

2011 Employee Benefits

A Research Report by the Society for Human Resource Management

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Table A-1 | Health Care and Welfare Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Prescription drug program coverage	96%	1%
Dental insurance	94%	1%
Mail-order prescription program	91%	1%
Preferred provider organization (PPO)	84%	1%
Chiropractic coverage	83%	*
Mental health coverage	82%	*
Accidental death and dismemberment insurance (AD&D) ^A	80%	1%
Long-term disability insurance ^B	76%	2%
Vision insurance	76%	1%
Employee assistance program (EAP)	75%	1%
Medical flexible spending accounts ^C	73%	1%
Contraceptive coverage	69%	*
Short-term disability insurance ^D	66%	3%
Rehabilitation assistance	47%	0%
Health care premium flexible spending account ^E	45%	1%
Supplemental accident insurance	45%	1%
Bariatric coverage for weight loss	36%	*
Health savings accounts (HSAs)	35%	4%
Cancer insurance	34%	1%
Health maintenance organization (HMO)	33%	1%
Acupressure/acupuncture medical coverage	32%	1%
Infertility treatment coverage other than in-vitro fertilization	31%	*
Long-term care insurance	29%	3%
In-vitro fertilization coverage	25%	*
Retiree health care coverage	25%	*
Critical illness insurance ^F	22%	1%
Laser-based vision correction coverage	22%	1%
Point of service (POS) plan	22%	1%
Health reimbursement arrangements (HRAs)	21%	3%
Hospital indemnity insurance	21%	1%
Intensive care insurance ^G	21%	1%
Employer contributions to health savings accounts	20%	4%
Wholesale generic drug program for injectable drugs	16%	*
Alternative/complementary medical coverage	15%	*
Pharmacy management program ^H	14%	1%
Elective procedures coverage ^I	11%	*
Indemnity plan (fee-for-service)	8%	1%
Exclusive provider organization (EPO)	5%	1%
Experimental/elective drug coverage	5%	*
Gender reassignment surgery coverage	2%	*
Mini-med health plan	1%	1%
Subsidized cost of elder care	1%	0%

(n = 590-600)

* Less than 1%.

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

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

^C IRC Section 125.

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

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

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

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

^H Independent of medical plan management.

^I Any non-emergency surgical procedure other than laser-based vision correction coverage.

Source: 2011 Employee Benefits: A Research Report by SHRM

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

	2007	2008	2009	2010	2011	Differences Between 2007 and 2011*	Differences between 2010 and 2011*
Prescription drug program coverage	95%	96%	96%	96%	96%		
Dental insurance	94%	94%	96%	94%	94%		
Mail-order prescription program	87%	87%	91%	91%	91%		
Preferred provider organization (PPO)	87%	85%	81%	85%	84%		
Chiropractic insurance	80%	81%	80%	85%	83%		
Mental health coverage	73%	75%	80%	82%	82%	▲	
Accidental death and dismemberment insurance (AD&D)	—	81%	78%	82%	80%		
Long-term disability insurance	—	78%	77%	76%	76%		
Vision insurance	79%	78%	76%	77%	76%		
Employee assistance program (EAP)	73%	75%	75%	75%	75%		
Medical flexible spending accounts	70%	70%	71%	72%	73%		
Contraceptive coverage	74%	73%	66%	68%	69%	▼	
Short-term disability insurance	—	69%	70%	71%	66%		
Rehabilitation assistance	30%	33%	37%	45%	47%	▲	
Health care premium flexible spending account	47%	46%	43%	43%	45%		
Supplemental accident insurance	49%	47%	40%	44%	45%		
Bariatric coverage for weight loss	16%	21%	29%	31%	36%	▲	
Health savings accounts (HSAs)	29%	29%	32%	33%	35%		
Cancer insurance	35%	28%	33%	31%	34%		
Health maintenance organization (HMO)	48%	42%	35%	33%	33%	▼	
Acupressure/acupuncture medical coverage	29%	31%	28%	31%	32%		
Infertility treatment coverage other than in-vitro fertilization	30%	28%	30%	30%	31%		
Long-term care insurance	46%	45%	39%	31%	29%	▼	
In-vitro fertilization coverage	27%	26%	23%	25%	25%		
Retiree health care coverage	35%	32%	26%	25%	25%	▼	
Critical illness insurance	—	—	—	21%	22%		
Laser-based vision correction coverage	—	—	19%	19%	22%		
Point of service (POS) plan	—	26%	26%	21%	22%		
Health reimbursement arrangements (HRAs)	29%	27%	26%	25%	21%		
Hospital indemnity insurance	27%	25%	23%	19%	21%		
Intensive care insurance	—	—	—	19%	21%		
Employer contributions to health savings accounts	11%	13%	15%	15%	20%	▲	
Wholesale generic drug program for injectable drugs	30%	24%	17%	18%	16%	▼	
Alternative/complementary medical coverage	19%	18%	16%	14%	15%		
Pharmacy management program	19%	17%	18%	15%	14%		
Elective procedures coverage	—	—	5%	7%	11%		
Indemnity plan	18%	12%	7%	8%	8%		
Exclusive provider organization (EPO)	11%	9%	8%	9%	5%		
Experimental/elective drug coverage	6%	5%	3%	3%	5%		
Gender reassignment surgery coverage	—	—	1%	2%	2%		
Mini-med health plan	—	—	—	—	1%		
Subsidized cost of elder care	—	4%	3%	3%	1%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table B-1 | Preventive Health and Wellness Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Wellness resources and information	75%	5%
On-site seasonal flu vaccinations	64%	1%
Wellness programs	60%	8%
Wellness publication ^A	56%	6%
CPR/first aid training	53%	2%
24-hour nurse line ^B	53%	1%
Health screening programs ^C	42%	5%
Health fairs	39%	6%
Health and lifestyle coaching ^D	37%	6%
Smoking cessation program	36%	5%
Preventive programs specifically targeting employees with chronic health conditions	33%	6%
Rewards or bonuses for completing certain health and wellness programs	31%	7%
Weight loss program	30%	5%
Fitness center membership subsidy/reimbursement	30%	2%
On-site fitness center	24%	1%
On-site blood pressure machine	20%	0%
Nutritional counseling	17%	2%
On-site fitness classes ^E	16%	5%
Health care premium discount for getting an annual health risk assessment	14%	5%
Health care premium discount for not using tobacco products	12%	4%
On-site sick room	12%	*
Stress reduction program	12%	2%
Health care premium discount for participating in a wellness program	11%	5%
Massage therapy services at work	11%	1%
On-site medical clinic	9%	*
Health care premium discount for participating in a weight loss program	7%	3%
On-site nap room	6%	0%
Fitness equipment subsidy/reimbursement	4%	*

(n = 595-600)

* Less than 1%.

^A For example, newsletter, column, etc.

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

^C For example, glucose, cholesterol, etc.

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

^E For example, yoga, aerobics, etc.

Source: 2011 Employee Benefits: A Research Report by SHRM

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

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Wellness resources and information	—	72%	72%	75%	75%		
On-site seasonal flu vaccinations	—	—	—	68%	64%		
Wellness programs	—	58%	59%	59%	60%		
Wellness publication	—	—	—	—	56%		
CPR/first aid training	55%	55%	53%	55%	53%		
24-hour nurse line	—	50%	50%	56%	53%		
Health screening programs	47%	41%	38%	43%	42%		
Health fairs	—	44%	44%	42%	39%		
Health and lifestyle coaching	—	33%	33%	33%	37%		
Smoking cessation program	40%	40%	39%	39%	36%		
Preventive programs specifically targeting employees with chronic health conditions	31%	30%	30%	33%	33%		
Rewards or bonuses for completing certain health and wellness programs	—	23%	23%	28%	31%		
Weight loss program	32%	31%	30%	30%	30%		
Fitness center membership subsidy/reimbursement	30%	36%	35%	33%	30%		
On-site fitness center	25%	21%	21%	21%	24%		
On-site blood pressure machine	—	17%	18%	20%	20%		
Nutritional counseling	—	20%	19%	18%	17%		
On-site fitness classes	15%	15%	12%	14%	16%		
Health care premium discount for getting an annual health risk assessment	12%	11%	10%	12%	14%		
Health care premium discount for not using tobacco products	10%	8%	8%	11%	12%		
On-site sick room	—	—	8%	12%	12%		
Stress reduction program	15%	14%	11%	10%	12%		
Health care premium discount for participating in a wellness program	10%	9%	8%	9%	11%		
Massage therapy services at work	13%	14%	12%	12%	11%		
On-site medical clinic	—	—	5%	10%	9%		
Health care premium discount for participating in a weight loss program	—	—	4%	4%	7%		
On-site nap room	—	5%	4%	5%	6%		
Fitness equipment subsidy/reimbursement	—	6%	4%	5%	4%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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Source: 2011 Employee Benefits: A Research Report by SHRM

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Table C-1 | Retirement Savings and Planning Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Defined contribution retirement savings plan ^A	93%	1%
Employer match for defined contribution retirement plan	70%	2%
Defined contribution plan loans ^B	69%	*
Individual investment advice	42%	1%
Automatic enrollment into the defined contribution retirement plan ^E	41%	2%
Retirement preparation planning advice	37%	2%
Roth 401(k) savings plan	31%	3%
Defined benefit pension plan (open to all employees)	22%	0%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	19%	3%
Automatic escalation of salary deferral amounts for defined contribution plans	15%	1%
Defined benefit pension plan (frozen) ^C	12%	0%
Supplemental executive retirement plan (SERP)	11%	1%
Cash balance pension plan	8%	0%
Formal phased retirement program ^D	5%	*
401(k) debit card ^E	1%	*
(n = 593-600) * Less than 1%. ^A 401 (k), 403 (b) or similar type of plan. ^B Allows participants to borrow from their retirement savings. ^C Frozen for current employees and/or not open to new hires. ^D Reduced schedule and/or responsibilities prior to full retirement. ^E Allows users to borrow up to \$50,000 or 50% of the value of their retirement savings, whichever is less, through use of a debit card. Source: 2011 Employee Benefits: A Research Report by SHRM		

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Table C-2 | Retirement Savings and Planning Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Defined contribution retirement savings plan	83%	84%	90%	92%	93%	▲	
Employer match for defined contribution retirement plan	74%	75%	72%	72%	70%		
Defined contribution plan loans	—	69%	69%	69%	69%		
Individual investment advice	42%	40%	38%	40%	42%		
Automatic enrollment into defined contribution retirement plan	32%	32%	35%	39%	41%	▲	
Retirement preparation planning advice	37%	38%	35%	39%	37%		
Roth 401(k) savings plan	16%	21%	24%	28%	31%	▲	
Defined benefit pension plan (open to all employees)	40%	33%	29%	27%	22%	▼	
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	—	—	—	—	19%		
Automatic escalation of salary deferral amounts for defined contribution plans	—	—	—	18%	15%		
Defined benefit pension plan (frozen)	—	—	—	—	12%		
Supplemental executive retirement plan (SERP)	15%	11%	8%	11%	11%		
Cash balance pension plan	7%	9%	6%	9%	8%		
Formal phased retirement program	12%	6%	6%	6%	5%		
401(k) debit card	—	—	1%	2%	1%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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Source: 2011 Employee Benefits: A Research Report by SHRM

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Table D-1 | Financial and Compensation Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
On-site parking	87%	0%
Life insurance ^A	85%	*
Undergraduate educational assistance	58%	1%
Business cell phone or handheld device for personal use	56%	*
Life insurance for dependents	55%	1%
Service anniversary award ^B	54%	3%
Graduate educational assistance	54%	1%
Incentive bonus plan (executive)	50%	1%
Automobile allowances for business use of personal vehicles	46%	0%
Incentive bonus plan (nonexecutive)	43%	*
Employee referral bonus	40%	*
Shift premiums	36%	*
Spot bonus ^C	34%	1%
Credit union	32%	1%
Full flexible benefits plan ^D	32%	*
Employee discounts on company services	32%	0%
Donations for participation in charitable events	31%	1%
Financial/investment advice offered one-on-one ^E	30%	1%
Financial/investment advice offered in a group/classroom	24%	1%
Accident insurance ^F	24%	*
Sign-on bonus (executive)	24%	*
Accelerated death benefits ^G	23%	*
Financial/investment advice offered online	22%	1%
Employee computer purchase discounts (not a loan)	22%	*
Company-owned car for employee use	22%	0%
Payroll advances	21%	0%
Matching employee charitable contributions	20%	*
Credit counseling service ^H	18%	1%

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Table D-1 | Financial and Compensation Benefits (Continued)

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Sign-on bonus (nonexecutive)	16%	1%
Loans to employees for emergency/disaster assistance	15%	*
Scholarships for members of employees' families	15%	0%
Retention bonus (executive)	13%	1%
Transit subsidy	12%	1%
Retention bonus (nonexecutive)	11%	*
Employee stock purchase plan	10%	1%
Auto insurance program	10%	*
Incentive stock options (ISOs)	9%	*
Low-/no-interest loans to employees for non-emergency situations	9%	0%
Restricted stock options	8%	1%
Parking subsidy	8%	1%
Qualified transportation spending account	8%	*
Non-qualified stock options ¹	7%	*
Loans for employees to purchase personal computers	7%	0%
Free computers for employees' personal use	5%	0%
Carpooling subsidy	4%	1%
Personal tax services	3%	*
Stock appreciation rights (SARs)	3%	*
Free or discounted home Internet service	3%	0%
Educational loans for members of employees' families	2%	0%

(n = 593–600)

* Less than 1%.

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

^B Based on the number of years of employment.

^C Unscheduled bonus for going above and beyond in some capacity.

^D Ability to select from a variety of benefits.

^E Personalized service.

^F Separate from travel accident insurance.

^G For terminal illnesses.

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

^I NQSOs or NSOs.

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table D-2 | Financial and Compensation Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
On-site parking	91%	90%	90%	90%	87%		
Life insurance	92%	92%	91%	87%	85%		
Undergraduate educational assistance	68%	66%	63%	62%	58%	▼	
Business cell phone or handheld device for personal use	62%	62%	56%	53%	65%		
Life insurance for dependents	65%	63%	58%	58%	55%	▼	
Service anniversary award	—	—	—	—	54%		
Graduate educational assistance	65%	61%	59%	56%	54%	▼	
Incentive bonus plan (executive)	60%	54%	50%	54%	50%	▼	
Automobile allowances for business use of personal vehicles	49%	52%	51%	49%	46%		
Incentive bonus plan (nonexecutive)	47%	47%	45%	46%	43%		
Employee referral bonus	51%	54%	52%	41%	40%		
Shift premium	46%	40%	38%	41%	36%		
Spot bonus	40%	38%	38%	30%	34%		
Credit union	46%	43%	36%	36%	32%		
Full flexible benefits plan	37%	24%	28%	30%	32%		
Employee discount on company services	36%	39%	38%	38%	32%		
Donations for participation in charitable events	—	—	32%	34%	31%		
Financial/investment advice offered one-on-one	—	—	—	—	30%		
Financial/investment advice offered in a group/classroom	—	—	—	—	24%		
Accident insurance	23%	18%	16%	24%	24%		
Sign-on bonus (executive)	30%	31%	27%	26%	24%		
Accelerated death benefits	30%	22%	23%	25%	23%		
Financial/investment advice offered online	—	—	—	—	22%		
Employee computer purchase discounts (not a loan)	35%	33%	29%	26%	22%		
Company-owned car for employee use	28%	25%	27%	23%	22%		
Payroll advances	—	—	18%	19%	21%		
Matching employee charitable contributions	27%	25%	19%	23%	20%		
Credit counseling service	—	13%	10%	16%	18%		
Sign-on bonus (nonexecutive)	24%	24%	21%	16%	16%		
Loans to employees for emergency/disaster assistance	24%	19%	19%	18%	15%		
Scholarships for members of employees' families	20%	20%	17%	17%	15%		
Retention bonus (executive)	17%	17%	11%	14%	13%		
Transit subsidy	16%	13%	13%	11%	12%		
Retention bonus (nonexecutive)	13%	14%	10%	11%	11%		
Employee stock purchase plan	16%	19%	15%	12%	10%		
Auto insurance program	13%	15%	14%	10%	10%		
Incentive stock options (ISOs)	—	—	—	10%	9%		
Low-/no-interest loans to employees for non-emergency situations	7%	9%	10%	7%	9%		
Restricted stock options	—	—	—	—	8%		
Parking subsidy	12%	11%	10%	7%	8%		
Qualified transportation spending account	11%	15%	13%	12%	8%		
Non-qualified stock options	—	—	—	6%	7%		
Loans for employees to purchase personal computer	8%	6%	5%	7%	7%		
Free computers for employees' personal use	5%	6%	5%	5%	5%		
Carpooling subsidy	8%	5%	6%	5%	4%		
Personal tax services	5%	3%	3%	2%	3%		
Stock appreciation rights (SARs)	—	—	—	—	3%		
Free or discounted home Internet service	11%	9%	6%	3%	3%		
Educational loans for members of employees' families	5%	3%	2%	3%	2%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.
 Note: A dash (—) indicates that this particular benefit was not asked about or was combined with another benefit.

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Table E-1 | Leave Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Paid holidays	97%	*
Paid bereavement leave	90%	0%
Paid jury duty above what is required by law	68%	0%
Paid time off plan ^A	48%	0%
Paid vacation plan	44%	0%
Floating holidays ^B	42%	*
Paid sick leave plan	37%	*
Paid personal day(s)	26%	1%
Paid family leave	25%	0%
Paid military leave ^C	24%	1%
Family leave above required federal FMLA leave	21%	0%
Paid time off to serve on the board of a community group or professional association	20%	*
Paid time off for volunteering	19%	1%
Family leave above required state FMLA leave	18%	0%
Parental leave above federal FMLA leave	18%	0%
Paid time off cash-out option	17%	*
Parental leave above state FMLA leave	17%	0%
Paid adoption leave	16%	0%
Paid maternity leave ^D	16%	0%
Paid paternity leave	16%	0%
Paid vacation cash-out option	16%	0%
Paid vacation leave donation program ^E	15%	0%
Unpaid sabbatical program	15%	0%
Paid time off donation program	14%	1%
Elder care leave above federal FMLA leave	11%	*
Elder care leave above state FMLA leave	11%	*
Paid day off for employee's birthday	9%	0%
Paid sick leave donation program ^F	7%	1%
Emergency flexibility ^G	7%	0%
Vacation purchase plan ^H	7%	0%
Paid sick leave cash-out option	6%	0%
Paid sabbatical program	4%	0%
Company-paid time off for group vacations	2%	0%

(n = 593-600)

* Less than 1%.

^A Sick, vacation and personal days all in one plan.

^B Other than personal days.

^C Beyond what may be required by law.

^D Other than what is covered by short-term disability or state law.

^E Allows employees to donate vacation leave to other employees.

^F Allows employees to donate sick leave to other employees.

^G Fixed number of days off with pay for emergencies.

^H Payroll deduction.

^I Allows employees to donate paid time off to another employee.

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table E-2 | Leave Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Paid holidays	97%	97%	97%	97%	97%		
Paid bereavement leave	90%	90%	90%	89%	90%		
Paid jury duty above what is required by law	—	—	62%	68%	68%		
Paid time off plan	—	—	42%	47%	48%		
Paid vacation plan	—	—	47%	44%	44%		
Floating holidays	—	—	45%	43%	42%		
Paid sick leave plan	—	—	39%	36%	37%		
Paid personal days	—	—	31%	29%	26%		
Paid family leave	33%	25%	25%	24%	25%	▼	
Paid military leave	29%	29%	24%	22%	24%		
Family leave above required federal FMLA leave	27%	25%	22%	20%	21%		
Paid time off to serve on the board of a community group or professional association	—	—	—	20%	20%		
Paid time off for volunteering	—	18%	15%	17%	19%		
Family leave above required state FMLA leave	24%	22%	20%	19%	18%		
Parental leave above federal FMLA	21%	21%	17%	17%	18%		
Paid time off cash-out option	—	—	—	19%	17%		
Parental leave above state FMLA	20%	19%	15%	17%	17%		
Paid adoption leave	20%	15%	15%	16%	16%		
Paid maternity leave	18%	15%	14%	17%	16%		
Paid paternity leave	17%	13%	15%	17%	16%		
Paid vacation cash-out option	—	—	—	18%	16%		
Paid vacation leave donation program	22%	21%	20%	17%	15%		
Unpaid sabbatical program	16%	13%	12%	16%	15%		
Paid time off donation program	—	—	—	15%	14%		
Elder care leave above federal FMLA	16%	13%	11%	11%	11%		
Elder care leave above state FMLA	14%	12%	11%	11%	11%		
Paid day off for employee's birthday	8%	8%	8%	10%	9%		
Paid sick leave donation program	16%	13%	16%	11%	7%		
Emergency flexibility (fixed number of days off with pay for emergencies)	—	6%	6%	7%	7%		
Vacation purchase plan	7%	8%	8%	5%	7%		
Paid sick leave cash-out option	—	—	—	7%	6%		
Paid sabbatical program	5%	5%	5%	4%	4%		
Company-paid time off for group vacations	6%	2%	1%	1%	2%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table F-1 | Family-Friendly Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Dependent care flexible spending account	73%	1%
Bring a child to work in an emergency	33%	*
On-site lactation/mother's room ^A	28%	1%
Child care referral service ^B	17%	0%
Domestic partner benefits for opposite-sex partners ^C	14%	1%
Domestic partner benefits for same-sex partners ^C	14%	1%
529 plan ^D	12%	1%
Elder care referral service ^B	9%	*
Adoption assistance	8%	*
Lactation support services ^E	5%	*
Parenting workplace seminars	4%	1%
Nonsubsidized child care center ^F	4%	*
Subsidized child care center ^F	4%	*
Access to backup child care services ^G	3%	*
On-site vaccinations for infants/children	3%	0%
Access to backup elder care services ^G	2%	*
Geriatric counseling ^H	2%	0%
Babies at work ^I	1%	*
Consortium child care center ^J	1%	*
Elder care assisted living assessments	1%	*
Foster care assistance	1%	*
On-ramping programs for family members dealing with elder care issues	1%	*
On-ramping programs for parents re-entering the workforce	1%	*
Elder care in-home assessments ^K	1%	0%
On-site elder care fairs ^L	1%	0%

(n = 591-600)

* Less than 1%.

^A A separate room that goes above and beyond the PPACA law requiring that employees be "shielded from view" and "free from intrusion" during their break.

^B Program that provides employees with the names of providers (separate from or part of an EAP).

^C Not including health care coverage.

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

^E Lactation consulting and education.

^F An on-site or near-site center.

^G For an unexpected event.

^H Provides counseling services to seniors and their families.

^I Children under one year of age are allowed to come to work with a parent on a regular basis.

^J An on-site or near-site center sharing the costs and responsibilities with several companies.

^K Provides families with appraisals to determine care needs.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table F-2 | Family-Friendly Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Dependent care flexible spending account	76%	75%	70%	72%	73%		
Bring a child to work in an emergency	29%	31%	29%	30%	33%		
On-site lactation/mother's room	—	25%	25%	28%	28%		
Child care referral service	21%	18%	13%	17%	17%		
Domestic partner benefits for opposite-sex partners (not including health care coverage)	—	14%	14%	13%	14%		
Domestic partner benefits for same-sex partners (not including health care coverage)	—	15%	14%	15%	14%		
529 plan	—	14%	14%	13%	12%		
Elder care referral service	22%	20%	11%	11%	9%	▼	
Adoption assistance	20%	16%	10%	9%	8%	▼	
Lactation support services	—	6%	5%	4%	5%		
Parenting workplace seminars	—	4%	2%	3%	4%		
Nonsubsidized child care center	—	4%	2%	3%	4%		
Subsidized child care center	—	6%	3%	4%	4%		
Access to backup child care services	4%	6%	5%	4%	3%		
On-site vaccinations for infants/children	—	3%	3%	5%	3%		
Access to backup elder care services	4%	5%	1%	2%	2%		
Geriatric counseling	—	3%	2%	4%	2%		
Babies at work	—	—	—	1%	1%		
Consortium child care center	—	1%	1%	1%	1%		
Elder care assisted living assessments	—	2%	1%	1%	1%		
Foster care assistance	10%	6%	2%	1%	1%	▼	
On-ramping programs for parents re-entering the workforce	—	—	—	—	1%		
On-ramping programs for family members dealing with elder care issues	—	—	—	—	1%		
Elder care in-home assessments	—	2%	1%	1%	1%		
On-site elder care fairs	—	1%	1%	1%	1%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.
 Note: A dash (—) indicates that this particular benefit was not asked about or was combined with another benefit.
 Source: 2011 Employee Benefits: A Research Report by SHRM

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Table G-1 | Flexible Working Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Casual dress day (one day per week)	55%	0%
Flextime ^A	53%	2%
Telecommuting on an ad-hoc basis ^B	45%	3%
Break arrangements ^C	42%	0%
Mealtime flex ^D	40%	1%
Casual dress (every day)	36%	*
Compressed workweek ^E	35%	1%
Telecommuting on a part-time basis	34%	0%
Casual dress (seasonal) ^F	24%	*
Telecommuting on a full-time basis	20%	0%
Shift flexibility ^G	18%	*
Seasonal scheduling ^H	16%	0%
Job sharing ^I	13%	1%
Alternating location arrangements ^J	5%	*
Results-only work environment (ROWE) ^K	2%	1%

(n = 592-600)

* Less than 1%.

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

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

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

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

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

^F Allowing casual dress for extended periods during the year (e.g., summer months, holidays, etc.).

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

^H Employees work only a certain number of months per year.

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

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

^K Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table G-2 | Flexible Working Benefits (by Year)

	2007	2008	2009	2010	2011	Differences Between 2007 and 2011*	Differences between 2010 and 2011*
Casual dress day (one day per week)	66%	62%	59%	57%	55%	▼	
Flextime	58%	59%	54%	49%	53%		
Telecommuting on an ad-hoc basis	48%	47%	45%	44%	45%		
Break arrangements	—	—	43%	43%	42%		
Mealtime flex	—	44%	41%	39%	40%		
Casual dress days (every day)	37%	38%	36%	34%	36%		
Compressed workweek	38%	37%	37%	34%	35%		
Telecommuting on a part-time basis	33%	35%	34%	34%	34%		
Casual dress (seasonal)	—	—	—	23%	24%		
Telecommuting on a full-time basis	21%	21%	19%	17%	20%		
Shift flexibility	—	26%	21%	19%	18%		
Seasonal scheduling	—	—	16%	17%	16%		
Job sharing	20%	18%	16%	13%	13%		
Alternating location arrangements	—	—	4%	4%	5%		
Results only work environment (ROWE)	—	—	3%	1%	2%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table H-1 | Employee Services Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Professional development opportunities	87%	0%
Professional memberships	87%	0%
Off-site professional development opportunities ^A	82%	0%
Free coffee ^B	77%	0%
Professional license application or renewal fees	72%	0%
Certification/recertification fees	71%	*
On-site professional development opportunities ^A	67%	*
Vending machine snacks and beverages ^C	47%	*
Cross-training to develop skills not directly related to the job	43%	2%
Free/discounted uniforms	26%	0%
On-site ATMs	22%	0%
Legal assistance/services	20%	0%
On-site cafeteria ^D	19%	0%
Postal services for employees	19%	0%
Mentoring program ^E	17%	2%
Organization-sponsored sports teams	17%	*
Executive club memberships	14%	*
Career counseling	11%	1%
Paycards	11%	2%
Dry cleaning services	10%	0%
College/school selection/referral ^F	9%	1%
Travel planning services	9%	*
ESL (English as a second language) classes	8%	0%
Foreign language classes ^G	8%	0%
Employer-sponsored personal shopping discounts	6%	0%
Self-defense training	6%	0%
Pet health insurance	4%	*
Prepared take-home meals	3%	0%
Concierge services	2%	0%
On-site haircuts	2%	0%

(n = 594-600)

* Less than 1%.

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

^B Fully subsidized coffee or coffee service.

^C Fully or partially subsidized by the company.

^D Food and beverages available in the cafeteria are fully or partially subsidized by the company.

^E Formal program.

^F Provides employees with information and helps link them to colleges.

^G Non-English.

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table H-2 | Employee Services Benefits (By Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Professional development opportunities	96%	95%	91%	90%	87%	▼	
Professional memberships	91%	91%	91%	90%	87%		
Off-site professional development opportunities	—	—	—	—	82%		
Free coffee	—	—	—	—	77%		
Professional license application or renewal fees	78%	77%	73%	70%	72%		
Certification/recertification fees	—	76%	77%	71%	71%		
On-site professional development opportunities	—	—	—	—	67%		
Vending machine snacks and beverages	—	—	—	—	47%		
Cross-training to develop skills not directly related to the job	48%	55%	49%	49%	43%		
Free/discounted uniforms	32%	30%	29%	30%	26%		
On-site ATMs	—	17%	20%	20%	22%		
Legal assistance/services	33%	24%	21%	20%	20%	▼	
On-site cafeteria [^]	—	—	—	—	19%		
Postal services for employees	26%	24%	22%	19%	19%		
Mentoring program	26%	25%	22%	17%	17%	▼	
Organization-sponsored sports teams	29%	27%	25%	22%	17%	▼	
Executive club memberships	24%	23%	19%	19%	14%	▼	
Career counseling	—	—	14%	15%	11%		
Paycards	—	—	—	11%	11%		
Dry cleaning services	13%	13%	10%	7%	10%		
College/school selection/referral	12%	14%	11%	11%	9%		
Travel planning services	22%	21%	16%	10%	9%	▼	
English as a second language (ESL) classes	11%	8%	6%	8%	8%		
Foreign (non-English) language classes	12%	9%	5%	7%	8%		
Employer-sponsored personal shopping discounts	12%	11%	8%	9%	6%		
Self-defense training	6%	5%	6%	3%	6%		
Pet health insurance	5%	7%	3%	4%	4%		
Prepared take-home meals	3%	3%	1%	3%	3%		
Concierge services	5%	5%	3%	2%	2%		
On-site haircuts	—	—	1%	1%	2%		
Food services/subsidized cafeteria [^]	26%	24%	21%	22%	—		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

[^] Starting in 2011, "food services/subsidized cafeteria" was changed to "on-site cafeteria."

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table I-1 | Housing and Relocation Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Relocation lump sum payment	26%	*
Temporary relocation benefits	25%	*
Location visit assistance ^A	18%	0%
Spouse relocation assistance	12%	*
Cost-of-living differential	10%	*
Assistance selling previous home	9%	*
Closing cost assistance	8%	0%
Reimbursement of realtor fees	8%	0%
Home insurance program ^B	6%	0%
Rental assistance	5%	*
Reimbursement for financial loss sustained from a home sale	5%	0%
Housing counseling ^C	4%	0%
Home buyout program	4%	0%
Mortgage assistance	3%	*
Renter insurance program ^D	3%	*
Down payment assistance	2%	*
Mortgage insurance	2%	*
(n = 595-600)		
* Less than 1%.		
^A House-hunting trips.		
^B Discount on home insurance.		
^C Advice on buying, renting, defaults and foreclosures.		
^D Discount on renters insurance.		
Source: 2011 Employee Benefits: A Research Report by SHRM		

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Table I-2 | Housing and Relocation Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Relocation lump sum payment	—	—	30%	28%	26%		
Temporary relocation benefits	42%	40%	35%	28%	25%	▼	
Location visit assistance	40%	39%	36%	20%	18%	▼	
Spouse relocation assistance	21%	19%	15%	10%	12%	▼	
Cost-of-living differential	22%	20%	15%	10%	10%	▼	
Assistance selling previous home	19%	17%	13%	11%	9%	▼	
Closing cost assistance	—	—	—	—	8%		
Reimbursement of realtor fees	—	—	—	—	8%		
Home insurance program	7%	6%	7%	6%	6%		
Rental assistance	19%	17%	12%	3%	5%	▼	
Reimbursement for financial loss sustained from a home sale	—	—	6%	5%	5%		
Housing counseling	—	11%	9%	6%	4%		
Home buyout program	—	—	—	—	4%		
Mortgage assistance	12%	10%	7%	3%	3%	▼	
Renter insurance program	—	—	4%	3%	3%		
Down payment assistance	11%	9%	6%	2%	2%	▼	
Mortgage insurance	5%	4%	3%	1%	2%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table J-1 | Business Travel Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Employee keeps hotel points	67%	0%
Employee keeps frequent flyer miles	67%	0%
Per diem for meals	65%	*
Business laptop for personal use while on travel	64%	*
Paid Internet access while on travel	56%	0%
Paid long-distance calls home while on business travel	51%	0%
Travel accident insurance	37%	0%
Car or limo service to/from the airport	35%	0%
Rental car upgrades	16%	0%
First or business class airfare for international travel	13%	0%
Paid dry cleaning while on business travel	13%	0%
First or business class airfare for domestic travel	11%	0%
Paid minibar snacks at the hotel	8%	0%
Additional pay for weekend travel [^]	7%	0%
Paid airline club membership	5%	*
Paid pay-per-view movies at the hotel	4%	0%
Paid health club fees while on travel	3%	0%
Paid travel expenses for spouse	3%	0%
Paid child care expenses while employees are on business travel	1%	*
Paid pet care expenses while employees are on business travel	1%	*

(n = 593-599)

* Less than 1%.

[^] Beyond what is required by law for nonexempt employees.

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table J-2 | Business Travel Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Employee keeps hotel points	—	70%	68%	64%	67%		
Employee keeps frequent flyer miles	71%	71%	68%	64%	67%		
Per diem for meals	70%	70%	65%	65%	65%		
Business laptop for personal use while on travel	—	—	63%	62%	64%		
Paid Internet access while on travel	—	—	54%	55%	56%		
Paid long-distance calls home while on business travel	67%	62%	58%	54%	51%	▼	
Travel accident insurance	46%	42%	39%	37%	37%	▼	
Car or limo service to/from the airport	—	—	37%	35%	35%		
Rental car upgrades	—	17%	11%	13%	16%		
First or business class airfare for international travel	—	—	—	—	13%		
Paid dry cleaning while on business travel	22%	20%	15%	12%	13%	▼	
First or business class airfare for domestic travel	—	11%	12%	12%	11%		
Paid minibar snacks at the hotel	16%	14%	9%	9%	8%		
Additional pay for weekend travel	10%	9%	7%	7%	7%		
Paid airline club membership	8%	7%	4%	5%	5%		
Paid pay-per-view movies at the hotel	9%	7%	5%	5%	4%		
Paid health club fees while on travel	6%	5%	3%	3%	3%		
Paid travel expenses for spouse	6%	6%	5%	6%	3%		
Paid child care expenses while employees are on business travel	1%	2%	2%	2%	1%		
Paid pet care expenses while employees are on business travel	1%	1%	1%	1%	1%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table K-1 | Other Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Milestone rewards ^A	59%	0%
Company picnic	55%	1%
Noncash, companywide performance awards ^B	43%	2%
Community volunteer programs	40%	2%
Discount ticket services ^C	35%	*
Company-purchased tickets ^C	26%	1%
Take your child to work day	25%	*
Pets at work	6%	0%
Take your pet to work day ^D	2%	*
Take your parent to work day	1%	*

(n = 600)

* Less than 1%.

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

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

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

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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Table K-2 | Other Benefits (by Year)

	2007	2008	2009	2010	2011	Differences between 2007 and 2011*	Differences between 2010 and 2011*
Milestone rewards	75%	74%	70%	68%	59%	▼	▼
Company picnic	64%	62%	59%	56%	55%	▼	
Noncash, companywide performance awards	54%	56%	51%	47%	43%	▼	
Community volunteer programs	—	48%	42%	40%	40%		
Discount ticket services	—	45%	40%	37%	35%		
Company-purchased tickets	42%	41%	38%	32%	26%	▼	
Take your child to work day	37%	35%	33%	25%	25%	▼	
Pets at work	6%	5%	6%	6%	6%		
Take your parent to work day	—	1%	1%	1%	2%		
Take your pet to work day	—	—	1%	1%	1%		

* Indicates a significant change from 2010 to 2011 or from 2007 to 2011. Blank cells in the last two columns indicate that no statistically significant differences were found.

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

Source: 2011 Employee Benefits: A Research Report by SHRM

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