

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: Retail Trade

Staff Size: All Sizes

SHRM Customized Human Capital,
Health Care, Paid Leave and Talent
Acquisition Reports are also available.

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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	171	33%	66%	1%
Accidental death and dismemberment insurance (AD&D) ^B	175	74%	26%	0%
Acupressure/acupuncture medical coverage	163	30%	69%	1%
Alternative/complementary medical coverage	164	14%	85%	1%
Bariatric coverage for weight loss ^C	161	32%	67%	1%
Cancer insurance ^D	173	24%	76%	1%
Chiropractic coverage	169	70%	28%	1%
Consumer-directed health care plans (CDHPs) ^E	172	28%	72%	0%
Contraceptive coverage	163	74%	25%	1%
Critical illness insurance ^F	173	38%	61%	2%
Dental insurance	177	97%	3%	1%
Egg freezing for nonmedical reasons	159	4%	96%	1%
Elective procedures coverage ^G	162	16%	83%	1%
Employee assistance program (EAP)	172	70%	29%	1%
Employer contributions to health savings accounts (HSAs)	174	32%	65%	3%
Exclusive provider organization (EPO)	172	7%	93%	0%
Experimental/elective drug coverage	163	10%	89%	1%

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	171	4%	95%	1%
Gender reassignment surgery coverage	160	7%	91%	2%
Genetic testing coverage for diseases like cancer	161	19%	81%	1%
Health care premium flexible spending account ^I	172	34%	65%	1%
Health care services provided by phone or video ^J	174	33%	66%	2%
Health maintenance organization (HMO)	173	29%	71%	0%
Health reimbursement arrangement (HRA)	174	28%	72%	0%
Health savings account (HSA)	174	56%	42%	2%
High-deductible health plan (HDHP) ^K	173	24%	76%	1%
Hospital indemnity insurance	170	24%	75%	1%
Indemnity plan (fee-for-service)	172	9%	90%	1%
Infertility treatment coverage other than in-vitro fertilization	157	23%	76%	1%
Intensive care insurance ^L	171	17%	82%	1%
In-vitro fertilization coverage	160	19%	79%	1%
Laser-based vision correction coverage	163	33%	67%	1%
Long-term care insurance	172	24%	76%	0%
Long-term disability insurance ^B	175	65%	34%	1%
Mail-order prescription program	174	82%	18%	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	173	60%	40%	0%
Mental health coverage	173	80%	20%	0%
Mini-med health plan ^N	169	2%	98%	0%
Pharmacy management program ^O	173	14%	85%	1%
Point of service (POS)	170	19%	81%	0%
Preferred provider organization (PPO)	175	84%	16%	0%
Prescription drug coverage bundled with medical insurance	176	96%	4%	0%
Reimbursement for employees to travel abroad for medical care ^P	172	5%	94%	1%
Retiree health care coverage	172	9%	91%	1%
Short-term disability insurance ^Q	175	63%	36%	1%
Supplemental accident insurance	170	35%	64%	1%
Supplemental accidental death and dismemberment insurance ^R	174	68%	32%	0%
Supplemental long-term disability insurance ^R	171	54%	45%	1%
Supplemental short-term disability insurance ^R	172	56%	43%	1%
Vision insurance	175	87%	13%	1%
Wholesale generic drug program for injectable drugs	162	41%	58%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PREVENTATIVE HEALTH AND WELLNESS BENEFITS

	n	Offered	Not Offered	Plan to Offer
24-hour nurse line ^A	180	38%	59%	3%
Annual health risk assessment	180	41%	54%	5%
Bike purchase or bike share subsidy/reimbursement	178	2%	98%	0%
Company-organized fitness competitions/challenges	177	27%	70%	3%
Company-provided fitness bands/activity trackers	178	6%	92%	2%
CPR/first aid training	178	39%	58%	2%
Fitness equipment subsidy/reimbursement	178	5%	94%	1%
Health care premium discount for getting annual health risk assessment	181	23%	75%	2%
Health care premium discount for not using tobacco products	180	21%	77%	2%
Health care premium discount for participating in a smoking cessation program	178	11%	88%	1%
Health care premium discount for participating in a weight loss program	181	6%	93%	1%
Health care premium discount for participating in wellness program	180	14%	83%	3%
Health fairs	182	27%	64%	8%
Nutritional counseling	175	11%	88%	1%

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	177	21%	78%	1%
Off-site fitness class subsidy/reimbursement	178	11%	88%	1%
Off-site meditation/mindfulness/contemplative program subsidy/reimbursement	177	1%	98%	1%
On-site blood pressure machine	178	14%	85%	1%
On-site fitness center	179	18%	80%	2%
On-site fitness classes ^B	179	14%	84%	2%
On-site health screening programs ^E	176	24%	72%	4%
On-site massage therapy services	176	7%	91%	1%
On-site medical clinic	177	2%	98%	0%
Onsite meditation/mindfulness/contemplative program ^C	177	4%	93%	3%
On-site nap room	177	4%	96%	0%
Onsite quiet room for personal use ^D	177	14%	86%	0%
On-site seasonal flu vaccinations	180	52%	46%	3%
On-site sick room	177	6%	93%	1%
Onsite stress management program	175	7%	91%	2%
On-site vegetable garden	178	3%	96%	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	182	25%	73%	2%
Preventive programs specifically targeting employees with chronic health conditions	181	33%	61%	6%
Rewards or bonuses for completing certain health and wellness programs	182	37%	57%	6%
Smoking cessation program	181	37%	61%	2%
Standing desk ^G	176	38%	58%	5%
Weight loss program	182	26%	69%	5%
Wellness programs, general	182	54%	41%	5%
Wellness resources and information	182	65%	32%	3%
Wellness tips or information provided to employees at least quarterly ^H	183	55%	41%	4%

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	172	20%	77%	3%
Automatic enrollment into defined contribution retirement savings plan (new employees) ^B	170	36%	59%	5%
Automatic escalation of salary deferral amounts for defined contribution plans ^C	170	19%	78%	3%
Defined benefit cash balance pension plan	169	4%	95%	1%
Defined contribution plan catch-up contributions ^D	169	65%	35%	0%
Defined contribution plans offer target-date funds in their investment lineup	165	43%	57%	0%
Defined contribution savings plan debit card ^E	169	4%	96%	1%
Defined contribution savings plan hardship withdrawals	168	60%	40%	1%
Defined contribution savings plan loans ^F	169	44%	55%	1%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	168	43%	56%	1%
Employer match for traditional 401(k) or similar defined contribution retirement savings plan	174	81%	18%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

RETIREMENT SAVINGS AND PLANNING BENEFITS

	n	Offered	Not Offered	Plan to Offer
Formal phased retirement program ^G	169	5%	93%	1%
Individual retirement investment advice offered one on one ^H	168	45%	52%	2%
Informal phased retirement program ^I	163	12%	86%	2%
Investment retirement advice offered in a group/classroom ^H	168	43%	54%	3%
Investment retirement advice offered online ^H	168	51%	48%	1%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	167	35%	64%	1%
Retirement-preparation specific planning advice ^J	168	43%	54%	3%
Roth 401(k) or similar defined contribution retirement savings plan	174	55%	44%	1%
Supplemental executive retirement plan (SERP)	167	5%	93%	2%
Traditional 401(k) or similar defined contribution retirement savings plan ^K	176	93%	7%	1%
Traditional defined benefit pension plan ^L	172	8%	91%	1%
Traditional defined benefit pension plan (open to all employees)	173	13%	87%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
529 plan payroll deduction ^A	176	5%	93%	2%
Accelerated death benefits ^B	172	32%	67%	1%
Automobile insurance program	175	6%	93%	1%
Automobile subsidy for business use of personal vehicles	176	27%	73%	0%
Carpooling subsidy	174	3%	97%	0%
Company-owned business cell phone or smartphone	176	59%	41%	1%
Company-owned vehicle for business and personal use	175	34%	66%	0%
Company-paid group life insurance ^C	177	78%	22%	0%
Company-provided student loan repayment	177	4%	94%	2%
Credit counseling service ^D	174	10%	88%	2%
Credit union	175	15%	85%	0%
Divorce insurance ^E	175	3%	97%	0%
Donations for employee participation in charitable events ^F	174	34%	64%	1%
Educational loans for members of employees' families	175	1%	98%	1%
Educational scholarships for members of employees' families	176	15%	84%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee discount on company services	175	67%	33%	0%
Employee referral bonus	177	57%	38%	5%
Employee stock purchase plan	172	12%	87%	1%
Employer contribution or match for 529 plan	176	2%	97%	2%
Financial advice offered in group/classroom ^G	174	24%	72%	5%
Financial advice offered one-on-one ^G	176	32%	66%	2%
Financial advice offered online ^G	176	38%	60%	2%
Free commuter shuttle	173	3%	97%	0%
Free computers for employees' personal use	175	10%	90%	0%
Free on-site parking	176	88%	12%	0%
Free, discounted or subsidized home Internet service	173	6%	94%	0%
Full flexible benefits plan ^H	176	19%	80%	1%
Graduate educational assistance	177	31%	67%	2%
Identity theft protection	176	7%	91%	2%
Incentive bonus plan (executive)	175	70%	30%	1%
Incentive bonus plan (nonexecutive)	176	60%	39%	1%
Incentive stock options (ISOs)	174	10%	90%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Life insurance for dependents	178	57%	43%	0%
Loans for employees to purchase personal computers	173	4%	96%	0%
Loans to employees for emergency/disaster assistance	175	23%	77%	1%
Low-/no-interest loans to employees for non-emergency situations	176	10%	90%	1%
Matching employee charitable contributions	171	20%	79%	1%
Nonqualified stock options ¹	175	6%	94%	0%
Parking subsidy (either on-site or off-site)	173	8%	92%	0%
Payroll advances	175	27%	73%	0%
Personal tax services	175	4%	95%	1%
Purchase discounts for employee-owned technological device bought through company ¹	174	16%	83%	1%
Qualified transportation spending account	174	11%	89%	0%
Restricted stock options	174	7%	93%	1%
Retention bonus (executive)	173	20%	79%	1%
Retention bonus (nonexecutive)	175	15%	84%	1%
Safety bonus/incentive	174	20%	79%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FINANCIAL AND COMPENSATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Service anniversary award ^K	177	59%	40%	1%
Shift premiums	172	33%	67%	1%
Sign-on bonus (executive)	175	39%	60%	1%
Sign-on bonus (nonexecutive)	175	20%	78%	2%
Spot bonus/award ^L	174	47%	52%	1%
Stipend for cell phone or smartphone purchase for employee-owned device	174	18%	80%	1%
Stipend/subsidy for using employee-owned technological device for work ^M	174	5%	94%	1%
Stock appreciation rights (SARs)	170	4%	96%	0%
Subsidy for cell phone or smartphone bill for employee-owned device	175	38%	61%	1%
Supplemental life insurance for employees ^N	177	76%	24%	0%
Transit subsidy	175	12%	88%	0%
Undergraduate educational assistance	177	38%	60%	2%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Company-paid time off for group vacations	184	3%	96%	1%
Elder care leave above any state FMLA leave ^A	184	9%	91%	0%
Elder care leave above federal FMLA leave ^A	183	10%	90%	0%
Emergency flexibility ^B	181	6%	94%	0%
Family leave above any state FMLA leave ^A	185	19%	81%	0%
Family leave above required federal FMLA leave ^A	185	21%	79%	0%
Floating holidays ^C	186	42%	58%	1%
Paid bereavement leave	185	76%	24%	0%
Paid day off for employee's birthday	184	10%	89%	1%
Paid holidays	186	96%	4%	0%
Paid jury duty ^A	186	56%	44%	1%
Paid military leave ^A	184	16%	83%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

LEAVE BENEFITS

	n	Offered	Not Offered	Plan to Offer
Paid sabbatical program	180	1%	98%	1%
Paid time off for volunteering	183	19%	78%	3%
Paid time off to serve on the board of a community group or professional association	183	17%	81%	1%
Paid time off to vote	186	31%	69%	0%
Parental leave above any state FMLA leave ^A	183	12%	87%	1%
Parental leave above federal FMLA leave ^A	183	13%	86%	1%
Religious accommodation paid holidays ^D	185	16%	83%	1%
Unpaid sabbatical program	180	10%	90%	0%
Unpaid time off to vote ^A	184	38%	62%	0%
Vacation purchase plan ^E	183	4%	95%	1%
Vacation stipend ^F	185	1%	99%	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	174	2%	97%	2%
Access to backup elder care services ^A	175	2%	95%	2%
Adoption assistance	175	10%	87%	2%
Babies at work ^B	175	2%	97%	1%
Breast milk shipping ^C	175	0%	98%	2%
Bring child to work in emergency	176	29%	71%	0%
Child care referral service ^D	174	13%	86%	2%
Consortium child care center ^E	175	0%	99%	1%
Dependent care flexible spending account ^F	177	60%	39%	1%
Domestic partner benefits for opposite-sex partners ^G	176	27%	71%	2%
Domestic partner benefits for same-sex partners ^G	176	27%	71%	2%
Elder care assisted living assessments	173	1%	99%	1%
Elder care in-home assessments ^H	174	0%	99%	1%
Elder care referral service ^D	175	10%	89%	1%
Foster care assistance	174	3%	96%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

FAMILY-FRIENDLY BENEFITS

	n	Offered	Not Offered	Plan to Offer
Geriatric counseling ^I	173	2%	97%	1%
Lactation support services ^J	175	9%	90%	1%
Nonsubsidized child care center ^K	174	2%	97%	1%
On-ramping programs for family members dealing with elder care responsibilities	175	11%	87%	2%
On-ramping programs for parents re-entering the workforce	174	11%	88%	1%
On-site elder care fairs ^L	176	2%	98%	1%
On-site lactation/mother's room ^M	174	42%	57%	1%
On-site parenting seminars	174	1%	98%	1%
On-site vaccinations for infants/children	175	2%	98%	1%
Subsidized child care center ^K	175	2%	97%	1%
Subsidized child care program ^N	175	3%	96%	1%
Subsidized cost of elder care	173	0%	99%	1%

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	176	13%	86%	1%
Alternating location arrangements ^B	177	11%	88%	1%
Break arrangements ^C	177	44%	55%	1%
Casual dress (every day)	174	47%	52%	1%
Casual dress (one day per week)	178	53%	46%	1%
Casual dress (seasonal) ^D	174	28%	71%	1%
Compressed workweek ^E	177	23%	76%	2%
Flextime during core business hours ^F	178	48%	51%	1%
Flextime outside of core business hours ^G	177	25%	74%	1%
Job sharing ^H	177	6%	93%	1%
Mealtime flex ^I	177	45%	54%	1%
Results-only work environment (ROWE) ^J	176	5%	94%	1%
Seasonal scheduling ^K	176	20%	79%	1%
Shift flexibility ^L	177	42%	56%	1%
Telecommuting on a full-time basis	177	16%	83%	1%
Telecommuting on a part-time basis	177	30%	69%	1%
Telecommuting on an ad-hoc basis ^M	177	49%	50%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

EMPLOYEE PROGRAMS AND SERVICES

	n	Offered	Not Offered	Plan to Offer
Break room/kitchenette	183	95%	5%	0%
Concierge services	180	1%	99%	0%
Dry cleaning services	181	7%	93%	0%
Electric vehicle charging station	182	12%	88%	0%
Employer-sponsored personal shopping discounts ^A	181	33%	67%	1%
ESL (English as a second language) classes	181	8%	91%	1%
Executive club memberships ^B	179	7%	93%	1%
Foreign language classes ^C	180	4%	94%	2%
Free coffee ^D	182	81%	19%	0%
Free or discounted uniforms	180	48%	52%	1%
Free snacks and beverages (company-paid) ^E	182	24%	76%	0%
Legal assistance/services ^F	180	25%	74%	1%
On-site ATMs	180	15%	85%	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)	181	19%	81%	1%
On-site cafeteria (unsubsidized)	179	13%	86%	1%
On-site convenience store	182	13%	87%	0%
On-site haircuts	181	1%	99%	0%
Organization-sponsored sports teams	181	18%	81%	1%
Paycards ^G	181	34%	63%	3%
Personal grooming subsidy/reimbursement ^H	181	0%	100%	0%
Pet health insurance	180	12%	87%	2%
Postal services for employees	182	15%	85%	0%
Prepared take-home meals	180	6%	94%	0%
Self-defense training	180	3%	96%	1%
Snacks and beverages (employee-paid) ^I	180	66%	34%	0%
Travel planning services	181	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

	n	Offered	Not Offered	Plan to Offer
Career counseling	175	15%	80%	5%
Certification/recertification fees	177	72%	28%	0%
College selection/referral ^A	174	9%	90%	2%
Cross-training to develop skills not directly related to the job	178	43%	51%	7%
Executive or leadership coaching	176	40%	56%	4%
Mentoring program ^B	177	16%	79%	5%
Off-site professional development opportunities ^C	179	72%	26%	2%
On-site professional development opportunities ^C	179	64%	35%	2%
Professional license application or renewal fees	178	69%	31%	0%
Professional memberships ^D	177	83%	17%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Assistance selling previous home	175	11%	89%	0%
Cost-of-living differential	174	14%	86%	0%
Down payment assistance	176	5%	95%	0%
Home buyout program ^A	172	3%	97%	0%
Home insurance program ^B	175	6%	94%	1%
Housing counseling ^C	172	5%	95%	1%
Location visit assistance ^D	173	20%	79%	1%
Mortgage assistance	175	3%	97%	0%
Mortgage insurance	176	3%	97%	0%
Reimbursement for financial loss sustained from a home sale ^E	171	5%	95%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

HOUSING AND RELOCATION BENEFITS

	n	Offered	Not Offered	Plan to Offer
Reimbursement of closing costs ^E	171	7%	93%	0%
Reimbursement of realtor fees ^E	172	6%	94%	0%
Reimbursement of shipping fees ^E	171	19%	81%	0%
Relocation lump sum payment ^F	173	37%	63%	0%
Rental assistance	173	9%	91%	0%
Renter insurance program ^G	173	2%	98%	1%
Spouse relocation employment assistance	175	9%	90%	1%
Temporary relocation benefits ^H	176	27%	72%	1%
Third-party relocation plan ^I	172	8%	92%	0%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

BUSINESS TRAVEL BENEFITS

	n	Offered	Not Offered	Plan to Offer
Employee keeps frequent flyer miles	177	62%	38%	0%
Employee keeps hotel points	179	60%	40%	0%
First or business class airfare for domestic travel	178	15%	85%	0%
First or business class airfare for international travel	178	16%	84%	1%
Mileage reimbursement for the use of personal car to travel to and from airport	178	83%	17%	0%
Paid airline club membership	178	3%	97%	1%
Paid child care expenses while an employee is on business travel	177	1%	98%	1%
Paid dry cleaning while on business travel	177	16%	84%	0%
Paid elder care expenses while an employee is on business travel	178	0%	99%	1%
Paid health club fees while on business travel	177	6%	94%	0%
Paid Internet access while on business travel	179	60%	40%	0%
Paid minibar snacks at the hotel	178	10%	90%	0%
Paid pay-per-view movies at the hotel	177	2%	98%	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	178	0%	99%	1%
Paid travel expenses for dependent children	176	1%	99%	0%
Paid travel expenses for opposite-sex domestic partner	180	3%	97%	0%
Paid travel expenses for same-sex domestic partner	180	3%	97%	0%
Paid travel expenses for spouse	181	3%	97%	0%
Parking reimbursement at airport while on business travel	180	87%	13%	0%
Per diem for meals ^A	181	73%	27%	0%
Reimbursement for personal telephone calls while on business travel	179	41%	59%	0%
Reimbursement for taxicab or car service to and from airport	179	84%	16%	0%
Rental car upgrades	177	17%	83%	0%
Travel accident insurance	176	37%	63%	1%

SHRM EMPLOYEE BENEFITS PREVALENCE CUSTOMIZED BENCHMARKING REPORT

OTHER BENEFITS

	n	Offered	Not Offered	Plan to Offer
Annual company outing ^A	163	60%	39%	2%
Community volunteer programs	163	44%	55%	1%
Company paraphernalia ^B	163	68%	31%	1%
Company-purchased tickets ^C	164	26%	74%	0%
Discount ticket services ^C	164	35%	64%	1%
Noncash companywide performance awards ^D	163	47%	53%	0%
Pets at work	161	13%	86%	1%
Take your child to work day	162	19%	80%	1%
Take your parent to work day	162	2%	98%	0%
Take your pet to work day ^E	163	3%	95%	2%

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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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*