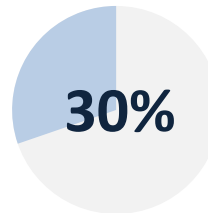
What we learned about MILLENNIALS at People's United Bank

Attraction

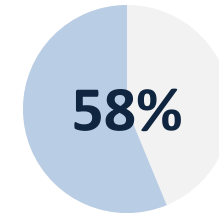
Why People's United Bank?



Referral



Warm,
friendly culture



Referred through their network of friends, colleagues.
Attracted to a friendly environment.

1980

2000

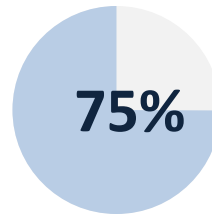
Millennials

What we learned about MILLENNIALS at People's United Bank

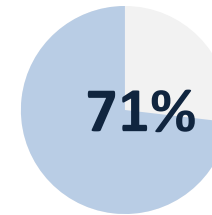
Retention

What will keep you here?

**Development
Opportunities**



Challenged



"We are a curious bunch, not stagnant. We need to feed that curiosity."

They want to learn, grow and be constantly challenged.

1980

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What we learned about MILLENNIALS at People's United Bank

Values

How do your values align with the bank's values?



Care about
People

Community

Goal
Oriented

"I believe in long relationships with customers
and the company believes in that too."

It's about relationships - employees, customers, community
and the sense of having an impact.

1980

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Millennials

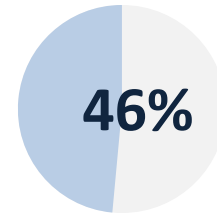
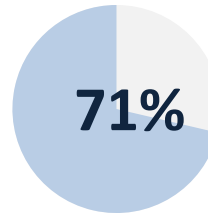
What we learned about MILLENNIALS at People's United Bank

Recognition

What type of reward/recognition motivates you?

Senior Leader
Acknowledgement

Compensation



“Having the ability to collaborate with senior management is priceless.”

They want to build a strong reputation with senior leaders and a bonus would be nice, too.

1980

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Millennials

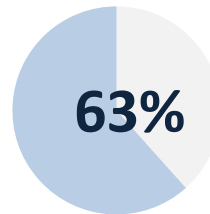
What we learned about MILLENNIALS at People's United Bank

Inclusion

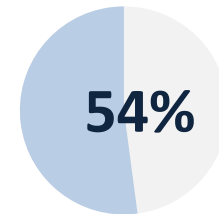
What makes you feel included at work?



Connectivity



Asked their
Opinion



"Building new relationships...I value that more than anything."

Connectivity: introductions, invitations, networking.
Being known as a subject matter expert.

1980

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Millennials

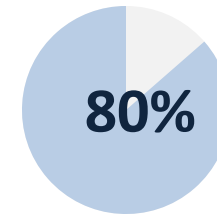
What we learned about MILLENNIALS at People's United Bank

Gender

How do you think women experience working at People's United Bank versus men?



No difference



They see men and women in leadership and non-leadership roles.

1980

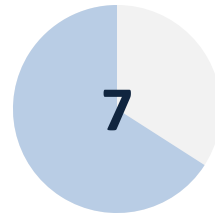
2000

Millennials

What we learned about MILLENNIALS at People's United Bank

Readiness

So...are we ready?



On a scale of 1-10, the average response was 7.
We still have some work to do.

1980

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Millennials

Preparing for the MILLENNIAL WORKFORCE

What we CURRENTLY do

- Social media to source talent
- Referral programs = we are all recruiters
- Business-based training programs
- Management + Leadership development
- Women In Leadership
- Volunteerism
- Recognition programs
- Accessible and approachable senior leaders
- Guiding Principles and Values



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Preparing for the MILLENNIAL WORKFORCE

New initiatives to explore...

1.

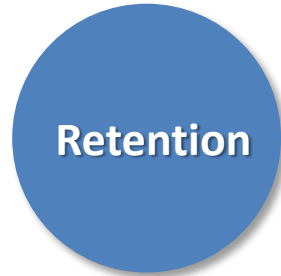


Attraction

Referral Networks

Expand Social
Media Outlets

2.



Retention

Fresh look at our
Engagement Survey

Career Hotline

3.



Inclusion

Connecting through
Internal Online
Networks
Exposure to Execs/Sr.
Leaders

1980

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Millennials

THANK YOU

Questions

Thoughts

Reactions

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