



1500 Paxton Street • Harrisburg, PA 17104  
717.909.1570 • 717.236.6803 fax

## Employer Benchmark Summary

	Percentage of Positive Responses Small Category (15 - 49 employees)		Percentage of Positive Responses Medium Category (50 - 249 employees)		Percentage of Positive Responses Large Category (250 employees and up)		Percentage of Positive Responses All Categories	
	All Small Category Participants	Small Category Companies that made the list	All Medium Category Participants	Medium Category Companies that made the list	All Large Category Participants	Large Category Companies that made the list	All Companies that participated	All Companies that made the list
Average years highest ranking official/CEO has been in office for the organization:	11.5	14.3	13.2	13.7	8.7	6.7	12.3	12.4
Do you offer performance bonus or incentive programs?	83%	100%	94%	94%	100%	100%	95%	96%
Do you offer a bonus to employees who refer new hires?	57%	60%	76%	76%	94%	92%	78%	78%
Do you offer a 401(k) or 403(b) retirement savings program?	71%	80%	96%	96%	94%	100%	94%	96%
Do you match employee retirement saving contributions?	43%	40%	67%	72%	72%	83%	66%	72%
How much of the cost does your organization incur for Employee Medical Coverage?								
Employer pays 100% of premium	2%	2%	2%	3%	3%	3%	2%	3%
Employer pays 75% - 99% of premium	12%	13%	11%	14%	7%	8%	10%	11%
Employer pays 50% - 74% of premium	79%	78%	76%	73%	80%	79%	78%	76%
Employer pays 25%- 49% of premium	1%	1%	10%	10%	9%	10%	10%	10%
Employer pays less than 25% of premium	1%	1%	0%	0%	1%	0%	0%	0%
This benefit not offered	0%	0%	1%	0%	0%	0%	0%	0%
How much of the cost does your organization incur for Dependent Medical Coverage?								
Employer pays 100% of premium	0%	0%	0%	0%	0%	0%	0%	0%
Employer pays 75% - 99% of premium	1%	1%	0%	0%	0%	0%	0%	0%
Employer pays 50% - 74% of premium	2%	2%	0%	0%	0%	0%	1%	0%
Employer pays 25% - 49% of premium	67%	69%	70%	89%	94%	92%	72%	87%
Employer pays less than 25% of premium	1%	1%	0%	0%	1%	0%	0%	0%
No Dependent Medical Coverage offered	30%	28%	30%	11%	6%	8%	27%	13%
Does your organization offer a group dental plan?	17%	20%	19%	22%	71%	75%	28%	31%
Does your organization offer a group vision plan?	57%	60%	76%	76%	94%	92%	78%	78%
What is the date that a new employee becomes eligible for health benefits?								
First day of hire	5%	5%	3%	4%	1%	2%	2%	5%
First day of the following month after hire	8%	12%	10%	10%	14%	12%	11%	12%
30 days after hire	17%	14%	20%	20%	12%	14%	17%	15%
60 days after hire	70%	69%	67%	66%	69%	70%	68%	67%
90 days after hire	0%	0%	0%	0%	4%	2%	2%	1%
What is the minimum number of hours an employee must work per week to be eligible for health coverage?	17%	20%	34%	37%	82%	83%	42%	44%
Do you offer Flexible Spending Accounts?	83%	80%	79%	84%	100%	100%	83%	87%
Do you offer domestic partner benefits?	57%	60%	76%	76%	94%	92%	78%	78%
Average number of paid holidays per year	7	9	7	11	8	9	7	9
Time off provided as PTO days	57%	60%	76%	76%	94%	92%	78%	78%

\*Benchmark reports are based on the program rankings and may not be broken down into the size categories represented on this sample.



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Time off provided as vacation/sick/personal days	43%	40%	24%	24%	6%	8%	22%	22%
Do you allow employees paid time off for community service activities/volunteer work?	17%	20%	31%	30%	82%	75%	39%	37%
Do you offer telecommuting as a standard practice?	17%	20%	58%	58%	100%	100%	63%	63%
Do you offer compressed work weeks as a standard, year-round practice?	67%	60%	52%	56%	94%	92%	61%	63%
Do you offer on-site facilities to promote exercise and fitness?	17%	20%	50%	44%	88%	83%	55%	49%
Do you provide on-site fitness/wellness programs?	100%	100%	97%	98%	94%	100%	97%	99%
Do you provide cafeteria or meal subsidies, free daily snacks or beverages?	100%	100%	100%	100%	100%	100%	100%	100%
Do you promote sustainable or "green" practices within the workplace?	33%	40%	51%	44%	61%	50%	52%	45%
How often do you conduct Employee Performance Appraisals?								
None	2%	0%	0%	0%	0%	0%	0%	0%
As Needed	4%	4%	7%	0%	0%	0%	0%	0%
Once per year	89%	96%	93%	100%	100%	100%	83%	87%
Twice per year	1%	0%	0%	0%	0%	0%	17%	13%
More than twice per year	0%	0%	0%	0%	0%	0%	0%	0%
Do you offer tuition reimbursement?	56%	80%	50%	81%	57%	88%	55%	85%
Do you have formalized program/practices for succession planning?	3%	8%	12%	20%	35%	38%	22%	27%
Do you offer paternity leave?	90%	95%	80%	100%	89%	100%	88%	100%
Do you offer an Employee Assistance Program (EAP)?	20%	43%	38%	43%	50%	76%	39%	53%