

Employer Benchmark Summary

	Averaged Responses Small/Medium Employers (15 - 249 US employees)		Averaged Responses Large Employers (250 or more US employees)		Averaged Responses All Size Categories	
	Small/Medium Employers that made the list	Small/Medium Employers not on the list	Large Employers that made the list	Large Employers not on the list	All Employers that made the list	All Employers not on the list
3a: How many years has your highest ranking official/CEO been in this position within the organization?	12.1	15.0	11.2	11.2	11.8	12.6
33: Does your organization offer any employee bonus or incentive programs?	95%	100%	100%	95%	99%	95%
34: Do you offer bonuses to employees who refer new hires?	65%	100%	87%	82%	84%	86%
37: Do you offer a retirement savings program such as a 401(k), 403(b) or 457 plan?	85%	100%	92%	95%	94%	98%
37b: If yes, do you match employee contributions to an employee's retirement savings plan account?	71%	80%	71%	75%	78%	74%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (employee)						
Employer pays 100% of premium	75%	60%	41%	32%	35%	32%
Employer pays 75% - 99% of premium	15%	40%	49%	41%	54%	50%
Employer pays 50% - 74% of premium	10%	0%	11%	18%	11%	14%
Employer pays 25% - 49% of premium	0%	0%	0%	5%	0%	2%
Employer pays less than 25% of premium	0%	0%	0%	0%	0%	0%
This benefit not offered	0%	0%	0%	5%	0%	2%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (dependents)						
Employer pays 100% of premium	10%	0%	0%	5%	3%	7%
Employer pays 75% - 99% of premium	5%	20%	19%	23%	30%	25%
Employer pays 50% - 74% of premium	15%	20%	30%	23%	30%	30%
Employer pays 25% - 49% of premium	5%	0%	8%	9%	6%	7%
Employer pays less than 25% of premium	45%	20%	41%	27%	25%	20%
This benefit not offered	20%	40%	3%	14%	5%	11%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Dental coverage (employee)						
Employer pays 100% of premium	55%	40%	49%	36%	35%	30%
Employer pays 75% - 99% of premium	20%	40%	30%	14%	35%	26%
Employer pays 50% - 74% of premium	10%	0%	11%	14%	13%	19%
Employer pays 25% - 49% of premium	0%	0%	0%	0%	4%	2%
Employer pays less than 25% of premium	5%	0%	8%	27%	10%	16%
This benefit not offered	10%	20%	3%	9%	3%	7%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Vision coverage (employee)						
Employer pays 100% of premium	53%	20%	49%	36%	33%	26%
Employer pays 75% - 99% of premium	16%	40%	24%	9%	30%	26%
Employer pays 50% - 74% of premium	11%	0%	8%	5%	9%	7%
Employer pays 25% - 49% of premium	0%	0%	0%	5%	1%	2%
Employer pays less than 25% of premium	11%	20%	16%	36%	24%	33%
This benefit not offered	11%	20%	3%	9%	3%	7%
40: When is a new employee eligible to enroll in the organization's healthcare plan?						
First day of hire	5%	20%	8%	10%	20%	16%
First day of the next month after hire	35%	20%	42%	19%	34%	19%
30 days after hire	15%	20%	13%	19%	15%	21%
60 days after hire	15%	0%	3%	5%	4%	5%
90 days after hire	25%	20%	24%	24%	15%	23%
More than 90 days after hire	0%	0%	3%	0%	1%	0%
Other	5%	20%	8%	24%	11%	16%
41: Our organization offers the option to enroll in health benefits to full-time and part-time employees	15%	0%	37%	27%	42%	25%
43: Does your organization offer Flexible Spending Accounts (FSA)?	50%	60%	87%	82%	82%	82%
44: Does your organization offer domestic partner benefits (not required by law)?	80%	60%	92%	82%	93%	84%
45: What is the number of paid holidays your organization offers per year?	8.7	9.0	10.4	9.2	10.0	9.1
46: Does your organization provide time off as PTO (one bank of time) or as vacation/sick/personal days (separate banks)?						
PTO	42%	0%	51%	55%	51%	52%
Vacation / Sick / Personal	58%	100%	49%	45%	49%	48%
49: Does your organization allow employees additional paid time off for community service activities/volunteer work?	25%	20%	66%	18%	64%	32%
51: As a standard practice, does your organization offer telecommuting options to your employees?	80%	60%	58%	36%	67%	44%

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	53: As a standard year-round practice, does your organization offer employees the option to work flexible hours or a compressed work week?	65%	40%	61%	27%	63%
55: Does your organization provide any workplace facilities to promote exercise and fitness?	55%	20%	62%	36%	60%	50%
56: Does your organization provide any fitness and/or wellness programs or practices within the workplace?	80%	60%	82%	59%	86%	70%
58: Does your organization provide cafeteria or meal subsidies, free daily snacks or beverages?	84%	80%	87%	86%	89%	82%
59: Does your organization promote any sustainable or "green" practices?	85%	100%	100%	95%	96%	93%
60: How often does your organization conduct Employee Performance Reviews for all staff?						
As needed	20%	0%	11%	0%	10%	2%
Once per year	55%	40%	58%	77%	56%	72%
Twice per year	15%	40%	24%	14%	24%	19%
More than twice a year	10%	20%	8%	9%	10%	7%
66: What form(s) of tuition reimbursement/assistance does your organization offer? (Select all that apply)						
Advanced or post-graduate degree	19%	25%	48%	67%	62%	69%
Certifications	69%	100%	81%	72%	85%	83%
Business education workshops and/or conferences	100%	75%	97%	83%	98%	83%
Other, please describe	19%	0%	26%	28%	26%	20%
68: Does your organization have any formalized programs/practices for succession planning?	35%	60%	55%	38%	60%	50%
74: Please describe any family-friendly benefits or practices your organization provides to its employees (Select all that apply)						
Paternity leave (either paid or unpaid) for the birth or adoption of a child	75%	80%	92%	82%	87%	81%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc	5%	40%	18%	14%	35%	26%
Lactation facilities for breastfeeding mothers	20%	20%	76%	50%	67%	51%
All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons	0%	0%	0%	0%	3%	5%
Flexible hours to accommodate school events, taking a family member to the doctor, etc	95%	100%	92%	95%	94%	93%
Back-up child or elder care if an employee's regular caregiver is suddenly not available	0%	0%	5%	5%	12%	12%
After-school or summer programs for school-aged children of employees	0%	0%	0%	0%	1%	2%
Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress	0%	0%	11%	9%	20%	14%
Immediate families invited to corporate events	85%	80%	79%	86%	77%	79%
Free or discounted tickets to local family entertainment or sporting events	55%	20%	79%	68%	78%	65%
Our organization does not offer any family-friendly benefits or practices	0%	0%	0%	0%	0%	0%
Other	0%	20%	26%	9%	23%	14%
75: Please describe any programs or practices your organization provides to promote a healthy work/life balance (Select all that apply)						
No overtime, or overtime kept at a minimum	40%	20%	63%	55%	47%	60%
Meetings and staff-only events limited to during work hours only	70%	40%	68%	91%	64%	81%
Monetary incentives or extra paid time off when overnight travel is required	30%	40%	29%	18%	31%	19%
An employer-sponsored Employee Assistance Program (EAP) which may provide counseling for marital, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling	35%	60%	76%	55%	76%	69%
Productivity or time management workshops, seminars or classes	45%	40%	74%	55%	71%	64%
On-site personal development and/or stress management workshops, seminars, or classes	20%	20%	66%	32%	58%	45%
Paid sabbaticals	0%	20%	16%	0%	17%	12%
Financial Education workshops, seminars or classes	30%	40%	50%	50%	51%	57%
Our organization does not offer any work/life balance programs nor practices	5%	0%	0%	0%	1%	0%
Other	20%	0%	29%	18%	28%	17%