

2018 EMPLOYEE BENEFITS

THE EVOLUTION OF BENEFITS



SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2018 EMPLOYEE BENEFITS

The Evolution of Benefits

A RESEARCH REPORT BY
THE SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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WITH EMPLOYEE BENEFITS MAKING UP
APPROXIMATELY ONE-THIRD OF TOTAL COMPENSATION COSTS,¹
ORGANIZATIONS MUST ENGAGE IN STRATEGIC BENEFITS PLANNING
TO MAXIMIZE THEIR RETURN ON INVESTMENT.

AS THE ECONOMY CONTINUES TO IMPROVE AND THE JOB MARKET EVOLVES FROM AN EMPLOYER- TO A CANDIDATE-DRIVEN MARKET, IT IS ESSENTIAL THAT ORGANIZATIONS LEVERAGE THEIR BENEFITS TO RECRUIT AND RETAIN TOP TALENT.

In February and March 2018, the Society for Human Resource Management (SHRM) conducted its annual survey of U.S. employers to gather information on the types of benefits employers offer their employees. The survey instrument listed more than 300 benefits and asked human resource (HR) professionals whether their organizations formally offered each or had plans to do so in the next 12 months.

In addition to the overall U.S. benefits prevalence rates in this report, customized reports are available through SHRM's Benchmarking Service to provide organizations with benefits data for their specific industry, staff size and other organizational demographics. To learn more, please visit shrm.org/benchmarks.

THE STRATEGIC USE OF BENEFITS

HR departments and organizations as a whole invest significant resources into designing benefits packages that can be used both to recruit new employees and to retain the talent they already have. In a SHRM survey on job satisfaction and engagement, the vast majority (92%) of employees indicated that benefits are important to their overall job satisfaction.² Results also showed a relationship between benefits and retention, with 29% of employees citing their overall benefits package as a top reason to look for a position outside of their current organization in the next 12 months; 32% of employees who were unlikely to look for an external position cited their overall benefits package as a top reason as well. This finding illustrates what HR professionals already know—benefits are powerful and can either cost or save an organization a substantial amount of money associated with turnover.

Between 2015 and 2017, the unemployment rate declined by approximately 20%³ and, in the last year, 14 states set record lows for unemployment, with Hawaii reporting the lowest unemployment rate across the country in March 2018.⁴ This economic turn translates to a more difficult environment for organizations to recruit and retain talent. With employee benefits making up approximately one-third (32%) of total compensation costs,⁵ organizations must engage in strategic benefits planning to maximize their return on investment.

A 2017 SHRM survey on the strategic use of benefits found that organizations that take a strategic approach to their benefits program, leveraging benefits to recruit and retain employees, are nearly twice as likely to have more satisfied employees and to report better business performance compared with organizations that are not strategic with benefits.⁶

THE IMPACT OF STRATEGIC BENEFITS

Organizations that use benefits as a strategic tool for recruiting and retaining talent reported **better overall company performance** and above-average **effectiveness in recruitment** and **retention** compared with organizations that did not.

- Company performance: 58% vs. 34%
- Effectiveness in recruitment: 19% vs. 8%
- Effectiveness in retention: 28% vs. 11%

Source: Society for Human Resource Management. (2017). 2017 Strategic Benefits Survey—Strategize with Benefits. Retrieved from www.shrm.org.

THE STRATEGIC USE OF BENEFITS (CONTINUED)

Second to compensation planning, designing a strategic benefits plan is the most important step organizations can take to stay competitive. Once a strategic benefits program is in place, the next step is to ensure effective communication of benefits to both current and potential future employees.

METHODS TO COMMUNICATE THE VALUE OF EMPLOYEE BENEFITS

- Provide employees with a **benefits statement**^a that highlights the dollar value of each of their benefits.
- Show employees how their benefits compare with competitors in the same region using **benchmarking tools**, such as SHRM's Benchmarking Service.^b
- **Share progress** of expanding employee benefits over time with employees.

Source: SHRM 2017 Strategic Benefits Survey—Communicate Effectively. Retrieved from www.shrm.org.

Organizations may start by assessing which communications methods may be most effective, considering such factors as staff size, access to technology and whether employees work onsite or offsite. Next, organizations need to design a communications strategy, including a project plan comprising a timeline and frequency for various communications, appropriate audience(s), communication method, etc. Some organizations may find it helpful to tie their benefits messaging to the values and culture of the organization. For example, an organization that values social responsibility may highlight paid time off for volunteer work. Developing a theme or message about the purpose and value of benefits offerings (e.g., logos, slogans) can also help engage employees in learning more about the benefits available to them. Lastly, providing employees with a total rewards statement will show them how much the company is truly investing in them.

^a<http://www.shrm.org/ResourcesAndTools/tools-and-samples/Documents/Benefits%20Statement.xls>

^bshrm.org/benchmarks

THE EVOLUTION OF BENEFITS OFFERINGS

Overall, more than one-third of organizations (34%) increased benefits offerings in the last 12 months. Perhaps in part due to a reaction to the improving economic climate, the prevalence of over 60 benefits assessed increased between 2017 and 2018 compared with just 20 between 2016 and 2017 (see [Appendix Tables](#)). Organizations that increased benefits offerings were most likely to increase health-related (51%), wellness (44%), and employee programs and services (39%) benefits; 32% increased professional and career development benefits, and about one-quarter increased leave, family-friendly and flexible working benefits (all 28%). The top reasons cited for increasing benefits were to retain employees (72%), to attract new talent (58%) and to respond to employee feedback (54%) (see Figure 1).

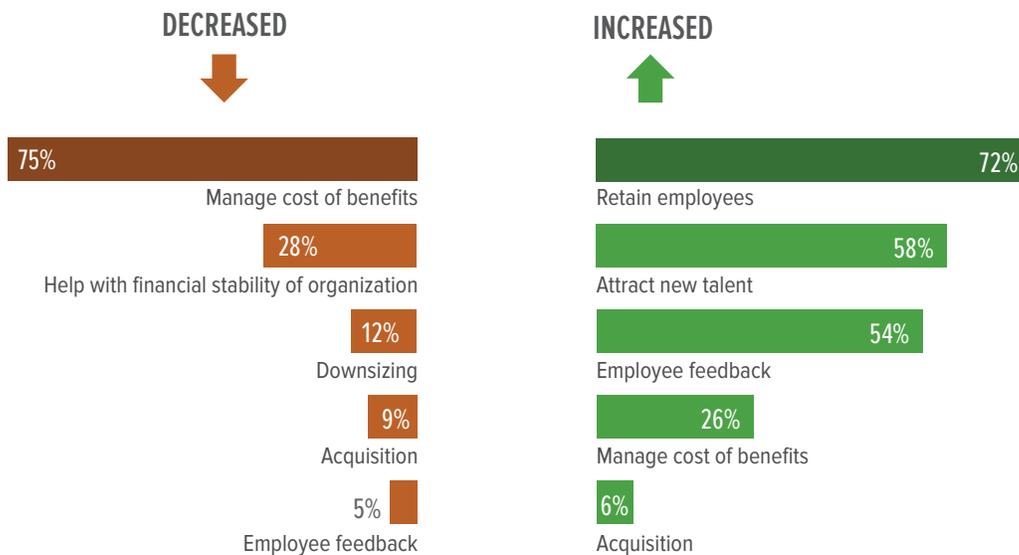
Just 5% of organizations decreased their overall benefits offerings in the last 12 months with large organizations^c being at least twice as likely to have decreased benefits than small organizations^d (9%-12% vs. 3%-4%). The majority (75%) of organizations that decreased benefits did so to manage costs, and about one-quarter (28%) made changes to help with the financial stability of the organization. Organizations that decreased their benefits offerings were most likely to have decreased health-related benefits (59%); about one-quarter decreased professional and career development (27%), employee programs and services (25%), leave (23%), and wellness (22%) benefits.

^c 2,500 or more employees

^d Less than 500 employees

FIGURE 1

MORE THAN TWO-THIRDS (72%) OF ORGANIZATIONS INCREASED THEIR BENEFITS OFFERINGS TO RETAIN EMPLOYEES IN THE LAST 12 MONTHS



Note: Decreased n = 142. Increased n = 1,012. Percentages do not total 100% due to multiple response options.

Source: 2018 Employee Benefits (SHRM)

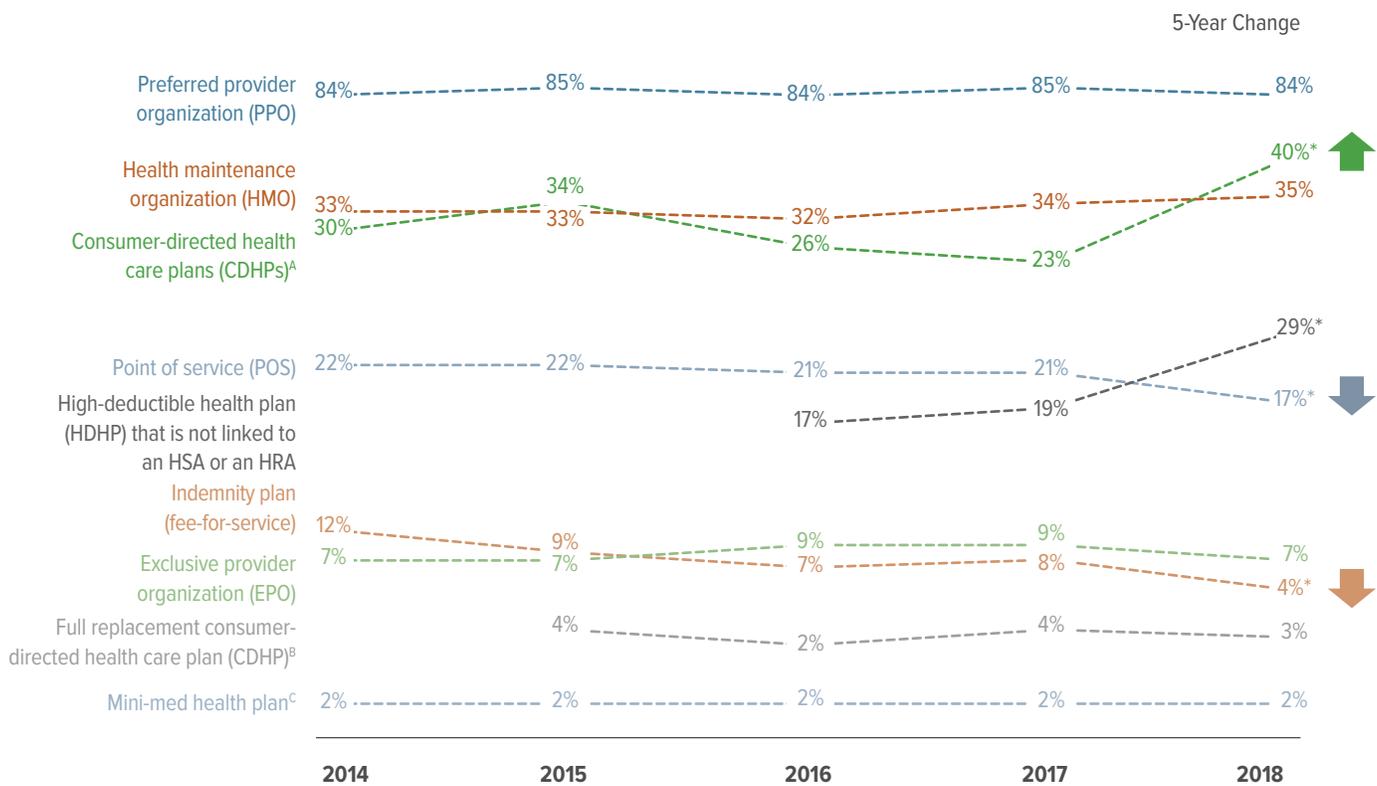
HEALTH CARE BENEFITS

U.S. health care spending grew to \$3.3 trillion in 2016, a 4.3% increase from 2015. In context, this amount translates to \$10,348 per person.⁸ Given the exponential growth of health care costs, organizations are faced with balancing costs and employee satisfaction with health care coverage. Almost all organizations (98%) offered at least one of nine types of health care plans in 2018, and over two-thirds (69%) of employers offered multiple types (e.g., a preferred provider organization, or PPO, and a health maintenance organization, or HMO). Although this finding may not seem surprising given that organizations with 50 or more full-time equivalents (FTEs) are required to provide health insurance to full-time employees under the Patient Protection and Affordable Care Act (PPACA),⁹ 95% of organizations with fewer than 50 FTEs provided a health care plan to employees as well.

PPO plans continue to be the most popular (84%), followed by consumer-directed health care plans (CDHPs) (40%), HMO plans (35%), high-deductible health care plans not linked to a health savings account (HSA) or a health reimbursement arrangement (HRA) (29%), and point of service (POS) plans (17%); less than 10% of organizations offered other types of health care plans (see [Table 3 in the Appendix](#)). In a 2016 SHRM survey of HR professionals, 28% indicated that offering CDHPs was the most successful activity in terms of helping their organization control the costs of health care.⁹ However, the prevalence of CDHPs has been volatile over the past five years, falling by 11 percentage points between 2015 and 2017 and then increasing 17 percentage points (to 40%) between 2017 and 2018. POS plans decreased by five percentage points

⁹ Employees who work 30 or more hours per week are considered full time.

FIGURE 2
PREVALENCE OF CONSUMER-DIRECTED HEALTH CARE PLANS VOLATILE OVER LAST FIVE YEARS



Note: n = 490-506 (2014); 445-459 (2015); 3,092-3,166 (2016); 2,758-2,837 (2017); 3,048-3,188 (2018). An asterisk (*) indicates a statistically significant increase or decrease between 2017 and 2018.

^a Generally includes three major components: an HRA or HSA, an underlying medical plan (typically a PPO), and access to educational tools and information to help members navigate the plan.

^b CDHP is the only health care plan offered.

^c Basic plan that limits the amount of payments or number of times that services will be covered.

Source: 2018 Employee Benefits (SHRM)

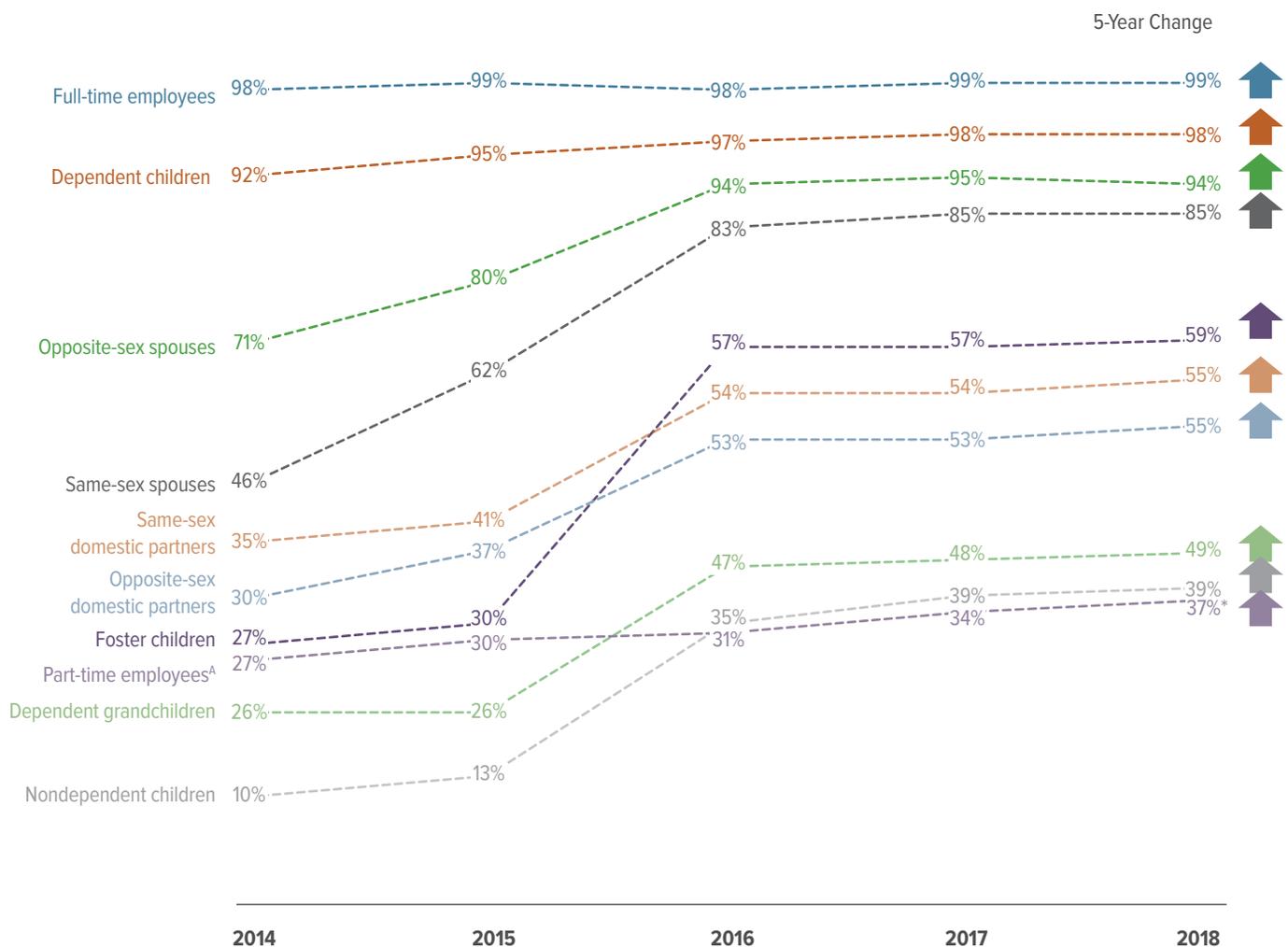
HEALTH CARE BENEFITS (CONTINUED)

points (from 22% to 17%) and indemnity plans (fee-for-service) by eight percentage points (from 12% to 4%) between 2014 and 2018 (see [Figure 2](#)).

Health care coverage varies by type of employee and relationship to employee. The vast majority of organizations offer health care coverage to full-time employees (99%), dependent children (98%), opposite-sex spouses (94%) and same-sex spouses (85%) (see [Figure 3](#)). Likely due to the implementation of the ACA, substantial increases in the prevalence of health

care coverage have been seen for several groups since 2014, including opposite-sex spouses (23 percentage points), same-sex spouses (39 percentage points), opposite-sex domestic partners (25 percentage points), same-sex domestic partners (20 percentage points), foster children (32 percentage points), nondependent children (29 percentage points) and dependent grandchildren (23 percentage points); coverage for part-time employees increased by 10 percentage points and dependent children by six percentage points.

FIGURE 3
SUBSTANTIAL INCREASES IN THE PREVALENCE OF HEALTH CARE COVERAGE SINCE 2014



Note: n = 496 (2014); 447 (2015); 3,032-3,151 (2016); 2,657-2,771 (2017); 3,044-3,188 (2018). An asterisk (*) indicates a statistically significant increase or decrease between 2017 and 2018.

^A Work less than 30 hours per week.

Source: 2018 Employee Benefits (SHRM)

HEALTH CARE BENEFITS (CONTINUED)

Sharing the costs of health care with employees is a common strategy to manage those costs. More than three-quarters of organizations share the cost of health care with their employees for full- and part-time employees (83%) and spouses (77% for both opposite- and same-sex spouses) (see Table 1). Less than 0.5% of employers opt to have full-time employees cover 100% of their health care costs; employers are more likely to require employees to pay all the health care costs for spouses (18%), domestic partners (23%-24%) and children (18%-29%) (see [Figure 3](#)).

TABLE 1
MAJORITY OF ORGANIZATIONS SHARE HEALTH CARE COSTS WITH EMPLOYEES

| | Shared by the organization and employee | Fully paid by the organization | Fully paid by the employee |
|----------------------------------|---|--------------------------------|----------------------------|
| Full-time employees | 83% | 16% | 0% |
| Part-time employees ^A | 83% | 9% | 8% |
| Opposite-sex spouses | 77% | 5% | 18% |
| Same-sex spouses | 77% | 5% | 18% |
| Opposite-sex domestic partners | 72% | 5% | 23% |
| Same-sex domestic partners | 71% | 5% | 24% |
| Dependent children | 77% | 5% | 18% |
| Foster children | 74% | 5% | 22% |
| Nondependent children | 68% | 3% | 29% |
| Dependent grandchildren | 72% | 5% | 23% |

Note: n = 2,922. Percentages do not total 100% due to multiple response options.

^A Work less than 30 hours per week.

Source: 2018 Employee Benefits (SHRM)

In addition to sharing the cost of health care with employees, some organizations manage their costs by charging surcharges or imposing restrictions on which employee dependents are eligible for coverage. Overall, approximately one-fifth of organizations have a restriction or other cost-saving measure in place for coverage of spouses and domestic partners (see [Figure 4](#)). Most commonly, spouses and domestic partners are not eligible for health care coverage if they are covered by another entity (e.g., their own employer) (8%-10%), and some organizations opt to impose a surcharge for coverage (8%-9%). In addition, 18% of organizations charge a higher premium for smokers (i.e., a smoking surcharge).

Given the increase in the prevalence of organizations offering CDHPs since 2014 (30% in 2014 vs. 40% in 2018), it is not surprising that HSAs have also increased in popularity, with more than one-half of employers offering this benefit in 2018 (56%) (see [Figure 5](#)). In contrast, the percentage of organizations

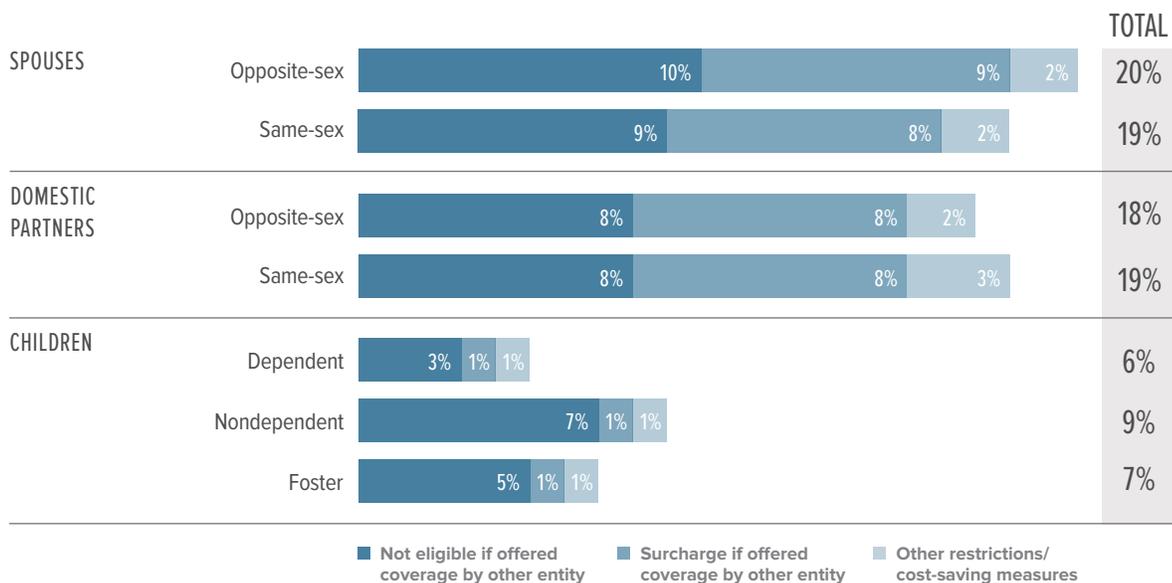
offering HRAs has remained steady at 17% to 20% over the past five years; flexible spending accounts (FSAs) have declined from 68% in 2014 to 63% in 2018.

For other health benefits prevalence rates and trends, see [Appendix Tables 3-4](#).

In addition to sharing the cost of health care with employees and imposing restrictions or other cost-saving measures, 18% of organizations charge a higher premium for health care coverage of employees who smoke.

HEALTH CARE BENEFITS (CONTINUED)

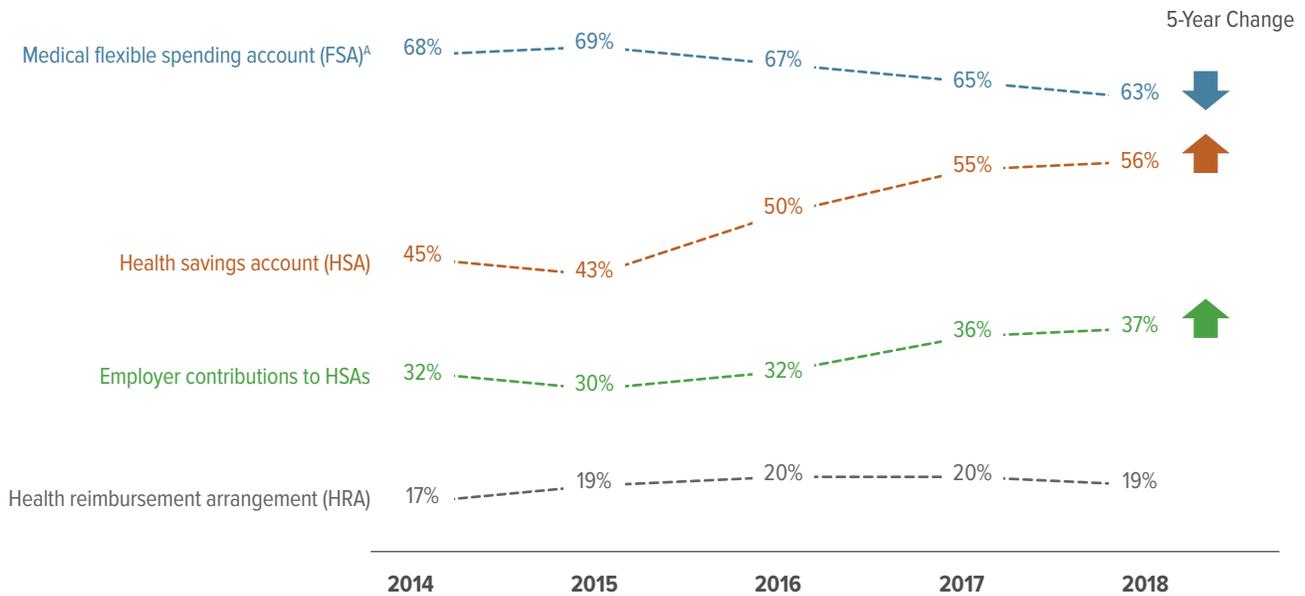
FIGURE 4
ABOUT ONE-FIFTH OF ORGANIZATIONS IMPOSE RESTRICTIONS AND SURCHARGES ON HEALTH CARE COVERAGE FOR SPOUSES



Note: n = 830-2,391.
 Totals may not be equal to the sum of the three types of restrictions/surcharges due to rounding.
 Source: 2018 Employee Benefits (SHRM)

HEALTH CARE BENEFITS (CONTINUED)

FIGURE 5
HEALTH SAVINGS ACCOUNTS BECOMING MORE PREVALENT; HEALTH REIMBURSEMENT ARRANGEMENTS REMAIN STEADY



Note: n = 470-508 (2014); n = 431-460 (2015); n = 3,119 - 3,161 (2016); n = 2,782-2,826 (2017); n = 3,153-3,216 (2018). There were no statistically significant changes between 2017 and 2018.

^AIRC Section 125.

Source: 2018 Employee Benefits (SHRM)

WELLNESS BENEFITS

Of organizations that increased benefits offerings in the last 12 months, 44% increased their wellness benefits. Three-quarters (75%) of employers offer wellness resources and information and/or a general wellness program. Over the last year, substantial increases were seen in company-organized fitness competitions/challenges (10 percentage points: 38% in 2018 vs. 28% in 2017), CPR/first aid training (seven percentage points: 54% vs. 47%) and standing desks (nine percentage points: 53% vs. 44%). Preventive programs specifically targeting employees with chronic health conditions fell by eight percentage points since 2017 (from 33% in 2017 to 25% in 2018) and 17 percentage points since 2014 (42%).

For other wellness benefits prevalence and trends, see [Appendix Table 5](#).

WHY OFFER WELLNESS BENEFITS?

- Wellness benefits designed to help employees reduce anxiety, such as yoga and meditation, may help employees manage work-related stress, a leading workplace health problem.
- Indirect costs due to missed work and associated productivity loss translates to approximately \$1,685 per employee each year.
- Wellness benefits can help reduce the likelihood of employees developing four of the 10 most costly health conditions for U.S. employers—angina pectoris (chest pain), high blood pressure, diabetes and heart attack.

Source: Centers for Disease Control and Prevention.
Retrieved from www.cdc.gov¹⁰

PAID LEAVE BENEFITS

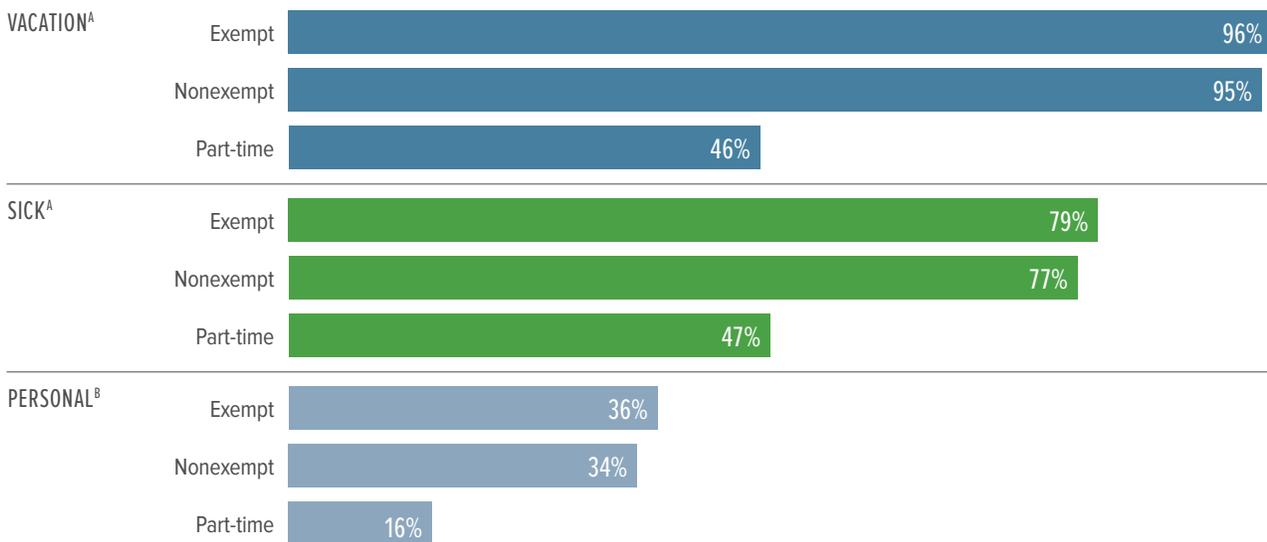
In a SHRM survey on job satisfaction and engagement, the vast majority (92%) of employees reported that paid leave is important to their overall job satisfaction. However, just 73% reported being satisfied with paid leave offered at their organization.¹¹ In addition to the impact of paid leave on job satisfaction, employers should also consider other positive workplace outcomes, such as higher productivity and morale.¹²

The vast majority (95%-96%) of organizations offer vacation benefits to full-time employees (Figure 6); almost one-half (46%) offered the same to part-time employees. However, in 2016, 54% of employees did not use all of their vacation time, an increase of 12 percentage points since 2013.¹³ In addition to the effects of not using vacation time on workplace outcomes, taking vacation has several personal benefits, such as reducing stress and improving relationships.¹⁴ About one-third of employees indicated they do not use all of their vacation because they fear falling behind (34%) or believe that no one else can step in while they are away (30%);

21% felt they can never be truly disconnected, and 22% wanted to show how dedicated they are to their job.¹⁵ Organizations that tackle some of these fears and encourage their employees to use their vacation time may reduce turnover and associated costs.

Compared with vacation, far fewer organizations offer sick leave to full-time employees (77%-79% depending on exempt status vs. 95%-96%). Although not offering sick leave may seem like a means to cut costs, employees without paid sick leave were three times more likely to delay seeking medical care than employees with paid sick leave, and three times more likely to forgo necessary treatment altogether;¹⁶ this outcome may lead to higher long-term costs in productivity loss by employees who put off necessary medical care and become even more ill. Organizations that do not offer paid sick leave may also increase the risk of sick employees coming to work and making others ill. About one-third of organizations offer personal day(s) to full-time employees (34%-36%); 16% offer the same to part-time employees.

FIGURE 6
PAID TIME OFF FOR VACATION, SICKNESS AND PERSONAL REASONS BY EMPLOYEE TYPE



Note: n = 2,887-3,290. Percentages do not total 100% due to multiple response options.

^A Includes paid-time-off (PTO) bank that does not differentiate between paid vacation and sick leave.

^B Separate from paid vacation or sick leave.

Source: 2018 Employee Benefits (SHRM)

PAID LEAVE BENEFITS (CONTINUED)

The prevalence of paid parental leave increased significantly between 2016 and 2018 for every type of parental leave assessed. Paid maternity leave, which includes coverage by family or parental leave policies but excludes leave covered by short-term disability or state law, increased from 26% in 2016 to 35% in 2018 (see Figure 7).[†] The same was true for four other types of parental leave, including paid paternity (21% vs. 29%), adoption (20% vs. 28%), foster child (13% vs. 21%) and surrogacy (6% vs. 12%) leave. Although employees are protected by the federal Family and Medical Leave Act (FMLA) for 12 weeks during any 12-month period to care for a new child, paid parental leave may enable eligible employees to take full advantage of this job-protected leave.

However, although the prevalence of paid parental leave is increasing, larger organizations were considerably more likely to offer this benefit than smaller organizations. Paid maternity leave was offered by almost twice as many organizations with 10,000 or more employees than organizations with fewer than 500 employees (60% vs. 31%); the same was true for paid paternity (52% vs. 25%-26%), adoption (54% vs. 24%), foster (38% vs. 18%-20%) and surrogacy (21% vs. 10%-12%) leave.

For other leave benefits prevalence and trends, see [Appendix Table 6](#).

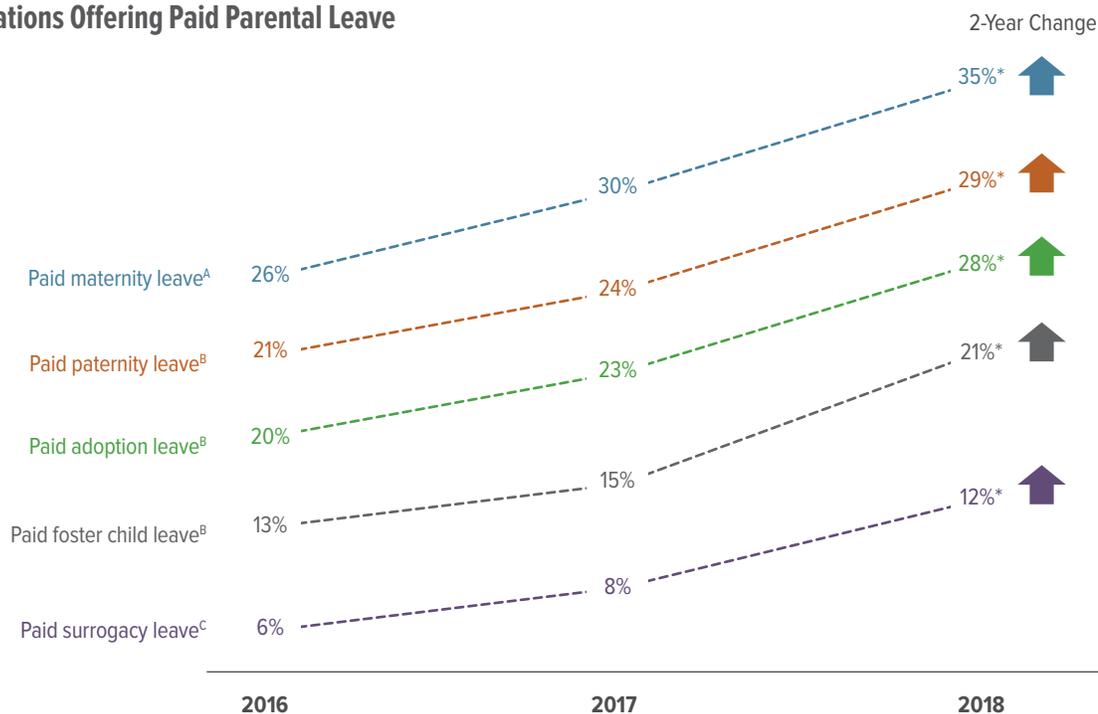
WHY OFFER PAID PARENTAL LEAVE?

- Increased organizational commitment and engagement.
- Opportunities for colleagues covering for employees on parental leave to learn new skills.
- Lower incidence of maternal depression.
- Reduction in health care costs due to higher rates of breastfeeding, which promotes infant health.

Source: Boston College, Center for Work & Family.
Retrieved from www.bc.edu.¹⁷

[†] Data from years before 2016 were not comparable because the survey was modified.

FIGURE 7
More Organizations Offering Paid Parental Leave



Note: n = 3,156-3,176 (2016); 2,797-2,807 (2017); 3,222-3,234 (2018). An asterisk (*) indicates a statistically significant increase or decrease between 2017 and 2018.

^A Includes coverage by family or parental leave policies, other than what short-term disability or state law covers.

^B Includes coverage by family or parental leave policies.

^C For parents using a surrogate; includes coverage by family or parental leave policies.

Source: 2018 Employee Benefits (SHRM)

RETIREMENT SAVINGS AND PLANNING BENEFITS

The vast majority (95%) of organizations offer one or more retirement plans to their employees. Traditional 401(k)s or similar defined retirement savings plans were the most popular with 93% of organizations offering this benefit, up from 90% in 2017. Although Roth 401(k)s experienced a similar increase during the same time period, considerable growth occurred over the last five years, jumping from 41% in 2014 to 59% in 2018. Employer matching for traditional 401(k)s has remained steady since 2014 (73%-76%), whereas the prevalence of employer matching for Roth 401(k)s increased by 12 percentage points—from 30% to 42%—over the same time period.

One-fifth (20%) of organizations offered a traditional defined benefit pension plan that was open to all employees, down from 24% in 2017.

The prevalence of defined contribution catch-up contributions, which permit participants who are age 50 or older to make additional elective deferral contributions at the end of the

calendar year, has continued to fall over the past five years with 64% of organizations offering this benefit in 2018, down from 76% five years ago. Defined contribution savings plan loans, which allow participants to borrow from their retirement savings, were offered by 50% of organizations, an increase of five percentage points since 2017.

Compared with five years ago, investment retirement advice offered one on one increased by 14 percentage points—from 41% to 55%. Over one-half (53%) of organizations offered online investment retirement advice, an increase from 50% last year. Informal phased retirement programs, which provide a reduced schedule and/or reduced responsibilities prior to full retirement, have increased from 9% to 14% since 2014.

For other retirement savings and planning benefits prevalence and trends, see [Appendix Table 7](#).

WORK-LIFE AND CONVENIENCE BENEFITS

Flexible working benefits, such as telecommuting, flextime and compressed workweeks, encourage work-life balance and can result in higher productivity and more engaged employees.¹⁸ More than two-thirds (70%) of organizations offer some type of telecommuting, either on a full-time, a part-time and/or an ad-hoc basis, up from 62% last year and 59% in 2014; telecommuting on an ad-hoc basis rose by 14 percentage points since 2014 (68% in 2018 vs. 54% in 2014) with much of that increase occurring since 2017 when 59% of organizations offered this benefit. Telecommuting on a part-time basis also rose considerably over the last five years, with 37% of organizations offering this benefit in 2018 compared with 29% in 2014.

BENEFITS OF FLEXIBLE WORK ARRANGEMENTS

- Implementing flexible work arrangements may result in a **reduction of “real estate” costs**, or the physical resources necessary for office occupancy.
- Flexible work arrangements may enable **matching customer demands** of a **24/7** service culture.
- Advanced technologies **facilitate collaboration** to handle increasingly complex and interdependent work roles, allowing organizations to employ workers around the globe.

Source: Future of Work Institute. Retrieved from www.bc.edu.¹⁹

Similar increases have been seen for casual dress benefits. The most common practice is to allow employees to “dress down” one day per week, up six percentage points since 2014 (to 62%) and three percentage points since 2017. One-half (50%) of organizations reported allowing casual dress every day, up six percentage points since 2017 and 18 percentage points since 2014; about one-third (34%) of organizations offer this perk on a seasonal basis, up seven percentage points since 2017 and 15 percentage points since 2014.

Family-friendly benefits are another common tool to assist employees and their spouses, domestic partners, children, and elderly family members with financial support and services. About one-half (49%) of organizations offer onsite lactation rooms,⁹ up seven percentage points since 2017 and almost doubling since 2014 (28%). Similarly, lactation support services have increased with 11% of organizations offering this service, up three percentage points since 2017 and five percentage points since 2014.

Domestic partner benefits fell by 10 percentage points for opposite sex partners and by nine percentage points for same-sex partners (both to 15%) since 2017. Both child care (17% in 2017 to 9% in 2018) and elder care (13% in 2017 to 10% in 2018) referral services fell between 2017 and 2018 as well.

Several five-year upward trends were found for employee programs and services. The vast majority (95%) of organizations provide a break room/kitchenette, up four percentage points since 2014; 81% offer free coffee, up five percentage points over the same time period. Organizations offering company-paid snacks and beverages rose by 12 percentage points over the last five years (to 32%); moreover, company paraphernalia (69%) and annual company outings (67%) increased by seven percentage points since 2014.

For other work-life and convenience benefits prevalence and trends, see [Appendix Tables 8, 9 and 10](#).

⁹ A separate room that goes above and beyond ACA requirements that stipulate employees must be “shielded from view” and “free from intrusion” during breaks.

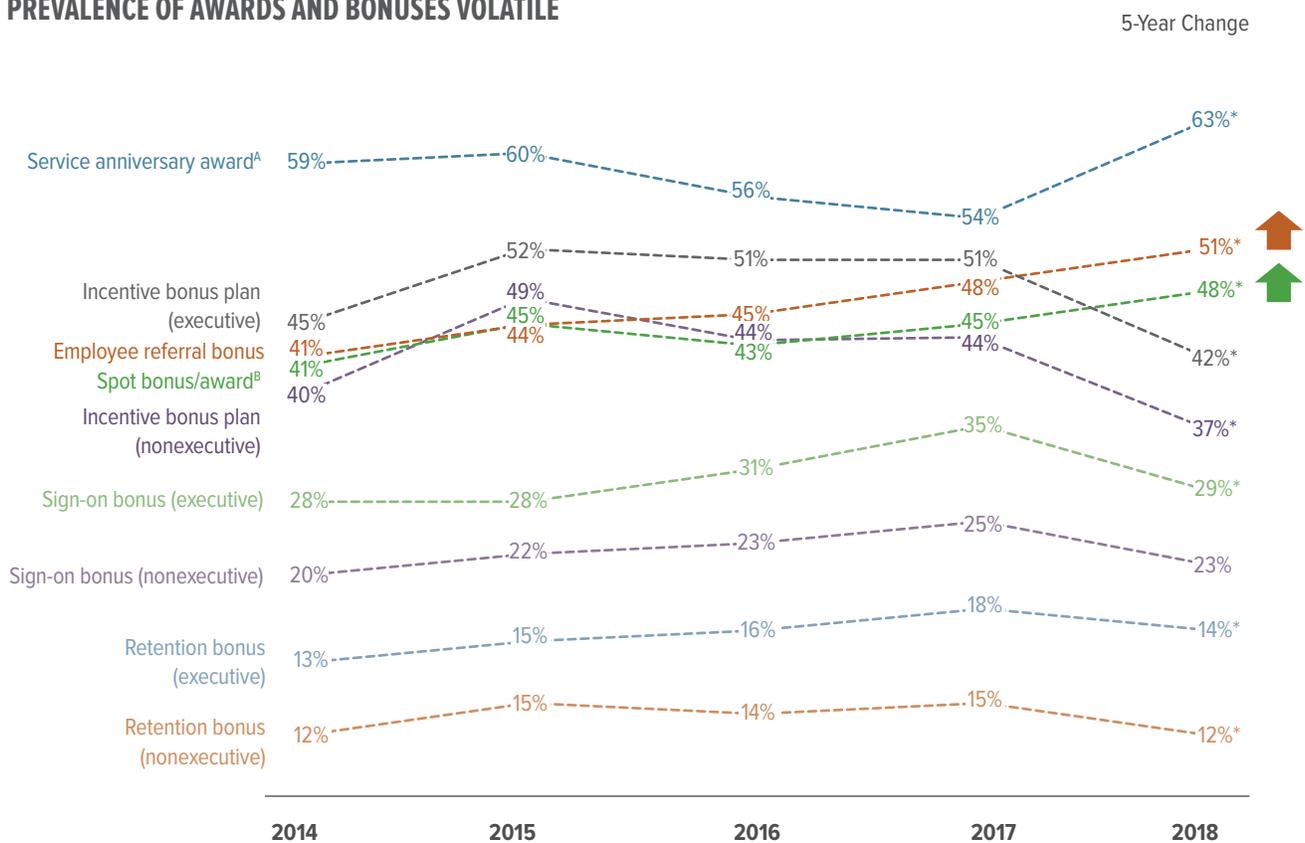
FINANCIAL AND CAREER BENEFITS

As part of the total rewards package, many organizations offer additional types of compensation in the form of awards, bonuses, stock options, education assistance, etc. The value of these benefits is not lost on many HR professionals, with two out of five (42%) citing improvement in overall compensation as one of the most effective recruiting strategies²⁰.

The percentage of organizations offering service anniversary awards, the most common type of compensation benefit, rose by nine percentage points—to 63%—since 2017 (see Figure 8). Employee referral bonuses increased by 10 percentage points (to 51%) and spot/bonus awards by seven percentage points (to 48%) since 2014; smaller increases (three percentage points) were seen for both since 2017.

Trends in the opposite direction were found since 2017 for several other types of bonuses, including incentive bonus plans, which fell by nine percentage points for executives (to 42%) and seven percentage points for nonexecutives (to 37%), and retention bonuses for executives, which fell by four percentage points (to 14%) and three percentage points for nonexecutives (to 12%); sign-on bonuses for executives fell by six percentage points (to 29%) and three percentage points for nonexecutives (to 23%). As competition for talent rises as unemployment falls, organizations may be identifying which types of compensation benefits are the most helpful in recruitment and retention, and subsequently making changes to spend their budgets as wisely as possible.

FIGURE 8
PREVALENCE OF AWARDS AND BONUSES VOLATILE



Note: n = 441-445 (2014), 414-418 (2015), 3,072-3,112 (2016), 2,702-2,743 (2017), 3,071-3,155 (2018). An asterisk (*) indicates a statistically significant increase or decrease between 2017 and 2018.
^A Based on the number of years of employment.
^B Unscheduled bonus/award for going above and beyond in some capacity.
 Source: 2018 Employee Benefits (SHRM)

FINANCIAL AND CAREER BENEFITS (CONTINUED)

Insurance, such as life, pet health and divorce insurance, is another benefit many organizations offer their employees that increases overall compensation. Company-paid group life insurance, the most common type of insurance benefit, is offered by 85% of organizations; 80% of organizations offer supplemental life insurance for employees,^h a four-percentage-point increase from 2017. A substantial increase was seen for life insurance for dependents with over two-thirds of organizations (70%) offering this benefit in 2018, an increase of 13 percentage points since 2017 and 16 percentage points since 2014.

Organizations also provide financial benefits in the form of transportation, technology and education. Over four-fifths (85%) of organizations offer free onsite parking, which can translate to substantial cost savings for transportation, especially in metropolitan areas where parking is limited and, thus, more expensive. More than one-half (56%) of organizations offer company-owned business cell/smartphones for business and personal use, the most popular tech benefit. Some organizations increased benefits in technology between 2017 and 2018, with about one-fifth offering purchase discounts for employee-owned technological devices (18%—up four percentage points) and free computers for employees' personal use (19%—up nine percentage points).

After a steep increase between 2016 and 2017, about one-half (48%) of organizations continue to offer financial advice for their employees either online, one on one and/or in a group/classroom setting. More organizations offer financial advice in each setting than five years ago (online: 35% in 2018 vs. 19% in 2014; one on one: 34% vs. 17%; group/classroom: 29% vs. 14%). In addition to the value of learning how to effectively manage one's finances, employees are able to take advantage of this training at work instead of carving out time during nonwork hours.

Benefits in employee discounts and charity fell in several areas since 2017, including discount ticket services (from 31% to 27%), donations for employee participation in charitable events (from 28% to 24%), company-purchased tickets (from 23% to 20%) and employer-sponsored personal shopping discounts (18% to 12%). Further research may identify why employers cut benefits in this area, but it may be due to less value added in terms of effects on recruitment and retention compared with other benefits.

^h Employee or employer-paid

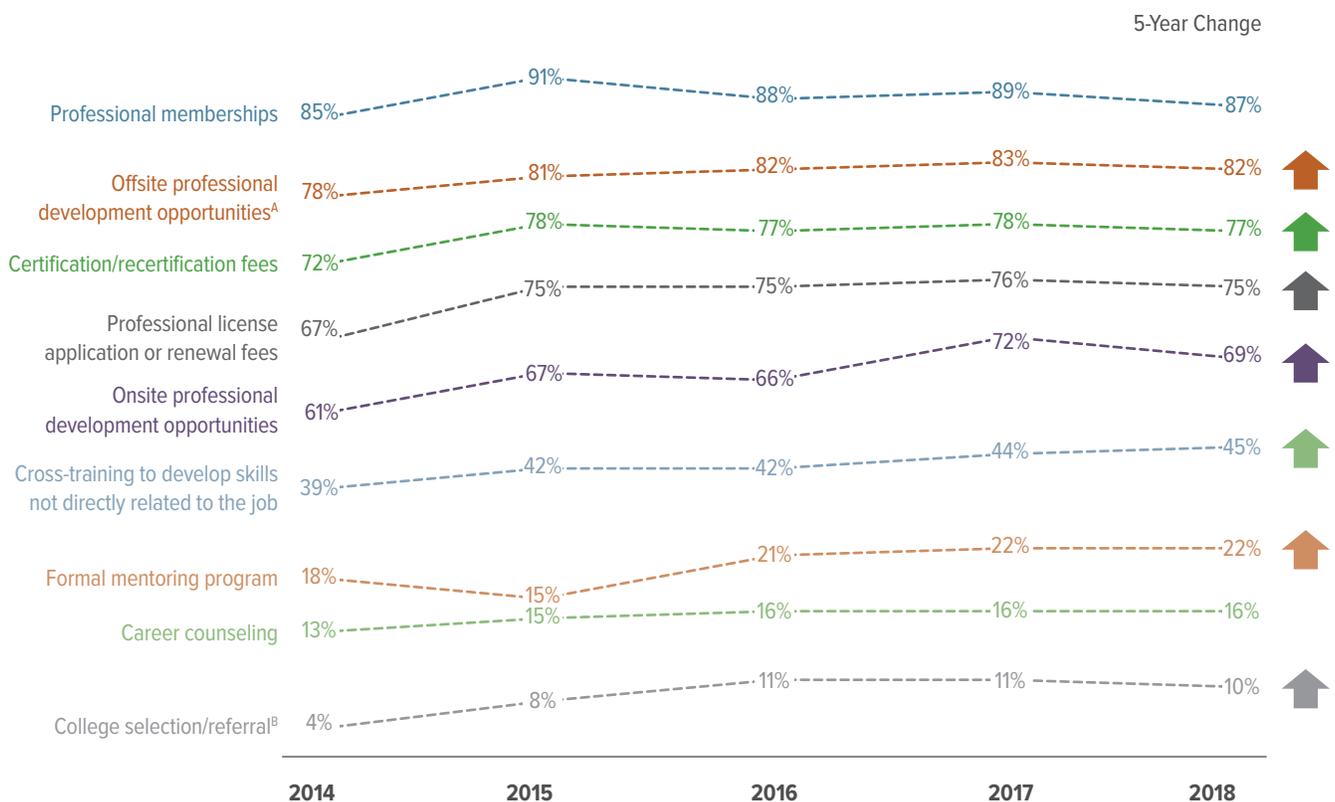
PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS

The majority of employees (86%) indicate that professional and career development benefits are important to overall job satisfaction, making investments in these types of benefits pertinent to a strong benefits strategy.²¹ The most common benefit was professional memberships (87%) (see Figure 9). However, increases were seen for several professional and career developments since 2014, including offsite (82%—up four percentage points) and onsite (69%—up eight percentage points) professional development opportunities, certification/

recertification fees (77%—up five percentage points), professional license application or renewal fees (75%—up eight percentage points), cross-training to develop skills not directly related to the job (45%—up six percentage points), formal mentoring programs (22%—up four percentage points) and college selection/referral programs (10%—up six percentage points).

For other financial and career benefits prevalence and trends, see [Appendix Tables 11, 12 and 13](#).

FIGURE 9
PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS ON THE RISE



Note: n = 423-429 (2014), 411-414 (2015), 3,125-3,167 (2016), 2,765-2,813 (2017), 3,142-3,213 (2018). There were no statistically significant changes between 2017 and 2018.

^A For example, seminars, conferences, courses or training to keep skills current.

^B Provides employees with information and helps link them to colleges.

Source: 2018 Employee Benefits (SHRM)

TRAVEL AND RELOCATION BENEFITS

To make traveling and relocating less stressful on employees, many organizations offer benefits and other incentives to make each go more smoothly. Historically, the most common benefits have been reimbursement for taking a taxi to and from the airport and for parking at the airport. However, reimbursement for taking a taxi to and from the airport fell to 81%, a decrease of six percentage points since last year; the same was not seen for parking reimbursement at the airport (87%).

Both per diem or reimbursement for meals and paid internet access while on business travel have increased substantially, with meal reimbursements increasing by 14 percentage points since 2014 (to 84%) and eight percentage points since 2017, and paid internet access while traveling increasing by 10 percentage points since 2014 (to 64%) and five percentage points since 2017. Although employees being allowed to keep both hotel points and frequent flyer miles increased since 2017, the prevalence rates are similar to 2014, indicating some volatility and not necessarily a pattern.

Overall, housing and relocation benefits are the least common compared with other benefits categories. Since 2014, prevalence rates for several housing and relocation benefits fell, perhaps indicating that organizations see little if any value added. Although the decreases are between just three and five percentage points, given the low prevalence rates of these benefits to begin with, the decreases are quite substantial (between 25% and 60%). Reimbursement of shipping fees fell to 12% (from 16%), third-party relocation plan benefits to 6% (from 10%), assistance selling previous home to 6% (from 11%), reimbursement of closing costs to 5% (from 9%), reimbursement of realtor fees to 5% (from 9%) and reimbursement for financial loss sustained from a home sale to 2% (from 5%).

For other travel and relocation benefits prevalence and trends, see [Appendix Tables 14](#) and [15](#).

Challenges Associated with Benefits

Organizations may be more susceptible to turnover as unemployment declines, making it imperative to identify what benefits are most important to their employees and ensuring that employees are both using and satisfied with benefits offerings. To enhance strategic benefits efforts, over three-quarters (77%) of organizations collect input on employee satisfaction with benefits, with almost one-half (46%) collecting this information on at least an annual basis. Employers that collect this employee input at least annually were more likely to report increasing benefits in the last 12 months than employers that assess employee satisfaction less than once per year or not at all (39% vs. 30%). In addition to using employee surveys to inform benefits planning, almost one-half (47%) of organizations compare their benefits with

competitors' benefits, and about one-third (30%) review employee requests.²²

More than two-thirds (70%) of HR professionals indicated the increasing cost of health care benefits was one of the biggest challenges related to benefits in their organization in the past 12 months (see Table 2); two-fifths (41%) cited the cost of benefits overall, and almost one-third (31%) cited recruitment/attraction of new talent.

WHAT TO CONSIDER BEFORE MAKING EMPLOYEE BENEFITS CHANGES:

- **Assess** the importance of and satisfaction with current benefits. A short survey or poll of your employees and/or assessing competitors' benefits may help inform changes.
- **Plan** a communications strategy to ensure employees are informed.
- **Communicate** why the changes are being made ahead of time.

TABLE 2
BIGGEST CHALLENGES RELATED TO BENEFITS IN THE PAST 12 MONTHS

| | |
|---|-----|
| Increasing cost of health care benefits | 70% |
| Cost of benefits overall | 41% |
| Recruitment/attraction of new talent | 31% |
| Retention/turnover | 28% |
| Compliance and keeping up with regulations | 24% |
| Communication of benefits to employees | 21% |
| Technology for providing benefits information, enrollment, etc. | 14% |
| Employee participation in benefits | 13% |
| Other | 2% |

Note: n = 2,922. Percentages do not total 100% due to multiple response options.
Source: 2018 Employee Benefits (SHRM)

CONCLUSION

With the unemployment rate down by approximately 20% between 2015 and 2017²³ and 14 states setting record lows for unemployment in the last 12 months,²⁴ organizations seem to be leveraging their benefits to recruit and retain talent. Between 2017 and 2018, the prevalence of over 60 benefits assessed increased compared with just 20 between 2016 and 2017. This finding may be a sign that organizations are taking a closer look at their benefits programs to ensure they stay competitive.

Designing a strategic benefits package based on various tools, such as an assessment of the types of benefits valued by employees, benchmarks against competitors and keeping up-to-date with innovative benefits is just the beginning of a successful benefits program. How benefits are communicated to talent may be the difference in whether a program is successful in impacting

recruitment and retention, has no effect, or is even detrimental. As the economic climate continues to improve, organizations must frequently assess and communicate their benefits to effectively leverage their programs to recruit and retain top talent.

In addition to the overall benefits prevalence and trends provided in this report, below are links to SHRM's toolkit and how-to guide to assist HR professionals and organizations with designing an employee benefits program. Customized industry-level reports are also available through [SHRM's Benchmarking Service](#).

- [Introduction to the Human Resources Discipline of Employee Benefits](#)
- [How to Design an Employee Benefits Program](#)

RESPONDENT DEMOGRAPHICS

ORGANIZATION STAFF SIZE

| | |
|--------------------------|-----|
| 1 to 99 employees | 31% |
| 100 to 499 employees | 37% |
| 500 to 2,499 employees | 17% |
| 2,500 to 9,999 employees | 7% |
| 10,000 or more employees | 7% |

Note: n = 3,451. Percentages may not total 100% due to rounding.

ORGANIZATION SECTOR

| | |
|----------------------------|-----|
| Privately owned for-profit | 55% |
| Nonprofit | 22% |
| Publicly owned for-profit | 12% |
| Government | 11% |

Note: n = 3,513.

REGION

| | |
|---|-----|
| South (Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia) | 36% |
| Midwest (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin) | 27% |
| West (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Nevada, New Mexico, Montana, Oregon, Utah, Washington, Wyoming) | 19% |
| Northeast (Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont) | 18% |

Note: n = 3,479.

UNIONIZED EMPLOYEES

| | |
|-----|-----|
| Yes | 19% |
| No | 81% |

Note: n = 3,475.

WORKFORCE BASED OUTSIDE THE U.S.

| | |
|-----|-----|
| Yes | 16% |
| No | 84% |

Note: n = 3,493.

ORGANIZATIONAL UNITS IN THE U.S.

| | |
|--|-----|
| Multi-unit organization: An organization that has more than one location | 60% |
| Single-unit organization: An organization in which the location and the organization are one and the same | 40% |

Note: n = 3,518.

LEVEL OF BENEFITS ADMINISTRATION IN THE U.S.

| | |
|---|-----|
| Corporate level | 50% |
| Single location only (single-unit organization) | 40% |
| Single location only (multi-unit organization) | 5% |
| Regional-level or for multiple locations, but not corporate | 5% |

Note: n = 3,518.

ORGANIZATION INDUSTRY

| | |
|---|-----|
| Manufacturing | 19% |
| Professional, scientific and technical services | 17% |
| Health care and social assistance | 17% |
| Administrative, support, waste management and remediation services | 11% |
| Educational services | 11% |
| Finance and insurance | 10% |
| Government agencies | 8% |
| Construction | 7% |
| Transportation and warehousing | 7% |
| Accommodation and food services | 6% |
| Retail trade | 5% |
| Religious, grantmaking, civic, professional and similar organizations | 5% |
| Information | 4% |
| Utilities | 4% |
| Arts, entertainment and recreation | 3% |
| Real estate and rental and leasing | 3% |
| Wholesale trade | 3% |
| Repair and maintenance | 2% |
| Agriculture, forestry, fishing and hunting | 2% |
| Mining | 2% |
| Personal and laundry services | <1% |

Note: n = 3,405. Percentages do not total 100% due to multiple response options.

METHODOLOGY

A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 285,000 individual members at the time the survey was conducted. Members who were students, who were located internationally or who had no e-mail address on file were excluded from the sampling frame. In February 2018, an e-mail that included a hyperlink to the Employee Benefits Survey was sent to 30,000 randomly selected SHRM members. Of these, approximately 29,300 e-mails were successfully delivered to respondents, and 3,518 HR professionals responded, yielding a response rate of 12% and a margin of error of 2%. The survey was accessible for a period of four weeks. Multiple reminders were sent to nonrespondents, and incentives were offered in an effort to increase response rates.

A comparison between the report's sample of 3,518 HR professionals and the SHRM membership population indicated that the report's sample had more HR professionals from smaller organizations, more respondents from nonprofit organizations and fewer respondents from publicly owned for-profit organizations. Industry categories were similar, although they were not directly comparable because survey respondents were allowed to select multiple industries.

Notations

Differences: Conventional statistical methods were used to determine if observed differences were statistically significant (i.e., there is a small likelihood that the differences occurred by chance). Therefore, in most cases, only results that were statistically significant are discussed, unless otherwise noted. In some cases, data may be discussed in the text of this report but not presented in an accompanying figure or table.

Generalization of results: As with any research, readers should exercise caution when generalizing results and take individual circumstances and experiences into consideration when making decisions based on these data. Although SHRM is confident in its research, it is prudent to understand that the results presented in this survey report are only truly representative of the sample of HR professionals responding to the survey.

Number of respondents: The number of respondents (indicated by "n" in figures and tables) varies from table to table and figure to figure because some respondents did not answer all of the questions. Individuals may not have responded to a question on the survey because the question or some of its parts were not applicable or because the requested data were unavailable. This also accounts for the varying number of responses within each table or figure.

Confidence level and margin of error: A confidence level and margin of error give readers some measure of how much they can rely on survey responses to represent all SHRM members. Given the level of response to the survey, SHRM Research is 95% confident that 2018 responses given by responding HR professionals can be applied to all SHRM members, in general, with a margin of error of approximately 2%. For example, 71% of HR professionals reported their organizations offered wellness resources and information. With a 2% margin of error, the reader can be 95% certain that between 69% and 73% of SHRM members would report that their organizations presently offer wellness resources and information. Note that the margin of error is calculated based on the overall sample size of the survey, not for each question, as a general practice.

APPENDIX: BENEFITS BY YEAR

HEALTH, LEAVE AND RETIREMENT BENEFITS

TABLE 3: HEALTH-RELATED BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------------------|------|------|
| Health Insurance Plans | | | | | | |
| Preferred provider organization (PPO) | | 84% | 85% | 84% | 85% | 84% |
| Health maintenance organization (HMO) | | 33% | 33% | 32% | 34% | 35% |
| Consumer-directed health care plans (CDHPs) ^a | ▲ | 30% | 34% | 26% | 23% | 40% |
| Point of service (POS) | ▼ | 22% | 22% | 21% | 21% | 17% |
| High-deductible health plan (HDHP) that is not linked to an HSA or an HRA | | — | — | 17% | 19% | 29% |
| Exclusive provider organization (EPO) | | 7% | 7% | 9% | 9% | 7% |
| Indemnity plan (fee-for-service) | ▼ | 12% | 9% | 7% | 8% | 4% |
| Full replacement consumer-directed health care plan (CDHP) ^b | | — | 4% | 2% [#] | 4% | 3% |
| Mini-med health plan ^c | | 2% | 2% | 2% [#] | 2% | 2% |
| Health Savings and Spending Accounts | | | | | | |
| Medical flexible spending accounts (FSAs) ^d | ▼ | 68% | 69% | 67% | 65% | 63% |
| FSA run-out period* | | — | 58% | 51% | 49% | 51% |
| FSA carryover provision* | | — | 32% | 42% | 46% | 46% |
| FSA grace period* | | — | 31% | 33% | 32% | 37% |
| Health savings account (HSA) | ▲ | 45% | 43% | 50% | 55% | 56% |
| Health care premium flexible spending account ^e | | 32% | 34% | 39% | 40% | 35% |
| Employer contributions to HSAs | ▲ | 32% | 30% | 32% | 36% | 37% |
| Health reimbursement arrangement (HRA) | | 17% | 19% | 20% | 20% | 19% |
| NEW! Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) ^f | | — | — | — | — | 1% |
| Prescription Drug Coverage | | | | | | |
| Prescription drug coverage bundled with medical insurance | | 95% | 96% | 94% ^g | 95% | 94% |
| Mail-order prescription program | | 84% | 87% | 85% | 85% | 82% |
| Wholesale generic drug program for injectable drugs | ▲ | 16% | 16% | 24% | 31% | 22% |
| Pharmacy management program ^g | | 14% | 13% | 15% | 18% | 17% |
| Experimental/elective drug coverage | | 4% | 9% | 8% | 9% | 5% |
| Dental, Vision, EAP and Other Insurance | | | | | | |
| Dental insurance | | 95% | 96% | 96% | 96% | 97% |
| Vision insurance | ▲ | 83% | 87% | 87% | 88% | 90% |
| Employee assistance program (EAP) | | 74% | 79% | 77% | 77% | 78% |
| Critical illness insurance ^h | ▲ | 30% | 34% | 31% | 32% | 40% |
| Cancer insurance (separate from critical illness insurance) | | — | — | — | 28% | 33% |
| Hospital indemnity insurance | ▲ | 22% | 24% | 21% | 22% | 26% |
| Long-term care insurance | ▲ | 24% | 32% | 27% | 22% | 32% |
| Intensive care insurance ⁱ | | 21% | 23% | 19% | 18% | 19% |

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TABLE 3: HEALTH-RELATED BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------|------------------|------------|
| Disability and Accident Insurance | | | | | | |
| Accidental death and dismemberment insurance (AD&D) ¹ | | 84% | 85% | 82% | 81% | 83% |
| Long-term disability insurance ¹ | | 74% | 80% | 77% | 72% | 72% |
| Short-term disability insurance ^k | ▼ | 70% | 74% | 70% | 65% | 64% |
| Supplemental accidental death and dismemberment insurance (employee- or employer-paid) | | — | — | — | 63% | 66% |
| Supplemental short-term disability insurance (employee- or employer-paid) | | — | — | — | 55% | 47% |
| Supplemental long-term disability insurance (employee- or employer-paid) | | — | — | — | 49% | 47% |
| Supplemental accident insurance | | 46% | 51% | 48% | 33% ^g | 32% |
| Accident insurance ^l | | 24% | 29% | 34% | 29% ^g | 35% |

Note: n = 1,827-3,251. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year. An asterisk (*) indicates that a subset of respondents were asked the question. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

^A Generally includes three major components: an HRA or HSA, an underlying medical plan (typically a PPO), and access to educational tools and information to help members navigate the plan.

^B CDHP is the only health care plan offered.

^C Basic plan that limits the amount of payments or number of times that services will be covered.

^D IRC Section 125.

^E IRC Section 125 Cafeteria Plan allowing for premium conversion.

^F Based on organizations with fewer than 50 full-time employees.

^G Independent of medical plan management.

^H Provides funds to help cover extra expenses upon diagnosis of a critical illness or condition.

^I Provides funds to help cover the extra expenses for accidents or illnesses that result in an admission to a hospital intensive care unit.

^J Does not pertain to employee-paid supplemental insurance.

^K Beyond any state-required programs and does not pertain to employee-paid supplemental insurance.

^L Separate from travel accident insurance.

Source: 2018 Employee Benefits (SHRM)

TABLE 4: COVERAGE FOR SPECIFIC HEALTH SERVICES OR PROCEDURES BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Specific Services and Coverage | | | | | | |
| Mental health coverage | | 87% | 91% | 85% | 81% | 86% |
| Chiropractic coverage | | 83% | 81% | 77% | 77% | 80% |
| Acupuncture/acupuncture medical coverage | ▲ | 36% | 37% | 35% | 38% | 47% |
| Health care services such as diagnosis, treatment or prescriptions provided by phone or video ^A | | — | — | 23% | 34% | 62% |
| Retiree health care coverage | | 18% | 23% | 20% | 19% | 19% |
| Alternative/complementary medical coverage | ▼ | 14% | 11% | 17% | 17% | 7% |
| Reimbursement for employees to travel abroad for medical care and/or reimbursement for employees to obtain medical care abroad ^B | | — | 6% | 4% | 6% | 9% |
| Contraception and Fertility | | | | | | |
| Contraceptive coverage | ▼ | 84% | 83% | 80% | 75% | 74% |
| Infertility treatment coverage other than in-vitro fertilization | | 29% | 29% | 27% | 26% | 27% |
| In-vitro fertilization coverage | | 26% | 27% | 26% | 24% | 25% |
| Egg freezing for nonmedical reasons | | — | 2% | 3% | 3% | 4% |
| Specific Procedures | | | | | | |
| Bariatric coverage for weight loss (e.g., stomach stapling or gastric bypass surgery) | ▼ | 38% | 33% | 32% | 32% | 33% |
| Laser-based vision correction coverage | | 28% | 30% | 27% | 26% | 26% |
| Genetic testing coverage for diseases like cancer | | — | — | 12% | 18% | 18% |
| Elective procedures coverage ^C | ▼ | 15% | 14% | 12% | 12% | 11% |
| Gender reassignment surgery coverage | ▲ | 7% | 5% | 6% | 10% | 10% |

Note: n = 2,914-3,158. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Excludes a nurse advice line; either separate from or part of a regular health care plan.

^B For example, medical tourism.

^C Any nonemergency surgical procedure other than laser-based vision correction.

Source: 2018 Employee Benefits (SHRM)

TABLE 5: WELLNESS BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------------------|------------------|------------|
| Wellness Resources and Information | | | | | | |
| Wellness resources and information ^A | | 79% | 80% | 72% ^F | 71% | 73% |
| Wellness tips or information provided to employees at least quarterly ^B | | 61% | 60% | 63% ^F | 62% | 65% |
| Wellness Programs and Events | | | | | | |
| Wellness programs, general | | 62% | 70% | 61% | 59% | 62% |
| Onsite seasonal flu vaccinations | | 58% | 61% | 54% | 58% | 60% |
| Annual health risk assessment | | — | — | 42% | 40% | 41% |
| Rewards or bonuses for completing certain health and wellness programs | | 36% | 40% | 41% | 39% | 40% |
| Smoking cessation program | | 42% | 44% | 41% | 37% | 40% |
| Health fairs | ▼ | 38% | 40% | 37% | 35% | 30% |
| Preventive programs specifically targeting employees with chronic health conditions | ▼ | 42% | 40% | 34% | 33% | 25% |
| Weight loss program | | 32% | 33% | 31% | 30% | 30% |
| Onsite health screening programs ^C | ▼ | 47% | 43% | 31% | 29% | 30% |
| Company-organized fitness competitions/challenges | | — | 34% | 30% | 28% | 38% |
| Onsite stress management program | ▲ | 3% | 5% | 6% | 7% | 12% |
| Onsite vegetable gardens | | 3% | 5% | 5% | 5% | 5% |
| Wellness Classes, Services and Tools | | | | | | |
| CPR/first aid training | ▲ | 45% | 50% | 50% | 47% | 54% |
| 24-hour nurse line ^D | | 51% | 51% | 44% | 43% | 48% |
| Personal or life coaching ^E | | 47% | 46% | 37% | 30% ^F | 27% |
| Onsite blood pressure machine | | 14% | 17% | 18% | 18% | 16% |
| Nutritional counseling | | 20% | 20% | 20% | 16% | 18% |
| Onsite massage therapy services | ▲ | 6% | 11% | 10% | 10% | 10% |
| Onsite medical clinic | | 7% | 8% | 10% | 8% | 8% |
| Onsite meditation/mindfulness/contemplative program (subsidized or unsubsidized) | | — | — | — | 7% | 6% |
| Offsite meditation/mindfulness/contemplative program subsidy/reimbursement | | — | — | — | 3% | 3% |
| Wellness Spaces | | | | | | |
| Standing desk ^F | ▲ | 20% | 25% | 33% | 44% | 53% |
| Onsite quiet room for personal use (prayer, meditation, etc.) | | — | — | — | 15% | 20% |
| Onsite sick room | | 9% | 7% | 8% | 8% | 8% |
| Onsite nap room | | 3% | 2% | 4% | 4% | 5% |
| Fitness Center, Classes and Equipment | | | | | | |
| Offsite fitness center membership subsidy/reimbursement | ▼ | 34% | 32% | 28% | 26% | 29% |
| Onsite fitness center | ▲ | 20% | 21% | 26% | 25% | 25% |
| Onsite fitness classes ^G | | 14% | 17% | 17% | 18% | 17% |
| Offsite fitness class subsidy/reimbursement | ▲ | 12% | 16% | 10% | 13% | 16% |
| Company-provided fitness bands/activity trackers | | — | 13% | 10% | 8% | 8% |
| Fitness equipment subsidy/reimbursement | | 5% | 6% | 6% | 5% | 5% |
| Bike purchase or bike share subsidy/reimbursement | | — | — | — | 4% | 3% |

continued on next page

TABLE 5: WELLNESS BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Health Care Premium Discounts/Surcharges | | | | | | |
| Smoking surcharge for health care plans | | — | — | 20% | 19% | 18% |
| Health care premium discount for getting an annual health risk assessment | | 21% | 25% | 18% | 17% | 20% |
| Health care premium discount for participating in a wellness program | | 14% | 20% | 17% | 15% | 17% |
| Health care premium discount for not using tobacco products | | 19% | 19% | 15% | 15% | 16% |
| Health care premium discount for participating in a smoking cessation program | | — | — | 11% | 11% | 10% |
| Health care premium discount for participating in a weight loss program | ▼ | 9% | 9% | 7% | 6% | 5% |

Note: n = 3,116-3,184. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. An asterisk (*) indicates that a subset of respondents were asked the question. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Responses to this option may have been affected by the modification in 2016 to "Wellness tips or information provided to employees at least quarterly."

^B For example, newsletter, column, e-mail, tweets.

^C For example, glucose, cholesterol.

^D Available to help employees make more informed health care decisions.

^E Used to help employees change and better manage their health habits.

^F Provide or subsidize the cost of replacing a regular desk with a standing desk.

^G For example, yoga, aerobics.

Source: 2018 Employee Benefits (SHRM)

TABLE 6: LEAVE BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------|------------------|------------|
| Holidays | | | | | | |
| Paid holidays | | 96% | 98% | 97% | 97% | 97% |
| Floating holidays ^A | | 38% | 42% | 39% | 42% | 40% |
| Religious accommodation paid holidays ^B | | 17% | 20% | 16% | 17% | 19% |
| Vacation, Sick and Personal Leave | | | | | | |
| Paid leave for the purpose of vacation | | 98% | 99% | 97% | 96% ^F | 96% |
| Paid leave for the purpose of sickness | | 91% | 95% | 92% | 81% ^F | 79% |
| Paid personal day(s) ^C | | 22% | 27% | 22% | 34% ^F | 36% |
| Vacation purchase plan ^D | | 4% | 6% | 4% | 4% | 6% |
| Unlimited paid PTO bank ^E | ▲ | 1% | 2% | 4% | 4% | 5% |
| Unlimited paid sick time ^A | | 3% | 3% | 3% | 5% | 5% |
| Unlimited paid vacation time ^A | | <1% | <1% | 1% | 2% | 2% |
| Company-paid time off for group vacations | | 2% | 2% | 2% | 2% | 3% |
| Vacation stipend | | — | — | 3% | 1% | 1% |
| Other Paid Leave | | | | | | |
| Paid bereavement leave | ▲ | 85% | 86% | 81% | 79% | 88% |
| Paid jury duty beyond what is required by law | | 60% | 67% | 64% | 65% | 64% |
| Paid time off to vote | | — | — | — | 42% | 44% |
| Unpaid time off to vote (beyond what is required by law) | | — | — | — | 33% | 29% |
| Paid military leave ^F | | 23% | 23% | 19% | 25% | 21% |
| Paid time off for volunteering | ▲ | 16% | 21% | 21% | 22% | 24% |
| Paid time off to serve on the board of a community group or professional association | ▲ | 15% | 18% | 21% | 20% | 19% |
| Unpaid sabbatical program | | 12% | 13% | 12% | 12% | 10% |
| Paid day off for employee's birthday | | 8% | 8% | 8% | 9% | 8% |
| Emergency flexibility ^G | | 6% | 8% | 7% | 7% | 6% |
| Paid sabbatical program | | 3% | 5% | 4% | 5% | 5% |

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TABLE 6: LEAVE BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------------------|------|------------|
| Parental Leave | | | | | | |
| Paid maternity leave ^h | | 12% | 21% | 26% ^f | 30% | 35% |
| Paid paternity leave ⁱ | | 12% | 17% | 21% ^f | 24% | 29% |
| Paid adoption leave ⁱ | | 12% | 17% | 20% ^f | 23% | 28% |
| Paid parental leave | | — | — | 17% | 20% | 27% |
| Parental leave above federal FMLA leave ^j | | 13% | 20% | 16% ^f | 16% | 14% |
| Parental leave above state FMLA leave ^k | | 11% | 18% | 15% ^f | 15% | 14% |
| Paid foster child leave ^l | | — | — | 13% | 15% | 21% |
| Paid surrogacy leave ^l | | — | 5% | 6% ^f | 8% | 12% |
| Family and Elder Care Leave | | | | | | |
| Family leave above federal FMLA leave ^j | | 19% | 26% | 21% ^f | 21% | 16% |
| Family leave above state FMLA leave ^k | | 16% | 22% | 18% ^f | 19% | 14% |
| Paid family leave | ▲ | 19% | 27% | 18% | 21% | 27% |
| Elder care leave above federal FMLA leave ^j | | 8% | 13% | 10% ^f | 10% | 10% |
| Elder care leave above state FMLA leave ^k | | 8% | 12% | 9% ^f | 9% | 9% |

Note: n = 3,106-3,290. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year. An asterisk (*) indicates that a subset of respondents were asked the question. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

- ^A Other than personal days.
- ^B Paid days off for religious holidays not offered by employer.
- ^C Organizations that don't track paid leave are excluded.
- ^D Payroll deduction to purchase more vacation leave.
- ^E Paid time off (PTO) bank plan combines vacation, sick and personal leave. Beyond what may be required by law.
- ^F Beyond what may be required by law.
- ^G Fixed number of days off with pay for emergencies.
- ^H Includes coverage by family or parental leave policies, other than what is covered by short-term disability or state law.
- ^I Includes coverage by family or parental leave policies.
- ^J Beyond the time that may be required by law.
- ^K Beyond the time or paid leave that may be required by law.
- ^L For parents using a surrogate; includes coverage by family or parental leave policies.

Source: 2018 Employee Benefits (SHRM)

TABLE 7: RETIREMENT SAVINGS AND PLANNING BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Retirement Plans | | | | | | |
| Traditional 401(k) or similar defined contribution retirement savings plan ^a | ▲ | 89% | 90% | 90% | 90% | 93% |
| Roth 401(k) or similar defined contribution retirement savings plan | ▲ | 41% | 48% | 51% | 55% | 59% |
| Traditional defined benefit pension plan (open to all employees) | | 24% | 26% | 25% | 24% | 20% |
| Traditional defined benefit pension plan ^b | | 13% | 13% | 13% | 11% | 10% |
| Supplemental executive retirement plan (SERP) | | 8% | 8% | 9% | 9% | 6% |
| Defined benefit cash balance pension plan | | 6% | 8% | 6% | 7% | 5% |
| Employer Matching and Automatic Enrollment | | | | | | |
| Employer match for traditional 401(k) or similar defined contribution retirement savings plan | | 74% | 73% | 74% | 76% | 74% |
| Employer match for Roth 401(k) or similar defined contribution retirement savings plan | ▲ | 30% | 35% | 37% | 40% | 42% |
| Automatic enrollment into defined contribution retirement savings plan for new employees ^c | | 40% | 38% | 38% | 40% | 38% |
| Automatic enrollment into defined contribution retirement savings plan for current employees ^d | | — | — | 21% | 24% | 20% |
| Automatic escalation of salary deferral amounts for defined contribution plans | | 19% | 18% | 19% | 19% | 18% |

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TABLE 7: RETIREMENT SAVINGS AND PLANNING BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Defined Contribution Plan Options | | | | | | |
| Defined contribution plan catch-up contributions ^e | ▼ | 76% | 75% | 70% | 70% | 64% |
| Defined contribution plan hardship withdrawals | | 64% | 67% | 60% | 61% | 60% |
| Defined contribution plans that offer target-date funds in their investment lineup | | — | 46% | 44% | 45% | 46% |
| Defined contribution savings plan loans ^f | | 49% | 50% | 44% | 45% | 50% |
| Permit conversion of funds in traditional 401(k) account into Roth 401(k) account | | 26% | 27% | 32% | 31% | 28% |
| In-plan annuity option ^g | | — | — | — | 9% | 8% |
| Defined contribution savings plan debit card ^h | | 2% | 3% | 2% | 3% | 3% |
| Assistance for retirees to purchase an out-of-plan annuity with in-plan assets ⁱ | | — | — | — | 2% | 2% |
| Retirement Advice | | | | | | |
| Investment retirement advice offered online ^h | | 50% | 55% | 50% | 50% | 53% |
| Individual retirement investment advice offered one on one ^h | ▲ | 41% | 53% | 47% | 48% | 55% |
| Retirement-preparation specific planning advice ^l | | 43% | 48% | 45% | 44% | 46% |
| Investment retirement advice offered in a group/classroom ^h | | 41% | 44% | 41% | 41% | 43% |
| Phased Retirement Program | | | | | | |
| Informal phased retirement program ^j | ▲ | 9% | 10% | 11% | 13% | 14% |
| Formal phased retirement program ^k | | 4% | 8% | 5% | 6% | 5% |

Note: n = 2,906-3,246. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. An asterisk (*) indicates that only certain respondents were asked this question. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^a For example, 403(b)s, 457s, Thrift Savings Plans.

^b Frozen for current employees and/or not open to new hires.

^c New employees are enrolled into defined contribution retirement plan with a certain percentage from their paycheck unless they opt out.

^d Current employees who are not participating are enrolled into defined contribution retirement plan with a certain percentage from their paycheck unless they opt out.

^e Permits participants who are age 50 or older to make additional elective deferral contributions at the end of the calendar year.

^f Allows participants to borrow from their retirement savings.

^g Allows users to borrow up to \$50,000 or 50% of the value of their retirement savings, whichever is less, through use of a debit card.

^h Any recommendation from a financial advisor that tries to educate, advise or guide an investor regarding a particular investment product or series of products.

ⁱ Any recommendation from a financial advisor that tries to educate, advise or guide an employee regarding retirement.

^j An informal program that provides reduced schedule and/or responsibilities prior to full retirement.

^k A formal program that provides reduced schedule and/or responsibilities prior to full retirement.

Source: 2018 Employee Benefits (SHRM)

WORK-LIFE AND CONVENIENCE BENEFITS

TABLE 8: FLEXIBLE WORKING BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------|------|------------|
| Casual Dress | | | | | | |
| Casual dress (any type) | ▲ | 81% | 84% | 83% | 85% | 88% |
| Casual dress day (one day per week) | ▲ | 56% | 62% | 59% | 59% | 62% |
| Casual dress (every day) | ▲ | 32% | 36% | 40% | 44% | 50% |
| Casual dress ^a (seasonal) | ▲ | 19% | 23% | 27% | 27% | 34% |
| Telecommuting | | | | | | |
| Telecommuting (any type) | ▲ | 59% | 60% | 60% | 62% | 70% |
| Telecommuting on an ad-hoc basis ^b | ▲ | 54% | 56% | 56% | 59% | 68% |
| Telecommuting on a part-time basis | ▲ | 29% | 36% | 31% | 35% | 37% |
| Telecommuting on a full-time basis | | 20% | 22% | 20% | 23% | 23% |
| Flexible Scheduling | | | | | | |
| Flextime ^c (any type) | ▲ | 52% | 54% | 54% | 57% | 57% |
| Flextime during core business hours ^d | | 50% | 52% | 51% | 54% | 55% |

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TABLE 8: FLEXIBLE WORKING BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Flextime outside of core business hours ^e | ▲ | 22% | 26% | 28% | 31% | 27% |
| Mealtime flex ^f | | 37% | 42% | 43% | 45% | 41% |
| Break arrangements ^g | | 31% | 37% | 36% | 36% | 33% |
| Compressed workweek ^h | | 29% | 31% | 29% | 29% | 27% |
| Shift flexibility ⁱ | | 20% | 21% | 24% | 25% | 22% |
| Seasonal scheduling ^j | | 14% | 14% | 17% | 16% | 13% |
| Four-day workweek of 32 hours or less per week (applies to all employees for all or part of the year) | | — | — | — | 13% | 12% |
| Job sharing ^k | | 9% | 10% | 10% | 11% | 9% |
| Alternating location arrangements ^l | | 4% | 8% | 6% | 7% | 6% |
| Results-only work environment (ROWE) ^m | | 3% | 5% | 5% | 5% | 4% |

Note: n = 3,028-3,217. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^a Allowing casual dress for extended periods during the year (e.g., summer months, holidays).

^b Situations that may occur intermittently throughout the year or as a one-time event.

^c Allowing employees to choose their work hours within limits established by the employer.

^d Allowing employees to choose their work hours during core business hours.

^e Allowing employees to choose their work hours within limits outside of core business hours.

^f Making up time at some point during the day as a result of a longer meal break or allowing employees to leave early as a result of a shorter meal break.

^g Providing employees more flexibility over when they take breaks.

^h Allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period.

ⁱ Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.

^j Allowing employees to work only a certain number of months per year (e.g., off in the summer).

^k Two or more employees share the responsibilities, accountability and compensation of one full-time job.

^l Employees work part-year in one location and part-year in a second location (e.g., "snowbirds").

^m Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.

Source: 2018 Employee Benefits (SHRM)

TABLE 9: FAMILY-FRIENDLY BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------------------|-----------------|------------|
| Financial | | | | | | |
| Dependent care flexible spending account ^a | | 64% | 66% | 66% | 67% | 67% |
| Domestic partner benefits for opposite-sex partners ^b | | 14% | 16% | 25% ^f | 25% | 15% |
| Domestic partner benefits for same-sex partners ^b | | 15% | 17% | 25% ^f | 24% | 15% |
| NEW! Spousal benefits, not including health care coverage | | — | — | — | — | 21% |
| New Child | | | | | | |
| Onsite lactation/mother's room ^c | ▲ | 28% | 35% | 39% | 42% | 49% |
| On-ramping programs for parents re-entering the workforce ^d | | 1% | 2% | 2% | 9% ^f | 11% |
| Adoption assistance | ▲ | 6% | 7% | 9% | 9% | 11% |
| Lactation support services (consulting and education) | ▲ | 6% | 5% | 8% | 8% | 11% |
| Foster care assistance | ▲ | 1% | <1% | 3% | 3% | 5% |
| Onsite vaccinations for infants/children | | 1% | 2% | 3% | 3% | 3% |
| Onsite parenting seminars | | 2% | 1% | 2% | 2% | 2% |
| Breast milk shipping while on business travel | | — | — | — | 1% | 2% |
| Child Care | | | | | | |
| Bring child to work in emergency ^e | | 26% | 22% | 26% | 29% | 27% |
| Child care referral service ^f | | 10% | 9% | 16% | 17% | 9% |
| Subsidized child care program ^g | | 3% | 4% | 4% | 4% | 2% |
| Access to backup child care services ^e | | 3% | 4% | 3% | 3% | 4% |
| Nonsubsidized child care center ^h | | 2% | 2% | 3% | 3% | 3% |
| Subsidized child care center ^h | | 2% | 2% | 2% | 3% | 3% |

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TABLE 9: FAMILY-FRIENDLY BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|-----------------|------------|
| Babies at work ^k | | 1% | 2% | 2% | 2% | 3% |
| Consortium child care center ^l | | <1% | <1% | <1% | <1% | <1% |
| Elder Care | | | | | | |
| Elder care referral service ^f | ▲ | 5% | 6% | 12% | 13% | 10% |
| On-ramping programs for family members dealing with elder care responsibilities | | <1% | <1% | 2% | 7% ^g | 6% |
| Access to backup elder care services ^e | | <1% | 1% | 2% | 2% | 2% |
| Geriatric counseling ^h | | 1% | 1% | 3% | 2% | 2% |
| Elder care assisted living assessments | | <1% | <1% | 1% | 2% | 1% |
| Elder care in-home assessments ⁱ | | 1% | <1% | 1% | 1% | 1% |
| Onsite elder care fairs ^m | | 1% | 1% | 1% | 1% | 1% |
| Subsidized cost of elder care | | 2% | <1% | 2% | <1% | <1% |

Note: n = 3,095-3,179. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A IRC Section 125.

^B Not including health care coverage (e.g., wellness benefits, paid leave, retirement savings and planning benefits, financial and compensation benefits, professional and career development benefits).

^C A separate room that goes above and beyond the ACA law requirements that employees be "shielded from view" and "free from intrusion" during their break.

^D Includes temporary part-time or reduced schedule options.

^E For an unexpected event.

^F Provides employees with the names of providers (separate from or part of an EAP).

^G Helps employees pay child care fees, other than flexible spending accounts.

^H A company-affiliated onsite or near-site center.

^I Children under 1 year of age are allowed to come to work with a parent on a regular basis.

^J An onsite or near-site center sharing the costs and responsibilities with several organizations.

^K Counseling services to seniors and their families.

^L Provides families with appraisals to determine care needs.

^M Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.

Source: 2018 Employee Benefits (SHRM)

TABLE 10: EMPLOYEE PROGRAMS AND SERVICES BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Food and Beverages | | | | | | |
| Break room/kitchenette | ▲ | 91% | 90% | 93% | 93% | 95% |
| Free coffee ^a | ▲ | 76% | 76% | 78% | 80% | 81% |
| Snacks and beverages ^b (employee-paid) | | 64% | 61% | 62% | 61% | 63% |
| Free snacks and beverages ^b (company-paid) | ▲ | 20% | 22% | 20% | 22% | 32% |
| Onsite cafeteria (unsubsidized) | | 18% | 20% | 18% | 17% | 17% |
| Onsite cafeteria (fully or partially subsidized by the company) | | 14% | 12% | 14% | 16% | 12% |
| Prepared take-home meals | | 2% | 1% | 3% | 3% | 2% |
| Programs, Clubs and Classes | | | | | | |
| Company paraphernalia ^c | ▲ | 62% | 64% | 65% | 64% | 69% |
| Annual company outing ^d | ▲ | 60% | 66% | 64% | 64% | 67% |
| Community volunteer programs | ▲ | 40% | 48% | 42% | 42% | 47% |
| Take your child to work day | | 22% | 21% | 21% | 20% | 20% |
| Organization-sponsored sports teams | ▲ | 12% | 14% | 15% | 14% | 17% |
| Pets at work | ▲ | 4% | 8% | 7% | 8% | 9% |
| ESL (English as a second language) classes | ▲ | 5% | 5% | 5% | 5% | 8% |
| Executive club memberships ^e | | 6% | 6% | 6% | 5% | 7% |
| Foreign language classes (non-English) | ▲ | 4% | 5% | 5% | 4% | 8% |
| Self-defense training | | 3% | 4% | 4% | 4% | 5% |
| Take your pet to work day ^f | | 2% | 3% | 2% | 3% | 4% |
| Take your parent to work day | | 1% | 2% | 1% | 1% | 1% |

TABLE 10: EMPLOYEE PROGRAMS AND SERVICES BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------------------|------|------------|
| Services | | | | | | |
| Legal assistance/services ^o | | 21% | 23% | 25% ^f | 26% | 31% |
| Postal services for employees | | 13% | 13% | 14% | 14% | 12% |
| Onsite convenience store | | 8% | 11% | 12% | 12% | 6% |
| Electric vehicle charging station | ▲ | 4% | 7% | 8% | 9% | 9% |
| Travel planning services | | 6% | 8% | 9% | 9% | 9% |
| Dry cleaning services | | 9% | 7% | 8% | 8% | 6% |
| Concierge services | | 3% | 3% | 3% | 3% | 3% |
| Onsite haircuts | | 2% | 2% | 1% | 2% | 2% |
| Personal grooming subsidy/reimbursement ^h | | <1% | 0% | 1% | <1% | <1% |

Note: n = 3,106-3,198. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). A pound sign (#) indicates that the benefit was modified from the previous year. A dash (–) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

^A Fully subsidized coffee or coffee service.

^B For example, vending machine snacks and beverages.

^C For example, company apparel, mugs.

^D For example, company picnic.

^E For example, country club memberships.

^F Once a year as opposed to pets at work generally.

^G Separate from or part of an employee assistance program (EAP).

^H For example, manicures, pedicures, haircuts.

Source: 2018 Employee Benefits (SHRM)

FINANCIAL AND CAREER BENEFITS

TABLE 11: COMPENSATION BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Awards and Bonuses | | | | | | |
| Service anniversary award ^A | | 59% | 60% | 56% | 54% | 63% |
| Employee referral bonus | ▲ | 41% | 44% | 45% | 48% | 51% |
| Spot bonus/award ^B | ▲ | 41% | 45% | 43% | 45% | 48% |
| Incentive bonus plan (executive) | | 45% | 52% | 51% | 51% | 42% |
| Incentive bonus plan (nonexecutive) | | 40% | 49% | 44% | 44% | 37% |
| Sign-on bonus (executive) | | 28% | 28% | 31% | 35% | 29% |
| Sign-on bonus (nonexecutive) | | 20% | 22% | 23% | 25% | 23% |
| Noncash companywide performance awards ^C | | 40% | 46% | 46% | 46% | 44% |
| Retention bonus (executive) | | 13% | 15% | 16% | 18% | 14% |
| Retention bonus (nonexecutive) | | 12% | 15% | 14% | 15% | 12% |
| Shift premiums | | 35% | 34% | 36% | 33% | 35% |
| Safety bonus/incentive | | 13% | 18% | 16% | 14% | 16% |
| Stock Options | | | | | | |
| Employee stock purchase plan | | 12% | 9% | 9% | 10% | 9% |
| Restricted stock options | ▼ | 10% | 10% | 8% | 8% | 6% |
| Incentive stock options (ISOs) | ▼ | 9% | 10% | 8% | 8% | 4% |
| Nonqualified stock options ^D | ▼ | 7% | 8% | 6% | 6% | 3% |
| Stock appreciation rights (SARs) | | 3% | 3% | 2% | 3% | 1% |

Note: n = 3,067-3,155. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A dash (–) indicates that the benefit was not assessed on the respective year's survey.

^A Based on the number of years of employment.

^B Unscheduled bonus/award for going above and beyond in some capacity.

^C For example, gift certificate, extra day off.

^D NQSOs or NSOs.

Source: 2018 Employee Benefits (SHRM)

TABLE 12: FINANCIAL BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------------------|------------------|------|------------|
| Insurance | | | | | | |
| Company-paid group life insurance ^A | | 83% | 83% | 80% ^f | 85% | 85% |
| Supplemental life insurance for employees (employee- or employer-paid) | | — | — | — | 76% | 80% |
| Life insurance for dependents | ▲ | 54% | 58% | 61% | 57% | 70% |
| Accelerated death benefits ^B | ▲ | 21% | 21% | 23% | 31% | 31% |
| Pet health insurance | ▲ | 6% | 9% | 9% | 10% | 11% |
| Divorce insurance ^C | | <1% | 1% | 3% ^f | 4% | 6% |
| Transportation | | | | | | |
| Free onsite parking | | 90% | 88% | 84% ^f | 83% | 85% |
| Automobile subsidy for business use of personal vehicles | | 26% | 31% | 22% | 23% | 22% |
| Company-owned vehicle for business and personal use | | 20% | 18% | 20% | 22% | 21% |
| Transit subsidy | | 10% | 13% | 13% | 13% | 13% |
| Qualified transportation spending account | | 10% | 14% | 10% | 11% | 12% |
| Parking subsidy ^D | ▲ | 7% | 10% | 10% | 10% | 12% |
| Automobile insurance program for personal use | | 6% | 6% | 6% | 5% | 4% |
| Carpooling subsidy | | 3% | 5% | 4% | 4% | 4% |
| Free commuter shuttle | | 2% | 4% | 3% | 4% | 3% |
| Technology | | | | | | |
| Company-owned business cell phone or smartphone for business and personal use | | 41% | 60% ^f | 54% | 57% | 56% |
| Subsidy for cell phone or smartphone bill for employee-owned device | | 42% | 45% | 36% ^f | 41% | 42% |
| Stipend for cell phone or smartphone purchase for employee-owned device | | — | — | 20% | 24% | 21% |
| Purchase discounts (not a loan) for employee-owned technological device (e.g., computers, tablets) bought through company | | 19% | 19% | 14% ^f | 14% | 18% |
| Free computers for employees' personal use | ▲ | 5% | 5% | 8% | 10% | 19% |
| Free, discounted or subsidized home Internet service | | 3% | 5% | 5% | 5% | 5% |
| Stipend/subsidy for using employee-owned technological device (e.g., computers, tablets) for work | | — | — | 12% | 5% | 11% |
| Loans for employees to purchase personal computers | | 5% | 5% | 4% | 4% | 4% |
| Education | | | | | | |
| Undergraduate educational assistance | | 54% | 56% | 55% | 53% | 51% |
| Graduate educational assistance | | 50% | 52% | 52% | 50% | 49% |
| 529 plan payroll deduction ^E | ▲ | 6% | 11% | 11% | 11% | 11% |
| Educational scholarships for members of employees' families | | 13% | 11% | 13% | 11% | 11% |
| Company-provided student loan repayment | | — | 3% | 4% | 4% | 4% |
| Employer contribution or match for 529 plan | | — | — | — | 2% | 1% |
| Educational loans for members of employees' families | | 2% | 1% | 2% | 1% | 1% |
| Financial Services | | | | | | |
| Financial advice (any type) | | 28% | 34% | 36% | 49% | 48% |
| Financial advice offered online ^F | ▲ | 19% | 25% | 24% | 36% | 35% |
| Financial advice offered one on one ^F | ▲ | 17% | 24% | 27% | 34% | 34% |
| Financial advice offered in a group/classroom ^F | ▲ | 14% | 21% | 22% | 28% | 29% |
| Credit union | ▼ | 26% | 24% | 23% | 21% | 19% |
| Paycards ^G | | 17% | 20% | 19% | 20% | 16% |
| Payroll advances | | 18% | 13% | 18% | 19% | 17% |
| Onsite ATMs | | 17% | 17% | 17% | 16% | 16% |
| Loans to employees for emergency/disaster assistance | ▲ | 12% | 13% | 13% | 15% | 15% |
| Credit counseling service ^H | | 13% | 17% | 17% | 12% | 10% |

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TABLE 12: FINANCIAL BENEFITS BY YEAR (continued)

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------------------|------|------------|
| Identity theft protection (company-paid) | | — | — | — | 9% | 6% |
| Low-/no-interest loans to employees for nonemergency situations | | 6% | 6% | 7% | 7% | 7% |
| Personal tax services | | 1% | 3% | 2% | 3% | 2% |
| Discounts and Charity | | | | | | |
| Employee discount on company services | | 33% | 34% | 32% | 34% | 31% |
| Free/discounted uniforms | ▲ | 25% | 30% | 34% | 33% | 33% |
| Discount ticket services ^d | | 30% | 30% | 30% | 31% | 27% |
| Donations for employee participation in charitable events ⁱ | | 33% | 39% | 26% ^f | 28% | 24% |
| Company-purchased tickets ^d | | 22% | 23% | 23% | 23% | 20% |
| Matching employee charitable contributions | | 20% | 23% | 21% | 20% | 18% |
| Employer-sponsored personal shopping discounts ^k | | 11% | 13% | 19% | 18% | 12% |

Note: n = 3,089-3,181. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^a Does not pertain to employee-paid supplemental insurance.

^b For terminal illnesses.

^c Discount on legal fees and services related to divorce; part of or separate from an EAP.

^d Either onsite or offsite.

^e Tax-advantaged savings plan designed to encourage saving for future college costs.

^f Providing employees with information on how to manage their financial resources effectively for a lifetime of financial well-being.

^g Payroll debit cards that enable employers to pay employees through payroll direct deposit even if employees do not have bank accounts.

^h Credit, debt consolidation, housing counseling, etc.

ⁱ For example, sporting events, cultural events, theme parks.

^j For example, walkathons.

^k For example, retail discounts.

Source: 2018 Employee Benefits (SHRM)

TABLE 13: PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------|------------------|------|
| Professional memberships ^a | | 85% | 91% | 88% | 89% | 87% |
| Professional development opportunities (any type) | ▲ | 82% | 84% | 86% | 87% | 86% |
| Offsite professional development opportunities ^b | ▲ | 78% | 81% | 82% | 83% | 82% |
| Onsite professional development opportunities | ▲ | 61% | 67% | 66% | 72% | 69% |
| Certification/recertification fees | ▲ | 72% | 78% | 77% | 78% | 77% |
| Professional license application or renewal fees | ▲ | 67% | 75% | 75% | 76% | 75% |
| Cross-training to develop skills not directly related to the job | ▲ | 39% | 42% | 42% | 44% | 45% |
| Executive or leadership coaching | | — | — | 16% | 43% ^f | 42% |
| Formal mentoring program | ▲ | 18% | 15% | 21% | 22% | 22% |
| Career counseling | | 13% | 15% | 16% | 16% | 16% |
| College selection/referral ^c | ▲ | 4% | 8% | 11% | 11% | 10% |

Note: n = 3,142-3,213. No statistically significant changes were found for any benefits from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^a For example, SHRM.

^b For example, seminars, conferences, courses or training to keep skills current.

^c Provides employees with information and helps link them to colleges.

Source: 2018 Employee Benefits (SHRM)

TRAVEL AND RELOCATION BENEFITS

TABLE 14: BUSINESS TRAVEL BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|---|---------------|------|------|------|------|------------|
| Transportation and Insurance | | | | | | |
| Reimbursement for taxicab or car service to and from the airport | | 84% | 87% | 87% | 87% | 81% |
| Parking reimbursement at the airport while on business travel | | 88% | 89% | 88% | 87% | 87% |
| Mileage reimbursement for the use of a personal car to travel to and from the airport | | 79% | 82% | 79% | 80% | 82% |
| Travel accident insurance | | 37% | 39% | 41% | 40% | 36% |
| Rental car upgrades | | 13% | 13% | 16% | 15% | 12% |
| Meals and Snacks | | | | | | |
| Per diem or reimbursement for meals | ▲ | 70% | 72% | 76% | 76% | 84% |
| Paid minibar snacks at the hotel | ▲ | 8% | 9% | 11% | 9% | 12% |
| Hotel and Services | | | | | | |
| Employee keeps hotel points | | 70% | 69% | 68% | 66% | 71% |
| Paid Internet access while on business travel | ▲ | 54% | 55% | 58% | 59% | 64% |
| Reimbursement for personal telephone calls while on business travel | | 30% | 37% | 33% | 36% | 35% |
| Paid dry cleaning while on business travel | | 13% | 14% | 14% | 14% | 13% |
| Paid pay-per-view movies at the hotel | | 4% | 4% | 3% | 4% | 3% |
| Paid health club fees while on business travel | | 5% | 5% | 4% | 4% | 4% |
| Airline | | | | | | |
| Employee keeps frequent flyer miles | | 70% | 70% | 67% | 65% | 74% |
| First or business class airfare for international travel | ▼ | 19% | 20% | 17% | 14% | 15% |
| First or business class airfare for domestic travel | | 13% | 17% | 13% | 12% | 11% |
| Paid airline club membership | | 3% | 4% | 4% | 3% | 3% |
| Spouse, Partner, Dependents and Pets | | | | | | |
| Paid travel expenses for spouse | ▼ | 5% | 6% | 2% | 2% | 2% |
| Paid travel expenses for dependent children | | 2% | 4% | 2% | 1% | 1% |
| Paid travel expenses for opposite-sex domestic partner | | 3% | 3% | 1% | 1% | 1% |
| Paid travel expenses for same-sex domestic partner | | 3% | 3% | 1% | 1% | 1% |
| Paid child care expenses while on business travel | | <1% | 1% | 1% | 1% | 1% |
| Paid pet care expenses while on business travel | | <1% | <1% | 1% | 1% | <1% |
| Paid elder care expenses while on business travel | | 0% | <1% | <1% | 1% | <1% |

Note: n = 3,063-3,164. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

Source: 2018 Employee Benefits (SHRM)

TABLE 15: HOUSING AND RELOCATION BENEFITS BY YEAR

| | 5-Year Change | 2014 | 2015 | 2016 | 2017 | 2018 |
|--|---------------|------|------|------|------|------------|
| Relocation lump sum payment ^A | | 31% | 32% | 32% | 29% | 28% |
| Temporary relocation benefits ^B | | 18% | 23% | 24% | 20% | 16% |
| Location visit assistance ^C | | 16% | 17% | 17% | 15% | 16% |
| Reimbursement of shipping fees ^D | ▼ | 16% | 16% | 15% | 13% | 12% |
| Cost-of-living differential | | 11% | 12% | 12% | 12% | 11% |
| Third-party relocation plan ^E | ▼ | 10% | 9% | 7% | 7% | 6% |
| Assistance selling previous home | ▼ | 11% | 9% | 9% | 7% | 6% |
| Rental assistance | | 3% | 4% | 7% | 6% | 5% |
| Reimbursement of closing costs ^D | ▼ | 9% | 9% | 8% | 5% | 5% |
| Spouse relocation employment assistance | | 5% | 5% | 7% | 5% | 6% |
| Reimbursement of realtor fees ^D | ▼ | 9% | 8% | 8% | 5% | 5% |
| Housing counseling ^F | | 3% | 5% | 5% | 5% | 4% |
| Home insurance program ^G | | 3% | 3% | 5% | 4% | 4% |
| Reimbursement for financial loss sustained from a home sale ^H | ▼ | 5% | 5% | 4% | 3% | 2% |
| Down payment assistance | | 1% | 3% | 3% | 3% | 2% |
| Renter insurance program ^I | | 2% | 1% | 3% | 3% | 3% |
| Mortgage assistance | | 2% | 3% | 4% | 2% | 3% |
| Home buyout program ^J | | 3% | 3% | 3% | 2% | 2% |
| Mortgage insurance | | 1% | 1% | 1% | 1% | 1% |

Note: n = 3,135-3,176. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2014 to 2018). Bolded green and red percentages indicate a statistically significant change compared with 2017; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Single lump sum to the relocating employee.

^B Helps temporarily relocated employees maintaining two residences.

^C House-hunting trips.

^D Employer covers some or all of the costs/fees.

^E Employer hires a relocation management company to buy and resell the relocated employee's residence.

^F Advice on buying, renting, defaults and foreclosures.

^G Discount on home insurance.

^H Employer covers some or all of the home sale loss.

^I Discount on renters insurance.

^J Employer purchases the relocated employee's home.

Source: 2018 Employee Benefits (SHRM)

ENDNOTES

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