



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 2
RELEASED 2019

CERRO GORDO, FLOYD, FRANKLIN, HANCOCK,
MITCHELL, WINNEBAGO AND WORTH COUNTIES

Counties within Iowa Workforce Development Region 2 included within this analysis:

- Cerro Gordo
- Floyd
- Franklin
- Hancock
- Mitchell
- Winnebago
- Worth

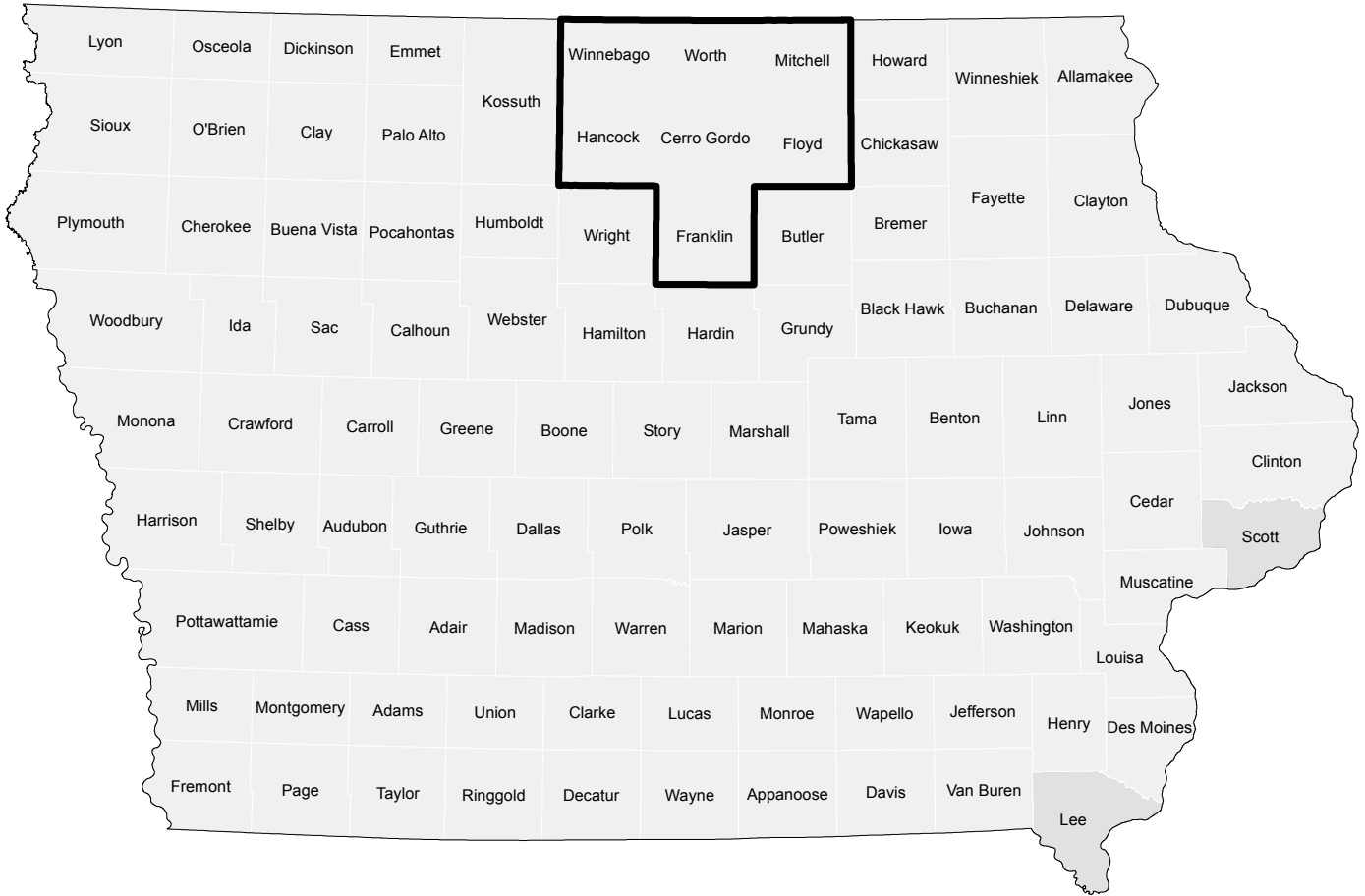


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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



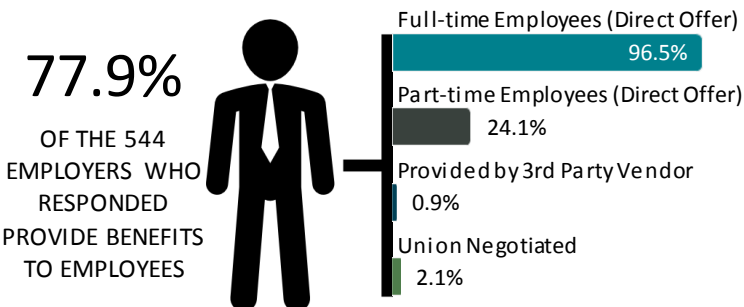
INTRODUCTION

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.

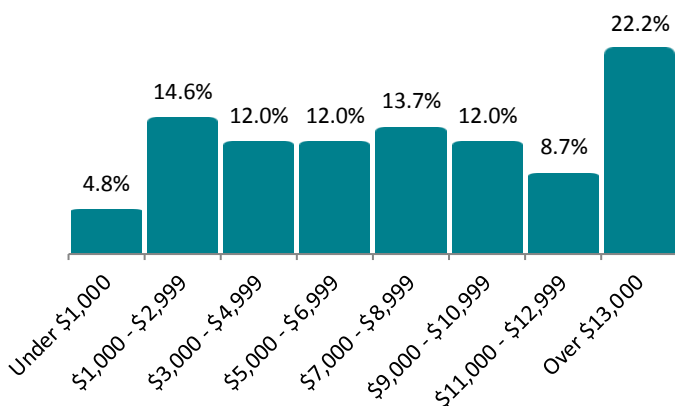
Beginning in July 2018, 1,278 employers, operating 1,556 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 544 responses, yielding a 42.6 percent response rate.



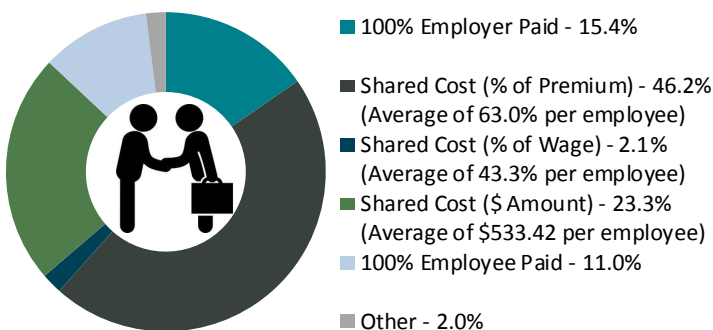
Benefits Offered to Employees



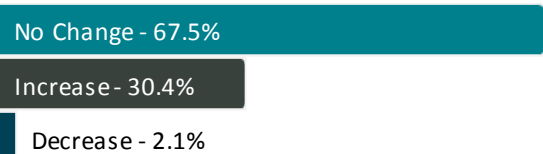
Average Annual Benefit Package Cost Per Employee



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	41.5%	4.5%
Dental Coverage	59.2%	8.5%
Life Insurance	55.0%	7.8%
Long-Term Disability	41.3%	6.1%
Medical Insurance	81.1%	9.4%
Prescription Drug Coverage	68.2%	8.4%
Short-Term Disability	43.9%	6.1%
Vision Coverage	42.0%	5.7%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	65.6%	10.4%
Maternity/Paternity Leave	30.0%	3.8%
Paid Holidays - 7.1 Days Annually	76.4%	11.8%
Paid Sick Leave - 7.5 Days Annually	40.1%	7.1%
Paid Vacation - 7.8 Days Annually	63.9%	9.0%
Paid-Time-Off (PTO) - 9.7 Days Annually	50.7%	9.0%
Personal Days/Floating Holidays	30.0%	3.8%
Training Leave	19.1%	2.8%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.2%	12.5%
Childcare Assistance	3.1%	0.5%
Company Vehicle/Mileage	44.8%	6.6%
Employee Assistance Program	20.0%	5.7%
Flex Spending Account	40.8%	7.1%
Profit Sharing/Stock Options	18.6%	3.5%
Relocation/Moving Expense	11.6%	0.9%
Retirement Package	30.0%	6.4%
Shift Differential Pay	11.6%	2.6%
Tuition Assistance	20.0%	4.0%
Uniform Allowance	34.9%	6.1%
Wellness Program	12.7%	2.6%

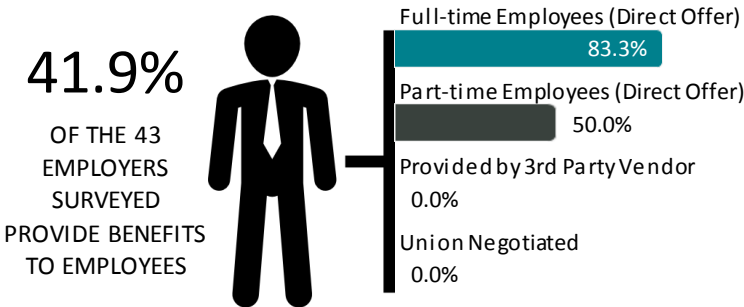
INDUSTRY BENEFITS



ACCOMMODATION & FOOD SERVICES

In July 2018, 141 employers in the Accommodation & Food Services Industry, operating 160 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 43 responses, yielding a 30.5 percent response rate.

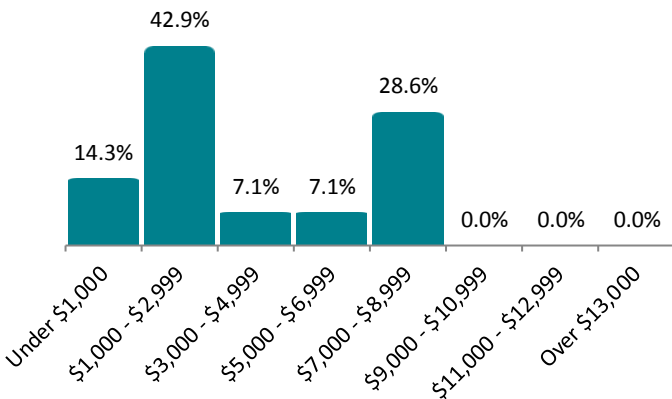
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	16.7%	5.6%
Dental Coverage	27.8%	0.0%
Life Insurance	27.8%	0.0%
Long-Term Disability	16.7%	0.0%
Medical Insurance	61.1%	0.0%
Prescription Drug Coverage	33.4%	0.0%
Short-Term Disability	22.2%	0.0%
Vision Coverage	22.2%	0.0%

Average Annual Benefit Package Cost Per Employee

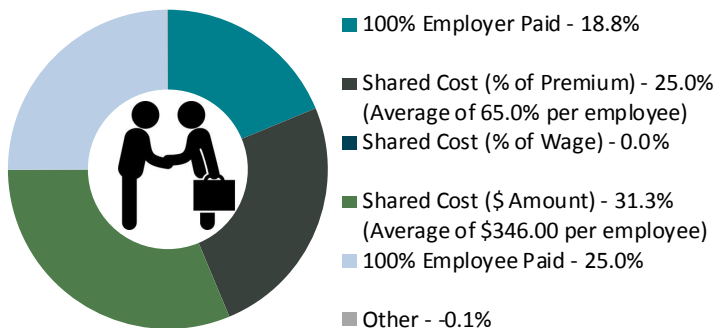


Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	33.3%	11.1%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays - 4.5 Days Annually	16.7%	0.0%
Paid Sick Leave - 1.0 Days Annually	16.7%	0.0%
Paid Vacation - 6.0 Days Annually	44.4%	11.1%
Paid-Time-Off (PTO) - 5.0 Days Annually	44.4%	27.8%
Personal Days/Floating Holidays	11.1%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

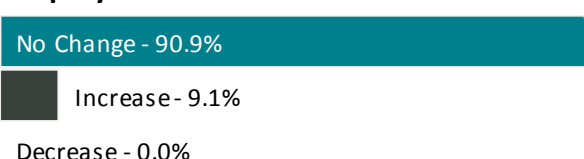
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	44.4%	33.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	16.7%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	16.7%	0.0%
Profit Sharing/Stock Options	5.6%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	5.6%	0.0%
Shift Differential Pay	5.6%	5.6%
Tuition Assistance	16.7%	11.1%
Uniform Allowance	38.9%	16.7%
Wellness Program	5.6%	0.0%

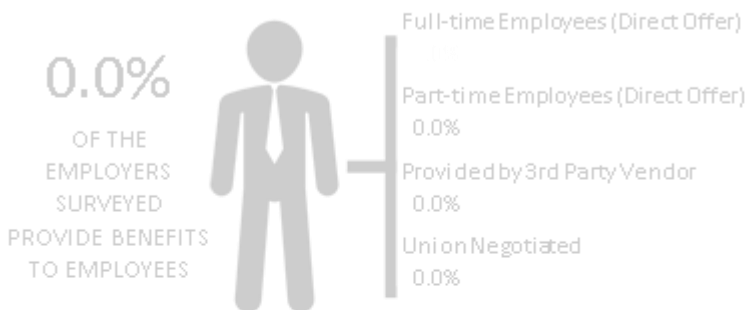
Employee Healthcare Plan Contribution Change





ADMINISTRATIVE & WASTE SERVICES

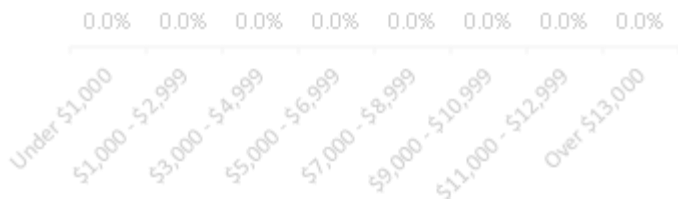
Benefits Offered to Employees



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

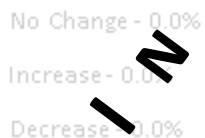
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

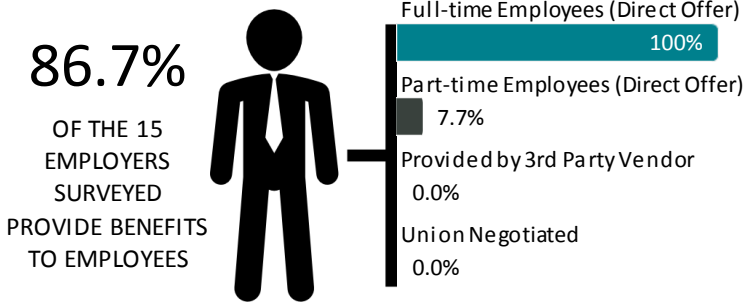
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 49 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 55 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 30.6 percent response rate.

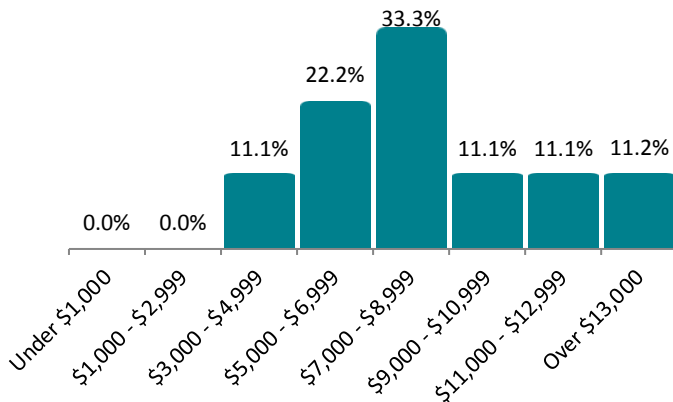
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.1%	0.0%
Dental Coverage	38.5%	0.0%
Life Insurance	23.1%	0.0%
Long-Term Disability	7.7%	0.0%
Medical Insurance	84.6%	0.0%
Prescription Drug Coverage	69.2%	0.0%
Short-Term Disability	23.1%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee

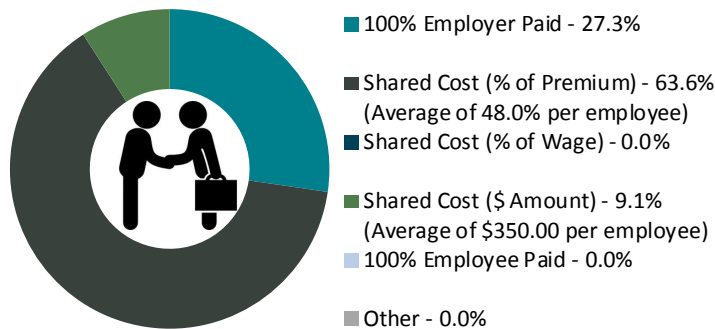


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.9%	0.0%
Maternity/Paternity Leave	30.8%	0.0%
Paid Holidays - 5.8 Days Annually	76.9%	0.0%
Paid Sick Leave - 6.0 Days Annually	15.4%	0.0%
Paid Vacation - 7.3 Days Annually	30.8%	0.0%
Paid-Time-Off (PTO) - 7.9 Days Annually	53.8%	0.0%
Personal Days/Floating Holidays	7.7%	0.0%
Training Leave	7.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

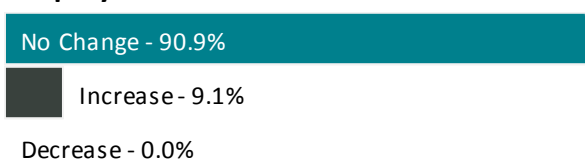
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	69.2%	7.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.8%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	23.1%	0.0%
Profit Sharing/Stock Options	15.4%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	23.1%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	15.4%	0.0%
Uniform Allowance	30.8%	0.0%
Wellness Program	7.7%	0.0%

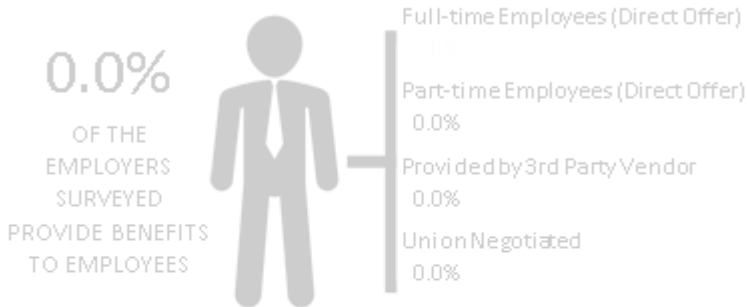
Employee Healthcare Plan Contribution Change





ARTS, ENTERTAINMENT & RECREATION

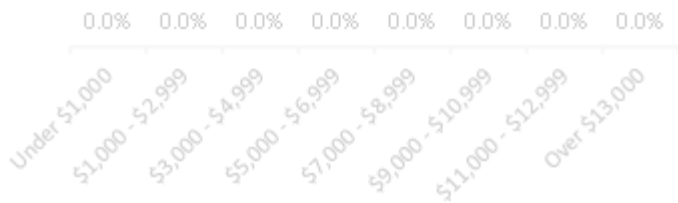
Benefits Offered to Employees



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

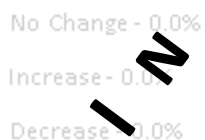
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

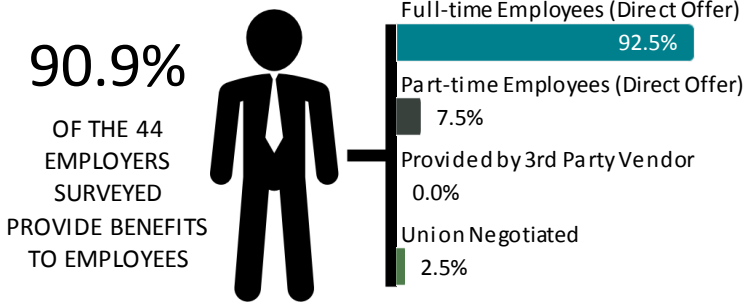
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 98 employers in the Construction Industry, operating 101 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 44 responses, yielding a 44.9 percent response rate.

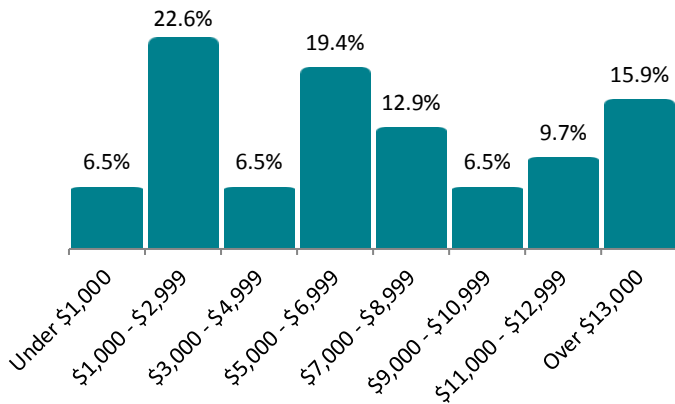
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.5%	0.0%
Dental Coverage	47.5%	0.0%
Life Insurance	37.5%	0.0%
Long-Term Disability	35.0%	0.0%
Medical Insurance	67.5%	2.5%
Prescription Drug Coverage	62.5%	2.5%
Short-Term Disability	32.5%	0.0%
Vision Coverage	37.5%	0.0%

Average Annual Benefit Package Cost Per Employee

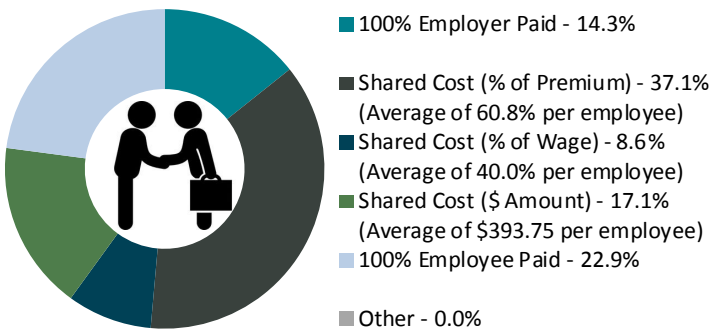


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	35.0%	2.5%
Maternity/Paternity Leave	12.5%	2.5%
Paid Holidays - 6.3 Days Annually	70.0%	2.5%
Paid Sick Leave - 4.8 Days Annually	20.0%	2.5%
Paid Vacation - 6.0 Days Annually	77.5%	2.5%
Paid-Time-Off (PTO) - 5.4 Days Annually	32.5%	0.0%
Personal Days/Floating Holidays	15.0%	0.0%
Training Leave	17.5%	2.5%

Average Annual Days Off Reported for Full-Time Positions

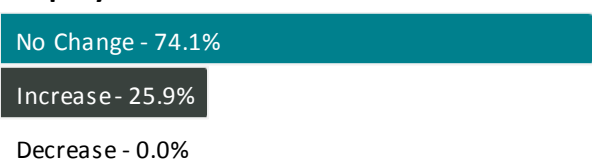
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	70.0%	2.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	45.0%	2.5%
Employee Assistance Program	7.5%	0.0%
Flex Spending Account	22.5%	0.0%
Profit Sharing/Stock Options	20.0%	0.0%
Relocation/Moving Expense	10.0%	0.0%
Retirement Package	17.5%	2.5%
Shift Differential Pay	5.0%	0.0%
Tuition Assistance	5.0%	2.5%
Uniform Allowance	35.0%	0.0%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change

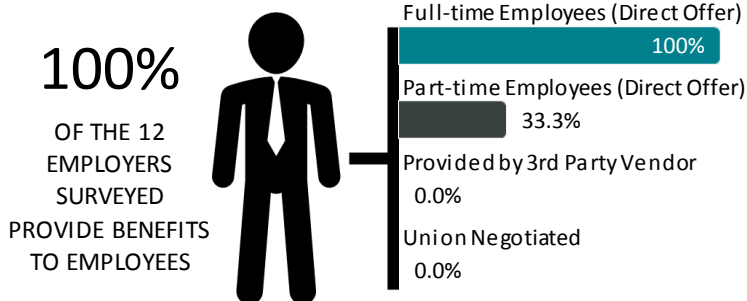




EDUCATIONAL SERVICES

In July 2018, 25 employers in the Educational Services Industry, operating 56 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 12 responses, yielding a 48.0 percent response rate.

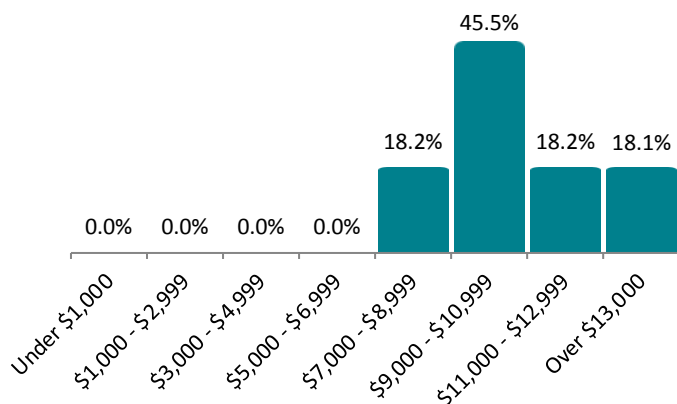
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	75.0%	8.3%
Dental Coverage	91.7%	25.0%
Life Insurance	83.3%	16.7%
Long-Term Disability	91.7%	25.0%
Medical Insurance	100%	25.0%
Prescription Drug Coverage	91.7%	25.0%
Short-Term Disability	8.3%	0.0%
Vision Coverage	41.7%	16.7%

Average Annual Benefit Package Cost Per Employee

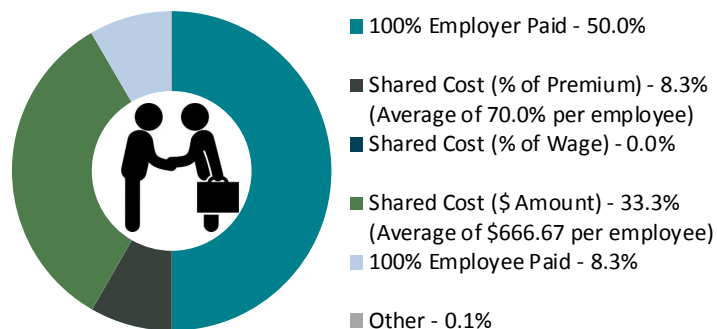


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	100%	33.3%
Maternity/Paternity Leave	66.7%	25.0%
Paid Holidays - 6.7 Days Annually	100%	33.3%
Paid Sick Leave - 13.2 Days Annually	91.7%	33.3%
Paid Vacation - 9.1 Days Annually	91.7%	8.3%
Paid-Time-Off (PTO) - 9.7 Days Annually	33.3%	0.0%
Personal Days/Floating Holidays	83.3%	33.3%
Training Leave	66.7%	25.0%

Average Annual Days Off Reported for Full-Time Positions

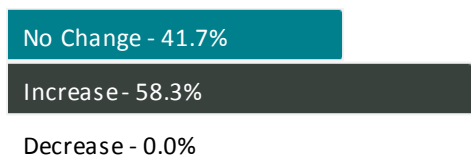
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	8.3%	0.0%
Childcare Assistance	8.3%	0.0%
Company Vehicle/Mileage	50.0%	25.0%
Employee Assistance Program	16.7%	8.3%
Flex Spending Account	100%	16.7%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	8.3%	0.0%
Retirement Package	66.7%	8.3%
Shift Differential Pay	8.3%	0.0%
Tuition Assistance	16.7%	0.0%
Uniform Allowance	25.0%	16.7%
Wellness Program	16.7%	0.0%

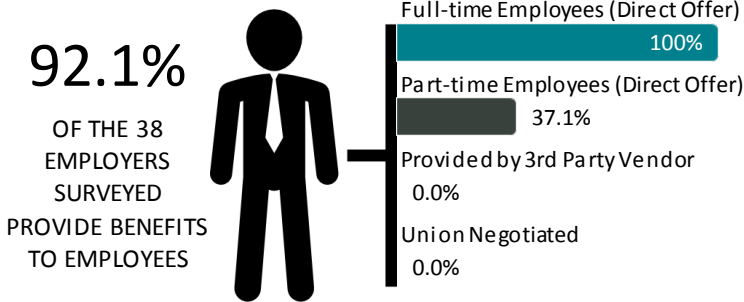
Employee Healthcare Plan Contribution Change





In July 2018, 59 employers in the Finance, Insurance & Real Estate Industry, operating 86 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 38 responses, yielding a 64.4 percent response rate.

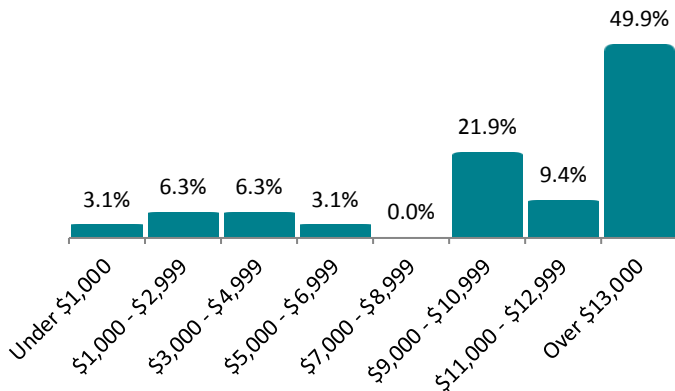
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.7%	8.6%
Dental Coverage	68.6%	25.7%
Life Insurance	74.3%	17.1%
Long-Term Disability	68.6%	17.1%
Medical Insurance	94.3%	22.9%
Prescription Drug Coverage	82.9%	17.1%
Short-Term Disability	62.9%	17.1%
Vision Coverage	51.4%	20.0%

Average Annual Benefit Package Cost Per Employee

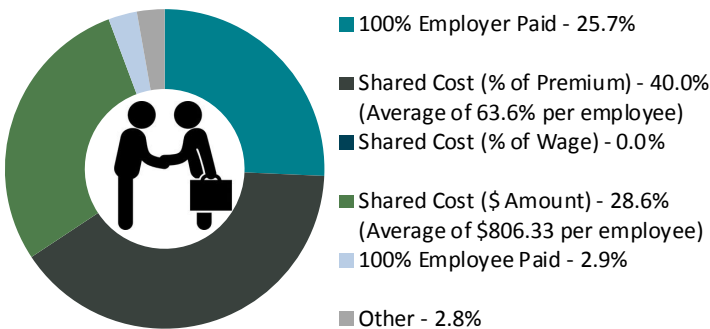


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	82.9%	17.1%
Maternity/Paternity Leave	45.7%	2.9%
Paid Holidays - 8.8 Days Annually	82.9%	22.9%
Paid Sick Leave - 6.9 Days Annually	48.6%	14.3%
Paid Vacation - 9.8 Days Annually	54.3%	17.1%
Paid-Time-Off (PTO) - 10.5 Days Annually	65.7%	14.3%
Personal Days/Floating Holidays	37.1%	11.4%
Training Leave	22.9%	2.9%

Average Annual Days Off Reported for Full-Time Positions

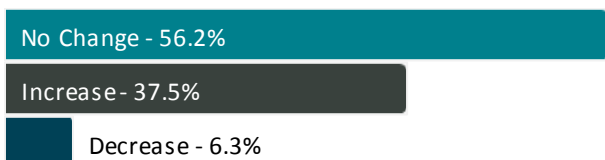
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	74.3%	20.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	57.1%	20.0%
Employee Assistance Program	25.7%	20.0%
Flex Spending Account	62.9%	20.0%
Profit Sharing/Stock Options	31.4%	14.3%
Relocation/Moving Expense	11.4%	2.9%
Retirement Package	25.7%	2.9%
Shift Differential Pay	2.9%	2.9%
Tuition Assistance	28.6%	11.4%
Uniform Allowance	40.0%	17.1%
Wellness Program	20.0%	14.3%

Employee Healthcare Plan Contribution Change

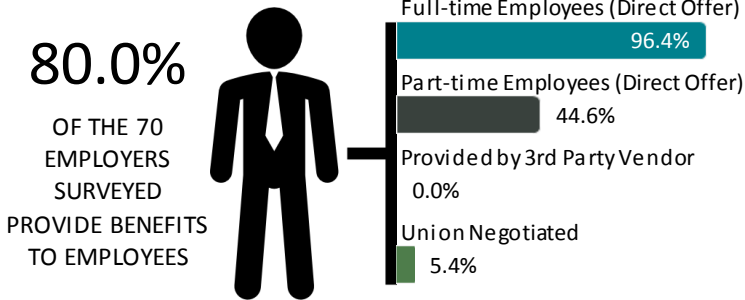




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 130 employers in the Health Care & Social Assistance Industry, operating 174 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 70 responses, yielding a 53.8 percent response rate.

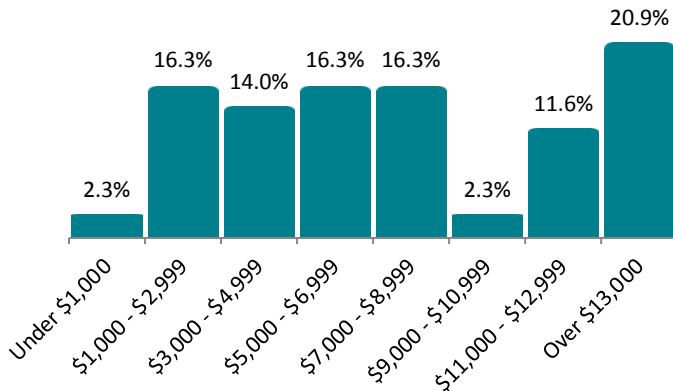
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	44.6%	7.1%
Dental Coverage	51.8%	10.7%
Life Insurance	57.1%	10.7%
Long-Term Disability	41.1%	8.9%
Medical Insurance	73.2%	10.7%
Prescription Drug Coverage	57.2%	8.9%
Short-Term Disability	42.9%	10.7%
Vision Coverage	35.7%	5.4%

Average Annual Benefit Package Cost Per Employee

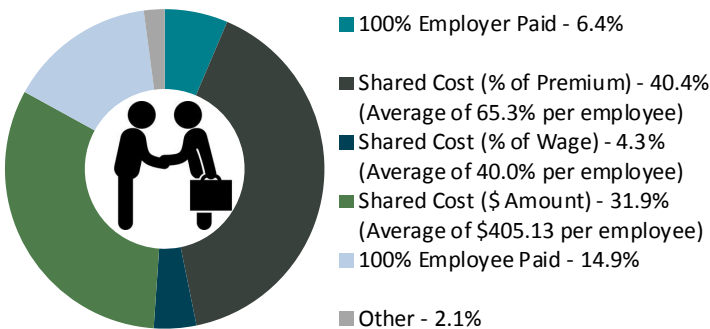


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.9%	26.8%
Maternity/Paternity Leave	33.9%	8.9%
Paid Holidays - 7.4 Days Annually	71.4%	26.8%
Paid Sick Leave - 8.2 Days Annually	42.9%	16.1%
Paid Vacation - 9.0 Days Annually	55.4%	23.2%
Paid-Time-Off (PTO) - 12.5 Days Annually	69.6%	26.8%
Personal Days/Floating Holidays	35.7%	10.7%
Training Leave	23.2%	8.9%

Average Annual Days Off Reported for Full-Time Positions

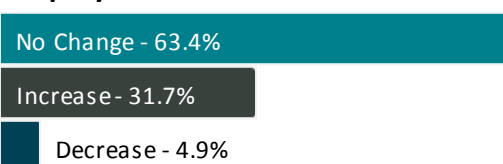
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

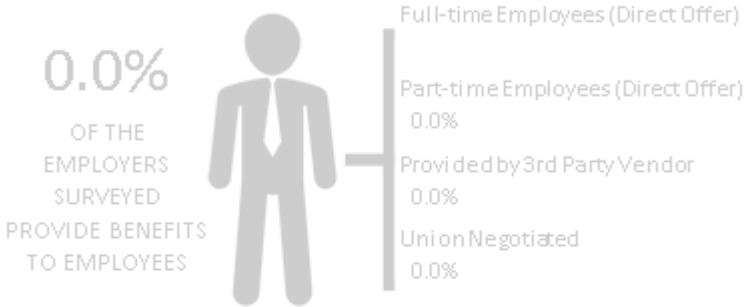
	Full-Time Positions	Part-Time Positions
Bonuses	51.8%	26.8%
Childcare Assistance	7.1%	3.6%
Company Vehicle/Mileage	48.2%	12.5%
Employee Assistance Program	30.4%	14.3%
Flex Spending Account	37.5%	16.1%
Profit Sharing/Stock Options	12.5%	1.8%
Relocation/Moving Expense	7.1%	3.6%
Retirement Package	48.2%	19.6%
Shift Differential Pay	26.8%	12.5%
Tuition Assistance	30.4%	7.1%
Uniform Allowance	16.1%	5.4%
Wellness Program	14.3%	5.4%

Employee Healthcare Plan Contribution Change





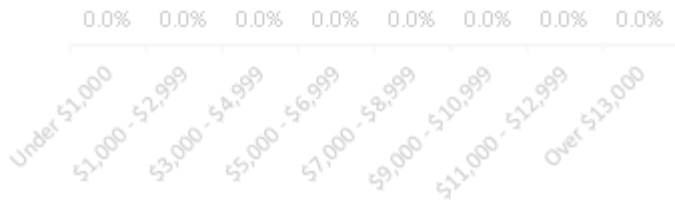
Benefits Offered to Employees



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

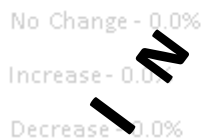
How Healthcare Premiums are Paid



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%

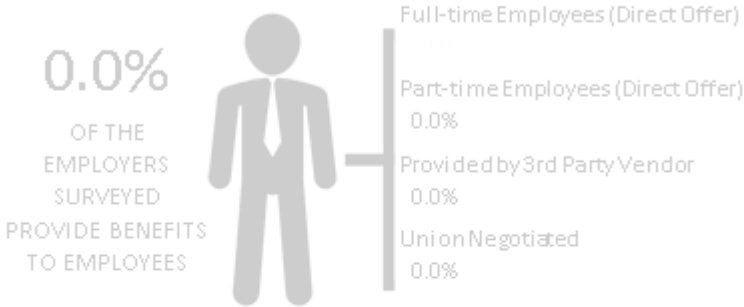
Employee Healthcare Plan Contribution Change



INSUFFICIENT DATA



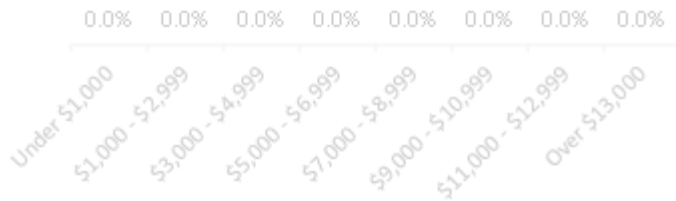
Benefits Offered to Employees



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%
Paid 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

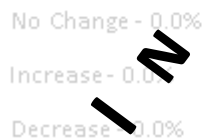
How Healthcare Premiums are Paid



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%

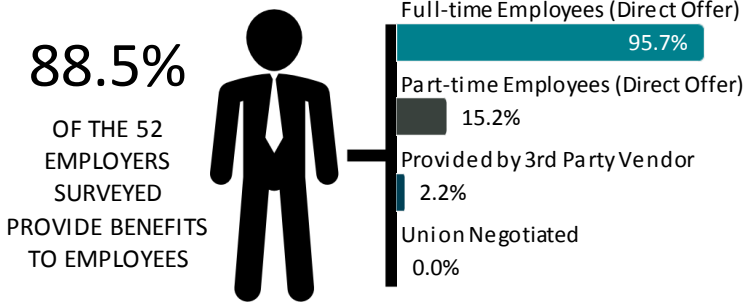
Employee Healthcare Plan Contribution Change





In July 2018, 126 employers in the Manufacturing Industry, operating 135 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 52 responses, yielding a 41.3 percent response rate.

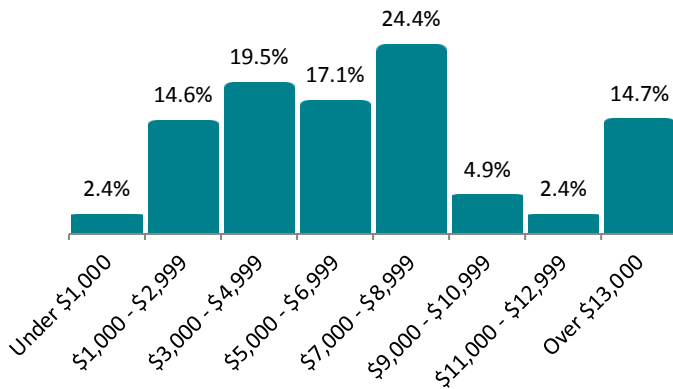
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	56.5%	10.9%
Dental Coverage	56.5%	15.2%
Life Insurance	60.9%	10.9%
Long-Term Disability	41.3%	4.3%
Medical Insurance	84.8%	15.2%
Prescription Drug Coverage	82.6%	17.4%
Short-Term Disability	56.5%	6.5%
Vision Coverage	39.1%	13.0%

Average Annual Benefit Package Cost Per Employee

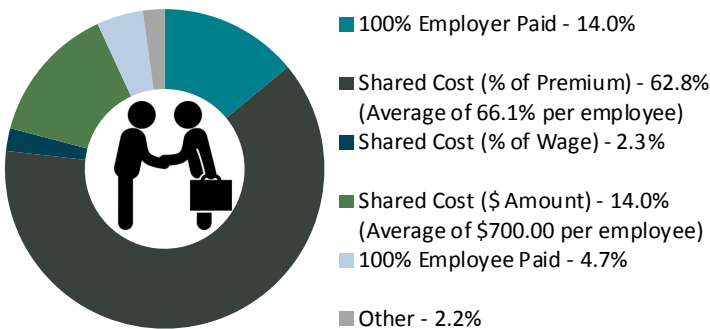


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	78.3%	6.5%
Maternity/Paternity Leave	30.4%	0.0%
Paid Holidays - 7.3 Days Annually	89.1%	10.9%
Paid Sick Leave - 4.0 Days Annually	32.6%	2.2%
Paid Vacation - 6.9 Days Annually	78.3%	4.3%
Paid-Time-Off (PTO) - 9.1 Days Annually	47.8%	4.3%
Personal Days/Floating Holidays	37.0%	0.0%
Training Leave	10.9%	0.0%

Average Annual Days Off Reported for Full-Time Positions

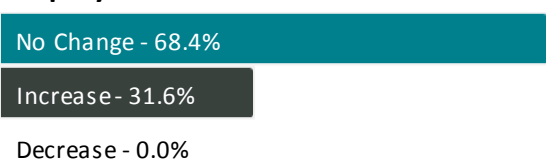
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	73.9%	6.5%
Childcare Assistance	6.5%	0.0%
Company Vehicle/Mileage	41.3%	2.2%
Employee Assistance Program	26.1%	4.3%
Flex Spending Account	43.5%	6.5%
Profit Sharing/Stock Options	32.6%	4.3%
Relocation/Moving Expense	15.2%	0.0%
Retirement Package	23.9%	2.2%
Shift Differential Pay	26.1%	2.2%
Tuition Assistance	30.4%	0.0%
Uniform Allowance	47.8%	6.5%
Wellness Program	21.7%	2.2%

Employee Healthcare Plan Contribution Change

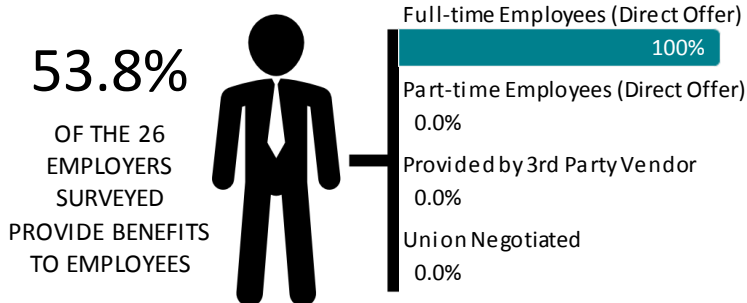




PERSONAL SERVICES

In July 2018, 68 employers in the Personal Services Industry, operating 72 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 26 responses, yielding a 38.2 percent response rate.

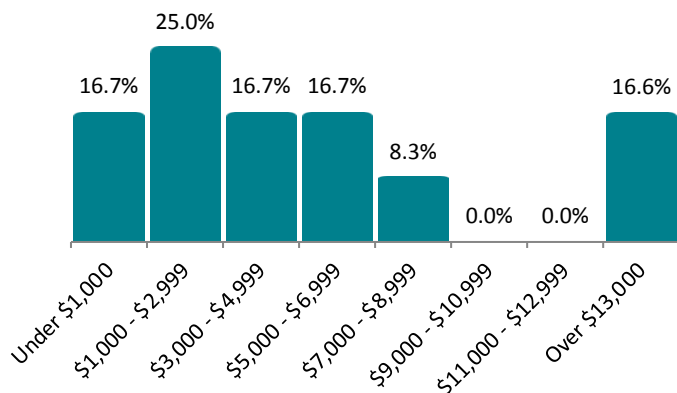
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	35.7%	0.0%
Dental Coverage	42.9%	0.0%
Life Insurance	50.0%	0.0%
Long-Term Disability	21.4%	0.0%
Medical Insurance	92.9%	0.0%
Prescription Drug Coverage	28.6%	0.0%
Short-Term Disability	28.6%	0.0%
Vision Coverage	35.7%	0.0%

Average Annual Benefit Package Cost Per Employee

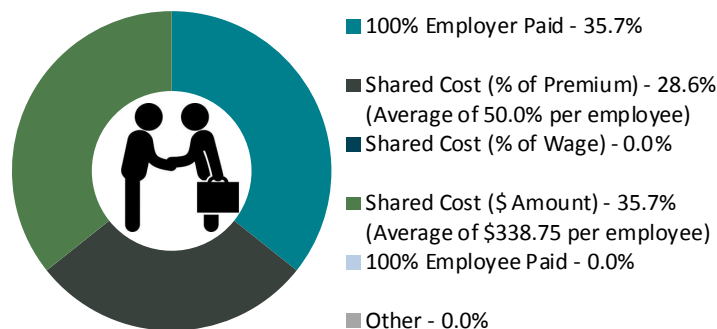


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.1%	0.0%
Maternity/Paternity Leave	21.4%	0.0%
Paid Holidays - 7.3 Days Annually	57.1%	0.0%
Paid Sick Leave - 8.0 Days Annually	28.6%	0.0%
Paid Vacation - 7.8 Days Annually	71.4%	0.0%
Paid-Time-Off (PTO) - 11.3 Days Annually	42.9%	0.0%
Personal Days/Floating Holidays	14.3%	0.0%
Training Leave	35.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

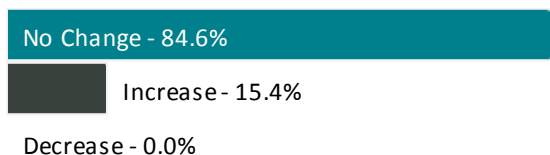
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	35.7%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	21.4%	0.0%
Employee Assistance Program	7.1%	0.0%
Flex Spending Account	21.4%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	21.4%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	7.1%	0.0%
Uniform Allowance	28.6%	0.0%
Wellness Program	7.1%	0.0%

Employee Healthcare Plan Contribution Change

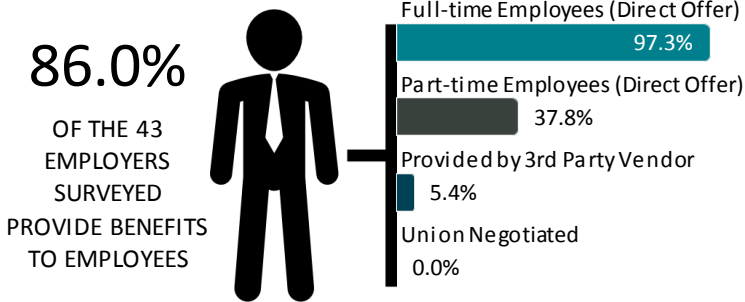




PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 65 employers in the Professional & Technical Services Industry, operating 66 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 43 responses, yielding a 66.2 percent response rate.

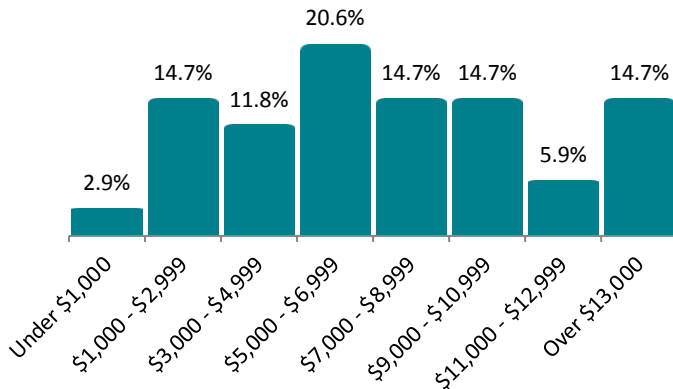
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	27.0%	2.7%
Dental Coverage	45.9%	8.1%
Life Insurance	45.9%	10.8%
Long-Term Disability	35.1%	8.1%
Medical Insurance	70.3%	10.8%
Prescription Drug Coverage	48.6%	8.1%
Short-Term Disability	43.2%	5.4%
Vision Coverage	37.8%	5.4%

Average Annual Benefit Package Cost Per Employee

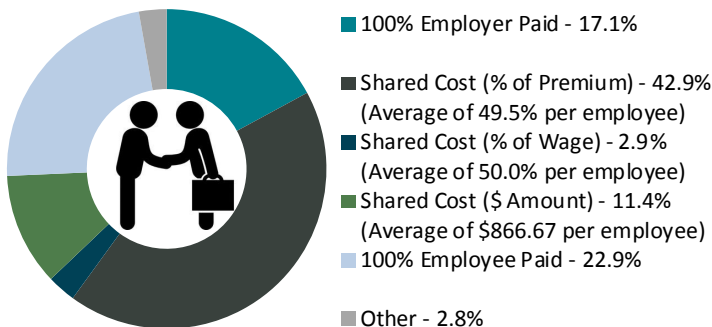


Paid Leave Offered by Employers

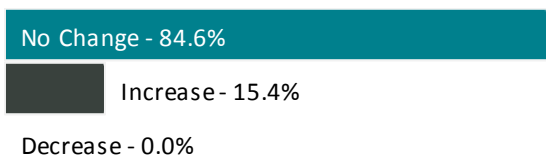
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.9%	10.8%
Maternity/Paternity Leave	43.2%	2.7%
Paid Holidays - 7.1 Days Annually	78.4%	13.5%
Paid Sick Leave - 6.6 Days Annually	51.4%	2.7%
Paid Vacation - 10.8 Days Annually	59.5%	2.7%
Paid-Time-Off (PTO) - 12.9 Days Annually	59.5%	8.1%
Personal Days/Floating Holidays	29.7%	0.0%
Training Leave	16.2%	2.7%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

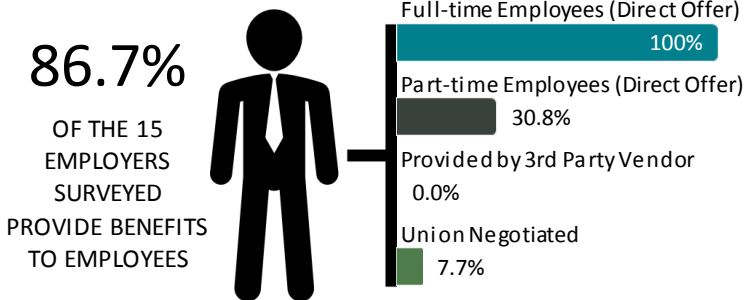
	Full-Time Positions	Part-Time Positions
Bonuses	75.7%	24.3%
Childcare Assistance	5.4%	0.0%
Company Vehicle/Mileage	51.4%	10.8%
Employee Assistance Program	8.1%	0.0%
Flex Spending Account	35.1%	2.7%
Profit Sharing/Stock Options	37.8%	10.8%
Relocation/Moving Expense	24.3%	0.0%
Retirement Package	43.2%	10.8%
Shift Differential Pay	2.7%	0.0%
Tuition Assistance	21.6%	8.1%
Uniform Allowance	13.5%	0.0%
Wellness Program	2.7%	0.0%



PUBLIC ADMINISTRATION

In July 2018, 30 employers in the Public Administration Industry, operating 38 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 50.0 percent response rate.

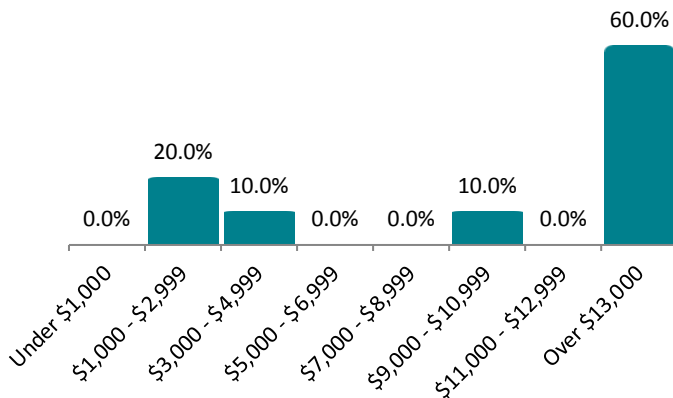
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	30.8%	7.7%
Dental Coverage	76.9%	7.7%
Life Insurance	69.2%	15.4%
Long-Term Disability	38.5%	7.7%
Medical Insurance	92.3%	15.4%
Prescription Drug Coverage	92.3%	15.4%
Short-Term Disability	15.4%	0.0%
Vision Coverage	61.5%	0.0%

Average Annual Benefit Package Cost Per Employee

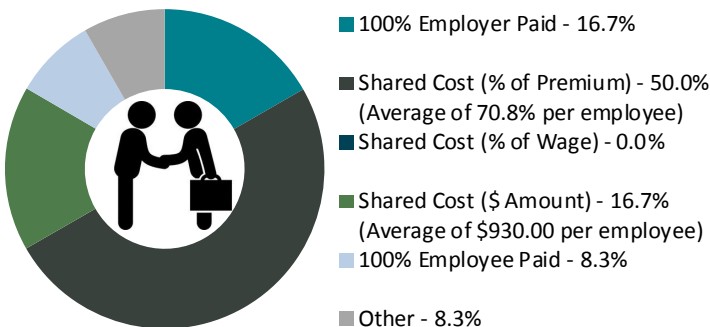


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	92.3%	7.7%
Maternity/Paternity Leave	46.2%	7.7%
Paid Holidays - 9.8 Days Annually	92.3%	15.4%
Paid Sick Leave - 10 Days Annually	92.3%	15.4%
Paid Vacation - 7.6 Days Annually	84.6%	15.4%
Paid-Time-Off (PTO) - 10 Days Annually	23.1%	7.7%
Personal Days/Floating Holidays	30.8%	7.7%
Training Leave	23.1%	0.0%

Average Annual Days Off Reported for Full-Time Positions

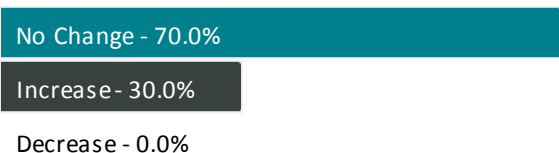
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	7.7%	0.0%
Company Vehicle/Mileage	69.2%	7.7%
Employee Assistance Program	38.5%	7.7%
Flex Spending Account	69.2%	15.4%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	7.7%	7.7%
Retirement Package	46.2%	15.4%
Shift Differential Pay	23.1%	7.7%
Tuition Assistance	7.7%	7.7%
Uniform Allowance	53.8%	7.7%
Wellness Program	30.8%	7.7%

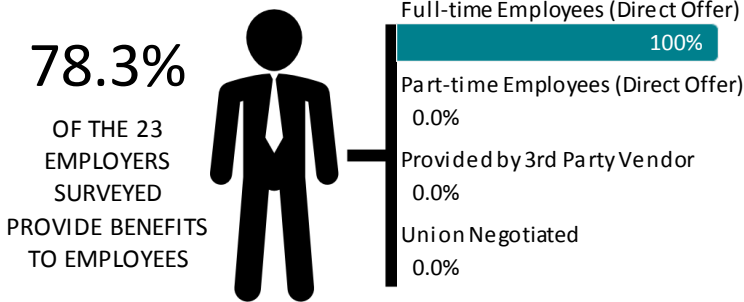
Employee Healthcare Plan Contribution Change





In July 2018, 64 employers in the Transportation & Warehousing Industry, operating 65 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 23 responses, yielding a 35.9 percent response rate.

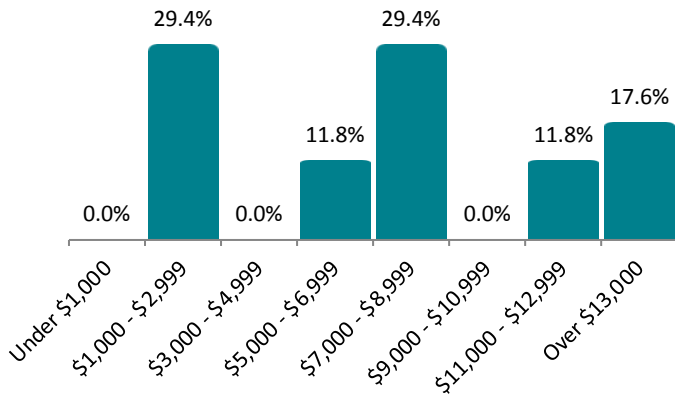
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	55.6%	0.0%
Dental Coverage	77.8%	0.0%
Life Insurance	61.1%	0.0%
Long-Term Disability	50.0%	0.0%
Medical Insurance	94.4%	0.0%
Prescription Drug Coverage	88.9%	0.0%
Short-Term Disability	55.6%	0.0%
Vision Coverage	55.6%	0.0%

Average Annual Benefit Package Cost Per Employee

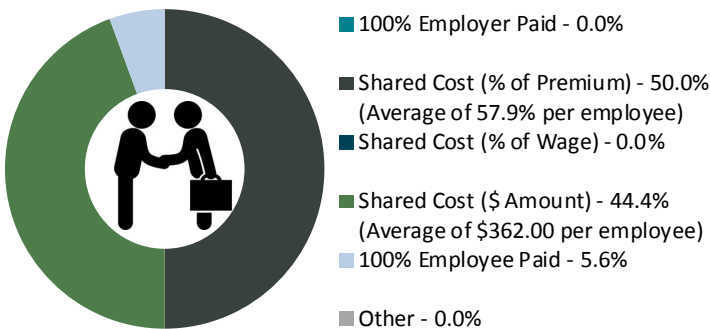


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.0%	0.0%
Maternity/Paternity Leave	33.3%	0.0%
Paid Holidays - 7.2 Days Annually	83.3%	0.0%
Paid Sick Leave - 7.3 Days Annually	27.8%	0.0%
Paid Vacation - 5.3 Days Annually	72.2%	0.0%
Paid-Time-Off (PTO) - 13.8 Days Annually	44.4%	0.0%
Personal Days/Floating Holidays	27.8%	0.0%
Training Leave	16.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

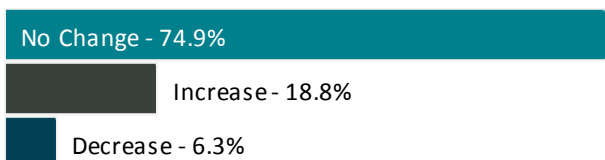
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	83.3%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	38.9%	0.0%
Employee Assistance Program	27.8%	0.0%
Flex Spending Account	27.8%	0.0%
Profit Sharing/Stock Options	11.1%	0.0%
Relocation/Moving Expense	22.2%	0.0%
Retirement Package	27.8%	0.0%
Shift Differential Pay	16.7%	0.0%
Tuition Assistance	11.1%	0.0%
Uniform Allowance	22.2%	0.0%
Wellness Program	22.2%	0.0%

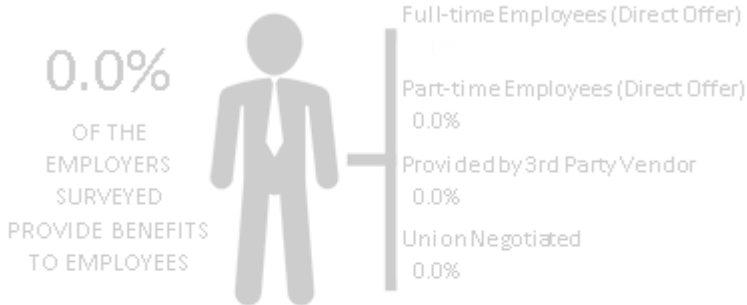
Employee Healthcare Plan Contribution Change





UTILITIES

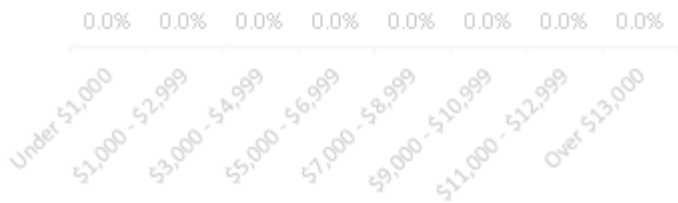
Benefits Offered to Employees



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

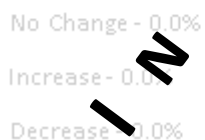
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

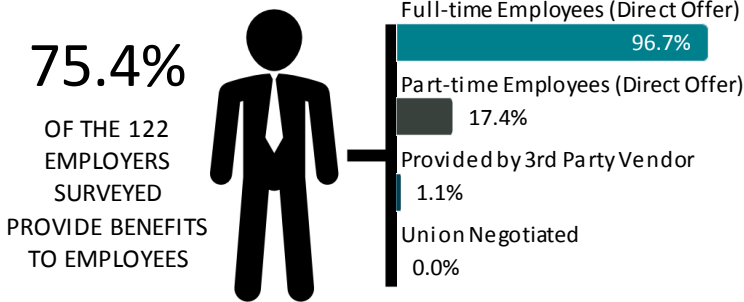
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 307 employers in the Wholesale & Retail Trade Industry, operating 417 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 122 responses, yielding a 39.7 percent response rate.

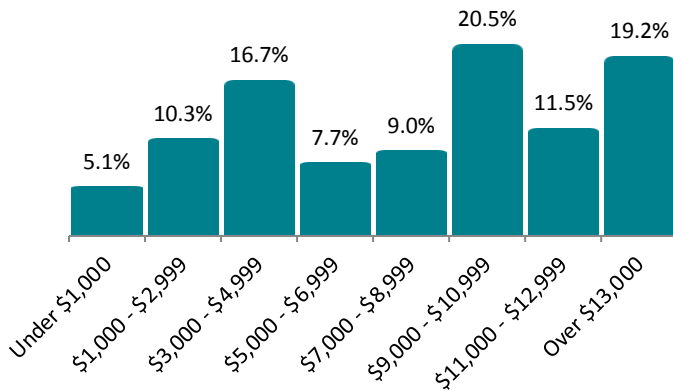
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	42.4%	1.1%
Dental Coverage	68.5%	5.4%
Life Insurance	56.5%	4.3%
Long-Term Disability	38.0%	4.3%
Medical Insurance	85.9%	7.6%
Prescription Drug Coverage	72.8%	6.6%
Short-Term Disability	51.1%	6.5%
Vision Coverage	52.2%	3.3%

Average Annual Benefit Package Cost Per Employee

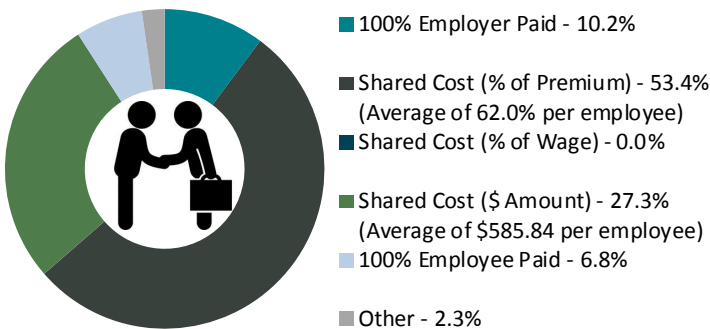


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.3%	4.3%
Maternity/Paternity Leave	25.0%	3.3%
Paid Holidays - 6.4 Days Annually	82.6%	6.5%
Paid Sick Leave - 5.2 Days Annually	38.0%	4.3%
Paid Vacation - 6.7 Days Annually	60.9%	6.5%
Paid-Time-Off (PTO) - 7.4 Days Annually	52.2%	4.3%
Personal Days/Floating Holidays	31.5%	0.0%
Training Leave	19.6%	1.1%

Average Annual Days Off Reported for Full-Time Positions

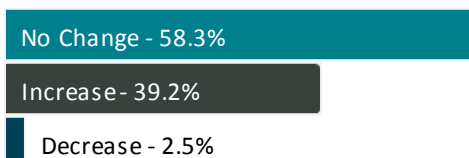
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	62.0%	8.7%
Childcare Assistance	1.1%	0.0%
Company Vehicle/Mileage	46.7%	2.2%
Employee Assistance Program	22.8%	3.3%
Flex Spending Account	45.7%	4.3%
Profit Sharing/Stock Options	19.6%	2.2%
Relocation/Moving Expense	13.0%	0.0%
Retirement Package	22.8%	5.4%
Shift Differential Pay	8.7%	0.0%
Tuition Assistance	18.5%	2.2%
Uniform Allowance	46.7%	7.6%
Wellness Program	14.1%	0.0%

Employee Healthcare Plan Contribution Change



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