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**TABLE A-1: Health Care and Welfare Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Dental insurance	96%	0%
Prescription drug coverage	96%	0%
Mental health coverage	91%	<1%
Mail-order prescription program	87%	0%
Vision insurance	87%	<1%
Accidental death and dismemberment insurance (AD&D) <sup>A</sup>	85%	<1%
Preferred provider organization (PPO)	85%	<1%
Contraceptive coverage	83%	<1%
Chiropractic coverage	81%	1%
Long-term disability insurance <sup>A</sup>	80%	1%
Employee assistance program (EAP)	79%	2%
Short-term disability insurance <sup>B</sup>	74%	1%
Medical flexible spending accounts <sup>C</sup>	69%	1%
Supplemental accident insurance	51%	1%
Health savings account (HSA)	43%	4%
Acupressure/acupuncture medical coverage	37%	1%
Consumer-directed health care plan (CDHP) <sup>D</sup>	34%	2%
Critical illness insurance <sup>E</sup>	34%	1%
Health care premium flexible spending account <sup>F</sup>	34%	2%
Bariatric coverage for weight loss <sup>G</sup>	33%	<1%
Health maintenance organization (HMO)	33%	0%
Long-term care insurance	32%	1%

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**TABLE A-1: Health Care and Welfare Benefits (continued)**

Employer contributions to health savings accounts (HSAs)	30%	3%
Laser-based vision correction coverage	30%	1%
Infertility treatment coverage (other than in-vitro fertilization)	29%	<1%
In-vitro fertilization coverage	27%	<1%
Hospital indemnity insurance	24%	1%
Intensive care insurance <sup>h</sup>	23%	<1%
Retiree health care coverage	23%	0%
Point of service (POS) plan	22%	<1%
Health reimbursement arrangement (HRA)	19%	1%
Wholesale generic drug program for injectable drugs	16%	<1%
Elective procedures coverage <sup>i</sup>	14%	<1%
Pharmacy management program <sup>j</sup>	13%	<1%
Alternative/complementary medical coverage	11%	<1%
Experimental/elective drug coverage	9%	0%
Indemnity plan (fee-for-service)	9%	<1%
Exclusive provider organization (EPO)	7%	1%
Reimburse employee to travel abroad for medical care and/or reimburse employees to obtain medical care abroad <sup>k</sup>	6%	<1%
Gender reassignment surgery coverage	5%	<1%
Full replacement consumer-directed health care plan (CDHP)	4%	<1%
Egg freezing for nonmedical reasons	2%	0%
Mini-med health plan	2%	<1%

n = 431-460.

<sup>A</sup> Does not pertain to employee-paid supplemental insurance.

<sup>B</sup> Beyond any state required programs and does not pertain to employee-paid supplemental insurance.

<sup>C</sup> IRC Section 125.

<sup>D</sup> Generally includes three major components: an HRA or HSA, an underlying medical plan (typically a PPO), and access to educational tools and information to help members navigate the plan.

<sup>E</sup> Provides funds to help cover extra expenses upon diagnosis of a critical illness or condition.

<sup>F</sup> IRC Section 125 Cafeteria Plan allowing for premium conversion.

<sup>G</sup> For example, stomach stapling or gastric bypass surgery.

<sup>H</sup> Provides funds to help cover the extra expenses for accidents or illnesses that result in an admission to a hospital intensive care unit.

<sup>I</sup> Any nonemergency surgical procedure other than laser-based vision correction coverage.

<sup>J</sup> Independent of medical plan management.

<sup>K</sup> For example, medical tourism.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE A-2: Health Care and Welfare Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Dental insurance	94%	96%	96%	95%	96%		
Prescription drug program coverage	96%	97%	98%	95%	96%		
Mental health coverage	82%	85%	89%	87%	91%	↑	
Mail-order prescription program	91%	91%	90%	84%	87%		
Vision insurance	76%	79%	82%	83%	87%	↑	
Accidental death and dismemberment insurance (AD&D)	80%	83%	83%	84%	85%		
Preferred provider organization (PPO)	84%	83%	86%	84%	85%		
Contraceptive coverage	69%	73%	82%	84%	83%	↑	
Chiropractic insurance	83%	82%	80%	83%	81%		
Long-term disability insurance	76%	80%	77%	74%	80%		
Employee assistance program (EAP)	75%	78%	77%	74%	79%		
Short-term disability insurance	66%	68%	68%	70%	74%	↑	
Medical flexible spending accounts	73%	70%	72%	68%	69%		
Supplemental accident insurance	45%	48%	50%	46%	51%		
Health savings account (HSA)	35%	43%	42%	45%	43%	↑	
Acupressure/acupuncture medical coverage	32%	36%	36%	36%	37%		
Consumer-directed health care plan (CDHP)	—	—	31%	30%	34%		
Critical illness insurance	22%	24%	29%	30%	34%	↑	
Health care premium flexible spending account	45%	44%	38%	32%	34%	↓	
Bariatric coverage for weight loss	36%	38%	34%	38%	33%		
Health maintenance organization (HMO)	33%	32%	33%	33%	33%		
Long-term care insurance	29%	28%	31%	24%	32%		↑
Employer contributions to HSAs	20%	25%	26%	32%	30%	↑	
Laser-based vision correction coverage	22%	24%	27%	28%	30%	↑	
Infertility treatment coverage other than in-vitro fertilization	31%	33%	34%	29%	29%		
In-vitro fertilization coverage	25%	27%	30%	26%	27%		
Hospital indemnity insurance	21%	22%	22%	22%	24%		
Intensive care insurance	21%	23%	20%	21%	23%		
Retiree health care coverage	25%	24%	23%	18%	23%		
Point of service (POS) plan	22%	23%	19%	22%	22%		
Health reimbursement arrangement (HRA)	21%	22%	19%	17%	19%		
Wholesale generic drug program for injectable drugs	16%	17%	20%	16%	16%		
Elective procedures coverage	11%	8%	15%	15%	14%		
Pharmacy management program	14%	18%	16%	14%	13%		

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**TABLE A-2: Health Care and Welfare Benefits (by Year) (continued)**

Alternative/complementary medical coverage	15%	15%	17%	14%	11%		
Experimental/elective drug coverage	5%	6%	6%	4%	9%	↑	↑
Indemnity plan	8%	8%	7%	12%	9%		
Exclusive provider organization (EPO)	5%	8%	7%	7%	7%		
Reimburse employee to travel abroad for medical care and/or reimburse employees to obtain medical care abroad	—	—	—	—	6%		
Gender reassignment surgery coverage	2%	5%	8%	7%	5%	↑	
Full replacement CDHP	—	—	—	—	4%		
Egg freezing for nonmedical reasons	—	—	—	—	2%		
Mini-med health plan	1%	2%	5%	2%	2%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE B-1: Preventive Health and Wellness Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Wellness resources and information	80%	5%
Wellness programs, general	70%	8%
On-site seasonal flu vaccinations	61%	2%
Wellness publication <sup>a</sup>	60%	6%
24-hour nurse line <sup>b</sup>	51%	1%
CPR/first aid training	50%	2%
Health and lifestyle coaching <sup>c</sup>	46%	7%
Smoking cessation program	44%	5%
Health screening programs <sup>d</sup>	43%	6%
Health fairs	40%	7%
Preventive programs specifically targeting employees with chronic health conditions	40%	6%
Rewards or bonuses for completing certain health and wellness programs	40%	8%
Company-organized fitness competitions/challenges	34%	5%
Weight loss program	33%	5%
Off-site fitness center membership subsidy/reimbursement	32%	3%
Health care premium discount for getting annual health risk assessment	25%	6%
Standing desk <sup>e</sup>	25%	2%
On-site fitness center	21%	2%
Health care premium discount for participating in wellness program	20%	5%
Nutritional counseling	20%	3%
Health care premium discount for not using tobacco products	19%	5%
On-site blood pressure machine	17%	2%

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**TABLE B-1: Preventive Health and Wellness Benefits (continued)**

On-site fitness classes <sup>f</sup>	17%	2%
Off-site fitness class subsidy/reimbursement	16%	2%
Company-provided fitness bands/activity trackers	13%	3%
On-site massage therapy services	11%	3%
Health care premium discount for participating in a weight loss program	9%	5%
On-site medical clinic	8%	1%
On-site sick room	7%	<1%
Fitness equipment subsidy/reimbursement	6%	2%
On-site stress reduction program	5%	3%
On-site vegetable garden	5%	1%
On-site nap room	2%	<1%

n = 432-439.

<sup>a</sup> For example, newsletter, column.

<sup>b</sup> Available to help employees make more informed health care decisions.

<sup>c</sup> Used to help employees change and better manage their health habits.

<sup>d</sup> For example, glucose, cholesterol.

<sup>e</sup> Provide or subsidize the cost of replacing a regular desk with a standing desk.

<sup>f</sup> For example, yoga, aerobics.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE B-2: Preventive Health and Wellness Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Wellness resources and information	75%	77%	77%	79%	80%		
Wellness programs, general	60%	61%	64%	62%	70%	↑	↑
On-site seasonal flu vaccinations	64%	61%	61%	58%	61%		
Wellness publication	56%	61%	59%	61%	60%		
24-hour nurse line	53%	54%	55%	51%	51%		
CPR/first aid training	53%	51%	48%	45%	50%		
Health and lifestyle coaching	37%	45%	48%	47%	46%	↑	
Smoking cessation program	36%	39%	44%	42%	44%	↑	
Health screening programs	42%	45%	50%	47%	43%		
Health fairs	39%	38%	43%	38%	40%		
Preventive programs specifically targeting employees with chronic health conditions	33%	36%	42%	42%	40%	↑	
Rewards or bonuses for completing certain health and wellness programs	31%	35%	43%	36%	40%	↑	
Company-organized fitness competitions/challenges	—	—	—	—	34%		
Weight loss program	30%	32%	37%	32%	33%		

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Off-site fitness center membership subsidy/reimbursement	30%	32%	36%	34%	32%		
Health care premium discount for getting an annual health risk assessment	14%	21%	21%	21%	25%	↑	
Standing desk	—	—	13%	20%	25%		
On-site fitness center	24%	22%	25%	20%	21%		
Health care premium discount for participating in a wellness program	11%	15%	17%	14%	20%	↑	
Nutritional counseling	17%	20%	19%	20%	20%		
Health care premium discount for not using tobacco products	12%	20%	19%	19%	19%	↑	
On-site blood pressure machine	20%	20%	18%	14%	17%		
On-site fitness classes	—	—	—	14%	17%		
Off-site fitness class subsidy/reimbursement	—	—	—	12%	16%		
Company-provided fitness bands/activity trackers	—	—	—	—	13%		
On-site massage therapy services	11%	9%	9%	6%	11%		↑
Health care premium discount for participating in a weight loss program	7%	9%	9%	9%	9%		
On-site medical clinic	9%	8%	8%	7%	8%		
On-site sick room	12%	12%	9%	9%	7%		
Fitness equipment subsidy/reimbursement	4%	4%	6%	5%	6%		
On-site stress reduction program	12%	11%	10%	3%	5%	↓	
On-site vegetable gardens	—	—	3%	3%	5%		
On-site nap room	6%	6%	6%	3%	2%	↓	

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year’s survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE C-2: Retirement Savings and Planning Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Traditional 401(k) or similar defined contribution retirement savings plan	—	—	—	89%	90%		
Defined contribution retirement savings plan catch-up contributions	—	—	76%	76%	75%		
Employer match for traditional 401(k) or similar defined contribution retirement savings plan	—	—	—	74%	73%		
Defined contribution retirement savings plan hardship withdrawals	—	—	71%	64%	67%		
Investment advice offered online	—	55%	59%	50%	55%		
Individual investment advice offered one on one	42%	44%	53%	41%	53%	↑	↑
Defined contribution retirement savings plan loans	69%	66%	64%	49%	50%	↓	
Retirement-preparation specific planning advice	37%	39%	43%	43%	48%	↑	
Roth 401(k) or similar defined contribution retirement savings plan	31%	34%	38%	41%	48%	↑	
Defined contribution retirement savings plans offer target-date funds in their investment lineup	—	—	—	—	46%		
Investment advice offered in a group/classroom	—	41%	41%	41%	44%		
Automatic enrollment into defined contribution retirement savings plan	41%	39%	41%	40%	38%		
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	—	—	—	30%	35%		
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	19%	19%	22%	26%	27%	↑	
Defined benefit pension plan (open to all employees)	22%	21%	19%	24%	26%		
Automatic escalation of salary deferral amounts for defined contribution retirement savings plans	15%	19%	21%	19%	18%		
Defined benefit pension plan (frozen)	12%	12%	12%	13%	13%		
Informal phased retirement program	—	5%	6%	9%	10%		
Cash balance pension plan	8%	6%	6%	6%	8%		
Formal phased retirement program	5%	5%	6%	4%	8%		↑
Supplemental executive retirement plan (SERP)	11%	7%	9%	8%	8%		
Defined contribution retirement savings plan debit card	1%	2%	2%	2%	3%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE D-1: Financial and Compensation Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
On-site parking	88%	0%
Life insurance <sup>A</sup>	83%	<1%
Dependent care flexible spending account <sup>B</sup>	66%	1%
Company-owned business cell phone or smart phone (e.g., Blackberry, iPhone) for business and personal use	60%	0%
Service anniversary award <sup>C</sup>	60%	3%
Life insurance for dependents	58%	0%
Undergraduate educational assistance	56%	2%
Graduate educational assistance	52%	1%
Incentive bonus plan (executive)	52%	<1%
Incentive bonus plan (nonexecutive)	49%	<1%
Cell phone or smart phone subsidy for employee-owned device	45%	<1%
Spot bonus/award <sup>D</sup>	45%	2%
Employee referral bonus	44%	2%
Donations for participation in charitable events <sup>E</sup>	39%	1%
Employee discounts on company services	34%	<1%
Shift premiums	34%	<1%
Automobile subsidy for business use of personal vehicles	31%	0%
Accident insurance <sup>F</sup>	29%	<1%
Sign-on bonus (executive)	28%	<1%
Financial advice offered online <sup>G</sup>	25%	1%
Credit union	24%	<1%
Financial advice offered one on one <sup>G</sup>	24%	1%
Full flexible benefits plans <sup>H</sup>	23%	<1%
Matching employee charitable contributions	23%	<1%
Sign-on bonus (nonexecutive)	22%	<1%
Accelerated death benefits <sup>I</sup>	21%	<1%
Financial advice offered in group/classroom <sup>G</sup>	21%	1%
Employee technological device (e.g., computers, tablets) purchase discounts (not a loan)	19%	<1%
Company-owned vehicle for business and personal use	18%	0%
Safety bonus/incentive	18%	1%
Credit counseling service <sup>J</sup>	17%	<1%
Retention bonus (executive)	15%	<1%
Retention bonus (nonexecutive)	15%	0%
Qualified transportation spending accounts	14%	0%
Loans to employees for emergency/disaster assistance	13%	0%
Payroll advances	13%	0%

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**TABLE D-1: Financial and Compensation Benefits (continued)**

Transit subsidy	13%	<1%
529 plan <sup>k</sup>	11%	<1%
Educational scholarships for members of employees' families	11%	1%
Incentive stock options (ISOs)	10%	<1%
Parking subsidy	10%	0%
Restricted stock options	10%	0%
Employee stock purchase plan	9%	<1%
Nonqualified stock options <sup>l</sup>	8%	<1%
Automobile insurance program for personal use	6%	<1%
Low-/no-interest loans to employees for nonemergency situations	6%	0%
Carpooling subsidy	5%	0%
Free computers to employees for personal use	5%	0%
Free or discounted home Internet service	5%	0%
Loans for employees to purchase personal computers	5%	<1%
Free commuter shuttle	4%	0%
Company-provided student loan repayment	3%	<1%
Personal tax services	3%	0%
Stock appreciation rights (SARs)	3%	<1%
Divorce insurance	1%	0%
Educational loans for members of employees' families	1%	<1%
Subsidized cost of elder care	<1%	0%
Grooming subsidy/reimbursement <sup>m</sup>	0%	0%

n = 413-420.

<sup>a</sup> Does not pertain to employee-paid supplemental insurance.

<sup>b</sup> IRC Section 125.

<sup>c</sup> Based on the number of years of employment.

<sup>d</sup> Unscheduled bonus/award for going above and beyond in some capacity.

<sup>e</sup> For example, walkathons.

<sup>f</sup> Separate from travel accident insurance.

<sup>g</sup> Financial advice is defined as providing employees with information on how to manage their financial resources effectively for a lifetime of financial well-being.

<sup>h</sup> Ability to select from a variety of benefits.

<sup>i</sup> For terminal illnesses.

<sup>j</sup> Credit, debt consolidation, housing counseling, etc.

<sup>k</sup> Tax-advantaged savings plan designed to encourage saving for future college costs.

<sup>l</sup> NQSOs or NSOs.

<sup>m</sup> For example, manicures, pedicures, haircuts.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE D-2: Financial and Compensation Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
On-site parking	87%	87%	87%	90%	88%		
Life insurance	85%	84%	86%	83%	83%		
Dependent care flexible spending account	73%	72%	71%	64%	66%		
Company-owned business cell phone or smart phone for business and personal use*	56%	55%	56%	41%	60%		
Service anniversary award	54%	59%	62%	59%	60%		
Life insurance for dependents	55%	55%	55%	54%	58%		
Undergraduate educational assistance	58%	61%	61%	54%	56%		
Graduate educational assistance	54%	58%	59%	50%	52%		
Incentive bonus plan (executive)	50%	50%	55%	45%	52%		
Incentive bonus plan (nonexecutive)	43%	41%	45%	40%	49%		↑
Cell phone or smart phone subsidy for employee-owned device	—	—	—	42%	45%		
Spot bonus/award	34%	38%	45%	41%	45%	↑	
Employee referral bonus	40%	38%	47%	41%	44%		
Donations for participation in charitable events	31%	32%	35%	33%	39%	↑	
Employee discount on company services	32%	33%	40%	33%	34%		
Shift premiums	36%	38%	43%	35%	34%		
Automobile subsidy for business use of personal vehicles	46%	42%	43%	26%	31%	↓	
Accident insurance	24%	25%	25%	24%	29%		
Sign-on bonus (executive)	24%	23%	28%	28%	28%		
Financial advice offered online	22%	24%	24%	19%	25%		
Credit union	32%	33%	31%	26%	24%	↓	
Financial advice offered one on one	30%	28%	25%	17%	24%		↑
Full flexible benefits plan	32%	31%	31%	24%	23%	↓	
Matching employee charitable contributions	20%	18%	22%	20%	23%		
Sign-on bonus (nonexecutive)	16%	15%	19%	20%	22%	↑	
Accelerated death benefits	23%	20%	19%	21%	21%		
Financial advice offered in group/classroom	24%	22%	20%	14%	21%		↑
Employee technological device purchase discounts (not a loan)	22%	22%	24%	19%	19%		
Company-owned car for employee use	22%	23%	24%	20%	18%		
Safety bonus/incentive	—	—	—	13%	18%		
Credit counseling service	18%	21%	20%	13%	17%		
Retention bonus (executive)	13%	13%	17%	13%	15%		
Retention bonus (nonexecutive)	11%	10%	13%	12%	15%		

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**TABLE D-2: Financial and Compensation Benefits (by Year) (continued)**

Qualified transportation spending account	8%	9%	13%	10%	14%		↑
Loans to employees for emergency/disaster assistance	15%	19%	14%	12%	13%		
Payroll advances	21%	20%	19%	18%	13%		↓
Transit subsidy	12%	13%	12%	10%	13%		
529 plan	12%	14%	14%	6%	11%		
Educational scholarships for members of employees' families	15%	17%	17%	13%	11%		
Incentive stock options (ISOs)	9%	8%	11%	9%	10%		
Parking subsidy	8%	8%	11%	7%	10%		
Restricted stock options	8%	9%	10%	10%	10%		
Employee stock purchase plan	10%	10%	12%	12%	9%		
Nonqualified stock options	7%	7%	9%	7%	8%		
Automobile insurance program for personal use	10%	10%	11%	6%	6%		
Low-/no-interest loans to employees for nonemergency situations	9%	9%	7%	6%	6%		
Carpooling subsidy	4%	4%	4%	3%	5%		
Free computers for employees' personal use	5%	5%	6%	5%	5%		
Free or discounted home Internet service	3%	3%	4%	3%	5%		
Loans for employees to purchase personal computers	7%	5%	5%	5%	5%		
Free commuter shuttle	—	—	—	2%	4%		
Company-provided student loan repayment	—	—	—	—	3%		
Personal tax services	3%	2%	3%	1%	3%		
Stock appreciation rights (SARs)	3%	3%	3%	3%	3%		
Divorce insurance	—	—	—	<1%	1%		
Educational loans for members of employees' families	2%	2%	1%	2%	1%		
Subsidized cost of elder care	1%	2%	3%	2%	<1%		↓
Grooming subsidy/reimbursement	—	—	—	<1%	0%		

**Note:** An asterisk (\*) indicates that the benefit was modified from the previous year and was not directly comparable. An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE E-1: Leave Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Paid holidays	98%	0%
Paid bereavement leave	86%	0%
Paid jury duty beyond what is required by law	67%	0%
Paid time off plan <sup>A</sup>	53%	0%
Paid vacation plan	46%	0%
Floating holidays <sup>B</sup>	42%	1%
Paid sick leave plan	42%	<1%
Paid family leave	27%	0%
Paid personal day(s)	27%	<1%
Family leave above required federal FMLA leave	26%	<1%
Paid military leave <sup>C</sup>	23%	0%
Family leave above any state FMLA leave	22%	<1%
Paid maternity leave <sup>D</sup>	21%	0%
Paid time off for volunteering	21%	1%
Parental leave above federal FMLA leave	20%	<1%
Religious accommodation paid holidays <sup>E</sup>	20%	1%
Paid time off to serve on the board of a community group or professional association	18%	0%
Parental leave above any state FMLA leave	18%	<1%
Paid adoption leave	17%	<1%
Paid paternity leave	17%	<1%
Paid time off cash-out option <sup>F</sup>	16%	<1%
Elder care leave above federal FMLA leave	13%	<1%

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**TABLE E-1: Leave Benefits (continued)**

Unpaid sabbatical program	13%	0%
Elder care leave above any state FMLA leave	12%	0%
Paid time off donation program <sup>g</sup>	12%	1%
Emergency flexibility <sup>h</sup>	8%	0%
Paid day off for employee's birthday	8%	0%
Paid vacation cash-out option <sup>f</sup>	8%	<1%
Paid vacation leave donation program <sup>g</sup>	8%	<1%
Paid sick leave donation program <sup>g</sup>	7%	1%
Vacation purchase plan <sup>i</sup>	6%	<1%
Paid sabbatical program	5%	<1%
Paid sick leave cash-out option <sup>f</sup>	5%	0%
Paid surrogacy leave <sup>j</sup>	5%	<1%
Unlimited paid sick time	3%	<1%
Company-paid time off for group vacations	2%	0%
Unlimited paid time off	2%	0%
Unlimited paid vacation time	<1%	<1%

n = 240-417.

<sup>A</sup> Sick, vacation and personal days all in one plan.

<sup>B</sup> Other than personal days.

<sup>C</sup> Beyond what may be required by law.

<sup>D</sup> Other than what is covered by short-term disability or state law.

<sup>E</sup> Paid days off for religious holidays not offered by employer.

<sup>F</sup> Employee can cash out a portion of his or her balance.

<sup>G</sup> Allows employees to donate leave to another employee.

<sup>H</sup> Fixed number of days off with pay for emergencies.

<sup>I</sup> Payroll deduction.

<sup>J</sup> For parents using a surrogate.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE E-2: Leave Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Paid holidays	97%	97%	97%	96%	98%		
Paid bereavement leave	90%	89%	87%	85%	86%		
Paid jury duty beyond what is required by law	68%	69%	66%	60%	67%		
Paid time off plan	48%	51%	52%	58%	53%		
Paid vacation plan	44%	43%	41%	40%	46%		
Floating holidays	42%	40%	38%	38%	42%		
Paid sick leave plan	37%	33%	34%	33%	42%		↑
Paid family leave	25%	24%	21%	19%	27%		↑
Paid personal day(s)	26%	26%	22%	22%	27%		
Family leave above required federal FMLA leave	21%	22%	26%	19%	26%		
Paid military leave	24%	19%	24%	23%	23%		
Family leave above any state FMLA leave	18%	18%	23%	16%	22%		
Paid maternity leave	16%	16%	16%	12%	21%		↑
Paid time off for volunteering	19%	19%	20%	16%	21%		
Parental leave above federal FMLA leave	18%	18%	21%	13%	20%		↑
Religious accommodation paid holidays	—	—	16%	17%	20%		
Paid time off to serve on the board of a community group or professional association	20%	21%	18%	15%	18%		
Parental leave above any state FMLA leave	17%	16%	18%	11%	18%		↑
Paid adoption leave	16%	17%	16%	12%	17%		
Paid paternity leave	16%	16%	15%	12%	17%		
Paid time off cash-out option	17%	18%	19%	18%	16%		
Elder care leave above federal FMLA leave	11%	10%	14%	8%	13%		
Unpaid sabbatical program	15%	15%	16%	12%	13%		
Elder care leave above any state FMLA leave	11%	10%	13%	8%	12%		
Paid time off donation program	14%	16%	15%	15%	12%		

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**TABLE E-2: Leave Benefits (by Year) (continued)**

Emergency flexibility	7%	7%	6%	6%	8%		
Paid day off for employee's birthday	9%	8%	8%	8%	8%		
Paid vacation cash-out option	16%	13%	9%	8%	8%	↓	
Paid vacation leave donation program	15%	12%	7%	6%	8%	↓	
Paid sick leave donation program	7%	6%	6%	6%	7%		
Vacation purchase plan	7%	7%	5%	4%	6%		
Paid sabbatical program	4%	5%	4%	3%	5%		
Paid sick leave cash-out option	6%	5%	4%	4%	5%		
Paid surrogacy leave	—	—	—	—	5%		
Unlimited paid sick time	—	2%	3%	3%	3%		
Company-paid time off for group vacations	2%	2%	2%	2%	2%		
Unlimited paid time off	—	1%	1%	1%	2%		
Unlimited paid vacation time	—	1%	1%	<1%	<1%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE F-1: Family-Friendly Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
On-site lactation/mother's room <sup>A</sup>	35%	1%
Bring child to work in emergency (i.e., as backup care for an unexpected event)	22%	<1%
Domestic partner benefits for same-sex partners <sup>B</sup>	17%	<1%
Domestic partner benefits for opposite-sex partners <sup>B</sup>	16%	<1%
Child care referral service <sup>C</sup>	9%	<1%
Adoption assistance	7%	0%
Elder care referral service <sup>C</sup>	6%	<1%
Lactation support services <sup>D</sup>	5%	0%
Access to backup child care services <sup>E</sup>	4%	<1%
Subsidized child care program <sup>F</sup>	4%	<1%
Babies at work <sup>G</sup>	2%	<1%
Nonsubsidized child care center <sup>H</sup>	2%	<1%
On-ramping programs for parents re-entering the workforce	2%	<1%
On-site vaccinations for infants/children	2%	0%
Subsidized child care center <sup>H</sup>	2%	0%
Access to backup elder care services <sup>E</sup>	1%	<1%
Geriatric counseling <sup>I</sup>	1%	0%
On-site elder care fairs <sup>J</sup>	1%	<1%
On-site parenting seminars	1%	0%
Consortium child care center <sup>K</sup>	<1%	0%
Elder care assisted living assessments	<1%	0%
Elder care in-home assessments <sup>L</sup>	<1%	0%
Foster care assistance	<1%	<1%
On-ramping programs for family members dealing with elder care responsibilities	<1%	0%

n = 411-415.

<sup>A</sup>A separate room that goes above and beyond the ACA law requirements that employees be "shielded from view" and "free from intrusion" during their break.

<sup>B</sup>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).

<sup>C</sup>Program that provides employees with the names of providers (separate from or part of an EAP).

<sup>D</sup>Lactation consulting and education.

<sup>E</sup>For an unexpected event.

<sup>F</sup>Helps employees pay child care fees, other than flexible spending accounts.

<sup>G</sup>Children under one year of age are allowed to come to work with a parent on a regular basis.

<sup>H</sup>An on-site or near-site center.

<sup>I</sup>Counseling services to seniors and their families.

<sup>J</sup>Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.

<sup>K</sup>An on-site or near-site center sharing the costs and responsibilities with several organizations.

<sup>L</sup>Provides families with appraisals to determine care needs.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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TABLE F-2: Family-Friendly Benefits (by Year)

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
On-site lactation/mother's room	28%	30%	34%	28%	35%		
Bring child to work in emergency	33%	32%	26%	26%	22%	↓	
Domestic partner benefits for same-sex partners	14%	15%	24%	15%	17%		
Domestic partner benefits for opposite-sex partners	14%	15%	20%	14%	16%		
Child care referral service	17%	17%	12%	10%	9%	↓	
Adoption assistance	8%	9%	11%	6%	7%		
Elder care referral service	9%	10%	8%	5%	6%		
Lactation support services	5%	6%	8%	6%	5%		
Access to backup child care services	3%	3%	4%	3%	4%		
Subsidized child care program	—	4%	4%	3%	4%		
Babies at work	1%	1%	2%	1%	2%		
Nonsubsidized child care center	4%	4%	3%	2%	2%		
On-ramping programs for parents re-entering the workforce	1%	1%	1%	1%	2%		
On-site vaccinations for infants/children	3%	2%	1%	1%	2%		
Subsidized child care center	4%	4%	3%	2%	2%		
Access to backup elder care services	2%	1%	2%	<1%	1%		
Geriatric counseling	2%	3%	2%	1%	1%		
On-site elder care fairs	1%	2%	2%	1%	1%		
On-site parenting seminars	4%	5%	2%	2%	1%	↓	
Consortium child care center	1%	1%	1%	<1%	<1%		
Elder care assisted living assessments	1%	2%	1%	<1%	<1%		
Elder care in-home assessments	1%	2%	1%	1%	<1%		
Foster care assistance	1%	2%	2%	1%	<1%		
On-ramping programs for family members dealing with elder care responsibilities	1%	1%	1%	<1%	<1%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE G-1: Flexible Working Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Casual dress day (one day per week)	62%	0%
Telecommuting (any type)	60%	0%
Telecommuting on an ad-hoc basis <sup>A</sup>	56%	0%
Flextime <sup>B</sup> (any type)	54%	<1%
Flextime during core business hours <sup>C</sup>	52%	1%
Mealtime flex <sup>D</sup>	42%	0%
Break arrangements <sup>E</sup>	37%	0%
Casual dress (every day)	36%	<1%
Telecommuting on a part-time basis	36%	0%
Compressed workweek <sup>F</sup>	31%	<1%
Flextime outside of core business hours <sup>G</sup>	26%	1%
Casual dress <sup>H</sup> (seasonal)	23%	0%
Telecommuting on a full-time basis	22%	0%
Shift flexibility <sup>I</sup>	21%	0%
Seasonal scheduling <sup>J</sup>	14%	1%
Job sharing <sup>K</sup>	10%	0%
Alternating location arrangements <sup>L</sup>	8%	0%
Results-only work environment (ROWE) <sup>M</sup>	5%	0%

n = 410-415.

<sup>A</sup> Telecommuting on an ad-hoc basis is defined as situations that may occur intermittently throughout the year or as a one-time event.

<sup>B</sup> Allowing employees to choose their work hours within limits established by the employer.

<sup>C</sup> Allowing employees to choose their work hours during core business hours.

<sup>D</sup> 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.

<sup>E</sup> Provides employees more flexibility over when they take breaks.

<sup>F</sup> 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.

<sup>G</sup> Allowing employees to choose their work hours within limits outside of core business hours.

<sup>H</sup> Allowing casual dress for extended periods during the year (e.g., summer months, holidays).

<sup>I</sup> Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.

<sup>J</sup> Employees work only a certain number of months per year (e.g., Fridays off in the summer).

<sup>K</sup> Two or more employees share the responsibilities, accountability and compensation of one full-time job.

<sup>L</sup> Employees work part-year in one location and part-year in a second location (e.g., "snowbirds").

<sup>M</sup> Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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TABLE G-2: Flexible Working Benefits (by Year)

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Casual dress day (one day per week)	55%	55%	60%	56%	62%	↑	
Telecommuting (any type)	53%	57%	58%	59%	60%		
Telecommuting on an ad-hoc basis	42%	45%	45%	54%	56%	↑	
Flextime (any type)	53%	53%	53%	52%	54%		
Flextime during core business hours	—	51%	51%	50%	52%		
Mealtime flex	40%	38%	37%	37%	42%		
Break arrangements	45%	43%	39%	31%	37%		
Casual dress (every day)	36%	36%	34%	32%	36%		
Telecommuting on a part-time basis	34%	36%	36%	29%	36%		
Compressed workweek	35%	35%	35%	29%	31%		
Flextime outside of core business hours	—	25%	26%	22%	26%		
Casual dress (seasonal)	24%	24%	23%	19%	23%		
Telecommuting on a full-time basis	20%	20%	20%	20%	22%		
Shift flexibility	18%	22%	19%	20%	21%		
Seasonal scheduling	16%	19%	19%	14%	14%		
Job sharing	13%	12%	10%	9%	10%		
Alternating location arrangements	5%	5%	4%	4%	8%		
Results-only work environment (ROWE)	2%	3%	4%	3%	5%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE H-1: Employee Programs and Services**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Break room/kitchenette	90%	0%
Free coffee <sup>A</sup>	76%	<1%
Snacks and beverages (employee-paid) <sup>B</sup>	61%	0%
Free/discounted uniforms	30%	0%
Legal assistance/services	23%	<1%
Free snacks and beverages (company-paid)	22%	<1%
On-site cafeteria (unsubsidized)	20%	<1%
Paycards <sup>C</sup>	20%	1%
On-site ATMs	17%	0%
Organization-sponsored sports teams	14%	<1%
Employer-sponsored personal shopping discounts <sup>D</sup>	13%	<1%
Postal services for employees	13%	0%
On-site cafeteria (fully or partially subsidized by the company)	12%	1%
On-site convenience store	11%	0%
Pet health insurance	9%	1%
Travel planning services	8%	0%
Dry cleaning services	7%	0%
Electric vehicle charging station	7%	2%
Executive club memberships, excluding airline memberships <sup>E</sup>	6%	<1%
ESL (English as a second language) classes	5%	<1%
Foreign language classes <sup>F</sup>	5%	0%
Self-defense training	4%	<1%
Concierge services	3%	0%
On-site haircuts	2%	<1%
Prepared take home meals	1%	0%

n = 410-414.

<sup>A</sup> Fully subsidized coffee or coffee service.

<sup>B</sup> For example, vending machine snacks and beverages.

<sup>C</sup> Payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts.

<sup>D</sup> For example, retail discounts.

<sup>E</sup> For example, country club memberships.

<sup>F</sup> Non-English classes.

Source: 2015 Employee Benefits: A Research Report by SHRM

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TABLE H-2: Employee Programs and Services (By Year)

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Break room/kitchenette	—	—	—	91%	90%		
Free coffee	77%	74%	72%	76%	76%		
Snacks and beverages (employee-paid)	—	—	—	64%	61%		
Free/discounted uniforms	26%	26%	28%	25%	30%		
Legal assistance/services	20%	21%	23%	21%	23%		
Free snacks and beverages (company-paid)	—	—	—	20%	22%		
On-site cafeteria (unsubsidized)	—	—	—	18%	20%		
Paycards	11%	16%	17%	17%	20%	↑	
On-site ATMs	22%	22%	22%	17%	17%		
Organization-sponsored sports teams	17%	18%	16%	12%	14%		
Employer-sponsored personal shopping discounts	6%	6%	7%	11%	13%	↑	
Postal services for employees	19%	20%	17%	13%	13%	↓	
On-site cafeteria (fully or partially subsidized)	19%	20%	23%	14%	12%	↓	
On-site convenience store	—	—	—	8%	11%		
Pet health insurance	4%	6%	8%	6%	9%	↑	
Travel planning services	9%	10%	11%	6%	8%		
Dry cleaning services	10%	10%	10%	9%	7%		
Electric vehicle charging station	—	—	—	4%	7%		
Executive club memberships	14%	9%	10%	6%	6%	↓	
ESL (English as a second language) classes	8%	8%	6%	5%	5%		
Foreign language classes	8%	8%	4%	4%	5%		
Self-defense training	6%	6%	4%	3%	4%		
Concierge services	2%	2%	4%	3%	3%		
On-site haircuts	2%	3%	1%	2%	2%		
Prepared take-home meals	3%	3%	3%	2%	1%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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TABLE I-1: Professional and Career Development Benefits

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Professional memberships <sup>A</sup>	91%	0%
Professional development opportunities (any type)	84%	1%
Off-site professional development opportunities <sup>B</sup>	81%	1%
Certification/recertification fees	78%	<1%
Professional license application or renewal fees	75%	<1%
On-site professional development opportunities <sup>B</sup>	67%	1%
Cross-training to develop skills not directly related to the job	42%	2%
Career counseling	15%	1%
Mentoring program <sup>C</sup>	15%	4%
College selection/referral <sup>D</sup>	8%	0%

n = 411-414.

<sup>A</sup> For example, SHRM.

<sup>B</sup> For example, seminars, conferences, courses or training to keep skills current.

<sup>C</sup> Formal program.

<sup>D</sup> Provides employees with information and helps link them to colleges.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE I-2: Professional and Career Development Benefits (By Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Professional memberships	87%	90%	90%	85%	91%		
Professional development opportunities	87%	87%	88%	82%	84%		
Off-site professional development opportunities	82%	83%	85%	78%	81%		
Certification/recertification fees	71%	74%	78%	72%	78%	↑	
Professional license application or renewal fees	72%	75%	77%	67%	75%		
On-site professional development opportunities	67%	65%	69%	61%	67%		
Cross-training to develop skills not directly related to the job	43%	38%	44%	39%	42%		
Career counseling	11%	12%	13%	13%	15%		
Mentoring program	17%	20%	20%	18%	15%		
College selection/referral	9%	9%	7%	4%	8%		↑

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

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**TABLE J-1: Housing and Relocation Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Relocation lump sum payment <sup>A</sup>	32%	0%
Temporary relocation benefits <sup>B</sup>	23%	0%
Location visit assistance <sup>C</sup>	17%	0%
Reimbursement of shipping fees <sup>D</sup>	16%	0%
Cost-of-living differential	12%	<1%
Assistance selling previous home	9%	0%
Reimbursement of closing costs <sup>D</sup>	9%	0%
Third-party relocation plan <sup>E</sup>	9%	0%
Reimbursement of realtor fees <sup>D</sup>	8%	0%
Housing counseling <sup>F</sup>	5%	0%
Reimbursement for financial loss sustained from a home sale <sup>G</sup>	5%	0%
Spouse relocation employment assistance	5%	0%
Rental assistance	4%	0%
Home buyout program <sup>H</sup>	3%	0%
Down payment assistance	3%	0%
Home insurance program <sup>I</sup>	3%	<1%
Mortgage assistance	3%	0%
Mortgage insurance	1%	0%
Renter insurance program <sup>J</sup>	1%	0%

n = 407-413.

<sup>A</sup> Single lump sum to the relocating employee.

<sup>B</sup> Helps temporarily relocated employees maintaining two residences.

<sup>C</sup> House-hunting trips.

<sup>D</sup> Employer covers some or all of the costs/fees.

<sup>E</sup> Employer hires a relocation management company to buy and resell the relocated employee's residence.

<sup>F</sup> Advice on buying, renting, defaults and foreclosures.

<sup>G</sup> Employer covers some or all of the home sale loss.

<sup>H</sup> Employer purchases the relocated employee's home.

<sup>I</sup> Discount on home insurance.

<sup>J</sup> Discount on renters insurance.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE J-2: Housing and Relocation Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Relocation lump sum payment	26%	29%	32%	31%	32%		
Temporary relocation benefits	25%	25%	22%	18%	23%		
Location visit assistance	18%	21%	22%	16%	17%		
Reimbursement of shipping fees	—	19%	20%	16%	16%		
Cost-of-living differential	10%	11%	12%	11%	12%		
Assistance selling previous home	9%	11%	12%	11%	9%		
Reimbursement of closing costs	8%	12%	10%	9%	9%		
Third-party relocation plan	—	—	—	10%	9%		
Reimbursement of realtor fees	8%	11%	10%	9%	8%		
Housing counseling	4%	6%	7%	3%	5%		
Reimbursement for financial loss sustained from a home sale	5%	6%	7%	5%	5%		
Spouse relocation employment assistance	12%	12%	9%	5%	5%	↓	
Rental assistance	5%	6%	6%	3%	4%		
Down payment assistance	2%	3%	3%	1%	3%		
Home buyout program	4%	5%	6%	3%	3%		
Home insurance program	6%	5%	6%	3%	3%	↓	
Mortgage assistance	3%	3%	3%	2%	3%		
Mortgage insurance	2%	2%	1%	1%	1%		
Renter insurance program	3%	3%	4%	2%	1%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE K-1: Business Travel Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Parking reimbursement at airport while on business travel	89%	0%
Reimbursement for taxicab or car service to/from airport	87%	0%
Mileage reimbursement for the use of a personal car to travel to/from airport	82%	0%
Per diem for meals <sup>A</sup>	72%	<1%
Employee keeps frequent flyer miles	70%	0%
Employee keeps hotel points	69%	0%
Paid internet access while on business travel	55%	0%
Travel accident insurance	39%	0%
Reimbursement for personal telephone calls while on business travel	37%	0%
First or business class airfare for international travel	20%	<1%
First or business class airfare for domestic travel	17%	0%
Paid dry cleaning while on business travel	14%	0%
Rental car upgrades	13%	0%
Paid minibar snacks at hotel	9%	0%
Paid travel expenses for spouse	6%	0%
Paid health club fees while on business travel	5%	0%
Paid airline club membership	4%	0%
Paid pay-per-view movies at hotel	4%	0%
Paid travel expenses for dependent children	4%	0%
Paid travel expenses for opposite-sex domestic partner	3%	0%
Paid travel expenses for same-sex domestic partner	3%	<1%
Paid child care expenses while on business travel	1%	<1%
Paid elder care expenses while on business travel	<1%	<1%
Paid pet care expenses covered while on business travel	<1%	<1%

n = 407-412.

<sup>A</sup> Includes reimbursements.

Source: 2015 Employee Benefits: A Research Report by SHRM

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TABLE K-2: Business Travel Benefits (by Year)

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Parking reimbursement at airport while on business travel	—	—	—	88%	89%		
Reimbursement for taxicab or car service to and from airport	—	—	83%	84%	87%		
Mileage reimbursement for the use of personal car to travel to and from airport	—	—	81%	79%	82%		
Per diem for meals	65%	65%	70%	70%	72%	↑	
Employee keeps frequent flyer miles	67%	69%	69%	70%	70%		
Employee keeps hotel points	67%	69%	69%	70%	69%		
Paid Internet access while on business travel	56%	57%	61%	54%	55%		
Travel accident insurance	37%	37%	40%	37%	39%		
Reimbursement for personal telephone calls while on business travel	51%	50%	44%	30%	37%	↓	
First or business class airfare for international travel	13%	14%	18%	19%	20%	↑	
First or business class airfare for domestic travel	11%	10%	14%	13%	17%	↑	
Paid dry cleaning while on business travel	13%	13%	15%	13%	14%		
Rental car upgrades	16%	18%	15%	13%	13%		
Paid minibar snacks at the hotel	8%	9%	10%	8%	9%		
Paid travel expenses for spouse	3%	7%	7%	5%	6%		
Paid health club fees while on business travel	3%	4%	6%	5%	5%		
Paid airline club membership	5%	5%	5%	3%	4%		
Paid pay-per-view movies at the hotel	4%	4%	5%	4%	4%		
Paid travel expenses for dependent children	—	5%	4%	2%	4%		
Paid travel expenses for opposite-sex domestic partner	—	3%	3%	3%	3%		
Paid travel expenses for same-sex domestic partner	—	3%	3%	3%	3%		
Paid child care expenses while on business travel	1%	1%	2%	<1%	1%		
Paid elder care expenses while on business travel	—	—	—	0%	<1%		
Paid pet care expenses while on business travel	1%	1%	1%	<1%	<1%		

**Note:** An arrow in the last two columns indicate a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE L-1: Other Benefits**

	Currently Offer the Benefit	Plan to Offer the Benefit in the Next 12 Months
Annual company outing <sup>A</sup>	66%	1%
Company paraphernalia <sup>B</sup>	64%	<1%
Community volunteer programs	48%	1%
Noncash companywide performance awards <sup>C</sup>	46%	1%
Discount ticket services <sup>D</sup>	30%	1%
Company-purchased tickets <sup>D</sup>	23%	1%
Take your child to work day	21%	1%
Pets at work	8%	0%
Take your pet to work day <sup>E</sup>	3%	0%
Take your parent to work day	2%	<1%

n = 407-409.

<sup>A</sup> For example, company picnic.

<sup>B</sup> For example, company apparel, mugs.

<sup>C</sup> For example, gift certificate, extra day off.

<sup>D</sup> For example, sporting events, cultural events, theme parks.

<sup>E</sup> Once a year as opposed to pets at work generally.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE L-2: Other Benefits (by Year)**

	2011	2012	2013	2014	2015	Differences Between 2011 and 2015	Differences Between 2014 and 2015
Annual company outing	55%	55%	55%	60%	66%		
Company paraphernalia	—	—	—	62%	64%		
Community volunteer programs	40%	43%	47%	40%	48%	↑	
Noncash companywide performance awards	43%	45%	49%	40%	46%		
Discount ticket services	35%	32%	35%	30%	30%		
Company-purchased tickets	26%	23%	26%	22%	23%		
Take your child to work day	25%	24%	23%	22%	21%		
Pets at work	6%	5%	5%	4%	8%		
Take your pet to work day	1%	1%	2%	2%	3%		
Take your parent to work day	2%	1%	1%	1%	2%		

**Note:** An arrow in the last two columns indicates a statistically significant change in the benefit over time. Blank cells in the last two columns indicate that no statistically significant differences were found. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

**Source:** 2015 Employee Benefits: A Research Report by SHRM

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**TABLE 1: Employer Costs for Employee Compensation**

Compensation Component	Civilian Workers		Private Industry		State and Local Government	
	2014	2013	2014	2013	2014	2013
Wages and salaries	68.4%	69.0%	69.4%	70.1%	64.1%	64.5%
Benefits	31.6%	31.0%	30.6%	29.9%	35.9%	35.5%
Paid leave	7.0%	7.0%	6.9%	6.9%	7.3%	7.3%
Vacation	3.4%	3.4%	3.6%	3.6%	2.7%	2.7%
Holiday	2.1%	2.1%	2.1%	2.1%	2.2%	2.2%
Sick	1.0%	1.1%	0.8%	0.8%	1.9%	1.9%
Personal	0.4%	0.4%	0.4%	0.4%	0.5%	0.5%
Supplemental pay	3.0%	2.4%	3.5%	2.9%	0.8%	0.8%
Insurance	8.8%	9.0%	8.1%	8.3%	11.9%	12.0%
Life	0.1%	0.2%	0.1%	0.1%	0.1%	0.2%
Health benefits	8.4%	8.5%	7.6%	7.8%	11.6%	11.6%
Short-term disability	0.2%	0.2%	0.2%	0.2%	0.1%	0.1%
Long-term disability	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%
Retirement and savings	5.3%	4.8%	4.2%	3.7%	10.1%	9.4%
Defined benefit	3.3%	3.0%	2.0%	1.6%	9.2%	8.6%
Defined contribution	1.9%	1.9%	2.2%	2.1%	0.9%	0.8%
Legally required	7.6%	7.8%	8.0%	8.2%	5.90%	6.0%

**Note:** Civilian Workers includes workers in the private nonfarm economy excluding households and the public sector excluding the Federal government.

**Source:** Bureau of Labor Statistics. (2013 & 2014). Employer Costs for Employee Compensation, December 2013 & December 2014.

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