

What Matters

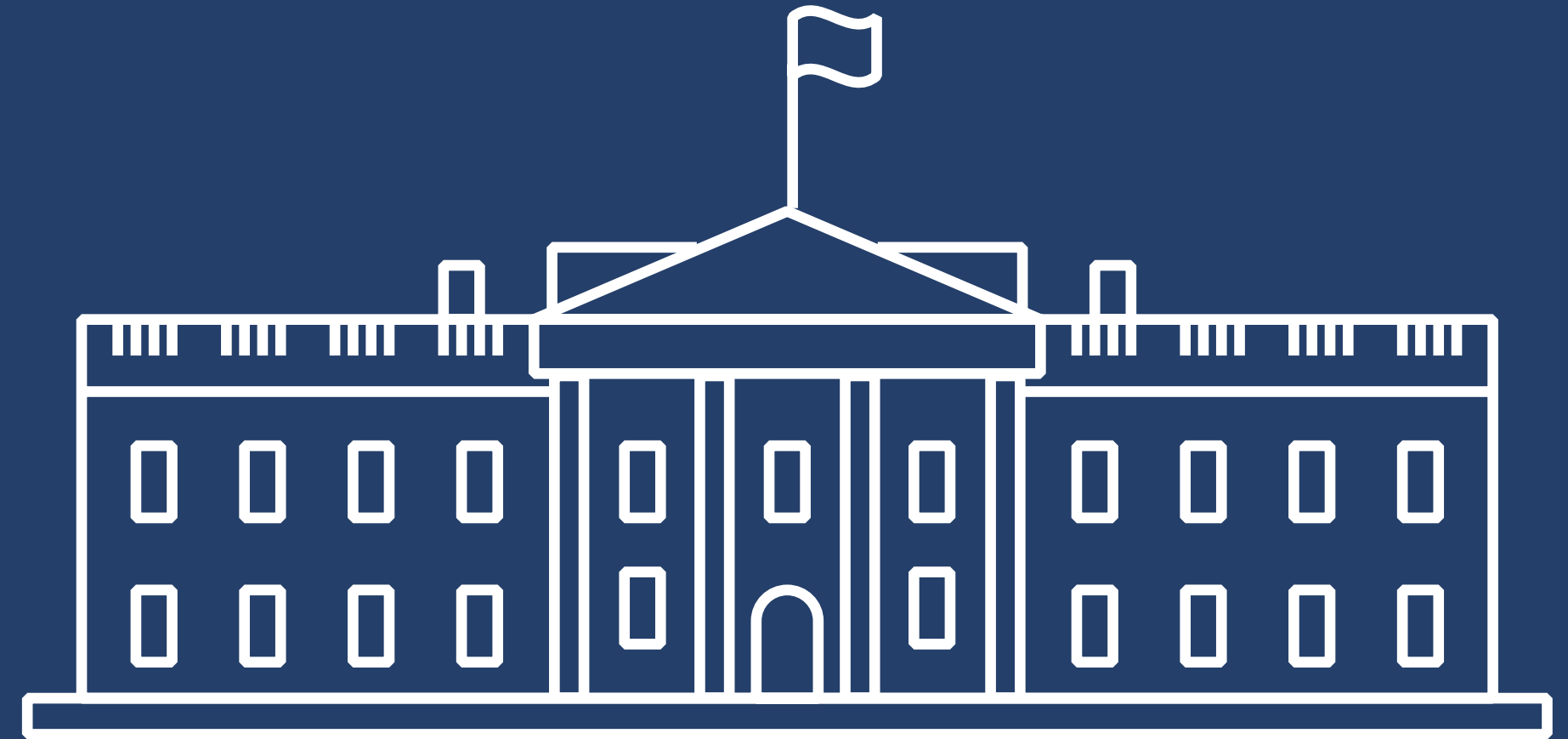
Most to:

D.C.'s

Millennial

Workforce

JUSTWORKS.



A look at the employee benefits and perks that millennials care about



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The Small Businesses Landscape in D.C.

There are over **68,236**
small businesses in the District
of Columbia

— and there are over

234,000

employees helping those
businesses run.

Source: U.S. Small Business Administration

**Young professionals
ages 24-37 are the
fastest growing
segment of
D.C.'s population.**



75%

Millenials will make up
three quarters of the
national workforce
by 2025

Source: Department of Employment Services, Brookings Report

The Study

We asked 1,000 millennials employed in D.C. a few questions about the benefits and perks they get — and want — from their employers.



58%

of respondents were from companies with >300 employees

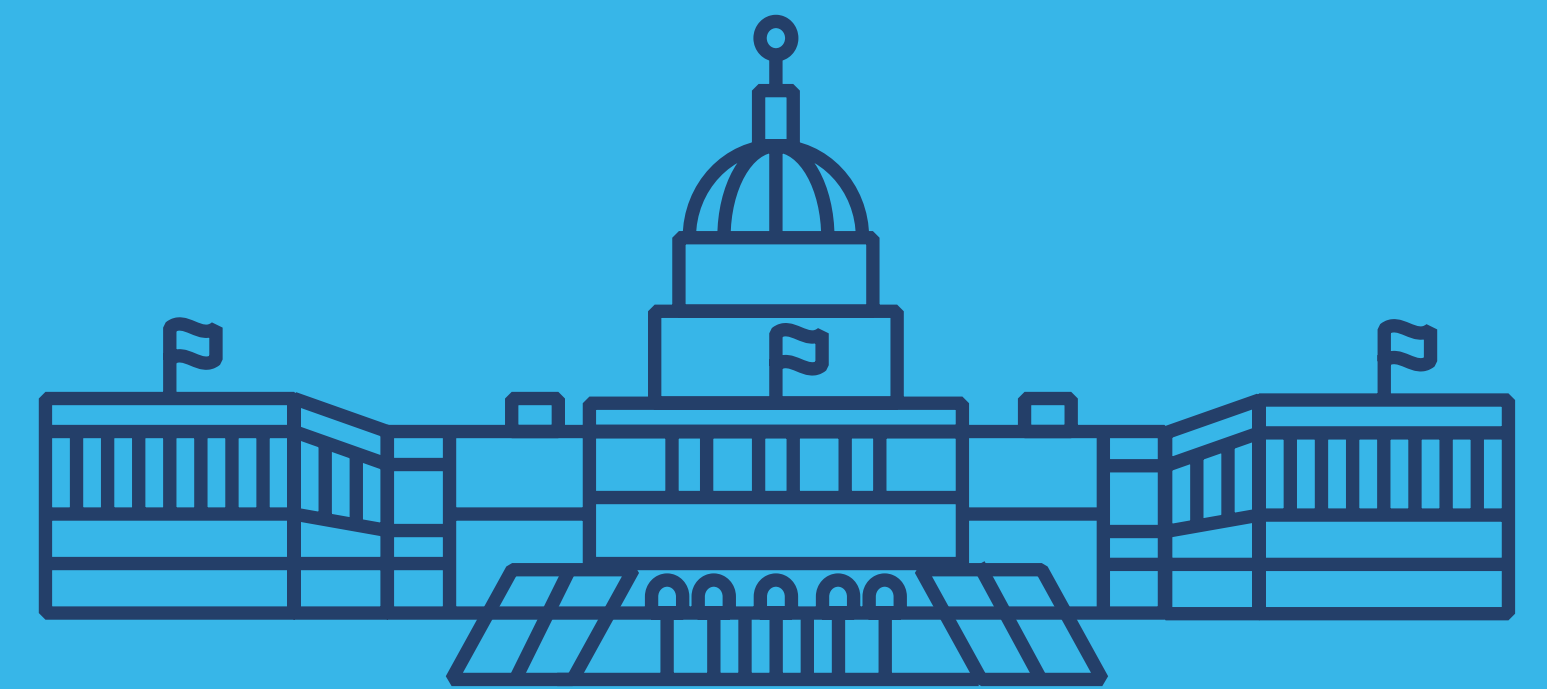


42%

of respondents were from companies with <300 employees

Small Business Benefits in D.C.

Here's a snapshot of what benefits and perks are offered at companies with less than 300 employees.



Small Business Benefits in D.C.



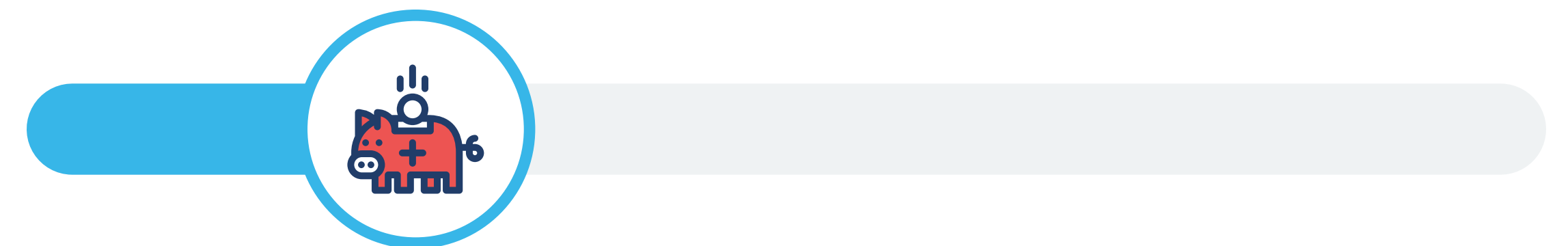
75% offer health insurance



55% offer retirement plans such as 401(k) or 403(b)



65% offer paid time off

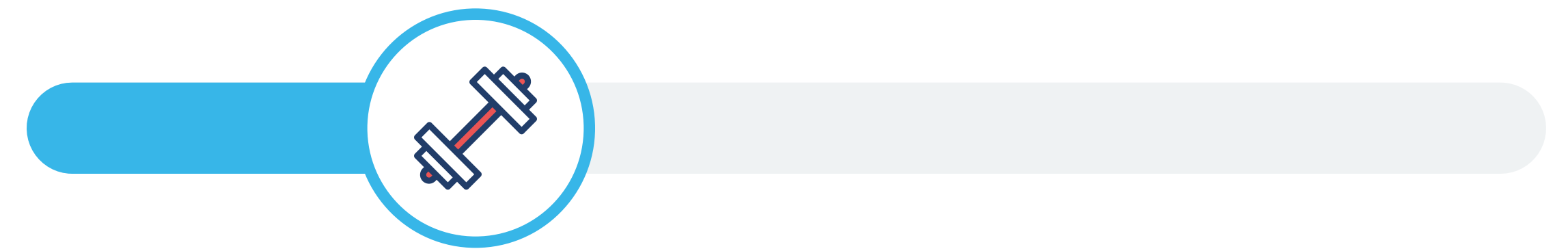


26% offer flexible spending accounts

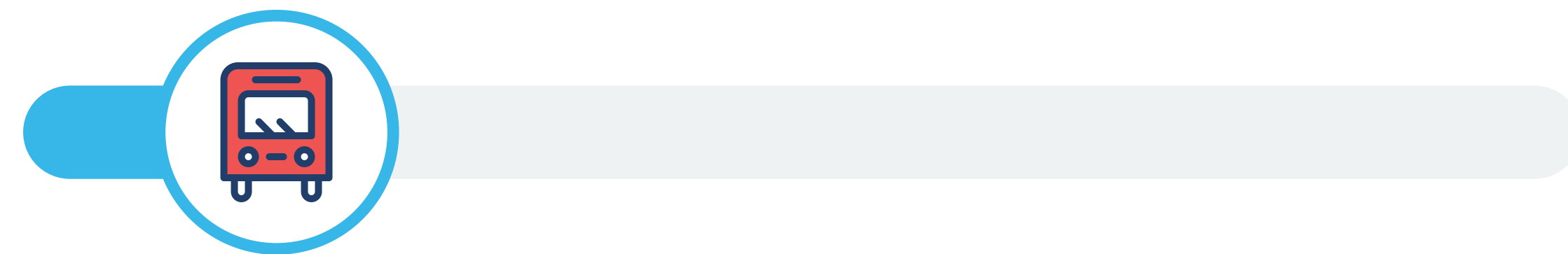
Small Business Benefits in D.C.



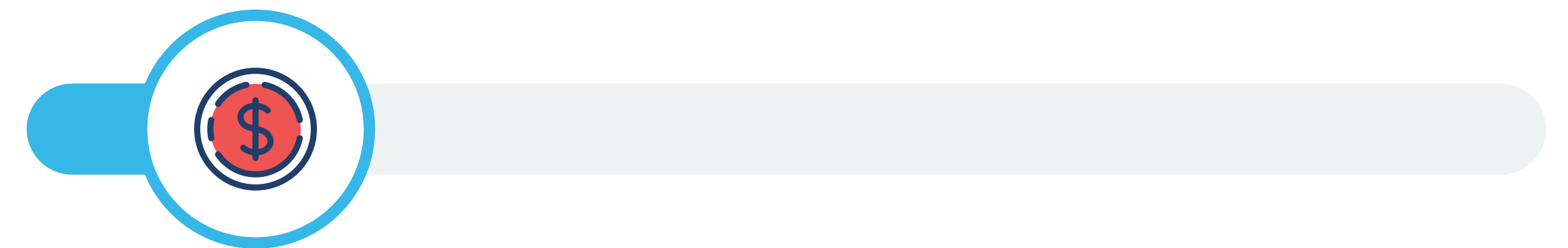
42% offer professional development



30% offer health and wellness options



16% offer pre-tax commuter benefits



15% offer student loan repayment

What D.C. Employees Care About

How employees feel about their benefits, and what they value most.



In general, employees in D.C. are satisfied with their benefits, no matter the size of their employer

94%



of employees at companies with >300 employees were satisfied with their benefits

88%



of employees at companies with <300 employees were satisfied with their benefits

D.C. Employees care about:

Student Loan Repayment



50%

of employees who don't currently have access to **student loan repayment options** want them

D.C. Employees care about:

Health and Wellness Options



39%

of employees who don't currently have access to **health and wellness options** want them

D.C. Employees care about:

Retirement Funding



51%

surveyed said retirement funding options (i.e., a 401(k) or 403(b)) are extremely important when considering a job offer

Ok, deep breath.

We've seen that look before.

You want to take care of your team,
but that benefits package is a tall
order for a growing business.

A PEO can help.

Wait, what's a PEO?

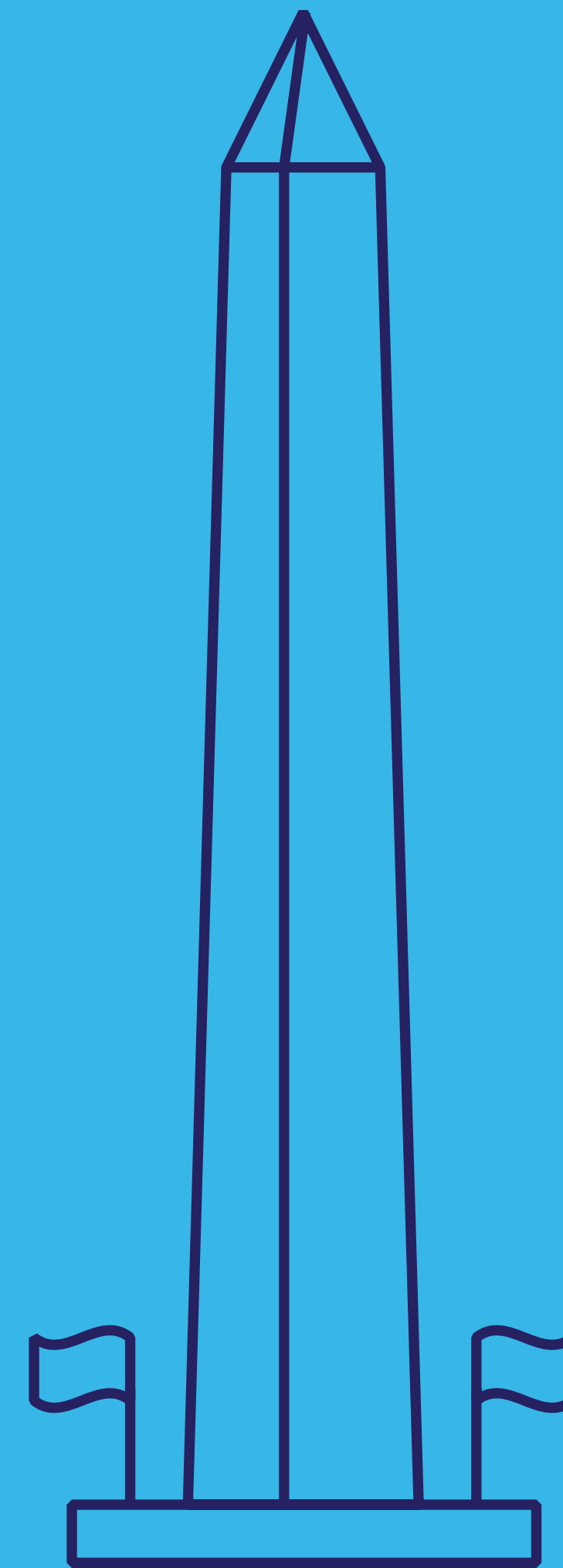
PEO stands for Professional Employer Organization.

PEOs work with small and mid-sized businesses to help them get access to **big-company benefits** for affordable rates and support for employment-related compliance needs. With a PEO, you can also streamline back office functions like **payroll and HR** in one place.

This allows you to focus on what matters most: **growing your business and taking care of your team.**

Employees & PEOs: Stats You Should Know

A look at how employees feel about their benefits when their employer is on a PEO.





58% of employees
on a PEO



26% of employees
not on a PEO

felt extremely
satisfied with
their **benefits.**



47% of employees
on a PEO



20% of employees
not on a PEO

felt extremely
satisfied with
the **quality** of
their **insurance**.



48% of employees
on a PEO

felt extremely
confident in
**understanding their
health insurance
coverage.**



20% of employees
not on a PEO



50% of employees
on a PEO

felt extremely
confident in
understanding
their charges
after a visit.



19% of employees
not on a PEO

Justworks is a certified PEO.



**We've got a soft spot
for D.C. businesses**

(and we think the feeling is mutual)

AXIOS

“Everyone loves how easy it is... Justworks has really allowed us to scale quickly.”

KAYLA BROWN

Chief of Staff

Axios

cdt

“Through Justworks, we’re able to reduce the cost we spend on health insurance, and then because of that, actually offer more benefits.”

BRYAN WESOLOWSKI

Chief of Staff; Director of Communications

CDT

Justworks takes the busyness out of running a business.

We've combined a simple platform and exceptional 24/7 customer service with the power of a PEO, so you and your team have more time to focus on what matters. Get access to corporate-level benefits, seamless payroll, HR tools, and compliance support—all in one place.

PEO Meets Modern SaaS



AFFORDABLE BENEFITS

Provide your team access to big-company benefits and perks they deserve — all at affordable rates.

- Medical, dental, and vision insurance
- 401(k) retirement
- Life insurance
- HSAs & FSAs
- Pre-tax commuter benefits



AUTOMATED PAYROLL

Schedule payroll seamlessly and make any payments you need to — at no extra cost.

- Full-time and part-time employees
- Contractors and vendors
- Bonuses, commissions, and expense reimbursements



HR TOOLS

Ditch the spreadsheets and manage your team from one place.

- Company calendar and directory
- Paid time off tracking
- Online employee onboarding
- Document center to store all your essential employment docs



COMPLIANCE SUPPORT

Don't sweat the small stuff. Lean on us for employment-related compliance support.

- Payroll taxes (940/941s)
- Tax forms (W-2s & 1099s)
- Workers' compensation
- Multi-state employee management
- Unemployment insurance management
- Disability insurance
- Harassment & inclusion trainings

Expert Customer Support from Real People. Anytime.



PHONE

(888) 534-1711



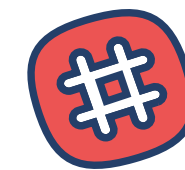
SMS

(858) 247-0005



CHAT

In Justworks



SLACK

slack.justworks.com



EMAIL

support@justworks.com

We know running a business isn't exactly a 9-5 job. That's why we offer our customers full-service support, whenever and wherever. By phone, text, chat, Slack or email, Justworks' dedicated team is standing by 24/7, ready for the tough questions you and your team throw our way.

Say Hello.

Want to learn more?

Call: (844) 749-7785

Email: hello@justworks.com

Visit: justworks.com