

# SHRM CUSTOMIZED EMPLOYEE BENEFITS PREVALENCE BENCHMARKING REPORT



# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

Your report is based on the following criteria:

**Industry**  
Information

**Staff Size**  
All

**Number of organizations**  
155

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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.

# A GUIDE TO YOUR SHRM CUSTOMIZED BENCHMARKING REPORT

## 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.

Percentages may not equal 100% due to rounding.

## 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.

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## HEALTH CARE AND WELFARE BENEFITS

	Offered	Not Offered	Plan to Offer
Accident insurance <sup>a</sup>	25%	75%	0%
Accidental death and dismemberment insurance (AD&D) <sup>b</sup>	84%	16%	0%
Acupressure/acupuncture medical coverage	42%	58%	0%
Alternative/complementary medical coverage	17%	83%	0%
Bariatric coverage for weight loss <sup>c</sup>	23%	76%	1%
Cancer insurance <sup>d</sup>	26%	74%	0%
Chiropractic coverage	70%	30%	0%
Consumer-directed health care plans (CDHPs) <sup>e</sup>	22%	78%	0%
Contraceptive coverage	72%	28%	0%
Critical illness insurance <sup>f</sup>	31%	69%	0%
Dental insurance	97%	3%	0%
Egg freezing for nonmedical reasons	4%	96%	0%
Elective procedures coverage <sup>g</sup>	7%	93%	0%
Employee assistance program (EAP)	81%	18%	1%
Employer contributions to health savings accounts (HSAs)	34%	64%	1%
Exclusive provider organization (EPO)	12%	88%	0%
Experimental/elective drug coverage	10%	90%	0%
Full replacement consumer-directed health care plan (CDHP) <sup>h</sup>	2%	98%	0%
Gender reassignment surgery coverage	8%	91%	1%
Genetic testing coverage for diseases like cancer	15%	85%	1%
Health care premium flexible spending account <sup>j</sup>	46%	54%	1%
Health care services provided by phone or video <sup>k</sup>	28%	71%	1%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## HEALTH CARE AND WELFARE BENEFITS

	Offered	Not Offered	Plan to Offer
Health maintenance organization (HMO)	41%	58%	1%
Health reimbursement arrangement (HRA)	23%	77%	0%
Health savings account (HSA)	57%	42%	1%
High-deductible health plan (HDHP) <sup>l</sup>	20%	79%	1%
Hospital indemnity insurance	22%	78%	0%
In-vitro fertilization coverage	20%	80%	0%
Indemnity plan (fee-for-service)	9%	91%	0%
Infertility treatment coverage other than in-vitro fertilization	21%	79%	0%
Intensive care insurance <sup>m</sup>	19%	81%	0%
Laser-based vision correction coverage	26%	74%	0%
Long-term care insurance	26%	74%	0%
Long-term disability insurance <sup>b</sup>	78%	22%	0%
Mail-order prescription program	83%	17%	0%
Medical flexible spending account <sup>n</sup>	70%	29%	1%
Mental health coverage	78%	22%	0%
Mini-med health plan <sup>o</sup>	1%	99%	0%
Pharmacy management program <sup>p</sup>	16%	84%	0%
Point of service (POS)	20%	80%	1%
Preferred provider organization (PPO)	89%	11%	0%
Prescription drug coverage bundled with medical insurance	94%	6%	0%
Reimbursement for employees to travel abroad for medical care <sup>r</sup>	6%	94%	0%
Retiree health care coverage	21%	79%	0%



# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## HEALTH CARE AND WELFARE BENEFITS

	Offered	Not Offered	Plan to Offer
Short-term disability insurance <sup>s</sup>	70%	30%	0%
Supplemental accident insurance	30%	70%	0%
Supplemental accidental death and dismemberment insurance <sup>t</sup>	60%	40%	0%
Supplemental long-term disability insurance <sup>t</sup>	51%	49%	0%
Supplemental short-term disability insurance <sup>t</sup>	56%	44%	1%
Vision insurance	89%	11%	0%
Wholesale generic drug program for injectable drugs	30%	70%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	Offered	Not Offered	Plan to Offer
24-Hour Nurse Line <sup>a</sup>	42%	57%	1%
Annual health risk assessment	45%	51%	4%
Bike purchase or bike share subsidy/reimbursement	3%	96%	1%
Company-organized fitness competitions/challenges	27%	68%	4%
Company-provided fitness bands/activity trackers	8%	90%	1%
CPR/first aid training	34%	63%	3%
Fitness equipment subsidy/reimbursement	4%	96%	0%
Health care premium discount for getting annual health risk assessment	22%	75%	3%
Health care premium discount for not using tobacco products	16%	83%	1%
Health care premium discount for participating in a smoking cessation program	13%	86%	1%
Health care premium discount for participating in a weight loss program	6%	92%	2%
Health care premium discount for participating in wellness program	18%	79%	4%
Health fairs	31%	64%	5%
Nutritional counseling	15%	82%	3%
Off-site fitness center membership subsidy/reimbursement	23%	77%	0%
Off-site fitness class subsidy/reimbursement	13%	87%	0%
Off-site meditation/mindfulness/contemplative program subsidy/reimbursement	3%	96%	1%
On-site blood pressure machine	13%	87%	1%
On-site fitness center	35%	64%	1%
On-site fitness classes <sup>b</sup>	17%	81%	2%
On-site health screening programs <sup>c</sup>	30%	67%	3%
On-site massage therapy services	12%	87%	1%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	Offered	Not Offered	Plan to Offer
On-site medical clinic	2%	98%	0%
On-site nap room	5%	95%	0%
On-site seasonal flu vaccinations	51%	48%	1%
On-site sick room	5%	94%	1%
On-site vegetable garden	7%	93%	0%
Onsite meditation/mindfulness/contemplative program <sup>d</sup>	5%	93%	2%
Onsite quiet room for personal use <sup>e</sup>	21%	78%	1%
Onsite stress management program	7%	91%	2%
Personal or life coaching <sup>f</sup>	29%	67%	4%
Preventive programs specifically targeting employees with chronic health conditions	27%	70%	3%
Rewards or bonuses for completing certain health and wellness programs	38%	58%	4%
Smoking cessation program	38%	57%	5%
Standing desk <sup>g</sup>	50%	47%	3%
Weight loss program	24%	72%	4%
Wellness programs, general	58%	36%	6%
Wellness resources and information	70%	26%	4%
Wellness tips or information provided to employees at least quarterly <sup>h</sup>	59%	34%	7%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## RETIREMENT SAVINGS AND PLANNING BENEFITS

	Offered	Not Offered	Plan to Offer
Automatic enrollment into defined contribution retirement savings plan (current employees) <sup>a</sup>	18%	82%	0%
Automatic enrollment into defined contribution retirement savings plan (new employees) <sup>b</sup>	42%	58%	0%
Automatic escalation of salary deferral for defined contribution plans <sup>c</sup>	21%	79%	0%
Defined benefit cash balance pension plan	7%	93%	0%
Defined contribution plan catch-up contributions <sup>d</sup>	64%	36%	0%
Defined contribution plans offer target-date funds in their investment lineup	44%	56%	0%
Defined contribution savings plan debit card <sup>e</sup>	4%	96%	0%
Defined contribution savings plan hardship withdrawals	55%	45%	0%
Defined contribution savings plan loans <sup>f</sup>	35%	65%	0%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	29%	71%	0%
Employer match for traditional 401(k) or similar defined contribution retirement savings plan	73%	27%	0%
Formal phased retirement program <sup>g</sup>	5%	95%	0%
Individual retirement investment advice offered one on one <sup>h</sup>	48%	51%	1%
Informal phased retirement program <sup>j</sup>	11%	89%	0%
Investment retirement advice offered in a group/classroom <sup>h</sup>	40%	58%	2%
Investment retirement advice offered online <sup>h</sup>	47%	53%	0%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	25%	75%	0%
Retirement-preparation specific planning advice <sup>k</sup>	42%	56%	2%
Roth 401(k) or similar defined contribution retirement savings plan	42%	57%	1%
Supplemental executive retirement plan (SERP)	12%	88%	1%
Traditional 401(k) or similar defined contribution retirement savings plan <sup>l</sup>	90%	10%	0%
Traditional defined benefit pension plan (open to all employees)	26%	74%	0%
Traditional defined benefit pension plan <sup>m</sup>	11%	89%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## FINANCIAL AND COMPENSATION BENEFITS

	Offered	Not Offered	Plan to Offer
529 Plan Payroll Deduction <sup>a</sup>	12%	86%	2%
Accelerated death benefits <sup>b</sup>	27%	72%	1%
Automobile insurance program	4%	96%	0%
Automobile subsidy for business use of personal vehicles	14%	86%	0%
Carpooling subsidy	2%	98%	0%
Company-owned business cell phone or smartphone	53%	47%	0%
Company-owned vehicle for business and personal use	15%	85%	0%
Company-paid group life insurance <sup>c</sup>	83%	17%	0%
Company-provided student loan repayment	1%	97%	1%
Credit counseling service <sup>d</sup>	8%	92%	0%
Credit union	13%	87%	1%
Divorce insurance <sup>e</sup>	3%	96%	1%
Donations for employee participation in charitable events <sup>f</sup>	24%	76%	0%
Educational loans for members of employees' families	1%	99%	0%
Educational scholarships for members of employees' families	11%	89%	0%
Employee discounts on company services	32%	68%	0%
Employee referral bonus	51%	48%	1%
Employee stock purchase plan	15%	82%	2%
Employer contribution or match for 529 plan	1%	98%	1%
Financial advice offered in a group/classroom <sup>g</sup>	25%	73%	1%
Financial advice offered one on one <sup>g</sup>	24%	74%	2%
Financial advice offered online <sup>g</sup>	38%	62%	1%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## FINANCIAL AND COMPENSATION BENEFITS

	Offered	Not Offered	Plan to Offer
Free commuter shuttle	3%	97%	0%
Free computers for employees' personal use	13%	87%	0%
Free on-site parking	80%	20%	0%
Free, discounted or subsidized home Internet service	9%	91%	0%
Full flexible benefits plans <sup>h</sup>	23%	77%	0%
Graduate educational assistance	50%	48%	1%
Identity theft protection	9%	88%	2%
Incentive bonus plan (executive)	57%	42%	1%
Incentive bonus plan (nonexecutive)	51%	48%	1%
Incentive stock options (ISOs)	21%	77%	1%
Life insurance for dependents	58%	42%	0%
Loans for employees to purchase personal computers	4%	96%	0%
Loans to employees for emergency/disaster assistance	11%	88%	1%
Low-/no-interest loans to employees for non-emergency situations	4%	96%	0%
Matching employee charitable contributions	24%	76%	0%
Nonqualified stock options <sup>j</sup>	13%	87%	0%
Parking subsidy (either on-site or off-site)	13%	87%	0%
Payroll advances	16%	83%	1%
Personal tax services	1%	98%	1%
Purchase discounts for employee-owned technological device bought through company <sup>k</sup>	10%	90%	0%
Qualified transportation spending account	11%	88%	1%
Restricted stock options	16%	84%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## FINANCIAL AND COMPENSATION BENEFITS

	Offered	Not Offered	Plan to Offer
Retention bonus (executive)	21%	79%	0%
Retention bonus (nonexecutive)	16%	84%	0%
Safety bonus/incentive	6%	94%	0%
Service anniversary award <sup>l</sup>	51%	49%	0%
Shift premiums	26%	73%	1%
Sign-on bonus (executive)	35%	65%	0%
Sign-on bonus (nonexecutive)	24%	76%	0%
Spot bonus/award <sup>m</sup>	51%	49%	0%
Stipend for cell phone or smartphone purchase for employee-owned device	24%	76%	0%
Stipend/subsidy for using employee-owned technological device for work <sup>n</sup>	5%	95%	0%
Stock appreciation rights (SARs)	4%	95%	1%
Subsidy for cell phone or smartphone bill for employee-owned device	39%	61%	0%
Supplemental life insurance for employees <sup>o</sup>	78%	22%	0%
Transit subsidy	20%	80%	0%
Undergraduate educational assistance	53%	46%	1%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## LEAVE BENEFITS

	Offered	Not Offered	Plan to Offer
Company-paid time off for group vacations	5%	95%	0%
Elder care leave above any state FMLA <sup>a</sup>	9%	91%	0%
Elder care leave above federal FMLA <sup>a</sup>	10%	90%	0%
Emergency flexibility <sup>b</sup>	7%	93%	0%
Family leave above any state FMLA leave <sup>a</sup>	17%	83%	0%
Family leave above federal FMLA leave <sup>a</sup>	21%	79%	0%
Floating holidays <sup>c</sup>	40%	60%	0%
Paid bereavement leave	80%	19%	1%
Paid day off for employee's birthday	7%	93%	0%
Paid holidays	98%	2%	0%
Paid jury duty <sup>a</sup>	64%	35%	1%
Paid military leave <sup>a</sup>	30%	70%	0%
Paid sabbatical program	2%	98%	0%
Paid time off for volunteering	27%	72%	2%
Paid time off to serve on the board of a community group or professional association	14%	86%	0%
Paid time off to vote	49%	51%	0%
Parental leave above any state FMLA <sup>a</sup>	21%	79%	1%
Parental leave above federal FMLA <sup>a</sup>	21%	79%	1%
Religious accommodation paid holidays <sup>d</sup>	17%	83%	0%
Unpaid sabbatical program	6%	93%	1%
Unpaid time off to vote <sup>a</sup>	35%	65%	0%
Vacation purchase plan <sup>e</sup>	4%	95%	1%
Vacation stipend <sup>f</sup>	1%	99%	0%



# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## FAMILY-FRIENDLY BENEFITS

	Offered	Not Offered	Plan to Offer
Access to backup child care services <sup>a</sup>	4%	96%	0%
Access to backup elder care services <sup>a</sup>	3%	97%	0%
Adoption assistance	14%	86%	0%
Babies at work <sup>b</sup>	2%	98%	0%
Breast milk shipping <sup>c</sup>	1%	99%	0%
Bring child to work in emergency	23%	76%	1%
Child care referral service <sup>d</sup>	18%	81%	1%
Consortium child care center <sup>e</sup>	0%	100%	0%
Dependent care flexible spending account <sup>f</sup>	71%	28%	1%
Domestic partner benefits for opposite-sex partners <sup>g</sup>	39%	61%	0%
Domestic partner benefits for same-sex partners <sup>g</sup>	38%	62%	0%
Elder care assisted living assessments	0%	100%	0%
Elder care in-home assessments <sup>h</sup>	0%	100%	0%
Elder care referral service <sup>d</sup>	11%	89%	1%
Foster care assistance	4%	96%	0%
Geriatric counseling <sup>j</sup>	0%	100%	0%
Lactation support services <sup>k</sup>	5%	95%	0%
Nonsubsidized child care center <sup>l</sup>	1%	99%	0%
On-ramping programs for family members dealing with elder care responsibilities	5%	94%	1%
On-ramping programs for parents re-entering the workforce	11%	88%	1%
Onsite elder care fairs <sup>m</sup>	2%	98%	0%
Onsite lactation/mother's room <sup>n</sup>	49%	50%	1%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## FAMILY-FRIENDLY BENEFITS

	Offered	Not Offered	Plan to Offer
Onsite parenting seminars	0%	100%	
Onsite vaccinations for infants/children	2%	98%	
Subsidized child care center <sup>l</sup>	2%	98%	
Subsidized child care program <sup>o</sup>	3%	97%	
Subsidized cost of elder care	0%	100%	

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## FLEXIBLE WORKING BENEFITS

	Offered	Not Offered	Plan to Offer
4-Day Workweek Of 32 Hours Or Less Per Week <sup>a</sup>	17%	83%	0%
Alternating location arrangements <sup>b</sup>	10%	88%	1%
Break arrangements <sup>c</sup>	45%	55%	0%
Casual dress (every day)	59%	41%	0%
Casual dress (one day per week)	55%	45%	0%
Casual dress (seasonal) <sup>d</sup>	28%	72%	0%
Compressed workweek <sup>e</sup>	27%	72%	1%
Flextime during core business hours <sup>f</sup>	61%	37%	1%
Flextime outside of core business hours <sup>g</sup>	39%	60%	1%
Job sharing <sup>h</sup>	14%	86%	0%
Mealtime flex <sup>i</sup>	53%	47%	0%
Results-only work environment (ROWE) <sup>k</sup>	12%	88%	1%
Seasonal scheduling <sup>l</sup>	17%	83%	0%
Shift flexibility <sup>m</sup>	34%	66%	0%
Telecommuting on a full-time basis	38%	62%	0%
Telecommuting on a part-time basis	49%	50%	1%
Telecommuting on an ad-hoc basis <sup>n</sup>	74%	26%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## EMPLOYEE PROGRAMS AND SERVICES

	Offered	Not Offered	Plan to Offer
Break room/kitchenette	95%	4%	1%
Concierge services	4%	96%	0%
Dry cleaning services	11%	89%	0%
Electric vehicle charging station	12%	88%	1%
Employer-sponsored personal shopping discounts <sup>a</sup>	20%	79%	1%
ESL (English as a second language) classes	2%	98%	0%
Executive club memberships <sup>b</sup>	5%	95%	0%
Foreign language classes <sup>c</sup>	2%	98%	0%
Free coffee <sup>d</sup>	83%	17%	0%
Free or discounted uniforms	23%	77%	0%
Free snacks and beverages (company-paid) <sup>e</sup>	25%	74%	1%
Legal assistance/services <sup>f</sup>	27%	73%	0%
On-site ATMs	12%	88%	0%
On-site cafeteria (fully- or partially-subsidized)	18%	82%	0%
On-site cafeteria (unsubsidized)	17%	83%	0%
On-site convenience store	14%	86%	0%
On-site haircuts	1%	99%	0%
Organization-sponsored sports teams	17%	82%	1%
Paycards <sup>g</sup>	19%	81%	0%
Personal grooming subsidy/reimbursement <sup>h</sup>	0%	100%	0%
Pet health insurance	15%	83%	1%
Postal services for employees	17%	83%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## EMPLOYEE PROGRAMS AND SERVICES

	Offered	Not Offered	Plan to Offer
Prepared take-home meals	1%	99%	0%
Self-defense training	4%	96%	1%
Snacks and beverages (employee-paid) <sup>j</sup>	60%	40%	0%
Travel planning services	15%	85%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	Offered	Not Offered	Plan to Offer
Career counseling	18%	81%	1%
Certification/recertification fees	73%	27%	1%
College selection/referral <sup>a</sup>	10%	90%	1%
Cross-training to develop skills not directly related to the job	40%	58%	1%
Executive or leadership coaching	43%	52%	5%
Mentoring program <sup>b</sup>	20%	75%	4%
Off-site professional development opportunities <sup>c</sup>	76%	23%	1%
On-site professional development opportunities <sup>c</sup>	67%	30%	2%
Professional license application or renewal fees	64%	35%	1%
Professional memberships <sup>d</sup>	87%	12%	1%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## HOUSING AND RELOCATION BENEFITS

	Offered	Not Offered	Plan to Offer
Assistance selling previous home	7%	93%	0%
Cost-of-living differential	15%	85%	0%
Down payment assistance	5%	95%	0%
Home buyout program <sup>a</sup>	3%	97%	0%
Home insurance program <sup>b</sup>	6%	94%	0%
Housing counseling <sup>c</sup>	6%	94%	0%
Location visit assistance <sup>d</sup>	12%	88%	0%
Mortgage assistance	2%	98%	0%
Mortgage insurance	2%	98%	0%
Reimbursement for financial loss sustained from a home sale <sup>e</sup>	3%	97%	0%
Reimbursement of closing costs <sup>e</sup>	3%	97%	0%
Reimbursement of realtor fees <sup>e</sup>	4%	96%	0%
Reimbursement of shipping fees <sup>e</sup>	13%	87%	0%
Relocation lump sum payment <sup>f</sup>	31%	68%	1%
Rental assistance	7%	93%	0%
Renter insurance program <sup>g</sup>	3%	97%	0%
Spouse relocation employment assistance	6%	94%	0%
Temporary relocation benefits <sup>h</sup>	18%	82%	0%
Third-party relocation plan <sup>i</sup>	6%	94%	0%

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## BUSINESS TRAVEL BENEFITS

	Offered	Not Offered	Plan to Offer
Employee keeps frequent flyer miles	66%	34%	
Employee keeps hotel points	67%	33%	
First or business class airfare for domestic travel	12%	88%	
First or business class airfare for international travel	15%	85%	
Mileage reimbursement for the use of a personal car to travel to and from airport	82%	18%	
Paid airline club membership	1%	99%	
Paid child care expenses while an employee is on business travel	1%	99%	
Paid dry cleaning while on business travel	16%	84%	
Paid elder care expenses while an employee is on business travel	1%	99%	
Paid health club fees while on business travel	3%	97%	
Paid Internet access while on business travel	69%	31%	
Paid minibar snacks at hotel	13%	87%	
Paid pay-per-view movies at hotel	7%	93%	
Paid pet care expenses while an employee is on business travel	1%	99%	
Paid travel expenses for dependent children	1%	99%	
Paid travel expenses for opposite-sex domestic partner	1%	99%	
Paid travel expenses for same-sex domestic partner	1%	99%	
Paid travel expenses for spouse	2%	98%	
Parking reimbursement at airport while on business travel	91%	9%	
Per diem for meals <sup>a</sup>	81%	19%	
Reimbursement for personal telephone calls while on business travel	36%	64%	
Reimbursement for taxicab or car service to/from airport	92%	8%	



# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## BUSINESS TRAVEL BENEFITS

	Offered	Not Offered	Plan to Offer
Rental car upgrades	13%	87%	
Travel accident insurance	46%	54%	

# SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

## OTHER BENEFITS

	Offered	Not Offered	Plan to Offer
Annual company outing <sup>a</sup>	66%	34%	1%
Community volunteer programs	42%	55%	2%
Company paraphernalia <sup>b</sup>	67%	33%	0%
Company-purchased tickets <sup>c</sup>	22%	77%	1%
Discount ticket services <sup>c</sup>	33%	66%	2%
Noncash, companywide performance awards <sup>d</sup>	42%	57%	1%
Pets at work	5%	94%	1%
Take your child to work day	19%	78%	2%
Take your parent to work day	2%	98%	1%
Take your pet to work day <sup>e</sup>	2%	98%	0%

# FOOTNOTES

## Health Care and Welfare Benefits

- <sup>a</sup> Separate from travel accident insurance
- <sup>b</sup> Does not pertain to employee-paid supplemental insurance.
- <sup>c</sup> For example, stomach stapling or gastric bypass surgery.
- <sup>d</sup> Separate from critical illness insurance
- <sup>e</sup> 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.
- <sup>f</sup> Provides funds to help cover extra expenses upon diagnosis of a critical illness or condition.
- <sup>g</sup> Any nonemergency surgical procedure other than laser-based vision correction.
- <sup>h</sup> CDHP is the only health care plan offered.
- <sup>j</sup> IRC Section 125 Cafeteria Plan allowing for premium conversion.
- <sup>k</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>l</sup> That is not linked to an HSA or an HRA.
- <sup>m</sup> Provides funds to help cover the extra expenses for accidents or illnesses that result in an admission to a hospital intensive care unit.
- <sup>n</sup> IRC Section 125.
- <sup>o</sup> Basic plan that limits the amount of payments or number of times that services will be covered.
- <sup>p</sup> Independent of medical plan management.
- <sup>r</sup> And/or reimbursement to employees to obtain medical care abroad. For example, medical tourism.
- <sup>s</sup> Beyond any state-required programs.
- <sup>t</sup> Employee- or employer-paid.

## Preventative Health and Wellness Benefits

- <sup>a</sup> Available to help employees make more informed health care decisions.
- <sup>b</sup> For example, yoga, aerobics.
- <sup>c</sup> For example, glucose, cholesterol.
- <sup>d</sup> Subsidized or unsubsidized.
- <sup>e</sup> For example, prayer, meditation.
- <sup>f</sup> Used to help employees change and better manage their health habits.
- <sup>g</sup> Provide or subsidize the cost of replacing a regular desk with a standing desk.
- <sup>h</sup> For example, newsletter, column, e-mail, tweets.

## Retirement Savings and Planning Benefits

- <sup>a</sup> Current employees who are not participating are enrolled into the plan with a certain percentage from their paycheck unless they opt out.
- <sup>b</sup> New employees are enrolled into the plan with a certain percentage from their paycheck unless they opt out.
- <sup>c</sup> For example, annually, every two years.
- <sup>d</sup> Permits participants who are age 50 or older to make additional elective deferral contributions at the end of the calendar year.
- <sup>e</sup> 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.

- <sup>f</sup> Allows participants to borrow from their retirement savings.
- <sup>g</sup> A formal program that provides reduced schedule and/or responsibilities prior to full retirement.
- <sup>h</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.
- <sup>m</sup> Frozen for current employees and/or not open to new hires.

## Financial and Compensation Benefits

- <sup>a</sup> Tax-advantaged savings plan designed to encourage saving for future college costs.
- <sup>b</sup> For terminal illnesses.
- <sup>c</sup> Does not pertain to employee-paid supplemental insurance.
- <sup>d</sup> Credit, debt consolidation, housing counseling, etc.
- <sup>e</sup> Discount on legal fees and services related to divorce; part of or separate from an employee assistance program.
- <sup>f</sup> For example, walkathons.
- <sup>g</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>h</sup> Ability to select from a variety of benefits.
- <sup>j</sup> NQSOs or NSOs.
- <sup>k</sup> Not a loan.
- <sup>l</sup> Based on the number of years of employment.
- <sup>m</sup> Unscheduled bonus/award for going above and beyond in some capacity.
- <sup>n</sup> For example, computers, tablets.
- <sup>o</sup> Employee- or employer-paid.

## Leave Benefits

- <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.
- <sup>f</sup> Money employees can use to pay for their vacation.

## Family-Friendly Benefits

- <sup>a</sup> For an unexpected event.
- <sup>b</sup> Children under 1 year of age are allowed to come to work with a parent on a regular basis.
- <sup>c</sup> While on business travel.
- <sup>d</sup> Program that provides employees with the names of providers (separate from or part of an employee assistance program).
- <sup>e</sup> An onsite or near-site center sharing the costs and responsibilities with several organizations.
- <sup>f</sup> IRC Section 125
- <sup>g</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>h</sup> Provides families with appraisals to determine care needs.
- <sup>j</sup> Counseling services to seniors and their families.
- <sup>k</sup> Lactation consulting and education.
- <sup>l</sup> An onsite or near-site center.
- <sup>m</sup> Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.

- <sup>n</sup> 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.
- <sup>o</sup> Other than flexible spending accounts.

## Flexible Working Benefits

- <sup>a</sup> Applies to all employees for all or part of the year.
- <sup>b</sup> Allowing employees to work part-year in one location and part-year in a second location (e.g., "snowbirds").
- <sup>c</sup> Providing employees more flexibility over when they take breaks.
- <sup>d</sup> Allowing casual dress for extended periods during the year (e.g., summer months, holidays).
- <sup>e</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>f</sup> Allowing employees to choose their work hours during core business hours.
- <sup>g</sup> Allowing employees to choose their work hours within limits outside of core business hours.
- <sup>h</sup> Two or more employees share the responsibilities, accountability and compensation of one full-time job.
- <sup>j</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>k</sup> Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.
- <sup>l</sup> Allowing employees to work only a certain number of months per year.
- <sup>m</sup> Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.
- <sup>n</sup> Situations that may occur intermittently throughout the year or as a one-time event.

## Employee Programs and Services

- <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.
- <sup>g</sup> Payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts.
- <sup>h</sup> For example, manicures, pedicures, haircuts.
- <sup>j</sup> Fully or partially subsidized by the company.

## Professional and Career Development Benefits

- <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

- <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.

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

## Business Travel Benefits

<sup>a</sup> Includes reimbursements

## Other Benefits

<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.

<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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Paid Internet access while on business travel, *Business Travel Benefits*  
Paid jury duty beyond what is required by law, *Leave Benefits*  
Paid military leave, *Leave Benefits*  
Paid minibar snacks at the hotel, *Business Travel Benefits*  
Paid pay-per-view movies at the hotel, *Business Travel Benefits*  
Paid pet care expenses while an employee is on business travel, *Business Travel Benefits*  
Paid sabbatical program, *Leave Benefits*  
Paid time off for volunteering, *Leave Benefits*  
Paid time off to serve on the board of a community group or professional association, *Leave Benefits*  
Paid time off to vote, *Leave Benefits*  
Paid travel expenses for dependent children, *Business Travel Benefits*  
Paid travel expenses for opposite-sex domestic partner, *Business Travel Benefits*  
Paid travel expenses for same-sex domestic partner, *Business Travel Benefits*  
Paid travel expenses for spouse, *Business Travel Benefits*  
Parental leave  
    Above state FMLA leave, *Leave Benefits*  
    Above federal FMLA leave, *Leave Benefits*  
Parking reimbursement at airport while an employee is on business travel, *Business Travel Benefits*  
Parking subsidy, *Financial and Compensation Benefits*  
Payscale, *Employee Programs and Services*  
Payroll advances, *Financial and Compensation Benefits*  
Per diem for meals, *Business Travel Benefits*  
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account, *Retirement Savings and Planning Benefits*  
Personal grooming subsidy/reimbursement, *Employee Programs and Services*  
Personal or life coaching, *Preventative Health and Wellness Benefits*  
Personal tax services, *Financial and Compensation Benefits*  
Pet health insurance, *Employee Programs and Services*  
Pets at work, *Other Benefits*  
Pharmacy management program, *Health Care and Welfare Benefits*  
Point-of-service (POS) plan, *Health Care and Welfare Benefits*

Postal services for employees, *Employee Programs and Services*  
PPO. See Preferred provider organization (PPO)  
Preferred provider organization (PPO), *Health Care and Welfare Benefits*  
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 abroad, *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, *Preventative 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, *Preventative Health and Wellness Benefits*

Wellness programs, *Preventative Health and Wellness Benefits*

Wellness resources and information, *Preventative 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*