



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 1
RELEASED 2019

ALLAMAKEE, CHICKASAW, CLAYTON, DELAWARE,
DUBUQUE, FAYETTE, HOWARD AND WINNESHIEK COUNTIES

Counties within Iowa Workforce Development Region 1 included within this analysis:

- Allamakee
- Chickasaw
- Clayton
- Delaware
- Dubuque
- Fayette
- Howard
- Winneshiek

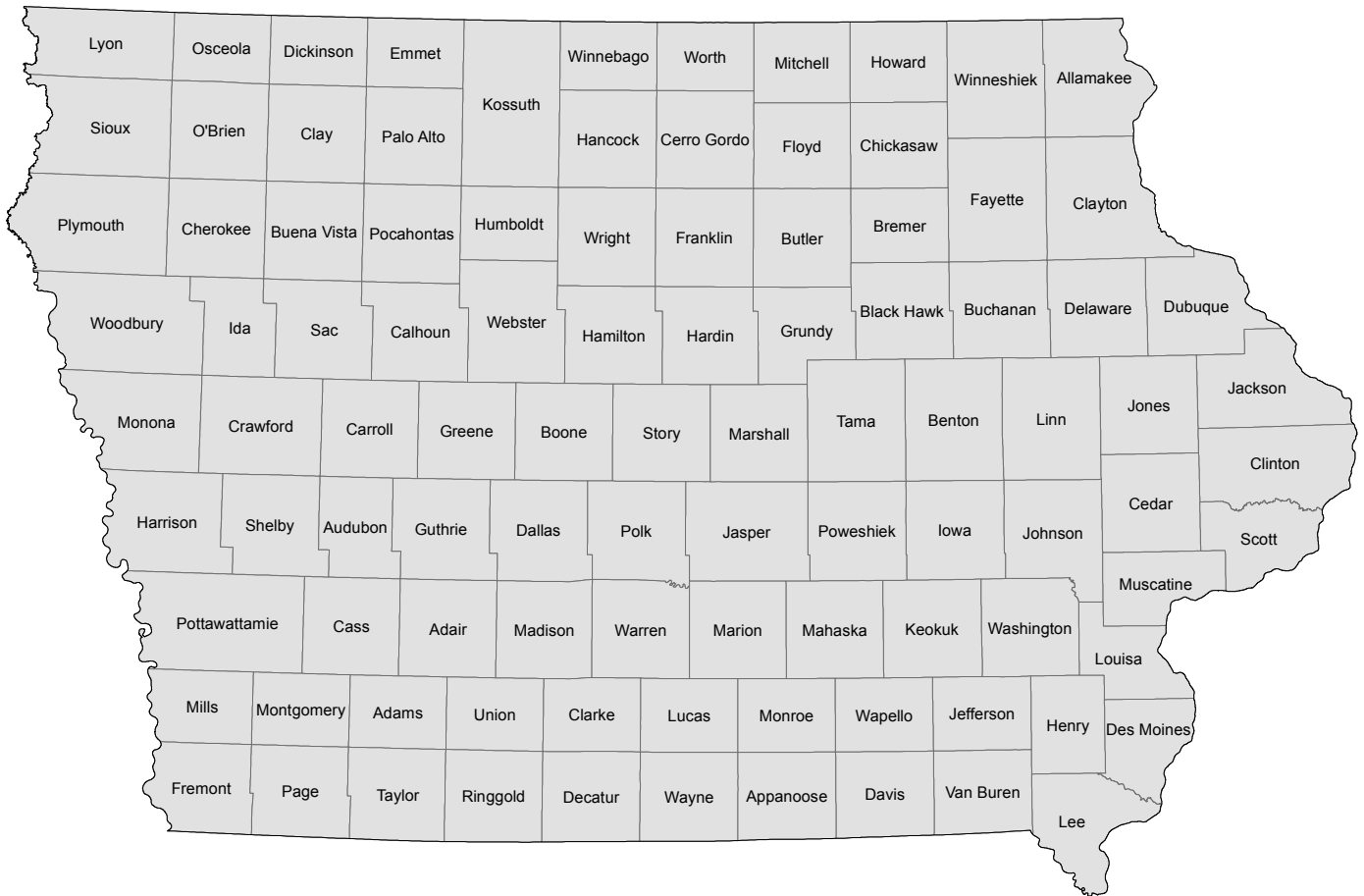


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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



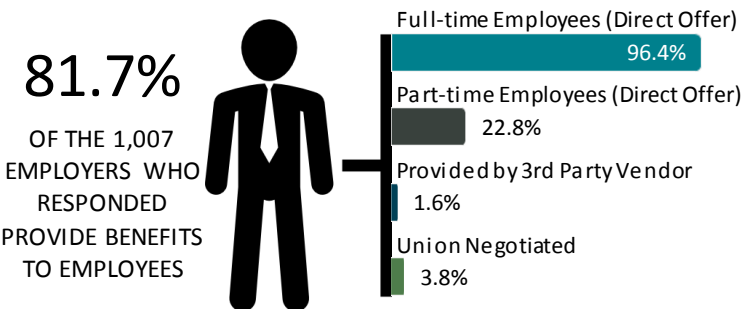
INTRODUCTION

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.

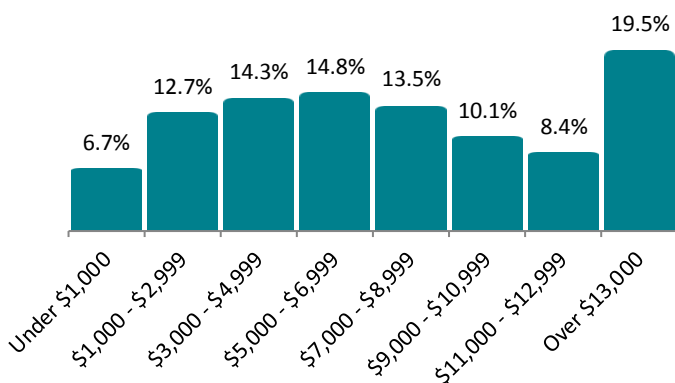
Beginning in July 2018, 2,459 employers, operating 3,023 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 1,007 responses, yielding a 41.0 percent response rate.



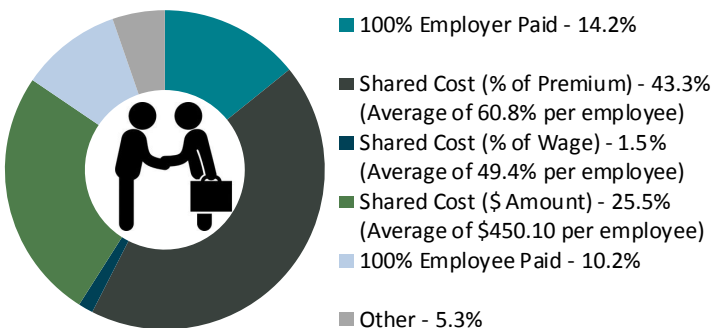
Benefits Offered to Employees



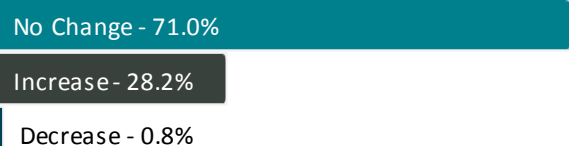
Average Annual Benefit Package Cost Per Employee



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	39.2%	4.1%
Dental Coverage	48.8%	6.2%
Life Insurance	46.7%	6.0%
Long-Term Disability	35.2%	4.3%
Medical Insurance	76.8%	7.5%
Prescription Drug Coverage	59.9%	5.8%
Short-Term Disability	37.1%	4.6%
Vision Coverage	32.4%	4.3%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.9%	10.7%
Maternity/Paternity Leave	22.6%	3.5%
Paid Holidays - 6.9 Days Annually	74.5%	11.3%
Paid Sick Leave - 6.5 Days Annually	37.8%	7.3%
Paid Vacation - 7.5 Days Annually	65.2%	8.5%
Paid-Time-Off (PTO) - 9.1 Days Annually	44.6%	8.9%
Personal Days/Floating Holidays	33.9%	4.4%
Training Leave	13.4%	2.3%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.8%	9.7%
Childcare Assistance	2.7%	1.2%
Company Vehicle/Mileage	37.4%	4.6%
Employee Assistance Program	15.4%	4.0%
Flex Spending Account	29.8%	4.5%
Profit Sharing/Stock Options	18.2%	3.2%
Relocation/Moving Expense	5.6%	0.6%
Retirement Package	33.3%	7.5%
Shift Differential Pay	12.2%	2.4%
Tuition Assistance	16.3%	3.3%
Uniform Allowance	33.0%	5.1%
Wellness Program	10.9%	2.4%

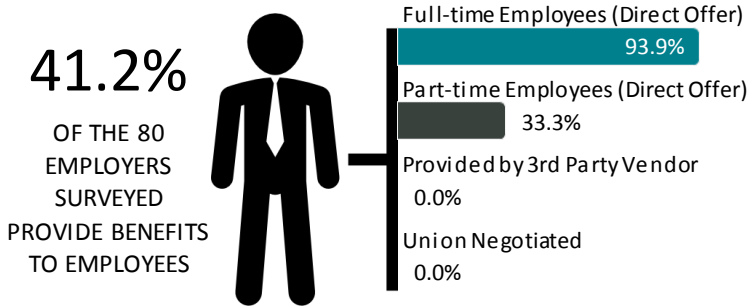
INDUSTRY BENEFITS



ACCOMMODATION & FOOD SERVICES

In July 2018, 285 employers in the Accommodation & Food Services Industry, operating 327 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 80 responses, yielding a 28.1 percent response rate.

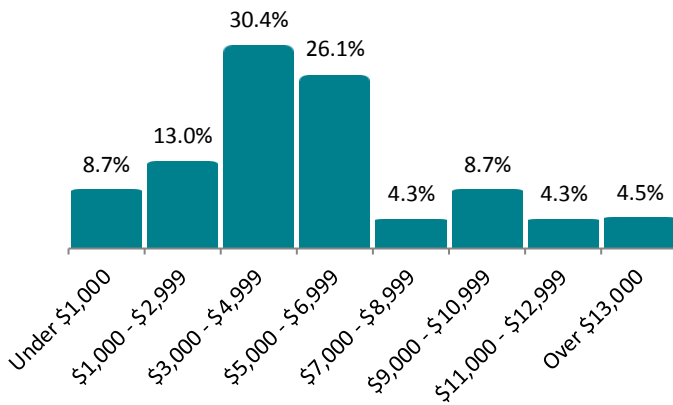
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	12.1%	3.0%
Dental Coverage	45.5%	3.0%
Life Insurance	24.2%	3.0%
Long-Term Disability	9.1%	0.0%
Medical Insurance	69.7%	3.0%
Prescription Drug Coverage	51.6%	3.0%
Short-Term Disability	15.2%	0.0%
Vision Coverage	30.3%	0.0%

Average Annual Benefit Package Cost Per Employee

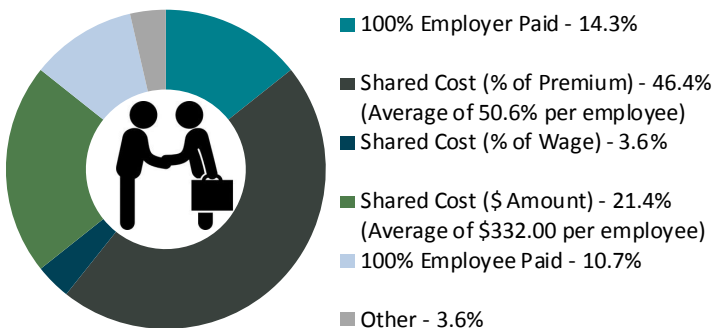


Paid Leave Offered by Employers

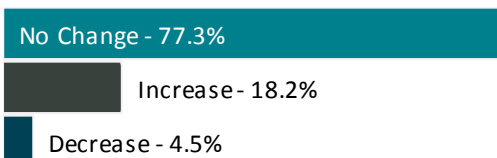
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.4%	6.1%
Maternity/Paternity Leave	6.1%	0.0%
Paid Holidays - 5.0 Days Annually	45.5%	9.1%
Paid Sick Leave - 3.0 Days Annually	21.2%	0.0%
Paid Vacation - 6.7 Days Annually	60.6%	12.1%
Paid-Time-Off (PTO) - 5.2 Days Annually	51.5%	6.1%
Personal Days/Floating Holidays	24.2%	0.0%
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

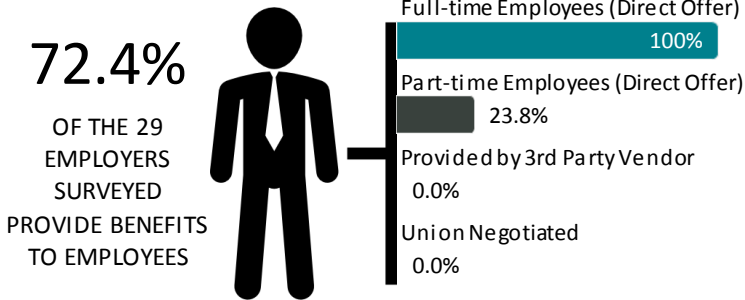
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	54.5%	12.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	33.3%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	15.2%	3.0%
Profit Sharing/Stock Options	6.1%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	18.2%	9.1%
Shift Differential Pay	9.1%	6.1%
Tuition Assistance	6.1%	3.0%
Uniform Allowance	27.3%	9.1%
Wellness Program	3.0%	0.0%



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 85 employers in the Administrative & Waste Services Industry, operating 87 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 34.1 percent response rate.

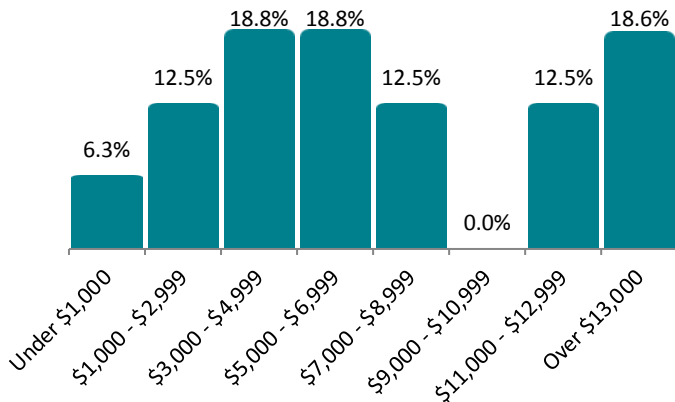
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	57.1%	0.0%
Dental Coverage	66.7%	0.0%
Life Insurance	71.4%	4.8%
Long-Term Disability	47.6%	0.0%
Medical Insurance	76.2%	0.0%
Prescription Drug Coverage	81.0%	0.0%
Short-Term Disability	61.9%	4.8%
Vision Coverage	38.1%	0.0%

Average Annual Benefit Package Cost Per Employee

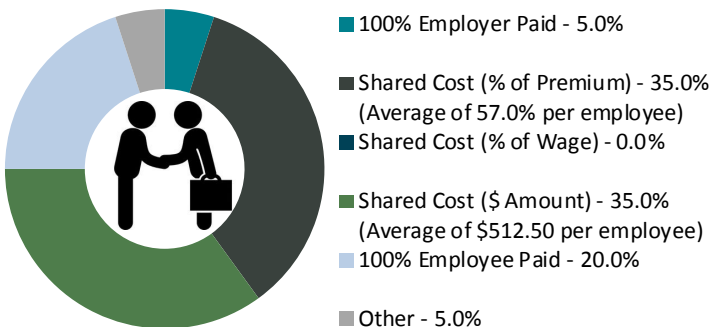


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	9.5%
Maternity/Paternity Leave	14.3%	0.0%
Paid Holidays - 6.6 Days Annually	95.2%	9.5%
Paid Sick Leave - 7.2 Days Annually	47.6%	9.5%
Paid Vacation - 9.1 Days Annually	81.0%	9.5%
Paid-Time-Off (PTO) - 9.8 Days Annually	52.4%	9.5%
Personal Days/Floating Holidays	38.1%	4.8%
Training Leave	9.5%	0.0%

Average Annual Days Off Reported for Full-Time Positions

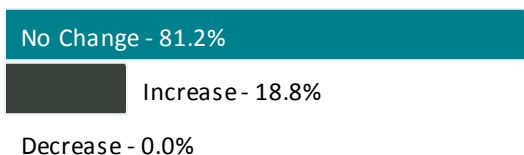
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	76.2%	9.5%
Childcare Assistance	4.8%	0.0%
Company Vehicle/Mileage	66.7%	4.8%
Employee Assistance Program	19.0%	0.0%
Flex Spending Account	28.6%	0.0%
Profit Sharing/Stock Options	9.5%	0.0%
Relocation/Moving Expense	4.8%	0.0%
Retirement Package	42.9%	9.5%
Shift Differential Pay	9.5%	0.0%
Tuition Assistance	14.3%	0.0%
Uniform Allowance	14.3%	4.8%
Wellness Program	14.3%	4.8%

Employee Healthcare Plan Contribution Change

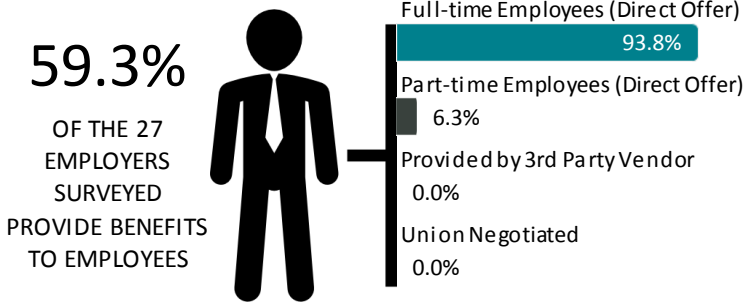




AGRICULTURE, FORESTRY, FISHING & MINING

In July 2018, 113 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 118 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 27 responses, yielding a 23.9 percent response rate.

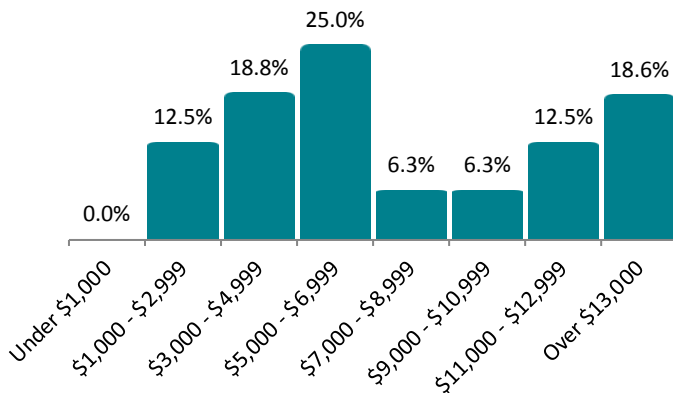
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.5%	0.0%
Dental Coverage	43.8%	6.3%
Life Insurance	50.0%	6.3%
Long-Term Disability	25.0%	0.0%
Medical Insurance	81.3%	0.0%
Prescription Drug Coverage	75.0%	0.0%
Short-Term Disability	43.8%	6.3%
Vision Coverage	31.3%	6.3%

Average Annual Benefit Package Cost Per Employee

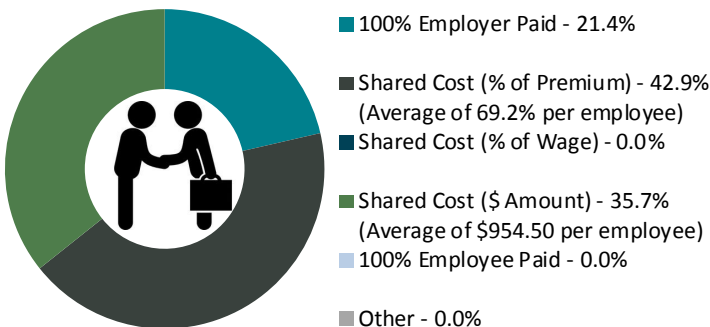


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	68.8%	0.0%
Maternity/Paternity Leave	12.5%	0.0%
Paid Holidays - 5.4 Days Annually	56.3%	0.0%
Paid Sick Leave - 7.7 Days Annually	18.8%	0.0%
Paid Vacation - 9.3 Days Annually	56.3%	6.3%
Paid-Time-Off (PTO) - 11.3 Days Annually	50.0%	0.0%
Personal Days/Floating Holidays	12.5%	0.0%
Training Leave	6.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

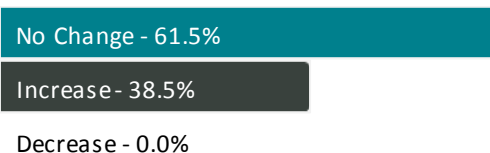
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	81.3%	6.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	50.0%	6.3%
Employee Assistance Program	12.5%	0.0%
Flex Spending Account	25.0%	0.0%
Profit Sharing/Stock Options	12.5%	0.0%
Relocation/Moving Expense	12.5%	0.0%
Retirement Package	43.8%	6.3%
Shift Differential Pay	18.8%	0.0%
Tuition Assistance	12.5%	0.0%
Uniform Allowance	25.0%	0.0%
Wellness Program	12.5%	0.0%

Employee Healthcare Plan Contribution Change

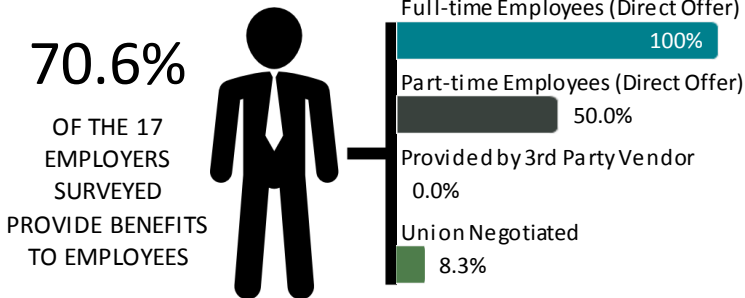




ARTS, ENTERTAINMENT & RECREATION

In July 2018, 46 employers in the Arts, Entertainment & Recreation Industry, operating 46 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 17 responses, yielding a 37.0 percent response rate.

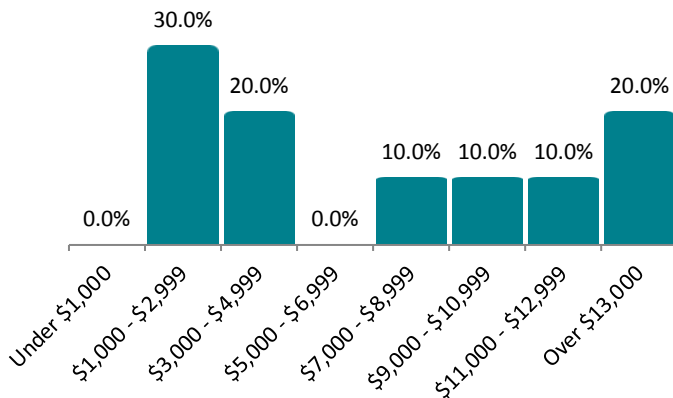
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	16.7%
Dental Coverage	58.3%	16.7%
Life Insurance	50.0%	25.0%
Long-Term Disability	41.7%	0.0%
Medical Insurance	75.0%	25.0%
Prescription Drug Coverage	66.6%	16.7%
Short-Term Disability	41.7%	0.0%
Vision Coverage	33.3%	8.3%

Average Annual Benefit Package Cost Per Employee

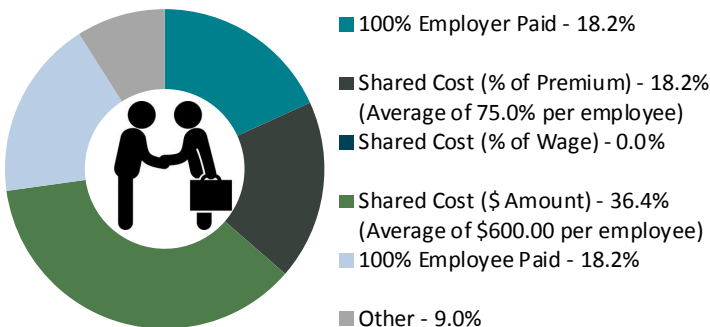


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	83.3%	33.3%
Maternity/Paternity Leave	33.3%	8.3%
Paid Holidays - 8.1 Days Annually	66.7%	8.3%
Paid Sick Leave - 8.4 Days Annually	50.0%	25.0%
Paid Vacation - 10.8 Days Annually	66.7%	25.0%
Paid-Time-Off (PTO) - 8.0 Days Annually	50.0%	25.0%
Personal Days/Floating Holidays	50.0%	25.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

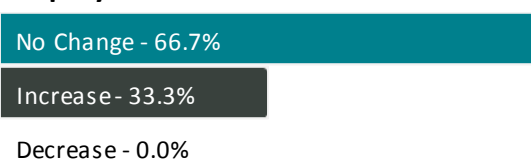
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	25.0%	16.7%
Childcare Assistance	8.3%	8.3%
Company Vehicle/Mileage	25.0%	0.0%
Employee Assistance Program	25.0%	16.7%
Flex Spending Account	41.7%	16.7%
Profit Sharing/Stock Options	8.3%	8.3%
Relocation/Moving Expense	8.3%	0.0%
Retirement Package	41.7%	16.7%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	16.7%	0.0%
Uniform Allowance	25.0%	16.7%
Wellness Program	16.7%	8.3%

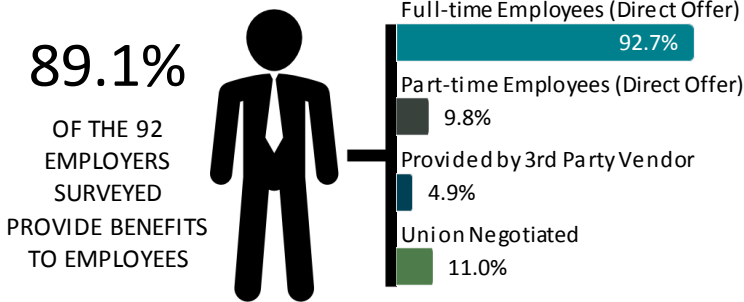
Employee Healthcare Plan Contribution Change





In July 2018, 208 employers in the Construction Industry, operating 209 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 92 responses, yielding a 44.2 percent response rate.

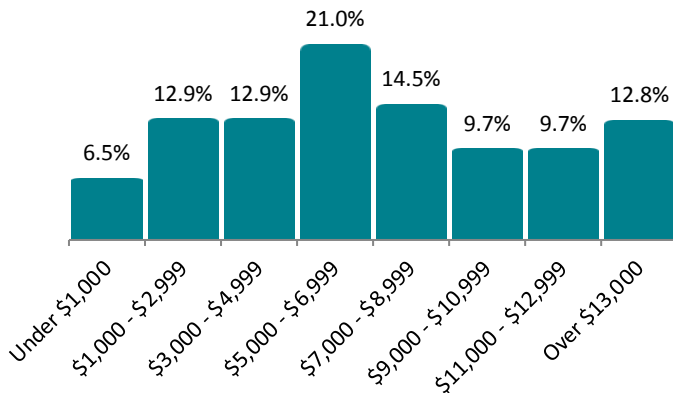
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	28.0%	2.4%
Dental Coverage	39.0%	1.2%
Life Insurance	35.4%	4.9%
Long-Term Disability	18.3%	2.4%
Medical Insurance	73.2%	3.7%
Prescription Drug Coverage	54.9%	2.4%
Short-Term Disability	28.0%	2.4%
Vision Coverage	20.7%	0.0%

Average Annual Benefit Package Cost Per Employee

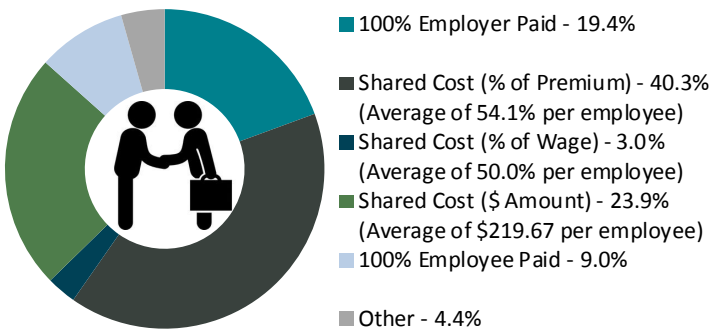


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	34.1%	2.4%
Maternity/Paternity Leave	12.2%	2.4%
Paid Holidays - 5.5 Days Annually	57.3%	7.3%
Paid Sick Leave - 3.3 Days Annually	11.0%	2.4%
Paid Vacation - 5.5 Days Annually	52.4%	4.9%
Paid-Time-Off (PTO) - 5.5 Days Annually	28.0%	3.7%
Personal Days/Floating Holidays	12.2%	1.2%
Training Leave	8.5%	0.0%

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	63.4%	3.7%
Childcare Assistance	1.2%	0.0%
Company Vehicle/Mileage	31.7%	2.4%
Employee Assistance Program	6.1%	0.0%
Flex Spending Account	13.4%	1.2%
Profit Sharing/Stock Options	9.8%	0.0%
Relocation/Moving Expense	1.2%	0.0%
Retirement Package	26.8%	3.7%
Shift Differential Pay	8.5%	0.0%
Tuition Assistance	11.0%	1.2%
Uniform Allowance	30.5%	2.4%
Wellness Program	3.7%	1.2%

Employee Healthcare Plan Contribution Change

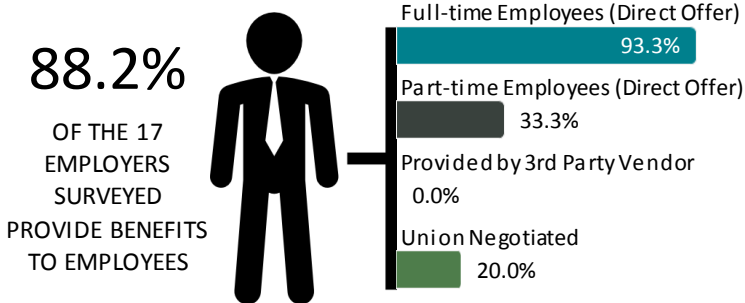




EDUCATIONAL SERVICES

In July 2018, 40 employers in the Educational Services Industry, operating 100 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 17 responses, yielding a 42.5 percent response rate.

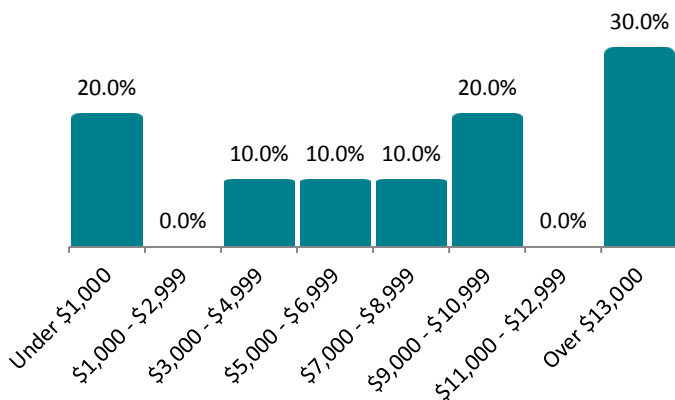
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.3%	6.7%
Dental Coverage	60.0%	13.3%
Life Insurance	66.7%	6.7%
Long-Term Disability	66.7%	13.3%
Medical Insurance	80.0%	20.0%
Prescription Drug Coverage	60.0%	20.0%
Short-Term Disability	20.0%	0.0%
Vision Coverage	26.7%	6.7%

Average Annual Benefit Package Cost Per Employee

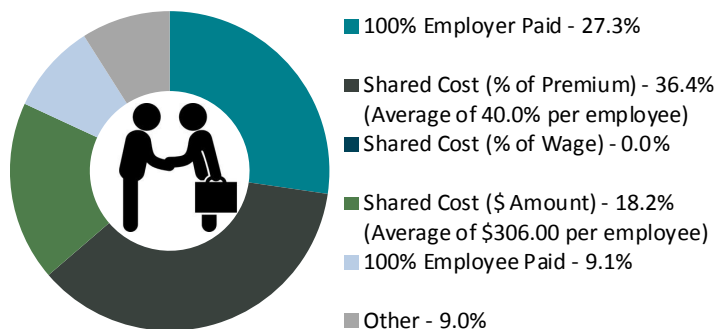


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.0%	26.7%
Maternity/Paternity Leave	46.7%	6.7%
Paid Holidays - 8.8 Days Annually	73.3%	13.3%
Paid Sick Leave - 10.2 Days Annually	73.3%	26.7%
Paid Vacation - 7.5 Days Annually	53.3%	6.7%
Paid-Time-Off (PTO) - 3.0 Days Annually	13.3%	0.0%
Personal Days/Floating Holidays	73.3%	20.0%
Training Leave	26.7%	6.7%

Average Annual Days Off Reported for Full-Time Positions

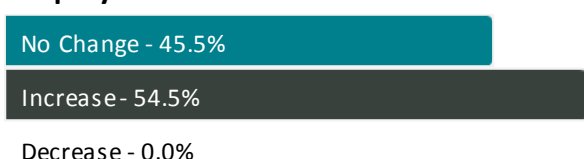
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	13.3%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	20.0%	0.0%
Employee Assistance Program	20.0%	0.0%
Flex Spending Account	60.0%	6.7%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	13.3%	0.0%
Retirement Package	46.7%	0.0%
Shift Differential Pay	6.7%	0.0%
Tuition Assistance	20.0%	6.7%
Uniform Allowance	6.7%	0.0%
Wellness Program	13.3%	0.0%

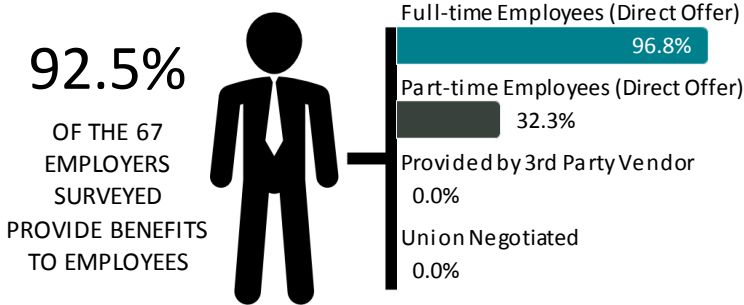
Employee Healthcare Plan Contribution Change





In July 2018, 135 employers in the Finance, Insurance & Real Estate Industry, operating 206 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 67 responses, yielding a 49.6 percent response rate.

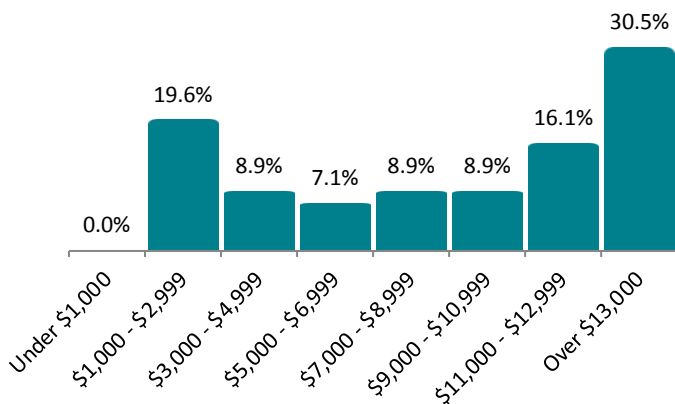
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	51.6%	9.7%
Dental Coverage	69.4%	12.9%
Life Insurance	66.1%	12.9%
Long-Term Disability	56.5%	12.9%
Medical Insurance	77.4%	11.3%
Prescription Drug Coverage	69.4%	9.7%
Short-Term Disability	51.6%	11.3%
Vision Coverage	48.4%	9.7%

Average Annual Benefit Package Cost Per Employee

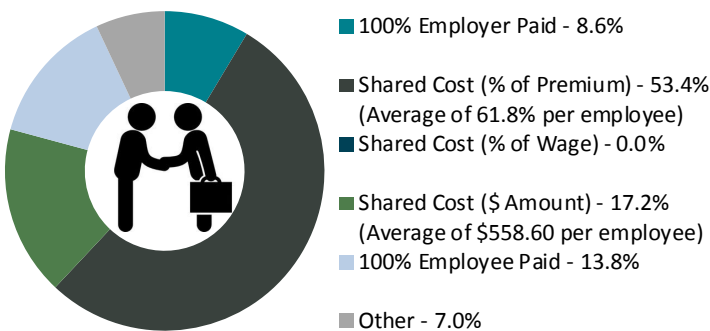


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.6%	12.9%
Maternity/Paternity Leave	41.9%	1.6%
Paid Holidays - 7.9 Days Annually	87.1%	12.9%
Paid Sick Leave - 7.1 Days Annually	35.5%	4.8%
Paid Vacation - 8.9 Days Annually	50.0%	8.1%
Paid-Time-Off (PTO) - 12 Days Annually	67.7%	11.3%
Personal Days/Floating Holidays	41.9%	3.2%
Training Leave	22.6%	6.5%

Average Annual Days Off Reported for Full-Time Positions

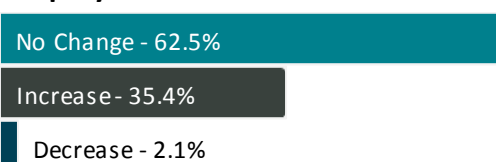
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	75.8%	21.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	54.8%	16.1%
Employee Assistance Program	29.0%	14.5%
Flex Spending Account	48.4%	8.1%
Profit Sharing/Stock Options	33.9%	8.1%
Relocation/Moving Expense	3.2%	0.0%
Retirement Package	29.0%	8.1%
Shift Differential Pay	1.6%	1.6%
Tuition Assistance	32.3%	3.2%
Uniform Allowance	24.2%	9.7%
Wellness Program	17.7%	4.8%

Employee Healthcare Plan Contribution Change

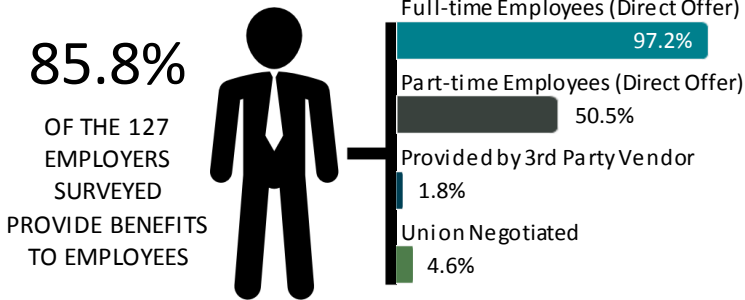




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 263 employers in the Health Care & Social Assistance Industry, operating 365 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 127 responses, yielding a 48.3 percent response rate.

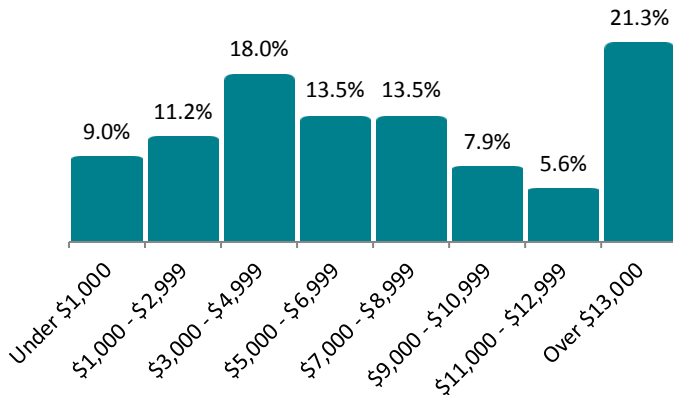
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.7%	10.1%
Dental Coverage	55.0%	22.9%
Life Insurance	45.0%	13.8%
Long-Term Disability	36.7%	10.1%
Medical Insurance	69.7%	22.0%
Prescription Drug Coverage	48.6%	18.3%
Short-Term Disability	34.9%	11.0%
Vision Coverage	38.5%	11.9%

Average Annual Benefit Package Cost Per Employee

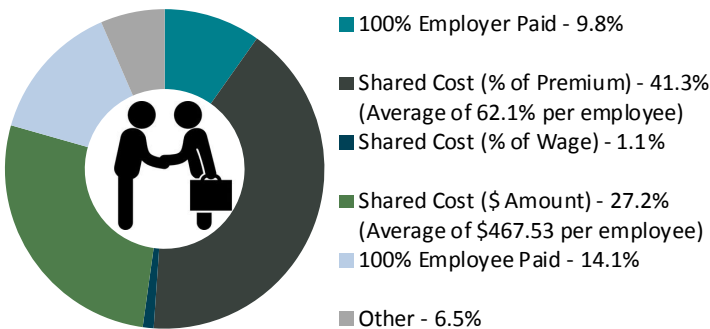


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.4%	31.2%
Maternity/Paternity Leave	26.6%	11.9%
Paid Holidays - 7.3 Days Annually	63.3%	30.3%
Paid Sick Leave - 7.1 Days Annually	50.5%	22.9%
Paid Vacation - 9.0 Days Annually	53.2%	19.3%
Paid-Time-Off (PTO) - 12.1 Days Annually	60.6%	30.3%
Personal Days/Floating Holidays	30.3%	11.0%
Training Leave	16.5%	7.3%

Average Annual Days Off Reported for Full-Time Positions

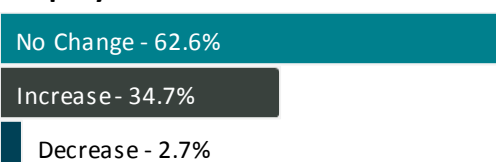
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	53.2%	24.8%
Childcare Assistance	11.9%	6.4%
Company Vehicle/Mileage	36.7%	11.9%
Employee Assistance Program	22.0%	12.8%
Flex Spending Account	37.6%	17.4%
Profit Sharing/Stock Options	20.2%	11.0%
Relocation/Moving Expense	8.3%	2.8%
Retirement Package	34.9%	18.3%
Shift Differential Pay	26.6%	14.7%
Tuition Assistance	26.6%	12.8%
Uniform Allowance	25.7%	12.8%
Wellness Program	18.3%	9.2%

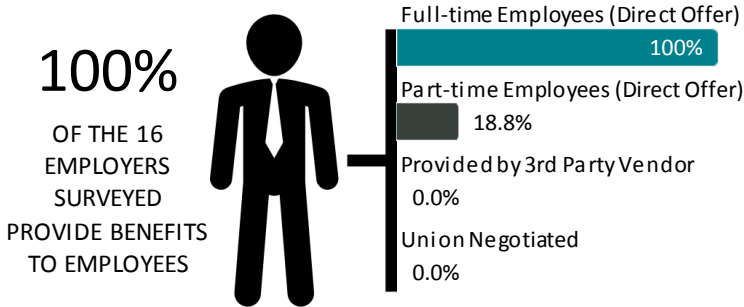
Employee Healthcare Plan Contribution Change





In July 2018, 38 employers in the Information Industry, operating 43 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 16 responses, yielding a 42.1 percent response rate.

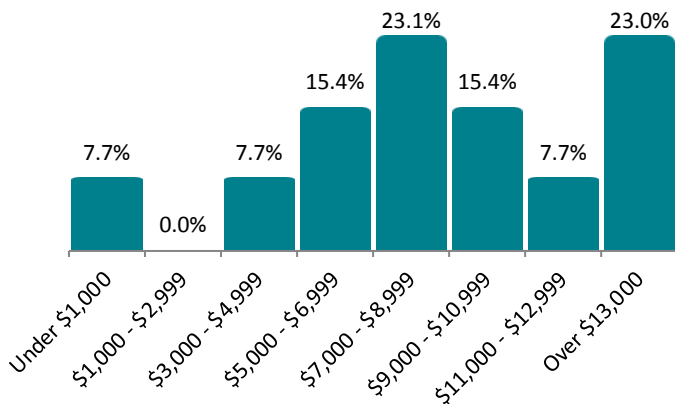
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	56.3%	6.3%
Dental Coverage	68.8%	6.3%
Life Insurance	62.5%	6.3%
Long-Term Disability	56.3%	6.3%
Medical Insurance	87.5%	6.3%
Prescription Drug Coverage	68.8%	6.3%
Short-Term Disability	43.8%	6.3%
Vision Coverage	50.0%	6.3%

Average Annual Benefit Package Cost Per Employee

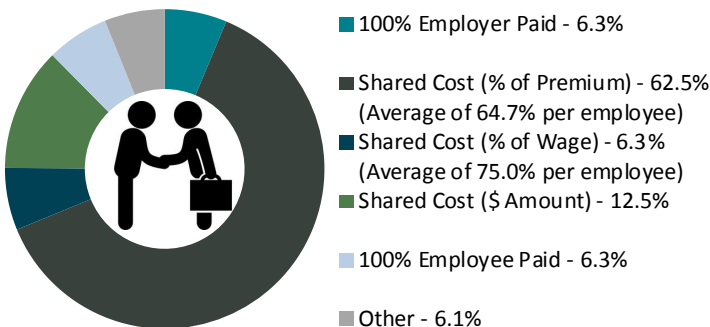


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	81.3%	12.5%
Maternity/Paternity Leave	37.5%	6.3%
Paid Holidays - 6.9 Days Annually	87.5%	18.8%
Paid Sick Leave - 5.2 Days Annually	43.8%	12.5%
Paid Vacation - 10.1 Days Annually	56.3%	12.5%
Paid-Time-Off (PTO) - 9.3 Days Annually	56.3%	12.5%
Personal Days/Floating Holidays	50.0%	12.5%
Training Leave	12.5%	6.3%

Average Annual Days Off Reported for Full-Time Positions

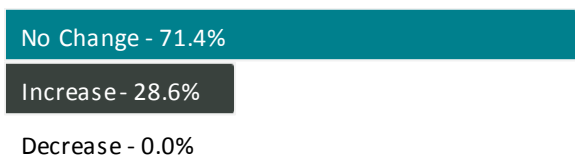
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

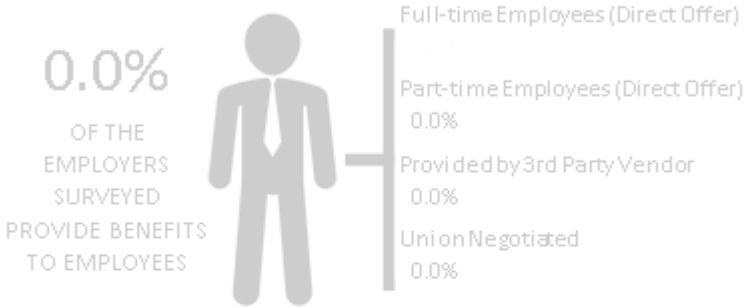
	Full-Time Positions	Part-Time Positions
Bonuses	62.5%	6.3%
Childcare Assistance	6.3%	6.3%
Company Vehicle/Mileage	43.8%	6.3%
Employee Assistance Program	25.0%	6.3%
Flex Spending Account	50.0%	6.3%
Profit Sharing/Stock Options	12.5%	6.3%
Relocation/Moving Expense	18.8%	6.3%
Retirement Package	56.3%	12.5%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	18.8%	6.3%
Uniform Allowance	25.0%	0.0%
Wellness Program	18.8%	6.3%

Employee Healthcare Plan Contribution Change





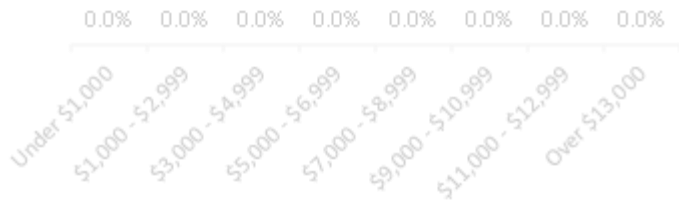
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

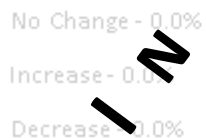
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

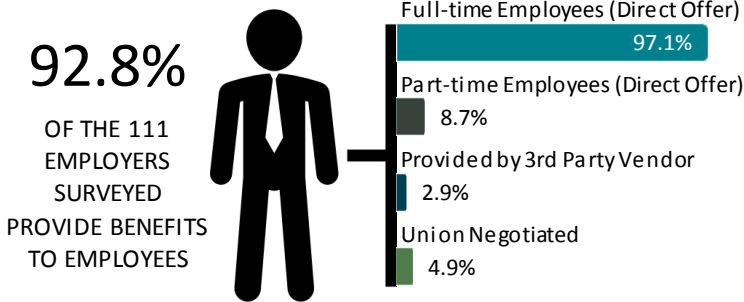
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



In July 2018, 249 employers in the Manufacturing Industry, operating 262 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 111 responses, yielding a 44.6 percent response rate.

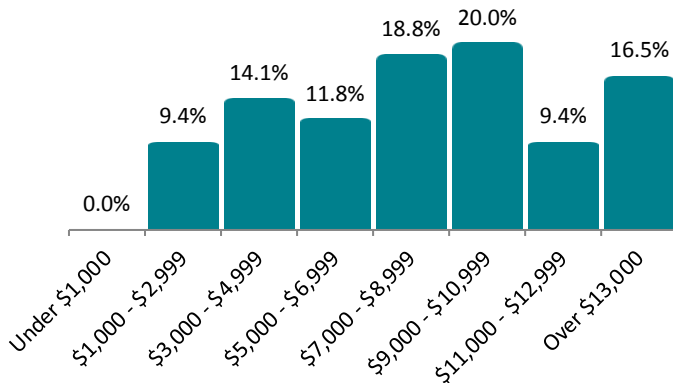
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.5%	3.9%
Dental Coverage	52.4%	2.9%
Life Insurance	56.3%	3.9%
Long-Term Disability	44.7%	2.9%
Medical Insurance	81.6%	4.9%
Prescription Drug Coverage	69.9%	4.9%
Short-Term Disability	49.5%	2.9%
Vision Coverage	35.9%	2.9%

Average Annual Benefit Package Cost Per Employee

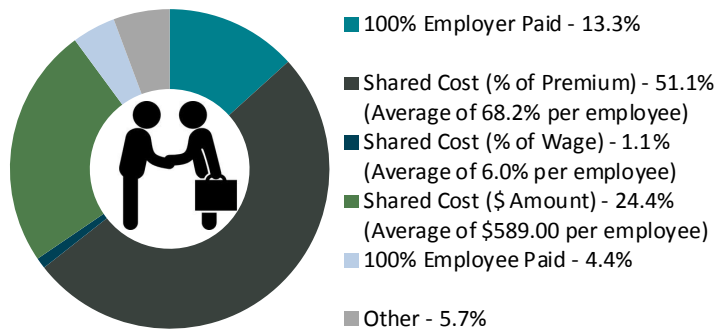


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.0%	6.8%
Maternity/Paternity Leave	25.2%	1.9%
Paid Holidays - 7.4 Days Annually	85.4%	7.8%
Paid Sick Leave - 4.5 Days Annually	27.2%	2.9%
Paid Vacation - 7.1 Days Annually	67.0%	3.9%
Paid-Time-Off (PTO) - 7.3 Days Annually	40.8%	4.9%
Personal Days/Floating Holidays	32.0%	1.9%
Training Leave	6.8%	1.0%

Average Annual Days Off Reported for Full-Time Positions

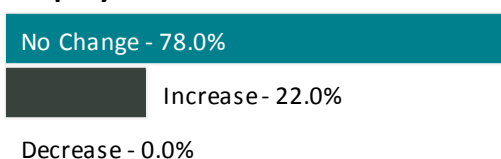
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	67.0%	4.9%
Childcare Assistance	1.0%	0.0%
Company Vehicle/Mileage	32.0%	1.0%
Employee Assistance Program	17.5%	1.9%
Flex Spending Account	31.1%	1.9%
Profit Sharing/Stock Options	26.2%	1.9%
Relocation/Moving Expense	8.7%	1.0%
Retirement Package	26.2%	1.9%
Shift Differential Pay	32.0%	1.0%
Tuition Assistance	20.4%	1.0%
Uniform Allowance	37.9%	1.9%
Wellness Program	13.6%	1.0%

Employee Healthcare Plan Contribution Change

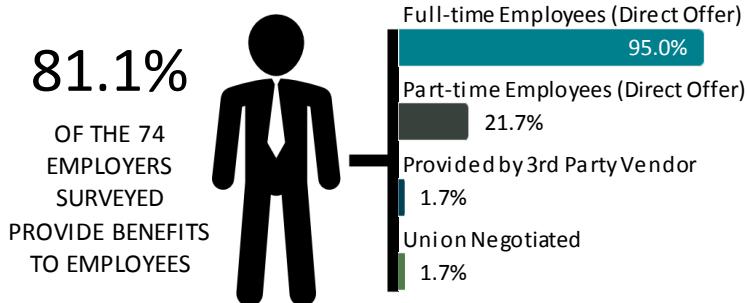




PERSONAL SERVICES

In July 2018, 140 employers in the Personal Services Industry, operating 155 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 74 responses, yielding a 52.9 percent response rate.

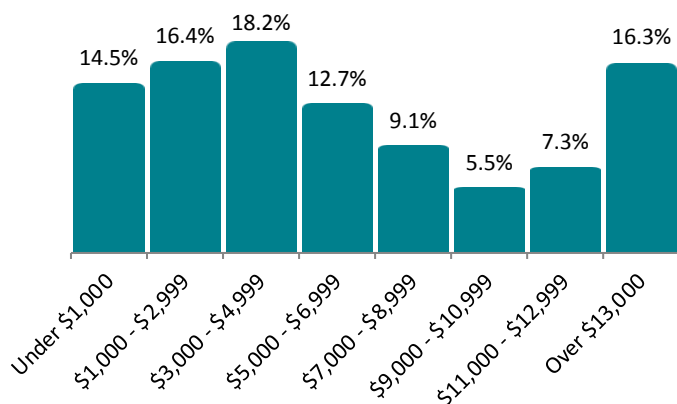
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	26.7%	0.0%
Dental Coverage	40.0%	5.0%
Life Insurance	35.0%	3.3%
Long-Term Disability	21.7%	3.3%
Medical Insurance	76.7%	5.0%
Prescription Drug Coverage	48.3%	0.0%
Short-Term Disability	30.0%	3.3%
Vision Coverage	26.7%	3.3%

Average Annual Benefit Package Cost Per Employee

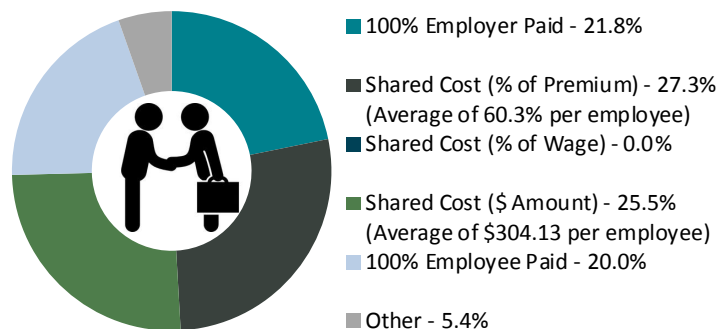


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	46.7%	10.0%
Maternity/Paternity Leave	11.7%	3.3%
Paid Holidays - 7.2 Days Annually	70.0%	10.0%
Paid Sick Leave - 6.9 Days Annually	35.0%	3.3%
Paid Vacation - 7.3 Days Annually	81.7%	11.7%
Paid-Time-Off (PTO) - 7.0 Days Annually	26.7%	6.7%
Personal Days/Floating Holidays	30.0%	3.3%
Training Leave	11.7%	1.7%

Average Annual Days Off Reported for Full-Time Positions

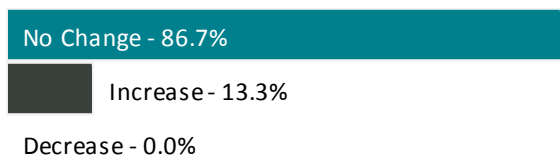
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	55.0%	5.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	25.0%	1.7%
Employee Assistance Program	11.7%	1.7%
Flex Spending Account	16.7%	1.7%
Profit Sharing/Stock Options	5.0%	0.0%
Relocation/Moving Expense	1.7%	0.0%
Retirement Package	40.0%	5.0%
Shift Differential Pay	3.3%	0.0%
Tuition Assistance	16.7%	3.3%
Uniform Allowance	46.7%	6.7%
Wellness Program	5.0%	0.0%

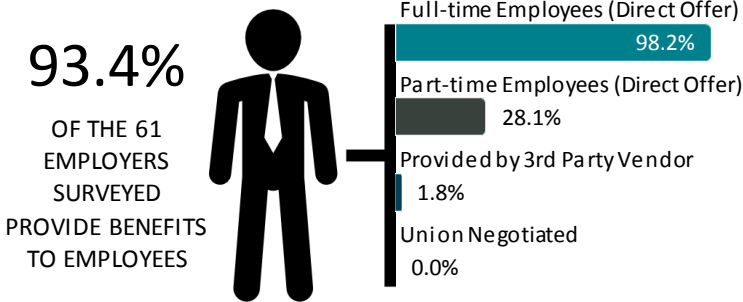
Employee Healthcare Plan Contribution Change





In July 2018, 119 employers in the Professional & Technical Services Industry, operating 124 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 61 responses, yielding a 51.3 percent response rate.

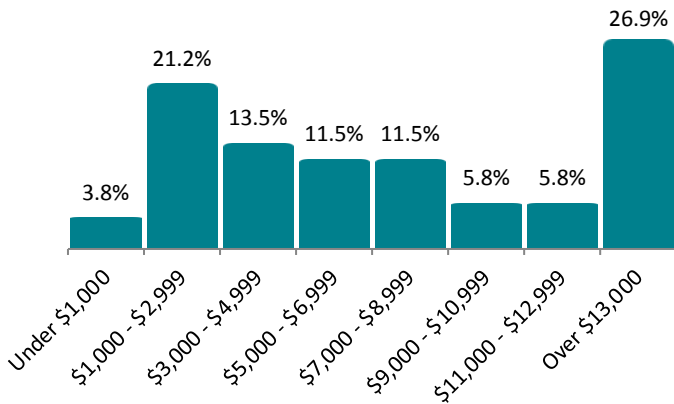
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	35.1%	1.8%
Dental Coverage	38.6%	1.8%
Life Insurance	42.1%	3.5%
Long-Term Disability	43.9%	3.5%
Medical Insurance	80.7%	5.3%
Prescription Drug Coverage	54.4%	1.8%
Short-Term Disability	42.1%	5.3%
Vision Coverage	28.1%	1.8%

Average Annual Benefit Package Cost Per Employee

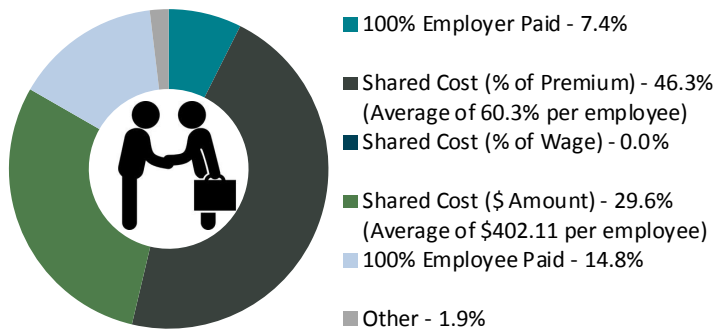


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	8.8%
Maternity/Paternity Leave	35.1%	3.5%
Paid Holidays - 7.2 Days Annually	87.7%	12.3%
Paid Sick Leave - 5.4 Days Annually	54.4%	8.8%
Paid Vacation - 8.5 Days Annually	68.4%	10.5%
Paid-Time-Off (PTO) - 9.0 Days Annually	56.1%	5.3%
Personal Days/Floating Holidays	52.6%	5.3%
Training Leave	19.3%	3.5%

Average Annual Days Off Reported for Full-Time Positions

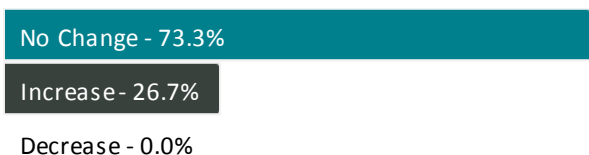
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	77.2%	10.5%
Childcare Assistance	1.8%	0.0%
Company Vehicle/Mileage	49.1%	5.3%
Employee Assistance Program	15.8%	1.8%
Flex Spending Account	33.3%	0.0%
Profit Sharing/Stock Options	24.6%	1.8%
Relocation/Moving Expense	12.3%	0.0%
Retirement Package	38.6%	14.0%
Shift Differential Pay	3.5%	0.0%
Tuition Assistance	17.5%	3.5%
Uniform Allowance	19.3%	5.3%
Wellness Program	7.0%	0.0%

Employee Healthcare Plan Contribution Change

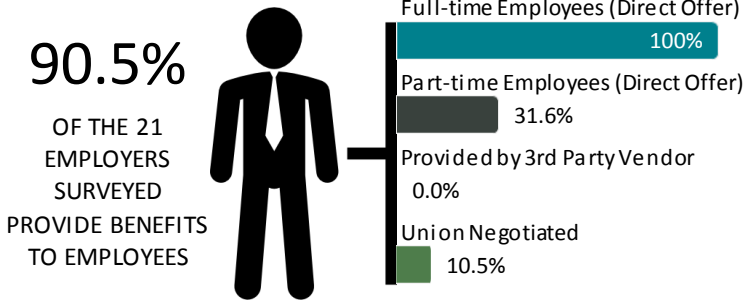




PUBLIC ADMINISTRATION

In July 2018, 30 employers in the Public Administration Industry, operating 46 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 21 responses, yielding a 70.0 percent response rate.

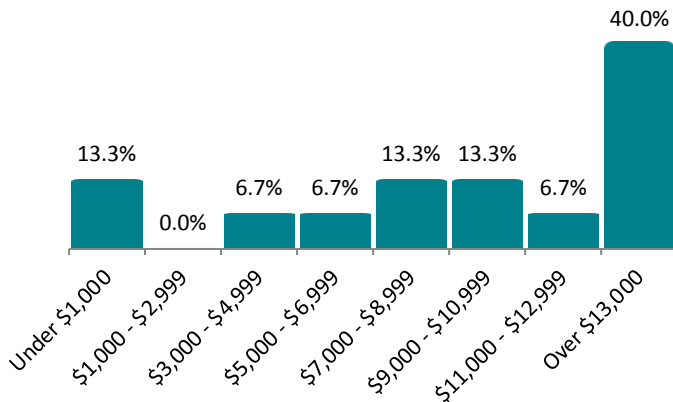
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.6%	10.5%
Dental Coverage	42.1%	5.3%
Life Insurance	63.2%	10.5%
Long-Term Disability	26.3%	5.3%
Medical Insurance	78.9%	15.8%
Prescription Drug Coverage	84.2%	15.8%
Short-Term Disability	31.6%	10.5%
Vision Coverage	42.1%	10.5%

Average Annual Benefit Package Cost Per Employee

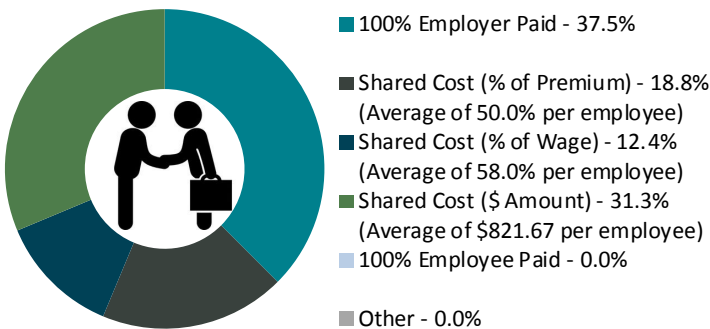


Paid Leave Offered by Employers

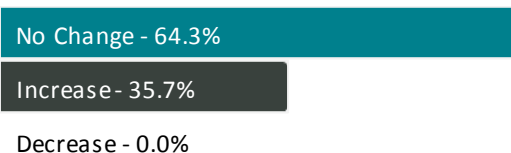
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	78.9%	21.1%
Maternity/Paternity Leave	42.1%	10.5%
Paid Holidays - 9.6 Days Annually	89.5%	21.1%
Paid Sick Leave - 13.7 Days Annually	89.5%	21.1%
Paid Vacation - 7.8 Days Annually	84.2%	21.1%
Paid-Time-Off (PTO) - 1.0 Days Annually	31.6%	5.3%
Personal Days/Floating Holidays	73.7%	21.1%
Training Leave	21.1%	5.3%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



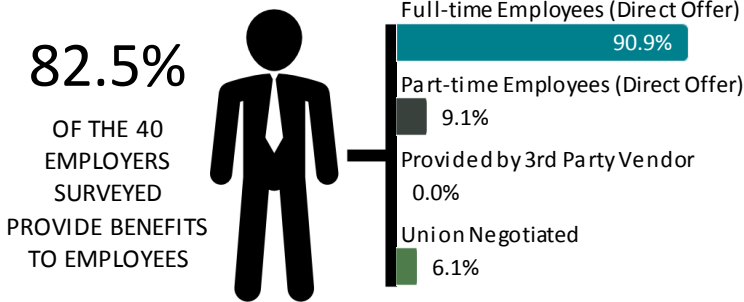
Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	5.3%	5.3%
Childcare Assistance	5.3%	5.3%
Company Vehicle/Mileage	42.1%	10.5%
Employee Assistance Program	21.1%	5.3%
Flex Spending Account	31.6%	5.3%
Profit Sharing/Stock Options	5.3%	5.3%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	52.6%	5.3%
Shift Differential Pay	10.5%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	31.6%	0.0%
Wellness Program	5.3%	5.3%



In July 2018, 108 employers in the Transportation & Warehousing Industry, operating 114 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 40 responses, yielding a 37.0 percent response rate.

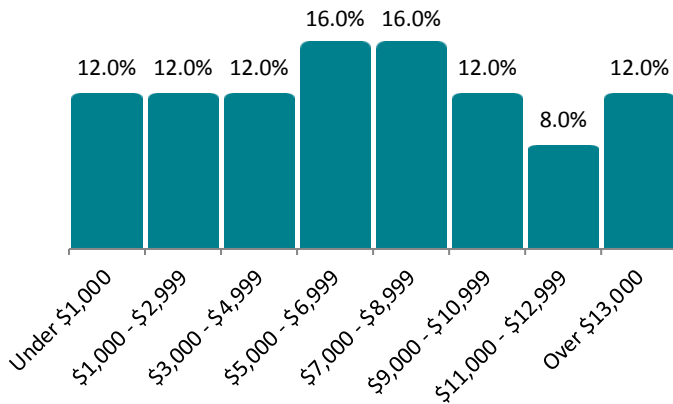
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	33.3%	0.0%
Dental Coverage	33.3%	3.0%
Life Insurance	33.3%	0.0%
Long-Term Disability	18.2%	0.0%
Medical Insurance	69.7%	0.0%
Prescription Drug Coverage	36.3%	0.0%
Short-Term Disability	24.2%	0.0%
Vision Coverage	27.3%	3.0%

Average Annual Benefit Package Cost Per Employee

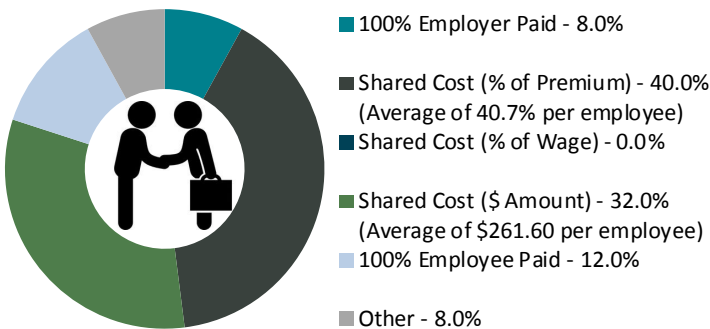


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	39.4%	0.0%
Maternity/Paternity Leave	12.1%	0.0%
Paid Holidays - 6.2 Days Annually	57.6%	0.0%
Paid Sick Leave - 5.8 Days Annually	24.2%	0.0%
Paid Vacation - 6.9 Days Annually	69.7%	0.0%
Paid-Time-Off (PTO) - 9.3 Days Annually	21.2%	0.0%
Personal Days/Floating Holidays	15.2%	0.0%
Training Leave	12.1%	0.0%

Average Annual Days Off Reported for Full-Time Positions

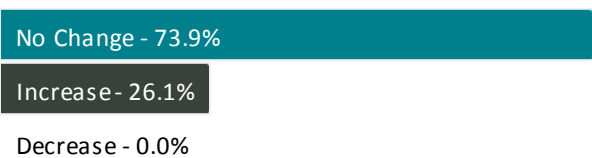
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.7%	3.0%
Childcare Assistance	3.0%	0.0%
Company Vehicle/Mileage	15.2%	0.0%
Employee Assistance Program	12.1%	0.0%
Flex Spending Account	15.2%	0.0%
Profit Sharing/Stock Options	12.1%	0.0%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	30.3%	0.0%
Shift Differential Pay	6.1%	0.0%
Tuition Assistance	6.1%	0.0%
Uniform Allowance	36.4%	0.0%
Wellness Program	9.1%	0.0%

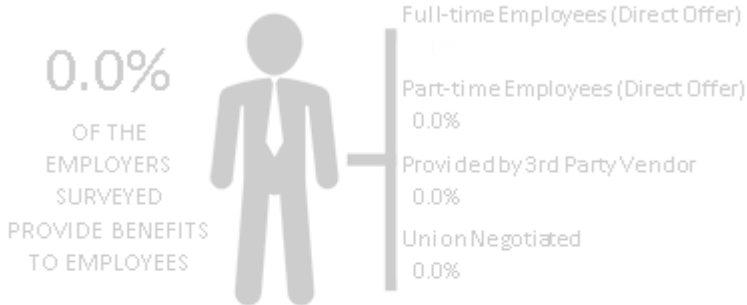
Employee Healthcare Plan Contribution Change





UTILITIES

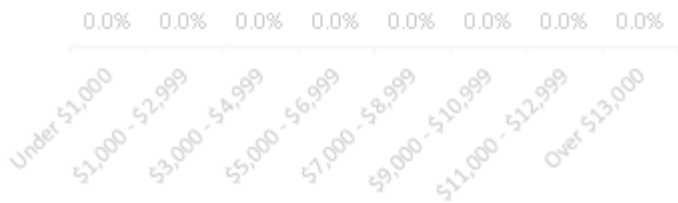
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

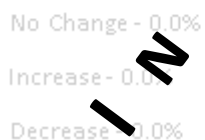
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

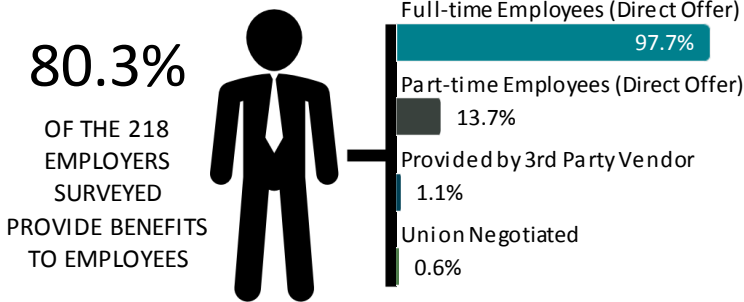
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



In July 2018, 569 employers in the Wholesale & Retail Trade Industry, operating 781 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 218 responses, yielding a 38.3 percent response rate.

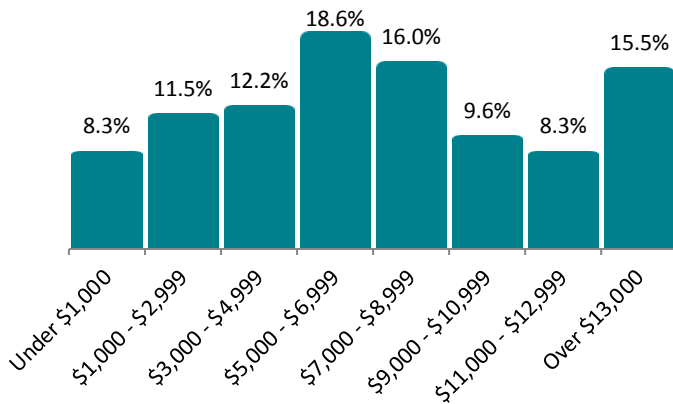
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	1.1%
Dental Coverage	46.3%	0.6%
Life Insurance	42.9%	1.7%
Long-Term Disability	33.1%	1.1%
Medical Insurance	79.4%	2.3%
Prescription Drug Coverage	62.8%	1.2%
Short-Term Disability	35.4%	1.7%
Vision Coverage	27.4%	1.1%

Average Annual Benefit Package Cost Per Employee

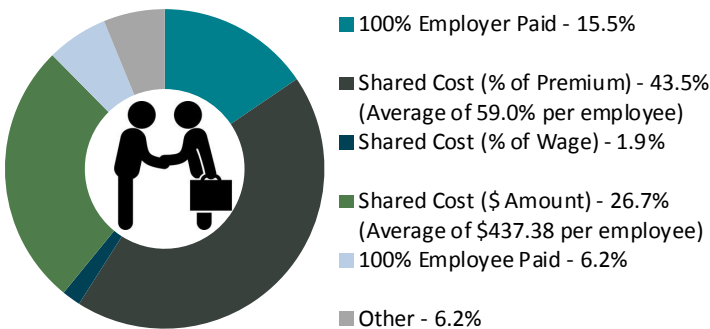


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.6%	4.0%
Maternity/Paternity Leave	17.1%	1.1%
Paid Holidays - 6.2 Days Annually	81.7%	5.1%
Paid Sick Leave - 4.6 Days Annually	40.0%	2.3%
Paid Vacation - 6.4 Days Annually	75.4%	2.9%
Paid-Time-Off (PTO) - 7.3 Days Annually	44.6%	4.0%
Personal Days/Floating Holidays	34.9%	0.6%
Training Leave	13.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

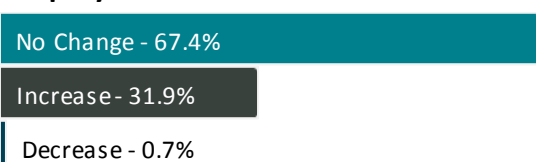
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	68.6%	6.3%
Childcare Assistance	0.6%	0.0%
Company Vehicle/Mileage	38.3%	1.7%
Employee Assistance Program	9.7%	0.6%
Flex Spending Account	27.4%	1.1%
Profit Sharing/Stock Options	22.9%	1.7%
Relocation/Moving Expense	2.3%	0.0%
Retirement Package	30.9%	5.1%
Shift Differential Pay	6.9%	0.0%
Tuition Assistance	8.0%	0.6%
Uniform Allowance	45.1%	2.3%
Wellness Program	9.1%	0.0%

Employee Healthcare Plan Contribution Change



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