

## Employer Benchmark Summary

Best Companies Group▶▶▶

	Averaged Responses
	All Size Categories
	All Employers that made the list
<b>3a: How many years has your highest ranking official/CEO been in this position within the organisation?</b>	22.0
<b>13: Which of the following does your organisation offer as part of your standard Employee Benefit Scheme?</b>	
<i>Income Protection</i>	67%
<i>Private Medical Insurance</i>	100%
<i>Dental Insurance</i>	0%
<i>Optical Insurance</i>	33%
<i>Critical Illness Insurance</i>	67%
<i>Personal Accident Insurance</i>	67%
<i>Death-in-Service</i>	100%
<i>Health Screening</i>	33%
<i>Childcare Vouchers</i>	100%
<i>Car Allowance</i>	0%
<i>Bicycle Loans</i>	67%
<i>Season Ticket Loan</i>	67%
<i>Gym Membership</i>	0%
<i>Meal or Luncheon Vouchers</i>	0%
<i>Retail Discounts</i>	67%
<i>Repay Student Loans</i>	0%
<i>Financial Advice</i>	0%
<i>Legal Advice</i>	0%
<i>Travel Insurance</i>	33%
<b>14: How many days of paid holiday (annual leave) do you provide per year?</b>	26.3
<b>15: Does your organisation offer any employee bonus or incentive programmes?</b>	100%
<b>16: Does your organisation offer bonuses to employees who refer new hires?</b>	67%
<b>17: Does your organisation offer a Share-option scheme?</b>	67%
<b>18: What type of pension scheme does your organisation offer to employees? (Select all that apply.)</b>	
<i>Defined benefit pension schemes</i>	0%
<i>Defined contribution pension schemes</i>	100%
<i>Cash balance plans</i>	0%
<i>Other</i>	0%
<b>18c: Does your organisation match employee contributions to an employee's pension scheme?</b>	67%
<b>19: Does your organisation allow employees additional paid time off for community service activities/volunteer work?</b>	67%

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20: As a standard practice, does your organisation offer the opportunity to work from home?	67%
21: As a standard year-round practice, does your organisation offer employees the option to work flexible hours or a compressed work week?	67%
22: Does your organisation provide any workplace facilities to promote exercise and fitness?	100%
23: Does your organisation provide any fitness and/or wellness programmes or practices within the workplace?	67%
24: Does your organisation provide cafeteria or meal subsidies, free daily snacks or beverages?	100%
<b>26: How often does your organisation conduct Employee Performance Reviews for all staff?</b>	
<i>As needed</i>	0%
<i>Once per year</i>	67%
<i>Twice per year</i>	33%
<i>More than twice a year</i>	0%
28: Does your organisation offer formal employee career development and/or job advancement programmes or practices?	0%
29: Does your organisation have any formalised programmes and/or practices for succession planning?	0%
33: Does your organisation offer formal employee recognition and/or appreciation programmes?	0%
<b>34: Please describe any programmes or practices your organisation provides to promote a healthy work/life balance. (Select all that apply)</b>	
<i>No overtime, or overtime kept at a minimum</i>	0%
<i>Meetings and staff-only events limited to during work hours only</i>	33%
<i>Monetary incentives or extra paid time off when overnight travel is required</i>	33%
<i>An employer-sponsored Employee Assistance Programme (EAP) which may provide counselling for marital, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling</i>	100%
<i>Productivity or time management workshops, seminars or classes</i>	33%
<i>On-site personal development and/or stress management workshops, seminars, or classes</i>	67%
<i>Paid sabbaticals</i>	33%
<i>Financial Education workshops, seminars or classes</i>	100%
<i>Concierge service (employer coordinates or offers services such as dry cleaning, meal catering, childcare arrangements or automobile services)</i>	0%
<i>My organisation does not offer any work/life balance programmes nor practices</i>	0%
<i>Other</i>	33%
35: Does your organisation initiate any activities to relieve stress and promote fun?	100%