

SHRM CUSTOMIZED EMPLOYEE BENEFITS PREVALENCE BENCHMARKING REPORT



SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

Your report is based on the following criteria:

Industry

Wholesale Trade

Staff Size

All

Number of organizations

101

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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 ^a	21%	79%	0%
Accidental death and dismemberment insurance (AD&D) ^b	73%	27%	0%
Acupressure/acupuncture medical coverage	33%	67%	0%
Alternative/complementary medical coverage	17%	83%	0%
Bariatric coverage for weight loss ^c	28%	72%	0%
Cancer insurance ^d	21%	79%	0%
Chiropractic coverage	76%	24%	0%
Consumer-directed health care plans (CDHPs) ^e	28%	71%	1%
Contraceptive coverage	77%	23%	0%
Critical illness insurance ^f	27%	73%	0%
Dental insurance	97%	3%	0%
Egg freezing for nonmedical reasons	1%	99%	0%
Elective procedures coverage ^g	12%	88%	0%
Employee assistance program (EAP)	66%	33%	1%
Employer contributions to health savings accounts (HSAs)	32%	66%	2%
Exclusive provider organization (EPO)	11%	89%	0%
Experimental/elective drug coverage	10%	89%	1%
Full replacement consumer-directed health care plan (CDHP) ^h	7%	91%	2%
Gender reassignment surgery coverage	3%	96%	1%
Genetic testing coverage for diseases like cancer	17%	82%	1%
Health care premium flexible spending account ^j	33%	66%	1%
Health care services provided by phone or video ^k	26%	70%	5%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	Offered	Not Offered	Plan to Offer
Health maintenance organization (HMO)	31%	69%	0%
Health reimbursement arrangement (HRA)	19%	80%	1%
Health savings account (HSA)	53%	45%	2%
High-deductible health plan (HDHP) ^l	23%	77%	0%
Hospital indemnity insurance	19%	81%	0%
In-vitro fertilization coverage	19%	81%	0%
Indemnity plan (fee-for-service)	7%	93%	0%
Infertility treatment coverage other than in-vitro fertilization	18%	82%	0%
Intensive care insurance ^m	18%	82%	0%
Laser-based vision correction coverage	24%	76%	0%
Long-term care insurance	15%	85%	0%
Long-term disability insurance ^b	63%	37%	0%
Mail-order prescription program	82%	18%	0%
Medical flexible spending account ⁿ	49%	49%	1%
Mental health coverage	80%	20%	0%
Mini-med health plan ^o	1%	99%	0%
Pharmacy management program ^p	15%	84%	1%
Point of service (POS)	19%	81%	0%
Preferred provider organization (PPO)	91%	9%	0%
Prescription drug coverage bundled with medical insurance	98%	2%	0%
Reimbursement for employees to travel abroad for medical care ^r	5%	95%	0%
Retiree health care coverage	9%	90%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	Offered	Not Offered	Plan to Offer
Short-term disability insurance ^s	60%	40%	
Supplemental accident insurance	32%	68%	
Supplemental accidental death and dismemberment insurance ^t	65%	35%	
Supplemental long-term disability insurance ^t	52%	48%	
Supplemental short-term disability insurance ^t	52%	48%	
Vision insurance	86%	14%	
Wholesale generic drug program for injectable drugs	31%	69%	

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	Offered	Not Offered	Plan to Offer
24-Hour Nurse Line ^a	36%	61%	3%
Annual health risk assessment	34%	60%	7%
Bike purchase or bike share subsidy/reimbursement	2%	98%	0%
Company-organized fitness competitions/challenges	25%	72%	3%
Company-provided fitness bands/activity trackers	5%	92%	3%
CPR/first aid training	43%	53%	4%
Fitness equipment subsidy/reimbursement	6%	93%	1%
Health care premium discount for getting annual health risk assessment	11%	84%	5%
Health care premium discount for not using tobacco products	15%	80%	5%
Health care premium discount for participating in a smoking cessation program	10%	85%	5%
Health care premium discount for participating in a weight loss program	3%	93%	3%
Health care premium discount for participating in wellness program	13%	81%	6%
Health fairs	19%	70%	10%
Nutritional counseling	10%	88%	2%
Off-site fitness center membership subsidy/reimbursement	14%	83%	3%
Off-site fitness class subsidy/reimbursement	6%	92%	2%
Off-site meditation/mindfulness/contemplative program subsidy/reimbursement	0%	99%	1%
On-site blood pressure machine	11%	86%	2%
On-site fitness center	24%	74%	2%
On-site fitness classes ^b	10%	89%	1%
On-site health screening programs ^c	18%	77%	5%
On-site massage therapy services	8%	91%	1%

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PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	Offered	Not Offered	Plan to Offer
On-site medical clinic	2%	98%	0%
On-site nap room	2%	98%	0%
On-site seasonal flu vaccinations	44%	51%	4%
On-site sick room	5%	94%	1%
On-site vegetable garden	2%	97%	1%
Onsite meditation/mindfulness/contemplative program ^d	3%	93%	3%
Onsite quiet room for personal use ^e	10%	90%	0%
Onsite stress management program	1%	97%	2%
Personal or life coaching ^f	25%	69%	7%
Preventive programs specifically targeting employees with chronic health conditions	26%	67%	7%
Rewards or bonuses for completing certain health and wellness programs	31%	57%	11%
Smoking cessation program	29%	66%	4%
Standing desk ^g	36%	60%	4%
Weight loss program	28%	66%	6%
Wellness programs, general	53%	39%	8%
Wellness resources and information	64%	32%	3%
Wellness tips or information provided to employees at least quarterly ^h	58%	38%	3%

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) ^a	27%	71%	1%
Automatic enrollment into defined contribution retirement savings plan (new employees) ^b	39%	59%	2%
Automatic escalation of salary deferral for defined contribution plans ^c	20%	79%	1%
Defined benefit cash balance pension plan	2%	98%	0%
Defined contribution plan catch-up contributions ^d	74%	26%	0%
Defined contribution plans offer target-date funds in their investment lineup	57%	43%	0%
Defined contribution savings plan debit card ^e	6%	94%	0%
Defined contribution savings plan hardship withdrawals	67%	33%	0%
Defined contribution savings plan loans ^f	53%	45%	1%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	42%	58%	0%
Employer match for traditional 401(k) or similar defined contribution retirement savings plan	84%	13%	2%
Formal phased retirement program ^g	6%	93%	1%
Individual retirement investment advice offered one on one ^h	52%	48%	0%
Informal phased retirement program ^j	15%	85%	0%
Investment retirement advice offered in a group/classroom ^h	43%	57%	0%
Investment retirement advice offered online ^h	56%	44%	0%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	30%	69%	1%
Retirement-preparation specific planning advice ^k	52%	48%	0%
Roth 401(k) or similar defined contribution retirement savings plan	56%	44%	0%
Supplemental executive retirement plan (SERP)	5%	95%	0%
Traditional 401(k) or similar defined contribution retirement savings plan ^l	93%	7%	0%
Traditional defined benefit pension plan (open to all employees)	18%	82%	0%
Traditional defined benefit pension plan ^m	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	Offered	Not Offered	Plan to Offer
529 Plan Payroll Deduction ^a	4%	93%	2%
Accelerated death benefits ^b	29%	71%	0%
Automobile insurance program	2%	98%	0%
Automobile subsidy for business use of personal vehicles	35%	65%	0%
Carpooling subsidy	6%	94%	0%
Company-owned business cell phone or smartphone	71%	29%	0%
Company-owned vehicle for business and personal use	35%	65%	0%
Company-paid group life insurance ^c	84%	16%	0%
Company-provided student loan repayment	2%	96%	2%
Credit counseling service ^d	9%	91%	0%
Credit union	15%	84%	1%
Divorce insurance ^e	4%	96%	0%
Donations for employee participation in charitable events ^f	43%	56%	1%
Educational loans for members of employees' families	1%	98%	1%
Educational scholarships for members of employees' families	10%	89%	1%
Employee discounts on company services	63%	37%	0%
Employee referral bonus	48%	49%	3%
Employee stock purchase plan	11%	88%	1%
Employer contribution or match for 529 plan	2%	97%	1%
Financial advice offered in a group/classroom ^g	20%	77%	2%
Financial advice offered one on one ^g	33%	67%	0%
Financial advice offered online ^g	36%	62%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	Offered	Not Offered	Plan to Offer
Free commuter shuttle	1%	99%	0%
Free computers for employees' personal use	11%	89%	0%
Free on-site parking	90%	10%	0%
Free, discounted or subsidized home Internet service	7%	93%	0%
Full flexible benefits plans ^h	20%	80%	0%
Graduate educational assistance	32%	64%	3%
Identity theft protection	11%	89%	0%
Incentive bonus plan (executive)	67%	33%	0%
Incentive bonus plan (nonexecutive)	55%	45%	0%
Incentive stock options (ISOs)	3%	97%	0%
Life insurance for dependents	47%	53%	0%
Loans for employees to purchase personal computers	2%	98%	0%
Loans to employees for emergency/disaster assistance	15%	85%	0%
Low-/no-interest loans to employees for non-emergency situations	8%	92%	0%
Matching employee charitable contributions	27%	71%	2%
Nonqualified stock options ^j	3%	97%	0%
Parking subsidy (either on-site or off-site)	7%	92%	1%
Payroll advances	32%	68%	0%
Personal tax services	1%	99%	0%
Purchase discounts for employee-owned technological device bought through company ^k	17%	83%	0%
Qualified transportation spending account	7%	93%	0%
Restricted stock options	7%	93%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	Offered	Not Offered	Plan to Offer
Retention bonus (executive)	16%	84%	0%
Retention bonus (nonexecutive)	14%	86%	0%
Safety bonus/incentive	20%	77%	2%
Service anniversary award ^l	57%	41%	2%
Shift premiums	35%	65%	0%
Sign-on bonus (executive)	38%	60%	2%
Sign-on bonus (nonexecutive)	20%	79%	1%
Spot bonus/award ^m	49%	50%	1%
Stipend for cell phone or smartphone purchase for employee-owned device	28%	70%	1%
Stipend/subsidy for using employee-owned technological device for work ⁿ	6%	93%	1%
Stock appreciation rights (SARs)	3%	97%	0%
Subsidy for cell phone or smartphone bill for employee-owned device	47%	52%	1%
Supplemental life insurance for employees ^o	76%	24%	0%
Transit subsidy	8%	92%	0%
Undergraduate educational assistance	39%	57%	3%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	Offered	Not Offered	Plan to Offer
Company-paid time off for group vacations	2%	98%	0%
Elder care leave above any state FMLA ^a	8%	92%	0%
Elder care leave above federal FMLA ^a	9%	91%	0%
Emergency flexibility ^b	2%	98%	0%
Family leave above any state FMLA leave ^a	18%	81%	1%
Family leave above federal FMLA leave ^a	20%	79%	1%
Floating holidays ^c	39%	61%	0%
Paid bereavement leave	76%	24%	0%
Paid day off for employee's birthday	5%	93%	2%
Paid holidays	99%	1%	0%
Paid jury duty ^a	58%	41%	1%
Paid military leave ^a	11%	89%	0%
Paid sabbatical program	1%	99%	0%
Paid time off for volunteering	18%	82%	0%
Paid time off to serve on the board of a community group or professional association	11%	89%	0%
Paid time off to vote	37%	63%	0%
Parental leave above any state FMLA ^a	17%	83%	0%
Parental leave above federal FMLA ^a	18%	82%	0%
Religious accommodation paid holidays ^d	11%	89%	0%
Unpaid sabbatical program	6%	94%	0%
Unpaid time off to vote ^a	38%	62%	0%
Vacation purchase plan ^e	2%	98%	0%
Vacation stipend ^f	0%	100%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	Offered	Not Offered	Plan to Offer
Access to backup child care services ^a	1%	99%	0%
Access to backup elder care services ^a	1%	99%	0%
Adoption assistance	5%	95%	0%
Babies at work ^b	2%	98%	0%
Breast milk shipping ^c	0%	98%	2%
Bring child to work in emergency	30%	70%	0%
Child care referral service ^d	12%	86%	2%
Consortium child care center ^e	0%	100%	0%
Dependent care flexible spending account ^f	53%	45%	1%
Domestic partner benefits for opposite-sex partners ^g	19%	81%	0%
Domestic partner benefits for same-sex partners ^g	16%	84%	0%
Elder care assisted living assessments	1%	99%	0%
Elder care in-home assessments ^h	1%	99%	0%
Elder care referral service ^d	8%	92%	0%
Foster care assistance	0%	100%	0%
Geriatric counseling ^j	2%	98%	0%
Lactation support services ^k	5%	94%	1%
Nonsubsidized child care center ^l	0%	100%	0%
On-ramping programs for family members dealing with elder care responsibilities	6%	92%	2%
On-ramping programs for parents re-entering the workforce	8%	90%	2%
Onsite elder care fairs ^m	0%	100%	0%
Onsite lactation/mother's room ⁿ	25%	73%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	Offered	Not Offered	Plan to Offer
Onsite parenting seminars	0%	100%	0%
Onsite vaccinations for infants/children	0%	100%	0%
Subsidized child care center ^l	0%	100%	0%
Subsidized child care program ^o	1%	98%	1%
Subsidized cost of elder care	0%	100%	0%

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 ^a	5%	95%	0%
Alternating location arrangements ^b	4%	96%	0%
Break arrangements ^c	41%	59%	0%
Casual dress (every day)	51%	49%	0%
Casual dress (one day per week)	66%	33%	1%
Casual dress (seasonal) ^d	28%	72%	0%
Compressed workweek ^e	14%	86%	0%
Flextime during core business hours ^f	50%	49%	1%
Flextime outside of core business hours ^g	24%	76%	0%
Job sharing ^h	5%	95%	0%
Mealtime flex ⁱ	42%	58%	0%
Results-only work environment (ROWE) ^k	3%	97%	0%
Seasonal scheduling ^l	10%	88%	2%
Shift flexibility ^m	18%	82%	0%
Telecommuting on a full-time basis	18%	82%	0%
Telecommuting on a part-time basis	20%	79%	1%
Telecommuting on an ad-hoc basis ⁿ	48%	51%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	Offered	Not Offered	Plan to Offer
Break room/kitchenette	92%	8%	0%
Concierge services	1%	99%	0%
Dry cleaning services	5%	95%	0%
Electric vehicle charging station	7%	93%	0%
Employer-sponsored personal shopping discounts ^a	19%	81%	0%
ESL (English as a second language) classes	6%	94%	0%
Executive club memberships ^b	5%	94%	1%
Foreign language classes ^c	6%	94%	0%
Free coffee ^d	91%	9%	0%
Free or discounted uniforms	40%	60%	0%
Free snacks and beverages (company-paid) ^e	24%	75%	1%
Legal assistance/services ^f	25%	75%	0%
On-site ATMs	3%	97%	0%
On-site cafeteria (fully- or partially-subsidized)	10%	89%	1%
On-site cafeteria (unsubsidized)	9%	90%	1%
On-site convenience store	9%	91%	0%
On-site haircuts	1%	99%	0%
Organization-sponsored sports teams	20%	78%	2%
Paycards ^g	20%	78%	2%
Personal grooming subsidy/reimbursement ^h	0%	100%	0%
Pet health insurance	3%	95%	1%
Postal services for employees	14%	86%	0%

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EMPLOYEE PROGRAMS AND SERVICES

	Offered	Not Offered	Plan to Offer
Prepared take-home meals	2%	98%	0%
Self-defense training	2%	95%	2%
Snacks and beverages (employee-paid) ^j	70%	29%	1%
Travel planning services	7%	93%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	Offered	Not Offered	Plan to Offer
Career counseling	11%	84%	5%
Certification/recertification fees	74%	26%	0%
College selection/referral ^a	6%	92%	2%
Cross-training to develop skills not directly related to the job	49%	47%	3%
Executive or leadership coaching	43%	53%	4%
Mentoring program ^b	16%	81%	3%
Off-site professional development opportunities ^c	81%	18%	1%
On-site professional development opportunities ^c	64%	34%	1%
Professional license application or renewal fees	73%	27%	0%
Professional memberships ^d	86%	14%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	Offered	Not Offered	Plan to Offer
Assistance selling previous home	4%	96%	
Cost-of-living differential	9%	91%	
Down payment assistance	6%	94%	
Home buyout program ^a	1%	99%	
Home insurance program ^b	3%	97%	
Housing counseling ^c	1%	99%	
Location visit assistance ^d	16%	84%	
Mortgage assistance	1%	99%	
Mortgage insurance	2%	98%	
Reimbursement for financial loss sustained from a home sale ^e	3%	97%	
Reimbursement of closing costs ^e	2%	98%	
Reimbursement of realtor fees ^e	2%	98%	
Reimbursement of shipping fees ^e	15%	85%	
Relocation lump sum payment ^f	29%	71%	
Rental assistance	6%	94%	
Renter insurance program ^g	1%	99%	
Spouse relocation employment assistance	7%	93%	
Temporary relocation benefits ^h	24%	76%	
Third-party relocation plan ⁱ	9%	91%	

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	Offered	Not Offered	Plan to Offer
Employee keeps frequent flyer miles	73%	27%	0%
Employee keeps hotel points	73%	27%	0%
First or business class airfare for domestic travel	10%	90%	0%
First or business class airfare for international travel	14%	86%	0%
Mileage reimbursement for the use of a personal car to travel to and from airport	79%	21%	0%
Paid airline club membership	3%	96%	1%
Paid child care expenses while an employee is on business travel	0%	100%	0%
Paid dry cleaning while on business travel	16%	84%	0%
Paid elder care expenses while an employee is on business travel	0%	100%	0%
Paid health club fees while on business travel	9%	91%	0%
Paid Internet access while on business travel	62%	38%	0%
Paid minibar snacks at hotel	10%	90%	0%
Paid pay-per-view movies at hotel	5%	95%	0%
Paid pet care expenses while an employee is on business travel	0%	100%	0%
Paid travel expenses for dependent children	2%	98%	0%
Paid travel expenses for opposite-sex domestic partner	3%	97%	0%
Paid travel expenses for same-sex domestic partner	2%	98%	0%
Paid travel expenses for spouse	4%	96%	0%
Parking reimbursement at airport while on business travel	88%	12%	0%
Per diem for meals ^a	72%	28%	0%
Reimbursement for personal telephone calls while on business travel	41%	59%	0%
Reimbursement for taxicab or car service to/from airport	86%	14%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	Offered	Not Offered	Plan to Offer
Rental car upgrades	18%	82%	0%
Travel accident insurance	48%	51%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

OTHER BENEFITS

	Offered	Not Offered	Plan to Offer
Annual company outing ^a	59%	37%	4%
Community volunteer programs	40%	55%	5%
Company paraphernalia ^b	54%	44%	2%
Company-purchased tickets ^c	29%	71%	0%
Discount ticket services ^c	28%	71%	1%
Noncash, companywide performance awards ^d	52%	48%	0%
Pets at work	7%	92%	1%
Take your child to work day	23%	75%	2%
Take your parent to work day	2%	98%	0%
Take your pet to work day ^e	5%	92%	4%

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.
- ^j IRC Section 125 Cafeteria Plan allowing for premium conversion.
- ^k Such as diagnosis, treatment or prescriptions, but not a nurse advice line (either separate from or part of a regular health care plan).
- ^l That is not linked to an HSA or an HRA.
- ^m Provides funds to help cover the extra expenses for accidents or illnesses that result in an admission to a hospital intensive care unit.
- ⁿ IRC Section 125.
- ^o Basic plan that limits the amount of payments or number of times that services will be covered.
- ^p Independent of medical plan management.
- ^r And/or reimbursement to employees to obtain medical care abroad. For example, medical tourism.
- ^s Beyond any state-required programs.
- ^t 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 For example, glucose, cholesterol.
- ^d Subsidized or unsubsidized.
- ^e For example, prayer, meditation.
- ^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.
- ^j An informal program that provides reduced schedule and/or responsibilities prior to full retirement.
- ^k Any recommendation from a financial advisor that tries to educate, advise or guide an employee regarding retirement.
- ^l For example, 403(b)s, 457s, Thrift Savings Plans.
- ^m 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.
- ^j NQSOs or NSOs.
- ^k Not a loan.
- ^l Based on the number of years of employment.
- ^m Unscheduled bonus/award for going above and beyond in some capacity.
- ⁿ For example, computers, tablets.
- ^o 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.
- ^j Counseling services to seniors and their families.
- ^k Lactation consulting and education.
- ^l An onsite or near-site center.
- ^m Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.

- ⁿ 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.
- ^o 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.
- ^j 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.
- ^k Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.
- ^l Allowing employees to work only a certain number of months per year.
- ^m Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.
- ⁿ 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.
- ^j 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.

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

Business Travel Benefits

^a Includes reimbursements

Other Benefits

^a For example, company picnic.

^b For example, company apparel, mugs.

^c For example, sporting events, cultural events, theme parks.

^d For example, gift certificate, extra day off.

^e Once a year as opposed to pets at work generally.

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 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*