

SHRM
CUSTOMIZED
**EMPLOYEE
BENEFITS
PREVALENCE
BENCHMARKING
REPORT**

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

Your report is based on the following criteria:

SELECTION CRITERIA

Industry: Health Care and Social Assistance

Staff Size: All Sizes

SHRM Customized Human Capital,
Health Care, Paid Leave and Talent
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A GUIDE TO YOUR SHRM CUSTOMIZED BENCHMARKING REPORT

Understanding the Data

As you compare your own data against 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 February 2017 and reflect the benefits offered in 2017.

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 50th 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	Plan to Offer
Accident insurance ^A	472	28%	71%	0%
Accidental death and dismemberment insurance (AD&D) ^B	475	80%	20%	0%
Acupressure/acupuncture medical coverage	446	41%	59%	0%
Alternative/complementary medical coverage	441	17%	82%	1%
Bariatric coverage for weight loss ^C	444	37%	63%	0%
Cancer insurance ^D	467	31%	69%	1%
Chiropractic coverage	452	77%	23%	0%
Consumer-directed health care plans (CDHPs) ^E	462	18%	81%	1%
Contraceptive coverage	454	74%	26%	0%
Critical illness insurance ^F	469	36%	64%	0%
Dental insurance	479	94%	5%	1%
Egg freezing for nonmedical reasons	444	4%	96%	0%
Elective procedures coverage ^G	443	14%	86%	0%
Employee assistance program (EAP)	472	77%	22%	1%
Employer contributions to health savings accounts (HSAs)	471	36%	62%	2%
Exclusive provider organization (EPO)	466	10%	89%	0%
Experimental/elective drug coverage	445	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Full replacement consumer-directed health care plan (CDHP) ^H	462	2%	98%	0%
Gender reassignment surgery coverage	440	14%	85%	1%
Genetic testing coverage for diseases like cancer	436	20%	79%	0%
Health care premium flexible spending account ^I	472	36%	63%	1%
Health care services provided by phone or video ^J	468	31%	68%	1%
Health maintenance organization (HMO)	473	35%	64%	1%
Health reimbursement arrangement (HRA)	467	21%	79%	0%
Health savings account (HSA)	477	53%	44%	3%
High-deductible health plan (HDHP) ^K	469	23%	77%	0%
Hospital indemnity insurance	467	22%	77%	1%
Indemnity plan (fee-for-service)	464	9%	91%	0%
Infertility treatment coverage other than in-vitro fertilization	442	28%	72%	0%
Intensive care insurance ^L	470	17%	82%	0%
In-vitro fertilization coverage	441	22%	77%	0%
Laser-based vision correction coverage	443	25%	75%	0%
Long-term care insurance	468	24%	75%	0%
Long-term disability insurance ^B	475	67%	32%	1%
Mail-order prescription program	473	81%	19%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Medical flexible spending account ^M	471	63%	36%	1%
Mental health coverage	475	82%	18%	0%
Mini-med health plan ^N	467	3%	96%	0%
Pharmacy management program ^O	464	21%	79%	0%
Point of service (POS)	467	21%	79%	0%
Preferred provider organization (PPO)	480	80%	20%	0%
Prescription drug coverage bundled with medical insurance	477	94%	5%	0%
Reimbursement for employees to travel abroad for medical care ^P	466	4%	95%	0%
Retiree health care coverage	473	11%	89%	0%
Short-term disability insurance ^Q	474	57%	42%	1%
Supplemental accident insurance	469	37%	62%	0%
Supplemental accidental death and dismemberment insurance ^R	474	63%	37%	0%
Supplemental long-term disability insurance ^R	472	47%	53%	0%
Supplemental short-term disability insurance ^R	475	58%	41%	1%
Vision insurance	475	86%	13%	2%
Wholesale generic drug program for injectable drugs	447	27%	72%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
24-hour nurse line ^A	457	43%	55%	2%
Annual health risk assessment	465	42%	55%	3%
Bike purchase or bike share subsidy/reimbursement	463	2%	98%	0%
Company-organized fitness competitions/challenges	466	28%	71%	2%
Company-provided fitness bands/activity trackers	463	7%	92%	0%
CPR/first aid training	466	60%	39%	0%
Fitness equipment subsidy/reimbursement	463	4%	96%	0%
Health care premium discount for getting annual health risk assessment	469	18%	79%	3%
Health care premium discount for not using tobacco products	467	15%	83%	2%
Health care premium discount for participating in a smoking cessation program	466	11%	87%	2%
Health care premium discount for participating in a weight loss program	468	7%	90%	2%
Health care premium discount for participating in wellness program	468	17%	80%	3%
Health fairs	469	38%	58%	4%
Nutritional counseling	464	18%	81%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
Offsite fitness center membership subsidy/reimbursement	464	22%	77%	2%
Offsite fitness class subsidy/reimbursement	463	12%	87%	1%
Offsite meditation/mindfulness/contemplative program subsidy/reimbursement	464	4%	95%	1%
Onsite blood pressure machine	462	26%	73%	1%
Onsite fitness center	469	23%	76%	1%
Onsite fitness classes ^B	465	19%	80%	1%
Onsite health screening programs ^E	466	31%	66%	3%
Onsite massage therapy services	465	12%	87%	0%
Onsite medical clinic	468	17%	83%	0%
Onsite meditation/mindfulness/contemplative program ^C	465	9%	89%	2%
Onsite nap room	468	4%	96%	0%
Onsite quiet room for personal use ^D	466	20%	80%	1%
Onsite seasonal flu vaccinations	471	67%	32%	1%
Onsite sick room	463	4%	96%	0%
Onsite stress management program	464	7%	91%	2%
Onsite vegetable garden	464	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
Personal or life coaching ^F	467	31%	66%	3%
Preventive programs specifically targeting employees with chronic health conditions	467	34%	62%	4%
Rewards or bonuses for completing certain health and wellness programs	471	40%	56%	4%
Smoking cessation program	470	39%	59%	2%
Standing desk ^G	467	33%	64%	3%
Weight loss program	467	33%	64%	4%
Wellness programs, general	474	58%	37%	5%
Wellness resources and information	473	70%	25%	5%
Wellness tips or information provided to employees at least quarterly ^H	471	61%	33%	6%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered	Plan to Offer
Automatic enrollment into defined contribution retirement savings plan (current employees) ^A	458	24%	74%	2%
Automatic enrollment into defined contribution retirement savings plan (new employees) ^B	465	34%	63%	3%
Automatic escalation of salary deferral amounts for defined contribution plans ^C	457	16%	82%	2%
Defined benefit cash balance pension plan	455	8%	92%	0%
Defined contribution plan catch-up contributions ^D	461	66%	34%	0%
Defined contribution plans offer target-date funds in their investment lineup	455	40%	60%	0%
Defined contribution savings plan debit card ^E	457	4%	96%	0%
Defined contribution savings plan hardship withdrawals	460	58%	42%	0%
Defined contribution savings plan loans ^F	458	39%	61%	0%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	459	31%	69%	0%
Employer match for traditional 401 (k) or similar defined contribution retirement savings plan	467	71%	28%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered	Plan to Offer
Formal phased retirement program ^G	453	5%	94%	1%
Individual retirement investment advice offered one on one ^H	458	52%	47%	0%
Informal phased retirement program ^I	452	12%	88%	0%
Investment retirement advice offered in a group/classroom ^H	456	41%	58%	2%
Investment retirement advice offered online ^H	458	45%	54%	1%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	454	26%	73%	1%
Retirement-preparation specific planning advice ^J	457	44%	54%	1%
Roth 401(k) or similar defined contribution retirement savings plan	464	44%	55%	1%
Supplemental executive retirement plan (SERP)	456	10%	89%	1%
Traditional 401(k) or similar defined contribution retirement savings plan ^K	470	89%	10%	1%
Traditional defined benefit pension plan ^L	461	10%	89%	1%
Traditional defined benefit pension plan (open to all employees)	471	25%	75%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
529 plan payroll deduction ^A	459	11%	88%	1%
Accelerated death benefits ^B	458	30%	70%	0%
Automobile insurance program	462	5%	95%	0%
Automobile subsidy for business use of personal vehicles	458	18%	82%	0%
Carpooling subsidy	460	4%	96%	0%
Company-owned business cell phone or smartphone	464	51%	49%	1%
Company-owned vehicle for business and personal use	461	14%	86%	0%
Company-paid group life insurance ^C	467	85%	15%	0%
Company-provided student loan repayment	463	7%	91%	2%
Credit counseling service ^D	458	12%	88%	0%
Credit union	461	24%	75%	0%
Divorce insurance ^E	461	5%	95%	0%
Donations for employee participation in charitable events ^F	461	19%	81%	0%
Educational loans for members of employees' families	460	1%	99%	0%
Educational scholarships for members of employees' families	464	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee discount on company services	461	32%	68%	0%
Employee referral bonus	457	47%	51%	2%
Employee stock purchase plan	461	5%	95%	0%
Employer contribution or match for 529 plan	459	1%	98%	0%
Financial advice offered in group/classroom ^G	460	24%	75%	1%
Financial advice offered one-on-one ^G	459	35%	65%	0%
Financial advice offered online ^G	457	31%	69%	0%
Free commuter shuttle	461	7%	93%	0%
Free computers for employees' personal use	455	6%	94%	0%
Free onsite parking	464	84%	16%	0%
Free, discounted or subsidized home Internet service	457	4%	96%	0%
Full flexible benefits plan ^H	461	24%	76%	0%
Graduate educational assistance	466	46%	52%	2%
Identity theft protection	462	7%	93%	0%
Incentive bonus plan (executive)	460	40%	59%	1%
Incentive bonus plan (nonexecutive)	460	31%	68%	1%
Incentive stock options (ISOs)	453	3%	97%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Life insurance for dependents	466	53%	47%	0%
Loans for employees to purchase personal computers	456	2%	98%	0%
Loans to employees for emergency/disaster assistance	457	14%	86%	0%
Low-/no-interest loans to employees for non-emergency situations	460	5%	95%	0%
Matching employee charitable contributions	459	11%	89%	0%
Nonqualified stock options ¹	454	3%	97%	0%
Parking subsidy (either onsite or offsite)	460	7%	93%	0%
Payroll advances	458	17%	83%	0%
Personal tax services	461	3%	97%	0%
Purchase discounts for employee-owned technological device bought through company ¹	457	11%	89%	0%
Qualified transportation spending account	457	6%	94%	0%
Restricted stock options	450	3%	97%	0%
Retention bonus (executive)	457	19%	81%	0%
Retention bonus (nonexecutive)	456	18%	82%	0%
Safety bonus/incentive	456	6%	93%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Service anniversary award ^K	460	54%	44%	2%
Shift premiums	463	38%	61%	1%
Sign-on bonus (executive)	456	34%	65%	0%
Sign-on bonus (nonexecutive)	459	27%	73%	0%
Spot bonus/award ^L	459	39%	60%	1%
Stipend for cell phone or smartphone purchase for employee-owned device	461	23%	77%	0%
Stipend/subsidy for using employee-owned technological device for work ^M	458	5%	95%	0%
Stock appreciation rights (SARs)	458	1%	99%	0%
Subsidy for cell phone or smartphone bill for employee-owned device	460	37%	62%	1%
Supplemental life insurance for employees ^N	467	76%	24%	0%
Transit subsidy	460	11%	89%	0%
Undergraduate educational assistance	466	50%	48%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Company-paid time off for group vacations	466	2%	98%	0%
Elder care leave above any state FMLA leave ^A	459	10%	90%	0%
Elder care leave above federal FMLA leave ^A	460	10%	90%	0%
Emergency flexibility ^B	466	8%	92%	0%
Family leave above any state FMLA leave ^A	466	17%	82%	0%
Family leave above required federal FMLA leave ^A	467	20%	80%	0%
Floating holidays ^C	471	38%	61%	0%
Paid bereavement leave	469	77%	23%	0%
Paid day off for employee's birthday	465	10%	90%	0%
Paid holidays	475	92%	8%	0%
Paid jury duty ^A	469	64%	36%	0%
Paid military leave ^A	464	20%	79%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Paid sabbatical program	458	3%	97%	0%
Paid time off for volunteering	465	13%	86%	1%
Paid time off to serve on the board of a community group or professional association	462	15%	85%	0%
Paid time off to vote	466	35%	65%	0%
Parental leave above any state FMLA leave ^A	462	13%	87%	0%
Parental leave above federal FMLA leave ^A	461	14%	86%	0%
Religious accommodation paid holidays ^D	466	15%	85%	0%
Unpaid sabbatical program	459	10%	90%	0%
Unpaid time off to vote ^A	458	34%	66%	0%
Vacation purchase plan ^E	466	4%	96%	0%
Vacation stipend ^F	467	1%	99%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered	Plan to Offer
Access to backup child care services ^A	461	3%	97%	0%
Access to backup elder care services ^A	461	3%	97%	0%
Adoption assistance	460	8%	91%	0%
Babies at work ^B	459	4%	96%	0%
Breast milk shipping ^C	462	0%	99%	0%
Bring child to work in emergency	462	25%	75%	0%
Child care referral service ^D	461	19%	80%	1%
Consortium child care center ^E	457	0%	100%	0%
Dependent care flexible spending account ^F	465	65%	34%	1%
Domestic partner benefits for opposite-sex partners ^G	458	22%	77%	1%
Domestic partner benefits for same-sex partners ^G	457	22%	77%	1%
Elder care assisted living assessments	456	4%	96%	0%
Elder care in-home assessments ^H	462	3%	96%	0%
Elder care referral service ^D	462	17%	82%	0%
Foster care assistance	460	3%	97%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered	Plan to Offer
Geriatric counseling ^I	461	5%	95%	0%
Lactation support services ^J	462	14%	85%	1%
Nonsubsidized child care center ^K	457	4%	95%	1%
On-ramping programs for family members dealing with elder care responsibilities	460	5%	94%	1%
On-ramping programs for parents re-entering the workforce	459	8%	92%	1%
Onsite elder care fairs ^L	460	4%	96%	0%
Onsite lactation/mother's room ^M	462	42%	57%	1%
Onsite parenting seminars	459	4%	95%	1%
Onsite vaccinations for infants/children	459	6%	93%	1%
Subsidized child care center ^K	461	6%	93%	1%
Subsidized child care program ^N	460	5%	94%	1%
Subsidized cost of elder care	460	1%	98%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FLEXIBLE WORKING BENEFITS

	n	Offered	Not Offered	Plan to Offer
4-day workweek of 32 hours or less per week ^A	465	24%	76%	0%
Alternating location arrangements ^B	465	9%	91%	1%
Break arrangements ^C	462	40%	60%	0%
Casual dress (every day)	461	29%	71%	0%
Casual dress (one day per week)	463	60%	40%	0%
Casual dress (seasonal) ^D	461	22%	78%	0%
Compressed workweek ^E	463	37%	62%	1%
Flextime during core business hours ^F	467	51%	48%	1%
Flextime outside of core business hours ^G	463	33%	67%	1%
Job sharing ^H	462	18%	81%	1%
Mealtime flex ^I	461	44%	56%	0%
Results-only work environment (ROWE) ^J	460	5%	95%	1%
Seasonal scheduling ^K	462	17%	82%	1%
Shift flexibility ^L	463	42%	58%	0%
Telecommuting on a full-time basis	462	22%	77%	1%
Telecommuting on a part-time basis	464	36%	63%	1%
Telecommuting on an ad-hoc basis ^M	463	54%	45%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
Break room/kitchenette	468	90%	10%	0%
Concierge services	459	3%	97%	0%
Dry cleaning services	460	5%	95%	0%
Electric vehicle charging station	463	6%	93%	1%
Employer-sponsored personal shopping discounts ^A	465	19%	81%	0%
ESL (English as a second language) classes	460	3%	96%	0%
Executive club memberships ^B	456	3%	97%	0%
Foreign language classes ^C	460	2%	98%	0%
Free coffee ^D	465	77%	23%	0%
Free or discounted uniforms	460	31%	69%	0%
Free snacks and beverages (company-paid) ^E	464	15%	85%	0%
Legal assistance/services ^F	463	27%	73%	0%
Onsite ATMs	461	16%	84%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
Onsite cafeteria (fully- or partially-subsidized)	462	24%	76%	0%
Onsite cafeteria (unsubsidized)	458	18%	81%	0%
Onsite convenience store	461	13%	87%	0%
Onsite haircuts	460	2%	98%	0%
Organization-sponsored sports teams	458	8%	92%	0%
Paycards ^G	463	22%	75%	2%
Personal grooming subsidy/reimbursement ^H	462	0%	100%	0%
Pet health insurance	463	10%	89%	1%
Postal services for employees	461	10%	90%	0%
Prepared take-home meals	459	4%	96%	0%
Self-defense training	455	5%	95%	0%
Snacks and beverages (employee-paid) ^I	460	60%	40%	0%
Travel planning services	460	6%	94%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	n	Offered	Not Offered	Plan to Offer
Career counseling	478	15%	82%	3%
Certification/recertification fees	479	72%	27%	1%
College selection/referral ^A	470	12%	87%	1%
Cross-training to develop skills not directly related to the job	473	40%	55%	4%
Executive or leadership coaching	481	44%	52%	4%
Mentoring program ^B	476	19%	76%	5%
Offsite professional development opportunities ^C	482	82%	16%	2%
Onsite professional development opportunities ^C	479	77%	20%	2%
Professional license application or renewal fees	481	66%	33%	1%
Professional memberships ^D	481	84%	15%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Assistance selling previous home	464	2%	98%	0%
Cost-of-living differential	465	6%	94%	0%
Down payment assistance	467	1%	99%	0%
Home buyout program ^A	465	0%	99%	0%
Home insurance program ^B	466	4%	96%	0%
Housing counseling ^C	465	4%	96%	0%
Location visit assistance ^D	462	8%	92%	0%
Mortgage assistance	465	1%	99%	0%
Mortgage insurance	467	1%	99%	0%
Reimbursement for financial loss sustained from a home sale ^E	465	2%	98%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Reimbursement of closing costs ^E	467	1%	99%	0%
Reimbursement of realtor fees ^E	463	1%	99%	0%
Reimbursement of shipping fees ^E	462	5%	95%	0%
Relocation lump sum payment ^F	464	18%	82%	0%
Rental assistance	466	2%	97%	0%
Renter insurance program ^G	463	2%	98%	0%
Spouse relocation employment assistance	463	3%	97%	0%
Temporary relocation benefits ^H	468	10%	90%	0%
Third-party relocation plan ^I	462	3%	97%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee keeps frequent flyer miles	471	55%	45%	0%
Employee keeps hotel points	472	55%	45%	0%
First or business class airfare for domestic travel	474	10%	90%	0%
First or business class airfare for international travel	474	6%	94%	0%
Mileage reimbursement for the use of personal car to travel to and from airport	477	74%	26%	0%
Paid airline club membership	474	1%	99%	0%
Paid child care expenses while an employee is on business travel	475	1%	99%	0%
Paid dry cleaning while on business travel	473	7%	92%	0%
Paid elder care expenses while an employee is on business travel	472	0%	100%	0%
Paid health club fees while on business travel	471	3%	97%	0%
Paid Internet access while on business travel	475	41%	59%	0%
Paid minibar snacks at the hotel	475	6%	94%	0%
Paid pay-per-view movies at the hotel	474	2%	98%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered	Plan to Offer
Paid pet care expenses while an employee is on business travel	475	1%	99%	0%
Paid travel expenses for dependent children	472	1%	99%	0%
Paid travel expenses for opposite-sex domestic partner	473	1%	99%	0%
Paid travel expenses for same-sex domestic partner	476	1%	99%	0%
Paid travel expenses for spouse	477	1%	99%	0%
Parking reimbursement at airport while on business travel	479	80%	20%	0%
Per diem for meals ^A	479	68%	32%	0%
Reimbursement for personal telephone calls while on business travel	473	29%	71%	0%
Reimbursement for taxicab or car service to and from airport	478	80%	20%	0%
Rental car upgrades	474	10%	90%	0%
Travel accident insurance	475	26%	74%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

OTHER BENEFITS

	n	Offered	Not Offered	Plan to Offer
Annual company outing ^A	440	59%	40%	1%
Community volunteer programs	441	35%	64%	1%
Company paraphernalia ^B	443	61%	38%	1%
Company-purchased tickets ^C	441	17%	83%	0%
Discount ticket services ^C	442	32%	67%	0%
Noncash companywide performance awards ^D	444	48%	52%	1%
Pets at work	438	10%	89%	1%
Take your child to work day	442	14%	85%	0%
Take your parent to work day	441	1%	99%	0%
Take your pet to work day ^E	440	3%	97%	0%

EMPLOYEE BENEFITS PREVALENCE GLOSSARY

Statistical Definitions

“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 who selected “Yes,” to formally offering that benefit.

Not Offered

The percentage of respondents who selected “No,” to formally offering that benefit and have no plans to offer it in the next 12 months.

Plan to Offer

The percentage of respondents who selected “Plan to offer,” to offering that benefit within the next 12 months.

FOOTNOTES

Health Care and Welfare Benefits

^A Separate from travel accident insurance

^B Does not pertain to employee-paid supplemental insurance.

^C For example, stomach stapling or gastric bypass surgery.

^D Separate from critical illness insurance

^E Generally include three major components: a health reimbursement arrangement (HRA) or a health savings account (has), an underlying medical plan (typically a preferred provider organization (PPO)), and access to educational tools and information to help members navigate the plan.

^F Provides funds to help cover extra expenses upon diagnosis of a critical illness or condition.

^G Any nonemergency surgical procedure other than laser-based vision correction.

^H CDHP is the *only* health care plan offered.

^I IRC Section 125 Cafeteria Plan allowing for premium conversion.

^J Such as diagnosis, treatment or prescriptions, but *not* a nurse advice line (either separate from or part of a regular health care plan).

^K That is *not* linked to an HSA or an HRA.

^L Provides funds to help cover the extra expenses for accidents or illnesses that result in an admission to a hospital intensive care unit.

^M IRC Section 125.

^N Basic plan that limits the amount of payments or number of times that services will be covered.

^O Independent of medical plan management.

^P And/or reimbursement to employees to obtain medical care abroad. For example, medical tourism.

^Q Beyond any state-required programs.

^R Employee- or employer-paid.

Preventative Health and Wellness Benefits

^A Available to help employees make more informed health care decisions.

^B For example, yoga, aerobics.

^C Subsidized or unsubsidized.

^D For example, prayer, meditation.

^E For example, glucose, cholesterol.

^F Used to help employees change and better manage their health habits.

^G Provide or subsidize the cost of replacing a regular desk with a standing desk.

^H For example, newsletter, column, e-mail, tweets.

Retirement Savings and Planning Benefits

^A Current employees who are not participating are enrolled into the plan with a certain percentage from their paycheck unless they opt out.

^B New employees are enrolled into the plan with a certain percentage from their paycheck unless they opt out.

^C For example, annually, every two years.

^D Permits participants who are age 50 or older to make additional elective deferral contributions at the end of the calendar year.

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

^F Allows participants to borrow from their retirement savings.

^G A formal program that provides reduced schedule and/or responsibilities prior to full retirement.

^H Any recommendation from a financial advisor that tries to educate, advise or guide an investor regarding a particular investment product or series of products.

^I An informal program that provides reduced schedule and/or responsibilities prior to full retirement.

^J Any recommendation from a financial advisor that tries to educate, advise or guide an employee regarding retirement.

^K For example, 403(b)s, 457s, Thrift Savings Plans.

^L Frozen for current employees and/or not open to new hires.

Financial and Compensation Benefits

^A Tax-advantaged savings plan designed to encourage saving for future college costs.

^B For terminal illnesses.

^C Does not pertain to employee-paid supplemental insurance.

^D Credit, debt consolidation, housing counseling, etc.

^E Discount on legal fees and services related to divorce; part of or separate from an employee assistance program.

^F For example, walkathons.

^G Financial advice is defined as providing employees with information on how to manage their financial resources effectively for a lifetime of financial well-being.

^H Ability to select from a variety of benefits.

^I NQSOs or NSOs.

^J Not a loan.

^K Based on the number of years of employment.

- ^L Unscheduled bonus/award for going above and beyond in some capacity.
- ^M For example, computers, tablets.
- ^N Employee- or employer-paid.

Leave Benefits

- ^A Beyond what may be required by law.
- ^B Fixed number of days off with pay for emergencies.
- ^C Other than personal days.
- ^D Paid days off for religious holidays not offered by employer.
- ^E Payroll deduction.
- ^F Money employees can use to pay for their vacation.

Family-Friendly Benefits

- ^A For an unexpected event.
- ^B Children under 1 year of age are allowed to come to work with a parent on a regular basis.
- ^C While on business travel.
- ^D Program that provides employees with the names of providers (separate from or part of an employee assistance program).
- ^E An onsite or near-site center sharing the costs and responsibilities with several organizations.
- ^F IRC Section 125
- ^G 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).
- ^H Provides families with appraisals to determine care needs.
- ^I Counseling services to seniors and their families.
- ^J Lactation consulting and education.
- ^K An onsite or near-site center.
- ^L Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.
- ^M A separate room that goes above and beyond the Patient Protection and Affordable Care Act's requirements that employees be "shielded from view" and "free from intrusion" during their break.
- ^N Other than flexible spending accounts.

Flexible Working Benefits

- ^A Applies to all employees for all or part of the year.
- ^B Allowing employees to work part-year in one location and part-year in a second location (e.g., "snowbirds").
- ^C Providing employees more flexibility over when they take breaks.
- ^D Allowing casual dress for extended periods during the year (e.g., summer months, holidays).
- ^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 choose their work hours during core business hours.
- ^G Allowing employees to choose their work hours within limits outside of core business hours.
- ^H Two or more employees share the responsibilities, accountability and compensation of one full-time job.
- ^I 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.
- ^J Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.
- ^K Allowing employees to work only a certain number of months per year.
- ^L Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.
- ^M Situations that may occur intermittently throughout the year or as a one-time event.

Employee Programs and Services

- ^A For example, retail discounts.
- ^B For example, country club memberships, excluding airline memberships.
- ^C Non-English.
- ^D Fully subsidized coffee or coffee service.
- ^E For example, vending machine snacks and beverages.
- ^F Separate from or part of an employee assistance program.
- ^G Payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts.
- ^H For example, manicures, pedicures, haircuts.
- ^I Fully or partially subsidized by the company.

Professional and Career Development Benefits

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

Housing and Relocation Benefits

- ^A Employer purchases the relocated employee's home.
- ^B Discount on home insurance.
- ^C Advice on buying, renting, defaults and foreclosures.
- ^D House-hunting trips.
- ^E Employer covers some or all of the costs.
- ^F Single lump sum to the relocating employee.
- ^G Discount on renters insurance.
- ^H Helps temporarily relocated employees maintain two residences.

¹A company hires a relocation management company to buy and resell the relocated employee's residence.

Business Travel Benefits

^AIncludes reimbursements

Other Benefits

^AFor example, company picnic.

^BFor example, company apparel, mugs.

^CFor example, sporting events, cultural events, theme parks.

^DFor example, gift certificate, extra day off.

^EOnce a year as opposed to pets at work generally.

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Prepared take-home meals, *Employee Programs and Services*
Prescription drug program coverage, *Health Care and Welfare Benefits*
Preventive programs specifically targeting employees with chronic health conditions, *Preventive Health and Wellness Benefits*
Professional license application or renewal fees, *Professional and Career Development Benefits*
Professional memberships, *Professional and Career Development Benefits*
Purchase discount (not a loan) for employee-owned technological device bought through company, *Financial and Compensation Benefits*

Q

Qualified transportation spending account, *Financial and Compensation Benefits*

R

Reimbursement

Closing costs, *Housing and Relocation Benefits*
Employees to travel abroad for medical care and/or reimbursement employees to obtain medical care aboard, *Health Care and Welfare Benefits*
Financial loss sustained from a home sale, *Housing and Relocation Benefits*
Personal telephone calls while on business 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

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, *Family-Friendly 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 accidental death and dismemberment insurance, *Health Care and Welfare Benefits*
Supplemental life insurance for employees, *Financial and Compensation Benefits*
Supplemental long-term disability insurance, *Health Care and Welfare Benefits*
Supplemental short-term disability insurance, *Health Care and Welfare Benefits*
Supplemental executive retirement plan (SERP), *Retirement Savings and Planning Benefits*

T

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*
Traditional defined benefit pension plan
 Frozen, *Retirement Savings and Planning Benefits*
 Open to all employees, *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

Undergraduate educational assistance, *Financial and Compensation Benefits*
Unpaid time off to vote, *Leave Benefits*

V

Vacation purchase plan, *Leave Benefits*
Vacation stipend, *Leave Benefits*
Vaccinations, onsite
 Seasonal flu vaccinations, *Preventative Health and Wellness Benefits*
 Vaccinations for infants/children, *Family-Friendly Benefits*
Vision insurance, *Health Care and Welfare Benefits*

W

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, *Preventative Health and Wellness Benefits*

Wholesale generic drug program for injectable drugs, *Health Care and Welfare Benefits*