

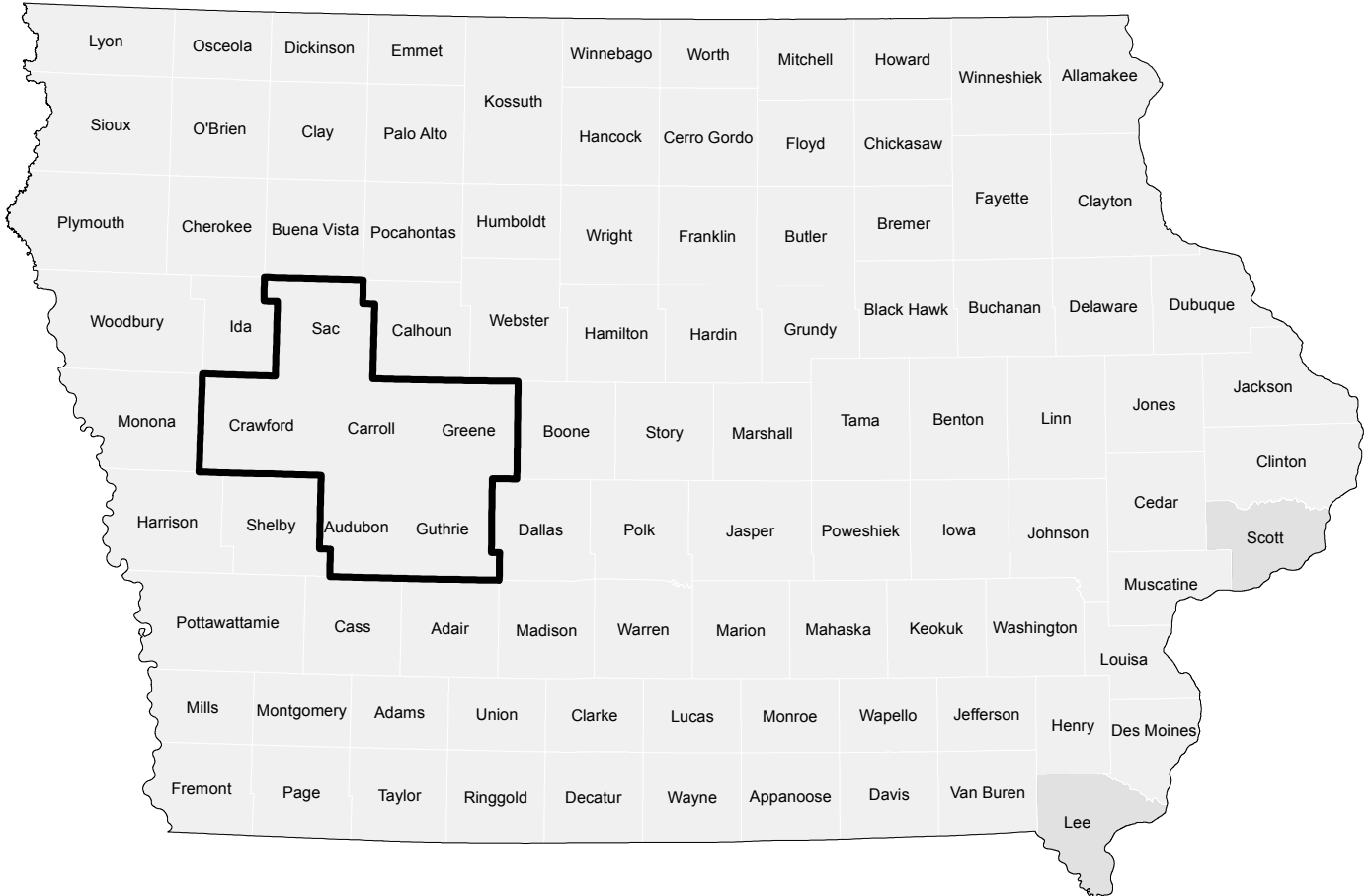


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 8**  
**RELEASED 2019**

AUDUBON, CARROLL, CRAWFORD, GREENE,  
GUTHRIE AND SAC COUNTIES

**Counties within Iowa Workforce Development Region 8 included within this analysis:**

- Audubon
- Carroll
- Crawford
- Greene
- Guthrie
- Sac



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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



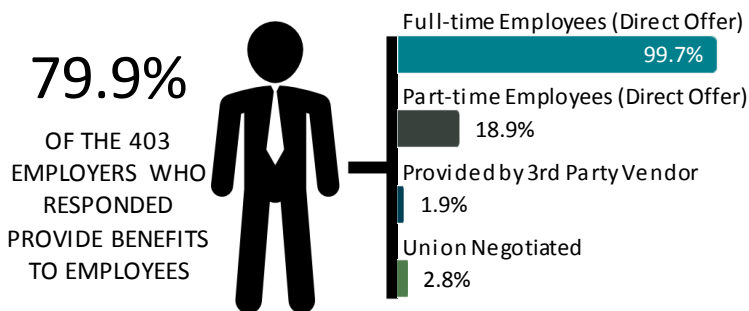
## INTRODUCTION

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.

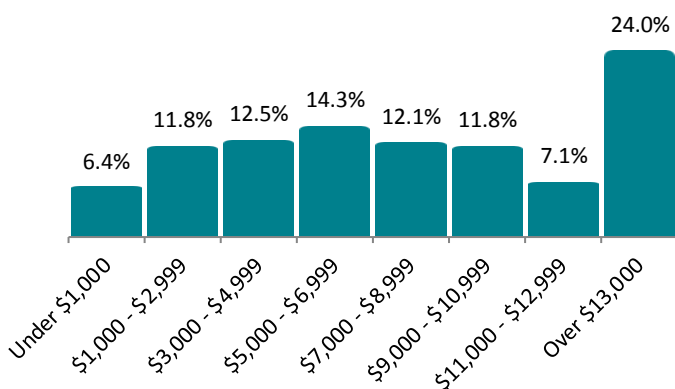
Beginning in July 2018, 840 employers, operating 1,013 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 403 responses, yielding a 48.0 percent response rate.



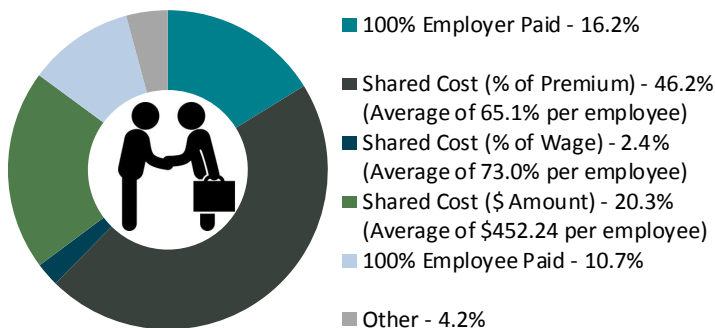
### Benefits Offered to Employees



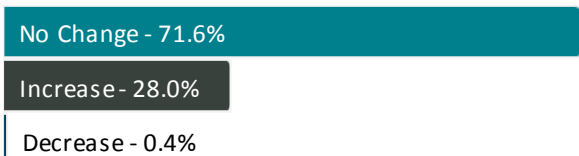
### Average Annual Benefit Package Cost Per Employee



### 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	44.1%	6.8%
Dental Coverage	49.4%	7.8%
Life Insurance	55.0%	8.1%
Long-Term Disability	39.4%	5.3%
Medical Insurance	79.5%	9.3%
Prescription Drug Coverage	65.5%	8.0%
Short-Term Disability	40.1%	7.5%
Vision Coverage	38.5%	7.5%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.8%	10.2%
Maternity/Paternity Leave	29.2%	3.1%
Paid Holidays - 6.9 Days Annually	76.4%	9.6%
Paid Sick Leave - 7.1 Days Annually	46.6%	6.8%
Paid Vacation - 7.6 Days Annually	68.6%	8.4%
Paid-Time-Off (PTO) - 10.4 Days Annually	43.2%	5.6%
Personal Days/Floating Holidays	33.9%	3.1%
Training Leave	19.9%	2.5%

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

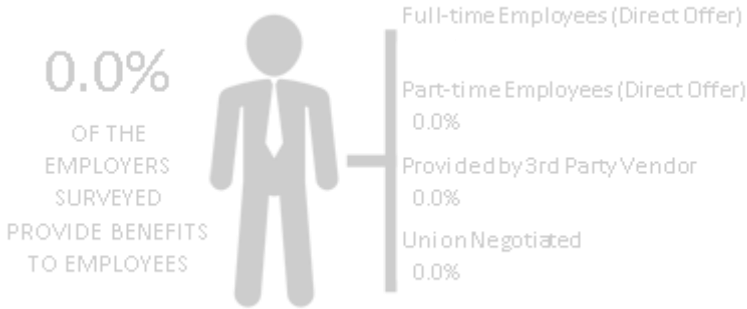
### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.4%	8.1%
Childcare Assistance	3.4%	1.6%
Company Vehicle/Mileage	44.4%	7.5%
Employee Assistance Program	19.3%	5.3%
Flex Spending Account	36.6%	6.8%
Profit Sharing/Stock Options	16.8%	2.5%
Relocation/Moving Expense	7.8%	0.9%
Retirement Package	40.4%	8.1%
Shift Differential Pay	10.9%	3.1%
Tuition Assistance	19.9%	2.2%
Uniform Allowance	34.5%	2.8%
Wellness Program	16.1%	4.7%

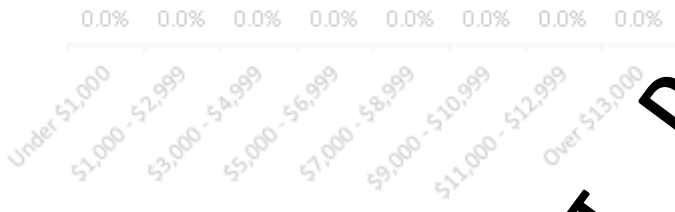


## ACCOMMODATION & FOOD SERVICES

### Benefits Offered to Employees



### Average Annual Benefit Package Cost Per Employee



### How Healthcare Premiums are Paid



### 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

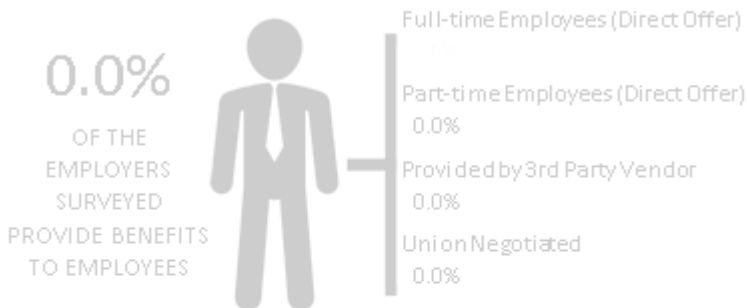
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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

INSUFFICIENT DATA TO REPORT



# ADMINISTRATIVE & WASTE SERVICES

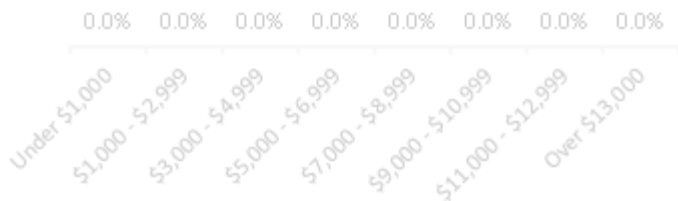
## Benefits Offered to Employees



## 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

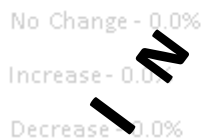
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change

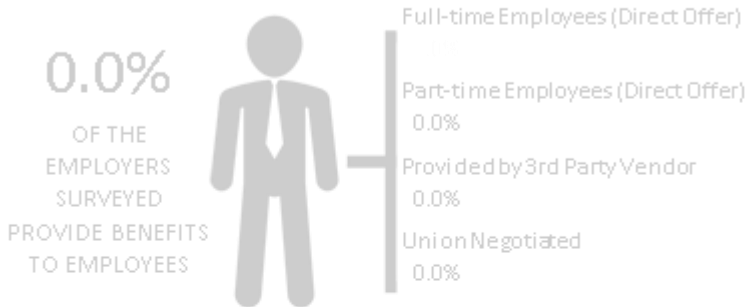


## Other Benefits Offered by Employers

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%



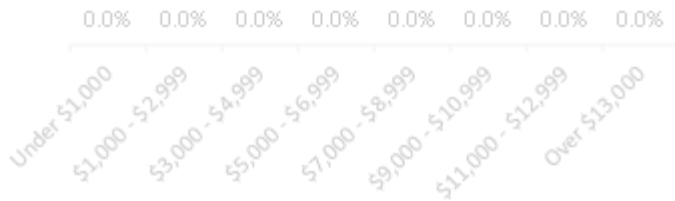
Benefits Offered to Employees



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

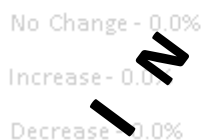
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

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%

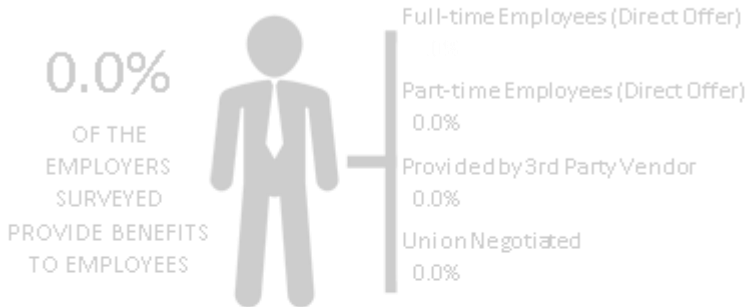
INSUFFICIENT DATA TO REPORT





# ARTS, ENTERTAINMENT & RECREATION

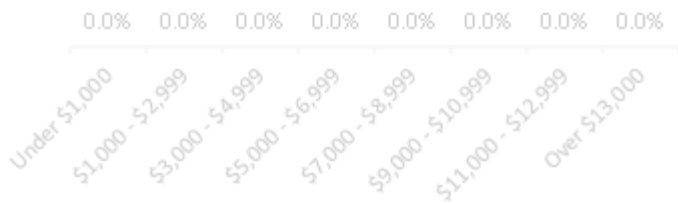
## Benefits Offered to Employees



## 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

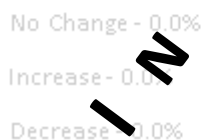
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change



## Other Benefits Offered by Employers

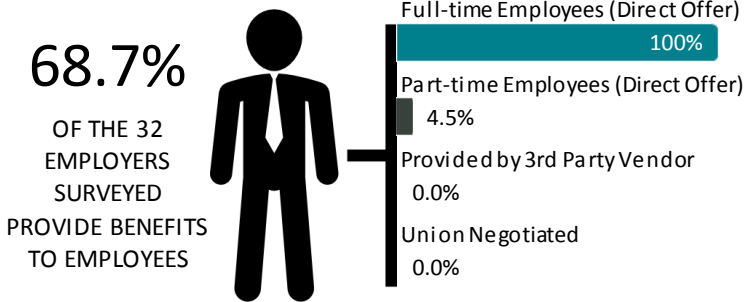
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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



In July 2018, 64 employers in the Construction Industry, operating 64 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 50.0 percent response rate.

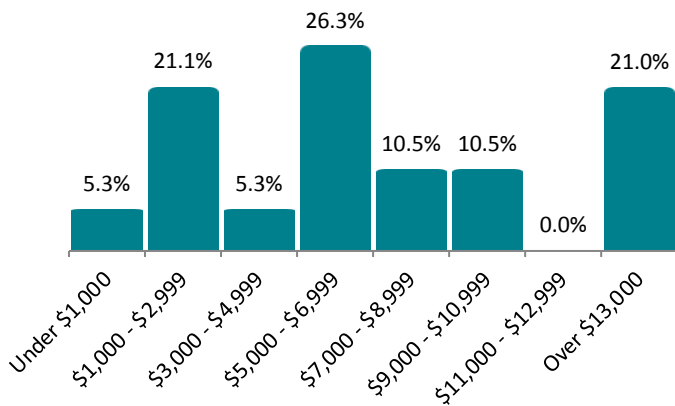
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	0.0%
Dental Coverage	36.4%	0.0%
Life Insurance	50.0%	0.0%
Long-Term Disability	13.6%	0.0%
Medical Insurance	68.2%	4.5%
Prescription Drug Coverage	59.1%	4.5%
Short-Term Disability	36.4%	0.0%
Vision Coverage	27.3%	0.0%

### Average Annual Benefit Package Cost Per Employee

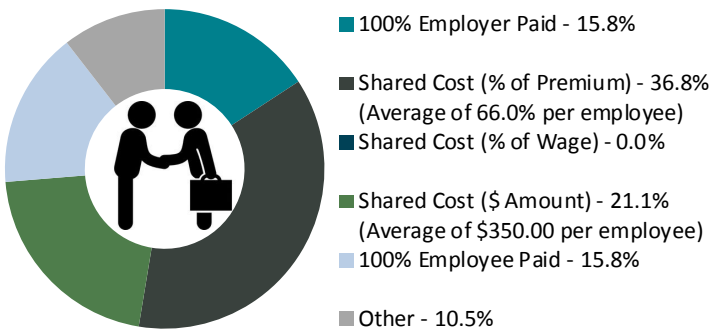


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.5%	4.5%
Maternity/Paternity Leave	27.3%	4.5%
Paid Holidays - 6.5 Days Annually	81.8%	4.5%
Paid Sick Leave - 9.0 Days Annually	36.4%	4.5%
Paid Vacation - 6.6 Days Annually	86.4%	4.5%
Paid-Time-Off (PTO) - 5.2 Days Annually	40.9%	4.5%
Personal Days/Floating Holidays	31.8%	4.5%
Training Leave	31.8%	4.5%

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

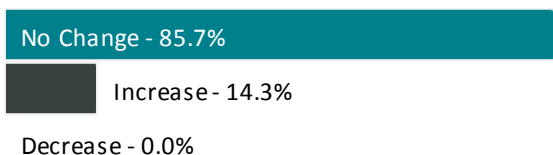
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.6%	4.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	36.4%	0.0%
Employee Assistance Program	9.1%	0.0%
Flex Spending Account	9.1%	0.0%
Profit Sharing/Stock Options	4.5%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	59.1%	4.5%
Shift Differential Pay	4.5%	0.0%
Tuition Assistance	18.2%	0.0%
Uniform Allowance	31.8%	4.5%
Wellness Program	13.6%	0.0%

### Employee Healthcare Plan Contribution Change

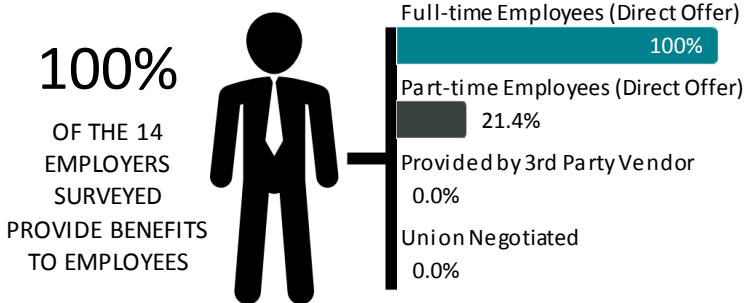




## EDUCATIONAL SERVICES

In July 2018, 22 employers in the Educational Services Industry, operating 38 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 14 responses, yielding a 63.6 percent response rate.

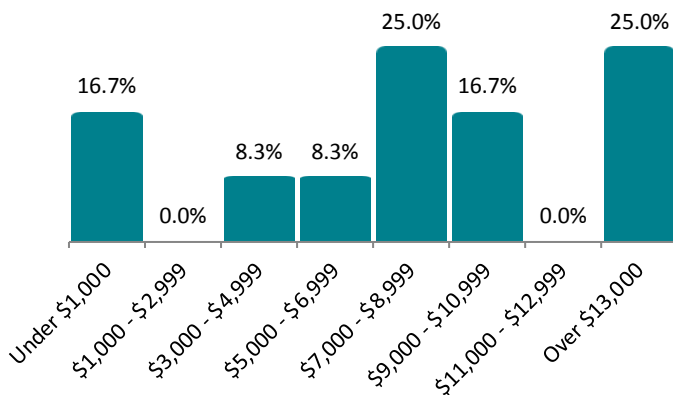
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	78.6%	14.3%
Dental Coverage	78.6%	14.3%
Life Insurance	92.9%	14.3%
Long-Term Disability	92.9%	14.3%
Medical Insurance	100%	14.3%
Prescription Drug Coverage	100%	21.4%
Short-Term Disability	21.4%	0.0%
Vision Coverage	64.3%	14.3%

### Average Annual Benefit Package Cost Per Employee

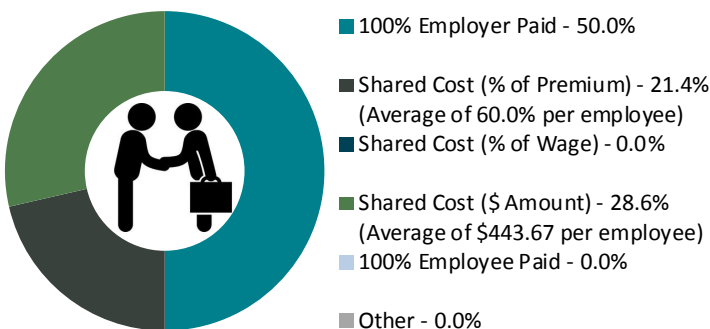


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	100%	21.4%
Maternity/Paternity Leave	50.0%	7.1%
Paid Holidays - 7.0 Days Annually	92.9%	21.4%
Paid Sick Leave - 13.9 Days Annually	92.9%	21.4%
Paid Vacation - 10.3 Days Annually	78.6%	7.1%
Paid-Time-Off (PTO) - 13.5 Days Annually	28.6%	7.1%
Personal Days/Floating Holidays	85.7%	21.4%
Training Leave	57.1%	7.1%

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

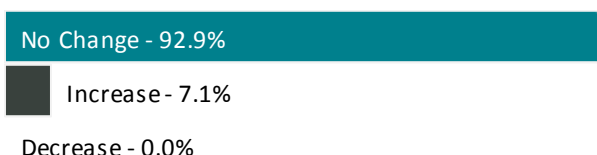
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	7.1%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	42.9%	7.1%
Employee Assistance Program	28.6%	7.1%
Flex Spending Account	78.6%	14.3%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	28.6%	0.0%
Retirement Package	78.6%	7.1%
Shift Differential Pay	7.1%	0.0%
Tuition Assistance	35.7%	0.0%
Uniform Allowance	7.1%	0.0%
Wellness Program	14.3%	0.0%

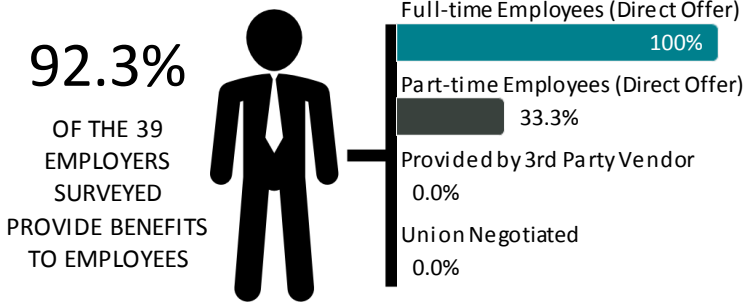
### Employee Healthcare Plan Contribution Change





In July 2018, 56 employers in the Finance, Insurance & Real Estate Industry, operating 80 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 39 responses, yielding a 69.6 percent response rate.

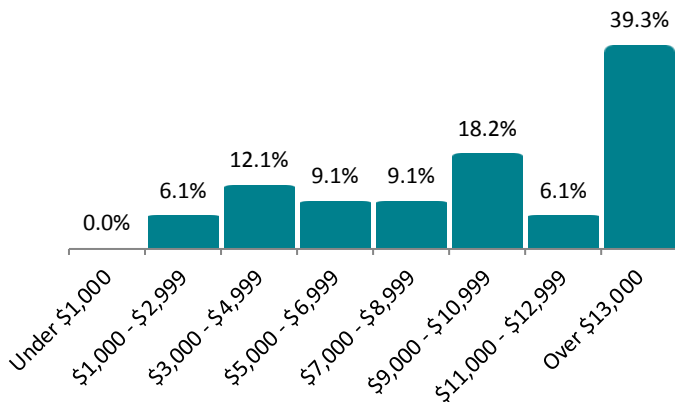
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.8%	16.7%
Dental Coverage	75.0%	19.4%
Life Insurance	86.1%	19.4%
Long-Term Disability	72.2%	19.4%
Medical Insurance	97.2%	19.4%
Prescription Drug Coverage	91.7%	16.7%
Short-Term Disability	61.1%	16.7%
Vision Coverage	58.3%	13.9%

**Average Annual Benefit Package Cost Per Employee**

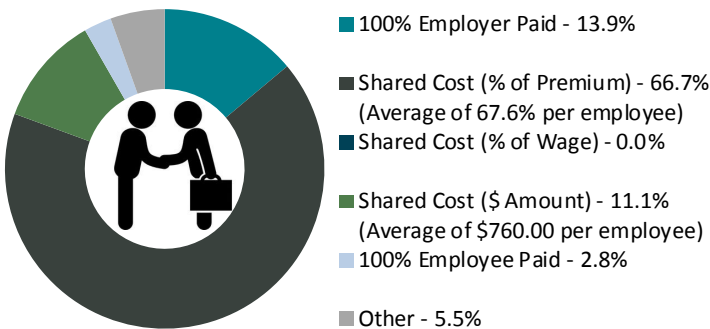


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	88.9%	25.0%
Maternity/Paternity Leave	55.6%	5.6%
Paid Holidays - 8.0 Days Annually	97.2%	25.0%
Paid Sick Leave - 6.8 Days Annually	66.7%	19.4%
Paid Vacation - 8.6 Days Annually	75.0%	19.4%
Paid-Time-Off (PTO) - 11.5 Days Annually	50.0%	8.3%
Personal Days/Floating Holidays	27.8%	5.6%
Training Leave	19.4%	8.3%

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

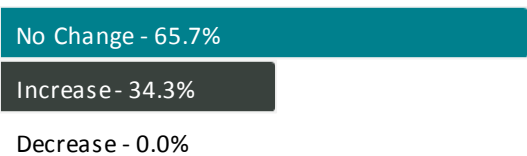
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	69.4%	22.2%
Childcare Assistance	2.8%	2.8%
Company Vehicle/Mileage	61.1%	16.7%
Employee Assistance Program	27.8%	11.1%
Flex Spending Account	72.2%	16.7%
Profit Sharing/Stock Options	33.3%	8.3%
Relocation/Moving Expense	2.8%	0.0%
Retirement Package	63.9%	19.4%
Shift Differential Pay	5.6%	2.8%
Tuition Assistance	19.4%	8.3%
Uniform Allowance	22.2%	2.8%
Wellness Program	11.1%	2.8%

**Employee Healthcare Plan Contribution Change**

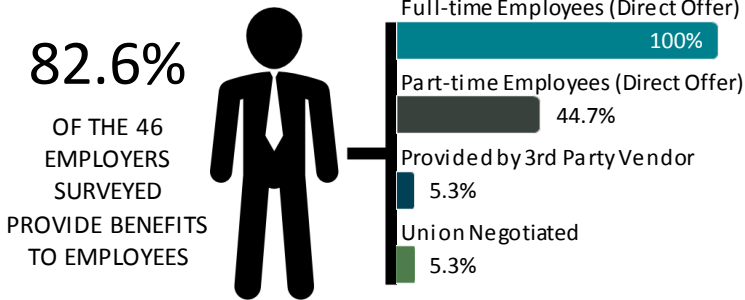




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 94 employers in the Health Care & Social Assistance Industry, operating 124 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 46 responses, yielding a 48.9 percent response rate.

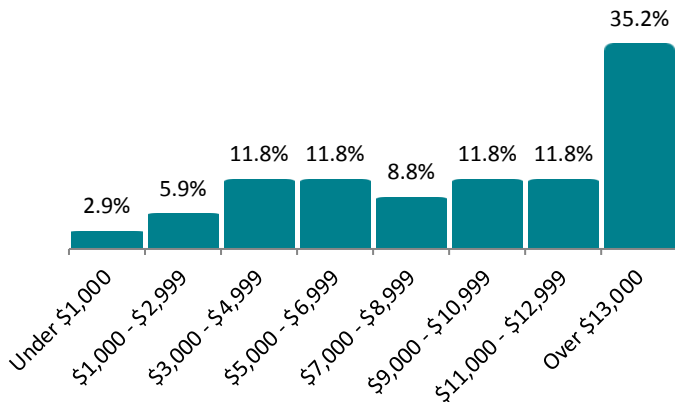
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.4%	13.2%
Dental Coverage	68.4%	23.7%
Life Insurance	57.9%	18.4%
Long-Term Disability	39.5%	5.3%
Medical Insurance	76.3%	26.3%
Prescription Drug Coverage	65.8%	21.0%
Short-Term Disability	52.6%	18.4%
Vision Coverage	55.3%	26.3%

### Average Annual Benefit Package Cost Per Employee

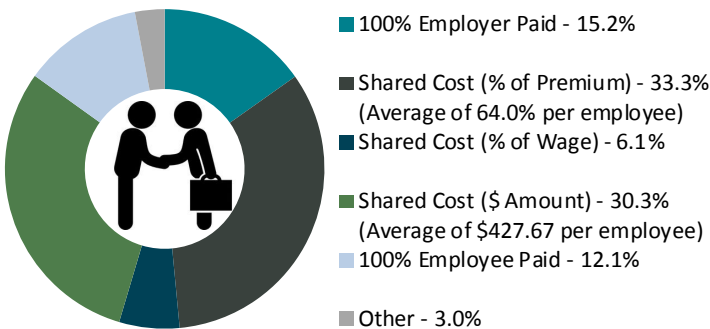


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.7%	26.3%
Maternity/Paternity Leave	31.6%	7.9%
Paid Holidays - 7.6 Days Annually	68.4%	18.4%
Paid Sick Leave - 8.0 Days Annually	44.7%	13.2%
Paid Vacation - 8.5 Days Annually	55.3%	18.4%
Paid-Time-Off (PTO) - 15.5 Days Annually	60.5%	23.7%
Personal Days/Floating Holidays	42.1%	5.3%
Training Leave	26.3%	7.9%

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

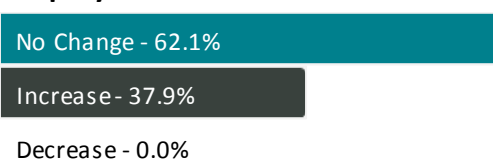
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	60.5%	21.1%
Childcare Assistance	13.2%	7.9%
Company Vehicle/Mileage	55.3%	21.1%
Employee Assistance Program	31.6%	21.1%
Flex Spending Account	50.0%	18.4%
Profit Sharing/Stock Options	7.9%	5.3%
Relocation/Moving Expense	10.5%	5.3%
Retirement Package	36.8%	18.4%
Shift Differential Pay	39.5%	18.4%
Tuition Assistance	31.6%	10.5%
Uniform Allowance	31.6%	7.9%
Wellness Program	26.3%	18.4%

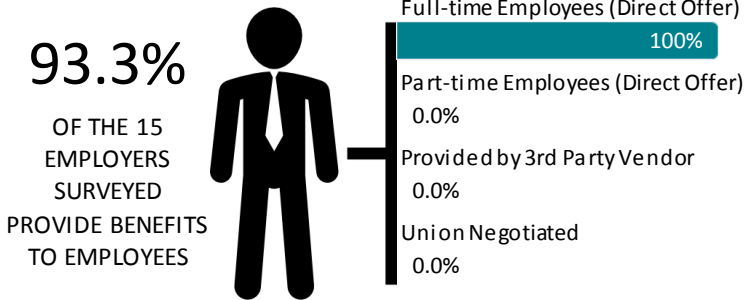
### Employee Healthcare Plan Contribution Change





In July 2018, 21 employers in the Information Industry, operating 22 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 71.4 percent response rate.

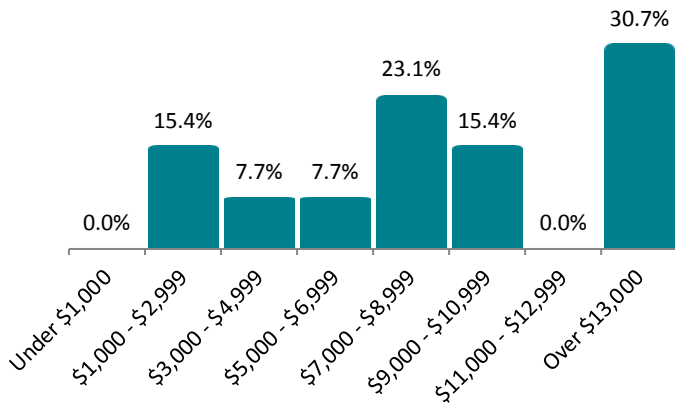
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	57.1%	0.0%
Dental Coverage	64.3%	0.0%
Life Insurance	71.4%	0.0%
Long-Term Disability	50.0%	0.0%
Medical Insurance	92.9%	0.0%
Prescription Drug Coverage	78.5%	0.0%
Short-Term Disability	35.7%	0.0%
Vision Coverage	64.3%	0.0%

### Average Annual Benefit Package Cost Per Employee

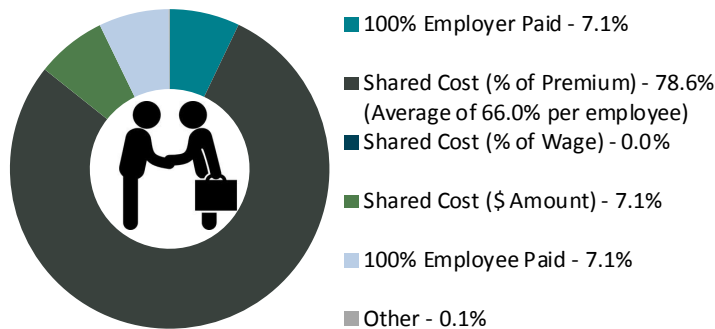


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.3%	0.0%
Maternity/Paternity Leave	28.6%	0.0%
Paid Holidays - 6.3 Days Annually	85.7%	0.0%
Paid Sick Leave - 5.5 Days Annually	64.3%	0.0%
Paid Vacation - 6.7 Days Annually	78.6%	0.0%
Paid-Time-Off (PTO) - 6.8 Days Annually	42.9%	0.0%
Personal Days/Floating Holidays	28.6%	0.0%
Training Leave	0.0%	0.0%

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

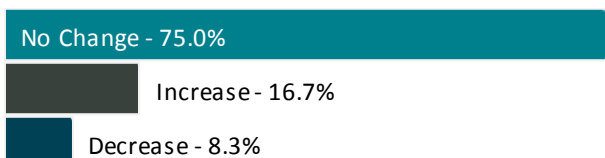
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

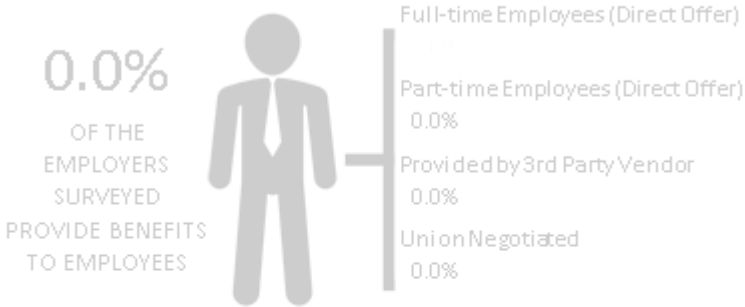
	Full-Time Positions	Part-Time Positions
Bonuses	92.9%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	64.3%	0.0%
Employee Assistance Program	7.1%	0.0%
Flex Spending Account	28.6%	0.0%
Profit Sharing/Stock Options	7.1%	0.0%
Relocation/Moving Expense	14.3%	0.0%
Retirement Package	28.6%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	14.3%	0.0%
Uniform Allowance	50.0%	0.0%
Wellness Program	28.6%	0.0%

### Employee Healthcare Plan Contribution Change





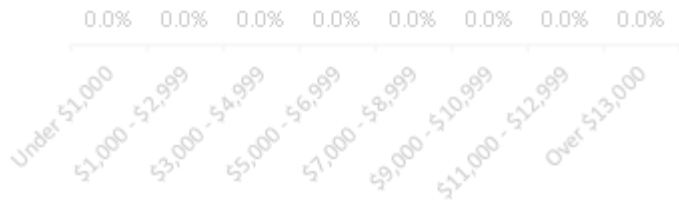
**Benefits Offered to Employees**



**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**

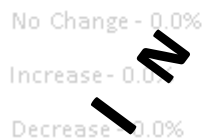
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

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

**How Healthcare Premiums are Paid**



**Employee Healthcare Plan Contribution Change**



**Other Benefits Offered by Employers**

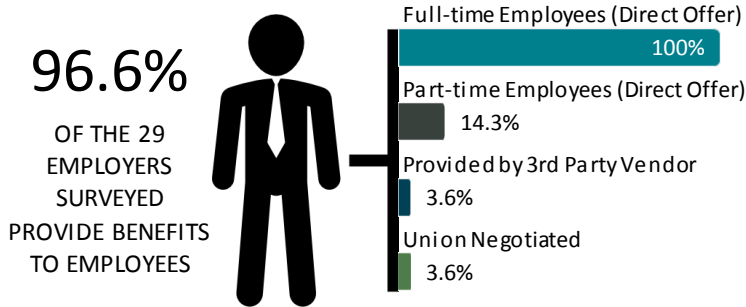
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 72 employers in the Manufacturing Industry, operating 72 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 29 responses, yielding a 40.3 percent response rate.

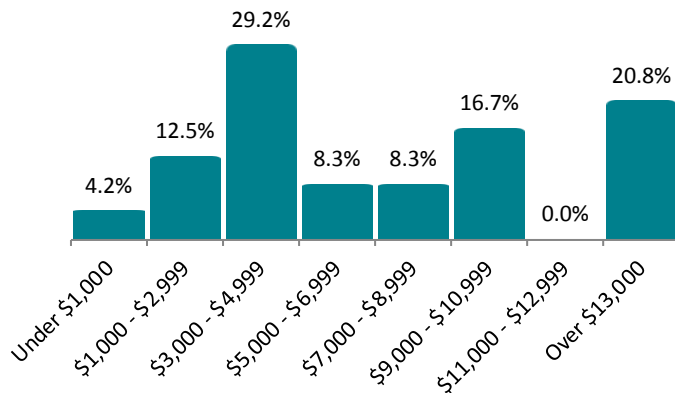
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.6%	7.1%
Dental Coverage	57.1%	7.1%
Life Insurance	57.1%	7.1%
Long-Term Disability	46.4%	3.6%
Medical Insurance	82.1%	7.1%
Prescription Drug Coverage	75.0%	7.1%
Short-Term Disability	60.7%	3.6%
Vision Coverage	46.4%	7.1%

### Average Annual Benefit Package Cost Per Employee

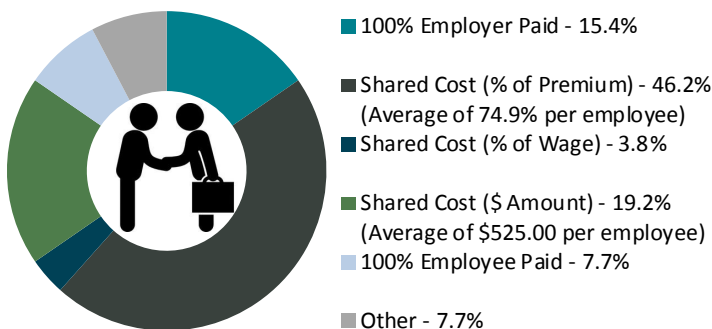


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.9%	3.6%
Maternity/Paternity Leave	25.0%	0.0%
Paid Holidays - 6.9 Days Annually	75.0%	3.6%
Paid Sick Leave - 3.9 Days Annually	25.0%	0.0%
Paid Vacation - 7.1 Days Annually	53.6%	0.0%
Paid-Time-Off (PTO) - 11.2 Days Annually	60.7%	3.6%
Personal Days/Floating Holidays	32.1%	0.0%
Training Leave	7.1%	0.0%

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

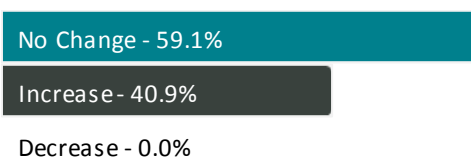
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	82.1%	3.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	46.4%	3.6%
Employee Assistance Program	39.3%	3.6%
Flex Spending Account	28.6%	3.6%
Profit Sharing/Stock Options	28.6%	3.6%
Relocation/Moving Expense	25.0%	3.6%
Retirement Package	32.1%	7.1%
Shift Differential Pay	35.7%	7.1%
Tuition Assistance	32.1%	0.0%
Uniform Allowance	42.9%	7.1%
Wellness Program	28.6%	3.6%

### Employee Healthcare Plan Contribution Change



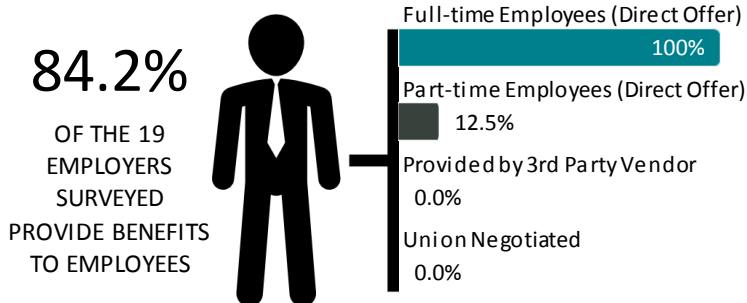




## PERSONAL SERVICES

In July 2018, 43 employers in the Personal Services Industry, operating 43 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 19 responses, yielding a 44.2 percent response rate.

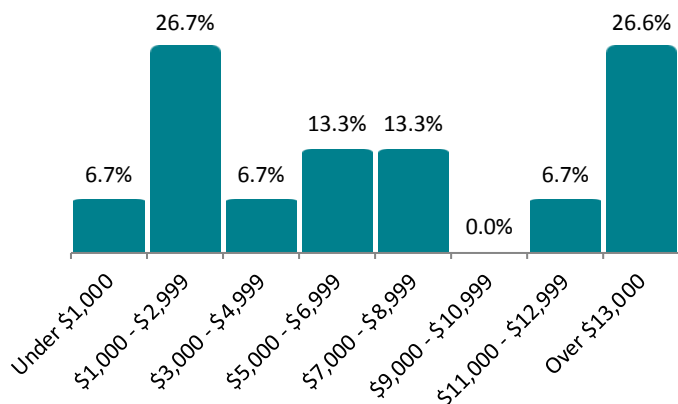
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.0%	0.0%
Dental Coverage	31.3%	0.0%
Life Insurance	12.5%	0.0%
Long-Term Disability	6.3%	0.0%
Medical Insurance	62.5%	0.0%
Prescription Drug Coverage	43.8%	0.0%
Short-Term Disability	12.5%	6.3%
Vision Coverage	18.8%	0.0%

### Average Annual Benefit Package Cost Per Employee

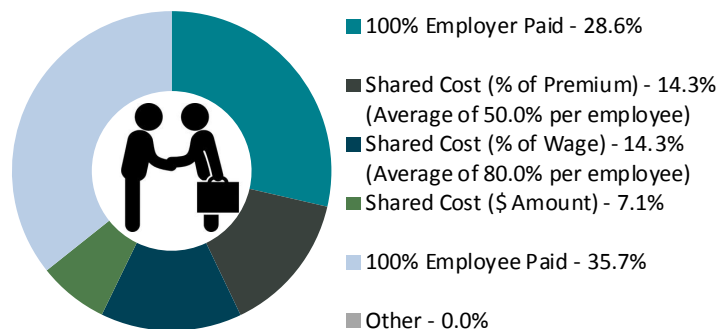


### Paid Leave Offered by Employers

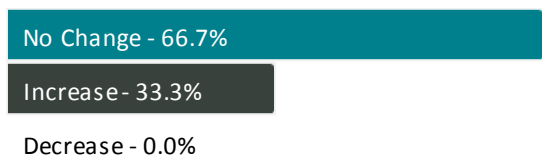
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	18.8%	6.3%
Maternity/Paternity Leave	18.8%	0.0%
Paid Holidays - 5.6 Days Annually	68.8%	6.3%
Paid Sick Leave - 5.0 Days Annually	31.3%	6.3%
Paid Vacation - 7.1 Days Annually	68.8%	6.3%
Paid-Time-Off (PTO) - 5.0 Days Annually	18.8%	0.0%
Personal Days/Floating Holidays	25.0%	6.3%
Training Leave	6.3%	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

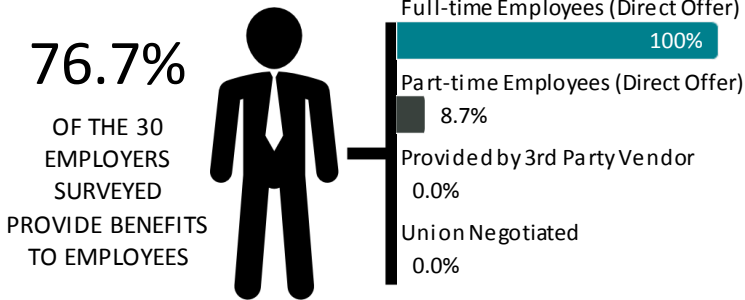
	Full-Time Positions	Part-Time Positions
Bonuses	50.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	25.0%	6.3%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	6.3%	0.0%
Profit Sharing/Stock Options	6.3%	0.0%
Relocation/Moving Expense	6.3%	0.0%
Retirement Package	31.3%	6.3%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	6.3%	0.0%
Uniform Allowance	37.5%	0.0%
Wellness Program	0.0%	0.0%



## PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 47 employers in the Professional & Technical Services Industry, operating 48 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 30 responses, yielding a 63.8 percent response rate.

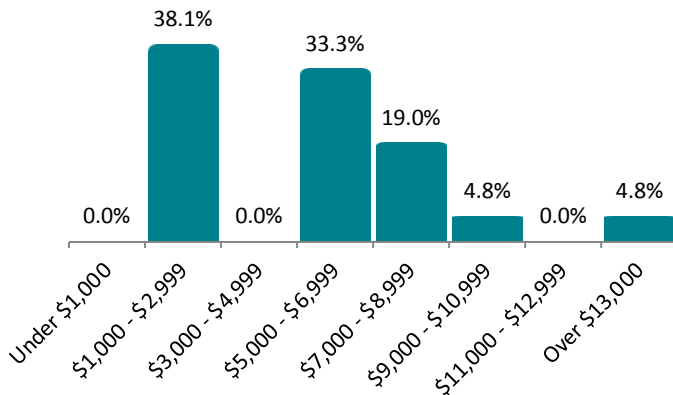
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	26.1%	8.7%
Dental Coverage	26.1%	4.3%
Life Insurance	34.8%	8.7%
Long-Term Disability	30.4%	8.7%
Medical Insurance	69.6%	8.7%
Prescription Drug Coverage	34.8%	4.3%
Short-Term Disability	30.4%	8.7%
Vision Coverage	26.1%	4.3%

### Average Annual Benefit Package Cost Per Employee

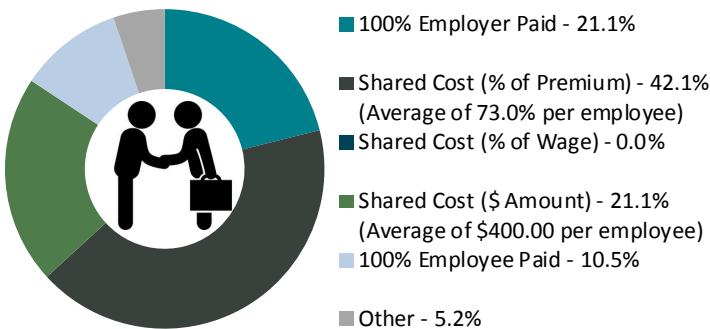


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.5%	4.3%
Maternity/Paternity Leave	26.1%	0.0%
Paid Holidays - 6.4 Days Annually	73.9%	4.3%
Paid Sick Leave - 7.0 Days Annually	39.1%	4.3%
Paid Vacation - 6.8 Days Annually	65.2%	4.3%
Paid-Time-Off (PTO) - 10.2 Days Annually	60.9%	4.3%
Personal Days/Floating Holidays	39.1%	0.0%
Training Leave	17.4%	0.0%

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

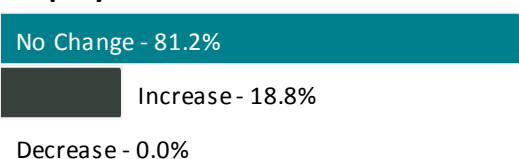
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	69.6%	8.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	34.8%	8.7%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	21.7%	4.3%
Profit Sharing/Stock Options	26.1%	0.0%
Relocation/Moving Expense	4.3%	0.0%
Retirement Package	39.1%	4.3%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	17.4%	0.0%
Uniform Allowance	13.0%	0.0%
Wellness Program	4.3%	4.3%

### Employee Healthcare Plan Contribution Change

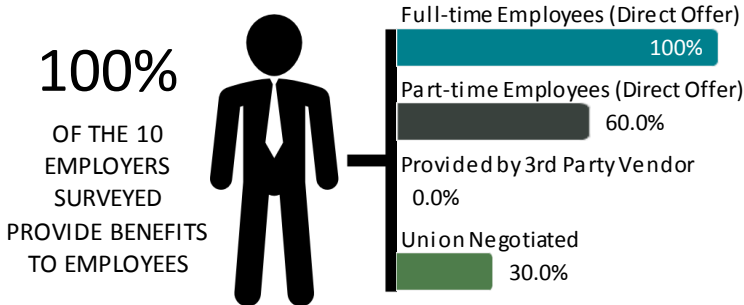




## PUBLIC ADMINISTRATION

In July 2018, 22 employers in the Public Administration Industry, operating 30 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 10 responses, yielding a 45.5 percent response rate.

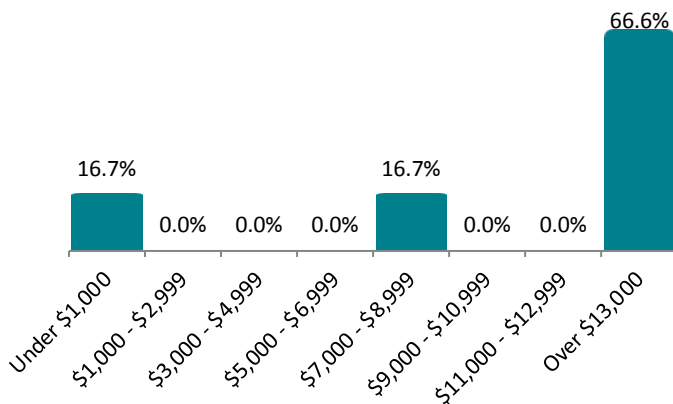
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.0%	20.0%
Dental Coverage	50.0%	20.0%
Life Insurance	40.0%	10.0%
Long-Term Disability	40.0%	20.0%
Medical Insurance	60.0%	20.0%
Prescription Drug Coverage	70.0%	30.0%
Short-Term Disability	40.0%	20.0%
Vision Coverage	30.0%	20.0%

### Average Annual Benefit Package Cost Per Employee

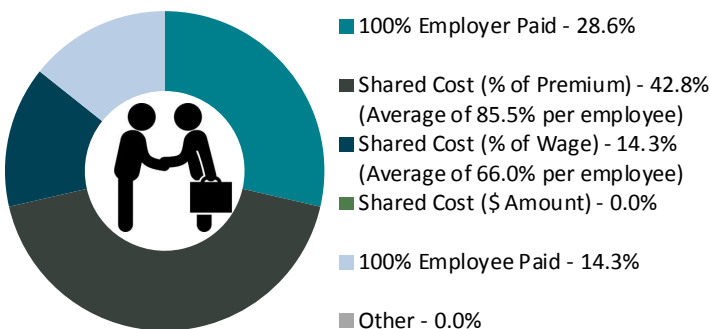


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.0%	20.0%
Maternity/Paternity Leave	20.0%	20.0%
Paid Holidays - 8.8 Days Annually	60.0%	20.0%
Paid Sick Leave - 11.4 Days Annually	60.0%	20.0%
Paid Vacation - 5.7 Days Annually	60.0%	30.0%
Paid-Time-Off (PTO) - 11 Days Annually	20.0%	10.0%
Personal Days/Floating Holidays	50.0%	10.0%
Training Leave	20.0%	0.0%

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

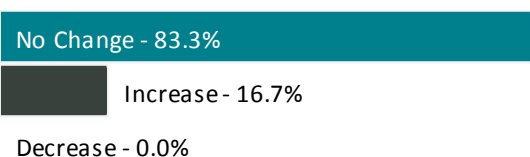
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	10.0%	10.0%
Childcare Assistance	10.0%	10.0%
Company Vehicle/Mileage	50.0%	20.0%
Employee Assistance Program	30.0%	20.0%
Flex Spending Account	50.0%	20.0%
Profit Sharing/Stock Options	10.0%	10.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	30.0%	30.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	20.0%	0.0%
Uniform Allowance	20.0%	0.0%
Wellness Program	20.0%	20.0%

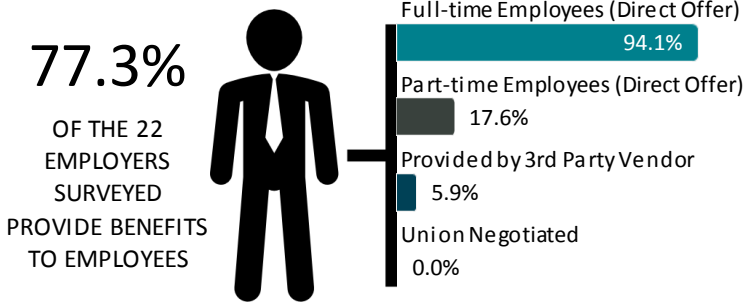
### Employee Healthcare Plan Contribution Change





In July 2018, 47 employers in the Transportation & Warehousing Industry, operating 48 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 22 responses, yielding a 46.8 percent response rate.

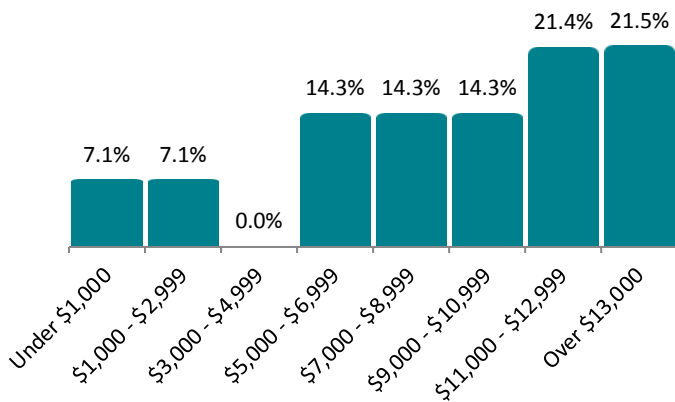
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.9%	11.8%
Dental Coverage	17.6%	0.0%
Life Insurance	52.9%	17.6%
Long-Term Disability	17.6%	0.0%
Medical Insurance	82.4%	17.6%
Prescription Drug Coverage	64.7%	11.8%
Short-Term Disability	35.3%	17.6%
Vision Coverage	17.6%	0.0%

**Average Annual Benefit Package Cost Per Employee**

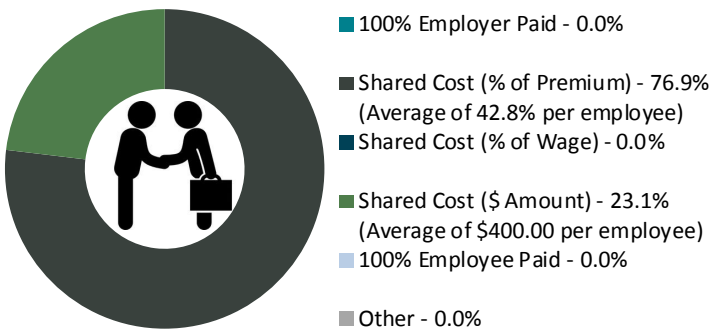


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	35.3%	17.6%
Maternity/Paternity Leave	11.8%	0.0%
Paid Holidays - 6.6 Days Annually	64.7%	17.6%
Paid Sick Leave - 4.2 Days Annually	41.2%	0.0%
Paid Vacation - 5.6 Days Annually	70.6%	17.6%
Paid-Time-Off (PTO) - 10 Days Annually	23.5%	0.0%
Personal Days/Floating Holidays	23.5%	0.0%
Training Leave	35.3%	0.0%

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

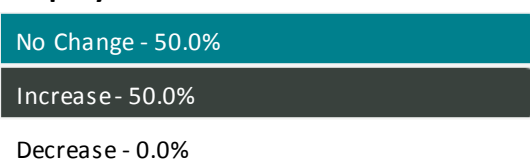
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	82.4%	17.6%
Childcare Assistance	23.5%	0.0%
Company Vehicle/Mileage	47.1%	11.8%
Employee Assistance Program	5.9%	0.0%
Flex Spending Account	29.4%	17.6%
Profit Sharing/Stock Options	29.4%	5.9%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	23.5%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	17.6%	0.0%
Uniform Allowance	29.4%	0.0%
Wellness Program	23.5%	17.6%

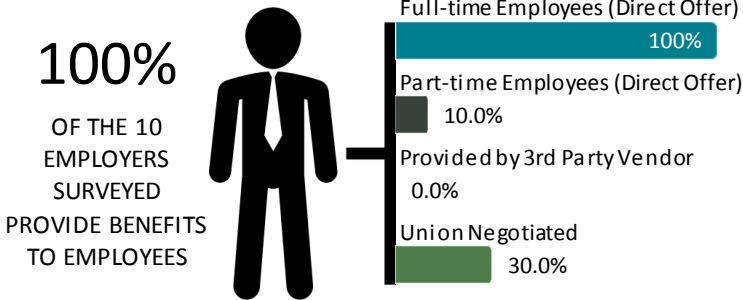
**Employee Healthcare Plan Contribution Change**





In July 2018, 10 employers in the Utilities Industry, operating 11 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 10 responses, yielding a 100 percent response rate.

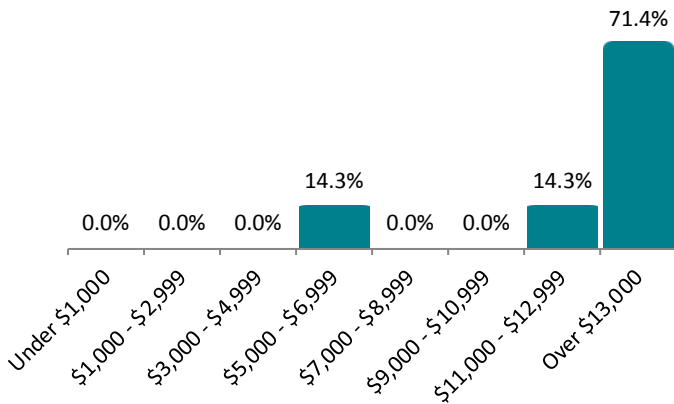
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	60.0%	0.0%
Dental Coverage	60.0%	0.0%
Life Insurance	60.0%	0.0%
Long-Term Disability	50.0%	0.0%
Medical Insurance	70.0%	10.0%
Prescription Drug Coverage	50.0%	0.0%
Short-Term Disability	30.0%	0.0%
Vision Coverage	30.0%	0.0%

**Average Annual Benefit Package Cost Per Employee**

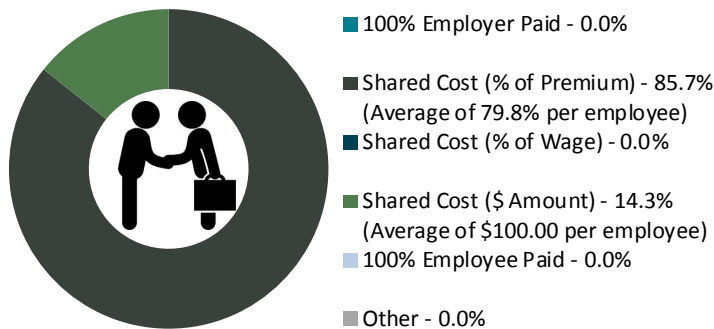


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	70.0%	0.0%
Maternity/Paternity Leave	40.0%	0.0%
Paid Holidays - 8.7 Days Annually	70.0%	0.0%
Paid Sick Leave - 9.2 Days Annually	50.0%	0.0%
Paid Vacation - 10 Days Annually	50.0%	10.0%
Paid-Time-Off (PTO) - 12.5 Days Annually	30.0%	0.0%
Personal Days/Floating Holidays	40.0%	0.0%
Training Leave	40.0%	0.0%

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

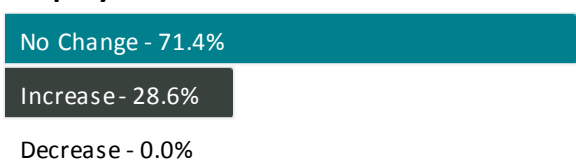
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	30.0%	10.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	50.0%	10.0%
Employee Assistance Program	10.0%	0.0%
Flex Spending Account	30.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	20.0%	0.0%
Retirement Package	50.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	20.0%	0.0%
Uniform Allowance	50.0%	10.0%
Wellness Program	40.0%	0.0%

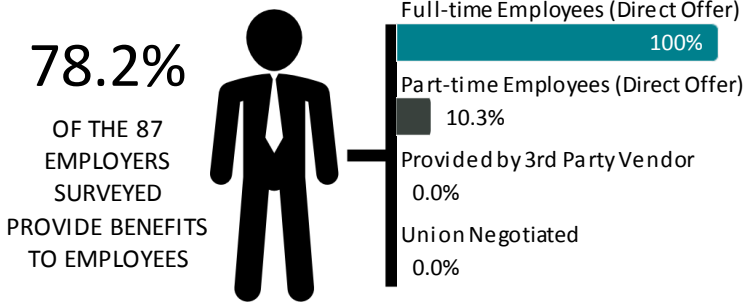
**Employee Healthcare Plan Contribution Change**





In July 2018, 189 employers in the Wholesale & Retail Trade Industry, operating 271 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 87 responses, yielding a 46.0 percent response rate.

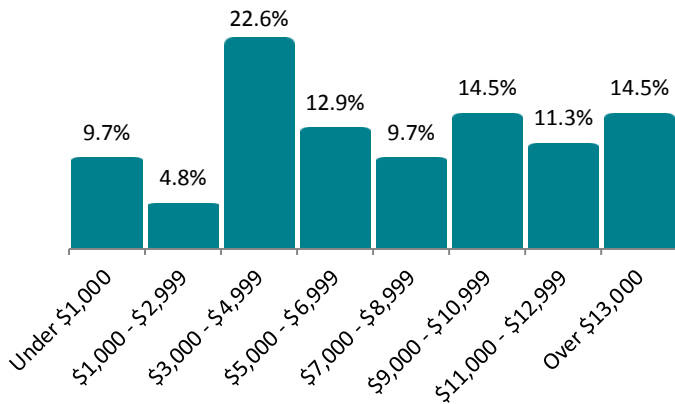
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	33.8%	1.5%
Dental Coverage	38.2%	2.9%
Life Insurance	50.0%	1.5%
Long-Term Disability	35.3%	1.5%
Medical Insurance	82.4%	0.0%
Prescription Drug Coverage	64.7%	0.0%
Short-Term Disability	35.3%	1.5%
Vision Coverage	26.5%	2.9%

**Average Annual Benefit Package Cost Per Employee**

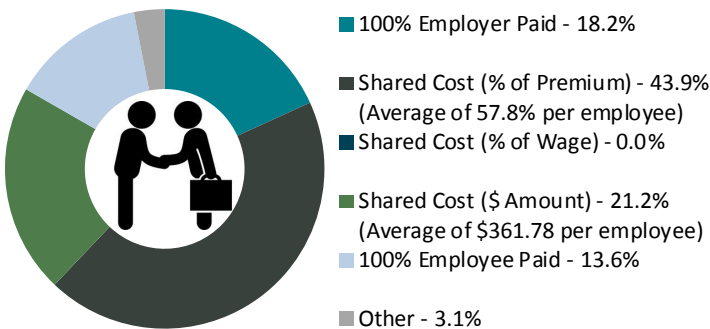


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.8%	2.9%
Maternity/Paternity Leave	26.5%	1.5%
Paid Holidays - 6.2 Days Annually	77.9%	2.9%
Paid Sick Leave - 4.3 Days Annually	50.0%	1.5%
Paid Vacation - 7.4 Days Annually	75.0%	1.5%
Paid-Time-Off (PTO) - 9.5 Days Annually	39.7%	1.5%
Personal Days/Floating Holidays	35.3%	0.0%
Training Leave	17.6%	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%	1.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	38.2%	0.0%
Employee Assistance Program	19.1%	1.5%
Flex Spending Account	30.9%	0.0%
Profit Sharing/Stock Options	17.6%	0.0%
Relocation/Moving Expense	2.9%	0.0%
Retirement Package	33.8%	4.4%
Shift Differential Pay	5.9%	0.0%
Tuition Assistance	14.7%	0.0%
Uniform Allowance	47.1%	1.5%
Wellness Program	13.2%	0.0%

**Employee Healthcare Plan Contribution Change**





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