

NEWFRONT

Point Solutions Benchmarking

BENCHMARKING

This benchmarking report will cover the following categories and benefits *that are outside of core benefits*:

- **Time Off:** paid parental leave, expanded family leave, sabbaticals, and paid time off
- **Family Forming:** stipends for fertility/infertility, adoption, surrogacy, and/or egg freezing
- **Emotional Wellbeing:** clinical support, virtual coaching, and recharge days

Insights include Newfront proprietary data as well as relevant third-party data.



Filters used in this report: Newfront filter - All industries, All eligible employees; Carrot (family forming - fertility) - All sizes, All industries, All regions; theSkimm (paid parental leave) - All industry

Overview

63% of companies in our dataset offer **paid parental leave**, and **17%** offer **expanded paid family leave**.

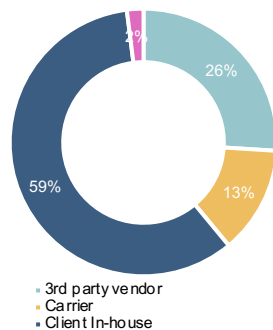
25% of companies in our dataset offer **family forming benefits**, and **21%** are not but considering soon.

23% of companies in our dataset offer **emotional wellbeing benefits**, and **20%** are not but considering soon.

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63% of companies in our dataset offer paid parental leave, and **17%** offer expanded paid family leave.

Leave of Absence Administration Method
Among those that offer the benefit

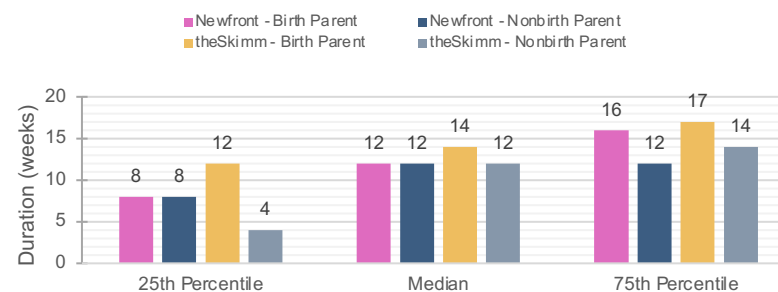


Vendors Used
Among those that offer via vendor

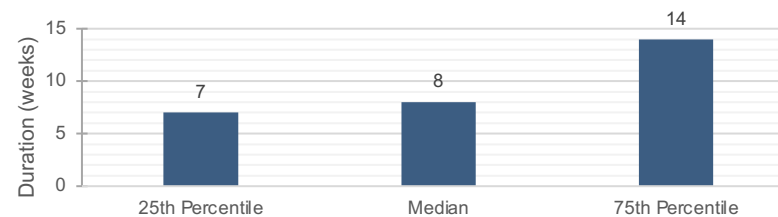
Vendor Name	Percentage
Larkin	24.05%
Sparrow	21.52%
Tilt	16.46%
TriStar	12.66%
Other	25.32%

Time Off

Paid Parental Leave Duration
Among those that offer the benefit



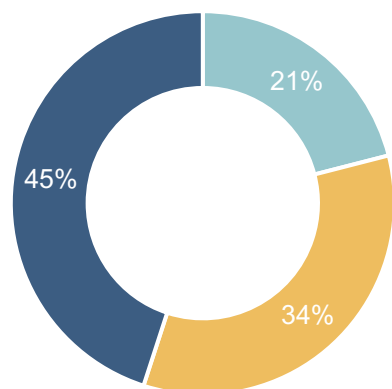
Expanded Paid Family Leave Duration
Among those that offer the benefit



The chart shown includes proprietary data from Newfront and from theSkimm, a company that curates paid leave policy data. theSkimm data contains all companies in the dataset. The proprietary Newfront data shown contains all companies in our book of business with relevant data.

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Paid Time Off Structure
Percent of Companies – Newfront Benchmark



- Accrued, combined for vacation and sick time
- Accrued, separate for vacation and sick time
- Flexible/Unlimited

Time Off

Time Off Allotment by Employee Tenure
Among those with Accrued, Combined Bucket

Category	25 th Percentile	Median	75 th Percentile
# of PTO days (1 year)	14	15	18
# of PTO days (5 years)	18	20	21
# of PTO days (10 years)	20	25	25

Time Off Allotment by Employee Tenure
Among those with Accrued, Separate Buckets

Category	25 th Percentile	Median	75 th Percentile
# of Vacation Days (1 year)	10	15	15
# of Vacation Days (5 years)	15	20	20
# of Vacation Days (10 years)	20	20	27
# of Sick Days (1 year)	5	8	10
# of Sick Days (5 years)	6	9	10
# of Sick Days (10 years)	6	9	10

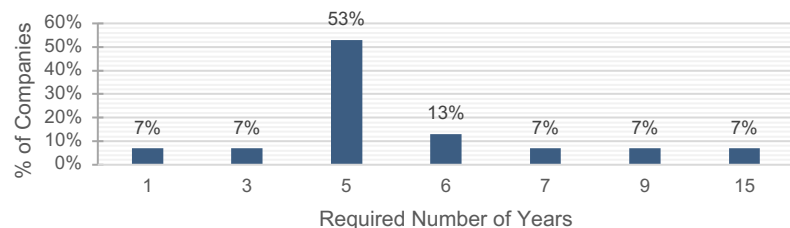


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7% of companies in our dataset offer sabbatical leave, and **12%** are not but considering soon.

Sabbatical Eligibility Period
Among those that offer the benefit



Sabbatical Duration (Weeks)
Among those that offer the benefit

25 th Percentile	Median	75 th Percentile
4	4	11

Time Off

Number of Paid Holidays Offered Per Year

25 th Percentile	Median	75 th Percentile
10	11	12

Paid Holidays Offered

Category	Percentage Offered
Martin Luther King Jr. Day	40%
Juneteenth	29%
Floating Holidays	13%
Indigenous People's Day	12%
Election Day	4%
Cesar Chavez Day	2%

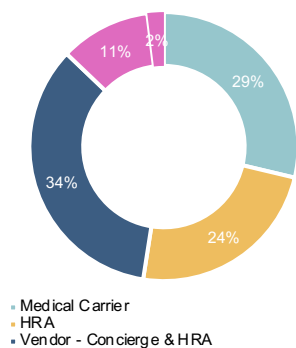


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25% of companies in our dataset offer family forming benefits, and **21%** are not but considering soon.

How Are Family Forming Benefits Offered?
Among those that offer the benefit



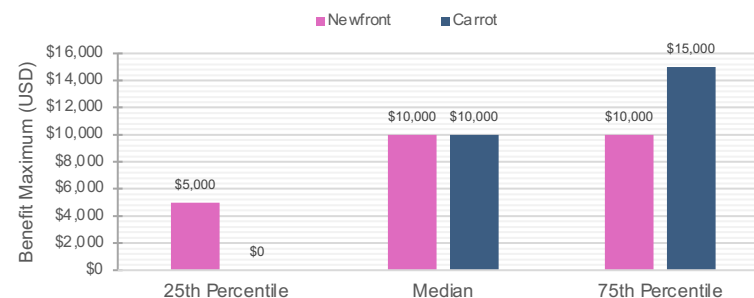
Vendors Used

Among those that offer via vendor

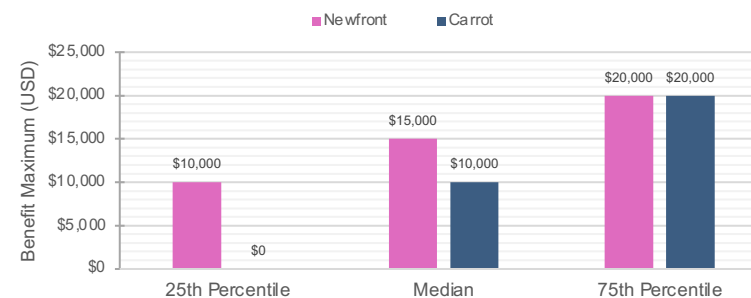
Vendor Name	Percentage
Carrot	41.56%
Maven	18.18%
HRA	11.69%
Progyny	7.79%
Other	20.78%

Family Forming

Family Forming Stipend Amounts - Annual
Among those that offer the benefit



Family Forming Stipend Amounts - Lifetime
Among those that offer the benefit

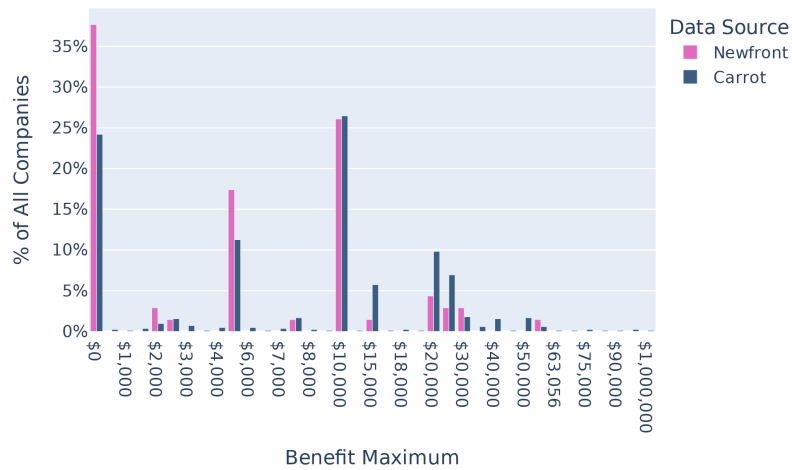


Carrot is a global fertility care platform. The Carrot data shown contains all companies in the dataset. The proprietary Newfront data shown contains all companies in our book of business with relevant data.

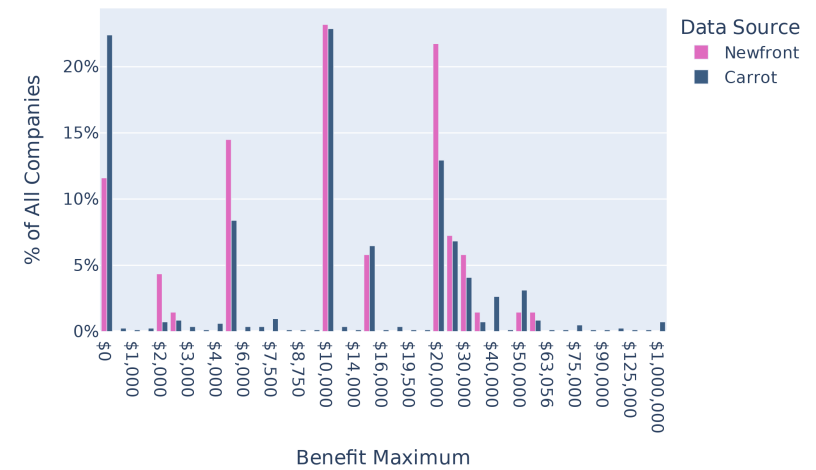
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Family Forming

Family Forming Stipend - Annual Benefit Maximum

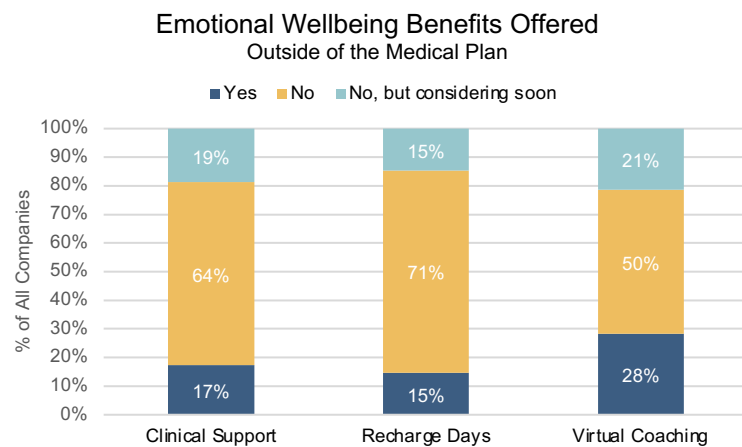


Family Forming Stipend - Lifetime Benefit Maximum



Carrot is a global fertility care platform. The Carrot data shown contains all companies in the dataset. The proprietary Newfront data shown contains all companies in our book of business with relevant data.

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Annual Benefit Amounts
Among those that offer the benefit

Category	25 th Percentile	Median	75 th Percentile
Clinical Sessions	5	6	9
Virtual Coaching Sessions	6	6	9
Recharge Days	4	5	8

Emotional Wellbeing

Clinical & Non-Clinical Vendors Used
Among those that offer the benefit

Vendor Name	Percentage
Stand-alone EAP	45.51%
Modern Health	16.03%
Wellness Coach	8.33%
Calm	5.77%
Headspace Health	5.13%
Lyra	3.21%
Curalinc	1.92%
Castlight and their own clinic	1.28%
Telus Health	1.28%
Other	11.54%



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Want to see benchmarking by industry? Get in touch [here](#) and include “Point Solutions Benchmarking” in the details.