

SHRM  
CUSTOMIZED  
EMPLOYEE  
BENEFITS  
PREVALENCE  
BENCHMARKING  
REPORT

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**THANK YOU FOR ORDERING A  
SHRM CUSTOMIZED  
EMPLOYEE BENEFITS PREVALENCE  
BENCHMARKING REPORT**

Your report is based on the following criteria:

**SELECTION CRITERIA**

Industry: Sample

Staff Size: Sample

SHRM Customized Human Capital,  
Health Care, Paid Leave, and Talent  
Acquisition Reports are also available.

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## A GUIDE TO YOUR SHRM CUSTOMIZED BENCHMARKING REPORT

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### Understanding the Data

As you compare your own data against the other organizations, please keep the following in mind:

1. This report is based on data derived from the SHRM Customized Benchmarking Database, which contains organizational data from a random sample of SHRM members. The report is designed to target companies that closely match the selected criteria to allow for a more focused and comparable analysis and interpretation. Therefore, any interpretations of these data should be kept within this context.

2. A deviation between your figure for any benchmarking measure and the comparative figure is not necessarily favorable or unfavorable; it is merely an indication that additional analyses may be needed. Benchmarking measures that relate more closely to the context of your organization's industry and staff size are more descriptive and meaningful than information that is more generic in nature, such as all industries combined. The larger the discrepancy between your figure and those found in this

report, the greater the need for additional scrutiny.

3. In cases where you determine that potentially serious deviations do exist, it may be helpful to go back and calculate the same benchmarking measure for your organization over the past several years to identify any trends that may exist.

4. The information in this report should be used as a tool for decision-making rather than an absolute standard. Because companies differ in their overall business strategy, location, staff size and other factors, any two companies can be well managed, yet some of their benchmarking measures may differ greatly. No decision should be made solely based on the results of any one study.

### Working with the Data

The information in this report is designed to be a tool to help you evaluate decisions and activities that affect your organization. When reviewing these data, it is important to realize that business strategy, organizational culture, leadership behaviors

and industry pressures are just a few of the many factors that drive various organizational measures. Absolute measures are not meaningful in isolation—they should be compared with one or more measures to determine whether a satisfactory level exists. Other measures, for example, might be your organization’s past results in this area or comparatives based on organization staff size, industry or geographic location.

Each table in the report contains customized benchmarks in aggregated form. There may be discrepancies between your organization’s benchmarks and the average or median numbers for a particular category. It is particularly helpful to communicate to stakeholders that just because your organization has benchmarks that are different from the average or median, it does not mean they are favorable or unfavorable. Rather, it may be the result of a particular total organizational strategy, special circumstances or other business initiatives

that cause differences with your organization’s benchmarks.

## Notes

The data in this report were collected from January to March 2016; and reflect the benefits offered in 2016.

The number of respondents, indicated by “n,” is composed of the organizations that responded to the specific benchmark. Therefore, the number of peer organizations may vary from benchmark to benchmark. The percentile is the percentage of responses in a group that have values less than or equal to that particular value. The median is the 50<sup>th</sup> percentile. The average, or mean, is the sum of the responses divided by the total number of responses.

Some benchmarks are less frequently collected by organizations or may be more difficult to obtain. Some data are not displayed when there are fewer than five organizations for a specific metric.

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered
Accidental death and dismemberment insurance (AD&D) <sup>A</sup>	##	##%	##%
Acupressure/acupuncture medical coverage	##	##%	##%
Alternative/complementary medical coverage	##	##%	##%
Bariatric coverage for weight loss <sup>B</sup>	##	##%	##%
Chiropractic coverage	##	##%	##%
Consumer-directed health care plan (CDHP) <sup>C</sup>	##	##%	##%
Contraceptive coverage	##	##%	##%
Critical illness insurance <sup>D</sup>	##	##%	##%
Dental insurance	##	##%	##%
Egg freezing for nonmedical reasons	##	##%	##%
Elective procedures coverage <sup>E</sup>	##	##%	##%
Employee assistance program (EAP)	##	##%	##%
Employer contributions to health savings accounts (HSAs)	##	##%	##%
Exclusive provider organization (EPO)	##	##%	##%
Experimental/elective drug coverage	##	##%	##%
Full replacement consumer-directed health care plan (CDHP) <sup>F</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered
Gender reassignment surgery coverage	##	##%	##%
Genetic testing coverage for diseases like cancer	##	##%	##%
Health care premium flexible spending account <sup>G</sup>	##	##%	##%
Health care services provided by phone or video <sup>H</sup>	##	##%	##%
Health maintenance organization (HMO)	##	##%	##%
Health reimbursement arrangement (HRA)	##	##%	##%
Health savings account (HSA)	##	##%	##%
High-deductible health plan (HDHP) <sup>I</sup>	##	##%	##%
Hospital indemnity insurance	##	##%	##%
Indemnity plan (fee-for-service)	##	##%	##%
Infertility treatment coverage other than in-vitro fertilization	##	##%	##%
Intensive care insurance <sup>J</sup>	##	##%	##%
In-vitro fertilization coverage	##	##%	##%
Laser-based vision correction coverage	##	##%	##%
Long-term care insurance	##	##%	##%
Long-term disability insurance <sup>A</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered
Mail-order prescription program	##	##%	##%
Medical flexible spending accounts <sup>K</sup>	##	##%	##%
Mental health coverage	##	##%	##%
Mini-med health plan <sup>L</sup>	##	##%	##%
Pharmacy management program <sup>M</sup>	##	##%	##%
Point of service (POS) plan	##	##%	##%
Preferred provider organization (PPO)	##	##%	##%
Prescription drug program coverage	##	##%	##%
Reimbursement for employees to travel abroad for medical care <sup>N</sup>	##	##%	##%
Retiree health care coverage	##	##%	##%
Short-term disability insurance <sup>A</sup>	##	##%	##%
Supplemental accident insurance	##	##%	##%
Vision insurance	##	##%	##%
Wholesale generic drug program for injectable drugs	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered
24-hour nurse line <sup>A</sup>	##	##%	##%
Annual health risk assessment	##	##%	##%
Company-organized fitness competitions/challenges	##	##%	##%
Company-provided fitness bands/activity trackers	##	##%	##%
CPR/first aid training	##	##%	##%
Fitness equipment subsidy/reimbursement	##	##%	##%
Health and lifestyle coaching <sup>B</sup>	##	##%	##%
Health care premium discount for getting an annual health risk assessment	##	##%	##%
Health care premium discount for not using tobacco products	##	##%	##%
Health care premium discount for participating in a smoking cessation program	##	##%	##%
Health care premium discount for participating in a weight loss program	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered
Health care premium discount for participating in a wellness program	##	##%	##%
Health fairs	##	##%	##%
Nutritional counseling	##	##%	##%
Off-site fitness center membership subsidy/reimbursement	##	##%	##%
Off-site fitness class subsidy/reimbursement	##	##%	##%
On-site blood pressure machine	##	##%	##%
On-site fitness center	##	##%	##%
On-site fitness classes <sup>C</sup>	##	##%	##%
On-site health screening programs <sup>D</sup>	##	##%	##%
On-site massage therapy services	##	##%	##%
On-site medical clinic	##	##%	##%
On-site nap room	##	##%	##%
On-site seasonal flu vaccinations	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered
On-site sick room	##	##%	##%
On-site stress reduction program	##	##%	##%
On-site vegetable gardens	##	##%	##%
Preventive programs specifically targeting employees with chronic health conditions	##	##%	##%
Rewards or bonuses for completing certain health and wellness programs	##	##%	##%
Smoking cessation program	##	##%	##%
Standing desk <sup>E</sup>	##	##%	##%
Weight loss program	##	##%	##%
Wellness programs, general	##	##%	##%
Wellness resources and information	##	##%	##%
Wellness tips or information provided to employees at least quarterly <sup>F</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered
Automatic enrollment into defined contribution retirement savings plan (current employees) <sup>A</sup>	##	##%	##%
Automatic enrollment into defined contribution retirement savings plan (new employees) <sup>B</sup>	##	##%	##%
Automatic escalation of salary deferral amounts for defined contribution plans <sup>C</sup>	##	##%	##%
Cash balance pension plan	##	##%	##%
Defined benefit pension plan (frozen) <sup>D</sup>	##	##%	##%
Defined benefit pension plan (open to all employees)	##	##%	##%
Defined contribution plan catch-up contributions <sup>E</sup>	##	##%	##%
Defined contribution plans offer target-date funds in their investment lineup	##	##%	##%
Defined contribution savings plan debit card <sup>F</sup>	##	##%	##%
Defined contribution savings plan hardship withdrawals	##	##%	##%
Defined contribution saving plan loans <sup>G</sup>	##	##%	##%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered
Employer match for traditional 401(k) or similar defined contribution retirement savings plan	##	##%	##%
Formal phased retirement program <sup>H</sup>	##	##%	##%
Individual investment advice offered one-on-one <sup>I</sup>	##	##%	##%
Informal phased retirement program <sup>J</sup>	##	##%	##%
Investment advice offered in a group/classroom <sup>I</sup>	##	##%	##%
Investment advice offered online <sup>I</sup>	##	##%	##%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	##	##%	##%
Retirement preparation advice <sup>K</sup>	##	##%	##%
Roth 401(k) or similar defined contribution retirement savings plan	##	##%	##%
Supplemental executive retirement plan (SERP)	##	##%	##%
Traditional 401(k) or similar defined contribution retirement savings plan <sup>L</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered
529 plan <sup>A</sup>	##	##%	##%
Accelerated death benefits <sup>B</sup>	##	##%	##%
Accident insurance <sup>C</sup>	##	##%	##%
Automobile insurance program	##	##%	##%
Automobile subsidy for business use of personal vehicles	##	##%	##%
Carpooling subsidy	##	##%	##%
Company-owned business cell phone or smartphone	##	##%	##%
Company-owned vehicle for business and personal use	##	##%	##%
Company-paid group life insurance <sup>D</sup>	##	##%	##%
Company-provided student loan repayment	##	##%	##%
Credit counseling service <sup>E</sup>	##	##%	##%
Credit union	##	##%	##%
Dependent care flexible spending account	##	##%	##%
Divorce insurance <sup>F</sup>	##	##%	##%
Donations for employee participation in charitable events <sup>G</sup>	##	##%	##%
Educational loans for members of employees' families	##	##%	##%
Educational scholarships for members of employees' families	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered
Employee discount on company services	##	##%	##%
Employee referral bonus	##	##%	##%
Employee stock purchase plan	##	##%	##%
Financial advice offered in group/classroom <sup>H</sup>	##	##%	##%
Financial advice offered one-on-one <sup>H</sup>	##	##%	##%
Financial advice offered online <sup>H</sup>	##	##%	##%
Free commuter shuttle	##	##%	##%
Free computers for employees' personal use	##	##%	##%
Free on-site parking	##	##%	##%
Free, discounted or subsidized home Internet service	##	##%	##%
Full flexible benefits plan <sup>I</sup>	##	##%	##%
Graduate educational assistance	##	##%	##%
Incentive bonus plan (executive)	##	##%	##%
Incentive bonus plan (nonexecutive)	##	##%	##%
Incentive stock options (ISOs)	##	##%	##%
Life insurance for dependents	##	##%	##%
Loans for employees to purchase personal computers	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered
Loans to employees for emergency/disaster assistance	##	##%	##%
Low-/no-interest loans to employees for nonemergency situations	##	##%	##%
Matching employee charitable contributions	##	##%	##%
Nonqualified stock options <sup>l</sup>	##	##%	##%
On-site parking	##	##%	##%
Parking subsidy (either on-site or off-site)	##	##%	##%
Payroll advances	##	##%	##%
Personal grooming <sup>k</sup>	##	##%	##%
Personal tax services	##	##%	##%
Purchase discounts for employee-owned technological device bought through company <sup>l</sup>	##	##%	##%
Qualified transportation spending account	##	##%	##%
Restricted stock options	##	##%	##%
Retention bonus (executive)	##	##%	##%
Retention bonus (nonexecutive)	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered
Safety bonus/incentive	##	##%	##%
Service anniversary award <sup>M</sup>	##	##%	##%
Shift premiums	##	##%	##%
Sign-on bonus (executive)	##	##%	##%
Sign-on bonus (nonexecutive)	##	##%	##%
Spot bonus/award <sup>N</sup>	##	##%	##%
Stipend for cell phone or smartphone purchase for employee-owned device	##	##%	##%
Stipend/subsidy for using employee-owned technological device for work <sup>O</sup>	##	##%	##%
Stock appreciation rights (SARs)	##	##%	##%
Subsidized cost of elder care	##	##%	##%
Subsidy for cell phone or smartphone bill for employee-owned device	##	##%	##%
Transit subsidy	##	##%	##%
Undergraduate educational assistance	##	##%	##%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## LEAVE BENEFITS

	n	Offered	Not Offered
Company-paid time off for group vacations	##	##%	##%
Elder care leave above any state FMLA leave <sup>A</sup>	##	##%	##%
Elder care leave above federal FMLA leave <sup>A</sup>	##	##%	##%
Emergency flexibility <sup>B</sup>	##	##%	##%
Family leave above any state FMLA leave <sup>A</sup>	##	##%	##%
Family leave above required federal FMLA leave <sup>A</sup>	##	##%	##%
Floating holidays <sup>C</sup>	##	##%	##%
Paid bereavement leave	##	##%	##%
Paid day off for employee's birthday	##	##%	##%
Paid holidays	##	##%	##%
Paid jury duty <sup>A</sup>	##	##%	##%

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## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

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### LEAVE BENEFITS

	n	Offered	Not Offered
Paid military leave <sup>A</sup>	##	##%	##%
Paid sabbatical program	##	##%	##%
Paid time off for volunteering	##	##%	##%
Paid time off to serve on the board of a community group or professional association	##	##%	##%
Parental leave above any state FMLA leave <sup>A</sup>	##	##%	##%
Parental leave above federal FMLA leave <sup>A</sup>	##	##%	##%
Religious accommodation paid holidays <sup>D</sup>	##	##%	##%
Unpaid sabbatical program	##	##%	##%
Vacation purchase plan <sup>E</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered
Access to backup child care services <sup>A</sup>	##	##%	##%
Access to backup elder care services <sup>A</sup>	##	##%	##%
Adoption assistance	##	##%	##%
Babies at work <sup>B</sup>	##	##%	##%
Bring child to work in emergency	##	##%	##%
Child care referral service <sup>C</sup>	##	##%	##%
Consortium child care center <sup>D</sup>	##	##%	##%
Domestic partner benefits for opposite-sex partners <sup>E</sup>	##	##%	##%
Domestic partner benefits for same-sex partners <sup>E</sup>	##	##%	##%
Elder care assisted living assessments	##	##%	##%
Elder care in-home assessments <sup>F</sup>	##	##%	##%
Elder care referral service <sup>C</sup>	##	##%	##%
Foster care assistance	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered
Geriatric counseling <sup>G</sup>	##	##%	##%
Lactation support services <sup>H</sup>	##	##%	##%
Nonsubsidized child care center <sup>I</sup>	##	##%	##%
On-ramping programs for family members dealing with elder care responsibilities	##	##%	##%
On-ramping programs for parents re-entering the workforce	##	##%	##%
On-site elder care fairs <sup>J</sup>	##	##%	##%
On-site lactation/mother's room <sup>K</sup>	##	##%	##%
On-site parenting seminars	##	##%	##%
On-site vaccinations for infants/children	##	##%	##%
Subsidized child care center <sup>I</sup>	##	##%	##%
Subsidized child care program <sup>L</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### FLEXIBLE WORKING BENEFITS

	n	Offered	Not Offered
Alternating location arrangements <sup>A</sup>	##	##%	##%
Break arrangements <sup>B</sup>	##	##%	##%
Casual dress (every day)	##	##%	##%
Casual dress (one day per week)	##	##%	##%
Casual dress (seasonal) <sup>C</sup>	##	##%	##%
Compressed workweek <sup>D</sup>	##	##%	##%
Flextime during core business hours <sup>E</sup>	##	##%	##%
Flextime outside of core business hours <sup>F</sup>	##	##%	##%
Job sharing <sup>G</sup>	##	##%	##%
Mealtime flex <sup>H</sup>	##	##%	##%
Results-only work environment (ROWE) <sup>I</sup>	##	##%	##%
Seasonal scheduling <sup>J</sup>	##	##%	##%
Shift flexibility <sup>K</sup>	##	##%	##%
Telecommuting on a full-time basis	##	##%	##%
Telecommuting on a part-time basis	##	##%	##%
Telecommuting on an ad-hoc basis <sup>L</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered
Break room/kitchenette	##	##%	##%
Concierge services	##	##%	##%
Dry cleaning services	##	##%	##%
Electric vehicle charging station	##	##%	##%
Employer-sponsored personal shopping discounts <sup>A</sup>	##	##%	##%
ESL (English as a second language) classes	##	##%	##%
Executive club memberships <sup>B</sup>	##	##%	##%
Foreign language classes <sup>C</sup>	##	##%	##%
Free coffee <sup>D</sup>	##	##%	##%
Free or discounted uniforms	##	##%	##%
Free snacks and beverages (company-paid) <sup>E</sup>	##	##%	##%
Legal assistance/services <sup>F</sup>	##	##%	##%
On-site ATMs	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered
On-site cafeteria (fully- or partially-subsidized)	##	##%	##%
On-site cafeteria (unsubsidized)	##	##%	##%
On-site convenience store	##	##%	##%
On-site haircuts	##	##%	##%
Organization-sponsored sports teams	##	##%	##%
Paycards	##	##%	##%
Pet health insurance	##	##%	##%
Postal services for employees	##	##%	##%
Prepared take-home meals	##	##%	##%
Self-defense training	##	##%	##%
Snacks and beverages (employee-paid) <sup>G</sup>	##	##%	##%
Travel planning services	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	n	Offered	Not Offered
Career counseling	##	##%	##%
Certification/recertification fees	##	##%	##%
College selection/referral <sup>A</sup>	##	##%	##%
Cross-training to develop skills not directly related to the job	##	##%	##%
Executive coaching	##	##%	##%
Mentoring program <sup>B</sup>	##	##%	##%
Off-site professional development opportunities <sup>C</sup>	##	##%	##%
On-site professional development opportunities <sup>C</sup>	##	##%	##%
Professional license application or renewal fees	##	##%	##%
Professional memberships <sup>D</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered
Assistance selling previous home	##	##%	##%
Cost-of-living differential	##	##%	##%
Down payment assistance	##	##%	##%
Home buyout program <sup>A</sup>	##	##%	##%
Home insurance program <sup>B</sup>	##	##%	##%
Housing counseling <sup>C</sup>	##	##%	##%
Location visit assistance <sup>D</sup>	##	##%	##%
Mortgage assistance	##	##%	##%
Mortgage insurance	##	##%	##%
Reimbursement for financial loss sustained from a home sale <sup>E</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered
Reimbursement of closing costs <sup>E</sup>	##	##%	##%
Reimbursement of realtor fees <sup>E</sup>	##	##%	##%
Reimbursement of shipping fees <sup>E</sup>	##	##%	##%
Relocation lump sum payment <sup>F</sup>	##	##%	##%
Rental assistance	##	##%	##%
Renter insurance program <sup>G</sup>	##	##%	##%
Spouse relocation employment assistance	##	##%	##%
Temporary relocation benefits <sup>H</sup>	##	##%	##%
Third-party relocation plan <sup>I</sup>	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered
Employee keeps frequent flyer miles	##	##%	##%
Employee keeps hotel points	##	##%	##%
First or business class airfare for domestic travel	##	##%	##%
First or business class airfare for international travel	##	##%	##%
Mileage reimbursement for the use of personal car to travel to and from airport	##	##%	##%
Paid airline club membership	##	##%	##%
Paid child care expenses while an employee is on business travel	##	##%	##%
Paid dry cleaning while on business travel	##	##%	##%
Paid elder care expenses while an employee is on business travel	##	##%	##%
Paid health club fees while on travel	##	##%	##%
Paid Internet access while on travel	##	##%	##%
Paid minibar snacks at the hotel	##	##%	##%
Paid pay-per-view movies at the hotel	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered
Paid pet care expenses while an employee is on business travel	##	##%	##%
Paid travel expenses for dependent children	##	##%	##%
Paid travel expenses for opposite-sex domestic partner	##	##%	##%
Paid travel expenses for same-sex domestic partner	##	##%	##%
Paid travel expenses for spouse	##	##%	##%
Parking reimbursement at airport while on business travel	##	##%	##%
Per diem for meals <sup>A</sup>	##	##%	##%
Reimbursement for personal telephone calls while on travel	##	##%	##%
Reimbursement for taxicab or car service to and from airport	##	##%	##%
Rental car upgrades	##	##%	##%
Travel accident insurance	##	##%	##%

## SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

### OTHER BENEFITS

	n	Offered	Not Offered
Annual company outing <sup>A</sup>	##	##%	##%
Community volunteer programs	##	##%	##%
Company paraphernalia <sup>B</sup>	##	##%	##%
Company-purchased tickets <sup>C</sup>	##	##%	##%
Discount ticket services <sup>C</sup>	##	##%	##%
Noncash companywide performance awards <sup>D</sup>	##	##%	##%
Pets at work	##	##%	##%
Take your child to work day	##	##%	##%
Take your parent to work day	##	##%	##%
Take your pet to work day <sup>E</sup>	##	##%	##%

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## EMPLOYEE BENEFITS PREVALENCE GLOSSARY

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### Statistical Definitions

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#### “n”

The letter “n” in tables and figures indicates the number of respondents to each question. In other words, when it is noted that  $n = 25$ , it indicates that the number of respondents was 25.

#### Offered

The percentage of respondents that selected “Yes, they do offer that benefit.”

#### Not Offered

The percentage of respondents that selected “No, they do not offer that benefit.”

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## FOOTNOTES

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### Health Care and Welfare Benefits

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<sup>A</sup> Does not pertain to employee-paid supplemental insurance.

<sup>B</sup> For example, stomach stapling or gastric bypass surgery.

<sup>C</sup> Generally include three major components: an HRA or an HSA, an underlying medical plan (typically a PPO), and access to educational tools and information to help members navigate the plan.

<sup>D</sup> Provides funds to help cover extra expenses upon diagnosis of a critical illness or condition.

<sup>E</sup> Any nonemergency surgical procedure other than laser-based vision correction coverage.

<sup>F</sup> CDHP is the ONLY health care plan offered.

<sup>G</sup> IRC Section 125 Cafeteria Plan allowing for premium conversion.

<sup>H</sup> Such as diagnosis, treatment or prescriptions, but NOT a nurse advice line (either separate from or part of a regular health care plan).

<sup>I</sup> That is NOT linked to an HSA or HRA.

<sup>J</sup> Provides funds to help cover the extra expenses for accidents or illness that result in an admission to a hospital intensive care unit.

<sup>K</sup> IRC Section 125.

<sup>L</sup> Basic plan that limits the amount of payments or number of times that services will be covered.

<sup>M</sup> Independent of medical plan management.

### Preventative Health and Wellness Benefits

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<sup>A</sup> Available to help employees make more informed health care decisions.

<sup>B</sup> Used to help employees change and better manage their health habits.

<sup>C</sup> For example, yoga, aerobics, etc.

<sup>D</sup> For example, glucose, cholesterol, etc.

<sup>E</sup> Provide or subsidize the cost of replacing a regular desk with a standing desk.

<sup>F</sup> For example, newsletter, column, e-mail, tweets, etc.

### Retirement Savings and Planning Benefits

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- <sup>A</sup> Current employees who are not participating unless opt out.
- <sup>B</sup> New employees enrolled with a certain percentage from their paycheck unless opt out.
- <sup>C</sup> For example, annually, every two years.
- <sup>D</sup> Frozen for current employees and/or not open to new hires.
- <sup>E</sup> Permits participants who are age 50 or older to make additional elective deferral contributions at the end of the calendar year.
- <sup>F</sup> Allows users to borrow up to \$50,000 or 50% of the value of their retirement savings, whichever is less, through use of a debit card.
- <sup>G</sup> Allows participants to borrow from their retirement savings.
- <sup>H</sup> A formal program that provides reduced schedule and/or responsibilities prior to full retirement.
- <sup>I</sup> Any recommendation from a financial advisor that tries to educate, advise or guide an investor regarding a particular investment product or series of products.
- <sup>J</sup> An informal program that provides reduced schedule and/or responsibilities prior to full retirement.
- <sup>K</sup> Any recommendation from a financial advisor that tries to educate, advise or guide an employee regarding retirement.
- <sup>L</sup> For example, 403(b)s, 457s, Thrift Savings Plans.

## Financial and Compensation Benefits

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- <sup>A</sup> Tax-advantaged savings plan designed to encourage saving for future college costs.
- <sup>B</sup> For terminal illnesses.
- <sup>C</sup> Separate from travel accident insurance.
- <sup>D</sup> Does not pertain to employee-paid supplemental insurance.
- <sup>E</sup> Credit, debt consolidation, housing counseling, etc.
- <sup>F</sup> Discount on legal fees and services related to divorce; part of or separate from an EAP.
- <sup>G</sup> For example, walkathons.
- <sup>H</sup> Financial advice is defined as providing employees with information on how to manage their financial resources effectively for a lifetime of financial well-being.
- <sup>I</sup> Ability to select from a variety of benefits.
- <sup>J</sup> NQSOs or NSOs.
- <sup>K</sup> For example, manicures, pedicures, haircuts.
- <sup>L</sup> Not a loan.
- <sup>M</sup> Based on the number of years of employment.
- <sup>N</sup> Unscheduled bonus/award for going above and beyond in some capacity.
- <sup>O</sup> For example, computers, tablets.

## Leave Benefits

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- <sup>A</sup> Beyond what may be required by law.
- <sup>B</sup> Fixed number of days off with pay for emergencies.
- <sup>C</sup> Other than personal days.
- <sup>D</sup> Paid days off for religious holidays not offered by employer.
- <sup>E</sup> Payroll deduction.

## Family-Friendly Benefits

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<sup>A</sup> For an unexpected event.

<sup>B</sup> Children under one year of age are allowed to come to work with a parent on a regular basis.

<sup>C</sup> Program that provides employees with the names of providers (separate from or part of an EAP).

<sup>D</sup> An on-site or near-site center sharing the costs and responsibilities with several organizations.

<sup>E</sup> Not including health care coverage (e.g., wellness benefits, paid leave, retirement savings and planning benefits, financial and compensation benefits, professional and career development benefits).

<sup>F</sup> Provides families with appraisals to determine care needs.

<sup>G</sup> Counseling services to seniors and their families.

<sup>H</sup> Lactation consulting and education.

<sup>I</sup> An on-site or near-site center.

<sup>J</sup> Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.

<sup>K</sup> A separate room that goes above and beyond the PPACA law requirements that employees be “shielded from view” and “free from intrusion” during their break.

<sup>L</sup> Other than flexible spending accounts.

## Flexible Working Benefits

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<sup>A</sup> Employees work part-year in one location and part-year in a second location (e.g., “snowbirds”).

<sup>B</sup> Provides employees more flexibility over when they take breaks.

<sup>C</sup> Allowing casual dress for extended periods during the year (e.g., summer months, holidays, etc.).

<sup>D</sup> 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.

<sup>E</sup> Allowing employees to choose their work hours during core business hours.

<sup>F</sup> Allowing employees to choose their work hours within limits outside of core business hours.

<sup>G</sup> Two or more employees share the responsibilities, accountability and compensation of one full-time job.

<sup>H</sup> 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.

<sup>I</sup> Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.

<sup>J</sup> Employees work only a certain number of months per year.

<sup>K</sup> Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.

<sup>L</sup> Situations that may occur intermittently throughout the year or as a one-time event.

## Employee Programs and Services

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<sup>A</sup> For example, retail discounts.

<sup>B</sup> For example, country club memberships excluding airline memberships.

- <sup>C</sup> Non-English.
- <sup>D</sup> Fully subsidized coffee or coffee service.
- <sup>E</sup> For example, vending machine snacks and beverages.
- <sup>F</sup> Separate from or part of an employee assistance program (EAP).
- <sup>G</sup> Fully or partially subsidized by the company.

## Professional and Career Development Benefits

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- <sup>A</sup> Provides employees with information and helps link them to colleges.
- <sup>B</sup> Formal program.
- <sup>C</sup> Seminars, conferences, courses or training to keep skills current, etc.
- <sup>D</sup> For example, SHRM, etc.

## Housing and Relocation Benefits

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- <sup>A</sup> Employer purchases the relocated employee's home
- <sup>B</sup> Discount on home insurance.
- <sup>C</sup> Advice on buying, renting, defaults and foreclosures.
- <sup>D</sup> House-hunting trips.
- <sup>E</sup> Employer covers some or all of the costs.
- <sup>F</sup> Single lump sum to the relocating employee.
- <sup>G</sup> Discount on renters insurance.
- <sup>H</sup> Helps temporarily relocated employees maintain two residences.
- <sup>I</sup> A company hires a relocation management company to buy and resell the relocated employee's residence.

## Business Travel Benefits

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- <sup>A</sup> Includes reimbursements

## Other Benefits

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- <sup>A</sup> For example, company picnic.
- <sup>B</sup> For example, company apparel, mugs.
- <sup>C</sup> For example, sporting events, cultural events, theme parks, etc.
- <sup>D</sup> For example, gift certificate, extra day off.
- <sup>E</sup> Once a year as opposed to pets at work generally.

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Personal telephone calls while on travel, *Business Travel Benefits*

Realtor fees, *Housing and Relocation Benefits*

Shipping fees, *Housing and Relocation Benefits*

Taxicab or car service to and from airport, *Business Travel Benefits*

Religious accommodation paid holidays, *Leave Benefits*

Relocation lump sum payment, *Housing and Relocation Benefits*

Rental assistance, *Housing and Relocation Benefits*

Rental car upgrades, *Business Travel Benefits*

Renter insurance program, *Housing and Relocation Benefits*

Restricted stock options, *Financial and Compensation Benefits*

Results-only work environment (ROWE), *Flexible Working Benefits*

Retention bonus

Executive, *Financial and Compensation Benefits*

Nonexecutive, *Financial and Compensation Benefits*

Retiree health care coverage, *Health Care and Welfare Benefits*

Retirement-preparation advice, *Retirement Savings and Planning Benefits*  
Rewards or bonuses for completing certain health and wellness programs, *Preventive Health and Wellness Benefits*  
Roth 401(k) or similar defined contribution retirement savings plan, *Retirement Savings and Planning Benefits*  
ROWE. See Results-only work environment (ROWE)

## S

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Sabbatical program  
    Paid, *Leave Benefits*  
    Unpaid, *Leave Benefits*  
Safety bonus/incentive, *Financial and Compensation Benefits*  
SARs. See Stock appreciation rights (SARs)  
Scholarships for members of employees' families, *Financial and Compensation Benefits*  
Seasonal scheduling, *Flexible Working Benefits*  
Self-defense training, *Employee Programs and Services*  
SERP. See Supplemental executive retirement plan (SERP)  
Service anniversary award, *Financial and Compensation Benefits*  
Shift flexibility, *Flexible Working Benefits*  
Shift premiums, *Financial and Compensation Benefits*  
Short-term disability insurance, *Health Care and Welfare Benefits*  
Sign-on bonus  
    Executive, *Financial and Compensation Benefits*  
    Nonexecutive, *Financial and Compensation Benefits*  
Smoking cessation program, *Preventive Health and Wellness Benefits*  
Snacks and beverages (employee-paid), *Employee Programs and Services*  
Spot bonus/award, *Financial and Compensation Benefits*  
Spouse relocation employment assistance, *Housing and Relocation Benefits*  
Standing desk, *Preventive Health and Wellness Benefits*  
Stipend for cell phone or smartphone purchases for employee-owned device, *Financial and Compensation Benefits*  
Stipend/subsidy for using employee-owned technological device, *Financial and Compensation Benefits*  
Stock appreciation rights (SARs), *Financial and Compensation Benefits*  
Subsidized child care center, *Family-Friendly Benefits*  
Subsidized child care program, *Family-Friendly Benefits*  
Subsidized cost of elder care, *Financial and Compensation Benefits*  
Subsidy for cell phone or smartphone bill for employee-owned device, *Financial and Compensation Benefits*  
Supplemental accident insurance, *Health Care and Welfare Benefits*  
Supplemental executive retirement plan (SERP), *Retirement Savings and Planning Benefits*

## T

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Take your child to work day, *Other Benefits*  
Take your parent to work day, *Other Benefits*  
Take your pet to work day, *Other Benefits*  
Telecommuting

Ad-hoc basis, *Flexible Working Benefits*  
Full-time basis, *Flexible Working Benefits*  
Part-time basis, *Flexible Working Benefits*  
Temporary relocation benefits, *Housing and Relocation Benefits*  
Third-party relocation plan, *Housing and Relocation Benefits*  
Traditional 401(k) or similar defined contribution retirement savings plan, *Retirement Savings and Planning Benefits*  
Transit subsidy, *Financial and Compensation Benefits*  
Travel accident insurance, *Business Travel Benefits*  
Travel planning services, *Employee Programs and Services*

## U

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Undergraduate educational assistance, *Financial and Compensation Benefits*

## V

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Vacation purchase plan, *Leave Benefits*  
Vacations. *See* Company-paid time off for group vacations; Paid vacation cash out option; Paid vacation leave donation program; Paid vacation plan  
Vaccinations, on-site  
    Seasonal flu vaccinations, *Preventative Health and Wellness Benefits*  
    Vaccinations for infants/children, *Family-Friendly Benefits*  
Vision insurance, *Health Care and Welfare Benefits*

## W

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Weight loss program, *Preventive Health and Wellness Benefits*  
Wellness programs, *Preventive Health and Wellness Benefits*  
Wellness resources and information, *Preventive Health and Wellness Benefits*  
Wellness tips or information provided to employees at least quarterly, *Preventive Health and Wellness Benefits*  
Wholesale generic drug program for injectable drugs, *Health Care and Welfare Benefits*