

2009 Employee Benefits

Examining Employee Benefits in a Fiscally Challenging Economy

Contents

Report Tables

Table 1 Average Percentage of Payroll Reflecting Total Cost of Benefits (by Organization Staff Size)

Table A-1 Health Care and Welfare Benefits

Table A-2 Health Care and Welfare Benefits (by Year)

Table B-1 Preventive Health and Wellness Benefits

Table B-2 Preventive Health and Wellness Benefits (by Year)

Table C-1 Financial and Compensation Benefits

Table C-2 Financial and Compensation Benefits (by Year)

Table D-1 Paid Leave Benefits

Table D-2 Paid Leave Benefits (by Year)

Table E-1 Family-Friendly Benefits

Table E-2 Family-Friendly Benefits (by Year)

Table F-1 Flexible Working Benefits

Table F-2 Flexible Working Benefits (by Year)

Table G-1 Personal Services Benefits

Table G-2 Personal Services Benefits (by Year)

Table H-1 Housing and Relocation Benefits

Table H-2 Housing and Relocation Benefits (by Year)

Table I-1 Business Travel Benefits

Table I-2 Business Travel Benefits (by Year)

Table J-1 Other Benefits

Table J-2 Other Benefits (by Year)



| Table 1 | Average Percentage of Payroll Reflecting Total Cost of Benefits (by Organization Staff Size) | | | | | |
|---------|--|---------------------------|-------------------------------|----------------------------------|----------------------------------|-----------------------|
| | Overall | Small (1-99 Employees) | Medium (100-499 Employees) | Large (500 or More Employees) | Differences Based on Staff Size* | |
| | Mandatory benefits | 20% | 20% | 21% | 20% | |
| | Voluntary benefits | 19% | 15% | 21% | 21% | Large, medium > small |
| | Pay for time not worked benefits | 11% | 11% | 10% | 11% | |

(n = 500)

* Indicates a significant difference based on staff size. Blank cells in the last column indicate that no statistically significant differences were found.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)



| Table A-1 Health Care and Welfare Benefits | | | |
|--|--|---|--|
| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| Dental insurance | 96% | 2% | 1% |
| Prescription drug program coverage | 96% | 4% | 0% |
| Mail-order prescription program | 91% | 0% | 0% |
| Preferred provider organization (PPO) plan | 81% | 6% | * |
| Chiropractic coverage | 80% | 3% | * |
| Mental health coverage | 80% | 1% | 0% |
| Accidental death and dismemberment insurance (AD&D) ^A | 78% | 2% | 1% |
| Long-term disability insurance ^B | 77% | 2% | 1% |
| Vision insurance | 76% | 3% | 1% |
| Employee assistance program (EAP) | 75% | 2% | 1% |
| Medical flexible spending accounts ^C | 71% | 2% | 1% |
| Dependent care flexible spending account | 70% | 1% | 1% |
| Short-term disability insurance ^D | 70% | 3% | * |
| Contraceptive coverage | 66% | 1% | * |
| Life insurance for dependents | 58% | 2% | 1% |
| Health care premium flexible spending account ^E | 43% | 0% | 0% |
| Supplemental accident insurance | 40% | 0% | 0% |
| Long-term care insurance | 39% | * | 0% |
| Health care coverage for dependent grandchildren | 37% | 3% | * |
| Domestic partner health care coverage (opposite-sex) | 37% | 3% | * |
| Rehabilitation assistance | 37% | 3% | * |
| Domestic partner health care coverage (same-sex) | 36% | 2% | 1% |
| HMO (health maintenance organization) plan | 35% | 4% | * |
| Health care coverage for part-time workers | 35% | 2% | 1% |
| Intensive care insurance | 35% | 1% | 1% |
| Critical illness insurance | 34% | 1% | 0% |
| Cancer insurance | 33% | 2% | 1% |
| Health savings account (HSA) | 32% | 1% | 4% |
| Surcharges for spousal health care coverage ^F | 32% | 2% | 1% |
| Health care coverage for foster children | 31% | 2% | 0% |
| Infertility treatment coverage (other than in-vitro fertilization) | 30% | 2% | * |
| Bariatric coverage for weight loss | 29% | 5% | * |
| Acupressure/acupuncture medical coverage | 28% | 1% | * |

(continued on next page)

[Return to Table of Contents](#)



Table A-1 Health Care and Welfare Benefits (continued)

| | | | |
|--|-----|-----|----|
| Health reimbursement account (HRA) | 26% | 2% | 2% |
| Point of service (POS) plan | 26% | 4% | 0% |
| Retiree health care coverage | 26% | 2% | 0% |
| In-vitro fertilization coverage | 23% | 2% | 1% |
| Hospital indemnity insurance | 23% | 1% | * |
| Laser-based vision correction coverage | 19% | 2% | * |
| Pharmacy management program | 18% | 4% | * |
| Wholesale generic drug program for injectable drugs | 17% | 2% | 1% |
| Alternative/complementary medical coverage | 16% | 2% | 1% |
| Employer-matched contributions to health saving account (HSA) | 15% | 4% | 2% |
| Grief recovery program | 15% | 1% | * |
| Consumer-directed health care plan (CDHP) | 12% | 3% | 2% |
| Support groups | 12% | 0% | 1% |
| Exclusive provider organization (EPO) plan | 8% | 10% | * |
| Indemnity plan (fee-for-service) | 7% | 0% | 0% |
| Elective procedures coverage (other than laser-based vision correction coverage) | 5% | 0% | 0% |
| Experimental/elective drug coverage | 3% | 6% | * |
| Subsidized cost of elder care | 3% | 0% | 0% |
| Gender reassignment surgery coverage | 1% | 0% | 0% |

(n = 522)

* Less than 1%

A Does not pertain to employee-paid supplemental insurance

B Does not pertain to employee-paid supplemental insurance

C IRC Section 125, for all expenses

D Does not pertain to employee-paid supplemental insurance

E IRC Section 125 Cafeteria Plan allowing for premium conversion

F Health care coverage for a spouse is offered as a benefit to employees, but there is a surcharge added to the employee premium cost

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

| Table A-2 Health Care and Welfare Benefits (by Year) | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|--|------------------------------------|------|------|------|------|------------------------------------|------------------------------------|
| | Prescription drug program coverage | 97% | 96% | 95% | 96% | | |
| Dental insurance | 95% | 93% | 94% | 94% | 96% | | |
| Mail-order prescription program | 90% | 88% | 87% | 87% | 91% | | |
| Preferred provider organization (PPO) plan | 87% | 87% | 87% | 85% | 81% | Decrease | |
| Chiropractic insurance | 56% | 81% | 80% | 81% | 80% | Increase | |
| Mental health coverage | 72% | 73% | 73% | 75% | 80% | Increase | Increase |
| Accidental death and dismemberment insurance (AD&D) | – | – | – | 81% | 78% | | |
| Long-term disability insurance | – | – | – | 78% | 77% | | |
| Vision insurance | 80% | 73% | 79% | 78% | 76% | | |
| Employee assistance program (EAP) | 73% | 71% | 73% | 75% | 75% | | |
| Medical flexible spending account | 78% | 70% | 70% | 70% | 71% | | |
| Dependent-care flexible spending account | 79% | 76% | 76% | 75% | 70% | Decrease | |
| Short-term disability insurance | – | – | – | 69% | 70% | | |
| Contraceptive coverage | 82% | 75% | 74% | 73% | 66% | Decrease | Decrease |
| Life insurance for dependents | 67% | 65% | 65% | 63% | 58% | Decrease | Decrease |
| Health care premium flexible spending account | 47% | 50% | 47% | 46% | 43% | | |
| Supplemental accident insurance | 47% | 50% | 49% | 47% | 40% | Decrease | Decrease |
| Long-term care insurance | 39% | 43% | 46% | 45% | 39% | | Decrease |
| Health care coverage for dependent grandchildren | 38% | 35% | 38% | 36% | 37% | | |
| Domestic partner health care coverage (opposite-sex) | – | – | – | 36% | 37% | | |
| Rehabilitation assistance | 28% | 35% | 30% | 33% | 37% | Increase | |
| Domestic partner health care coverage (same-sex) | – | – | – | 36% | 36% | | |
| HMO (health maintenance organization) plan | 53% | 51% | 48% | 42% | 35% | | Decrease |
| Health care coverage for part-time workers | 42% | 39% | 41% | 39% | 35% | Decrease | |
| Intensive care insurance | 39% | 39% | 40% | 38% | 35% | | |
| Critical illness insurance | 38% | 39% | 38% | 37% | 34% | | |
| Cancer insurance | 28% | 36% | 35% | 28% | 33% | Increase | |
| Health savings account (HSA) | – | 23% | 29% | 29% | 32% | | |
| Surcharges for spousal health care coverage | – | 36% | 33% | 37% | 32% | | Decrease |
| Health care coverage for foster children | 29% | 28% | 29% | 30% | 31% | | |
| Infertility treatment coverage (other than in-vitro fertilization) | – | 30% | 30% | 28% | 30% | | |
| Bariatric coverage for weight loss | – | 8% | 16% | 21% | 29% | | |
| Acupuncture/acupressure medical coverage | 33% | 30% | 29% | 31% | 28% | Decrease | |

(continued on next page)

[Return to Table of Contents](#)



| Health reimbursement account (HRA) | 18% | 18% | 29% | 27% | 26% | Increase | |
|---|-----|-----|-----|-----|-----|----------|----------|
| Point of service (POS) plan | – | – | – | 26% | 26% | | |
| Retiree health care coverage | 31% | 29% | 35% | 32% | 26% | Decrease | Decrease |
| In-vitro fertilization coverage | – | 28% | 27% | 26% | 23% | | |
| Hospital indemnity insurance | 30% | 29% | 27% | 25% | 23% | Decrease | |
| Laser-based vision correction coverage ^A | – | – | – | – | 19% | | |
| Pharmacy management program | – | 15% | 19% | 17% | 18% | | |
| Wholesale generic drug program for injectable drugs | – | 23% | 30% | 24% | 17% | | Decrease |
| Alternative/complementary medical coverage | 21% | 20% | 19% | 18% | 16% | Decrease | |
| Employer-matched contributions to health saving account (HSA) | – | 6% | 11% | 13% | 15% | | |
| Grief recovery program | 14% | 18% | 15% | 16% | 15% | | |
| Consumer-directed health care plan | 12% | 17% | 19% | 12% | 12% | | |
| Support groups | 11% | 12% | 11% | 12% | 12% | | |
| EPO (exclusive provider organization) plan | 10% | 9% | 11% | 9% | 8% | | |
| Indemnity plan | 21% | 15% | 18% | 12% | 7% | Decrease | |
| Elective procedures coverage (other than laser-based vision correction coverage) ^A | – | – | – | – | 5% | | |
| Experimental/elective drug coverage | 10% | 4% | 6% | 5% | 3% | Decrease | |
| Subsidized cost of elder care | – | – | – | 4% | 3% | | |
| Gender reassignment surgery coverage | – | – | – | – | 1% | | |
| Elective procedures ^A | 18% | 16% | 17% | 16% | – | | |

^{*} Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

^A Starting in 2009, elective procedures was separated into laser-based vision correction coverage and elective procedures coverage (other than laser-based vision correction coverage).

Note: A dash (–) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)



| Table B-1 Preventive Health and Wellness Benefits | | | |
|---|--|---|--|
| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| Wellness resources and information | 72% | 2% | 5% |
| On-site vaccinations ^A | 64% | 2% | 1% |
| Wellness programs | 59% | 2% | 5% |
| CPR/first aid training | 53% | 1% | 2% |
| 24-hour nurse line ^B | 50% | 2% | 1% |
| Health fairs | 44% | 4% | 3% |
| Wellness newsletter/column | 41% | 3% | 3% |
| Smoking cessation program | 39% | 3% | 4% |
| Health screening programs ^C | 38% | 4% | 3% |
| Fitness center membership subsidy/reimbursement | 35% | 3% | 2% |
| Health and lifestyle coaching ^D | 33% | 2% | 8% |
| Preventive programs specifically targeting employees with chronic health conditions | 30% | 3% | 7% |
| Weight loss program | 30% | 3% | 5% |
| Rewards or bonuses for achieving or completing certain health and wellness goals/programs | 23% | 2% | 10% |
| On-site fitness center | 21% | 2% | 2% |
| Nutritional counseling | 19% | 2% | 1% |
| On-site blood pressure machine | 18% | 2% | 2% |
| On-site fitness classes ^E | 12% | 2% | 3% |
| Massage therapy services at work | 12% | 0% | 1% |
| Stress-reduction program | 11% | 2% | 1% |
| Health care premium discount for getting an annual health risk assessment | 10% | 0% | 3% |
| Health care premium discount for not using tobacco products | 8% | 0% | 2% |
| Health care premium discount for participating in a wellness program | 8% | 0% | 2% |
| On-site sick room | 8% | 0% | * |
| On-site medical clinic | 5% | 0% | 0% |
| Health care premium discount for participating in a weight loss program | 4% | 0% | 3% |
| Fitness equipment subsidy/reimbursement | 4% | 3% | * |
| On-site nap room | 4% | 0% | * |

(n = 522)

* Less than 1%

A For example, flu shots, etc.

B Available to help employees make more informed health care decisions.

C For example, glucose, cholesterol, etc.

D Used to help employees change and better manage their health habits

E For example, yoga, aerobics, etc.

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[Return to Table of Contents](#)



Table B-2 Preventive Health and Wellness Benefits (by Year)

| | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|---|------|------|------|------|------|------------------------------------|------------------------------------|
| Wellness resources and information | - | - | - | 72% | 72% | | |
| On-site vaccinations | 56% | 65% | 62% | 67% | 64% | Increase | |
| Wellness programs | - | - | - | 58% | 59% | | |
| CPR training/first aid | 56% | 57% | 55% | 55% | 53% | | |
| 24-hour nurse line | - | - | - | 50% | 50% | | |
| Health fairs | - | - | - | 44% | 44% | | |
| Wellness newsletter or column | - | - | - | 40% | 41% | | |
| Smoking cessation program | 34% | 39% | 40% | 40% | 39% | | |
| Health screening programs | 44% | 49% | 47% | 41% | 38% | Decrease | |
| Fitness center membership subsidy/reimbursement | 31% | 37% | 30% | 36% | 35% | | |
| Health and lifestyle coaching | - | - | - | 33% | 33% | | |
| Preventive programs specifically targeting employees with chronic health conditions | - | - | 31% | 30% | 30% | | |
| Weight loss program | 25% | 29% | 32% | 31% | 30% | Increase | |
| Rewards or bonuses for achieving or completing certain health and wellness goals/programs | - | - | - | 23% | 23% | | |
| On-site fitness center | 24% | 22% | 25% | 21% | 21% | | |
| Nutritional counseling | - | - | - | 20% | 19% | | |
| On-site blood pressure machine | - | - | - | 17% | 18% | | |
| On-site fitness classes | - | - | 15% | 15% | 12% | | |
| Massage therapy services at work | 12% | 14% | 13% | 14% | 12% | | |
| Stress-reduction program | 18% | 19% | 15% | 14% | 11% | Decrease | |
| Health care premium discount for getting an annual health risk assessment | - | - | 12% | 11% | 10% | | |
| Health care premium discount for participating in a wellness program | - | - | 10% | 9% | 8% | | |
| Health care premium discount for not using tobacco products | - | - | 10% | 8% | 8% | | |
| On-site sick room | - | - | - | - | 8% | | |
| On-site medical clinic | - | - | - | - | 5% | | |
| Health care premium discount for participating in a weight loss program | - | - | - | - | 4% | | |
| Fitness equipment subsidy/reimbursement | - | - | - | 6% | 4% | | |
| On-site nap room | - | - | - | 5% | 4% | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found. Note: A dash (-) indicates that this particular benefit was not asked about or was combined with another benefit.

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[Return to Table of Contents](#)



| Table C-1 Financial and Compensation Benefits | | | |
|---|--|---|--|
| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| Payroll deductions | 93% | 2% | 0% |
| Life insurance ^A | 91% | 2% | 1% |
| Defined contribution retirement savings plan ^B | 90% | 3% | * |
| On-site parking | 90% | 2% | 0% |
| Employer match for defined contribution retirement savings plan | 72% | 7% | * |
| Defined contribution plan loans ^C | 69% | 0% | * |
| Undergraduate educational assistance | 63% | 7% | 0% |
| Business cell phone or handheld device for personal use | 62% | 4% | 0% |
| Balanced funds ^D | 61% | 2% | * |
| Graduate educational assistance | 59% | 7% | 0% |
| Employee referral bonus | 52% | 5% | 0% |
| Automobile allowances for business use of personal vehicles | 51% | 4% | * |
| Incentive bonus plan (executive) | 50% | 8% | 1% |
| Incentive bonus plan (nonexecutive) | 45% | 9% | 1% |
| Target-date retirement funds ^E | 39% | 2% | * |
| Spot bonus ^F | 38% | 7% | 1% |
| Individual investment advice | 38% | 2% | * |
| Employee discounts on company services | 38% | 1% | 0% |
| Shift premiums | 38% | 3% | 0% |
| Credit union | 36% | 2% | 0% |
| Automatic enrollment into defined contribution retirement plan ^G | 35% | 2% | 1% |
| Retirement planning services | 35% | 1% | 1% |
| Donations for participation in charitable events | 32% | 6% | 1% |
| Defined benefit pension plan ^H | 29% | 2% | 0% |
| Employee computer purchase discounts (not a loan) | 29% | 8% | 0% |
| Financial planning services | 28% | 3% | 1% |
| Full flexible benefits plan ^I | 28% | 2% | 1% |
| Company-owned car for employee use | 27% | 8% | 0% |
| Sign-on bonus (executive) | 27% | 8% | 0% |
| Roth 401(k) savings plan | 24% | 5% | 1% |
| Accelerated death benefits ^J | 23% | 1% | 0% |
| Sign-on bonus (nonexecutive) | 21% | 9% | 0% |
| Matching charitable contributions | 19% | 8% | 1% |
| Loans to employees for emergency/disaster assistance | 19% | 2% | * |

(continued on next page)

[Return to Table of Contents](#)



Table C-1 Financial and Compensation Benefits (continued)

| | | | |
|--|-----|-----|----|
| Payroll advances | 18% | 7% | 0% |
| Scholarships for members of employees' families | 17% | 3% | 1% |
| Stock options | 16% | 5% | * |
| Accident insurance ^K | 16% | 2% | 0% |
| Stock purchase plan | 15% | 8% | 0% |
| Auto insurance program | 14% | 1% | * |
| Qualified transportation spending account | 13% | 1% | 1% |
| Transit subsidy | 13% | 2% | 1% |
| Financial literacy programs | 12% | 3% | 1% |
| Retention bonus (executive) | 11% | 8% | 0% |
| Credit counseling service | 10% | 4% | 1% |
| Low-/no-interest loans to employees for non-emergency situations | 10% | 8% | 0% |
| Parking subsidy | 10% | 6% | 0% |
| Retention bonus (nonexecutive) | 10% | 14% | 0% |
| SERP (supplemental executive retirement plan) | 8% | 5% | * |
| On-site check cashing | 8% | 0% | 0% |
| Carpooling subsidy | 6% | 0% | * |
| Cash balance pension plan | 6% | 0% | 0% |
| Formal phased retirement program ^L | 6% | 0% | 1% |
| Free or discounted home Internet service | 6% | 0% | 0% |
| Free computers to employees for personal use | 5% | 8% | * |
| Loans for employees to purchase personal computers | 5% | 8% | * |
| Personal tax services | 3% | 0% | * |
| Educational loans for members of employees' families | 2% | 25% | 0% |
| 401(k) debit card ^M | 1% | 0% | * |

(n = 522)

* Less than 1%

A Does not pertain to employee-paid supplemental insurance

B 401 (k), 403 (b) or similar type plan

C Allows participants to borrow from their retirement savings

D A fixed blend of bonds and stocks

E Includes all funds that shift investments over time depending on the employee's target retirement date

F Unscheduled bonus for good performance

G New employees enrolled unless they opt out

H Provides retirees with guaranteed payment based on years of service and pay

I Ability to select from a variety of benefits

J For terminal illnesses

K Separate from travel accident insurance

L Reduced schedule and/or responsibilities prior to full retirement

M Allows users to borrow up to \$50,000 or 50% of the value of your retirement savings, whichever is less, through use of a debit card

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

| Table C-2 | Financial and Compensation Benefits (by Year) | | | | | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|-----------|--|------|------|------|------|---------------------------------------|---------------------------------------|
| | 2005 | 2006 | 2007 | 2008 | 2009 | | |
| | Payroll deductions | 97% | 95% | 95% | 94% | 93% | |
| | Life insurance | 94% | 92% | 92% | 92% | 91% | |
| | Defined contribution retirement plan | 81% | 81% | 83% | 84% | 90% | Increase |
| | On-site parking | 88% | 94% | 91% | 90% | 90% | |
| | Employer match for defined contribution retirement plan | 75% | 74% | 74% | 75% | 72% | |
| | Defined contribution plan loans | – | – | – | 69% | 69% | |
| | Undergraduate educational assistance | 67% | 66% | 68% | 66% | 63% | |
| | Business cell phone or handheld device for personal use | 51% | 48% | 53% | 65% | 62% | Increase |
| | Balanced funds | – | – | – | 59% | 61% | |
| | Graduate educational assistance | 64% | 64% | 65% | 61% | 59% | Decrease |
| | Employee referral bonus | 44% | 48% | 51% | 54% | 52% | Increase |
| | Automobile allowances for business use of personal vehicles | 51% | 60% | 49% | 52% | 51% | |
| | Incentive bonus plan (executive) | 61% | 62% | 60% | 54% | 50% | Decrease |
| | Incentive bonus plan (nonexecutive) | 50% | 49% | 47% | 47% | 45% | Decrease |
| | Target-date retirement funds | – | – | – | 37% | 39% | |
| | Spot bonus | 37% | 41% | 40% | 38% | 38% | |
| | Individual investment advice | 33% | 48% | 42% | 40% | 38% | Increase |
| | Employee discount on company services | 40% | 45% | 36% | 39% | 38% | |
| | Shift premium | 43% | 47% | 46% | 40% | 38% | Decrease |
| | Credit union | 55% | 46% | 46% | 43% | 36% | Decrease |
| | Automatic enrollment into defined contribution retirement plan | 30% | 30% | 32% | 32% | 35% | Increase |
| | Retirement planning services | 38% | 52% | 37% | 38% | 35% | |
| | Donations for participation in charitable events | – | – | – | – | 32% | |
| | Traditional defined benefit pension plan ^A | 39% | 48% | 40% | 33% | 29% | Decrease |
| | Employee computer purchase discounts (not a loan) | 31% | 37% | 35% | 33% | 29% | |
| | Financial planning services | – | – | – | – | 28% | |
| | Full flexible benefits plan | – | – | 37% | 24% | 28% | |
| | Company owned car for employee use | 28% | 31% | 28% | 25% | 27% | |
| | Sign-on bonus (executive) | 30% | 34% | 30% | 31% | 27% | |
| | Roth 401(k) savings plan | – | – | 16% | 21% | 24% | |
| | Accelerated death benefits | 32% | 34% | 30% | 22% | 23% | Decrease |
| | Sign-on bonus (nonexecutive) | 21% | 24% | 24% | 24% | 21% | |
| | Matching charitable contributions | 34% | 31% | 27% | 25% | 19% | Decrease |
| | Loans to employees for emergency/disaster assistance | – | – | 24% | 19% | 19% | |

(continued on next page)

[Return to Table of Contents](#)



| Table C-2 Financial and Compensation Benefits (by Year) (continued) | | | | | | |
|---|-----|-----|-----|-----|-----|----------|
| Payroll advances | – | – | – | – | 18% | |
| Scholarships for members of employees' families | 27% | 19% | 20% | 20% | 17% | Decrease |
| Stock options | 29% | 26% | 24% | 19% | 16% | Decrease |
| Accident insurance | 33% | 37% | 23% | 18% | 16% | Decrease |
| Stock purchase plan | 19% | 20% | 16% | 19% | 15% | |
| Auto insurance program | 12% | 14% | 13% | 15% | 14% | |
| Qualified transportation spending account | 14% | 18% | 11% | 15% | 13% | |
| Transit subsidy | 14% | 13% | 16% | 13% | 13% | |
| Financial literacy programs | – | – | – | – | 12% | |
| Retention bonus (executive) | 12% | 16% | 17% | 17% | 11% | Decrease |
| Credit counseling service | – | – | – | 13% | 10% | |
| Low-/no-interest loans to employees for non-emergency situations | – | – | 7% | 9% | 10% | |
| Parking subsidy | 11% | 10% | 12% | 11% | 10% | |
| Retention bonus (nonexecutive) | 10% | 10% | 13% | 14% | 10% | |
| Supplemental executive retirement plan (SERP) | 13% | 18% | 15% | 11% | 8% | |
| On-site check cashing | 12% | 10% | 11% | 11% | 8% | |
| Carpooling subsidy | 5% | 7% | 8% | 5% | 6% | |
| Cash balance pension plan | 11% | 10% | 7% | 9% | 6% | |
| Formal phased retirement program | 10% | 13% | 12% | 6% | 6% | |
| Free or discounted home Internet service | 11% | 11% | 11% | 9% | 6% | |
| Free computer to employees for personal use | 4% | 7% | 5% | 6% | 5% | |
| Loans for employees to purchase personal computer | 7% | 7% | 8% | 6% | 5% | |
| Personal tax services | 2% | 3% | 5% | 3% | 3% | |
| Educational loans for members of employees' families | 7% | 6% | 5% | 3% | 2% | |
| 401(k) debit card | – | – | – | – | 1% | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

A Starting in 2007, defined benefit retirement plan was changed to traditional defined benefit pension plan (provides retirees with guaranteed payment based on years of service and pay).

Note: A dash (–) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

Table D-1

Paid Leave Benefits

| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
|--|--|---|--|
| Paid holidays | 97% | 3% | 0% |
| Paid bereavement leave | 90% | 2% | 0% |
| Paid jury duty above what is required by law | 62% | 2% | 0% |
| Paid vacation plan | 47% | 1% | 0% |
| Floating holidays ^A | 45% | 3% | 0% |
| Paid time off plan ^B | 42% | 0% | 0% |
| Paid sick leave plan | 39% | 1% | 0% |
| Paid personal day(s) | 31% | 1% | * |
| Paid family leave | 25% | 5% | * |
| Paid military leave ^C | 24% | 3% | * |
| Family leave above required federal FMLA leave | 22% | 3% | * |
| Time bank of vacation leave ^D | 20% | 2% | 2% |
| Family leave above required state FMLA leave | 20% | 3% | * |
| Parental leave above federal FMLA leave | 17% | 2% | * |
| Time bank of sick leave ^E | 16% | 4% | 1% |
| Paid time off for volunteering | 15% | 1% | 1% |
| Paid adoption leave | 15% | 4% | * |
| Parental leave above state FMLA leave | 15% | 3% | * |
| Paid paternity leave | 15% | 4% | 0% |
| Paid maternity leave ^F | 14% | 7% | 0% |
| Unpaid sabbatical program | 12% | 2% | 0% |
| Elder care leave above federal FMLA leave | 11% | 3% | * |
| Elder care leave above state FMLA leave | 11% | 4% | * |
| Paid day off for employee's birthday | 8% | 2% | 0% |
| Vacation purchase plan ^G | 8% | 7% | 0% |
| Emergency flexibility ^H | 6% | 9% | 0% |
| Paid sabbatical program | 5% | 7% | 0% |
| Company-paid group vacations | 1% | 29% | * |

(n = 522)

* Less than 1%

A Other than personal days

B Sick, vacation and personal days all in one plan

C Beyond what may be required by law

D Donating vacation leave to other employees

E Donating sick leave to other employees

F Other than what is covered by short-term disability

G Payroll deduction

H Fixed number of days off with pay for emergencies

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)



Table D-2 Paid Leave Benefits (by Year)

| | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|---|------|------|------|------|------|------------------------------------|------------------------------------|
| Paid holidays | 99% | 98% | 97% | 97% | 97% | | |
| Paid bereavement leave | 92% | 91% | 90% | 90% | 90% | | |
| Paid jury duty above what is required by law ^A | – | – | – | – | 62% | | |
| Paid vacation plan ^B | – | – | – | – | 47% | | |
| Floating holidays | – | – | – | – | 45% | | |
| Paid time off plan ^B | – | – | – | – | 42% | | |
| Paid sick leave plan ^B | – | – | – | – | 39% | | |
| Paid personal days ^B | – | – | – | – | 31% | | |
| Paid family leave | 30% | 32% | 33% | 25% | 25% | Decrease | |
| Paid military leave | 28% | 31% | 29% | 29% | 24% | | |
| Family leave above required federal FMLA leave | 26% | 27% | 27% | 25% | 22% | | |
| Time bank of vacation leave | 16% | 18% | 22% | 21% | 20% | | |
| Family leave above required state FMLA leave | 25% | 25% | 24% | 22% | 20% | Decrease | |
| Parental leave above federal FMLA | 18% | 20% | 21% | 21% | 17% | | |
| Time bank of sick leave | 13% | 14% | 16% | 13% | 16% | | |
| Paid time off for volunteering | – | – | – | 18% | 15% | | |
| Paid adoption leave | 18% | 16% | 20% | 15% | 15% | | |
| Parental leave above state FMLA | 18% | 19% | 20% | 19% | 15% | | |
| Paid paternity leave | 16% | 13% | 17% | 13% | 15% | | |
| Paid maternity leave | 17% | 12% | 18% | 15% | 14% | | |
| Unpaid sabbatical program | 17% | 22% | 16% | 13% | 12% | | |
| Elder care leave above federal FMLA | 11% | 14% | 16% | 13% | 11% | | |
| Elder care leave above state FMLA | 11% | 13% | 14% | 12% | 11% | | |
| Paid day off for employee's birthday | 8% | 9% | 8% | 8% | 8% | | |
| Vacation purchase plan | 8% | 9% | 7% | 8% | 8% | | |
| Emergency flexibility (fixed number of days off with pay for emergencies) | – | – | – | 6% | 6% | | |
| Paid sabbatical program | 6% | 5% | 5% | 5% | 5% | | |
| Company-paid group vacations | 5% | 7% | 6% | 2% | 1% | | |
| Paid jury duty ^A | 94% | 93% | 93% | 92% | – | | |
| Paid vacation ^B | 86% | 82% | 84% | 82% | – | | |
| Paid sick leave ^B | 78% | 74% | 74% | 74% | – | | |
| Paid time off plan ^B | 60% | 53% | 63% | 60% | – | | |
| Paid personal days ^B | 52% | 50% | 51% | 48% | – | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

^A Starting in 2009, paid jury duty was changed to paid jury duty above what is required by law.

^B In 2009, these paid leave options were mutually exclusive. HR professionals were asked to indicate that their organizations offer either a paid time off plan or a paid vacation plan, paid sick leave plan and/or paid personal leave. This difference accounts for much of the drop seen in paid time off, paid vacation, paid sick leave and paid personal days in 2009.

Note: A dash (–) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

| Table E-1 Family-Friendly Benefits | | | |
|--|--|---|--|
| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| Bring child to work in emergency | 29% | 3% | * |
| On-site lactation/mother's room | 25% | 0% | * |
| Domestic partner benefits for same-sex partners (not including health care coverage) | 14% | 1% | 1% |
| Domestic partner benefits for opposite-sex partners (not including health care coverage) | 14% | 1% | * |
| 529 plan | 14% | 0% | 0% |
| Child care referral service ^A | 13% | 3% | * |
| Elder care referral service ^B | 11% | 0% | 0% |
| Adoption assistance | 10% | 2% | 0% |
| Access to backup child care services ^C | 5% | 0% | 1% |
| Lactation support services ^D | 5% | 0% | 0% |
| On-site vaccinations for infants/children | 3% | 6% | 0% |
| Subsidized child care center ^E | 3% | 0% | 0% |
| Foster care assistance | 2% | 0% | 0% |
| Geriatric counseling ^F | 2% | 0% | 0% |
| Nonsubsidized child care center ^G | 2% | 0% | 0% |
| Parenting workplace seminars | 2% | 0% | 0% |
| Access to backup elder care services ^H | 1% | 0% | 0% |
| Consortium child care center ^I | 1% | 0% | 0% |
| Elder care assisted living assessments | 1% | 0% | 0% |
| Elder care in-home assessments | 1% | 0% | 0% |
| On-site elder care fairs ^J | 1% | 0% | 0% |

(n = 522)

* Less than 1%

A Program that provides employees with the names of child care providers

B Program that provides employees with the names of elder care providers

C For an unexpected event

D Lactation consulting and education

E An on-site or near-site center

F Provides counseling services to seniors and their families

G An on-site or near-site center

H For an unexpected event

I An on-site or near-site center sharing the costs and responsibilities with several companies

J Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services

Source: 2009 Employee Benefits: A Survey Report by SHRM



| Table E-2 | Family-Friendly Benefits (by Year) | | | | | | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|-----------|--|------|------|------|------|-----|------------------------------------|------------------------------------|
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | |
| | Bring child to work in emergency | 27% | 22% | 29% | 31% | 29% | | |
| | On-site lactation/mother's room | - | - | - | 25% | 25% | | |
| | Domestic partner benefits for same-sex partners (not including health care coverage) | - | - | - | 15% | 14% | | |
| | Domestic partner benefits for opposite-sex partners (not including health care coverage) | - | - | - | 14% | 14% | | |
| | 529 plan | - | - | - | 14% | 14% | | |
| | Child care referral service | 20% | 22% | 21% | 18% | 13% | Decrease | Decrease |
| | Elder care referral service | 21% | 26% | 22% | 20% | 11% | Decrease | Decrease |
| | Adoption assistance | 20% | 22% | 20% | 16% | 10% | Decrease | Decrease |
| | Access to backup child care services | - | - | 4% | 6% | 5% | | |
| | Lactation support services | - | - | - | 6% | 5% | | |
| | On-site vaccinations for infants/children | - | - | - | 3% | 3% | | |
| | Subsidized child care center | - | - | - | 6% | 3% | | |
| | Foster care assistance | 6% | 11% | 10% | 6% | 2% | | |
| | Geriatric counseling | - | - | - | 3% | 2% | | |
| | Nonsubsidized child care center | - | - | - | 4% | 2% | | |
| | Parenting workplace seminars | - | - | - | 4% | 2% | | |
| | Access to backup elder care services | - | - | 4% | 5% | 1% | | |
| | Consortium child care center | - | - | - | 1% | 1% | | |
| | Elder care assisted living assessments | - | - | - | 2% | 1% | | |
| | Elder care in-home assessments | - | - | - | 2% | 1% | | |
| | On-site elder care fairs | - | - | - | 1% | 1% | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.
 Note: A dash (-) indicates that this particular benefit was not asked about or was combined with another benefit.
 Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

| Table F-1 | Flexible Working Benefits | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
|-----------|---|--|---|--|
| | Casual dress day (one day per week) | 59% | 2% | 0% |
| | Flextime ^A | 54% | 1% | 0% |
| | Telecommuting on an ad-hoc basis ^B | 45% | 1% | 0% |
| | Break arrangements ^C | 43% | 2% | 0% |
| | Mealtime flex ^D | 41% | 1% | 0% |
| | Compressed workweek ^E | 37% | 1% | 0% |
| | Casual dress (every day) | 36% | 2% | 0% |
| | Telecommuting on a part-time basis | 34% | 2% | 0% |
| | Shift flexibility ^F | 21% | 3% | 0% |
| | Telecommuting on a full-time basis | 19% | 1% | * |
| | Job sharing ^G | 16% | 2% | * |
| | Seasonal scheduling ^H | 16% | 1% | 1% |
| | Alternating location arrangements ^I | 4% | 9% | 0% |
| | Results-only work environment (ROWE) ^J | 3% | 0% | 0% |

(n = 522)

* Less than 1%

A Allowing employees to choose their work hours within limits established by the employer

B Telecommuting on an ad-hoc basis is defined as situations that may occur intermittently throughout the year or as a one-time event

C Employees who generally can only take assigned breaks enter into an arrangement with their employers giving them more flexibility over when they take breaks (e.g., employee who need breaks for health reasons such as diabetics, nursing mothers, etc.)

D Making up time at some point during the day as a result of a longer meal break or allowing employees to leave early as a result of a shorter meal break

E Allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period

F Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts

G Two or more employees share the responsibilities, accountability and compensation of one full-time job

H Employees work only a certain number of months per year

I Employees work part-year in one location and part-year in a second location (e.g., "snowbirds")

J Allows employees to work wherever and whenever they wish as long as projects are completed on a timely basis

Source: 2009 Employee Benefits: A Survey Report by SHRM



| Table F-2 | Flexible Working Benefits (by Year) | | | | | | | |
|-----------|---|------|------|------|------|------|------------------------------------|------------------------------------|
| | | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
| | Casual dress day (one day per week) | 55% | 62% | 66% | 62% | 59% | | |
| | Flextime | 56% | 57% | 58% | 59% | 54% | | |
| | Telecommuting on an ad-hoc basis ^A | – | 45% | 48% | 47% | 45% | | |
| | Break arrangements | – | – | – | – | 43% | | |
| | Mealtimes flex | – | – | – | 44% | 41% | | |
| | Compressed workweek | 33% | 35% | 38% | 37% | 37% | | |
| | Casual dress days (every day) | 41% | 38% | 37% | 38% | 36% | Decrease | |
| | Telecommuting on a part-time basis ^A | 37% | 26% | 33% | 35% | 34% | | |
| | Shift flexibility | – | – | – | 26% | 21% | | |
| | Telecommuting on a full-time basis ^A | 19% | 19% | 21% | 21% | 19% | | |
| | Job sharing | 19% | 18% | 20% | 18% | 16% | | |
| | Seasonal scheduling | – | – | – | – | 16% | | |
| | Alternating location arrangements | – | – | – | – | 4% | | |
| | Results only work environment (ROWE) | – | – | – | – | 3% | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

^A Starting in 2006, telecommuting on an ad-hoc basis was added.

Note: A dash (–) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

Table G-1

Personal Services Benefits

| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
|--|--|---|--|
| Direct deposit | 99% | 2% | * |
| Professional development opportunities ^A | 91% | 6% | * |
| Professional memberships | 91% | 5% | 0% |
| Certification/recertification fees | 77% | 3% | 0% |
| Professional license application or renewal fees | 73% | 3% | 0% |
| Cross-training to develop skills not directly related to the job | 49% | 2% | 1% |
| Free/discounted uniforms | 29% | 3% | * |
| Organization-sponsored sports teams | 25% | 7% | 1% |
| Mentoring program ^B | 22% | 3% | 1% |
| Postal services for employees | 22% | 2% | 0% |
| Food services/subsidized cafeteria | 21% | 3% | * |
| Legal assistance/services | 21% | 1% | 0% |
| On-site ATMs | 20% | 2% | 0% |
| Executive club memberships | 19% | 9% | 0% |
| Travel planning services | 16% | 5% | 0% |
| Career counseling | 14% | 0% | 3% |
| College/school selection/referral ^C | 11% | 4% | 0% |
| Dry cleaning services | 10% | 0% | 0% |
| Employer-sponsored personal shopping discounts | 8% | 2% | 1% |
| Self-defense training | 6% | 0% | 1% |
| ESL (English as a second language) classes | 6% | 17% | * |
| Foreign language classes ^D | 5% | 4% | * |
| Concierge services | 3% | 0% | * |
| Pet health insurance | 3% | 0% | 0% |
| Prepared take-home meals | 1% | 0% | 0% |
| On-site haircuts | 1% | 0% | 0% |

(n = 522)

* Less than 1%

A Seminars, conferences, courses, training to keep skills current, etc.

B Formal program

C Provides employees with information and helps link them to colleges

D Non-English

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)



Table G-2 Personal Services Benefits (by Year)

| | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|--|------|------|------|------|------|------------------------------------|------------------------------------|
| Direct deposit | 97% | 98% | 98% | 97% | 99% | | |
| Professional development opportunities | 93% | 95% | 96% | 95% | 91% | | |
| Professional memberships | 93% | 90% | 91% | 91% | 91% | | |
| Certification/recertification fees | – | – | – | 76% | 77% | | |
| Professional license application or renewal fees | – | – | 78% | 77% | 73% | | |
| Cross-training to develop skills not directly related to the job | 46% | 49% | 48% | 55% | 49% | | Decrease |
| Free/discounted uniforms | 33% | 32% | 32% | 30% | 29% | | |
| Organization-sponsored sports teams | 31% | 29% | 29% | 27% | 25% | Decrease | |
| Mentoring program | 19% | 23% | 26% | 25% | 22% | | |
| Postal services for employees | 25% | 23% | 26% | 24% | 22% | | |
| Food services/subsidized cafeteria | 24% | 22% | 26% | 24% | 21% | | |
| Legal assistance/services | 24% | 27% | 33% | 24% | 21% | | |
| On-site ATMs | – | – | – | 17% | 20% | | |
| Executive club memberships | 27% | 28% | 24% | 23% | 19% | Decrease | |
| Travel planning services | 21% | 23% | 22% | 21% | 16% | | |
| Career counseling | – | – | – | – | 14% | | |
| College/school selection/referral | 9% | 13% | 12% | 14% | 11% | | |
| Dry cleaning services | 12% | 13% | 13% | 13% | 10% | | |
| Employer-sponsored personal shopping discounts | 10% | 11% | 12% | 11% | 8% | | |
| Self-defense training | 6% | 6% | 6% | 5% | 6% | | |
| English as a second language (ESL) classes | 6% | 11% | 11% | 8% | 6% | | |
| Foreign (non-English) language classes | 9% | 10% | 12% | 9% | 5% | | |
| Concierge services | 3% | 4% | 5% | 5% | 3% | | |
| Pet health insurance | 5% | 5% | 5% | 7% | 3% | | |
| Prepared take-home meals | 2% | 3% | 3% | 3% | 1% | | |
| On-site haircuts | – | – | – | – | 1% | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

Note: A dash (–) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

| Table H-1 | Housing and Relocation Benefits | | | |
|-----------|---|--|---|--|
| | | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| | Location visit assistance ^A | 36% | 2% | 0% |
| | Temporary relocation benefits | 35% | 4% | 0% |
| | Relocation lump sum payment | 30% | 3% | * |
| | Cost-of-living differential | 15% | 3% | 0% |
| | Spouse relocation assistance | 15% | 3% | * |
| | Assistance selling previous home | 13% | 3% | * |
| | Rental assistance | 12% | 5% | 0% |
| | Housing counseling ^B | 9% | 0% | * |
| | Home insurance program ^C | 7% | 0% | 1% |
| | Mortgage assistance | 7% | 3% | 1% |
| | Down payment assistance | 6% | 0% | 0% |
| | Reimbursement for financial loss sustained from a home sale | 6% | 7% | * |
| | Renter insurance program ^D | 4% | 0% | 1% |
| | Mortgage insurance | 3% | 0% | * |

(n = 522)

* Less than 1%

A House-hunting trips

B Advice on buying, renting, defaults and foreclosures

C Discount off home insurance

D Discount off renters insurance

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)



| Table H-2 | Housing and Relocation Benefits (by Year) | | | | | | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|-----------|---|------|------|------|------|-----|------------------------------------|------------------------------------|
| | 2005 | 2006 | 2007 | 2008 | 2009 | | | |
| | Location visit assistance | 41% | 40% | 40% | 39% | 36% | | |
| | Temporary relocation benefits | 43% | 43% | 42% | 40% | 35% | Decrease | Decrease |
| | Relocation lump sum payment ^A | – | – | – | – | 30% | | |
| | Cost-of-living differential | 23% | 19% | 22% | 20% | 15% | Decrease | Decrease |
| | Spouse relocation assistance | 21% | 21% | 21% | 19% | 15% | | |
| | Assistance selling previous home | 23% | 20% | 19% | 17% | 13% | Decrease | |
| | Rental assistance | 21% | 22% | 19% | 17% | 12% | Decrease | Decrease |
| | Housing counseling | – | – | – | 11% | 9% | | |
| | Home insurance program | 8% | 8% | 7% | 6% | 7% | | |
| | Mortgage assistance | 13% | 12% | 12% | 10% | 7% | Decrease | |
| | Down payment assistance | 9% | 11% | 11% | 9% | 6% | | |
| | Reimbursement for financial loss sustained from a home sale | – | – | – | – | 6% | | |
| | Renter insurance program | – | – | – | – | 4% | | |
| | Mortgage insurance | 4% | 5% | 5% | 4% | 3% | | |
| | Overall relocation fee ^A | 43% | 40% | 42% | 40% | – | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

^A Starting in 2009, overall relocation fee was changed to relocation lump sum payment.

Note: A dash (–) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

| Table I-1 Business Travel Benefits | | | |
|--|---|--|---|
| | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| Employee keeps frequent flyer miles | 68% | 1% | 0% |
| Employee keeps hotel points | 68% | 1% | 0% |
| Per diem for meals | 65% | 3% | 0% |
| Business laptop for personal use while on travel | 63% | 2% | 0% |
| Paid long-distance calls home while on business travel | 58% | 3% | 0% |
| Paid Internet access while on travel | 54% | 2% | 0% |
| Travel accident insurance | 39% | 2% | 0% |
| Car or limo service to/from airport | 37% | 4% | 0% |
| Paid dry cleaning while on business travel | 15% | 4% | 0% |
| First or business class airfare | 12% | 14% | 0% |
| Rental car upgrades | 11% | 7% | 0% |
| Paid minibar snacks at hotel | 9% | 2% | 0% |
| Additional pay for weekend travel ^A | 7% | 0% | 0% |
| Paid pay-per-view movies at hotel | 5% | 8% | 0% |
| Paid travel expenses for spouse | 5% | 4% | 0% |
| Paid airline club membership | 4% | 5% | 0% |
| Paid health club fees while on travel | 3% | 0% | 0% |
| Child care expenses while on business travel | 2% | 0% | 0% |
| Pet care arrangements while on business travel | 1% | 0% | 0% |

(n = 522)

* Less than 1%

^A Beyond what is required by law for nonexempt employees

Source: 2009 Employee Benefits: A Survey Report by SHRM



Table I-2 Business Travel Benefits (by Year)

| | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
|--|------|------|------|------|------|------------------------------------|------------------------------------|
| Employee keeps frequent flyer miles | 69% | 68% | 71% | 71% | 68% | | |
| Employee keeps hotel points | - | - | - | 70% | 68% | | |
| Per diem for meals | 67% | 69% | 70% | 70% | 65% | | Decrease |
| Business laptop for personal use while on travel | - | - | - | - | 63% | | |
| Paid long-distance calls home while on business travel | 68% | 70% | 67% | 62% | 58% | Decrease | |
| Paid Internet access while on travel | - | - | - | - | 54% | | |
| Travel accident insurance | 44% | 45% | 46% | 42% | 39% | Decrease | |
| Car or limo service to/from airport | - | - | - | - | 37% | | |
| Paid dry cleaning while on business travel | 19% | 20% | 22% | 20% | 15% | | Decrease |
| First or business class airfare | - | - | - | 11% | 12% | | |
| Rental car upgrades | - | - | - | 17% | 11% | | Decrease |
| Paid minibar snacks at hotel | 14% | 18% | 16% | 14% | 9% | Decrease | Decrease |
| Additional pay for weekend travel | 9% | 10% | 10% | 9% | 7% | | |
| Paid pay-per-view movies at hotel | 7% | 10% | 9% | 7% | 5% | | |
| Paid travel expenses for spouse | 4% | 8% | 6% | 6% | 5% | | |
| Paid airline club membership | 8% | 9% | 8% | 7% | 4% | | |
| Paid health club fees while on travel | 5% | 7% | 6% | 5% | 3% | | |
| Child care expenses while on business travel | 3% | 2% | 1% | 2% | 2% | | |
| Pet care arrangements while on business travel | - | 2% | 1% | 1% | 1% | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

Note: A dash (-) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)

| Table J-1 | Other Benefits | | | |
|-----------|--|--|---|--|
| | | Percentage of organizations that offer the benefit | Offer the benefit but have plans to reduce or eliminate the benefit within the next 12 months | Do not offer the benefit but have plans to within the next 12 months |
| | Holiday parties | 81% | 15% | 0% |
| | Milestone rewards ^A | 70% | 4% | 0% |
| | Company picnic | 59% | 11% | 1% |
| | Noncash, companywide performance awards ^B | 51% | 7% | 1% |
| | Community volunteer programs | 42% | 2% | 1% |
| | Discount ticket services ^C | 40% | 3% | 0% |
| | Company-purchased tickets ^C | 38% | 15% | 0% |
| | Take your child to work day | 33% | 4% | 1% |
| | Pets at work | 6% | 0% | 0% |
| | Take your parent to work day | 1% | 0% | 1% |
| | Take your pet to work day ^D | 1% | 0% | 0% |

(n = 522)

* Less than 1%

A For example, lunch on birthday, gift certificate recognizing years of service, etc.

B For example, gift certificate, extra day off

C For example, sporting events, cultural events, theme parks, etc.

D Once a year as opposed to pets at work generally

Source: 2009 Employee Benefits: A Survey Report by SHRM



| Table J-2 | Other Benefits (by Year) | | | | | | | |
|-----------|---|------|------|------|------|------|------------------------------------|------------------------------------|
| | | 2005 | 2006 | 2007 | 2008 | 2009 | Differences between 2005 and 2009* | Differences between 2008 and 2009* |
| | Holiday parties | 81% | 87% | 85% | 83% | 81% | | |
| | Milestone rewards | 67% | 76% | 75% | 74% | 70% | | |
| | Company picnic | 60% | 66% | 64% | 62% | 59% | | |
| | Noncash, companywide performance awards | 54% | 56% | 54% | 56% | 51% | | Decrease |
| | Community volunteer programs | - | - | - | 48% | 42% | | Decrease |
| | Discount ticket services | - | - | - | 45% | 40% | | Decrease |
| | Company-purchased tickets | 39% | 43% | 42% | 41% | 38% | | |
| | Take your child to work day | 41% | 38% | 37% | 35% | 33% | Decrease | |
| | Pets at work | 4% | 4% | 6% | 5% | 6% | | |
| | Take your parent to work day | - | - | - | 1% | 1% | | |
| | Take your pet to work day | - | - | - | - | 1% | | |

* Indicates a significant change from 2008 to 2009 or from 2005 to 2009. Blank cells in the last two columns indicate that no statistically significant differences were found.

Note: A dash (-) indicates that this particular benefit was not asked about or was combined with another benefit.

Source: 2009 Employee Benefits: A Survey Report by SHRM

[Return to Table of Contents](#)