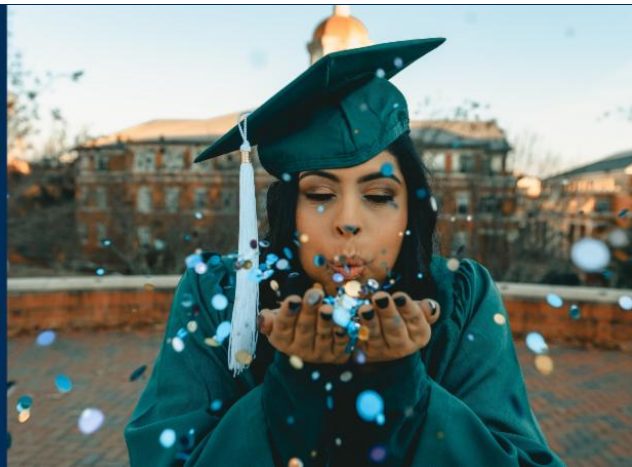




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## June Newsletter



*Trust your instincts and be curious. Ask lots of questions and understand the why behind what you are doing. Each experience (good or bad) is a lesson. Be humble and soak up the knowledge you are exposed to – employers want to teach you. Feel good about where you are (even if it's not your exact plan); you have worked hard to get there.*

June 1, 2022

It's graduation season, and it's a good bet that someone in your life is getting ready to launch, whether from high school, college, graduate school or other certification program. This month's message is for them, and for the supporting cast – parents and family members, educators and mentors – who helped these graduates along the way.

At KMA, we often meet with people who are entering the workforce for the first time to offer career advice and practical tips for navigating the transition from student to employee, and in a sense, from child to adult. I asked the KMA team to offer their words of wisdom, whether practical or aspirational. We also spoke with Melissa Fowler, School Counselor at Greely High School, Cumberland, Maine, for her best advice to high school graduates. This guidance falls into five themes, and we end with a list of Ten Practical Tips for Starting Your Career (but it's actually a good reminder to all of us, at any stage!).

You can read the whole post [here](#), and please feel free to share with all the grads in your life!

As always, please reach out to us if we can assist you with your HR needs, or with recruiting, retaining and compensating talent in a very challenging labor market. We've got you!

Kim Anania  
President and CEO  
KMA Human Resources Consulting

**Here's what else is going on at KMA this month**

# Participate in our Employee Benefits Survey and Receive the Executive Summary Free!

Competition for talent is fierce, and the benefits package you offer is a key area of differentiation.

Survey participants will receive the Executive Summary free, and can purchase the full report for \$200, a 60% discount.

This data will help you understand how your benefits offerings measure against the market, and you'll gain insights on other benefits you might consider offering to attract and retain employees.

The survey will guide you through a series of questions about benefits, perks, flexible work arrangements, and more. It should take about 35 minutes to complete.

**Thanks for participating by 6/30!**



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**Take  
the survey  
now**

## Q&A With Leora Kirk

We asked Leora Kirk, Senior HR Consultant at KMA, about the current trends in employee benefits and perks, and for her advice on how to be competitive in recruiting and retaining talent. Read the blog

**Q & A**  
w i t h  
**KMA**



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**Leora Kirk**  
Senior Consultant

[here.](#)

## Not-For-Profit RECHARGE 2022 With BerryDunn



**Workforce solutions:**  
Innovative ideas for increasing  
employee recruitment and retention



**Bill Enck | BerryDunn**  
Principal, Employee  
Benefits Group

**Mark Felici | BerryDunn**  
Chief Culture and  
Engagement Officer

**Kari Meillat |**  
KMA Human Resources  
Compensation Manager

**Nate Moody |**  
Lebel & Harriman  
Retirement Advisor

Join BerryDunn for their annual virtual event: Not-For-Profit Recharge, discussing the current industry outlook and offering fresh perspectives on what's to come. We'll look at new and ongoing challenges, tax and financial reporting, emerging workforce solutions, and more. Together, we'll prepare for the future.

Kari Meillat, KMA's Compensation Manager, joins the panel in the afternoon session to share innovative ideas for increasing employee recruitment and retention.

Register [here.](#)

## Our Recent Blog Posts

[Four Ways to Make Terminations Less Stressful](#)

[Business Mission and Values: Staying True for the Long Term](#)

## We are Recruiting

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