

SHRM
CUSTOMIZED
**EMPLOYEE
BENEFITS
PREVALENCE
BENCHMARKING
REPORT**

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

Your report is based on the following criteria:

SELECTION CRITERIA

Industry: Mining, Quarrying, and Oil and Gas Extraction

Staff Size: All Sizes

SHRM Customized Human Capital,
Health Care, Paid Leave and Talent
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TABLE OF CONTENTS

A Guide to Your SHRM Customized Benchmarking Report	4
Customized Tables Based on Your Criteria	6
Health Care and Welfare Benefits	6
Preventative Health and Wellness Benefits	9
Retirement Savings and Planning Benefits	12
Financial and Compensation Benefits	14
Leave Benefits	18
Family-Friendly Benefits	20
Flexible Working Benefits	22
Employee Programs and Services	23
Professional and Career Development Benefits	25
Housing and Relocation Benefits	26
Business Travel Benefits	28
Other Benefits	30

TABLE OF CONTENTS (cont.)

Glossary	31
Footnotes	32
Index of Employee Benefits	37

A GUIDE TO YOUR SHRM CUSTOMIZED BENCHMARKING REPORT

Understanding the Data

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

1. This report is based on data derived from the SHRM Customized Benchmarking Database, which contains organizational data from a random sample of SHRM members. The report is designed to target companies that closely match the selected criteria to allow for a more focused and comparable analysis and interpretation. Therefore, any interpretations of these data should be kept within this context.
2. A deviation between your figure for any benchmarking measure and the comparative figure is not necessarily favorable or unfavorable; it is merely an indication that additional analyses may be needed. Benchmarking measures that relate more closely to the context of your organization's industry and staff size are more descriptive and meaningful than information that is more generic in nature, such as all industries combined. The larger the discrepancy between your figure and those found in this

report, the greater the need for additional scrutiny.

3. In cases where you determine that potentially serious deviations do exist, it may be helpful to go back and calculate the same benchmarking measure for your organization over the past several years to identify any trends that may exist.

4. The information in this report should be used as a tool for decision-making rather than an absolute standard. Because companies differ in their overall business strategy, location, staff size and other factors, any two companies can be well managed, yet some of their benchmarking measures may differ greatly. No decision should be made solely based on the results of any one study.

Working with the Data

The information in this report is designed to be a tool to help you evaluate decisions and activities that affect your organization. When reviewing these data, it is important to realize that business strategy, organizational culture, leadership behaviors

and industry pressures are just a few of the many factors that drive various organizational measures. Absolute measures are not meaningful in isolation—they should be compared with one or more measures to determine whether a satisfactory level exists. Other measures, for example, might be your organization’s past results in this area or comparatives based on organization staff size, industry or geographic location.

Each table in the report contains customized benchmarks in aggregated form. There may be discrepancies between your organization’s benchmarks and the average or median numbers for a particular category. It is particularly helpful to communicate to stakeholders that just because your organization has benchmarks that are different from the average or median, it does not mean they are favorable or unfavorable. Rather, it may be the result of a particular total organizational strategy, special circumstances or other business initiatives

that cause differences with your organization’s benchmarks.

Notes

The data in this report were collected from January to February 2017 and reflect the benefits offered in 2017.

The number of respondents, indicated by “n,” is composed of the organizations that responded to the specific benchmark. Therefore, the number of peer organizations may vary from benchmark to benchmark. The percentile is the percentage of responses in a group that have values less than or equal to that particular value. The median is the 50th percentile. The average, or mean, is the sum of the responses divided by the total number of responses.

Some benchmarks are less frequently collected by organizations or may be more difficult to obtain. Some data are not displayed when there are fewer than five organizations for a specific metric.

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Accident insurance ^A	42	24%	76%	0%
Accidental death and dismemberment insurance (AD&D) ^B	43	88%	12%	0%
Acupressure/acupuncture medical coverage	38	37%	63%	0%
Alternative/complementary medical coverage	38	8%	92%	0%
Bariatric coverage for weight loss ^C	38	29%	71%	0%
Cancer insurance ^D	42	10%	88%	2%
Chiropractic coverage	41	85%	15%	0%
Consumer-directed health care plans (CDHPs) ^E	42	12%	86%	2%
Contraceptive coverage	39	79%	21%	0%
Critical illness insurance ^F	43	26%	74%	0%
Dental insurance	43	98%	2%	0%
Egg freezing for nonmedical reasons	38	3%	97%	0%
Elective procedures coverage ^G	39	3%	97%	0%
Employee assistance program (EAP)	43	84%	16%	0%
Employer contributions to health savings accounts (HSAs)	42	40%	55%	5%
Exclusive provider organization (EPO)	42	14%	86%	0%
Experimental/elective drug coverage	38	8%	89%	3%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Full replacement consumer-directed health care plan (CDHP) ^H	43	0%	98%	2%
Gender reassignment surgery coverage	38	8%	92%	0%
Genetic testing coverage for diseases like cancer	38	13%	87%	0%
Health care premium flexible spending account ^I	43	37%	63%	0%
Health care services provided by phone or video ^J	42	33%	64%	2%
Health maintenance organization (HMO)	42	29%	71%	0%
Health reimbursement arrangement (HRA)	43	12%	86%	2%
Health savings account (HSA)	43	56%	40%	5%
High-deductible health plan (HDHP) ^K	43	16%	84%	0%
Hospital indemnity insurance	43	5%	95%	0%
Indemnity plan (fee-for-service)	42	2%	98%	0%
Infertility treatment coverage other than in-vitro fertilization	39	21%	79%	0%
Intensive care insurance ^L	43	9%	91%	0%
In-vitro fertilization coverage	39	15%	85%	0%
Laser-based vision correction coverage	38	21%	79%	0%
Long-term care insurance	43	12%	88%	0%
Long-term disability insurance ^B	43	79%	21%	0%
Mail-order prescription program	43	91%	9%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HEALTH CARE AND WELFARE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Medical flexible spending account ^M	43	63%	37%	0%
Mental health coverage	43	91%	9%	0%
Mini-med health plan ^N	42	0%	100%	0%
Pharmacy management program ^O	43	28%	72%	0%
Point of service (POS)	43	19%	81%	0%
Preferred provider organization (PPO)	43	84%	16%	0%
Prescription drug coverage bundled with medical insurance	42	98%	2%	0%
Reimbursement for employees to travel abroad for medical care ^P	43	2%	98%	0%
Retiree health care coverage	43	23%	77%	0%
Short-term disability insurance ^Q	43	79%	21%	0%
Supplemental accident insurance	42	21%	79%	0%
Supplemental accidental death and dismemberment insurance ^R	43	65%	35%	0%
Supplemental long-term disability insurance ^R	43	51%	49%	0%
Supplemental short-term disability insurance ^R	43	42%	58%	0%
Vision insurance	43	91%	9%	0%
Wholesale generic drug program for injectable drugs	37	32%	68%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
24-hour nurse line ^A	40	55%	45%	0%
Annual health risk assessment	41	51%	46%	2%
Bike purchase or bike share subsidy/reimbursement	41	2%	98%	0%
Company-organized fitness competitions/challenges	41	22%	73%	5%
Company-provided fitness bands/activity trackers	40	3%	98%	0%
CPR/first aid training	41	66%	34%	0%
Fitness equipment subsidy/reimbursement	41	2%	98%	0%
Health care premium discount for getting annual health risk assessment	41	15%	83%	2%
Health care premium discount for not using tobacco products	41	12%	85%	2%
Health care premium discount for participating in a smoking cessation program	41	7%	88%	5%
Health care premium discount for participating in a weight loss program	41	2%	95%	2%
Health care premium discount for participating in wellness program	41	20%	78%	2%
Health fairs	41	34%	49%	17%
Nutritional counseling	41	2%	95%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
Offsite fitness center membership subsidy/reimbursement	41	24%	73%	2%
Offsite fitness class subsidy/reimbursement	41	12%	83%	5%
Offsite meditation/mindfulness/contemplative program subsidy/reimbursement	41	2%	98%	0%
Onsite blood pressure machine	40	13%	83%	5%
Onsite fitness center	41	29%	71%	0%
Onsite fitness classes ^B	41	15%	85%	0%
Onsite health screening programs ^E	41	27%	68%	5%
Onsite massage therapy services	41	10%	88%	2%
Onsite medical clinic	41	12%	88%	0%
Onsite meditation/mindfulness/contemplative program ^C	41	2%	95%	2%
Onsite nap room	41	7%	93%	0%
Onsite quiet room for personal use ^D	41	22%	78%	0%
Onsite seasonal flu vaccinations	41	63%	37%	0%
Onsite sick room	40	8%	93%	0%
Onsite stress management program	41	2%	95%	2%
Onsite vegetable garden	41	5%	95%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
Personal or life coaching ^F	41	29%	66%	5%
Preventive programs specifically targeting employees with chronic health conditions	41	32%	63%	5%
Rewards or bonuses for completing certain health and wellness programs	41	49%	44%	7%
Smoking cessation program	41	39%	56%	5%
Standing desk ^G	41	34%	59%	7%
Weight loss program	41	24%	68%	7%
Wellness programs, general	41	63%	29%	7%
Wellness resources and information	41	76%	20%	5%
Wellness tips or information provided to employees at least quarterly ^H	41	63%	29%	7%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered	Plan to Offer
Automatic enrollment into defined contribution retirement savings plan (current employees) ^A	43	26%	72%	2%
Automatic enrollment into defined contribution retirement savings plan (new employees) ^B	43	42%	58%	0%
Automatic escalation of salary deferral amounts for defined contribution plans ^C	42	21%	79%	0%
Defined benefit cash balance pension plan	42	5%	95%	0%
Defined contribution plan catch-up contributions ^D	42	90%	10%	0%
Defined contribution plans offer target-date funds in their investment lineup	42	52%	48%	0%
Defined contribution savings plan debit card ^E	41	0%	100%	0%
Defined contribution savings plan hardship withdrawals	42	83%	17%	0%
Defined contribution savings plan loans ^F	42	71%	29%	0%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	43	56%	44%	0%
Employer match for traditional 401 (k) or similar defined contribution retirement savings plan	43	91%	9%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered	Plan to Offer
Formal phased retirement program ^G	42	0%	98%	2%
Individual retirement investment advice offered one on one ^H	42	48%	45%	7%
Informal phased retirement program ^I	42	14%	86%	0%
Investment retirement advice offered in a group/classroom ^H	42	29%	67%	5%
Investment retirement advice offered online ^H	42	67%	33%	0%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	42	38%	62%	0%
Retirement-preparation specific planning advice ^J	41	44%	51%	5%
Roth 401(k) or similar defined contribution retirement savings plan	43	56%	44%	0%
Supplemental executive retirement plan (SERP)	42	14%	86%	0%
Traditional 401(k) or similar defined contribution retirement savings plan ^K	42	90%	10%	0%
Traditional defined benefit pension plan ^L	43	16%	84%	0%
Traditional defined benefit pension plan (open to all employees)	43	21%	77%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
529 plan payroll deduction ^A	41	12%	88%	0%
Accelerated death benefits ^B	42	38%	62%	0%
Automobile insurance program	42	5%	95%	0%
Automobile subsidy for business use of personal vehicles	42	33%	67%	0%
Carpooling subsidy	42	5%	95%	0%
Company-owned business cell phone or smartphone	42	71%	29%	0%
Company-owned vehicle for business and personal use	42	50%	50%	0%
Company-paid group life insurance ^C	42	95%	5%	0%
Company-provided student loan repayment	42	0%	100%	0%
Credit counseling service ^D	42	2%	98%	0%
Credit union	42	21%	79%	0%
Divorce insurance ^E	42	7%	93%	0%
Donations for employee participation in charitable events ^F	41	27%	71%	2%
Educational loans for members of employees' families	42	0%	100%	0%
Educational scholarships for members of employees' families	42	19%	81%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee discount on company services	41	29%	71%	0%
Employee referral bonus	41	41%	51%	7%
Employee stock purchase plan	42	10%	90%	0%
Employer contribution or match for 529 plan	41	2%	98%	0%
Financial advice offered in group/classroom ^G	41	29%	68%	2%
Financial advice offered one-on-one ^G	42	29%	71%	0%
Financial advice offered online ^G	41	44%	54%	2%
Free commuter shuttle	42	2%	98%	0%
Free computers for employees' personal use	41	5%	95%	0%
Free onsite parking	42	83%	17%	0%
Free, discounted or subsidized home Internet service	42	2%	98%	0%
Full flexible benefits plan ^H	42	24%	76%	0%
Graduate educational assistance	42	60%	40%	0%
Identity theft protection	41	15%	83%	2%
Incentive bonus plan (executive)	40	53%	48%	0%
Incentive bonus plan (nonexecutive)	42	52%	48%	0%
Incentive stock options (ISOs)	42	12%	86%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Life insurance for dependents	42	62%	36%	2%
Loans for employees to purchase personal computers	42	0%	100%	0%
Loans to employees for emergency/disaster assistance	42	5%	95%	0%
Low-/no-interest loans to employees for non-emergency situations	42	2%	98%	0%
Matching employee charitable contributions	41	27%	71%	2%
Nonqualified stock options ¹	41	7%	90%	2%
Parking subsidy (either onsite or offsite)	42	12%	88%	0%
Payroll advances	42	14%	86%	0%
Personal tax services	42	0%	100%	0%
Purchase discounts for employee-owned technological device bought through company ¹	41	15%	85%	0%
Qualified transportation spending account	42	10%	90%	0%
Restricted stock options	40	13%	88%	0%
Retention bonus (executive)	40	23%	78%	0%
Retention bonus (nonexecutive)	41	22%	78%	0%
Safety bonus/incentive	42	31%	64%	5%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Service anniversary award ^K	42	64%	33%	2%
Shift premiums	42	40%	57%	2%
Sign-on bonus (executive)	42	50%	48%	2%
Sign-on bonus (nonexecutive)	42	21%	76%	2%
Spot bonus/award ^L	42	36%	60%	5%
Stipend for cell phone or smartphone purchase for employee-owned device	41	17%	83%	0%
Stipend/subsidy for using employee-owned technological device for work ^M	41	2%	98%	0%
Stock appreciation rights (SARs)	42	5%	95%	0%
Subsidy for cell phone or smartphone bill for employee-owned device	42	40%	60%	0%
Supplemental life insurance for employees ^N	42	74%	24%	2%
Transit subsidy	42	12%	88%	0%
Undergraduate educational assistance	42	67%	33%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Company-paid time off for group vacations	41	0%	100%	0%
Elder care leave above any state FMLA leave ^A	41	10%	90%	0%
Elder care leave above federal FMLA leave ^A	41	10%	90%	0%
Emergency flexibility ^B	41	2%	98%	0%
Family leave above any state FMLA leave ^A	42	10%	90%	0%
Family leave above required federal FMLA leave ^A	42	12%	88%	0%
Floating holidays ^C	42	29%	71%	0%
Paid bereavement leave	41	78%	22%	0%
Paid day off for employee's birthday	41	7%	93%	0%
Paid holidays	42	98%	2%	0%
Paid jury duty ^A	42	67%	31%	2%
Paid military leave ^A	42	24%	76%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Paid sabbatical program	40	3%	98%	0%
Paid time off for volunteering	42	21%	79%	0%
Paid time off to serve on the board of a community group or professional association	41	22%	78%	0%
Paid time off to vote	42	40%	60%	0%
Parental leave above any state FMLA leave ^A	41	12%	88%	0%
Parental leave above federal FMLA leave ^A	41	10%	90%	0%
Religious accommodation paid holidays ^D	42	5%	95%	0%
Unpaid sabbatical program	40	10%	90%	0%
Unpaid time off to vote ^A	41	27%	73%	0%
Vacation purchase plan ^E	41	7%	93%	0%
Vacation stipend ^F	42	0%	100%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered	Plan to Offer
Access to backup child care services ^A	40	5%	93%	3%
Access to backup elder care services ^A	40	3%	95%	3%
Adoption assistance	40	10%	90%	0%
Babies at work ^B	40	0%	100%	0%
Breast milk shipping ^C	40	3%	98%	0%
Bring child to work in emergency	40	35%	65%	0%
Child care referral service ^D	40	13%	85%	3%
Consortium child care center ^E	40	0%	100%	0%
Dependent care flexible spending account ^F	40	63%	35%	3%
Domestic partner benefits for opposite-sex partners ^G	40	18%	83%	0%
Domestic partner benefits for same-sex partners ^G	40	20%	80%	0%
Elder care assisted living assessments	40	0%	100%	0%
Elder care in-home assessments ^H	40	0%	100%	0%
Elder care referral service ^D	39	3%	95%	3%
Foster care assistance	40	0%	100%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered	Plan to Offer
Geriatric counseling ^I	40	0%	100%	0%
Lactation support services ^J	40	13%	88%	0%
Nonsubsidized child care center ^K	40	3%	98%	0%
On-ramping programs for family members dealing with elder care responsibilities	40	0%	100%	0%
On-ramping programs for parents re-entering the workforce	40	8%	93%	0%
Onsite elder care fairs ^L	40	0%	100%	0%
Onsite lactation/mother's room ^M	40	40%	58%	3%
Onsite parenting seminars	40	0%	100%	0%
Onsite vaccinations for infants/children	40	3%	98%	0%
Subsidized child care center ^K	40	3%	98%	0%
Subsidized child care program ^N	40	0%	100%	0%
Subsidized cost of elder care	40	0%	100%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FLEXIBLE WORKING BENEFITS

	n	Offered	Not Offered	Plan to Offer
4-day workweek of 32 hours or less per week ^A	42	5%	95%	0%
Alternating location arrangements ^B	42	7%	93%	0%
Break arrangements ^C	42	19%	81%	0%
Casual dress (every day)	41	46%	54%	0%
Casual dress (one day per week)	42	50%	50%	0%
Casual dress (seasonal) ^D	42	24%	76%	0%
Compressed workweek ^E	42	26%	71%	2%
Flextime during core business hours ^F	42	40%	60%	0%
Flextime outside of core business hours ^G	42	17%	83%	0%
Job sharing ^H	42	5%	95%	0%
Mealtime flex ^I	42	36%	64%	0%
Results-only work environment (ROWE) ^J	41	5%	95%	0%
Seasonal scheduling ^K	42	19%	81%	0%
Shift flexibility ^L	42	14%	83%	2%
Telecommuting on a full-time basis	41	12%	88%	0%
Telecommuting on a part-time basis	41	27%	73%	0%
Telecommuting on an ad-hoc basis ^M	42	52%	48%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
Break room/kitchenette	42	86%	12%	2%
Concierge services	42	5%	95%	0%
Dry cleaning services	42	5%	95%	0%
Electric vehicle charging station	42	2%	98%	0%
Employer-sponsored personal shopping discounts ^A	42	19%	81%	0%
ESL (English as a second language) classes	42	10%	90%	0%
Executive club memberships ^B	40	8%	93%	0%
Foreign language classes ^C	41	10%	88%	2%
Free coffee ^D	42	95%	5%	0%
Free or discounted uniforms	42	50%	48%	2%
Free snacks and beverages (company-paid) ^E	42	14%	86%	0%
Legal assistance/services ^F	41	32%	68%	0%
Onsite ATMs	42	21%	79%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
Onsite cafeteria (fully- or partially-subsidized)	42	14%	86%	0%
Onsite cafeteria (unsubsidized)	42	10%	90%	0%
Onsite convenience store	41	12%	88%	0%
Onsite haircuts	42	2%	98%	0%
Organization-sponsored sports teams	42	12%	88%	0%
Paycards ^G	41	12%	88%	0%
Personal grooming subsidy/reimbursement ^H	41	0%	100%	0%
Pet health insurance	42	2%	98%	0%
Postal services for employees	42	2%	98%	0%
Prepared take-home meals	42	2%	98%	0%
Self-defense training	42	5%	95%	0%
Snacks and beverages (employee-paid) ^I	42	52%	45%	2%
Travel planning services	42	10%	90%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	n	Offered	Not Offered	Plan to Offer
Career counseling	44	7%	91%	2%
Certification/recertification fees	44	80%	20%	0%
College selection/referral ^A	44	2%	98%	0%
Cross-training to develop skills not directly related to the job	44	36%	61%	2%
Executive or leadership coaching	43	40%	53%	7%
Mentoring program ^B	44	23%	70%	7%
Offsite professional development opportunities ^C	44	75%	23%	2%
Onsite professional development opportunities ^C	44	55%	43%	2%
Professional license application or renewal fees	43	74%	23%	2%
Professional memberships ^D	44	89%	11%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Assistance selling previous home	42	17%	81%	2%
Cost-of-living differential	43	14%	86%	0%
Down payment assistance	43	0%	100%	0%
Home buyout program ^A	43	0%	100%	0%
Home insurance program ^B	43	0%	100%	0%
Housing counseling ^C	43	2%	98%	0%
Location visit assistance ^D	43	23%	74%	2%
Mortgage assistance	43	0%	100%	0%
Mortgage insurance	43	0%	100%	0%
Reimbursement for financial loss sustained from a home sale ^E	43	9%	91%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Reimbursement of closing costs ^E	42	14%	83%	2%
Reimbursement of realtor fees ^E	42	12%	86%	2%
Reimbursement of shipping fees ^E	42	29%	69%	2%
Relocation lump sum payment ^F	43	35%	63%	2%
Rental assistance	43	2%	95%	2%
Renter insurance program ^G	42	0%	100%	0%
Spouse relocation employment assistance	42	10%	90%	0%
Temporary relocation benefits ^H	43	37%	60%	2%
Third-party relocation plan ^I	43	12%	88%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee keeps frequent flyer miles	40	80%	20%	0%
Employee keeps hotel points	40	88%	13%	0%
First or business class airfare for domestic travel	40	13%	88%	0%
First or business class airfare for international travel	40	25%	75%	0%
Mileage reimbursement for the use of personal car to travel to and from airport	40	85%	15%	0%
Paid airline club membership	40	5%	95%	0%
Paid child care expenses while an employee is on business travel	40	0%	100%	0%
Paid dry cleaning while on business travel	40	25%	75%	0%
Paid elder care expenses while an employee is on business travel	40	0%	100%	0%
Paid health club fees while on business travel	40	0%	100%	0%
Paid Internet access while on business travel	40	70%	30%	0%
Paid minibar snacks at the hotel	40	18%	83%	0%
Paid pay-per-view movies at the hotel	40	5%	95%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered	Plan to Offer
Paid pet care expenses while an employee is on business travel	39	0%	100%	0%
Paid travel expenses for dependent children	40	8%	93%	0%
Paid travel expenses for opposite-sex domestic partner	40	3%	98%	0%
Paid travel expenses for same-sex domestic partner	40	3%	98%	0%
Paid travel expenses for spouse	40	10%	90%	0%
Parking reimbursement at airport while on business travel	40	93%	8%	0%
Per diem for meals ^A	40	80%	20%	0%
Reimbursement for personal telephone calls while on business travel	40	43%	58%	0%
Reimbursement for taxicab or car service to and from airport	40	93%	8%	0%
Rental car upgrades	40	10%	90%	0%
Travel accident insurance	40	63%	38%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

OTHER BENEFITS

	n	Offered	Not Offered	Plan to Offer
Annual company outing ^A	39	49%	51%	0%
Community volunteer programs	40	35%	63%	3%
Company paraphernalia ^B	40	65%	35%	0%
Company-purchased tickets ^C	40	15%	83%	3%
Discount ticket services ^C	40	18%	80%	3%
Noncash companywide performance awards ^D	39	41%	56%	3%
Pets at work	40	10%	90%	0%
Take your child to work day	39	13%	87%	0%
Take your parent to work day	40	0%	100%	0%
Take your pet to work day ^E	40	3%	98%	0%

EMPLOYEE BENEFITS PREVALENCE GLOSSARY

Statistical Definitions

“n”

The letter “n” in tables and figures indicates the number of respondents to each question. In other words, when it is noted that $n = 25$, it indicates that the number of respondents was 25.

Offered

The percentage of respondents who selected “Yes,” to formally offering that benefit.

Not Offered

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

Plan to Offer

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

FOOTNOTES

Health Care and Welfare Benefits

^A Separate from travel accident insurance

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

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

^D Separate from critical illness insurance

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

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

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

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

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

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

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

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

^M IRC Section 125.

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

^O Independent of medical plan management.

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

^Q Beyond any state-required programs.

^R Employee- or employer-paid.

Preventative Health and Wellness Benefits

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

^B For example, yoga, aerobics.

^C Subsidized or unsubsidized.

^D For example, prayer, meditation.

^E For example, glucose, cholesterol.

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

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

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

Retirement Savings and Planning Benefits

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

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

^C For example, annually, every two years.

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

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

^F Allows participants to borrow from their retirement savings.

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

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

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

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

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

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

Financial and Compensation Benefits

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

^B For terminal illnesses.

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

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

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

^F For example, walkathons.

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

^H Ability to select from a variety of benefits.

^I NQSOs or NSOs.

^J Not a loan.

^K Based on the number of years of employment.

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

Leave Benefits

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

Family-Friendly Benefits

- ^A For an unexpected event.
- ^B Children under 1 year of age are allowed to come to work with a parent on a regular basis.
- ^C While on business travel.
- ^D Program that provides employees with the names of providers (separate from or part of an employee assistance program).
- ^E An onsite or near-site center sharing the costs and responsibilities with several organizations.
- ^F IRC Section 125
- ^G Not including health care coverage (e.g., wellness benefits, paid leave, retirement savings and planning benefits, financial and compensation benefits, professional and career development benefits).
- ^H Provides families with appraisals to determine care needs.
- ^I Counseling services to seniors and their families.
- ^J Lactation consulting and education.
- ^K An onsite or near-site center.
- ^L Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.
- ^M A separate room that goes above and beyond the Patient Protection and Affordable Care Act's requirements that employees be "shielded from view" and "free from intrusion" during their break.
- ^N Other than flexible spending accounts.

Flexible Working Benefits

- ^A Applies to all employees for all or part of the year.
- ^B Allowing employees to work part-year in one location and part-year in a second location (e.g., "snowbirds").
- ^C Providing employees more flexibility over when they take breaks.
- ^D Allowing casual dress for extended periods during the year (e.g., summer months, holidays).
- ^E Allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period.

- ^F Allowing employees to choose their work hours during core business hours.
- ^G Allowing employees to choose their work hours within limits outside of core business hours.
- ^H Two or more employees share the responsibilities, accountability and compensation of one full-time job.
- ^I Making up time at some point during the day as a result of a longer meal break or allowing employees to leave early as a result of a shorter meal break.
- ^J Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.
- ^K Allowing employees to work only a certain number of months per year.
- ^L Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.
- ^M Situations that may occur intermittently throughout the year or as a one-time event.

Employee Programs and Services

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

Professional and Career Development Benefits

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

Housing and Relocation Benefits

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

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

Business Travel Benefits

^AIncludes reimbursements

Other Benefits

^AFor example, company picnic.

^BFor example, company apparel, mugs.

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

^DFor example, gift certificate, extra day off.

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

INDEX OF EMPLOYEE BENEFITS

Numerals

24-hour nurse line, *Preventative Health and Wellness Benefits*
4-day workweek of 32 hours or less per week, *Flexible Working Benefits*
529 plan payroll deduction, *Financial and Compensation Benefits*

A

Accelerated death benefits, *Financial and Compensation Benefits*
Access to backup child care services, *Family-Friendly Benefits*
Access to backup elder care services, *Family-Friendly Benefits*
Accident insurance, *Health Care and Welfare Benefits*
Accidental death and dismemberment insurance (AD&D), *Health Care and Welfare Benefits*
Acupressure/acupuncture medical coverage, *Health Care and Welfare Benefits*
AD&D. *See* Accidental death and dismemberment insurance (AD&D)
Adoption assistance, *Family-Friendly Benefits*
Alternating location arrangements, *Flexible Working Benefits*
Alternative/complementary medical coverage, *Health Care and Welfare Benefits*
Annual company outing, *Other Benefits*
Annual health risk assessment, *Preventative Health and Wellness Benefits*
Assistance selling previous home, *Housing and Relocation Benefits*
Automatic enrollment into defined contribution retirement savings plan (current employees), *Retirement Savings and Planning Benefits*
Automatic enrollment into defined contribution retirement savings plan (new employees), *Retirement Savings and Planning Benefits*
Automatic escalation of salary deferral amounts for defined contribution plans, *Retirement Savings and Planning Benefits*
Automobile insurance program, *Financial and Compensation Benefits*
Automobile subsidy for business use of personal vehicles, *Financial and Compensation Benefits*

B

Babies at work, *Family-Friendly Benefits*
Bariatric coverage for weight loss, *Health Care and Welfare Benefits*
Bike purchase or bike share subsidy/reimbursement, *Preventative Health and Wellness Benefits*
Break arrangements, *Flexible Working Benefits*
Break room/kitchenette, *Employee Programs and Services*
Breast milk shipping, *Family-Friendly Benefits*
Bring child to work in emergency, *Family-Friendly Benefits*

C

Cancer insurance, *Health Care and Welfare Benefits*
Career counseling, *Professional and Career Development Benefits*
Carpooling subsidy, *Financial and Compensation Benefits*
Cash balance pension plan, *Retirement Savings and Planning Benefits*
Casual dress
 Every day, *Flexible Working Benefits*
 One day per week, *Flexible Working Benefits*
 Seasonal, *Flexible Working Benefits*
Certification/recertification fees, *Professional and Career Development Benefits*
Child care referral service, *Family-Friendly Benefits*
Chiropractic coverage, *Health Care and Welfare Benefits*
College selection/referral, *Professional and Career Development Benefits*
Community volunteer programs, *Other Benefits*
Company paraphernalia, *Other Benefits*
Company-organized fitness competitions/challenges, *Preventative Health and Wellness Benefits*
Company-owned business cell phone or smartphone, *Financial and Compensation Benefits*
Company-owned vehicle for business and personal use, *Financial and Compensation Benefits*
Company-paid group life insurance, *Financial and Compensation Benefits*
Company-paid time off for group vacations, *Leave Benefits*
Company-provided fitness bands/activity trackers, *Preventative Health and Wellness Benefits*
Company-provided student loan repayment, *Financial and Compensation Benefits*
Company-purchased tickets, *Other Benefits*
Compressed workweek, *Flexible Working Benefits*
Concierge services, *Employee Programs and Services*
Consortium child care center, *Family-Friendly Benefits*
Consumer-directed health care plan (CDHP), *Health Care and Welfare benefits*
Contraceptive coverage, *Health Care and Welfare Benefits*
Cost-of-living differential, *Housing and Relocation Benefits*
CPR/first aid training, *Preventive Health and Wellness Benefits*
Credit counseling service, *Financial and Compensation Benefits*
Credit union, *Financial and Compensation Benefits*
Critical illness insurance, *Health Care and Welfare Benefits*
Cross-training to develop skills not directly related to the job, *Professional and Career Development Benefits*

D

Defined benefit cash balance pension plan, *Retirement Savings and Planning Benefits*
Defined contribution plan hardship withdrawals, *Retirement Savings and Planning Benefits*
Defined contribution plan loans, *Retirement Savings and Planning Benefits*
Defined contribution plans that offer target-date funds in their investment lineup, *Retirement Savings and Planning Benefits*
Defined contribution retirement savings plan catch-up contributions, *Retirement Savings and Planning Benefits*
Defined contribution retirement savings plan debit card, *Retirement Savings and Planning Benefits*
Dental insurance, *Health Care and Welfare Benefits*
Dependent care flexible spending account, *Family-Friendly Benefits*
Discount ticket services, *Other Benefits*
Divorce insurance, *Financial and Compensation Benefits*
Domestic partner benefits
 Opposite-sex partners, *Family-Friendly Benefits*
 Same-sex partners, *Family-Friendly Benefits*
Donations for employee participation in charitable events, *Financial and Compensation Benefits*
Down payment assistance, *Housing and Relocation Benefits*
Dry cleaning services, *Employee Programs and Services*

E

EAP, *See* Employee assistance program
Educational loans for members of employees' families, *Financial and Compensation Benefits*
Egg freezing for nonmedical reasons, *Health Care and Welfare Benefits*
Elder care. *See also* Subsidized cost of elder care
 Assisted living assessments, *Family-Friendly Benefits*
 In-home assessments, *Family-Friendly Benefits*
 Leave above state FMLA leave, *Leave Benefits*
 Leave above federal FMLA leave, *Leave Benefits*
 Referral service, *Family-Friendly Benefits*
Elective procedures coverage, *Health Care and Welfare Benefits*
Electric vehicle charging station, *Employee Programs and Services*
Emergency flexibility, *Leave Benefits*
Employee assistance program (EAP), *Health Care and Welfare Benefits*
Employee discount on company services, *Financial and Compensation Benefits*
Employee keeps frequent flyer miles, *Business Travel Benefits*
Employee keeps hotel points, *Business Travel Benefits*
Employee referral bonus, *Financial and Compensation Benefits*
Employee stock purchase plan, *Financial and Compensation Benefits*
Employer contribution or match for 529 plan, *Financial and Compensation Benefits*
Employer contributions to health savings accounts (HSAs), *Health Care and Welfare Benefits*
Employer match for Roth 401(k) or similar defined contribution retirement savings plan, *Retirement Savings and Planning Benefits*
Employer match for traditional 401(k) or similar defined contribution retirement savings plan, *Retirement Savings and Planning Benefits*

Savings and Planning Benefits

Employer-sponsored personal shopping discounts, *Employee Programs and Services*
EPO. *See* Exclusive provider organization
ESL (English as a second language) classes, *Employee Programs and Services*
Exclusive provider organization (EPO), *Health Care and Welfare Benefits*
Executive club memberships, *Employee Programs and Services*
Executive or leadership coaching, *Professional and Career Development Benefits*
Experimental/elective drug coverage, *Health Care and Welfare Benefits*

F

Family leave

Above state FMLA leave, *Leave Benefits*
Above required federal FMLA leave, *Leave Benefits*

Financial advice

Group/classroom, *Financial and Compensation Benefits*
One on one, *Financial and Compensation Benefits*
Online, *Financial and Compensation Benefits*

First or business class airfare

Domestic travel, *Business Travel Benefits*
International travel, *Business Travel Benefits*

Fitness equipment subsidy/reimbursement, *Preventive Health and Wellness Benefits*

Flextime during core business hours, *Flexible Working Benefits*

Flextime outside of core business hours, *Flexible Working Benefits*

Floating holidays, *Leave Benefits*

Foreign language classes, *Employee Programs and Services*

Formal phased retirement program, *Retirement Savings and Planning Benefits*

Foster care assistance, *Family-Friendly Benefits*

Free coffee, *Employee Programs and Services*

Free commuter shuttle, *Financial and Compensation Benefits*

Free computers for employees' personal use, *Financial and Compensation Benefits*

Free discounted uniforms, *Employee Programs and Services*

Free snacks and beverages (company-paid), *Employee Programs and Services*

Free, discounted or subsidized home Internet service, *Financial and Compensation Benefits*

Full flexible benefits plan, *Financial and Compensation Benefits*

Full replacement consumer-directed health care plan (CDHP), *Health Care and Welfare Benefits*

G

Gender reassignment surgery coverage, *Health Care and Welfare Benefits*

Genetic testing coverage for diseases like cancer, *Health Care and Welfare Benefits*

Geriatric counseling, *Family-Friendly Benefits*

Graduate educational assistance, *Financial and Compensation Benefits*

H

Health care

- Premium discount for getting an annual health risk assessment, *Preventive Health and Wellness Benefits*
- Premium discount for not using tobacco products, *Preventive Health and Wellness Benefits*
- Premium discount for participating in a smoking cessation program, *Preventive Health and Wellness Benefits*
- Premium discount for participating in a weight loss program, *Preventive Health and Wellness Benefits*
- Premium discount for participating in a wellness program, *Preventive Health and Wellness Benefits*
- Premium flexible spending account, *Health Care and Welfare Benefits*
- Health care services provided by phone or video, *Health Care and Welfare Benefits*
- Health fairs, *Preventive Health and Wellness Benefits*
- Health maintenance organization (HMO), *Health Care and Welfare Benefits*
- Health reimbursement arrangement (HRA), *Health Care and Welfare Benefits*
- Health savings account (HSA), *Health Care and Welfare Benefits*
- High-deductible health plan (HDHP)
- HMO. *See* Health maintenance organization
- Home buyout program, *Housing and Relocation Benefits*
- Home insurance program, *Housing and Relocation Benefits*
- Hospital indemnity insurance, *Health Care and Welfare Benefits*
- Housing counseling, *Housing and Relocation Benefits*
- HRA. *See* Health reimbursement arrangement (HRA)
- HSA. *See* Health savings account (HSA)

I

- Identity theft protection, *Financial and Compensation Benefits*
- Incentive bonus plan
 - Executive, *Financial and Compensation Benefits*
 - Nonexecutive, *Financial and Compensation Benefits*
- Incentive stock options (ISOs), *Financial and Compensation Benefits*
- Indemnity plan (fee-for-service), *Health Care and Welfare Benefits*
- Individual investment advice offered one on one, *Retirement Savings and Planning Benefits*
- Infertility treatment coverage other than in-vitro fertilization, *Health Care and Welfare Benefits*
- Informal phased retirement program, *Retirement Savings and Planning Benefits*
- Intensive care insurance, *Health Care and Welfare Benefits*
- Investment advice
 - Group/classroom, *Retirement Savings and Planning Benefits*
 - Online, *Retirement Savings and Planning Benefits*
- In-vitro fertilization coverage, *Health Care and Welfare Benefits*
- ISOs. *See* Incentive stock options (ISOs)
- In-vitro fertilization coverage, *Health Care and Welfare Benefits*

J

- Job sharing, *Flexible Working Benefits*

L

Lactation support services, *Family-Friendly Benefits*
Laser-based vision correction coverage, *Health Care and Welfare Benefits*
Legal assistance/services, *Employee Programs and Services*
Life insurance for dependents, *Financial and Compensation Benefits*
Loans for employees to purchase personal computers, *Financial and Compensation Benefits*
Loans to employees for emergency/disaster assistance, *Financial and Compensation Benefits*
Location visit assistance, *Housing and Relocation Benefits*
Long-term care insurance, *Health Care and Welfare Benefits*
Long-term disability insurance, *Health Care and Welfare Benefits*
Low-/no-interest loans to employees for nonemergency situations, *Financial and Compensation Benefits*

M

Mail-order prescription program, *Health Care and Welfare Benefits*
Matching employee charitable contributions, *Financial and Compensation Benefits*
Mealtime flex, *Flexible Working Benefits*
Medical flexible spending accounts, *Health Care and Welfare Benefits*
Mental health coverage, *Health Care and Welfare Benefits*
Mentoring program, *Professional and Career Development Benefits*
Mileage reimbursement for the use of personal car to travel to and from airport, *Business Travel Benefits*
Mini-med health plan, *Health Care and Welfare Benefits*
Mortgage assistance, *Housing and Relocation Benefits*
Mortgage insurance, *Housing and Relocation Benefits*

N

Noncash, companywide performance awards, *Other Benefits*
Nonqualified stock options (NQSOs or NSOs), *Financial and Compensation Benefits*
Nonsubsidized child care center, *Family-Friendly Benefits*
Nutritional counseling, *Preventive Health and Wellness Benefits*

O

Offsite fitness center membership subsidy/reimbursement, *Preventative Health and Wellness Benefits*
Offsite fitness class subsidy/reimbursement, *Preventative Health and Wellness Benefits*
Offsite meditation/mindfulness/contemplate program subsidy/reimbursement, *Preventative Health and Wellness Benefits*
Offsite professional development opportunities, *Professional and Career Development Benefits*
On-ramping programs
 Family members dealing with elder care responsibilities, *Family-Friendly Benefits*
 Parents re-entering the workforce, *Family-Friendly Benefits*
Onsite services

ATMs, *Employee Programs and Services*
Blood pressure machine, *Preventive Health and Wellness Benefits*
Cafeteria (fully- or partially-subsidized), *Employee Programs and Services*
Cafeteria (unsubsidized), *Employee Programs and Services*
Convenience store, *Employee Programs and Services*
Elder care fairs, *Family-Friendly Benefits*
Fitness center, *Preventive Health and Wellness Benefits*
Fitness classes, *Preventive Health and Wellness Benefits*
Haircuts, *Employee Programs and Services*
Health screening programs, *Preventative Health and Wellness Benefits*
Lactation/mother's room, *Family-Friendly Benefits*
Massage therapy services, *Preventive Health and Wellness Benefits*
Medical clinic, *Preventive Health and Wellness Benefits*
Meditation/mindfulness/contemplative program, *Preventative Health and Wellness Benefits*
Nap room, *Preventive Health and Wellness Benefits*
Parenting seminars, *Family-Friendly Benefits*
Parking, *Financial and Compensation Benefits*
Professional development opportunities, *Professional and Career Development Benefits*
Quiet room for personal use, *Preventative Health and Wellness Benefits*
Sick room, *Preventive Health and Wellness Benefits*
Stress management program, *Preventive Health and Wellness Benefits*
Vegetable gardens, *Preventative Health and Wellness Benefits*
Organization-sponsored sports teams, *Employee Programs and Services*

P

Paid airline club membership, *Business Travel Benefits*
Paid bereavement leave, *Leave Benefits*
Paid child care expenses while an employee is on business travel, *Business Travel Benefits*
Paid day off for employee's birthday, *Leave Benefits*
Paid dry cleaning while on business travel, *Business Travel Benefits*
Paid elder care expenses while an employee is on business travel, *Business Travel Benefits*
Paid health club fees while on business travel, *Business Travel Benefits*
Paid holidays, *Leave Benefits*
Paid Internet access while on business travel, *Business Travel Benefits*
Paid jury duty beyond what is required by law, *Leave Benefits*
Paid military leave, *Leave Benefits*
Paid minibar snacks at the hotel, *Business Travel Benefits*
Paid pay-per-view movies at the hotel, *Business Travel Benefits*
Paid pet care expenses while an employee is on business travel, *Business Travel Benefits*
Paid sabbatical program, *Leave Benefits*
Paid time off for volunteering, *Leave Benefits*
Paid time off to serve on the board of a community group or professional association, *Leave Benefits*
Paid time off to vote, *Leave Benefits*
Paid travel expenses for dependent children, *Business Travel Benefits*
Paid travel expenses for opposite-sex domestic partner, *Business Travel Benefits*
Paid travel expenses for same-sex domestic partner, *Business Travel Benefits*

Paid travel expenses for spouse, *Business Travel Benefits*
Parental leave
 Above state FMLA leave, *Leave Benefits*
 Above federal FMLA leave, *Leave Benefits*
Parking reimbursement at airport while an employee is on business travel, *Business Travel Benefits*
Parking subsidy, *Financial and Compensation Benefits*
Paycards, *Employee Programs and Services*
Payroll advances, *Financial and Compensation Benefits*
Per diem for meals, *Business Travel Benefits*
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account, *Retirement Savings and Planning Benefits*
Personal grooming subsidy/reimbursement, *Employee Programs and Services*
Personal or life coaching, *Preventative Health and Wellness Benefits*
Personal tax services, *Financial and Compensation Benefits*
Pet health insurance, *Employee Programs and Services*
Pets at work, *Other Benefits*
Pharmacy management program, *Health Care and Welfare Benefits*
Point-of-service (POS) plan, *Health Care and Welfare Benefits*
Postal services for employees, *Employee Programs and Services*
PPO. *See* Preferred provider organization (PPO)
Preferred provider organization (PPO), *Health Care and Welfare Benefits*
Prepared take-home meals, *Employee Programs and Services*
Prescription drug program coverage, *Health Care and Welfare Benefits*
Preventive programs specifically targeting employees with chronic health conditions, *Preventive Health and Wellness Benefits*
Professional license application or renewal fees, *Professional and Career Development Benefits*
Professional memberships, *Professional and Career Development Benefits*
Purchase discount (not a loan) for employee-owned technological device bought through company, *Financial and Compensation Benefits*

Q

Qualified transportation spending account, *Financial and Compensation Benefits*

R

Reimbursement

Closing costs, *Housing and Relocation Benefits*
Employees to travel abroad for medical care and/or reimbursement employees to obtain medical care abroad, *Health Care and Welfare Benefits*
Financial loss sustained from a home sale, *Housing and Relocation Benefits*
Personal telephone calls while on business travel, *Business Travel Benefits*
Realtor fees, *Housing and Relocation Benefits*
Shipping fees, *Housing and Relocation Benefits*
Taxicab or car service to and from airport, *Business Travel Benefits*
Religious accommodation paid holidays, *Leave Benefits*

Relocation lump sum payment, *Housing and Relocation Benefits*
Rental assistance, *Housing and Relocation Benefits*
Rental car upgrades, *Business Travel Benefits*
Renter insurance program, *Housing and Relocation Benefits*
Restricted stock options, *Financial and Compensation Benefits*
Results-only work environment (ROWE), *Flexible Working Benefits*
Retention bonus
 Executive, *Financial and Compensation Benefits*
 Nonexecutive, *Financial and Compensation Benefits*
Retiree health care coverage, *Health Care and Welfare Benefits*
Retirement-preparation advice, *Retirement Savings and Planning Benefits*
Rewards or bonuses for completing certain health and wellness programs, *Preventive Health and Wellness Benefits*
Roth 401(k) or similar defined contribution retirement savings plan, *Retirement Savings and Planning Benefits*
ROWE. See Results-only work environment (ROWE)

S

Sabbatical program
 Paid, *Leave Benefits*
 Unpaid, *Leave Benefits*
Safety bonus/incentive, *Financial and Compensation Benefits*
SARs. See Stock appreciation rights (SARs)
Scholarships for members of employees' families, *Financial and Compensation Benefits*
Seasonal scheduling, *Flexible Working Benefits*
Self-defense training, *Employee Programs and Services*
SERP. See Supplemental executive retirement plan (SERP)
Service anniversary award, *Financial and Compensation Benefits*
Shift flexibility, *Flexible Working Benefits*
Shift premiums, *Financial and Compensation Benefits*
Short-term disability insurance, *Health Care and Welfare Benefits*
Sign-on bonus
 Executive, *Financial and Compensation Benefits*
 Nonexecutive, *Financial and Compensation Benefits*
Smoking cessation program, *Preventive Health and Wellness Benefits*
Snacks and beverages (employee-paid), *Employee Programs and Services*
Spot bonus/award, *Financial and Compensation Benefits*
Spouse relocation employment assistance, *Housing and Relocation Benefits*
Standing desk, *Preventive Health and Wellness Benefits*
Stipend for cell phone or smartphone purchases for employee-owned device, *Financial and Compensation Benefits*
Stipend/subsidy for using employee-owned technological device, *Financial and Compensation Benefits*
Stock appreciation rights (SARs), *Financial and Compensation Benefits*
Subsidized child care center, *Family-Friendly Benefits*
Subsidized child care program, *Family-Friendly Benefits*
Subsidized cost of elder care, *Family-Friendly Benefits*
Subsidy for cell phone or smartphone bill for employee-owned device, *Financial and Compensation Benefits*

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

T

Take your child to work day, *Other Benefits*
Take your parent to work day, *Other Benefits*
Take your pet to work day, *Other Benefits*
Telecommuting
 Ad-hoc basis, *Flexible Working Benefits*
 Full-time basis, *Flexible Working Benefits*
 Part-time basis, *Flexible Working Benefits*
Temporary relocation benefits, *Housing and Relocation Benefits*
Third-party relocation plan, *Housing and Relocation Benefits*
Traditional 401(k) or similar defined contribution retirement savings plan, *Retirement Savings and Planning Benefits*
Traditional defined benefit pension plan
 Frozen, *Retirement Savings and Planning Benefits*
 Open to all employees, *Retirement Savings and Planning Benefits*
Transit subsidy, *Financial and Compensation Benefits*
Travel accident insurance, *Business Travel Benefits*
Travel planning services, *Employee Programs and Services*

U

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

V

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

W

Weight loss program, *Preventive Health and Wellness Benefits*
Wellness programs, *Preventive Health and Wellness Benefits*

Wellness resources and information, *Preventive Health and Wellness Benefits*

Wellness tips or information provided to employees at least quarterly, *Preventative Health and Wellness Benefits*

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