
SHRM[®] EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT



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**** Fictitious Data ****

**THANK YOU FOR ORDERING A
SHRM 2011-2012 CUSTOMIZED
EMPLOYEE BENEFITS PREVALENCE
BENCHMARKING REPORT**

Your report is based on the following criteria:

SELECTION CRITERIA

Industry: Your Industry

Staff Size: Your Staff Size

SHRM Customized Human Capital Report, Health Care Report, Job Satisfaction and Engagement Report, and Retirement and Welfare Benchmarking Report are also available. Please visit our website at www.shrm.org/benchmarks.

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A GUIDE TO YOUR SHRM CUSTOMIZED BENCHMARKING REPORT

Understanding the Data

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

1. This report is based on data derived from the SHRM Customized Benchmarking Database, which contains data from a non-random collection of U.S. companies of all sizes and types. The report is designed to target companies that closely match the selected criteria so that a more focused and comparable analysis and interpretation can be performed. Therefore, any interpretations of these data should be kept within this context.

2. A deviation between your figure for any employee benefits prevalence measure and the comparative figure is not necessarily favorable or unfavorable; it is merely an indication that additional analyses may be needed. Employee benefits prevalence measures that relate more closely to the context of your organization's industry and employee 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 employee benefits measure for your organization over the past several years to identify any trends.

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, size and other factors, any two companies can be well managed, yet some of their employee benefits prevalence 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's employee benefits. 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 employee benefits measures. For example, an industry that generally hires nonskilled labor, such as manufacturing, may have less robust employee benefits than the high-tech industry, which hires specialized knowledge workers. This is

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because organizations in the high-tech industry may need to offer more benefits to compete for talent.

Absolute measures are not meaningful in isolation—they should be compared with one or more measures to determine the appropriate level of employee benefits for your organization. Other measures, for example, might be your organization's past results in this area or comparatives based on organizational size, industry or geographic location.

Each table in the report contains customized benchmarks in aggregated form. There may be discrepancies between your organization's employee benefits prevalence benchmarks and the average numbers for a particular category. It is particularly helpful to communicate to line managers and other executives that just because your organization has benchmarks that are different from the average, it does not mean they are favorable or unfavorable. Rather, it may be

the result of a particular total rewards strategy, special circumstances or other business initiatives that cause differences between your organization's benchmarks and the benchmarks of other organizations.

Notes

The data in this report were collected in the spring of 2011 and reflect the benefits organizations offered at the time of the data collection. 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. Some benchmarks are less frequently collected by organizations or may be more difficult to obtain. Some data are not displayed when there are fewer than five organizations for a specific metric.

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Prescription drug program coverage	56	96%	2,887	96%
Dental insurance	56	96%	2,825	94%
Mail-order prescription program	53	91%	2,732	91%
Preferred provider organization (PPO)	47	81%	2,529	85%
Chiropractic coverage	46	80%	2,494	85%
Mental health coverage	46	80%	2,421	82%
Accidental death and dismemberment insurance (AD&D) ^A	45	78%	2,421	82%
Long-term disability insurance ^B	45	77%	2,347	77%
Vision insurance	44	76%	2,318	76%
Employee assistance program (EAP)	44	75%	2,286	75%
Medical flexible spending accounts ^C	41	71%	2,197	72%
Contraceptive coverage	41	70%	2,104	71%
Short-term disability insurance ^D	41	70%	1,973	68%
Rehabilitation assistance	38	66%	1,350	45%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Health care premium flexible spending account ^E	34	58%	1,337	44%
Supplemental accident insurance	25	43%	1,321	43%
Bariatric coverage for weight loss	23	40%	1,186	39%
Health savings accounts (HSAs)	23	39%	1,134	38%
Cancer insurance	21	37%	1,087	37%
Health maintenance organization (HMO)	21	37%	1,087	37%
Acupressure/acupuncture medical coverage	21	37%	1,087	37%
Infertility treatment coverage other than in-vitro fertilization	21	36%	979	33%
Long-term care insurance	20	35%	903	31%
In-vitro fertilization coverage	20	35%	884	30%
Retiree health care coverage	20	35%	813	28%
Critical illness insurance ^F	20	34%	712	26%
Laser-based vision correction coverage	19	33%	690	25%
Point of service (POS) plan	19	32%	648	22%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	Customized Sample		All Industries	
	n	%	N	%
Health reimbursement account (HRA)	11	19%	624	19%
Hospital indemnity insurance	10	18%	624	19%
Intensive care insurance ^G	10	17%	598	18%
Employer contributions to health savings accounts (HSAs)	9	16%	563	17%
Wholesale generic drug program for injectable drugs	9	15%	563	17%
Alternative/complementary medical coverage	9	15%	521	16%
Pharmacy management program ^H	7	12%	482	15%
Elective procedures coverage ^I	7	12%	482	15%
Indemnity plan (fee-for-service)	5	8%	457	14%
Exclusive provider organization (EPO)	4	7%	314	9%
Experimental/elective drug coverage	3	5%	286	8%
Gender reassignment surgery coverage	2	3%	224	7%
Mini-med health plan	2	3%	87	3%
Subsidized cost of elder care	1	1%	87	3%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Wellness resources and information	42	72%	2,286	75%
On-site seasonal flu vaccinations	37	64%	1,973	68%
Wellness programs	34	59%	1,689	59%
Wellness publication ^A	31	53%	1,578	56%
CPR/first aid training	29	50%	1,546	55%
24-hour nurse line ^B	26	44%	1,321	43%
Health screening programs ^C	24	41%	1,288	42%
Health fairs	23	39%	1,259	41%
Health and lifestyle coaching ^D	22	38%	1,198	39%
Smoking cessation program	20	35%	1,064	35%
Preventive programs specifically targeting employees with chronic health conditions	19	33%	1,086	33%
Rewards or bonuses for completing certain health and wellness programs	17	30%	1,086	33%
Weight loss program	17	30%	1,086	33%
Fitness center membership subsidy/reimbursement	13	23%	974	30%
On-site fitness center	12	21%	932	28%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	Customized Sample		All Industries	
	n	%	N	%
On-site blood pressure machine	11	19%	638	20%
Nutritional counseling	10	18%	574	18%
On-site fitness classes ^E	7	12%	446	14%
Health care premium discount for getting an annual health risk assessment	7	12%	383	12%
Health care premium discount for not using tobacco products	6	11%	383	12%
On-site sick room	6	10%	383	12%
Stress reduction program	5	8%	351	11%
Health care premium discount for participating in a wellness program	5	8%	319	10%
Massage therapy services at work	5	8%	319	10%
On-site medical clinic	3	5%	287	9%
Health care premium discount for participating in a weight loss program	2	4%	159	5%
On-site nap room	2	4%	159	5%
Fitness equipment subsidy/reimbursement	2	4%	128	4%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Defined contribution retirement savings plan ^A	54	93%	2,933	92%
Employer match for defined contribution retirement plan	53	91%	2,295	72%
Defined contribution plan loans ^B	52	90%	2,200	69%
Individual investment advice	52	90%	1,913	60%
Automatic enrollment into the defined contribution retirement plan ^E	42	72%	1,466	46%
Retirement preparation planning advice	40	69%	1,275	40%
Roth 401(k) savings plan	37	63%	1,243	39%
Defined benefit pension plan (open to all employees)	36	62%	1,243	39%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	35	61%	893	28%
Automatic escalation of salary deferral amounts for defined contribution plans	34	59%	861	27%
Defined benefit pension (frozen) ^C	30	52%	574	18%
SERP (supplemental executive retirement plan)	30	51%	351	11%
Cash balance pension plan	29	50%	287	9%
Formal phased retirement program ^D	26	45%	191	6%
401(k) debit card ^E	23	39%	64	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
On-site parking	55	94%	2,965	93%
Life insurance ^A	53	92%	2,869	90%
Undergraduate educational assistance	49	84%	2,774	87%
Business cell phone or handheld device for personal use	52	90%	1,977	62%
Life insurance for dependents	44	75%	1,977	62%
Service anniversary award ^B	40	69%	1,849	58%
Graduate educational assistance	38	66%	1,722	54%
Incentive bonus plan (executive)	38	65%	1,785	56%
Automobile allowances for business use of personal vehicles	34	59%	1,562	49%
Incentive bonus plan (nonexecutive)	35	61%	1,466	46%
Employee referral bonus	31	54%	1,307	41%
Shift premiums	30	52%	1,307	41%
Spot bonus ^C	31	54%	1,211	38%
Credit union	27	47%	1,148	36%
Full flexible benefits plan ^D	21	37%	1,084	34%
Employee discounts on company services	22	38%	956	30%
Donations for participation in charitable events	23	40%	956	30%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Financial/investment advice offered one-on-one ^E	23	39%	893	28%
Financial/investment advice offered in group/classroom	23	40%	829	26%
Accident insurance ^F	25	43%	829	26%
Sign-on bonus (executive)	19	32%	797	25%
Accelerated death benefits ^G	22	38%	765	24%
Financial/investment advice offered online	19	33%	733	23%
Employee computer purchase discounts (not a loan)	19	33%	733	23%
Company-owned car for employee use	14	24%	606	19%
Payroll advances	15	25%	574	18%
Matching employee charitable contributions	18	31%	542	17%
Credit counseling service ^H	12	21%	510	16%
Sign-on bonus (nonexecutive)	13	22%	510	16%
Loans to employees for emergency/disaster assistance	14	24%	446	14%
Scholarships for members of employees' families	15	25%	383	12%
Retention bonus (executive)	11	19%	383	12%
Transit subsidy	12	20%	351	11%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Retention bonus (nonexecutive)	8	13%	351	11%
Employee stock purchase plan	10	17%	319	10%
Auto insurance program	8	13%	319	10%
Incentive stock options (ISOs)	5	9%	287	9%
Low-/no-interest loans to employees for non-emergency situations	6	11%	223	7%
Restricted stock options	8	14%	223	7%
Parking subsidy	6	11%	223	7%
Qualified transportation spending account	6	11%	191	6%
Non-qualified stock options ¹	3	5%	159	5%
Loans for employees to purchase personal computers	5	9%	159	5%
Free computers for employees' personal use	3	6%	96	3%
Carpooling subsidy	5	9%	96	3%
Personal tax services	3	6%	64	2%
Stock appreciation rights (SARs)	3	6%	64	2%
Free or discounted home Internet service	2	3%	64	2%
Educational loans for members of employees' families	2	3%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Paid holidays	56	97%	3,092	97%
Paid bereavement leave	52	90%	2,837	89%
Paid jury duty above what is required by law	36	62%	2,168	68%
Paid time off plan ^A	27	47%	1,498	47%
Paid vacation plan	26	45%	1,403	44%
Floating holidays ^B	24	42%	1,371	43%
Paid sick leave plan	23	39%	1,148	36%
Paid personal day(s)	18	31%	925	29%
Paid family leave	15	25%	765	24%
Paid military leave ^C	14	24%	701	22%
Family leave above required federal FMLA leave	13	22%	638	20%
Paid time off to serve on the board of a community group or professional association	12	20%	638	20%
Paid time off for volunteering	12	20%	606	19%
Family leave above required state FMLA leave	10	17%	606	19%
Parental leave above federal FMLA leave	9	16%	574	18%
Paid time off cash out option	9	15%	542	17%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Parental leave above state FMLA leave	12	20%	542	17%
Paid adoption leave	10	17%	542	17%
Paid maternity leave ^D	9	16%	542	17%
Paid paternity leave	9	15%	542	17%
Paid vacation cash out option	9	15%	542	17%
Paid vacation leave donation program ^E	9	15%	510	16%
Unpaid sabbatical program	9	15%	510	16%
Paid time off donation program	8	14%	478	15%
Elder care leave above federal FMLA leave	7	12%	351	11%
Elder care leave above state FMLA leave	6	11%	351	11%
Paid day off for employee's birthday	6	11%	351	11%
Paid sick leave donation program ^F	5	8%	319	10%
Emergency flexibility ^G	5	8%	223	7%
Vacation purchase plan ^H	3	6%	223	7%
Paid sick leave cash out option	3	5%	159	5%
Paid sabbatical program	1	1%	128	4%
Company-paid time off for group vacations	1	1%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Dependent care flexible spending account	17	29%	2,295	72%
Bring child to work in emergency	15	25%	956	30%
On-site lactation/mother's room ^A	8	14%	893	28%
Child care referral service ^B	8	14%	542	17%
Domestic partner benefits for opposite-sex partners ^C	8	14%	478	15%
Domestic partner benefits for same-sex partners ^C	8	13%	414	13%
529 plan ^D	6	11%	414	13%
Elder care referral service ^B	6	10%	351	11%
Adoption assistance	3	5%	287	9%
Lactation support services ^E	3	5%	159	5%
Parenting workplace seminars	2	3%	128	4%
Nonsubsidized child care center ^F	2	3%	128	4%
Subsidized child care center ^F	1	2%	128	4%
Access to backup child care services ^G	1	2%	128	4%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
On-site vaccinations for infants/children	1	2%	96	3%
Access to backup elder care services ^G	1	2%	96	3%
Geriatric counseling ^H	1	2%	64	2%
Babies at work ^I	1	2%	32	1%
Consortium child care center ^J	1	1%	32	1%
Elder care assisted living assessments	1	1%	32	1%
Foster care assistance	1	1%	32	1%
On-ramping programs for family members dealing with elder care issues	1	1%	32	1%
On-ramping programs for parents re-entering the workforce	1	1%	32	1%
Elder care in-home assessments ^K	1	1%	32	1%
On-site elder care fairs ^L	1	1%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FLEXIBLE WORKING BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Casual dress day (one day per week)	34	59%	1,817	57%
Flextime ^A	31	54%	1,562	49%
Telecommuting on an ad-hoc basis ^B	26	45%	1,403	44%
Break arrangements ^C	25	43%	1,371	43%
Mealtime flex ^D	24	41%	1,243	39%
Casual dress (every day)	21	37%	1,084	34%
Compressed workweek ^E	21	36%	1,084	34%
Telecommuting on a part-time basis	20	34%	1,084	34%
Casual dress (seasonal) ^F	12	21%	733	23%
Telecommuting on a full-time basis	11	19%	606	19%
Shift flexibility ^G	9	16%	542	17%
Seasonal scheduling ^H	9	16%	542	17%
Job sharing ^I	2	4%	414	13%
Alternating location arrangements ^J	2	3%	128	4%
Results-only work environment (ROWE) ^K	1	2%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE SERVICES BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Professional development opportunities	57	99%	3,124	98%
Professional memberships	53	91%	2,869	90%
Off-site professional development opportunities ^A	53	91%	2,869	90%
Free coffee ^B	45	77%	2,263	71%
Professional license application or renewal fees	42	73%	2,232	70%
Certification/recertification fees	28	49%	1,562	49%
On-site professional development opportunities ^A	17	29%	956	30%
Vending machine snacks and beverages ^C	15	25%	701	22%
Cross-training to develop skills not directly related to the job	13	22%	701	22%
Free/discounted uniforms	13	22%	638	20%
On-site ATMs	12	21%	638	20%
Legal assistance/services	12	21%	606	19%
On-site cafeteria ^D	12	20%	606	19%
Postal services for employees	11	19%	542	17%
Mentoring program ^E	9	16%	478	15%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE SERVICES BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Organization-sponsored sports teams	8	14%	351	11%
Executive club memberships	6	11%	351	11%
Career counseling	6	10%	319	10%
Paycards	5	8%	287	9%
Dry cleaning services	3	6%	255	8%
College/school selection/referral ^F	3	6%	223	7%
Travel planning services	3	5%	223	7%
ESL (English as a second language) classes	2	3%	128	4%
Foreign language classes ^G	2	3%	96	3%
Employer-sponsored personal shopping discounts	1	1%	96	3%
Self-defense training	1	1%	64	2%
Pet health insurance	1	1%	32	1%
Prepared take-home meals	1	1%	32	1%
Concierge services	1	1%	32	1%
On-site haircuts	1	1%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Relocation lump sum payment	21	36%	893	28%
Temporary relocation benefits	20	35%	893	28%
Location visit assistance ^A	17	30%	638	20%
Spouse relocation assistance	9	15%	351	11%
Cost-of-living differential	9	15%	319	10%
Assistance selling previous home	8	13%	319	10%
Closing cost assistance	7	12%	191	6%
Reimbursement of realtor fees	5	9%	191	6%
Home insurance program ^B	4	7%	159	5%
Rental assistance	4	7%	96	3%
Reimbursement for financial loss sustained from a home sale	3	6%	96	3%
Housing counseling ^C	3	6%	96	3%
Home buyout program	2	4%	64	2%
Mortgage assistance	2	3%	32	1%
Renter insurance program ^D	1	2%	32	1%
Down payment assistance	1	1%	32	1%
Mortgage insurance	1	1%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Employee keeps hotel points	39	68%	2,072	65%
Employee keeps frequent flyer miles	37	63%	2,040	64%
Per diem for meals	31	54%	2,040	64%
Business laptop for personal use while on travel	23	39%	1,977	62%
Paid Internet access while on travel	21	37%	1,753	55%
Paid long-distance calls home while on business travel	6	11%	1,722	54%
Travel accident insurance	5	9%	1,180	37%
Car or limo service to/from the airport	4	7%	1,116	35%
Rental car upgrades	2	4%	414	13%
First or business class airfare for international travel	1	2%	383	12%
Paid dry cleaning while on business travel	1	1%	383	12%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
First or business class airfare for domestic travel	1	1%	287	9%
Paid minibar snacks at the hotel	1	1%	223	7%
Additional pay for weekend travel ^A	1	1%	191	6%
Paid airline club membership	1	1%	159	5%
Paid pay-per-view movies at the hotel	1	1%	159	5%
Paid health club fees while on travel	0	0%	96	3%
Paid travel expenses for spouse	0	0%	64	2%
Paid child care expenses while employees are on business travel	0	0%	32	1%
Paid pet care expenses while employees are on business travel	0	0%	32	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

OTHER BENEFITS

	Customized Sample		All Industries	
	n	%	n	%
Milestone rewards ^A	47	81%	2,519	79%
Company picnic	41	70%	2,168	68%
Noncash, companywide performance awards ^B	34	59%	1,785	56%
Community volunteer programs	30	51%	1,498	47%
Discount ticket services ^C	24	42%	1,275	40%
Company-purchased tickets ^C	23	40%	1,180	37%
Take your child to work day	22	38%	1,020	32%
Pets at work	3	6%	797	25%
Take your pet to work day ^D	1	1%	191	6%
Take your parent to work day	1	1%	32	1%

FOOTNOTES

Health Care and Welfare Benefits

^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 illness 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.

Preventative Health and Wellness Benefits

^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.

Retirement Savings and Planning Benefits

^A 401 (k), 403 (b) or similar type 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.

Financial Savings and Planning Benefits

- ^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.

Leave Benefits

- ^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.

Family-Friendly Benefits

- ^A This is 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.

Flexible Working Benefits

- ^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 employers 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.

Employee Services Benefits

- ^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.

Housing and Relocation Benefits

- ^A House-hunting trips.
- ^B Discount on home insurance.
- ^C Advice on buying, renting, defaults and foreclosures.
- ^D Discount on renters insurance.

Business Travel Benefits

- ^A Beyond what is required by law for nonexempt employees.

Other Benefits

^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.

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