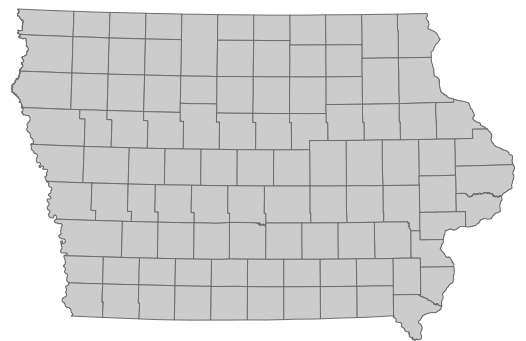


RELEASED

# 2017 EMPLOYMENT BENEFIT ANALYSIS

IOWA ANALYSIS





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# 2016 IOWA EMPLOYMENT BENEFIT ANALYSIS



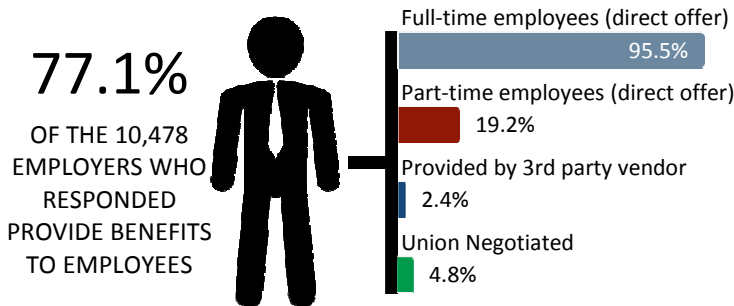
## INTRODUCTION

Data regarding benefits offered by employers was collected within the Workforce Needs Assessment Survey. The results of the survey were analyzed on both an overall and per industry basis.

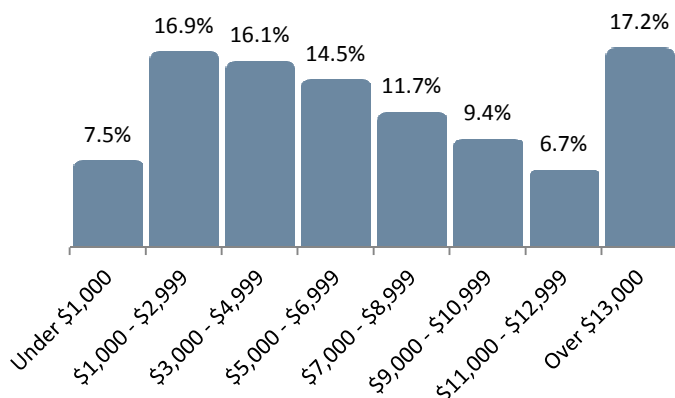
Beginning in August 2016, 28,298 employers, operating 42,038 locations, in the state were contacted either by mail or email and asked to complete the survey. By the end of the survey period (November 16, 2016), IWD had received 10,478 responses, yielding a 37.0 percent response rate.



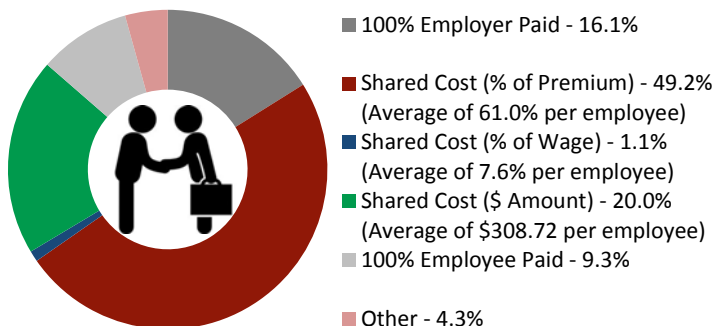
### Benefits Offered to Employees



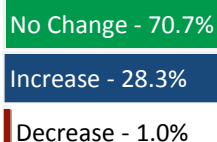
### Average Annual Benefit Package Cost Per Employee



### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



## OVERALL BENEFITS INFORMATION

### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.9%	4.0%
Dental Coverage	49.8%	6.2%
Life Insurance	47.6%	5.3%
Long-Term Disability	33.5%	3.9%
Medical Insurance	75.6%	6.9%
Prescription Drug Coverage	59.6%	5.5%
Short-Term Disability	32.6%	3.8%
Vision Coverage	29.8%	4.1%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.5%	8.0%
Maternity/Paternity Leave	24.8%	3.3%
Paid Holidays - 7.0 Days Annually	73.5%	9.5%
Paid Sick Leave - 6.6 Days Annually	40.5%	5.6%
Paid Vacation - 7.4 Days Annually	67.3%	8.2%
Paid-Time-Off (PTO) - 9.1 Days Annually	40.6%	6.7%
Personal Days/Floating Holidays	31.2%	4.2%
Training Leave	16.8%	2.3%

*Average Annual Days Off Reported for Full-Time Positions*

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	58.3%	8.1%
Childcare Assistance	2.1%	0.5%
Company Vehicle/Mileage	36.3%	4.6%
Employee Assistance Program	13.2%	3.2%
Flex Spending Account	29.3%	4.7%
Profit Sharing/Stock Options	16.2%	2.5%
Relocation/Moving Expense	5.3%	0.3%
Retirement Package	30.9%	5.1%
Shift Differential Pay	8.7%	1.7%
Tuition Assistance	16.3%	2.9%
Uniform Allowance	28.8%	3.2%
Wellness Program	10.3%	2.4%

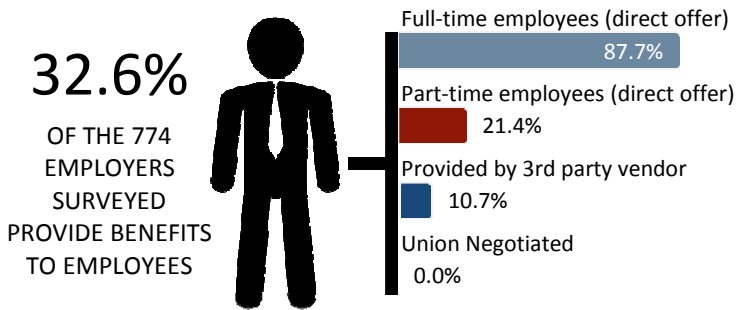
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In August 2016, 3,417 employers in the Accommodation & Food Services Industry, operating 4,734 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 774 responses, yielding a 22.7 percent response rate.

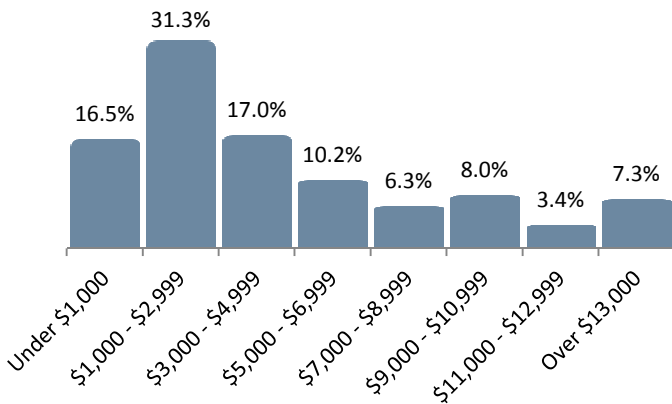
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	18.3%	1.6%
Dental Coverage	37.7%	4.0%
Life Insurance	25.4%	4.0%
Long-Term Disability	15.9%	1.6%
Medical Insurance	65.1%	6.3%
Prescription Drug Coverage	39.7%	3.6%
Short-Term Disability	13.9%	2.0%
Vision Coverage	21.4%	2.4%

### Average Annual Benefit Package Cost Per Employee

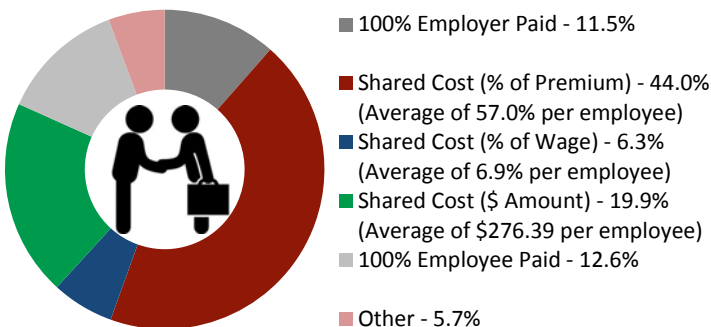


### Paid Leave Offered by Employers

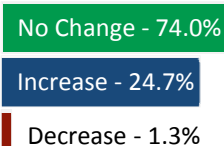
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	28.6%	2.8%
Maternity/Paternity Leave	13.1%	1.2%
Paid Holidays - 5.3 Days Annually	29.0%	4.0%
Paid Sick Leave - 5.4 Days Annually	22.6%	1.6%
Paid Vacation - 7.2 Days Annually	56.3%	6.0%
Paid-Time-Off (PTO) - 6.0 Days Annually	29.8%	4.4%
Personal Days/Floating Holidays	10.3%	0.4%
Training Leave	6.7%	0.4%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

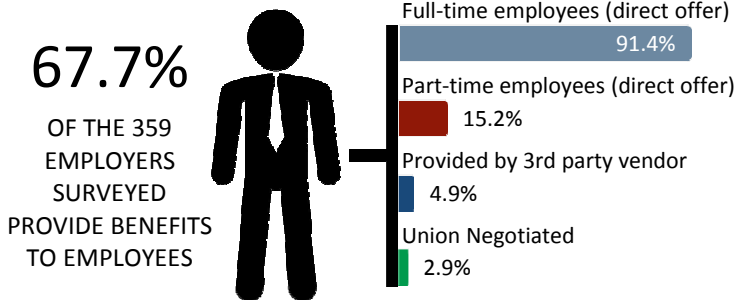
	Full-Time Positions	Part-Time Positions
Bonuses	55.2%	6.3%
Childcare Assistance	0.8%	0.0%
Company Vehicle/Mileage	15.5%	1.2%
Employee Assistance Program	6.7%	2.0%
Flex Spending Account	15.9%	1.6%
Profit Sharing/Stock Options	6.0%	0.4%
Relocation/Moving Expense	2.4%	0.0%
Retirement Package	17.5%	4.0%
Shift Differential Pay	3.6%	0.8%
Tuition Assistance	8.7%	2.0%
Uniform Allowance	21.0%	5.6%
Wellness Program	5.2%	1.2%



## ADMINISTRATIVE & WASTE SERVICES

In August 2016, 1,371 employers in the Administrative & Waste Services Industry, operating 1,705 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 359 responses, yielding a 26.2 percent response rate.

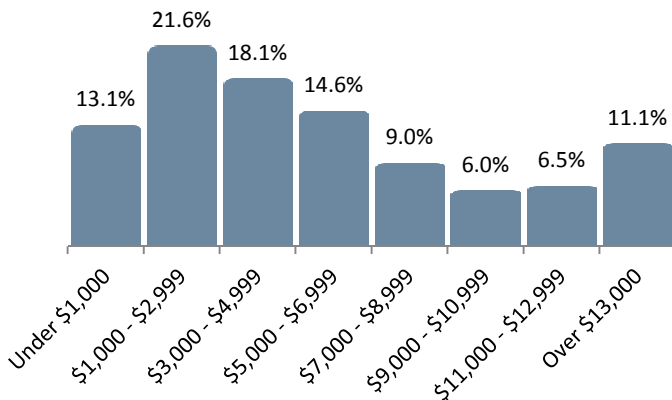
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	32.5%	4.1%
Dental Coverage	45.3%	4.5%
Life Insurance	41.2%	4.5%
Long-Term Disability	25.1%	4.1%
Medical Insurance	77.0%	6.2%
Prescription Drug Coverage	56.4%	5.3%
Short-Term Disability	26.7%	3.7%
Vision Coverage	23.5%	3.3%

### Average Annual Benefit Package Cost Per Employee

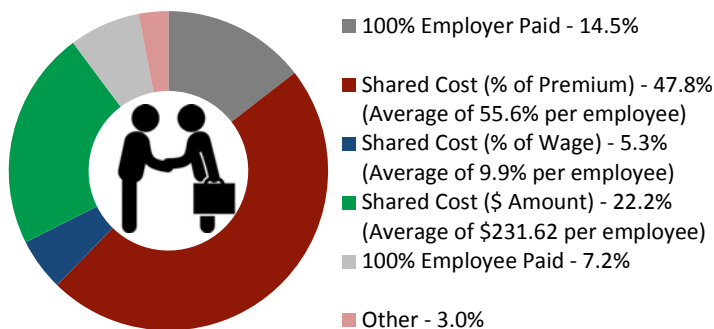


### Paid Leave Offered by Employers

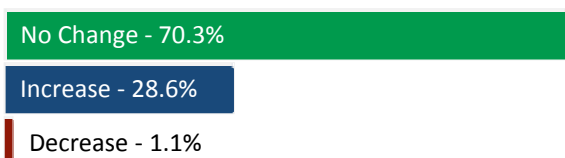
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.8%	4.9%
Maternity/Paternity Leave	21.8%	2.1%
Paid Holidays - 6.6 Days Annually	70.4%	7.0%
Paid Sick Leave - 6.5 Days Annually	28.8%	2.9%
Paid Vacation - 6.9 Days Annually	64.6%	6.2%
Paid-Time-Off (PTO) - 7.0 Days Annually	41.2%	4.9%
Personal Days/Floating Holidays	22.6%	2.5%
Training Leave	10.7%	0.8%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

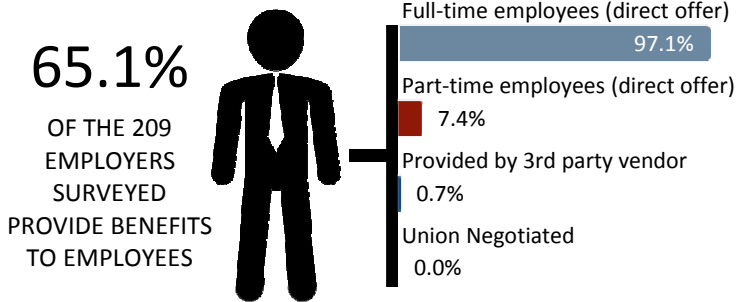
	Full-Time Positions	Part-Time Positions
Bonuses	58.4%	5.3%
Childcare Assistance	1.2%	0.4%
Company Vehicle/Mileage	32.5%	2.5%
Employee Assistance Program	10.3%	2.1%
Flex Spending Account	21.4%	2.1%
Profit Sharing/Stock Options	9.9%	1.2%
Relocation/Moving Expense	4.9%	0.4%
Retirement Package	26.7%	1.2%
Shift Differential Pay	4.1%	0.4%
Tuition Assistance	6.2%	1.2%
Uniform Allowance	32.5%	2.5%
Wellness Program	7.4%	1.2%



## AGRICULTURE, FORESTRY, FISHING & MINING

In August 2016, 883 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 1,105 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 209 responses, yielding a 23.7 percent response rate.

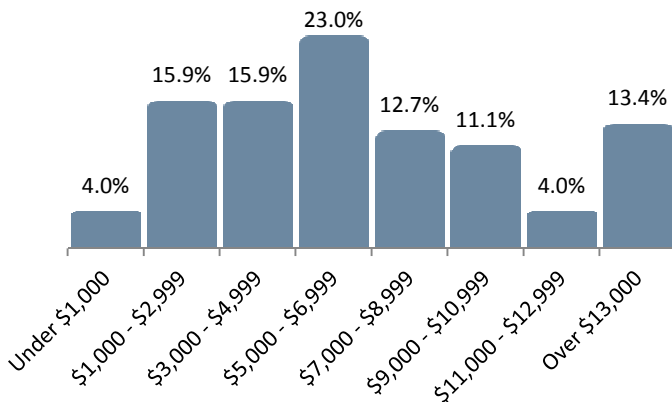
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	22.1%	0.0%
Dental Coverage	39.7%	1.5%
Life Insurance	29.4%	0.0%
Long-Term Disability	12.5%	0.0%
Medical Insurance	75.7%	1.5%
Prescription Drug Coverage	47.1%	0.7%
Short-Term Disability	22.8%	0.7%
Vision Coverage	22.1%	1.5%

### Average Annual Benefit Package Cost Per Employee

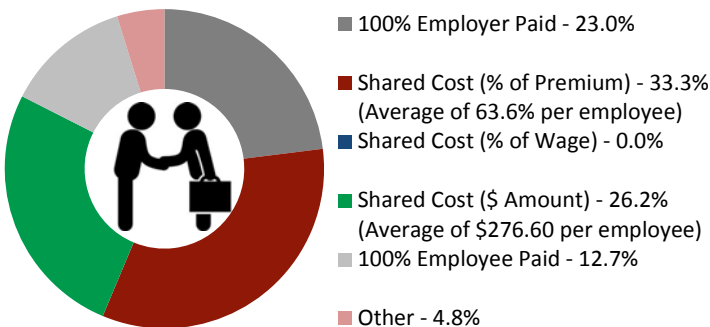


### Paid Leave Offered by Employers

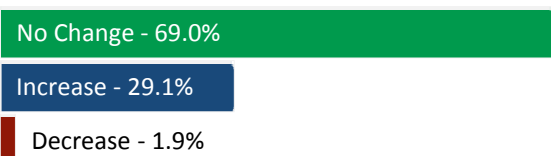
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	48.5%	0.0%
Maternity/Paternity Leave	19.9%	0.0%
Paid Holidays - 6.0 Days Annually	66.2%	1.5%
Paid Sick Leave - 5.1 Days Annually	30.9%	0.0%
Paid Vacation - 7.0 Days Annually	67.6%	0.0%
Paid-Time-Off (PTO) - 7.3 Days Annually	39.0%	1.5%
Personal Days/Floating Holidays	23.5%	0.0%
Training Leave	13.2%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.9%	2.9%
Childcare Assistance	1.5%	0.0%
Company Vehicle/Mileage	38.2%	2.9%
Employee Assistance Program	8.8%	0.0%
Flex Spending Account	18.4%	0.7%
Profit Sharing/Stock Options	8.1%	0.7%
Relocation/Moving Expense	5.9%	0.0%
Retirement Package	27.2%	0.7%
Shift Differential Pay	8.8%	0.0%
Tuition Assistance	9.6%	0.0%
Uniform Allowance	28.7%	1.5%
Wellness Program	7.4%	0.0%

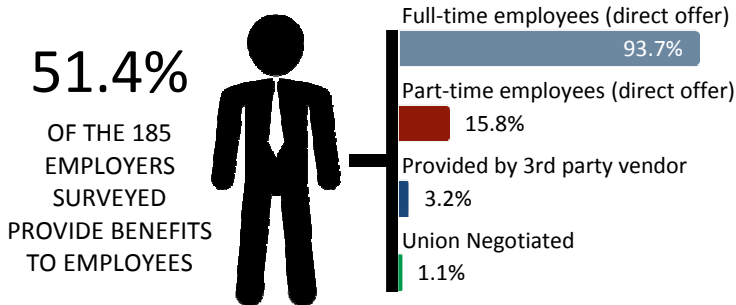




## ARTS, ENTERTAINMENT & RECREATION

In August 2016, 570 employers in the Arts, Entertainment & Recreation Industry, operating 605 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 185 responses, yielding a 32.5 percent response rate.

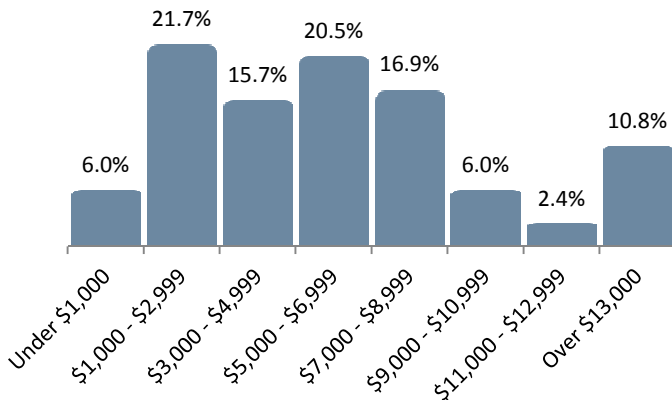
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.7%	5.3%
Dental Coverage	51.6%	4.2%
Life Insurance	42.1%	6.3%
Long-Term Disability	29.5%	1.1%
Medical Insurance	75.8%	5.3%
Prescription Drug Coverage	50.6%	4.2%
Short-Term Disability	26.3%	0.0%
Vision Coverage	29.5%	4.2%

### Average Annual Benefit Package Cost Per Employee

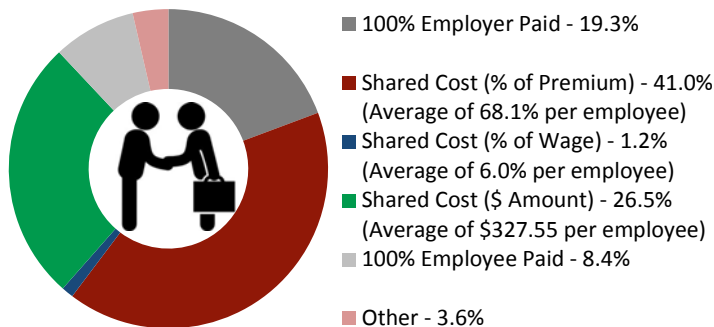


### Paid Leave Offered by Employers

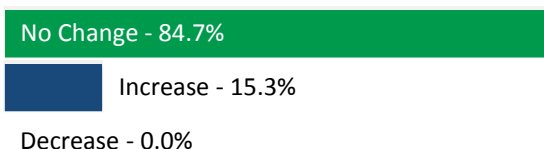
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	51.6%	4.2%
Maternity/Paternity Leave	24.2%	2.1%
Paid Holidays - 7.4 Days Annually	56.8%	5.3%
Paid Sick Leave - 6.8 Days Annually	38.9%	3.2%
Paid Vacation - 8.2 Days Annually	56.8%	7.4%
Paid-Time-Off (PTO) - 10.7 Days Annually	45.3%	5.3%
Personal Days/Floating Holidays	28.4%	6.3%
Training Leave	14.7%	1.1%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



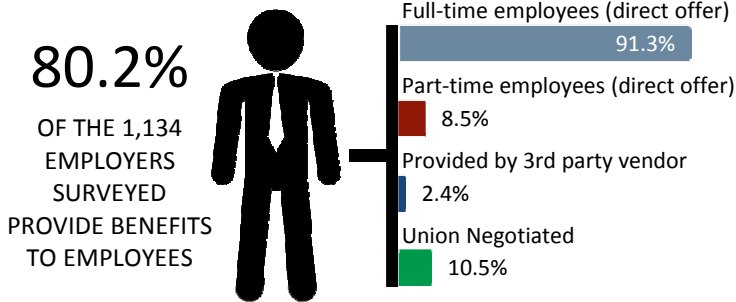
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	38.9%	3.2%
Childcare Assistance	4.2%	1.1%
Company Vehicle/Mileage	28.4%	5.3%
Employee Assistance Program	12.6%	3.2%
Flex Spending Account	24.2%	1.1%
Profit Sharing/Stock Options	5.3%	0.0%
Relocation/Moving Expense	8.4%	0.0%
Retirement Package	22.1%	3.2%
Shift Differential Pay	3.2%	2.1%
Tuition Assistance	5.3%	0.0%
Uniform Allowance	14.7%	2.1%
Wellness Program	9.5%	3.2%



In August 2016, 3,015 employers in the Construction Industry, operating 3,132 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 1,134 responses, yielding a 37.6 percent response rate.

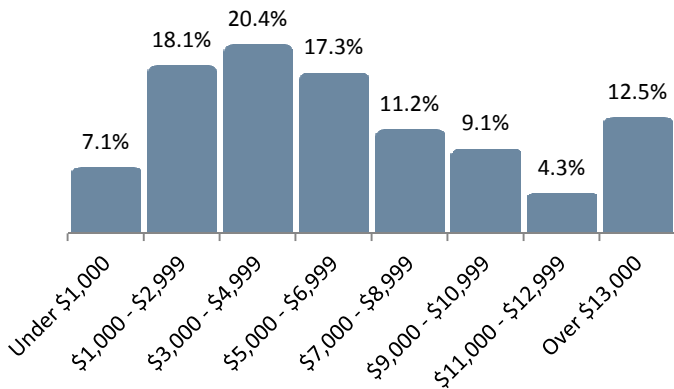
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	29.0%	2.6%
Dental Coverage	35.9%	2.0%
Life Insurance	33.6%	2.1%
Long-Term Disability	20.3%	1.4%
Medical Insurance	71.2%	3.7%
Prescription Drug Coverage	53.6%	2.6%
Short-Term Disability	23.4%	2.1%
Vision Coverage	18.8%	0.9%

**Average Annual Benefit Package Cost Per Employee**

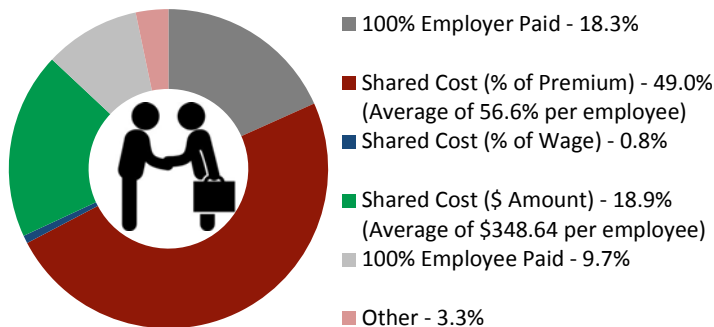


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	33.4%	2.1%
Maternity/Paternity Leave	10.5%	0.9%
Paid Holidays - 6.2 Days Annually	66.8%	3.5%
Paid Sick Leave - 4.4 Days Annually	20.5%	0.9%
Paid Vacation - 6.4 Days Annually	64.3%	2.7%
Paid-Time-Off (PTO) - 6.5 Days Annually	23.6%	1.9%
Personal Days/Floating Holidays	16.0%	0.2%
Training Leave	11.3%	0.5%

*Average Annual Days Off Reported for Full-Time Positions*

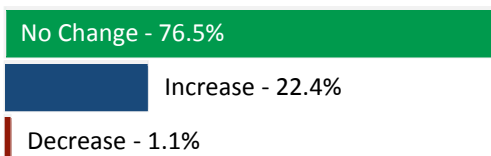
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	64.4%	4.1%
Childcare Assistance	1.0%	0.0%
Company Vehicle/Mileage	37.9%	1.6%
Employee Assistance Program	4.6%	0.7%
Flex Spending Account	15.1%	1.2%
Profit Sharing/Stock Options	13.8%	1.1%
Relocation/Moving Expense	1.5%	0.0%
Retirement Package	26.8%	2.1%
Shift Differential Pay	4.3%	0.0%
Tuition Assistance	11.2%	0.7%
Uniform Allowance	28.7%	1.4%
Wellness Program	3.2%	0.1%

**Employee Healthcare Plan Contribution Change**

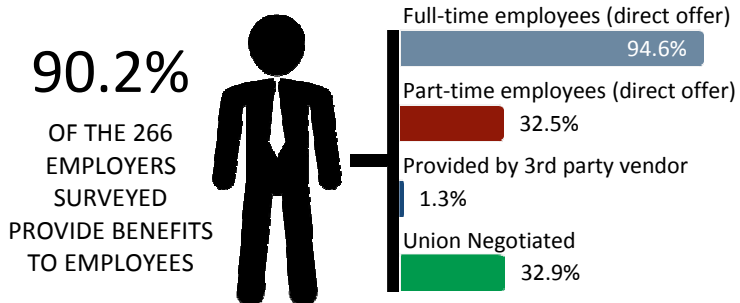




## EDUCATIONAL SERVICES

In August 2016, 660 employers in the Educational Services Industry, operating 1,833 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 266 responses, yielding a 40.3 percent response rate.

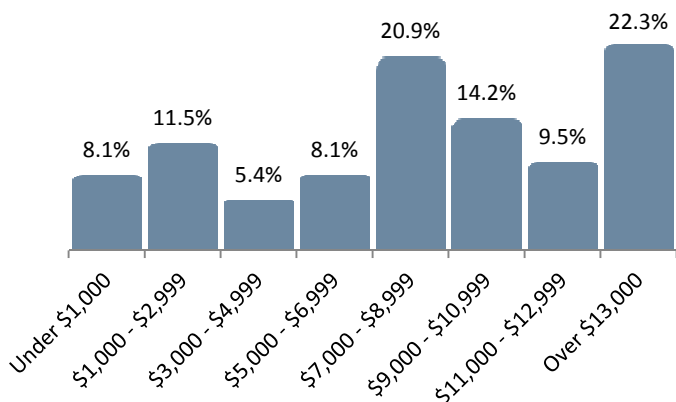
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.5%	8.8%
Dental Coverage	45.0%	9.6%
Life Insurance	49.2%	8.3%
Long-Term Disability	47.1%	9.6%
Medical Insurance	62.1%	12.5%
Prescription Drug Coverage	54.2%	11.2%
Short-Term Disability	17.1%	3.3%
Vision Coverage	30.8%	7.9%

### Average Annual Benefit Package Cost Per Employee

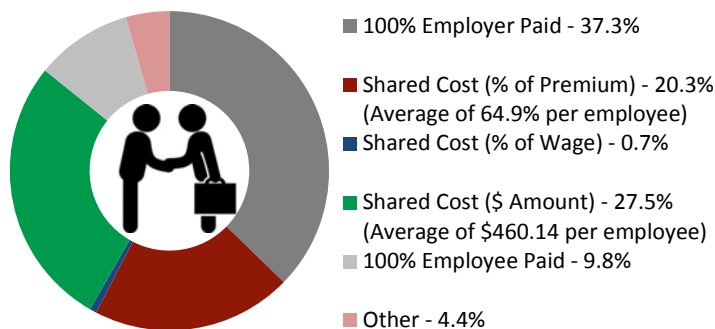


### Paid Leave Offered by Employers

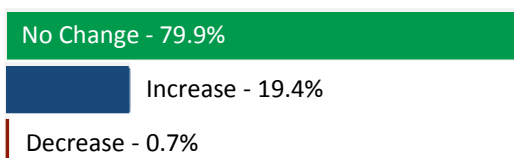
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.3%	15.8%
Maternity/Paternity Leave	32.9%	7.1%
Paid Holidays - 7.3 Days Annually	56.3%	12.5%
Paid Sick Leave - 11.1 Days Annually	57.1%	15.8%
Paid Vacation - 8.9 Days Annually	51.7%	7.1%
Paid-Time-Off (PTO) - 7.5 Days Annually	17.5%	4.6%
Personal Days/Floating Holidays	56.3%	15.0%
Training Leave	35.4%	7.9%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



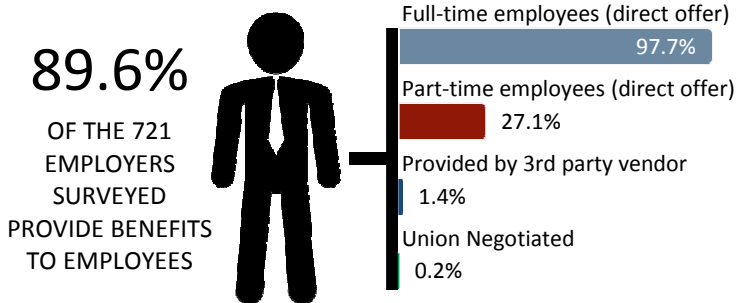
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	7.9%	1.7%
Childcare Assistance	2.9%	0.4%
Company Vehicle/Mileage	25.0%	6.3%
Employee Assistance Program	11.3%	2.9%
Flex Spending Account	46.7%	12.5%
Profit Sharing/Stock Options	1.7%	0.0%
Relocation/Moving Expense	5.4%	0.0%
Retirement Package	34.6%	6.3%
Shift Differential Pay	5.8%	0.8%
Tuition Assistance	19.2%	2.1%
Uniform Allowance	4.2%	0.4%
Wellness Program	9.2%	1.7%



In August 2016, 1,676 employers in the Finance, Insurance & Real Estate Industry, operating 2,960 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 721 responses, yielding a 43.0 percent response rate.

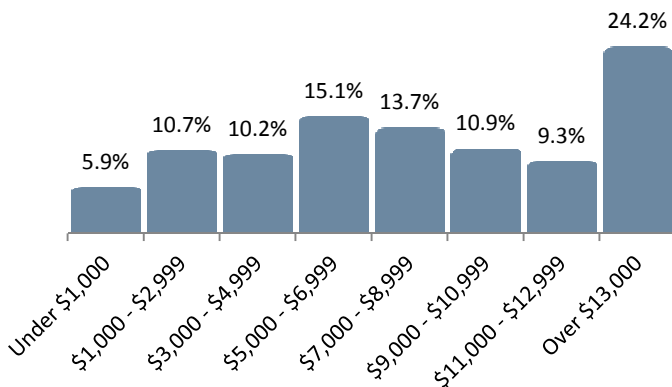
## Benefits Offered to Employees



## Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.1%	9.1%
Dental Coverage	63.9%	13.0%
Life Insurance	68.3%	12.5%
Long-Term Disability	56.7%	11.3%
Medical Insurance	82.7%	13.9%
Prescription Drug Coverage	72.1%	12.6%
Short-Term Disability	47.1%	9.4%
Vision Coverage	42.6%	9.8%

## Average Annual Benefit Package Cost Per Employee

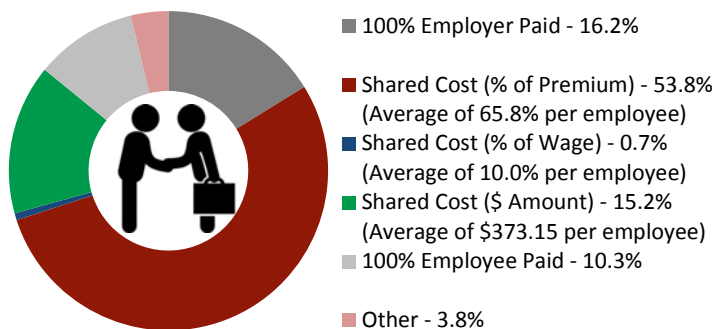


## Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.2%	14.4%
Maternity/Paternity Leave	41.6%	6.2%
Paid Holidays - 7.9 Days Annually	85.4%	15.3%
Paid Sick Leave - 6.9 Days Annually	52.6%	7.9%
Paid Vacation - 9.0 Days Annually	63.0%	11.9%
Paid-Time-Off (PTO) - 10.8 Days Annually	55.1%	10.5%
Personal Days/Floating Holidays	43.8%	7.3%
Training Leave	22.1%	4.6%

*Average Annual Days Off Reported for Full-Time Positions*

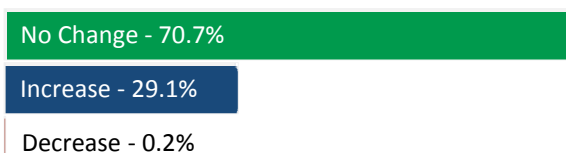
## How Healthcare Premiums are Paid



## Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	73.8%	16.1%
Childcare Assistance	2.5%	1.1%
Company Vehicle/Mileage	52.5%	10.8%
Employee Assistance Program	21.8%	9.0%
Flex Spending Account	49.8%	11.6%
Profit Sharing/Stock Options	24.1%	7.6%
Relocation/Moving Expense	6.2%	1.2%
Retirement Package	37.5%	9.0%
Shift Differential Pay	3.3%	1.5%
Tuition Assistance	25.9%	6.0%
Uniform Allowance	20.0%	4.3%
Wellness Program	16.9%	6.0%

## Employee Healthcare Plan Contribution Change

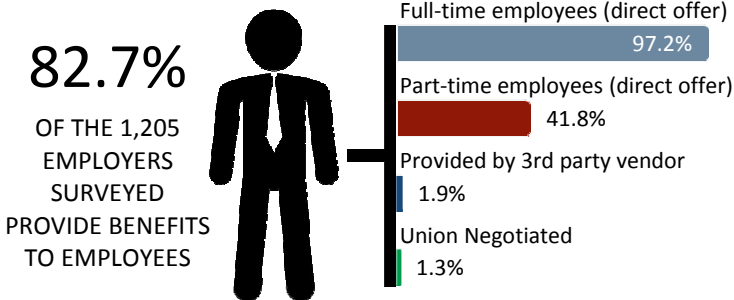




## HEALTH CARE & SOCIAL ASSISTANCE

In August 2016, 3,010 employers in the Health Care & Social Assistance Industry, operating 5,051 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 1,205 responses, yielding a 40.0 percent response rate.

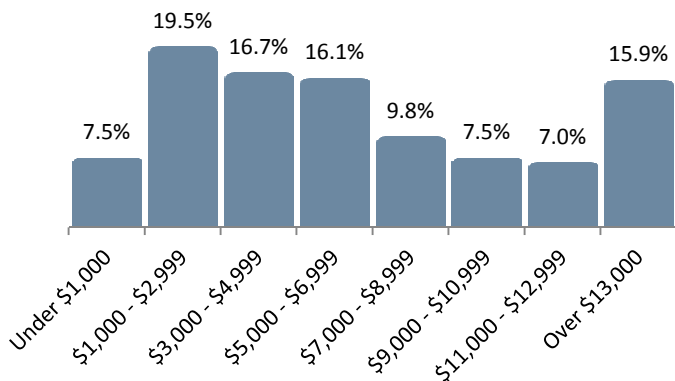
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.0%	9.3%
Dental Coverage	64.9%	19.1%
Life Insurance	48.2%	12.6%
Long-Term Disability	34.6%	7.9%
Medical Insurance	68.5%	14.3%
Prescription Drug Coverage	54.9%	12.3%
Short-Term Disability	33.4%	9.2%
Vision Coverage	37.0%	10.6%

### Average Annual Benefit Package Cost Per Employee

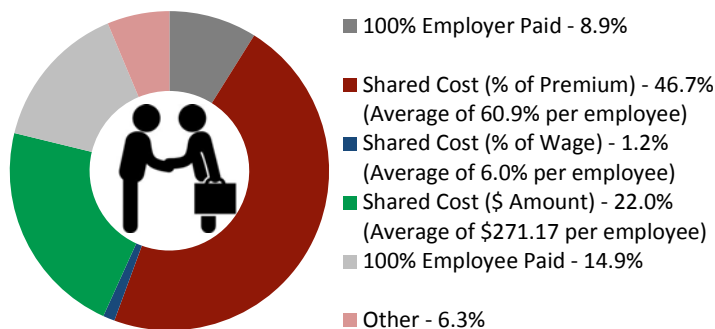


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.2%	22.1%
Maternity/Paternity Leave	28.5%	9.6%
Paid Holidays - 6.8 Days Annually	73.4%	23.2%
Paid Sick Leave - 6.5 Days Annually	46.4%	15.5%
Paid Vacation - 8.0 Days Annually	57.4%	19.6%
Paid-Time-Off (PTO) - 11.5 Days Annually	62.8%	22.3%
Personal Days/Floating Holidays	33.5%	9.9%
Training Leave	19.5%	5.4%

*Average Annual Days Off Reported for Full-Time Positions*

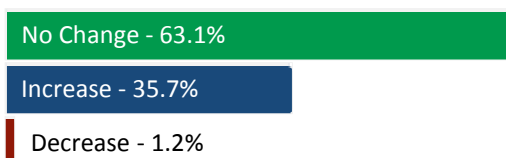
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	57.8%	20.0%
Childcare Assistance	5.8%	1.3%
Company Vehicle/Mileage	36.5%	11.6%
Employee Assistance Program	19.5%	9.1%
Flex Spending Account	35.8%	12.2%
Profit Sharing/Stock Options	21.2%	7.0%
Relocation/Moving Expense	4.6%	0.8%
Retirement Package	38.0%	13.8%
Shift Differential Pay	20.1%	9.4%
Tuition Assistance	29.2%	11.3%
Uniform Allowance	35.4%	10.9%
Wellness Program	14.1%	7.0%

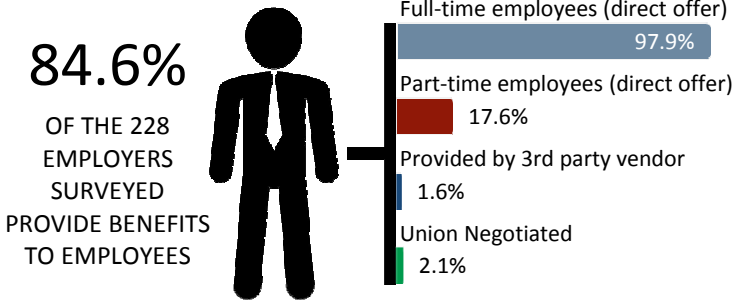
### Employee Healthcare Plan Contribution Change





In August 2016, 493 employers in the Information Industry, operating 762 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 228 responses, yielding a 46.2 percent response rate.

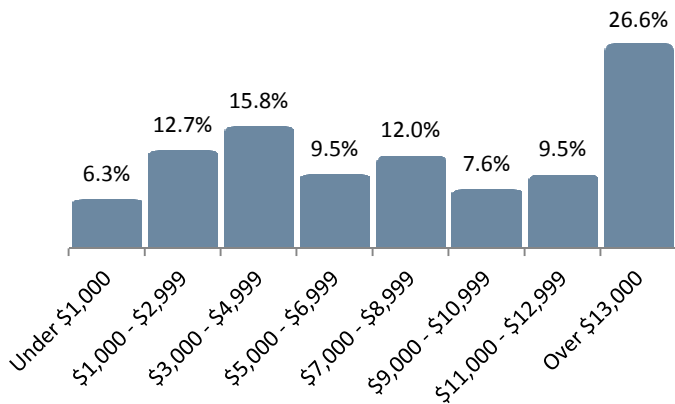
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	58.5%	3.6%
Dental Coverage	69.9%	4.7%
Life Insurance	66.3%	3.6%
Long-Term Disability	58.0%	4.1%
Medical Insurance	89.1%	4.7%
Prescription Drug Coverage	78.8%	4.1%
Short-Term Disability	44.0%	2.6%
Vision Coverage	48.2%	3.1%

**Average Annual Benefit Package Cost Per Employee**

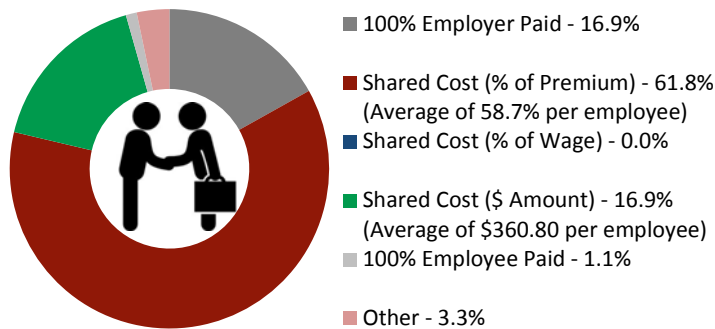


**Paid Leave Offered by Employers**

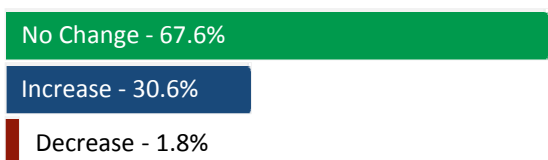
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	78.2%	6.7%
Maternity/Paternity Leave	47.7%	3.1%
Paid Holidays - 7.4 Days Annually	87.6%	8.8%
Paid Sick Leave - 7.4 Days Annually	63.7%	5.2%
Paid Vacation - 8.0 Days Annually	71.5%	5.7%
Paid-Time-Off (PTO) - 9.3 Days Annually	48.7%	3.6%
Personal Days/Floating Holidays	44.6%	2.6%
Training Leave	20.7%	2.6%

*Average Annual Days Off Reported for Full-Time Positions*

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



**Other Benefits Offered by Employers**

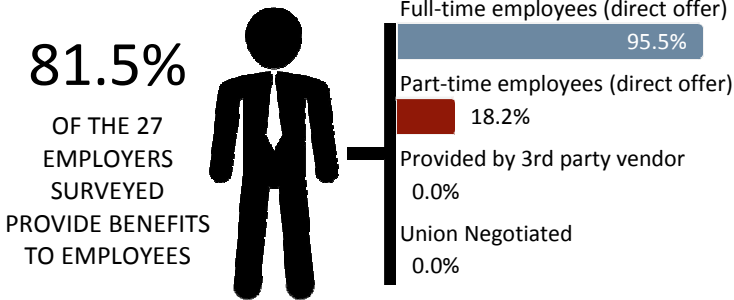
	Full-Time Positions	Part-Time Positions
Bonuses	58.0%	6.7%
Childcare Assistance	2.1%	0.0%
Company Vehicle/Mileage	50.3%	4.7%
Employee Assistance Program	19.2%	3.1%
Flex Spending Account	39.9%	2.6%
Profit Sharing/Stock Options	18.1%	1.0%
Relocation/Moving Expense	9.3%	0.5%
Retirement Package	30.1%	2.6%
Shift Differential Pay	4.1%	0.0%
Tuition Assistance	19.2%	2.1%
Uniform Allowance	31.6%	1.6%
Wellness Program	19.7%	3.1%



## MANAGEMENT

In August 2016, 98 employers in the Management Industry, operating 128 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 27 responses, yielding a 27.6 percent response rate.

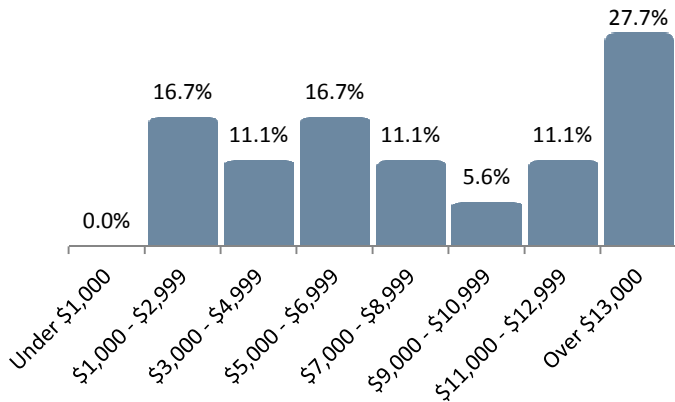
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	63.6%	4.5%
Dental Coverage	90.9%	13.6%
Life Insurance	81.8%	13.6%
Long-Term Disability	68.2%	9.1%
Medical Insurance	95.5%	13.6%
Prescription Drug Coverage	90.9%	9.1%
Short-Term Disability	59.1%	9.1%
Vision Coverage	54.5%	13.6%

### Average Annual Benefit Package Cost Per Employee

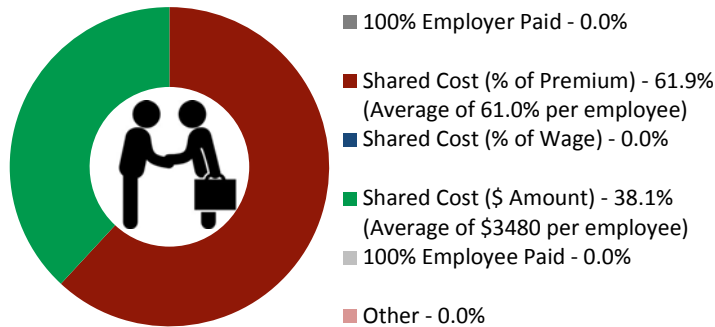


### Paid Leave Offered by Employers

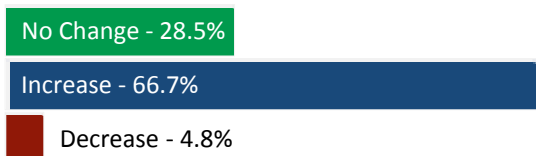
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	77.3%	13.6%
Maternity/Paternity Leave	22.7%	0.0%
Paid Holidays - 6.7 Days Annually	86.4%	13.6%
Paid Sick Leave - 6.0 Days Annually	27.3%	4.5%
Paid Vacation - 8.8 Days Annually	59.1%	4.5%
Paid-Time-Off (PTO) - 10.6 Days Annually	54.5%	13.6%
Personal Days/Floating Holidays	40.9%	9.1%
Training Leave	9.1%	0.0%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



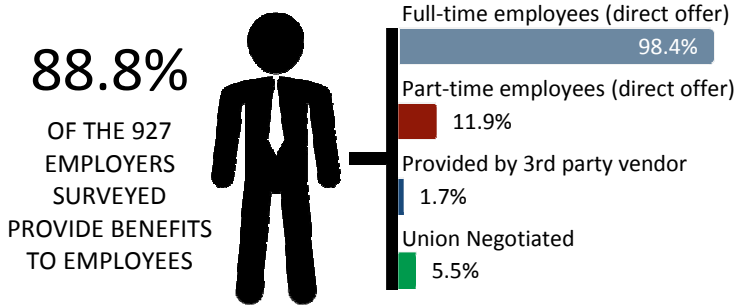
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	77.3%	9.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	50.0%	9.1%
Employee Assistance Program	40.9%	9.1%
Flex Spending Account	68.2%	13.6%
Profit Sharing/Stock Options	27.3%	9.1%
Relocation/Moving Expense	18.2%	4.5%
Retirement Package	9.1%	0.0%
Shift Differential Pay	9.1%	0.0%
Tuition Assistance	22.7%	9.1%
Uniform Allowance	18.2%	0.0%
Wellness Program	22.7%	0.0%



In August 2016, 2,146 employers in the Manufacturing Industry, operating 2,712 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 927 responses, yielding a 43.2 percent response rate.

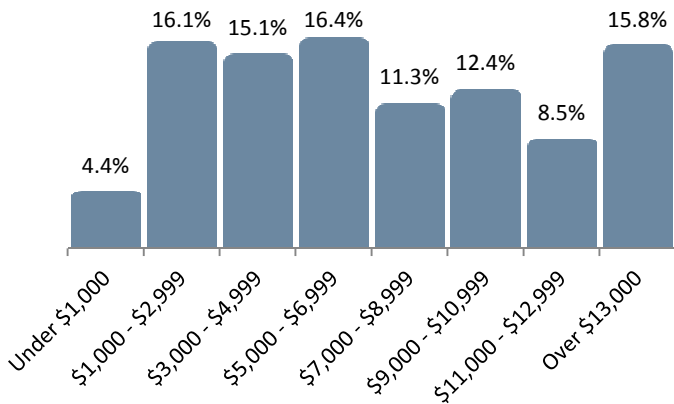
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.8%	2.4%
Dental Coverage	59.8%	3.3%
Life Insurance	63.7%	3.0%
Long-Term Disability	43.5%	2.3%
Medical Insurance	83.0%	3.6%
Prescription Drug Coverage	73.4%	2.6%
Short-Term Disability	50.4%	2.4%
Vision Coverage	40.5%	1.9%

**Average Annual Benefit Package Cost Per Employee**

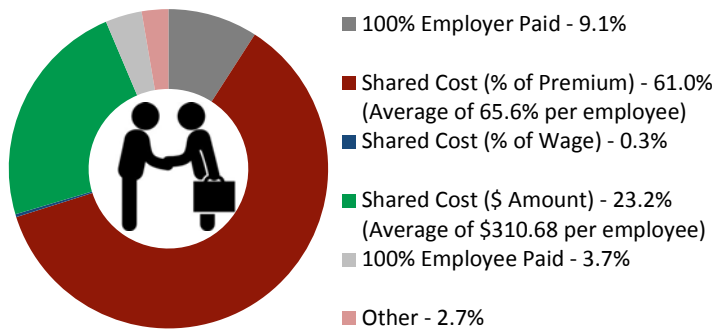


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.2%	4.7%
Maternity/Paternity Leave	23.6%	1.9%
Paid Holidays - 7.5 Days Annually	84.4%	6.8%
Paid Sick Leave - 4.2 Days Annually	27.2%	1.8%
Paid Vacation - 6.7 Days Annually	72.4%	5.0%
Paid-Time-Off (PTO) - 7.4 Days Annually	40.3%	3.4%
Personal Days/Floating Holidays	33.5%	1.9%
Training Leave	7.4%	0.7%

*Average Annual Days Off Reported for Full-Time Positions*

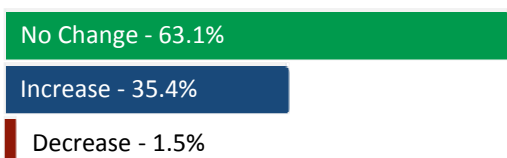
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	64.6%	5.1%
Childcare Assistance	1.0%	0.2%
Company Vehicle/Mileage	35.0%	1.9%
Employee Assistance Program	22.7%	2.4%
Flex Spending Account	36.5%	1.8%
Profit Sharing/Stock Options	22.1%	2.2%
Relocation/Moving Expense	11.1%	0.1%
Retirement Package	27.9%	2.3%
Shift Differential Pay	29.4%	1.6%
Tuition Assistance	22.8%	1.0%
Uniform Allowance	29.5%	1.6%
Wellness Program	18.2%	2.4%

**Employee Healthcare Plan Contribution Change**



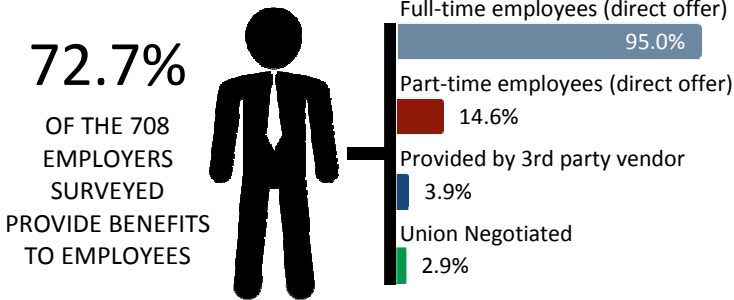




## PERSONAL SERVICES

In August 2016, 1,849 employers in the Personal Services Industry, operating 2,227 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 708 responses, yielding a 38.3 percent response rate.

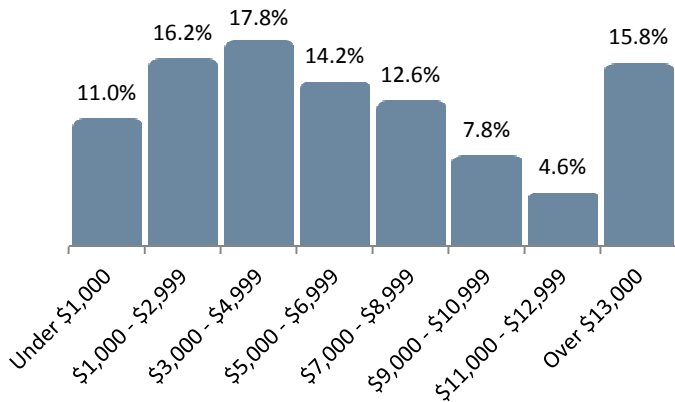
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	30.1%	2.9%
Dental Coverage	43.9%	4.1%
Life Insurance	38.4%	3.3%
Long-Term Disability	26.4%	2.5%
Medical Insurance	76.5%	5.4%
Prescription Drug Coverage	54.0%	3.7%
Short-Term Disability	29.9%	2.9%
Vision Coverage	23.1%	2.5%

### Average Annual Benefit Package Cost Per Employee

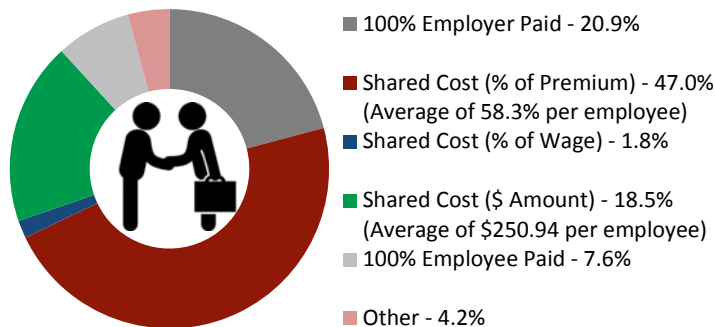


### Paid Leave Offered by Employers

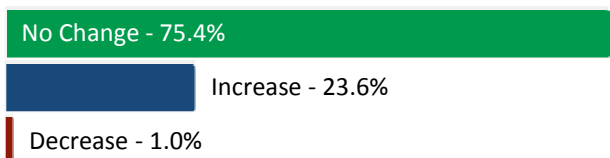
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	47.6%	5.0%
Maternity/Paternity Leave	20.2%	2.1%
Paid Holidays - 6.8 Days Annually	68.9%	7.2%
Paid Sick Leave - 6.6 Days Annually	36.5%	3.3%
Paid Vacation - 7.7 Days Annually	74.0%	7.0%
Paid-Time-Off (PTO) - 8.4 Days Annually	32.8%	4.5%
Personal Days/Floating Holidays	26.2%	3.5%
Training Leave	17.5%	1.4%

Average Annual Days Off Reported for Full-Time Positions

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

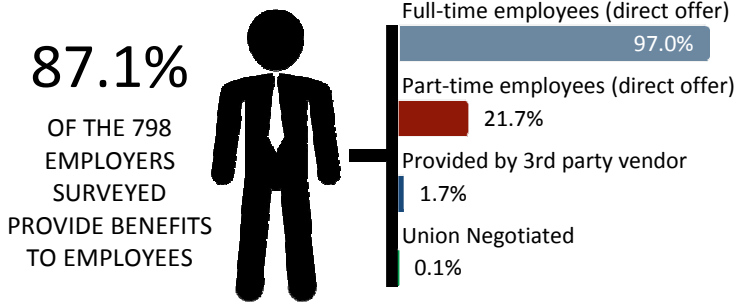
	Full-Time Positions	Part-Time Positions
Bonuses	52.2%	4.3%
Childcare Assistance	1.7%	0.4%
Company Vehicle/Mileage	24.9%	2.3%
Employee Assistance Program	6.6%	1.4%
Flex Spending Account	17.9%	2.7%
Profit Sharing/Stock Options	10.5%	0.8%
Relocation/Moving Expense	3.5%	0.0%
Retirement Package	32.6%	4.5%
Shift Differential Pay	3.9%	0.4%
Tuition Assistance	11.1%	1.0%
Uniform Allowance	31.5%	1.4%
Wellness Program	6.6%	1.0%



## PROFESSIONAL & TECHNICAL SERVICES

In August 2016, 1,829 employers in the Professional & Technical Services Industry, operating 2,033 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 798 responses, yielding a 43.6 percent response rate.

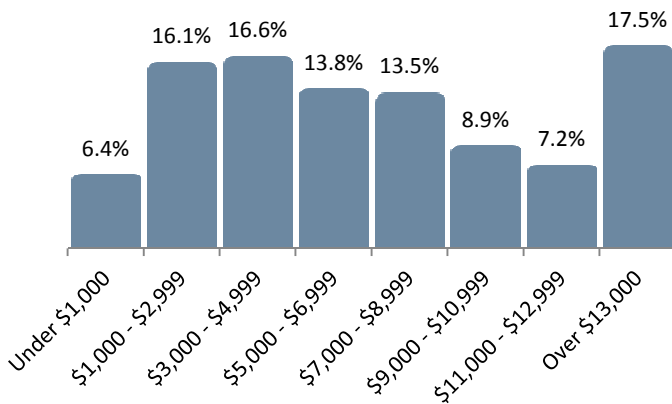
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.0%	3.7%
Dental Coverage	47.5%	5.6%
Life Insurance	45.2%	5.8%
Long-Term Disability	39.6%	4.3%
Medical Insurance	73.7%	7.8%
Prescription Drug Coverage	57.3%	5.9%
Short-Term Disability	32.4%	3.3%
Vision Coverage	29.6%	4.9%

### Average Annual Benefit Package Cost Per Employee

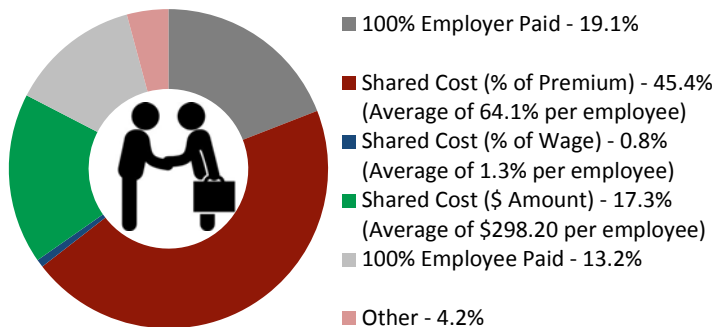


### Paid Leave Offered by Employers

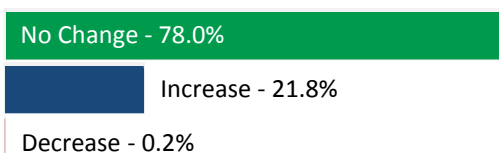
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.6%	9.8%
Maternity/Paternity Leave	34.7%	3.5%
Paid Holidays - 7.2 Days Annually	83.6%	12.7%
Paid Sick Leave - 6.0 Days Annually	51.2%	8.3%
Paid Vacation - 8.5 Days Annually	66.8%	10.8%
Paid-Time-Off (PTO) - 9.7 Days Annually	59.3%	9.6%
Personal Days/Floating Holidays	36.3%	5.8%
Training Leave	22.0%	4.0%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

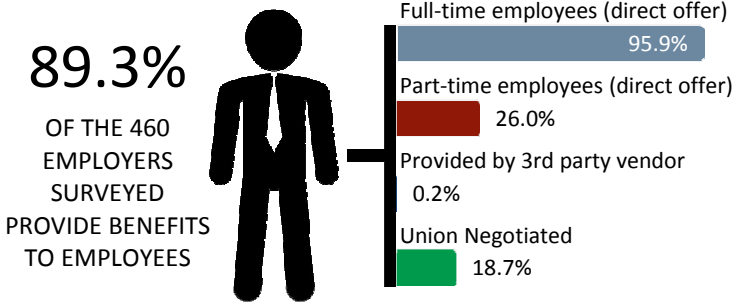
	Full-Time Positions	Part-Time Positions
Bonuses	72.5%	13.1%
Childcare Assistance	1.7%	0.4%
Company Vehicle/Mileage	44.7%	6.0%
Employee Assistance Program	11.8%	3.2%
Flex Spending Account	35.5%	6.0%
Profit Sharing/Stock Options	26.0%	3.7%
Relocation/Moving Expense	9.6%	0.6%
Retirement Package	34.7%	6.6%
Shift Differential Pay	2.6%	0.3%
Tuition Assistance	21.4%	2.9%
Uniform Allowance	14.8%	2.6%
Wellness Program	9.6%	1.7%



## PUBLIC ADMINISTRATION

In August 2016, 792 employers in the Public Administration Industry, operating 1,481 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 460 responses, yielding a 58.1 percent response rate.

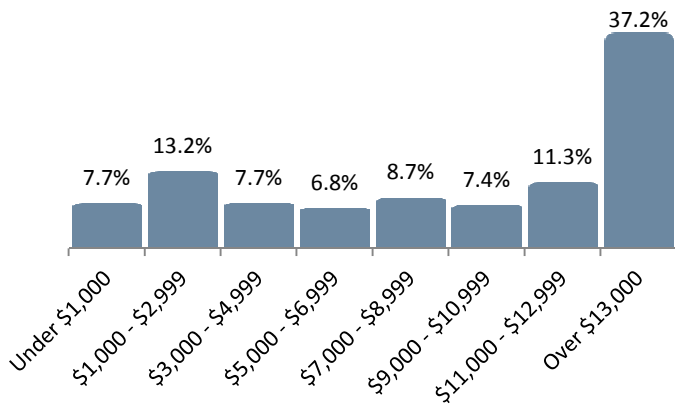
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	33.8%	1.9%
Dental Coverage	39.7%	4.1%
Life Insurance	50.1%	2.7%
Long-Term Disability	22.9%	1.0%
Medical Insurance	68.9%	6.3%
Prescription Drug Coverage	57.0%	3.8%
Short-Term Disability	22.6%	0.7%
Vision Coverage	22.4%	1.9%

### Average Annual Benefit Package Cost Per Employee

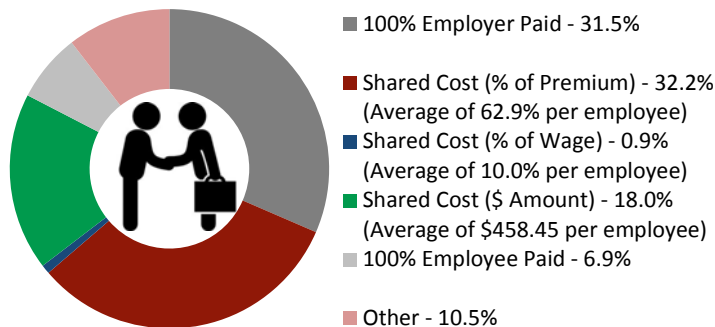


### Paid Leave Offered by Employers

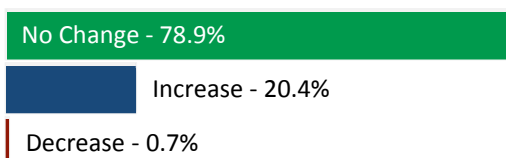
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.7%	9.2%
Maternity/Paternity Leave	27.7%	3.2%
Paid Holidays - 9.1 Days Annually	73.5%	12.2%
Paid Sick Leave - 11.1 Days Annually	68.9%	9.2%
Paid Vacation - 7.0 Days Annually	71.8%	11.9%
Paid-Time-Off (PTO) - 6.9 Days Annually	22.6%	3.4%
Personal Days/Floating Holidays	50.9%	6.3%
Training Leave	28.5%	3.6%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

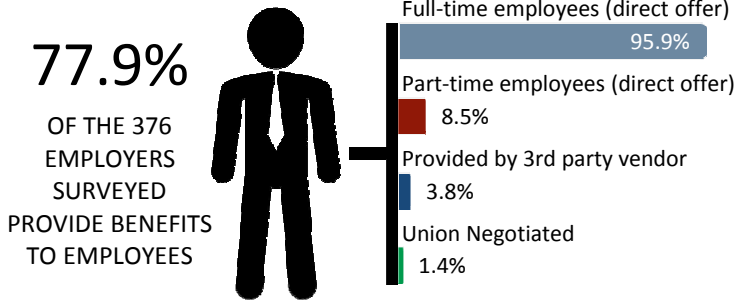
	Full-Time Positions	Part-Time Positions
Bonuses	10.0%	1.0%
Childcare Assistance	0.5%	0.0%
Company Vehicle/Mileage	47.7%	5.6%
Employee Assistance Program	14.4%	2.4%
Flex Spending Account	24.1%	3.2%
Profit Sharing/Stock Options	0.7%	0.0%
Relocation/Moving Expense	1.7%	0.0%
Retirement Package	31.9%	6.8%
Shift Differential Pay	7.8%	0.2%
Tuition Assistance	10.2%	1.7%
Uniform Allowance	39.7%	1.2%
Wellness Program	9.7%	1.5%



## TRANSPORTATION & WAREHOUSING

In August 2016, 1,097 employers in the Transportation & Warehousing Industry, operating 1,557 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 376 responses, yielding a 34.3 percent response rate.

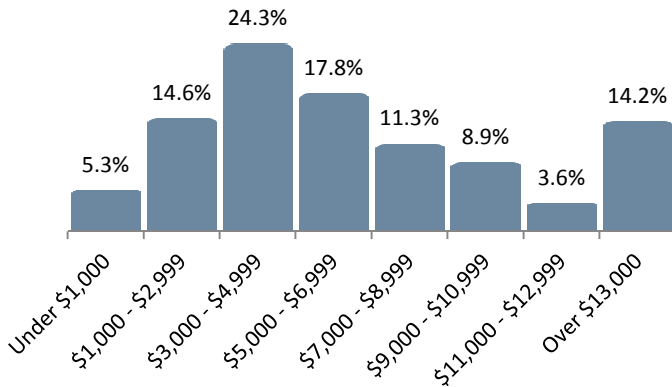
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	33.1%	2.0%
Dental Coverage	45.7%	2.4%
Life Insurance	44.4%	3.1%
Long-Term Disability	22.9%	1.7%
Medical Insurance	81.6%	3.8%
Prescription Drug Coverage	65.2%	3.8%
Short-Term Disability	32.4%	3.4%
Vision Coverage	31.4%	1.4%

### Average Annual Benefit Package Cost Per Employee

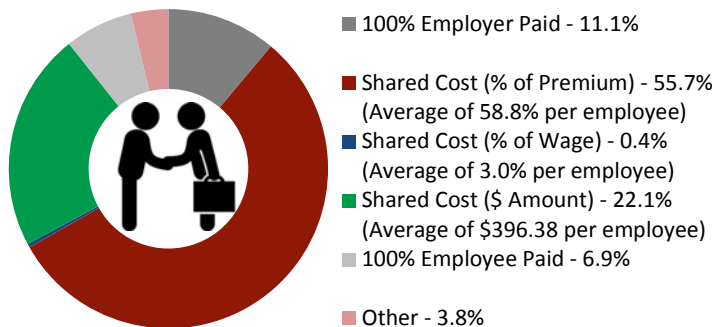


### Paid Leave Offered by Employers

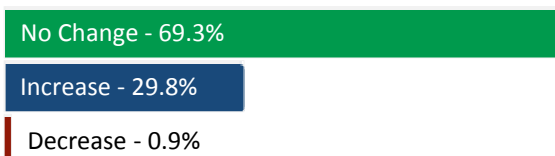
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.0%	3.8%
Maternity/Paternity Leave	16.0%	1.7%
Paid Holidays - 6.3 Days Annually	66.2%	3.8%
Paid Sick Leave - 4.8 Days Annually	27.0%	2.0%
Paid Vacation - 6.4 Days Annually	75.8%	3.8%
Paid-Time-Off (PTO) - 8.0 Days Annually	28.0%	1.7%
Personal Days/Floating Holidays	19.5%	1.4%
Training Leave	11.3%	1.4%

*Average Annual Days Off Reported for Full-Time Positions*

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



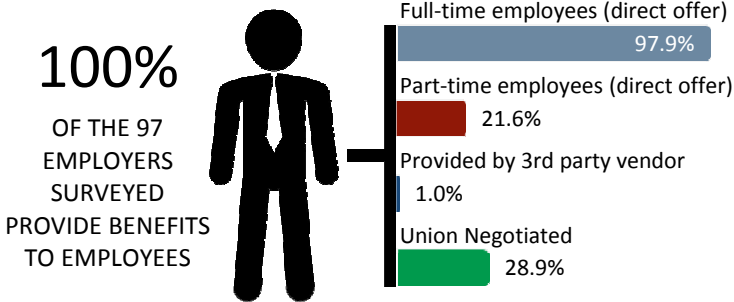
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.4%	3.1%
Childcare Assistance	2.7%	1.0%
Company Vehicle/Mileage	24.6%	1.0%
Employee Assistance Program	9.6%	1.4%
Flex Spending Account	21.8%	2.0%
Profit Sharing/Stock Options	12.3%	1.4%
Relocation/Moving Expense	3.1%	0.0%
Retirement Package	22.9%	2.4%
Shift Differential Pay	7.8%	0.3%
Tuition Assistance	8.9%	1.0%
Uniform Allowance	26.3%	1.0%
Wellness Program	11.3%	2.0%



In August 2016, 138 employers in the Utilities Industry, operating 303 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 97 responses, yielding a 70.3 percent response rate.

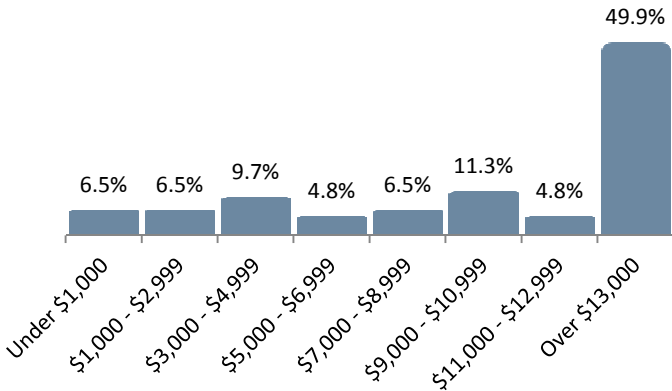
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.5%	4.1%
Dental Coverage	44.3%	4.1%
Life Insurance	61.9%	5.2%
Long-Term Disability	44.3%	5.2%
Medical Insurance	69.1%	8.2%
Prescription Drug Coverage	64.0%	5.2%
Short-Term Disability	27.8%	2.1%
Vision Coverage	28.9%	3.1%

**Average Annual Benefit Package Cost Per Employee**

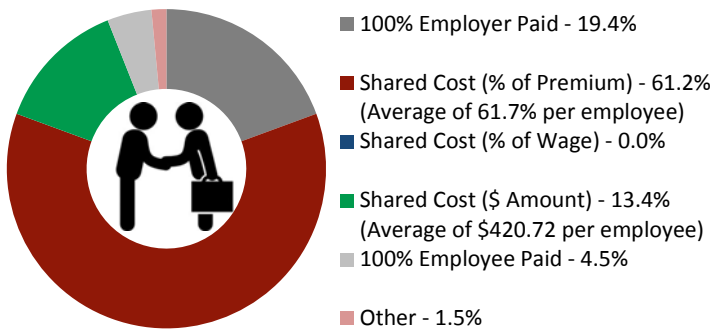


**Paid Leave Offered by Employers**

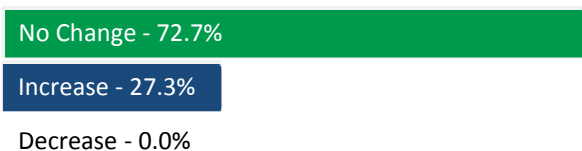
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	55.7%	5.2%
Maternity/Paternity Leave	23.7%	2.1%
Paid Holidays - 8.7 Days Annually	64.9%	7.2%
Paid Sick Leave - 9.2 Days Annually	61.9%	8.2%
Paid Vacation - 7.0 Days Annually	61.9%	9.3%
Paid-Time-Off (PTO) - 11.1 Days Annually	20.6%	2.1%
Personal Days/Floating Holidays	42.3%	7.2%
Training Leave	17.5%	2.1%

*Average Annual Days Off Reported for Full-Time Positions*

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



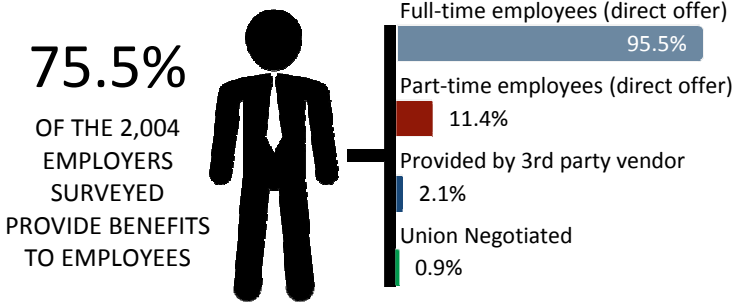
**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	24.7%	2.1%
Childcare Assistance	3.1%	1.0%
Company Vehicle/Mileage	43.3%	4.1%
Employee Assistance Program	23.7%	5.2%
Flex Spending Account	41.2%	5.2%
Profit Sharing/Stock Options	2.1%	0.0%
Relocation/Moving Expense	6.2%	0.0%
Retirement Package	39.2%	6.2%
Shift Differential Pay	4.1%	0.0%
Tuition Assistance	24.7%	3.1%
Uniform Allowance	54.6%	7.2%
Wellness Program	23.7%	4.1%



In August 2016, 5,245 employers in the Wholesale & Retail Trade Industry, operating 9,710 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 2,004 responses, yielding a 38.2 percent response rate.

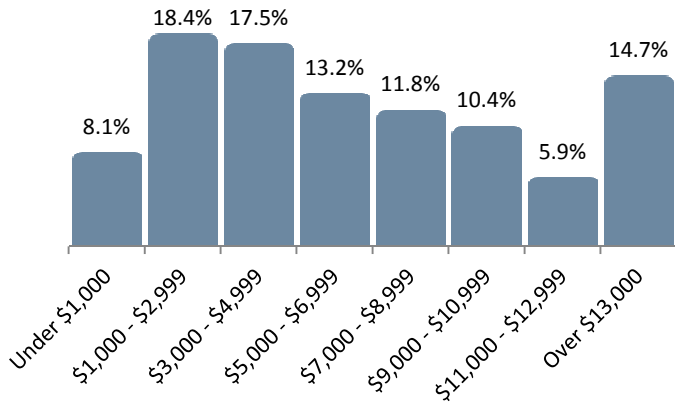
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.1%	1.5%
Dental Coverage	44.9%	2.3%
Life Insurance	45.0%	2.4%
Long-Term Disability	29.7%	1.7%
Medical Insurance	79.3%	3.4%
Prescription Drug Coverage	59.5%	2.6%
Short-Term Disability	32.0%	1.9%
Vision Coverage	24.6%	1.7%

**Average Annual Benefit Package Cost Per Employee**

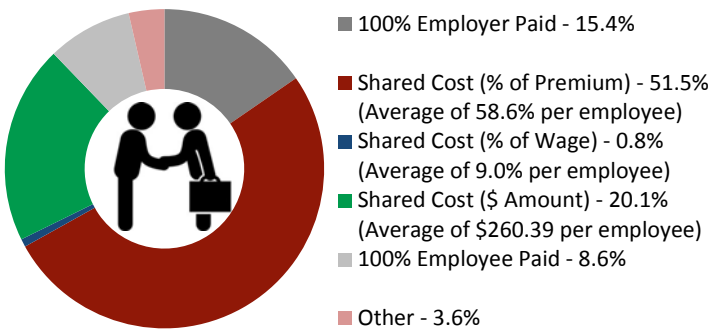


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	55.2%	3.4%
Maternity/Paternity Leave	21.2%	1.2%
Paid Holidays - 6.3 Days Annually	75.7%	4.8%
Paid Sick Leave - 4.7 Days Annually	41.3%	2.4%
Paid Vacation - 7.1 Days Annually	75.2%	5.0%
Paid-Time-Off (PTO) - 7.5 Days Annually	36.7%	3.0%
Personal Days/Floating Holidays	27.6%	1.7%
Training Leave	16.1%	0.5%

*Average Annual Days Off Reported for Full-Time Positions*

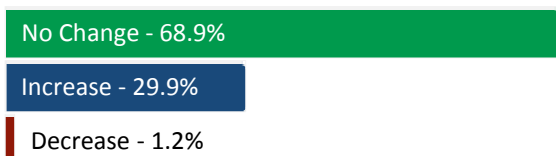
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	63.9%	5.7%
Childcare Assistance	1.3%	0.2%
Company Vehicle/Mileage	32.0%	1.7%
Employee Assistance Program	9.3%	0.7%
Flex Spending Account	24.1%	1.7%
Profit Sharing/Stock Options	17.1%	0.9%
Relocation/Moving Expense	4.0%	0.1%
Retirement Package	29.3%	2.3%
Shift Differential Pay	3.2%	0.3%
Tuition Assistance	8.4%	0.7%
Uniform Allowance	34.7%	1.9%
Wellness Program	6.1%	0.7%

**Employee Healthcare Plan Contribution Change**







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