

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: Professional, Scientific, and Technical Services

Staff Size: All Sizes

SHRM Customized Human Capital,
Health Care, Paid Leave and Talent
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A GUIDE TO YOUR SHRM CUSTOMIZED BENCHMARKING REPORT

Understanding the Data

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

1. This report is based on data derived from the SHRM Customized Benchmarking Database, which contains organizational data from a random sample of SHRM members. The report is designed to target companies that closely match the selected criteria to allow for a more focused and comparable analysis and interpretation. Therefore, any interpretations of these data should be kept within this context.

2. A deviation between your figure for any benchmarking measure and the comparative figure is not necessarily favorable or unfavorable; it is merely an indication that additional analyses may be needed. Benchmarking measures that relate more closely to the context of your organization's industry and staff size are more descriptive and meaningful than information that is more generic in nature, such as all industries combined. The larger the discrepancy between your figure and those found in this

report, the greater the need for additional scrutiny.

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

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

Working with the Data

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

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

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

that cause differences with your organization’s benchmarks.

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	582	30%	70%	0%
Accidental death and dismemberment insurance (AD&D) ^B	588	82%	18%	0%
Acupressure/acupuncture medical coverage	550	45%	55%	0%
Alternative/complementary medical coverage	535	19%	81%	0%
Bariatric coverage for weight loss ^C	538	30%	70%	0%
Cancer insurance ^D	581	24%	76%	0%
Chiropractic coverage	565	80%	20%	0%
Consumer-directed health care plans (CDHPs) ^E	579	27%	71%	2%
Contraceptive coverage	564	78%	22%	0%
Critical illness insurance ^F	581	30%	70%	1%
Dental insurance	589	96%	3%	0%
Egg freezing for nonmedical reasons	536	2%	98%	0%
Elective procedures coverage ^G	539	12%	88%	0%
Employee assistance program (EAP)	581	75%	23%	2%
Employer contributions to health savings accounts (HSAs)	587	42%	56%	2%
Exclusive provider organization (EPO)	577	11%	89%	0%
Experimental/elective drug coverage	546	12%	88%	0%

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	576	4%	95%	0%
Gender reassignment surgery coverage	535	12%	87%	1%
Genetic testing coverage for diseases like cancer	533	20%	79%	1%
Health care premium flexible spending account ^I	585	44%	56%	1%
Health care services provided by phone or video ^J	581	37%	62%	1%
Health maintenance organization (HMO)	586	37%	63%	0%
Health reimbursement arrangement (HRA)	582	18%	81%	1%
Health savings account (HSA)	593	61%	37%	2%
High-deductible health plan (HDHP) ^K	583	20%	79%	1%
Hospital indemnity insurance	579	19%	81%	0%
Indemnity plan (fee-for-service)	575	7%	92%	0%
Infertility treatment coverage other than in-vitro fertilization	540	29%	71%	0%
Intensive care insurance ^L	580	17%	83%	0%
In-vitro fertilization coverage	540	28%	71%	0%
Laser-based vision correction coverage	549	26%	73%	1%
Long-term care insurance	583	22%	76%	2%
Long-term disability insurance ^B	586	80%	19%	1%
Mail-order prescription program	581	85%	15%	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	588	69%	30%	1%
Mental health coverage	574	83%	17%	0%
Mini-med health plan ^N	576	2%	98%	0%
Pharmacy management program ^O	572	16%	84%	0%
Point of service (POS)	583	24%	76%	0%
Preferred provider organization (PPO)	590	89%	11%	0%
Prescription drug coverage bundled with medical insurance	588	96%	4%	0%
Reimbursement for employees to travel abroad for medical care ^P	577	9%	90%	1%
Retiree health care coverage	580	11%	89%	0%
Short-term disability insurance ^Q	588	74%	25%	1%
Supplemental accident insurance	579	30%	69%	0%
Supplemental accidental death and dismemberment insurance ^R	584	63%	37%	1%
Supplemental long-term disability insurance ^R	574	49%	50%	1%
Supplemental short-term disability insurance ^R	583	50%	48%	2%
Vision insurance	589	90%	9%	0%
Wholesale generic drug program for injectable drugs	548	34%	65%	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	567	45%	54%	1%
Annual health risk assessment	580	33%	62%	5%
Bike purchase or bike share subsidy/reimbursement	575	5%	94%	1%
Company-organized fitness competitions/challenges	577	26%	69%	5%
Company-provided fitness bands/activity trackers	574	6%	92%	2%
CPR/first aid training	580	33%	63%	3%
Fitness equipment subsidy/reimbursement	575	4%	96%	1%
Health care premium discount for getting annual health risk assessment	575	14%	84%	3%
Health care premium discount for not using tobacco products	572	11%	87%	2%
Health care premium discount for participating in a smoking cessation program	570	9%	89%	2%
Health care premium discount for participating in a weight loss program	577	5%	94%	1%
Health care premium discount for participating in wellness program	574	14%	84%	2%
Health fairs	581	27%	68%	6%
Nutritional counseling	576	12%	85%	3%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
Off-site fitness center membership subsidy/reimbursement	580	26%	73%	2%
Off-site fitness class subsidy/reimbursement	575	12%	87%	1%
Off-site meditation/mindfulness/contemplative program subsidy/reimbursement	576	3%	96%	1%
On-site blood pressure machine	573	10%	88%	2%
On-site fitness center	578	28%	71%	1%
On-site fitness classes ^B	578	16%	82%	2%
On-site health screening programs ^E	573	23%	73%	4%
On-site massage therapy services	577	12%	85%	3%
On-site medical clinic	575	5%	95%	1%
Onsite meditation/mindfulness/contemplative program ^C	575	8%	90%	2%
On-site nap room	574	6%	94%	0%
Onsite quiet room for personal use ^D	575	17%	81%	1%
On-site seasonal flu vaccinations	579	50%	48%	2%
On-site sick room	574	9%	91%	1%
Onsite stress management program	577	6%	90%	4%
On-site vegetable garden	577	2%	97%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
Personal or life coaching ^F	579	25%	72%	3%
Preventive programs specifically targeting employees with chronic health conditions	578	26%	71%	4%
Rewards or bonuses for completing certain health and wellness programs	582	33%	62%	5%
Smoking cessation program	580	28%	69%	3%
Standing desk ^G	582	55%	41%	3%
Weight loss program	576	25%	72%	3%
Wellness programs, general	580	57%	36%	7%
Wellness resources and information	579	68%	28%	4%
Wellness tips or information provided to employees at least quarterly ^H	575	58%	35%	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	573	23%	75%	2%
Automatic enrollment into defined contribution retirement savings plan (new employees) ^B	571	36%	61%	2%
Automatic escalation of salary deferral amounts for defined contribution plans ^C	570	21%	77%	2%
Defined benefit cash balance pension plan	562	5%	95%	1%
Defined contribution plan catch-up contributions ^D	572	77%	22%	1%
Defined contribution plans offer target-date funds in their investment lineup	566	50%	50%	0%
Defined contribution savings plan debit card ^E	571	4%	96%	0%
Defined contribution savings plan hardship withdrawals	568	64%	36%	0%
Defined contribution savings plan loans ^F	567	49%	51%	0%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	566	50%	48%	1%
Employer match for traditional 401(k) or similar defined contribution retirement savings plan	579	79%	19%	3%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered	Plan to Offer
Formal phased retirement program ^G	561	7%	92%	1%
Individual retirement investment advice offered one on one ^H	571	50%	49%	1%
Informal phased retirement program ^I	564	15%	84%	1%
Investment retirement advice offered in a group/classroom ^H	571	44%	54%	2%
Investment retirement advice offered online ^H	572	54%	45%	1%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	559	39%	60%	2%
Retirement-preparation specific planning advice ^J	574	44%	54%	2%
Roth 401(k) or similar defined contribution retirement savings plan	579	65%	33%	2%
Supplemental executive retirement plan (SERP)	562	5%	94%	1%
Traditional 401(k) or similar defined contribution retirement savings plan ^K	582	93%	7%	1%
Traditional defined benefit pension plan ^L	568	5%	95%	0%
Traditional defined benefit pension plan (open to all employees)	574	15%	84%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
529 plan payroll deduction ^A	574	13%	85%	3%
Accelerated death benefits ^B	568	32%	68%	1%
Automobile insurance program	574	6%	94%	0%
Automobile subsidy for business use of personal vehicles	573	20%	80%	0%
Carpooling subsidy	571	5%	94%	0%
Company-owned business cell phone or smartphone	577	55%	45%	1%
Company-owned vehicle for business and personal use	575	17%	83%	0%
Company-paid group life insurance ^C	577	86%	14%	0%
Company-provided student loan repayment	573	2%	97%	2%
Credit counseling service ^D	570	9%	90%	1%
Credit union	569	15%	85%	1%
Divorce insurance ^E	573	4%	96%	0%
Donations for employee participation in charitable events ^F	570	36%	63%	1%
Educational loans for members of employees' families	572	1%	98%	0%
Educational scholarships for members of employees' families	573	7%	92%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee discount on company services	567	27%	73%	0%
Employee referral bonus	574	64%	34%	1%
Employee stock purchase plan	566	15%	83%	2%
Employer contribution or match for 529 plan	570	2%	97%	1%
Financial advice offered in group/classroom ^G	573	28%	69%	3%
Financial advice offered one-on-one ^G	573	36%	62%	1%
Financial advice offered online ^G	571	40%	58%	1%
Free commuter shuttle	570	4%	96%	0%
Free computers for employees' personal use	575	13%	87%	0%
Free on-site parking	577	80%	20%	0%
Free, discounted or subsidized home Internet service	574	7%	92%	0%
Full flexible benefits plan ^H	571	24%	75%	1%
Graduate educational assistance	579	48%	50%	2%
Identity theft protection	570	8%	90%	2%
Incentive bonus plan (executive)	571	60%	39%	1%
Incentive bonus plan (nonexecutive)	572	53%	45%	1%
Incentive stock options (ISOs)	566	13%	86%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Life insurance for dependents	573	55%	45%	1%
Loans for employees to purchase personal computers	569	2%	98%	0%
Loans to employees for emergency/disaster assistance	571	14%	85%	1%
Low-/no-interest loans to employees for non-emergency situations	567	5%	94%	0%
Matching employee charitable contributions	565	28%	71%	1%
Nonqualified stock options ¹	562	10%	90%	1%
Parking subsidy (either on-site or off-site)	569	16%	84%	0%
Payroll advances	570	19%	80%	0%
Personal tax services	571	3%	96%	0%
Purchase discounts for employee-owned technological device bought through company ¹	573	18%	81%	1%
Qualified transportation spending account	572	18%	81%	0%
Restricted stock options	562	11%	88%	1%
Retention bonus (executive)	565	22%	78%	0%
Retention bonus (nonexecutive)	566	21%	79%	0%
Safety bonus/incentive	569	9%	90%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Service anniversary award ^K	573	54%	43%	3%
Shift premiums	570	18%	82%	0%
Sign-on bonus (executive)	571	43%	56%	1%
Sign-on bonus (nonexecutive)	571	36%	64%	1%
Spot bonus/award ^L	572	59%	40%	1%
Stipend for cell phone or smartphone purchase for employee-owned device	570	28%	72%	0%
Stipend/subsidy for using employee-owned technological device for work ^M	573	7%	93%	0%
Stock appreciation rights (SARs)	563	4%	96%	0%
Subsidy for cell phone or smartphone bill for employee-owned device	575	48%	51%	1%
Supplemental life insurance for employees ^N	578	72%	26%	1%
Transit subsidy	571	18%	81%	0%
Undergraduate educational assistance	581	46%	52%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Company-paid time off for group vacations	570	3%	96%	1%
Elder care leave above any state FMLA leave ^A	569	9%	91%	1%
Elder care leave above federal FMLA leave ^A	570	10%	90%	1%
Emergency flexibility ^B	569	8%	92%	0%
Family leave above any state FMLA leave ^A	572	18%	82%	0%
Family leave above required federal FMLA leave ^A	573	20%	80%	0%
Floating holidays ^C	581	41%	58%	0%
Paid bereavement leave	577	83%	17%	0%
Paid day off for employee's birthday	570	8%	92%	1%
Paid holidays	583	99%	1%	0%
Paid jury duty ^A	575	67%	33%	0%
Paid military leave ^A	571	28%	71%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Paid sabbatical program	569	6%	94%	1%
Paid time off for volunteering	573	27%	70%	2%
Paid time off to serve on the board of a community group or professional association	568	23%	77%	1%
Paid time off to vote	573	49%	50%	1%
Parental leave above any state FMLA leave ^A	573	18%	82%	1%
Parental leave above federal FMLA leave ^A	573	18%	81%	1%
Religious accommodation paid holidays ^D	573	21%	78%	0%
Unpaid sabbatical program	568	15%	84%	1%
Unpaid time off to vote ^A	560	31%	69%	0%
Vacation purchase plan ^E	579	4%	95%	0%
Vacation stipend ^F	576	2%	98%	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	582	5%	94%	1%
Access to backup elder care services ^A	577	4%	95%	1%
Adoption assistance	579	11%	89%	0%
Babies at work ^B	579	2%	97%	0%
Breast milk shipping ^C	578	3%	97%	0%
Bring child to work in emergency	582	41%	59%	0%
Child care referral service ^D	578	17%	82%	1%
Consortium child care center ^E	577	0%	100%	0%
Dependent care flexible spending account ^F	584	73%	26%	1%
Domestic partner benefits for opposite-sex partners ^G	583	27%	72%	1%
Domestic partner benefits for same-sex partners ^G	579	27%	73%	1%
Elder care assisted living assessments	574	2%	98%	0%
Elder care in-home assessments ^H	579	2%	98%	0%
Elder care referral service ^D	579	12%	87%	1%
Foster care assistance	577	3%	97%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered	Plan to Offer
Geriatric counseling ^I	578	2%	97%	0%
Lactation support services ^J	580	8%	92%	1%
Nonsubsidized child care center ^K	578	2%	97%	1%
On-ramping programs for family members dealing with elder care responsibilities	579	10%	89%	1%
On-ramping programs for parents re-entering the workforce	577	15%	84%	1%
On-site elder care fairs ^L	578	1%	99%	0%
On-site lactation/mother's room ^M	582	44%	54%	2%
On-site parenting seminars	578	2%	98%	1%
On-site vaccinations for infants/children	578	1%	99%	0%
Subsidized child care center ^K	579	1%	98%	1%
Subsidized child care program ^N	579	3%	97%	0%
Subsidized cost of elder care	579	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	589	12%	88%	0%
Alternating location arrangements ^B	589	10%	90%	0%
Break arrangements ^C	580	37%	62%	0%
Casual dress (every day)	592	57%	43%	0%
Casual dress (one day per week)	575	58%	42%	0%
Casual dress (seasonal) ^D	573	28%	72%	0%
Compressed workweek ^E	592	31%	67%	1%
Flextime during core business hours ^F	594	74%	26%	0%
Flextime outside of core business hours ^G	590	47%	53%	0%
Job sharing ^H	591	9%	90%	1%
Mealtime flex ^I	585	57%	43%	0%
Results-only work environment (ROWE) ^J	579	11%	88%	1%
Seasonal scheduling ^K	590	12%	87%	1%
Shift flexibility ^L	586	18%	82%	0%
Telecommuting on a full-time basis	588	40%	60%	0%
Telecommuting on a part-time basis	589	56%	44%	1%
Telecommuting on an ad-hoc basis ^M	590	79%	21%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
Break room/kitchenette	575	94%	6%	0%
Concierge services	572	7%	93%	0%
Dry cleaning services	574	12%	88%	0%
Electric vehicle charging station	574	11%	89%	0%
Employer-sponsored personal shopping discounts ^A	575	18%	82%	0%
ESL (English as a second language) classes	573	4%	96%	0%
Executive club memberships ^B	572	5%	95%	0%
Foreign language classes ^C	573	3%	97%	1%
Free coffee ^D	577	92%	7%	0%
Free or discounted uniforms	571	17%	83%	0%
Free snacks and beverages (company-paid) ^E	577	39%	61%	0%
Legal assistance/services ^F	575	29%	70%	1%
On-site ATMs	574	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
On-site cafeteria (fully- or partially-subsidized)	576	16%	84%	0%
On-site cafeteria (unsubsidized)	573	14%	85%	1%
On-site convenience store	571	11%	89%	0%
On-site haircuts	571	1%	99%	0%
Organization-sponsored sports teams	573	22%	77%	1%
Paycards ^G	574	12%	87%	1%
Personal grooming subsidy/reimbursement ^H	575	1%	99%	0%
Pet health insurance	576	13%	85%	2%
Postal services for employees	572	20%	80%	0%
Prepared take-home meals	572	2%	98%	1%
Self-defense training	575	3%	95%	1%
Snacks and beverages (employee-paid) ^I	574	51%	49%	1%
Travel planning services	574	14%	86%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	n	Offered	Not Offered	Plan to Offer
Career counseling	581	18%	78%	4%
Certification/recertification fees	587	83%	16%	1%
College selection/referral ^A	578	8%	91%	1%
Cross-training to develop skills not directly related to the job	578	42%	52%	6%
Executive or leadership coaching	583	46%	48%	6%
Mentoring program ^B	582	27%	66%	7%
Off-site professional development opportunities ^C	587	83%	14%	3%
On-site professional development opportunities ^C	586	71%	25%	4%
Professional license application or renewal fees	587	82%	17%	1%
Professional memberships ^D	585	91%	9%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Assistance selling previous home	569	6%	94%	0%
Cost-of-living differential	569	16%	84%	1%
Down payment assistance	574	2%	98%	0%
Home buyout program ^A	567	1%	99%	0%
Home insurance program ^B	569	7%	93%	0%
Housing counseling ^C	570	5%	94%	1%
Location visit assistance ^D	571	15%	84%	0%
Mortgage assistance	572	3%	97%	0%
Mortgage insurance	573	2%	98%	0%
Reimbursement for financial loss sustained from a home sale ^E	570	2%	98%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Reimbursement of closing costs ^E	569	4%	96%	0%
Reimbursement of realtor fees ^E	568	3%	97%	0%
Reimbursement of shipping fees ^E	569	14%	86%	0%
Relocation lump sum payment ^F	571	34%	66%	1%
Rental assistance	574	6%	94%	0%
Renter insurance program ^G	568	4%	96%	0%
Spouse relocation employment assistance	575	6%	94%	0%
Temporary relocation benefits ^H	574	19%	80%	0%
Third-party relocation plan ^I	568	6%	93%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee keeps frequent flyer miles	574	78%	22%	0%
Employee keeps hotel points	574	79%	21%	0%
First or business class airfare for domestic travel	574	13%	87%	0%
First or business class airfare for international travel	575	22%	78%	0%
Mileage reimbursement for the use of personal car to travel to and from airport	576	86%	14%	0%
Paid airline club membership	576	4%	96%	0%
Paid child care expenses while an employee is on business travel	577	2%	98%	1%
Paid dry cleaning while on business travel	576	22%	78%	0%
Paid elder care expenses while an employee is on business travel	573	1%	99%	0%
Paid health club fees while on business travel	577	5%	94%	0%
Paid Internet access while on business travel	576	72%	27%	0%
Paid minibar snacks at the hotel	574	13%	87%	0%
Paid pay-per-view movies at the hotel	575	4%	96%	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	577	1%	99%	0%
Paid travel expenses for dependent children	573	1%	99%	0%
Paid travel expenses for opposite-sex domestic partner	575	1%	99%	0%
Paid travel expenses for same-sex domestic partner	578	1%	99%	0%
Paid travel expenses for spouse	581	2%	98%	0%
Parking reimbursement at airport while on business travel	577	92%	8%	0%
Per diem for meals ^A	578	81%	19%	0%
Reimbursement for personal telephone calls while on business travel	577	41%	59%	0%
Reimbursement for taxicab or car service to and from airport	579	93%	7%	0%
Rental car upgrades	576	17%	83%	0%
Travel accident insurance	577	49%	50%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

OTHER BENEFITS

	n	Offered	Not Offered	Plan to Offer
Annual company outing ^A	544	75%	24%	1%
Community volunteer programs	544	52%	46%	2%
Company paraphernalia ^B	545	72%	26%	1%
Company-purchased tickets ^C	545	31%	69%	1%
Discount ticket services ^C	540	34%	64%	1%
Noncash companywide performance awards ^D	543	49%	50%	1%
Pets at work	542	12%	88%	1%
Take your child to work day	544	25%	73%	1%
Take your parent to work day	541	2%	97%	1%
Take your pet to work day ^E	540	4%	95%	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.

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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, *Preventative Health and Wellness Benefits*
Wellness programs, *Preventative 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*