

Employer Benchmark Summary 2018

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	Averaged Responses Small Employers (15-49 US Employees)		Averaged Responses Medium Employers (50-249 US Employees)		Averaged Responses Large Employers (250 or more US Employees)		Averaged Responses All Size Categories	
	Small Employers that made the list	Small Employers not on the list	Medium Employers that made the list	Medium Employers not on the list	Large Employers that made the list	Large Employers not on the list	All Employers that made the list	All Employers not on the list
3a: How many years has your highest ranking official/CEO been in this position within the organization?	12.1	15.0	11.2	11.2	12.3	13.6	11.8	12.6
15: Our organization offers the option to enroll in health benefits to full-time and part-time employees.	15%	0%	37%	27%	60%	29%	42%	25%
16: When is a new employee eligible to enroll in the organization's healthcare plan?								
<i>First day of hire</i>	5%	20%	8%	10%	38%	24%	20%	16%
<i>First day of the next month after hire</i>	35%	20%	42%	19%	26%	18%	34%	19%
<i>30 days after hire</i>	15%	20%	13%	19%	17%	24%	15%	21%
<i>60 days after hire</i>	15%	0%	3%	5%	0%	6%	4%	5%
<i>90 days after hire</i>	25%	20%	24%	24%	2%	24%	15%	23%
<i>More than 90 days after hire</i>	0%	0%	3%	0%	0%	0%	1%	0%
<i>Other</i>	5%	20%	8%	24%	17%	6%	11%	16%
17: 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)								
<i>Employer pays 100% of premium</i>	75%	60%	41%	32%	12%	24%	35%	32%
<i>Employer pays 75% - 99% of premium</i>	15%	40%	49%	41%	76%	65%	54%	50%
<i>Employer pays 50% - 74% of premium</i>	10%	0%	11%	18%	12%	12%	11%	14%
<i>Employer pays 25% - 49% of premium</i>	0%	0%	0%	5%	0%	0%	0%	2%
<i>Employer pays less than 25% of premium</i>	0%	0%	0%	0%	0%	0%	0%	0%
<i>This benefit not offered</i>	0%	0%	0%	5%	0%	0%	0%	2%
17: 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)								
<i>Employer pays 100% of premium</i>	10%	0%	0%	5%	2%	12%	3%	7%
<i>Employer pays 75% - 99% of premium</i>	5%	20%	19%	23%	52%	29%	30%	25%
<i>Employer pays 50% - 74% of premium</i>	15%	20%	30%	23%	38%	41%	30%	30%
<i>Employer pays 25% - 49% of premium</i>	5%	0%	8%	9%	5%	6%	6%	7%
<i>Employer pays less than 25% of premium</i>	45%	20%	41%	27%	2%	12%	25%	20%
<i>This benefit not offered</i>	20%	40%	3%	14%	0%	0%	5%	11%
17: 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)								
<i>Employer pays 100% of premium</i>	55%	40%	49%	36%	12%	19%	35%	30%
<i>Employer pays 75% - 99% of premium</i>	20%	40%	30%	14%	46%	38%	35%	26%
<i>Employer pays 50% - 74% of premium</i>	10%	0%	11%	14%	17%	31%	13%	19%
<i>Employer pays 25% - 49% of premium</i>	0%	0%	0%	0%	10%	6%	4%	2%
<i>Employer pays less than 25% of premium</i>	5%	0%	8%	27%	15%	6%	10%	16%
<i>This benefit not offered</i>	10%	20%	3%	9%	0%	0%	3%	7%
17: 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)								
<i>Employer pays 100% of premium</i>	53%	20%	49%	36%	10%	13%	33%	26%
<i>Employer pays 75% - 99% of premium</i>	16%	40%	24%	9%	40%	44%	30%	26%
<i>Employer pays 50% - 74% of premium</i>	11%	0%	8%	5%	10%	13%	9%	7%
<i>Employer pays 25% - 49% of premium</i>	0%	0%	0%	5%	2%	0%	1%	2%
<i>Employer pays less than 25% of premium</i>	11%	20%	16%	36%	38%	31%	24%	33%
<i>This benefit not offered</i>	11%	20%	3%	9%	0%	0%	3%	7%
18: Does your organization offer Flexible Spending Accounts (FSA)?	50%	60%	87%	82%	93%	88%	82%	82%
19: What is the number of paid holidays your organization offers per year?	8.7	9.0	10.4	9.2	10.4	9.1	10.0	9.1
20: Does your organization provide time off as PTO (one bank of time) or as vacation/sick/personal days (separate banks)?								
<i>PTO</i>	42%	0%	51%	55%	54%	65%	51%	52%
<i>Vacation / Sick / Personal</i>	58%	100%	49%	45%	46%	35%	49%	48%
23: Does your organization offer any employee bonus or incentive programs?	95%	100%	100%	95%	100%	94%	99%	95%
24: Do you offer bonuses to employees who refer new hires?	65%	100%	87%	82%	90%	88%	84%	86%
25: Does your organization offer an employee retirement plan? (Select all that apply)								
<i>401(k), 403(b) or 457</i>	86%	98%	96%	97%	100%	95%	95%	96%
<i>Pension Plan (SIMPLE, SEP and/or SARSEP)</i>	7%	0%	2%	6%	0%	3%	3%	5%
<i>Defined benefit plan</i>	12%	7%	10%	11%	6%	4%	10%	8%
<i>Profit-sharing plan</i>	41%	22%	34%	16%	37%	7%	38%	14%
<i>Employee Stock Ownership Plan (ESOP)</i>	11%	0%	9%	18%	25%	12%	14%	13%
<i>My organization does not offer a retirement plan</i>	0%	0%	0%	4%	0%	4%	0%	3%
<i>Other</i>	10%	0%	0%	0%	2%	0%	4%	0%

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	Small Employers that made the list	Small Employers not on the list	Medium Employers that made the list	Medium Employers not on the list	Large Employers that made the list	Large Employers not on the list	All Employers that made the list	All Employers not on the list
25: Does your organization match employee contributions to an employee's retirement plan?	71%	80%	71%	75%	88%	71%	78%	74%
26: Does your organization allow employees additional paid time off for community service activities/volunteer work?	25%	20%	66%	18%	81%	53%	64%	32%
28: As a standard practice, does your organization offer telecommuting options to your employees?	80%	60%	58%	36%	69%	50%	67%	44%
29: As a standard year-round practice, does your organization offer employees the option to work flexible hours or a compressed work week?	65%	40%	61%	27%	64%	50%	63%	37%
30: Does your organization provide any workplace facilities to promote exercise and fitness?	55%	20%	62%	36%	60%	76%	60%	50%
31: Does your organization provide any fitness and/or wellness programs or practices within the workplace?	80%	60%	82%	59%	93%	88%	86%	70%
33: Does your organization provide cafeteria or meal subsidies, free daily snacks or beverages?	84%	80%	87%	86%	93%	76%	89%	82%
35: How often does your organization conduct Employee Performance Reviews for all staff?								
As needed	20%	0%	11%	0%	5%	6%	10%	2%
Once per year	55%	40%	58%	77%	54%	75%	56%	72%
Twice per year	15%	40%	24%	14%	29%	19%	24%	19%
More than twice a year	10%	20%	8%	9%	12%	0%	10%	7%
37: What form(s) of tuition reimbursement/assistance does your organization offer? (Select all that apply)								
Advanced or post-graduate degree	19%	25%	48%	67%	90%	85%	62%	69%
Certifications	69%	100%	81%	72%	95%	92%	85%	83%
Business education workshops and/or conferences	100%	75%	97%	83%	97%	85%	98%	83%
Other	19%	0%	26%	28%	28%	15%	26%	20%
39: Does your organization have any formalized programs/practices for succession planning?								
	35%	60%	55%	38%	76%	63%	60%	50%
44: Please describe any family-friendly benefits or practices your organization provides to its employees. (Select all that apply)								
Fully or partially paid parental leave for the birth or adoption of a child	55%	40%	54%	48%	81%	67%	63%	53%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc.	5%	40%	18%	14%	64%	38%	35%	26%
Lactation facilities for breastfeeding mothers	20%	20%	76%	50%	81%	63%	67%	51%
All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons	0%	0%	0%	0%	7%	13%	3%	5%
Flexible hours to accommodate school events, taking a family member to the doctor, etc.	95%	100%	92%	95%	95%	88%	94%	93%
Back-up child or elder care if an employee's regular caregiver is suddenly not available	0%	0%	5%	5%	24%	25%	12%	12%
After-school or summer programs for school-aged children of employees	0%	0%	0%	0%	2%	6%	1%	2%
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%	11%	9%	38%	25%	20%	14%
Immediate families invited to corporate events	85%	80%	79%	86%	71%	69%	77%	79%
Free or discounted tickets to local family entertainment or sporting events	55%	20%	79%	68%	88%	75%	78%	65%
My organization does not offer any family-friendly benefits or practices	0%	0%	0%	0%	0%	0%	0%	0%
Other	10%	0%	16%	7%	31%	25%	19%	12%
45: 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%	63%	55%	36%	80%	47%	60%
Meetings and staff-only events limited to during work hours only	70%	40%	68%	91%	57%	80%	64%	81%
Monetary incentives or extra paid time off when overnight travel is required	30%	40%	29%	18%	33%	13%	31%	19%
An employer-sponsored Employee Assistance Program (EAP) which may provide counseling for mental, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling	35%	60%	76%	55%	95%	93%	76%	69%
Productivity or time management workshops, seminars or classes	45%	40%	74%	55%	81%	87%	71%	64%
On-site personal development and/or stress management workshops, seminars, or classes	20%	20%	66%	32%	69%	73%	58%	45%
Paid sabbaticals	0%	20%	16%	0%	26%	27%	17%	12%
Financial Education workshops, seminars or classes	30%	40%	50%	50%	62%	73%	51%	57%
Concierge service (employer coordinates or offers services such as dry cleaning, meal catering, childcare arrangements or automobile services)	10%	0%	22%	7%	16%	13%	16%	7%
My organization does not offer any work/life balance programs nor practices.	5%	0%	0%	0%	0%	0%	1%	0%
Other	20%	0%	29%	18%	31%	20%	28%	17%