

Access the power of technology.

# Employer Brand Strategy

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An **Employer Branding Strategy** allows us to control and positively change the dialogue surrounding our company, to ensure higher talent acquisition and retention.

An **Employer Brand** is what our organization communicates as our identity to both potential and current employees. A positive employer brand communicates that our organization is a good employer and a great place to work. **Employer Brand** affects recruitment of new employees, retention and engagement of current employees. It includes the overall perception of our organization in the market and it describes our promise (or **Employee Value Proposition**) to employees in exchange for their experience, talents, contacts, or skills.

**Employer Branding**, is how we market our company to desired job seekers. We do this by showcasing our organization's unique cultural differentiators, and then working to amplify them so we can position ourself as a desirable place to work.

Our **Employer Brand** is primarily tied to the experiences of our workers and what they have to say about our organization. Social media posts, job reviews and testimonials, direct network conversations, and face-to-face referrals are all ways our current, former, and even prospective employees can impact our company's reputation.

### **Employer Value Proposition**

An **Employer Value Proposition** encompasses our organization's mission, values, and culture, and gives employees a powerful reason to work for us. It's everything our company can offer as an employer, in exchange for all the skills and experience our employees bring to the table.

The messaging we use to broadcast our **Employer Brand** and **Employer Value Proposition** shouldn't just be a list of the perks and benefits we offer. An **Employer Value Proposition** is considered an employee-centered approach because it's a proposition that's been discovered, defined, and tested with existing employees. Before we craft our **Employer Brand** proposition, our company's benefits should be well-established, well-defined, and a proven success with our current employees. And if they're not, and we're looking to revamp things, consider what influences a person's decision whether to accept a job offer or not, including:

- Company values and culture
- · Company location(s) and facilities, including accessibility and convenience
- Overall compensation
- Career development
- Management style
- Team caliber and quality
- Quality of work
- Ongoing employee recognition
- · Work-life balance, or proportion of work to time off
- · Benefits, such as dental insurance and vacation time
- On-the-job perks like flextime, and telecommuting
- Non-salary financial perks like commuter credits, bonuses, relocation/assistance
- Opportunities for travel and client exposure
- Opportunities to perform community service
- Job security

### The Employer Branding Process

### Step 1. Get familiar with our company

Define our company's unique attributes – our organization's core business, vision, mission, values, and culture. Understand our company objectives, and what sort of talent is needed to accomplish those objectives.

### Step 2. Do an audit of our employer brand

Identify what's working at our company so we can keep doing it, and what areas need improvement. Both are important to company operations and morale. It's additionally important during the talent acquisition process in order to discover ways to improve it.

### Step 3. Define an Employer Value Proposition

Write an **Employer Value Proposition** that clearly communicates the values of our corporate brand, while reflecting what's special about working at our organization. Align with our customer brand, but have it speak directly to our employees. Start with questions such as "WHO are we trying to reach? And WHAT do they want?"

### Step 4. Build engagement among current employees

Our employees also shape our company's culture, live our values, achieve our objectives, and manifest our company's mission. We need employee participation to create our **Employer Brand**. Here are a few ways to get our workers more engaged with our employer brand:

Hone the message. Use a set of words or phrases that become a part of our company's language, as a way to describe our company's values and what the experience of working for our company is all about. Keep it simple, clear, informative, and unique. Use this in HR or recruiting meetings, and focus this language on our career pages, recruiting sites, social media accounts, and anywhere else our **Employer Brand** can be leveraged.

Show off our employees, by having them show off themselves. Encourage our workers to update their online profiles so they're current, professional, and attention-worthy. Any time our former or current star employees bring positive attention to our customer or employer brand, we're putting our best recruiting foot forward.

As our employees update their personal and professional profiles, ask them to write (honest, but ideally favorable) reviews of our company on job listing sites, to post company news and updates, and to share job opportunities to their personal networks as they come up. Their social media network size is much larger than our companies size.

The first 90 days of employment are critical when turning a new team member into a productive employee. Make sure new hires have the tools, introductions, and orientations they need to hit the ground running and start thriving in their new roles.

Offer skills training and advancement opportunities. Nothing saves recruiting costs more than promoting from within, so give our workers opportunities for personal growth and professional development. Offer management and leadership training, special certifications, and plenty of avenues for career advancement to capture job candidate interest and commitment from our employees.

### Step 5. Write creative job descriptions

Job posts are often the first contact candidates have with our company, so they're a perfect way to promote our employer brand. If we're going for a brand voice that stands out, instead of, "must demonstrate excellent communication skills" we might try, "You're the type who'd just as soon pick up the phone than wait for an email; the phrase 'cold call' doesn't give you the shivers," as a more descriptive, attention-getting way of bringing our organization's personality to life. Then, optimize our search engine results using — but not overusing — words and phrases you know our ideal candidates are searching for.

# Our Committment • Our Culture • Our Benefits

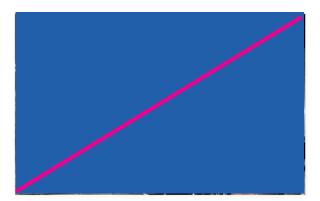
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# **Our Commitment**

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## **READ MORE**



## **Our Culture**

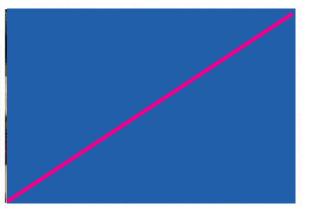
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### **READ MORE**

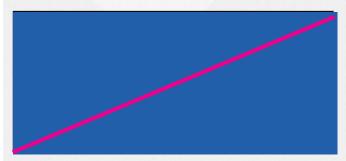
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### **READ MORE**



# **Our Commitment**



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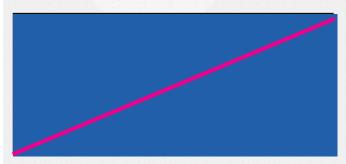


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## **Our Culture**

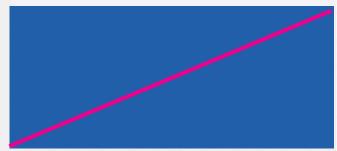


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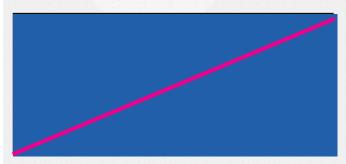


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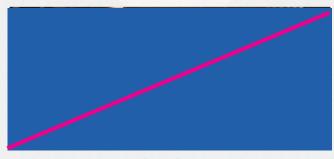
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# LinkedIn - Basic Account

### Edit

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### Manage information in another language

### Edit $\times$ Header Select buttons to display on your page \* indicates required Page info Custom button **Buttons** Add a custom button to drive business actions through your LinkedIn page About Button name \* Visit website -Overview URL\* Locations http://www.atekcompanies.com Community Hashtags **Button Preview** Featured groups Manage languages ACCes Techn ATEK Access Technologies, LLC

Industrial Automation · Eden Prairie, MN · 343 followers

Advanced M2M technologies for superior efficiencies, essential data, improved safety/control, & expert solutions/support  $\times$ 

# LinkedIn - Basic Account

Header	Provide details to display on your page
Page info	* indicates required
Buttons	Description*
About Overview	Welcome to our LinkedIn page. ATEK Access Technologies, LLC (headquartered in Eden Prairie, MN and with a factory in Brainerd, MN) designs, manufactures and markets high technology products that provide our customers with access to superior efficiencies and savings, essential data
Locations	1415/2000
Community	Manage description in another language
Hashtags	Website URL*
Featured groups	http://www.atekcompanies.com My organization doesn't have a website
Managalanguaga	Industry *
Manage languages	Industrial Automation 💌
	Company size *
	201-500 employees
	Company type *
	Privately Held

### Edit

Header Update locations to let members know where you're based If you don't have a street address, you can exclude it. Page info Buttons + Add a location About Address Location name Actions Overview 10025 Valley View Road, Suite 190, Headquarters Ì Locations Eden Prairie, MN 55344, United (Primary) States Community 210 NE 10th Ave, Brainerd, MN Î Hashtags MN Plant 56401, United States Featured groups Manage languages

### www.atekcompanies.com

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# LinkedIn - Basic Account

### Edit

Header	Add up to 3 hashtag topics that matter to your page	
Page info	You can see and respond to trending posts from the hashtag feed.	
Buttons	+ Add a hashtag	
About		
Overview	Hashtags	Actions
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# LinkedIn - Careers page

This section only for Paid Subscription to Careers Pages

e is only viewable by admins. Please upgrade to Career Pages in order to publish. Upgrade × Let's make the most of your page Use Career Pages to drive interest in your company. Invite job seekers to engage with your brand and open job opportunities				
Â	See tips and tricks on how to optimize your page <u>See best practices</u>	Watch this video explaining Career Page essentials Watch video		
Page settir	ngs	Required information *		
Page name* ③ Pixel tracker URL ③				
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+ Add media Supported media types: 🖂 ▷ 🗈				

# LinkedIn - Careers Page

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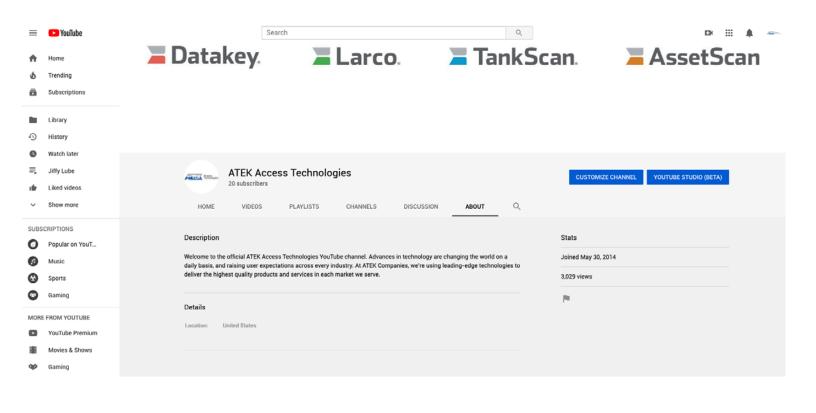
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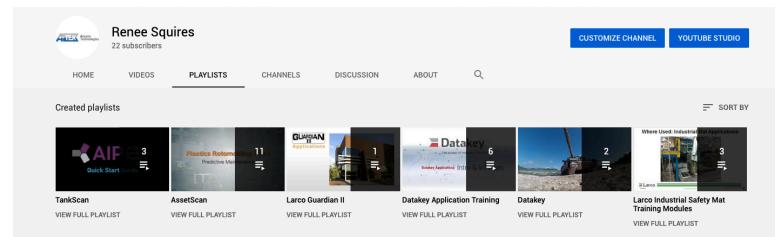
# LinkedIn - Careers Page

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Testimonials ③ Prospective talent wants to know what	it's like working at your co	mpany. Share authentic company ir	Hidden 🗌
name	Click here to	add an employee quote	
+ Add employee			

## Youtube





Employers/gto to employer center/employer profile

mployers Products Resources	Blog Help My Employer Center	ATEK 🗸 Sign Out
Employer Profile         Add and edit public information that's shown on your Glassdoor Employe         Company Info       Company Story         Company Updates	Profile.	
Basic Info Introduce yourself to job seekers.	51 to 200 employees     ~       Year Founded     ~       - Year -     ~       Sector     ~	HQ City Eden Prairie, MN Annual Revenue \$1 to \$5 million (USD) ~ Industry - Industry - ~ Company Status - Status - ~
Company Leader  Do you need to add regional leaders for different countries  Global CEO CEO Name	5? CEO Title Countri	es
	Add and edit public information that's shown on your Glassdoor Employer   Company Info v   Company Story   Company Updates     Basic Info   Introduce yourself to job seekers.     Company Leader   Image: Company Leader store different countries   Company Leader CEO Name	Ad and edit public information that's shown on your Glassdoor Employer Profile.     Company Info Company Story Company Updates     Basic Info     Introduce yourself to job seekers.     Total Employees     Ver Founded     • Year - • • •     Sector     • Sector - • • •     • Sector - • • • •     • Company Type   • Company Private     • Op you need to add regional leaders for different countries?     • Geo CEO Name

glassdoor for Employers	Products Resources Blog Help My Employer Center	ATEK 🗸	Sign Out
	Affiliated Companies Include the profiles of your parent company or other companies you operate. Companies will be displayed in the order they are listed.		
	solar Plastics		
	Add Another Company		
	Company Locations Create a filtered view of your Glassdoor profile for each major workplace location.		
	Display Name     City     Address     Postal Code       Add a Company Location		
	Competitors		
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	Employer Profile     Add and edit public information that's shown on your Glassdoor Employer Profile.     Company Info < Company Story   Company Updates   Why Work With Us     Exclusive Feature.   Showcase what makes your company a great place to work.   Learn More   About Your Company    Introduce yourself to job seekers. Information you might want to include: when and why your business was founded, how much you're grown since, what your company does and the types of customers you serve, and your mission statement.   Company Description   A description about your company.	Company Info FAQ <ul> <li>What content should I put here?</li> <li>What sections do you recommend?</li> <li>Should I put jobs here?</li> <li>How often should I update this?</li> <li>Is there a limit on photos or videos?</li> <li>What formats are supported for photos and videos?</li> <li>Can I link an image back to my website?</li> </ul>
	Company Mission A mission about your company	

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ART	Employer Profile   English - (US)		
	Add and edit public information that's shown on your Glassdoor Employer Profile.		
	Company Info V Company Story Company Updates		
œ	Add a Company Update		
1.0	Reach followers and visitors to your profile by publishing company news and updates.		
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			Post
	Copyright © 2008–2019, Glassdoor, Inc. "Glassdoor" and logo are proprietary trademarks of Glassdoor, Inc. Terms of Use   Privacy & Cookies		

Glassdoor

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	Employer Profile   Add and edit public information that Company Info V Company S	s shown on your Glas	sdoor Employer I	Profile.					
	Logo and Cover Photo Upload a logo and add a cover pl	hoto you think repres	ents your compa	ny well.					
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	Employer Profile   Add and edit public information that's shown on your Glassdoor Employer Profile.   Company Info v   Company Story   Company Updates   Benefits					
	Benefits Summary	t benefits offered by your organization.		Learn More		
	Benefits And Pledges Benefits	Description	Offered In United States	Employee		
	Insurance, Health & Wellness		Reporting			
	Health Insurance	Add Description		0%		
	Dental Insurance	Add Description		0%		
	Flexible Spending Account (FSA)	Add Description		0%		
	Vision Insurance	Add Description		0%		
	Health Savings Account (HSA)	Add Description		0%		
	Life Insurance	Add Description		0%		
	Supplemental Life Insurance	Add Description		0%		

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ANTA	Disability Insurance	Add Description		0%
	Occupational Accident Insurance	Add Description		0%
d.	Health Care On-Site	Add Description		0%
ŝ	Mental Health Care	Add Description		0%
	Retiree Health & Medical	Add Description		0%
	Accidental Death & Dismemberment	Add Description		0%
	Financial & Retirement			
	Pension Plan	Add Description		0%
	401K Plan	Add Description		0%
	Retirement Plan	Add Description		0%
	Employee Stock Purchase Plan	Add Description		0%
	Performance Bonus	Add Description		0%
	Stock Options	Add Description		0%
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ARE	Family & Parenting			
â	Maternity & Paternity Leave	Add Description		0%
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	Adoption Assistance	Add Description		0%
	Childcare	Add Description		0%
	Reduced or Flexible Hours	Add Description		0%
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	Family Medical Leave	Add Description		0%
	Unpaid Extended Leave	Add Description		0%
	Vacation & Time Off			
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	Paid Holidays	Add Description		0%
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Ant	Perks & Discounts			
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IJ	Commuter Checks & Assistance	Add Description		0%
	Pet Friendly Workplace	Add Description		0%
	Mobile Phone Discount	Add Description		0%
	Company Car	Add Description		0%
	Company Social Events	Add Description		0%
	Travel Concierge	Add Description		0%
	Legal Assistance	Add Description		0%
	Professional Support			
	Diversity Program	Add Description		0%
	Job Training	Add Description		0%
	Professional Development	Add Description		0%
	Apprenticeship Program	Add Description		0%
	Tuition Assistance	Add Description		0%

Verify the benefits your company offers by clicking the checkboxes. Add a short description to the benefit by clicking the add/edit link.

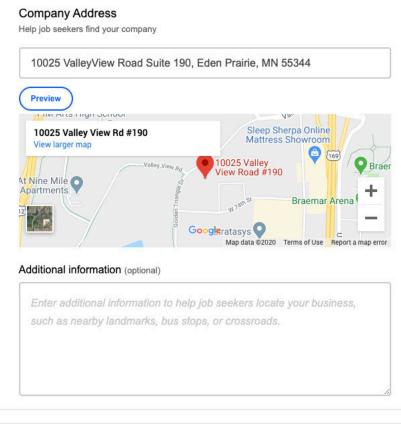
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AREX	Pledges & Certificates	Description		Verified
â	Registered Apprenticeships	Offers federal/state recognized on-the-job training program(s)		
	Veteran Hiring Commitment	Committed to helping America's military veterans find work		~
Ø	Pay Equality Pledge	Committed to paying equitably for equal work $\&\ \mbox{experience}$		~
~	Tech Hiring Commitment	Helping to train, hire and promote more technology workers		~
	Career Advancement Program	Helping employees "upskill" into higher-paying positions		~
	Social Responsibility Pledge	Formal programs or foundation to give back to communities		~
	Diversity Commitment	Has programs that support a diverse and inclusive workforce		~
	Pledge to Thrive	Taking steps to prioritize employee well-being		~
	First Job Programs	Maintain entry-level hiring and career development programs to give people career starts		~
	Fair Chance Pledge	Maintain hiring/training programs for those with criminal records as an opportunity for a second chance		~
	Returnships	Offer formal "internships" for mid-career people or those returning to the workforce		~
	All items with the Verified label must be reviewed by	Glassdoor before they are visible on your profile.		
<			Cancel Save C	Changes
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glas	Scoor for Employers Products	Resources Blog Help My Employer Center	ATEK 🗸	Sign Out
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~	<b>Exclusive Feature.</b> Select up to 5 Awards to	be featured.	Learn	More
	<b>All Awards</b> Add awards to display on your company profile. Selec	t up to five featured awards to display most prominently.	Ado	d Award
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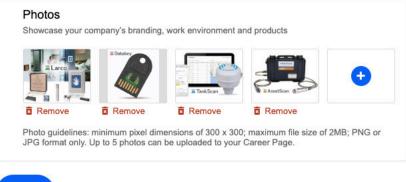
## Career Page

Edit career page from your dashboard.

Company Logo	
Brand your Career Page with your company	logo
A	TEK
	Replace Remove
Theme Colors	
Choose your brand colors	
Header color	Background color
#1b5fa9	#9b9b9b
Custom Content Help job seekers learn more about your corr	ıpany
About Us	
machine technologies to give you savings, essential data and syste	the power of advanced machine-to- access to superior efficiencies and ms, improved safety and control, and cess the power of technology.

### Career Page





Save

www.atekcompanies.com

Company Page

Edit company page from your dashboard.

Customize Your Company Page					
By customizing your company page, you verify that you are entitled to represent this company and that you agree to Indeed's <b>Terms of Service</b> and consent to our <b>Cookie Policy</b> and <b>Privacy Policy</b> .					
🖪 Branding	Employer details				
	content will be shown to all Indeed users by default. To add branding content for a specific select from the dropdown and start localizing.				
	• Global •				

#### Header image

Your header image will be displayed at the top of your company page.

Requirements: at least 980 x 200 pixels, in .jpg, .png, or .gif format. Image may be cropped or resized to fit.

Choose Image

#### Logo

Your logo will be displayed at the top of your company page.

Requirements: High resolution, width and height should be at least 120 pixels, 400 x 160 pixels recommended, in .jpg, .png, or .gif format. Animated .gif and .png files are not supported.

#### **Crop Preview**

Drag and resize the box below to crop your logo to fit.



### Company Page

#### **Custom content**

Your custom content will be displayed on the Why join us tab of your Company Page.

Add up to 10 videos, images, or text to your company page. You can use the arrows to place them in your preferred order.

#### Add custom content

Your video, image or text should reflect aspects of your company most desirable or informative to job seekers.

1

### **About ATEK Access Technologies**

	es delivers access to data and systems, efficencies and savings, safety and control brands: AssetScan, Datakey, Larco and TankScan.
Brief company desc our brief company descrip	<b>cription</b> otion will be displayed together with your logo across the Company Reviews page
n vour Featured Employer	r ad units, and on job descriptions.
,	22 characters remain

### Company Page

### Links

Share all of your brand's important websites on your Company Page. Your company's latest updates on Twitter, Facebook and Instagram will also be shown on your Company Page.

Twitter N/A

Facebook https://www.facebook.com/ATEK-Access-Technologies-104345464323791/

Instagram

N/A

Larco twitter https://twitter.com/larco

LinkedIn Larco

https://www.linkedin.com/showcase/larco---atek-access-technologies-/?viewAsMember=true

LinkedIn TankScan

https://www.linkedin.com/showcase/tankscan/?viewAsMember=true

LinkedIn Datakey

https://www.linkedin.com/showcase/datakey---atek-access-technologies/?viewAsMember=true

Edit

## Company Page

🖪 Branding 🛛 😰 Employer details

### **Basic information**

Industry	Employees
Address	
10025 Valley View Road Ste. 190 Eden Prairie, MN 55344	
	1.
Revenue	٩
Website URL	
http://www.atekcompanies.com/atek-access-techr	nologies
Save	

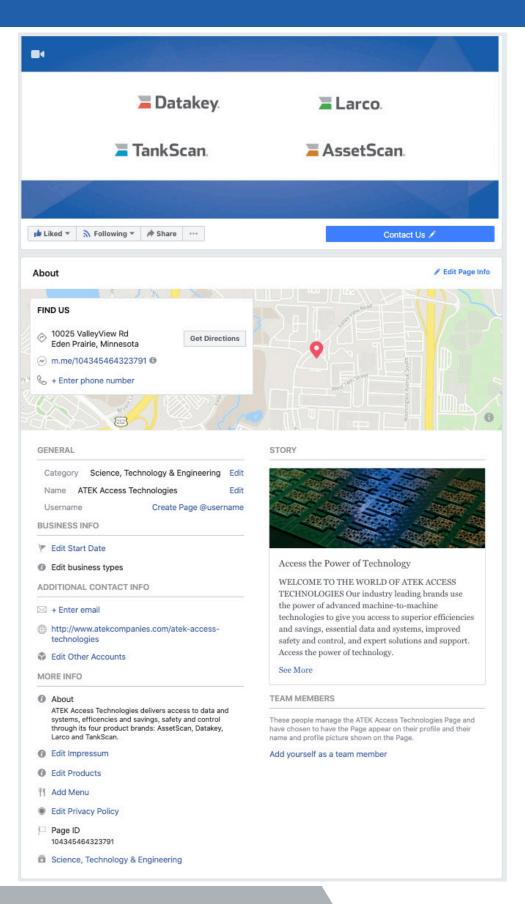
### **Global leadership**

#### Add your leader's full name and portrait picture.

Requirements: square, at least 120 x 120 pixels, 400 x 400 pixels recommended, in .jpg, .png, or .gif format. Your file may be cropped or resized to fit.

Leader name			
Photo Choose Image			
Save	Cancel		

# Facebook



## What to Post

Facebook Business Page - What to post and examples

### External to all Followers Community

- Employee involvement in schools, community events or charities
- Company donations to local organizations
- Food drive sponsorhips
- Exhibiting at local college
- Brainerd Lakes area community support
- Misc. involvement

### **Ads from Publications**

- Rotary ad
- · Any ads run in the local publications

### **Photos/Posts**

- Trade show photos employees at our tradeshow booths, speaking engagements
- Employees attending a speaking engagement
- Team building photos
- Company events summer picnic, pics people attending mid-year, baseball game, Halloween and Christmas party, etc.
- Fun stuff photos Today is National Donut Day, National Red-Head day, etc.
- Install of product in the field
- · Photo of product in use
- BLT working on a project
- Spotlight a customer

### Internal to Employee Following our FaceBook Group

- Bravo Awards
- Meetings/Events
- Benefit Enrollment announcement
- Scholarship awards
- Employee news/recognition
- Congrats on a new hire, baby, grandchild, graduations, etc.
- Inspirational quotes to motivate
- Turn your clocks back, Check your smoke detector, etc.
- People stories
- Announcing a new rep or disty
- Employee of the month award
- Spotlight a customer or an employee
- For Sale employee wanting to sell a tread mill, living room set, dining table, etc.
- Happy holidays/birthday/anniversary announcement
- Fun Facts
- Severe weather announcements
- General company announcements
- Fun viral videos industry related
- New job opportunities
- Employee Referral Program
- Anything HR communicates via email



# What to Post

### LinkedIn Company Page – What to post and examples

- Product information not salesy
- Installation of a product in the field
- Product in use
- New product launch or featured enhancement
- New rep or disty
- Spotlight a customer
- Articles, case studies, white papers
- eBooks
- Blogs employee's business related
- Speaking engagements of employees
- Trade Show photos and invites
- Company updates
- Latest trends
- Inspiring Ted Talks
- Motivational quotes that are encouraging
- Share lessons learned 10 best investments, how we bounced back......
- Industry news and research
- How-to posts
- Quick tips
- Info that is helpful to followers
- Videos industry related
- Images featuring compelling stats
- Celebrate company wins and milestones
- Photos of business events people
- Highlight company leaders/Employee recognition
- We're Hiring!
- Job postings



## Videos

### Videos

### **Types of Employee Branding Videos**

- Employee Testimonials
- Culture About Us
- Job Postings

### 4 Tips to Creating a Great Employer Brand Video

### Be Honest and Authentic – Highlight real employees across all levels of our organization

Highlight the great things that we can uniquely offer. Show cool, cutting edge products, community involvement, or awesome team collaboration – show what our employees love about working at our company. Highlight our own employees from all levels of our organization which gives a clearer view into life at our company.

### Make 'Em Laugh (or Cry) - Create an emotional connection

Aim for an emotional hook that will draw people in and create a memorable experience. It's the people that feel a connection to our company and values that we want to hire. They're the ones who will add to our culture, stay with the company, and give their hard work and dedication to the organization's goals.

### Show, Don't Tell - Find creative ways to exemplify our message

Show people what it's like to work at our company. Show the products being built. Show clips of people working together and having fun.

### Don't forget the soundtrack! - Set the tone with the right music

This will elevate our overall message.

# Notes

# Notes

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