



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 6
RELEASED 2019

HARDIN, MARSHALL, POWESHIEK AND TAMA COUNTIES

Counties within Iowa Workforce Development Region 6 included within this analysis:

- Hardin
- Marshall
- Poweshiek
- Tama

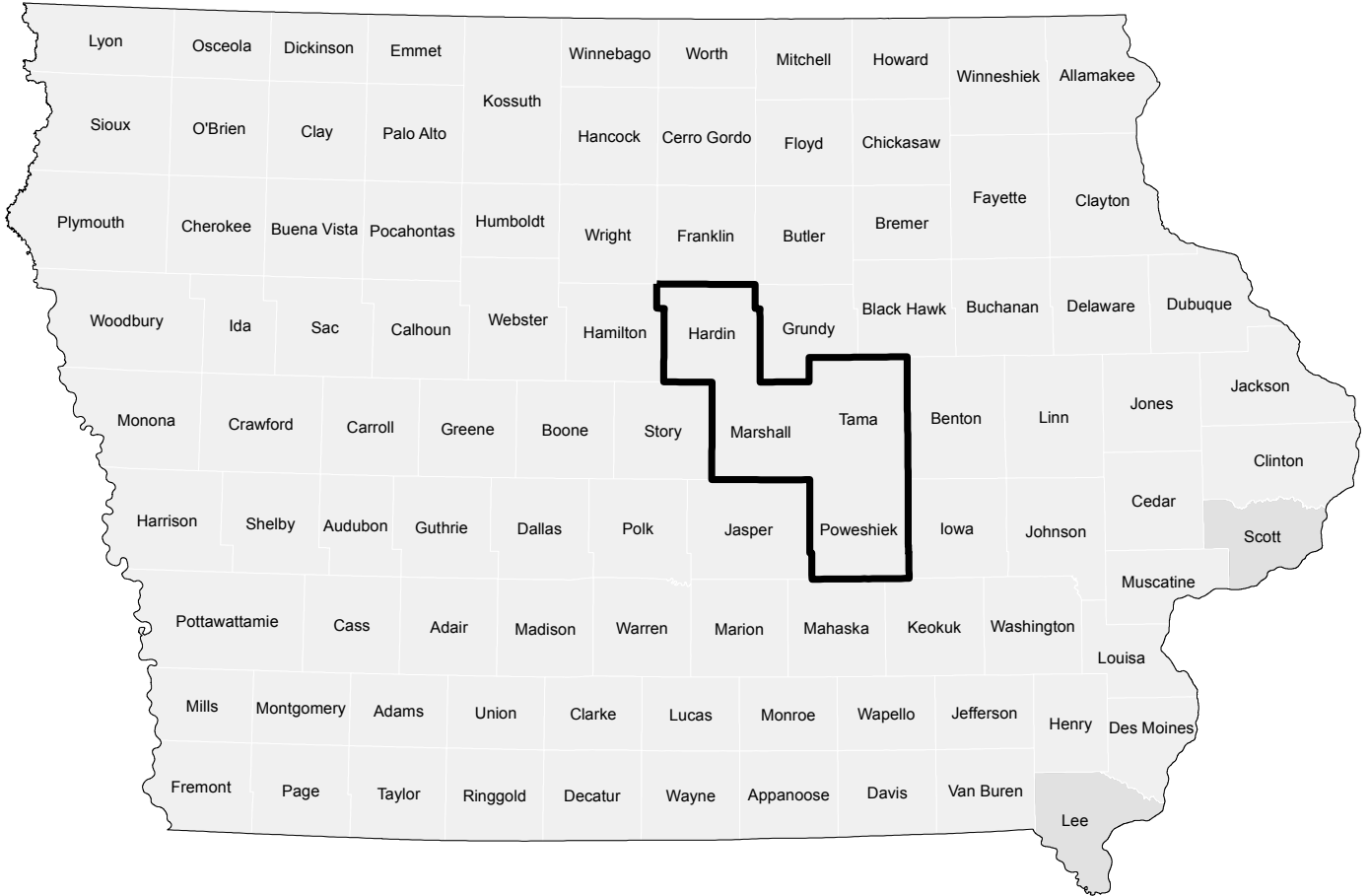


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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



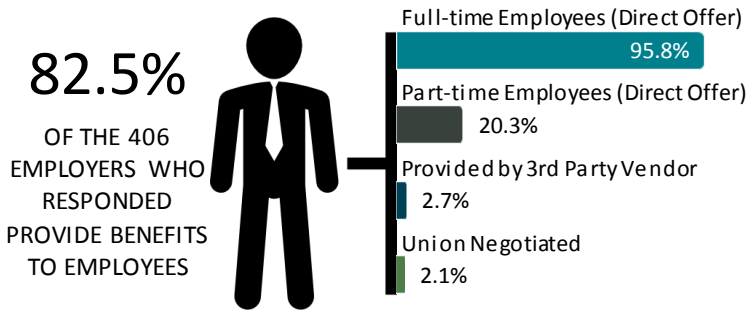
INTRODUCTION

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.

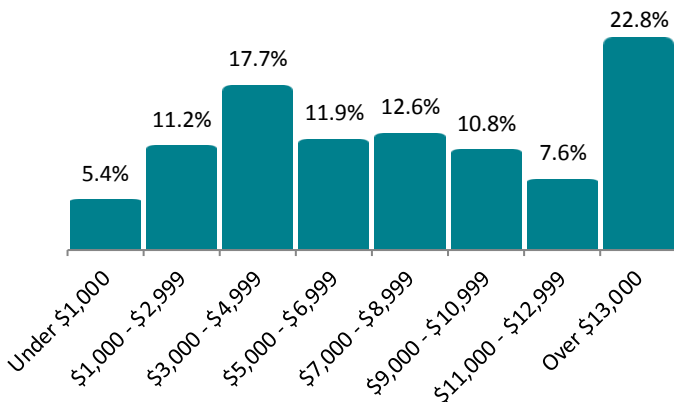
Beginning in July 2018, 927 employers, operating 1,130 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 406 responses, yielding a 43.8 percent response rate.



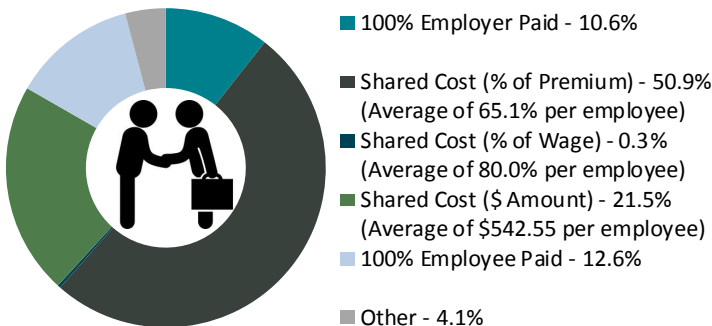
Benefits Offered to Employees



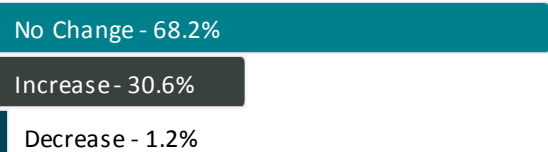
Average Annual Benefit Package Cost Per Employee



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	40.3%	4.2%
Dental Coverage	53.7%	7.5%
Life Insurance	51.6%	8.1%
Long-Term Disability	38.5%	5.7%
Medical Insurance	76.7%	8.7%
Prescription Drug Coverage	60.0%	7.2%
Short-Term Disability	37.0%	6.0%
Vision Coverage	44.2%	6.9%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.9%	9.3%
Maternity/Paternity Leave	30.4%	4.8%
Paid Holidays - 7.3 Days Annually	78.8%	10.4%
Paid Sick Leave - 7.9 Days Annually	42.7%	6.6%
Paid Vacation - 8.0 Days Annually	65.4%	7.5%
Paid-Time-Off (PTO) - 11.3 Days Annually	46.6%	6.3%
Personal Days/Floating Holidays	35.2%	6.6%
Training Leave	18.2%	2.1%

Average Annual Days Off Reported for Full-Time Positions

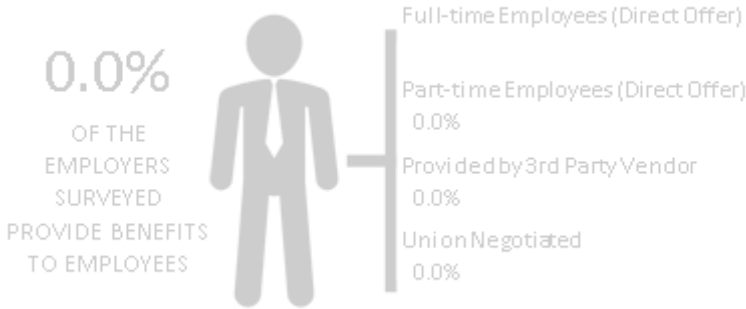
Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.9%	9.6%
Childcare Assistance	3.0%	0.6%
Company Vehicle/Mileage	43.6%	7.5%
Employee Assistance Program	18.8%	5.1%
Flex Spending Account	33.4%	6.3%
Profit Sharing/Stock Options	18.8%	4.2%
Relocation/Moving Expense	9.0%	1.2%
Retirement Package	32.5%	6.9%
Shift Differential Pay	11.6%	2.1%
Tuition Assistance	18.5%	3.9%
Uniform Allowance	33.1%	6.3%
Wellness Program	11.6%	3.9%

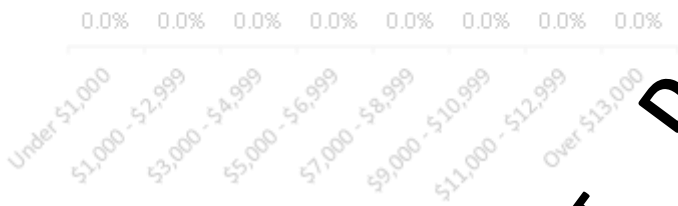


ACCOMMODATION & FOOD SERVICES

Benefits Offered to Employees



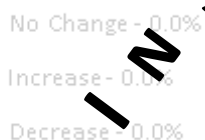
Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



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%

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

Other Benefits Offered by Employers

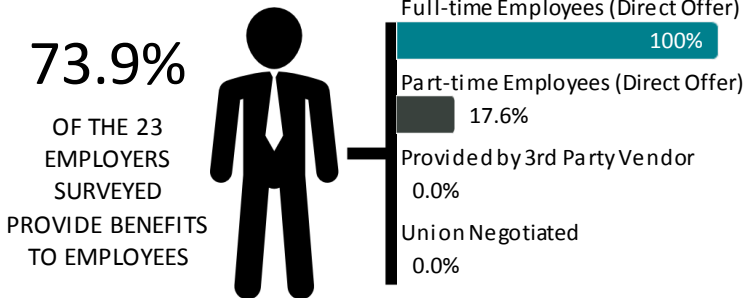
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 39 employers in the Administrative & Waste Services Industry, operating 42 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 23 responses, yielding a 59.0 percent response rate.

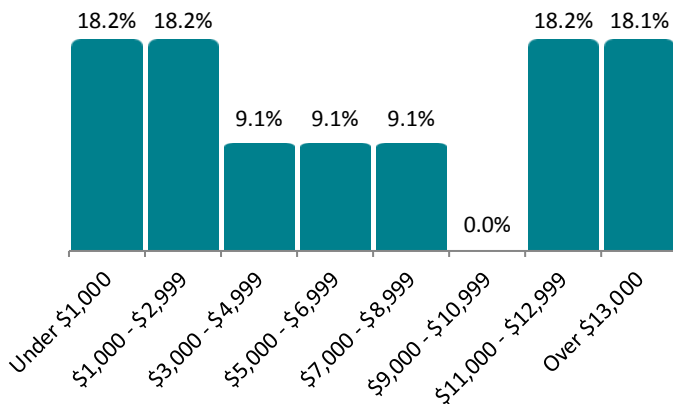
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.9%	0.0%
Dental Coverage	64.7%	0.0%
Life Insurance	82.4%	11.8%
Long-Term Disability	41.2%	0.0%
Medical Insurance	94.1%	0.0%
Prescription Drug Coverage	88.3%	0.0%
Short-Term Disability	47.1%	5.9%
Vision Coverage	47.1%	0.0%

Average Annual Benefit Package Cost Per Employee

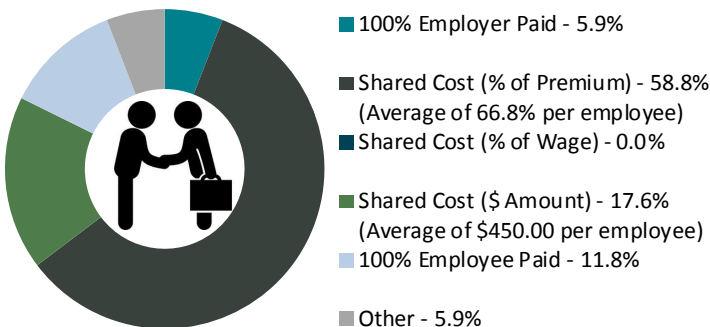


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.7%	5.9%
Maternity/Paternity Leave	35.3%	0.0%
Paid Holidays - 6.9 Days Annually	94.1%	11.8%
Paid Sick Leave - 9.6 Days Annually	70.6%	11.8%
Paid Vacation - 9.9 Days Annually	76.5%	11.8%
Paid-Time-Off (PTO) - 5.6 Days Annually	64.7%	5.9%
Personal Days/Floating Holidays	47.1%	5.9%
Training Leave	29.4%	0.0%

Average Annual Days Off Reported for Full-Time Positions

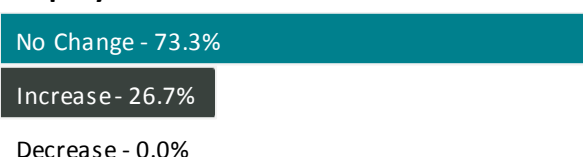
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

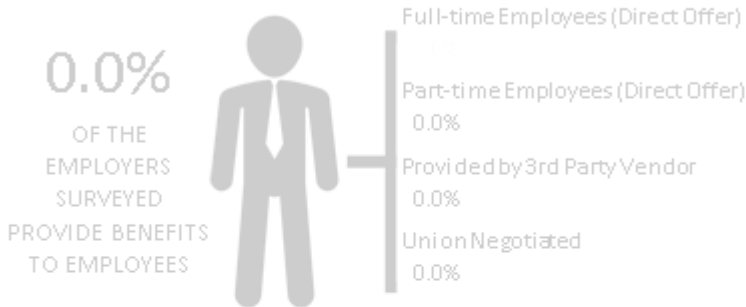
	Full-Time Positions	Part-Time Positions
Bonuses	35.3%	5.9%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	52.9%	5.9%
Employee Assistance Program	29.4%	0.0%
Flex Spending Account	17.6%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	5.9%	0.0%
Retirement Package	23.5%	5.9%
Shift Differential Pay	5.9%	0.0%
Tuition Assistance	29.4%	0.0%
Uniform Allowance	52.9%	5.9%
Wellness Program	5.9%	0.0%

Employee Healthcare Plan Contribution Change





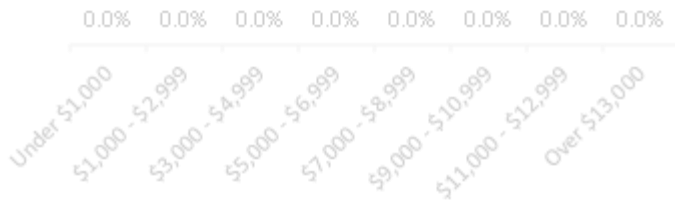
Benefits Offered to Employees



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

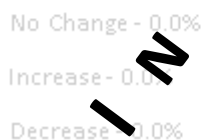
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

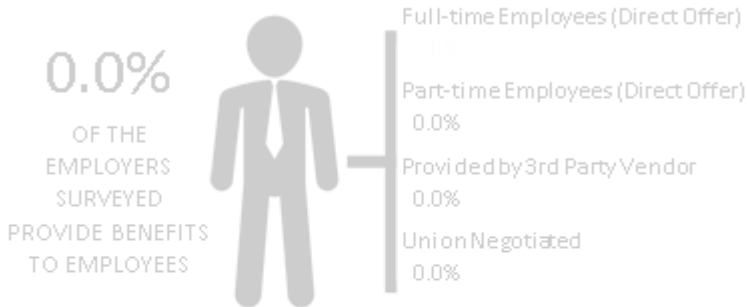
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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



ARTS, ENTERTAINMENT & RECREATION

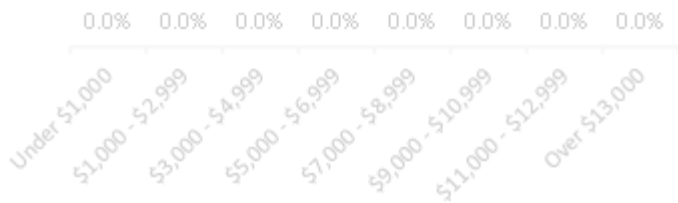
Benefits Offered to Employees



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

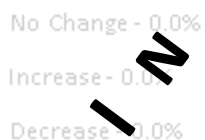
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Days/Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

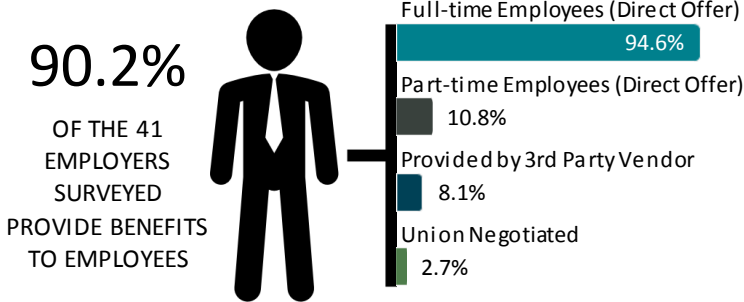
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 86 employers in the Construction Industry, operating 86 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 41 responses, yielding a 47.7 percent response rate.

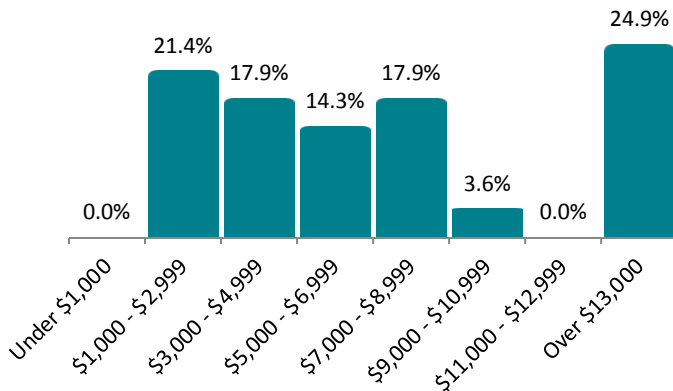
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	18.9%	0.0%
Dental Coverage	35.1%	0.0%
Life Insurance	32.4%	0.0%
Long-Term Disability	13.5%	0.0%
Medical Insurance	73.0%	2.7%
Prescription Drug Coverage	43.2%	2.7%
Short-Term Disability	13.5%	0.0%
Vision Coverage	27.0%	0.0%

Average Annual Benefit Package Cost Per Employee

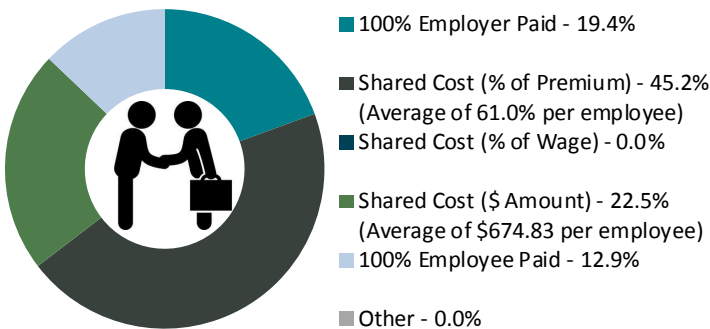


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	29.7%	2.7%
Maternity/Paternity Leave	16.2%	2.7%
Paid Holidays - 6.0 Days Annually	73.0%	5.4%
Paid Sick Leave - 4.2 Days Annually	27.0%	2.7%
Paid Vacation - 5.9 Days Annually	73.0%	0.0%
Paid-Time-Off (PTO) - 7.3 Days Annually	27.0%	0.0%
Personal Days/Floating Holidays	21.6%	0.0%
Training Leave	16.2%	0.0%

Average Annual Days Off Reported for Full-Time Positions

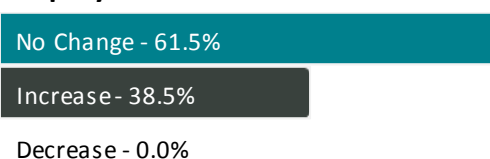
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	70.3%	5.4%
Childcare Assistance	2.7%	0.0%
Company Vehicle/Mileage	32.4%	5.4%
Employee Assistance Program	2.7%	2.7%
Flex Spending Account	13.5%	0.0%
Profit Sharing/Stock Options	16.2%	0.0%
Relocation/Moving Expense	2.7%	0.0%
Retirement Package	21.6%	2.7%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	2.7%	0.0%
Uniform Allowance	45.9%	5.4%
Wellness Program	0.0%	0.0%

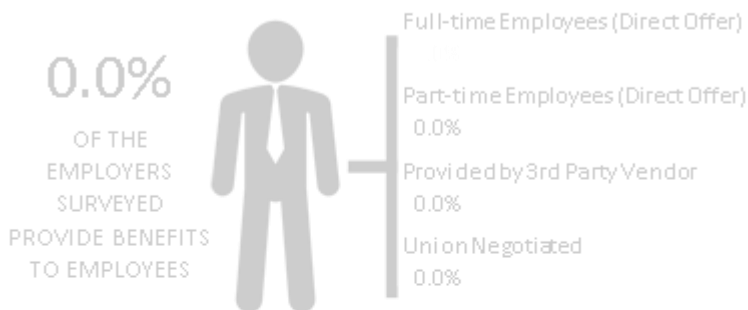
Employee Healthcare Plan Contribution Change





EDUCATIONAL SERVICES

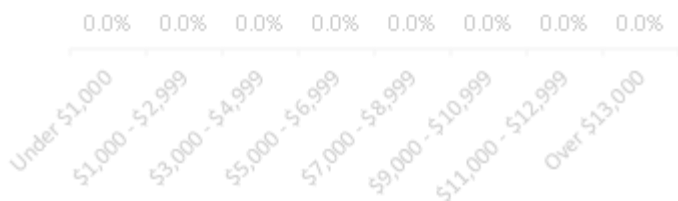
Benefits Offered to Employees



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

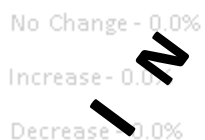
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



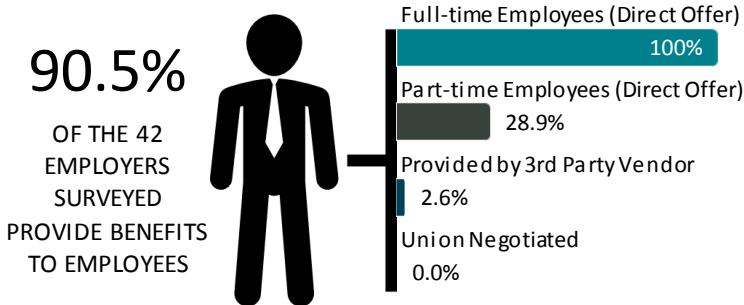
Other Benefits Offered by Employers

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%



In July 2018, 54 employers in the Finance, Insurance & Real Estate Industry, operating 71 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 42 responses, yielding a 77.8 percent response rate.

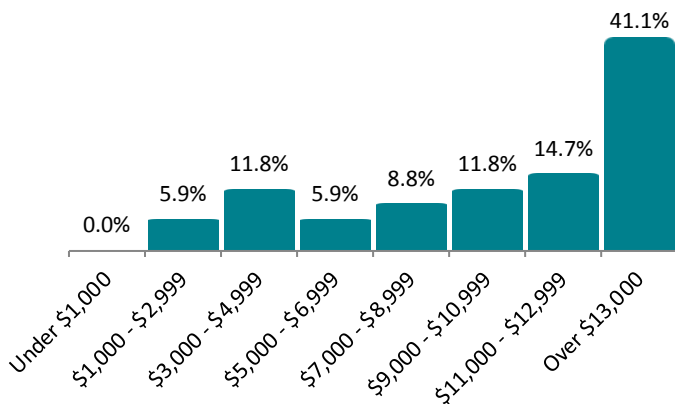
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	55.3%	0.0%
Dental Coverage	78.9%	15.8%
Life Insurance	78.9%	13.2%
Long-Term Disability	78.9%	15.8%
Medical Insurance	89.5%	18.4%
Prescription Drug Coverage	73.7%	15.8%
Short-Term Disability	71.1%	15.8%
Vision Coverage	60.5%	15.8%

Average Annual Benefit Package Cost Per Employee

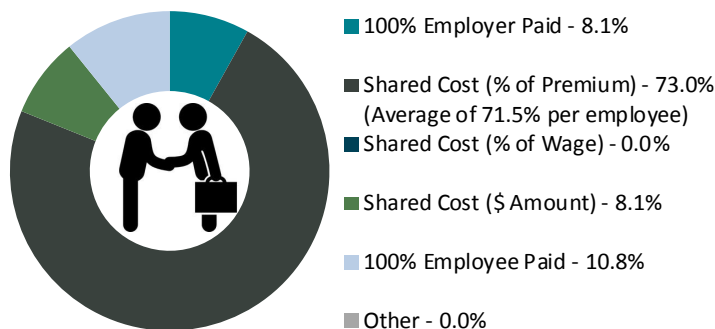


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.3%	15.8%
Maternity/Paternity Leave	55.3%	7.9%
Paid Holidays - 8.2 Days Annually	89.5%	21.1%
Paid Sick Leave - 8.9 Days Annually	47.4%	10.5%
Paid Vacation - 10.6 Days Annually	55.3%	10.5%
Paid-Time-Off (PTO) - 13.7 Days Annually	50.0%	10.5%
Personal Days/Floating Holidays	47.4%	13.2%
Training Leave	28.9%	5.3%

Average Annual Days Off Reported for Full-Time Positions

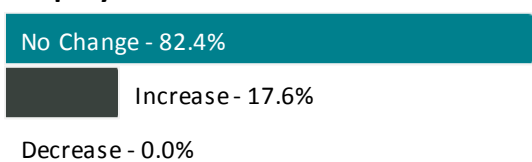
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	78.9%	13.2%
Childcare Assistance	7.9%	0.0%
Company Vehicle/Mileage	73.7%	10.5%
Employee Assistance Program	23.7%	7.9%
Flex Spending Account	71.1%	10.5%
Profit Sharing/Stock Options	39.5%	13.2%
Relocation/Moving Expense	13.2%	5.3%
Retirement Package	28.9%	10.5%
Shift Differential Pay	2.6%	0.0%
Tuition Assistance	28.9%	7.9%
Uniform Allowance	26.3%	7.9%
Wellness Program	39.5%	10.5%

Employee Healthcare Plan Contribution Change

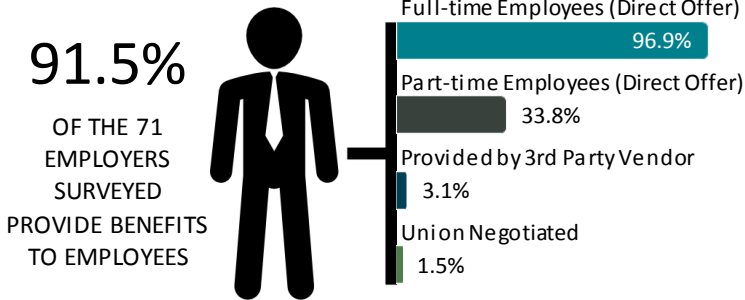




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 104 employers in the Health Care & Social Assistance Industry, operating 134 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 71 responses, yielding a 68.3 percent response rate.

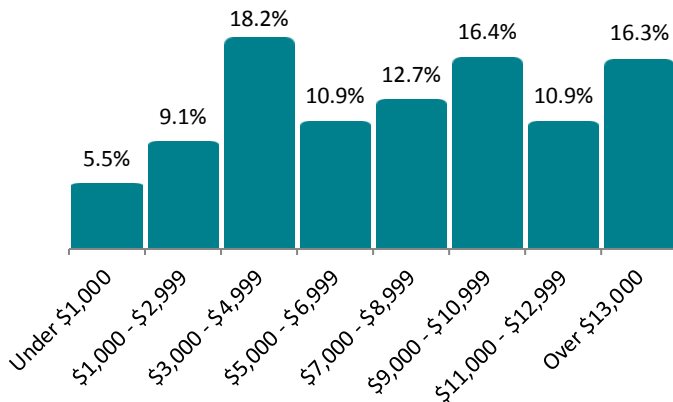
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.3%	9.2%
Dental Coverage	66.2%	15.4%
Life Insurance	55.4%	12.3%
Long-Term Disability	46.2%	7.7%
Medical Insurance	75.4%	15.4%
Prescription Drug Coverage	58.4%	9.2%
Short-Term Disability	46.2%	10.8%
Vision Coverage	56.9%	13.8%

Average Annual Benefit Package Cost Per Employee

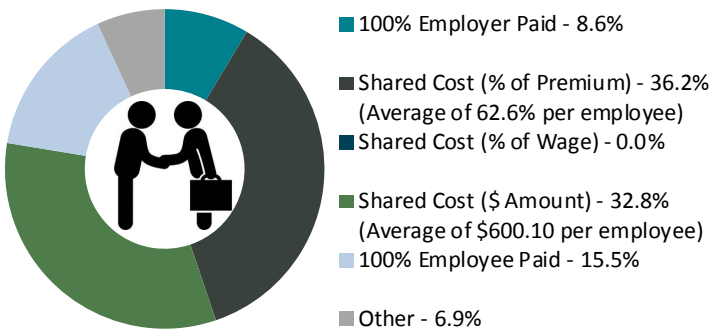


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	69.2%	15.4%
Maternity/Paternity Leave	38.5%	10.8%
Paid Holidays - 7.7 Days Annually	75.4%	15.4%
Paid Sick Leave - 8.6 Days Annually	38.5%	9.2%
Paid Vacation - 9.0 Days Annually	50.8%	12.3%
Paid-Time-Off (PTO) - 14.3 Days Annually	73.8%	20.0%
Personal Days/Floating Holidays	32.3%	12.3%
Training Leave	18.5%	4.6%

Average Annual Days Off Reported for Full-Time Positions

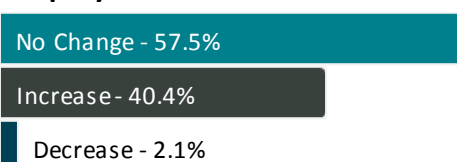
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

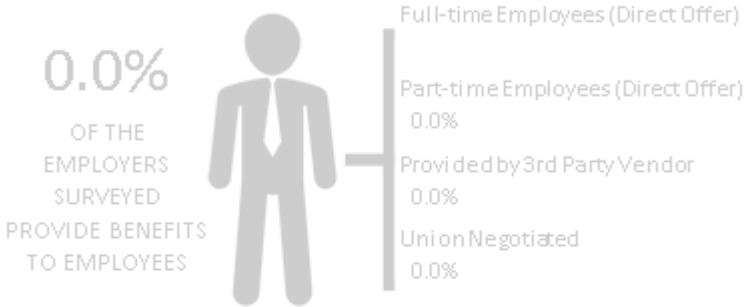
	Full-Time Positions	Part-Time Positions
Bonuses	56.9%	18.5%
Childcare Assistance	7.7%	3.1%
Company Vehicle/Mileage	56.9%	13.8%
Employee Assistance Program	33.8%	10.8%
Flex Spending Account	44.6%	15.4%
Profit Sharing/Stock Options	24.6%	6.2%
Relocation/Moving Expense	7.7%	1.5%
Retirement Package	46.2%	15.4%
Shift Differential Pay	29.2%	7.7%
Tuition Assistance	35.4%	12.3%
Uniform Allowance	30.8%	12.3%
Wellness Program	12.3%	9.2%

Employee Healthcare Plan Contribution Change





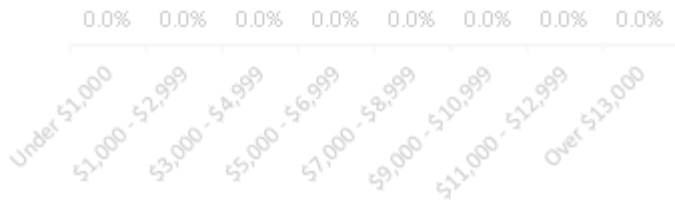
Benefits Offered to Employees



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

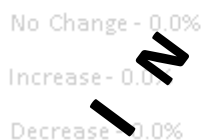
How Healthcare Premiums are Paid



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%

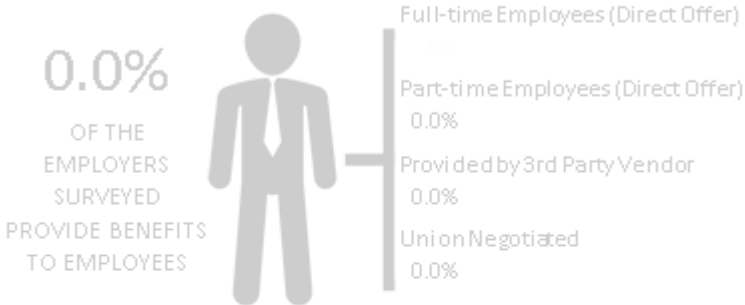
Employee Healthcare Plan Contribution Change



INSUFFICIENT DATA



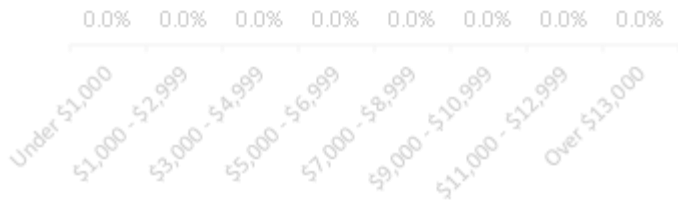
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

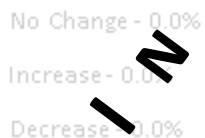
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

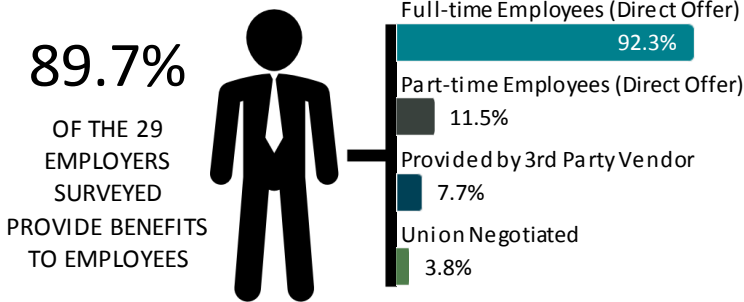
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 80 employers in the Manufacturing Industry, operating 88 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 36.3 percent response rate.

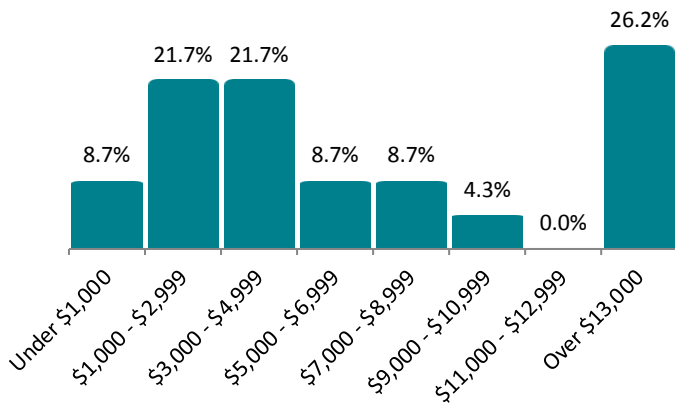
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	46.2%	7.7%
Dental Coverage	50.0%	3.8%
Life Insurance	53.8%	7.7%
Long-Term Disability	34.6%	3.8%
Medical Insurance	76.9%	3.8%
Prescription Drug Coverage	53.8%	3.8%
Short-Term Disability	38.5%	3.8%
Vision Coverage	42.3%	3.8%

Average Annual Benefit Package Cost Per Employee

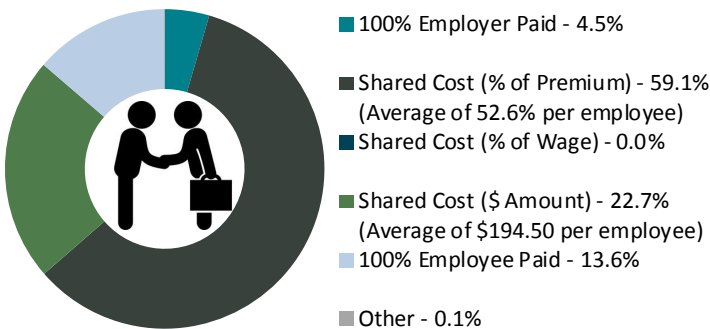


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.0%	7.7%
Maternity/Paternity Leave	23.1%	0.0%
Paid Holidays - 7.8 Days Annually	73.1%	11.5%
Paid Sick Leave - 5.4 Days Annually	26.9%	0.0%
Paid Vacation - 8.4 Days Annually	57.7%	11.5%
Paid-Time-Off (PTO) - 10.1 Days Annually	38.5%	0.0%
Personal Days/Floating Holidays	26.9%	3.8%
Training Leave	7.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

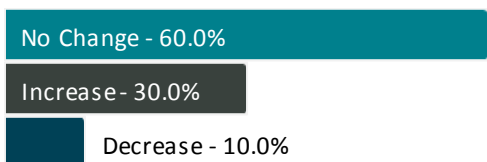
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.5%	3.8%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.8%	0.0%
Employee Assistance Program	3.8%	0.0%
Flex Spending Account	15.4%	3.8%
Profit Sharing/Stock Options	11.5%	0.0%
Relocation/Moving Expense	11.5%	0.0%
Retirement Package	23.1%	0.0%
Shift Differential Pay	26.9%	0.0%
Tuition Assistance	3.8%	0.0%
Uniform Allowance	19.2%	0.0%
Wellness Program	3.8%	0.0%

Employee Healthcare Plan Contribution Change

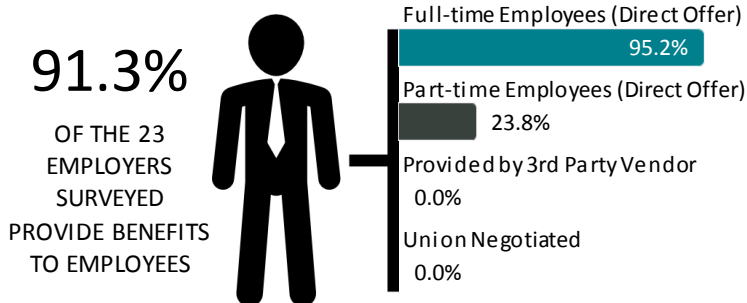




PERSONAL SERVICES

In July 2018, 45 employers in the Personal Services Industry, operating 48 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 23 responses, yielding a 51.1 percent response rate.

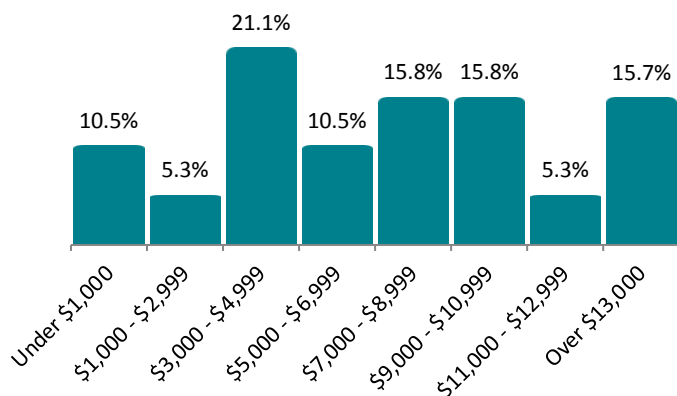
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	19.0%	4.8%
Dental Coverage	42.9%	9.5%
Life Insurance	28.6%	14.3%
Long-Term Disability	19.0%	9.5%
Medical Insurance	76.2%	9.5%
Prescription Drug Coverage	38.1%	9.5%
Short-Term Disability	23.8%	9.5%
Vision Coverage	19.0%	4.8%

Average Annual Benefit Package Cost Per Employee

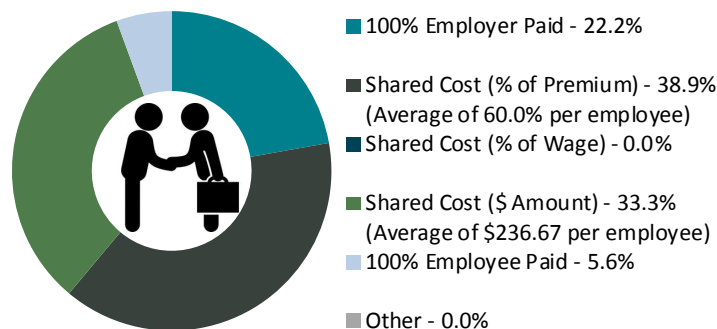


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.9%	4.8%
Maternity/Paternity Leave	14.3%	0.0%
Paid Holidays - 7.1 Days Annually	81.0%	9.5%
Paid Sick Leave - 6.5 Days Annually	57.1%	9.5%
Paid Vacation - 9.1 Days Annually	85.7%	9.5%
Paid-Time-Off (PTO) - 13.5 Days Annually	23.8%	0.0%
Personal Days/Floating Holidays	42.9%	4.8%
Training Leave	19.0%	4.8%

Average Annual Days Off Reported for Full-Time Positions

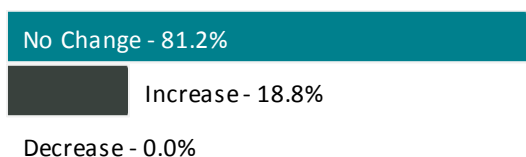
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	71.4%	14.3%
Childcare Assistance	4.8%	0.0%
Company Vehicle/Mileage	28.6%	9.5%
Employee Assistance Program	4.8%	4.8%
Flex Spending Account	19.0%	4.8%
Profit Sharing/Stock Options	23.8%	14.3%
Relocation/Moving Expense	9.5%	0.0%
Retirement Package	28.6%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	23.8%	0.0%
Uniform Allowance	38.1%	4.8%
Wellness Program	4.8%	4.8%

Employee Healthcare Plan Contribution Change

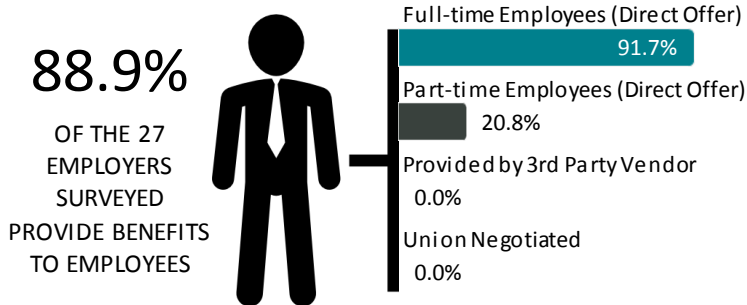




PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 40 employers in the Professional & Technical Services Industry, operating 41 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 27 responses, yielding a 67.5 percent response rate.

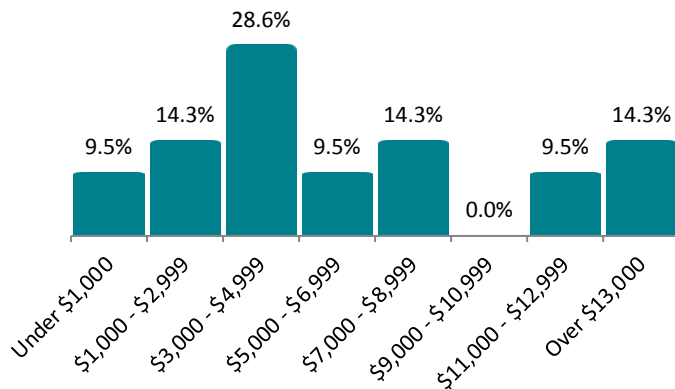
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	4.2%	0.0%
Dental Coverage	20.8%	4.2%
Life Insurance	16.7%	0.0%
Long-Term Disability	8.3%	0.0%
Medical Insurance	54.2%	4.2%
Prescription Drug Coverage	33.3%	4.2%
Short-Term Disability	4.2%	0.0%
Vision Coverage	8.3%	0.0%

Average Annual Benefit Package Cost Per Employee

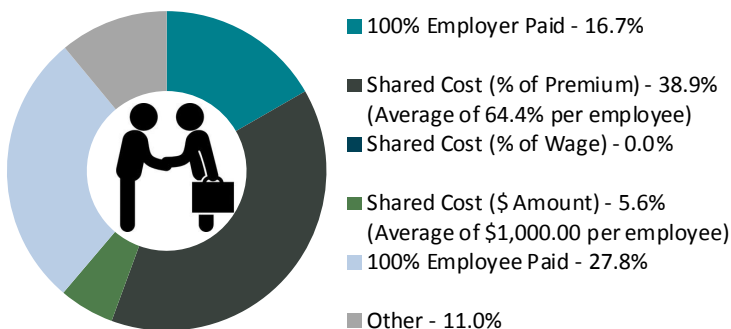


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	70.8%	8.3%
Maternity/Paternity Leave	37.5%	0.0%
Paid Holidays - 7.1 Days Annually	87.5%	8.3%
Paid Sick Leave - 7.2 Days Annually	58.3%	4.2%
Paid Vacation - 9.9 Days Annually	75.0%	4.2%
Paid-Time-Off (PTO) - 9.3 Days Annually	45.8%	0.0%
Personal Days/Floating Holidays	45.8%	4.2%
Training Leave	33.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

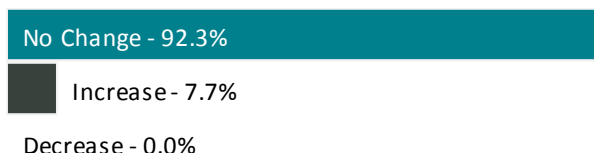
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	75.0%	8.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	29.2%	4.2%
Employee Assistance Program	4.2%	0.0%
Flex Spending Account	8.3%	0.0%
Profit Sharing/Stock Options	25.0%	4.2%
Relocation/Moving Expense	4.2%	0.0%
Retirement Package	37.5%	8.3%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	4.2%	0.0%
Uniform Allowance	20.8%	4.2%
Wellness Program	4.2%	4.2%

Employee Healthcare Plan Contribution Change

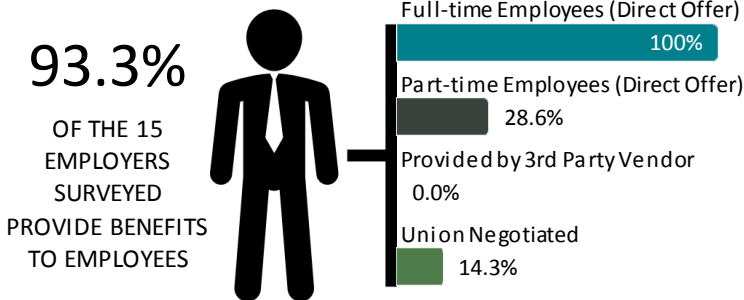




PUBLIC ADMINISTRATION

In July 2018, 22 employers in the Public Administration Industry, operating 28 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 68.2 percent response rate.

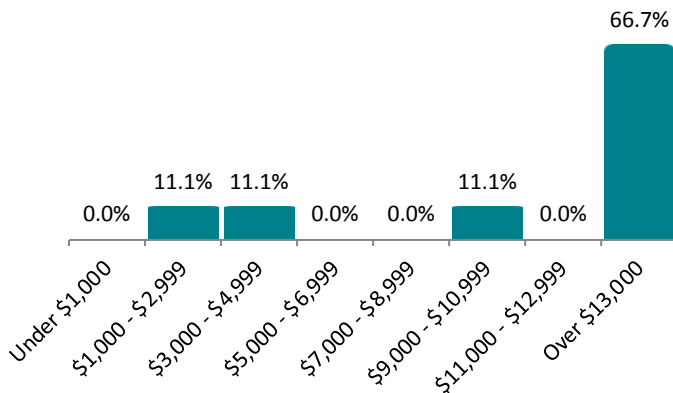
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	57.1%	21.4%
Dental Coverage	57.1%	14.3%
Life Insurance	71.4%	21.4%
Long-Term Disability	21.4%	14.3%
Medical Insurance	71.4%	21.4%
Prescription Drug Coverage	78.5%	21.4%
Short-Term Disability	28.6%	7.1%
Vision Coverage	57.1%	14.3%

Average Annual Benefit Package Cost Per Employee

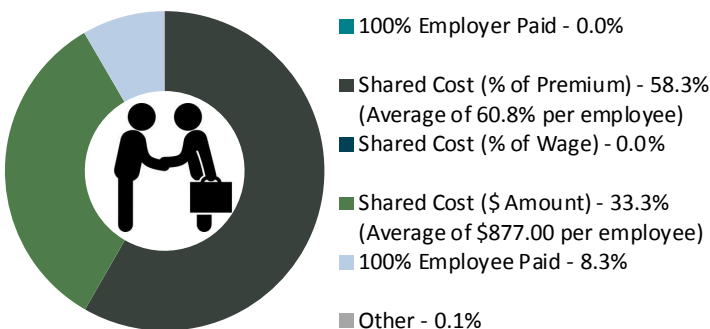


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	85.7%	21.4%
Maternity/Paternity Leave	57.1%	21.4%
Paid Holidays - 9.6 Days Annually	85.7%	21.4%
Paid Sick Leave - 13.3 Days Annually	85.7%	21.4%
Paid Vacation - 7.0 Days Annually	71.4%	21.4%
Paid-Time-Off (PTO) - 14 Days Annually	21.4%	0.0%
Personal Days/Floating Holidays	64.3%	14.3%
Training Leave	35.7%	7.1%

Average Annual Days Off Reported for Full-Time Positions

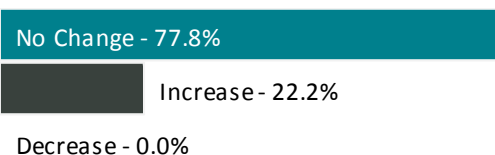
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	28.6%	7.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	42.9%	21.4%
Employee Assistance Program	42.9%	7.1%
Flex Spending Account	50.0%	14.3%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	14.3%	7.1%
Retirement Package	35.7%	14.3%
Shift Differential Pay	14.3%	7.1%
Tuition Assistance	14.3%	7.1%
Uniform Allowance	21.4%	7.1%
Wellness Program	0.0%	0.0%

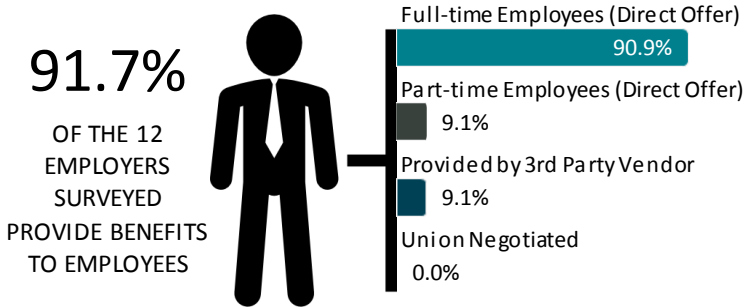
Employee Healthcare Plan Contribution Change





In July 2018, 35 employers in the Transportation & Warehousing Industry, operating 35 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 12 responses, yielding a 34.3 percent response rate.

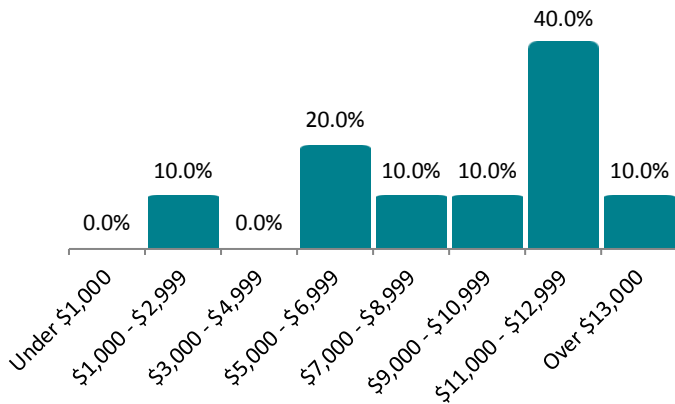
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.5%	0.0%
Dental Coverage	54.5%	0.0%
Life Insurance	54.5%	0.0%
Long-Term Disability	45.5%	0.0%
Medical Insurance	81.8%	0.0%
Prescription Drug Coverage	72.7%	0.0%
Short-Term Disability	27.3%	0.0%
Vision Coverage	54.5%	0.0%

Average Annual Benefit Package Cost Per Employee

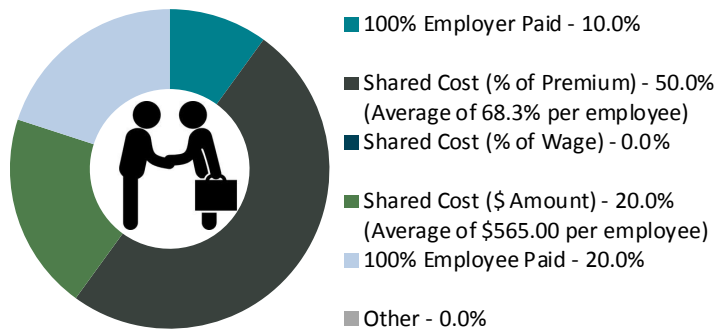


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	36.4%	9.1%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays - 6.1 Days Annually	63.6%	0.0%
Paid Sick Leave - 10 Days Annually	9.1%	0.0%
Paid Vacation - 4.8 Days Annually	72.7%	0.0%
Paid-Time-Off (PTO) - 11.7 Days Annually	36.4%	9.1%
Personal Days/Floating Holidays	27.3%	9.1%
Training Leave	9.1%	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	63.6%	9.1%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	18.2%	0.0%
Employee Assistance Program	18.2%	9.1%
Flex Spending Account	36.4%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	45.5%	0.0%
Shift Differential Pay	18.2%	0.0%
Tuition Assistance	9.1%	0.0%
Uniform Allowance	27.3%	9.1%
Wellness Program	9.1%	0.0%

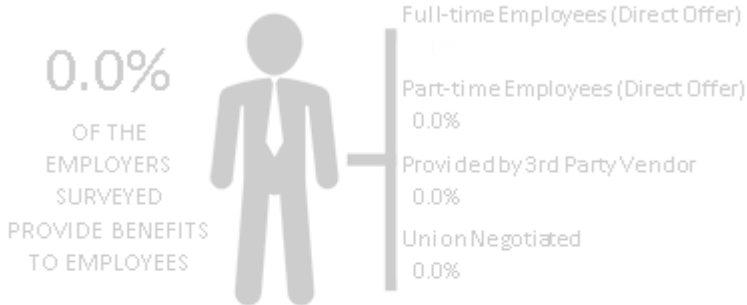
Employee Healthcare Plan Contribution Change





UTILITIES

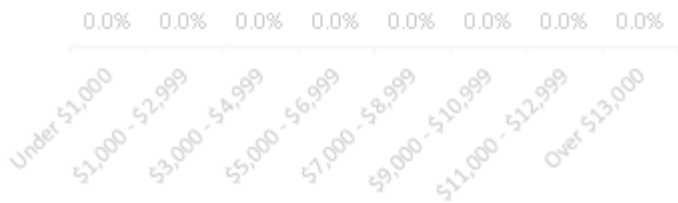
Benefits Offered to Employees



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

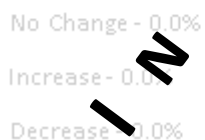
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Days/Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

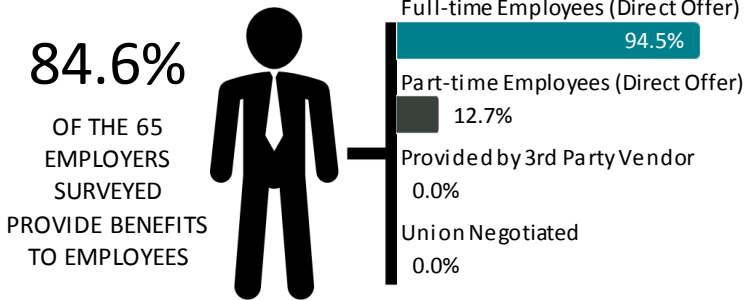
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 191 employers in the Wholesale & Retail Trade Industry, operating 278 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 65 responses, yielding a 34.0 percent response rate.

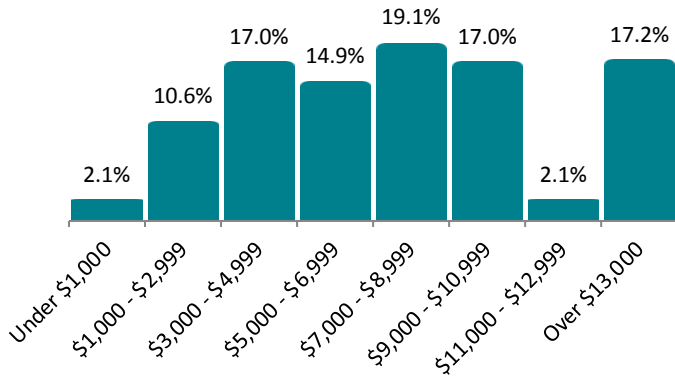
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	1.8%
Dental Coverage	49.1%	3.6%
Life Insurance	47.3%	5.5%
Long-Term Disability	41.8%	1.8%
Medical Insurance	74.5%	5.5%
Prescription Drug Coverage	61.8%	5.4%
Short-Term Disability	45.5%	1.8%
Vision Coverage	43.6%	5.5%

Average Annual Benefit Package Cost Per Employee

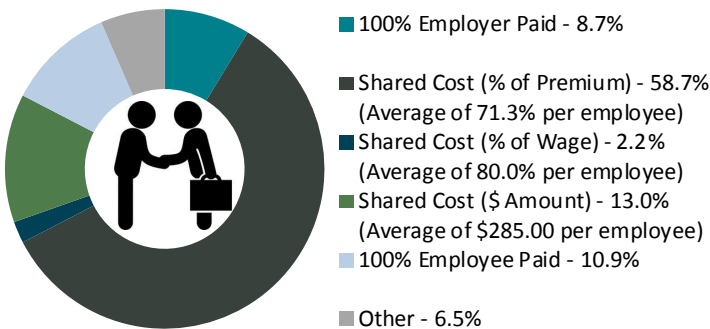


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.3%	3.6%
Maternity/Paternity Leave	20.0%	1.8%
Paid Holidays - 6.5 Days Annually	80.0%	1.8%
Paid Sick Leave - 5.1 Days Annually	40.0%	1.8%
Paid Vacation - 6.3 Days Annually	72.7%	0.0%
Paid-Time-Off (PTO) - 7.6 Days Annually	41.8%	1.8%
Personal Days/Floating Holidays	29.1%	3.6%
Training Leave	7.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

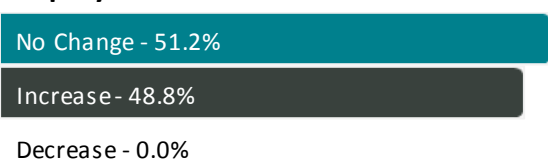
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	70.9%	3.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	41.8%	3.6%
Employee Assistance Program	18.2%	3.6%
Flex Spending Account	32.7%	3.6%
Profit Sharing/Stock Options	18.2%	1.8%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	29.1%	3.6%
Shift Differential Pay	9.1%	1.8%
Tuition Assistance	12.7%	0.0%
Uniform Allowance	41.8%	1.8%
Wellness Program	12.7%	0.0%

Employee Healthcare Plan Contribution Change



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