

	Percentage of Positive Responses	
	Employers that made the list	Employers not on the list
32: How many years has your highest ranking official/CEO been in this position within the organization?	12.1	15.0
33: Does your organization offer any employee bonus or incentive programs?	95%	100%
34: Do you offer bonuses to employees who refer new hires?	65%	100%
37: Do you offer a retirement savings program such as a 401(k), 403(b) or 457 plan?	85%	100%
37b: If yes, do you match employee contributions to an employee's retirement savings plan account?	71%	80%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (employee)		
Employer pays 100% of premium	75%	60%
Employer pays 75% - 99% of premium	15%	40%
Employer pays 50% - 74% of premium	10%	0%
Employer pays 25% - 49% of premium	0%	0%
Employer pays less than 25% of premium	0%	0%
This benefit not offered	0%	0%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (dependents)		
Employer pays 100% of premium	10%	0%
Employer pays 75% - 99% of premium	5%	20%
Employer pays 50% - 74% of premium	15%	20%
Employer pays 25% - 49% of premium	5%	0%
Employer pays less than 25% of premium	45%	20%
This benefit not offered	20%	40%
38: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Dental coverage (employee)		
Employer pays 100% of premium	55%	40%
Employer pays 75% - 99% of premium	20%	40%
Employer pays 50% - 74% of premium	10%	0%
Employer pays 25% - 49% of premium	0%	0%
Employer pays less than 25% of premium	5%	0%
This benefit not offered	10%	20%
39: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Vision coverage (employee)		
Employer pays 100% of premium	53%	20%
Employer pays 75% - 99% of premium	16%	40%
Employer pays 50% - 74% of premium	11%	0%
Employer pays 25% - 49% of premium	0%	0%
Employer pays less than 25% of premium	11%	20%
This benefit not offered	11%	20%
40: When is a new employee eligible to enroll in the organization's healthcare plan?		
First day of hire	5%	20%
First day of the next month after hire	35%	20%
30 days after hire	15%	20%
60 days after hire	15%	0%
90 days after hire	25%	20%
More than 90 days after hire	0%	0%
Other	5%	20%
41: Our organization offers the option to enroll in health benefits to full-time and part-time employees	15%	0%
43: Does your organization offer Flexible Spending Accounts (FSA)?	50%	60%
44: Does your organization offer domestic partner benefits (not required by law)?	80%	60%
45: What is the number of paid holidays your organization offers per year?	8.7	9.0
46: Does your organization provide time off as PTO (one bank of time) or as vacation/sick/personal days (separate banks)?		
PTO	42%	0%
Vacation / Sick / Personal	58%	100%
49: Does your organization allow employees additional paid time off for community service activities/volunteer work?	25%	20%
51: As a standard practice, does your organization offer telecommuting options to your employees?	80%	60%

	Percentage of Positive Responses	
	Employers that made the list	Employers not on the list
53: As a standard year-round practice, does your organization offer employees the option to work flexible hours or a compressed work week?	65%	40%
55: Does your organization provide any workplace facilities to promote exercise and fitness?	55%	20%
56: Does your organization provide any fitness and/or wellness programs or practices within the workplace?	80%	60%
58: Does your organization provide cafeteria or meal subsidies, free daily snacks or beverages?	84%	80%
59: Does your organization promote any sustainable or "green" practices?	85%	100%
60: How often does your organization conduct Employee Performance Reviews for all staff?		
As needed	20%	0%
Once per year	55%	40%
Twice per year	15%	40%
More than twice a year	10%	20%
66: What form(s) of tuition reimbursement/assistance does your organization offer? (Select all that apply)		
Advanced or post-graduate degree	19%	25%
Certifications	69%	100%
Business education workshops and/or conferences	100%	75%
Other, please describe	19%	0%
68: Does your organization have any formalized programs/practices for succession planning?	35%	60%
74: Please describe any family-friendly benefits or practices your organization provides to its employees (Select all that apply)		
Paternity leave (either paid or unpaid) for the birth or adoption of a child	75%	80%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc	5%	40%
Lactation facilities for breastfeeding mothers	20%	20%
All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons	0%	0%
Flexible hours to accommodate school events, taking a family member to the doctor, etc	95%	100%
Back-up child or elder care if an employee's regular caregiver is suddenly not available	0%	0%
After-school or summer programs for school-aged children of employees	0%	0%
Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress	0%	0%
Immediate families invited to corporate events	85%	80%
Free or discounted tickets to local family entertainment or sporting events	55%	20%
Our organization does not offer any family-friendly benefits or practices	0%	0%
Other	0%	20%
75: Please describe any programs or practices your organization provides to promote a healthy work/life balance (Select all that apply)		
No overtime, or overtime kept at a minimum	40%	20%
Meetings and staff-only events limited to during work hours only	70%	40%
Monetary incentives or extra paid time off when overnight travel is required	30%	40%
An employer-sponsored Employee Assistance Program (EAP) which may provide counseling for marital, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling	35%	60%
Productivity or time management workshops, seminars or classes	45%	40%
On-site personal development and/or stress management workshops, seminars, or classes	20%	20%
Paid sabbaticals	0%	20%
Financial Education workshops, seminars or classes	30%	40%
Our organization does not offer any work/life balance programs nor practices	5%	0%
Other	20%	0%