



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 9
RELEASED 2019

CLINTON, JACKSON, MUSCATINE AND SCOTT COUNTIES

Counties within Iowa Workforce Development Region 9 included within this analysis:

- Clinton
- Jackson
- Muscatine
- Scott

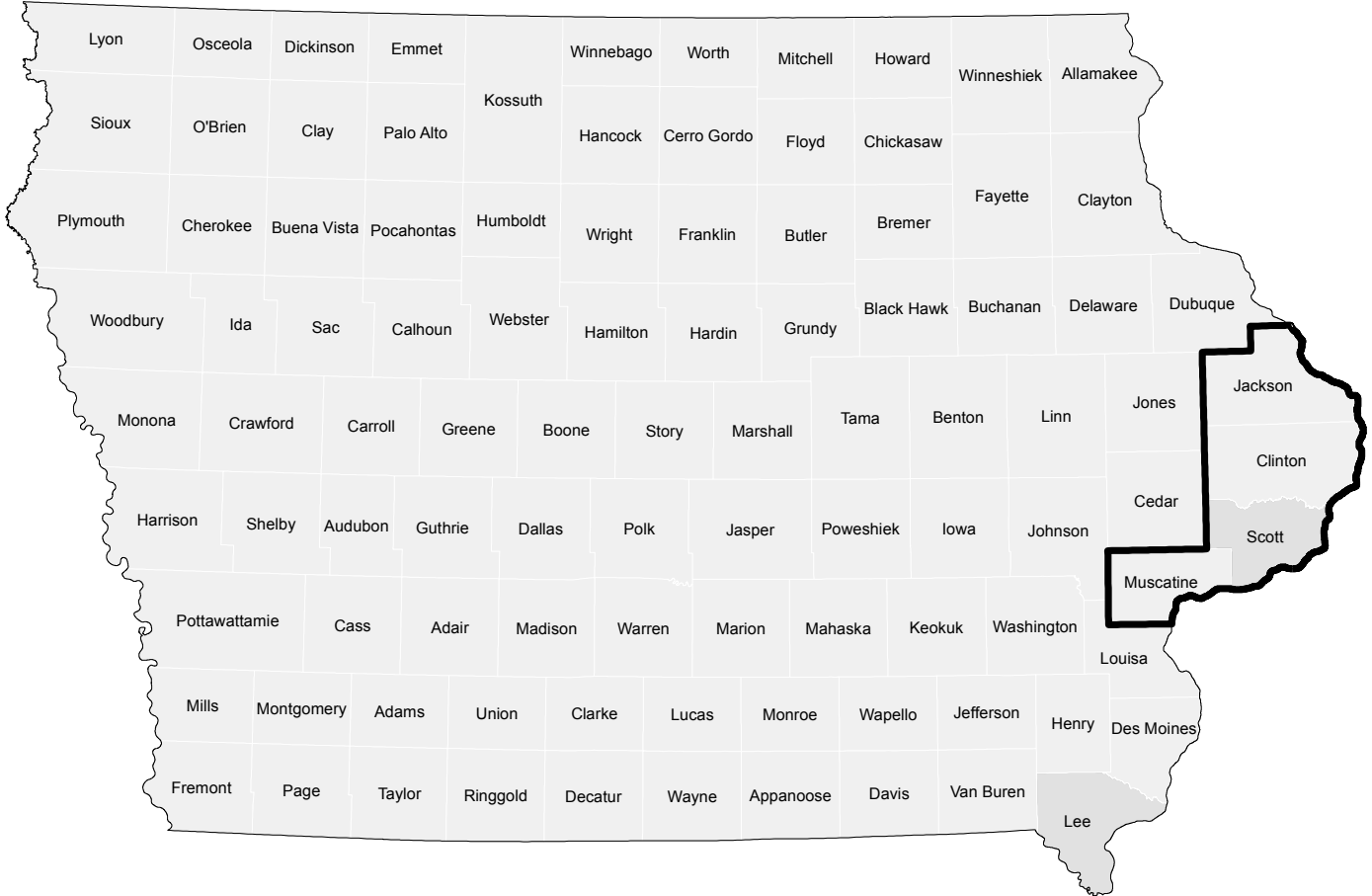


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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



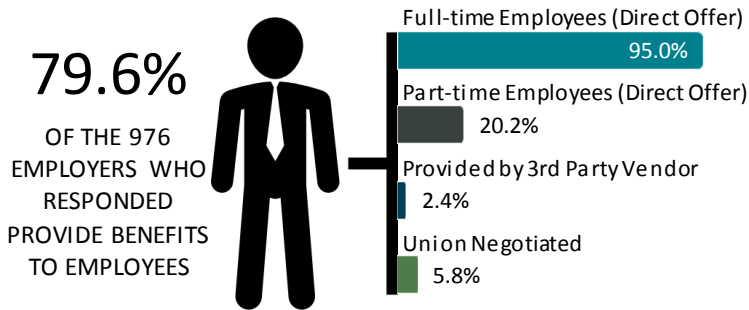
INTRODUCTION

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.

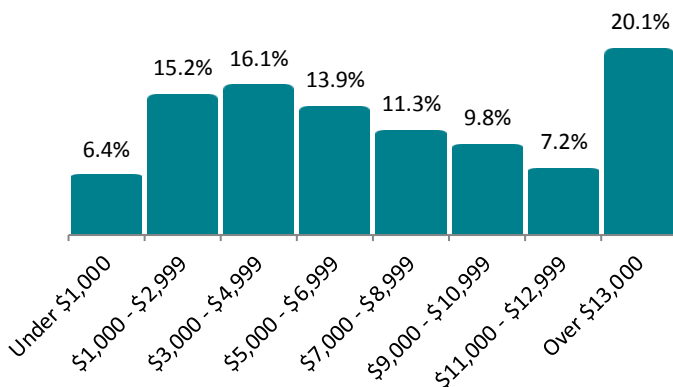
Beginning in July 2018, 3,022 employers operating 3,790 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 976 responses, yielding a 32.3 percent response rate.



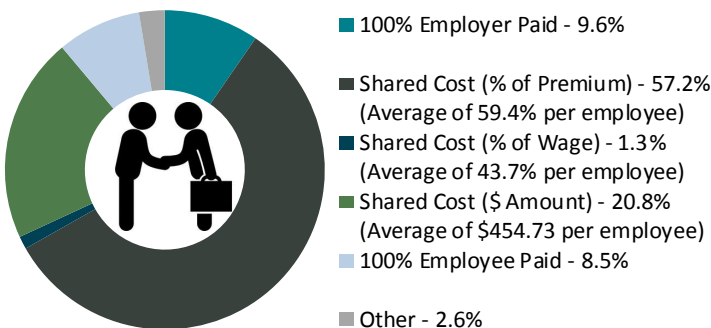
Benefits Offered to Employees



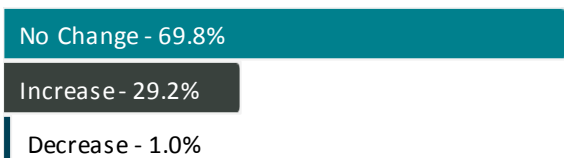
Average Annual Benefit Package Cost Per Employee



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	40.8%	3.3%
Dental Coverage	58.2%	6.9%
Life Insurance	48.6%	4.9%
Long-Term Disability	37.1%	2.8%
Medical Insurance	79.9%	7.1%
Prescription Drug Coverage	63.1%	4.6%
Short-Term Disability	36.8%	4.0%
Vision Coverage	37.3%	4.0%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.2%	8.2%
Maternity/Paternity Leave	26.0%	3.7%
Paid Holidays - 7.3 Days Annually	74.6%	11.1%
Paid Sick Leave - 6.2 Days Annually	38.5%	5.4%
Paid Vacation - 7.1 Days Annually	66.5%	7.6%
Paid-Time-Off (PTO) - 9.1 Days Annually	46.3%	8.2%
Personal Days/Floating Holidays	33.3%	4.2%
Training Leave	13.0%	1.7%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

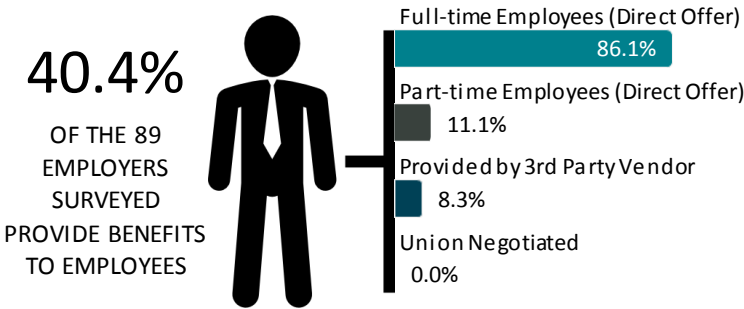
	Full-Time Positions	Part-Time Positions
Bonuses	60.1%	8.1%
Childcare Assistance	1.7%	0.4%
Company Vehicle/Mileage	38.7%	3.7%
Employee Assistance Program	20.8%	4.9%
Flex Spending Account	29.1%	3.5%
Profit Sharing/Stock Options	19.2%	3.3%
Relocation/Moving Expense	8.2%	0.9%
Retirement Package	29.2%	5.3%
Shift Differential Pay	10.6%	2.3%
Tuition Assistance	19.4%	3.5%
Uniform Allowance	27.0%	4.0%
Wellness Program	12.4%	2.7%



ACCOMMODATION & FOOD SERVICES

In July 2018, 425 employers in the Accommodation & Food Services Industry, operating 520 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 89 responses, yielding a 20.9 percent response rate.

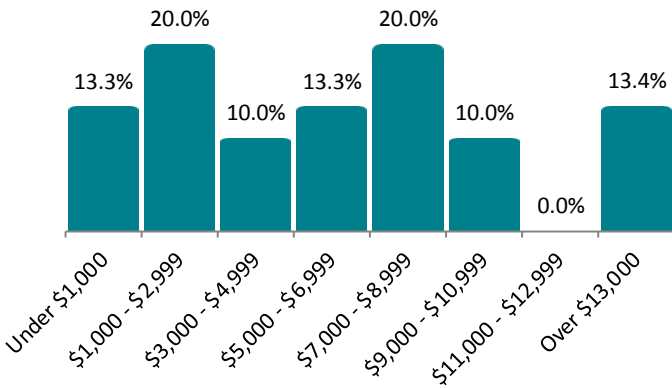
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	11.1%	0.0%
Dental Coverage	41.7%	2.8%
Life Insurance	25.0%	0.0%
Long-Term Disability	8.3%	0.0%
Medical Insurance	80.6%	8.3%
Prescription Drug Coverage	38.9%	2.8%
Short-Term Disability	11.1%	2.8%
Vision Coverage	25.0%	2.8%

Average Annual Benefit Package Cost Per Employee

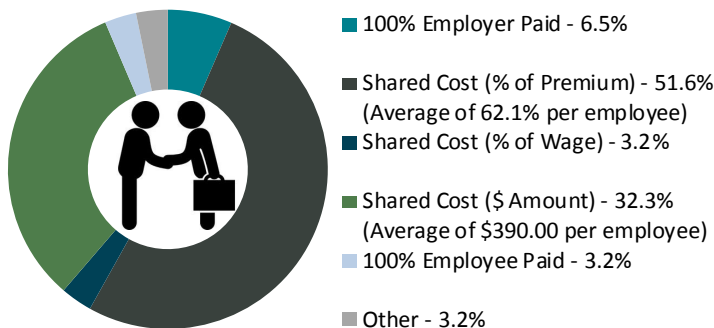


Paid Leave Offered by Employers

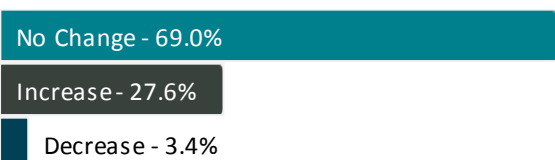
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	30.6%	0.0%
Maternity/Paternity Leave	5.6%	0.0%
Paid Holidays - 5.7 Days Annually	22.2%	0.0%
Paid Sick Leave - 5.0 Days Annually	8.3%	0.0%
Paid Vacation - 5.9 Days Annually	55.6%	5.6%
Paid-Time-Off (PTO) - 7.1 Days Annually	38.9%	2.8%
Personal Days/Floating Holidays	13.9%	2.8%
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

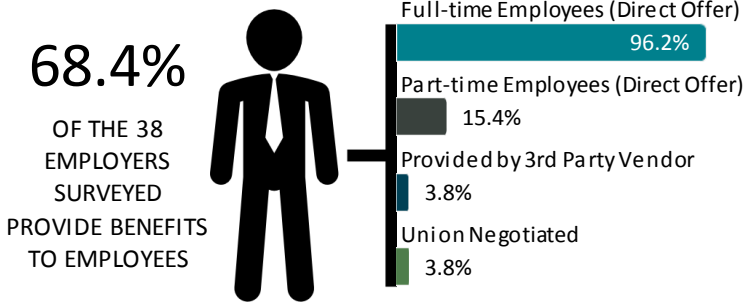
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	52.8%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	22.2%	2.8%
Employee Assistance Program	2.8%	0.0%
Flex Spending Account	13.9%	0.0%
Profit Sharing/Stock Options	2.8%	2.8%
Relocation/Moving Expense	2.8%	0.0%
Retirement Package	11.1%	0.0%
Shift Differential Pay	5.6%	2.8%
Tuition Assistance	11.1%	5.6%
Uniform Allowance	19.4%	5.6%
Wellness Program	11.1%	0.0%



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 195 employers in the Administrative & Waste Services Industry, operating 209 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 38 responses, yielding a 19.5 percent response rate.

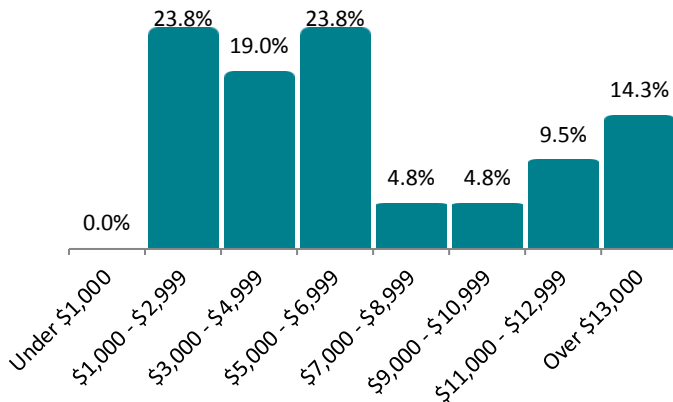
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.5%	0.0%
Dental Coverage	57.7%	0.0%
Life Insurance	53.8%	0.0%
Long-Term Disability	34.6%	0.0%
Medical Insurance	80.8%	0.0%
Prescription Drug Coverage	73.0%	0.0%
Short-Term Disability	34.6%	3.8%
Vision Coverage	34.6%	3.8%

Average Annual Benefit Package Cost Per Employee

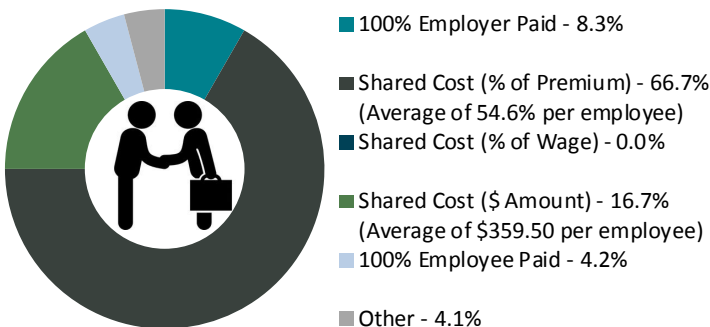


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.7%	3.8%
Maternity/Paternity Leave	19.2%	3.8%
Paid Holidays - 7.1 Days Annually	69.2%	7.7%
Paid Sick Leave - 9.5 Days Annually	30.8%	3.8%
Paid Vacation - 6.9 Days Annually	69.2%	11.5%
Paid-Time-Off (PTO) - 7.7 Days Annually	46.2%	3.8%
Personal Days/Floating Holidays	23.1%	0.0%
Training Leave	7.7%	3.8%

Average Annual Days Off Reported for Full-Time Positions

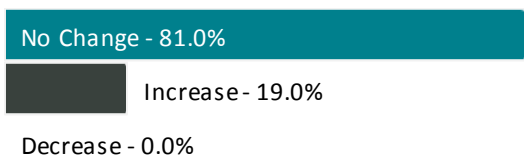
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

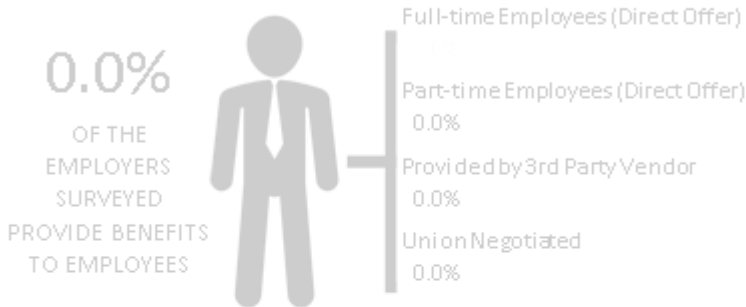
	Full-Time Positions	Part-Time Positions
Bonuses	65.4%	7.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	42.3%	7.7%
Employee Assistance Program	15.4%	7.7%
Flex Spending Account	15.4%	0.0%
Profit Sharing/Stock Options	11.5%	0.0%
Relocation/Moving Expense	11.5%	0.0%
Retirement Package	38.5%	3.8%
Shift Differential Pay	11.5%	3.8%
Tuition Assistance	15.4%	0.0%
Uniform Allowance	38.5%	3.8%
Wellness Program	3.8%	3.8%

Employee Healthcare Plan Contribution Change





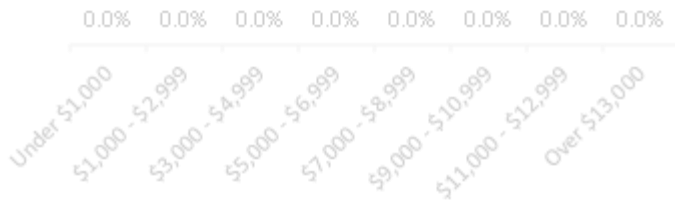
Benefits Offered to Employees



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

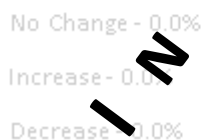
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

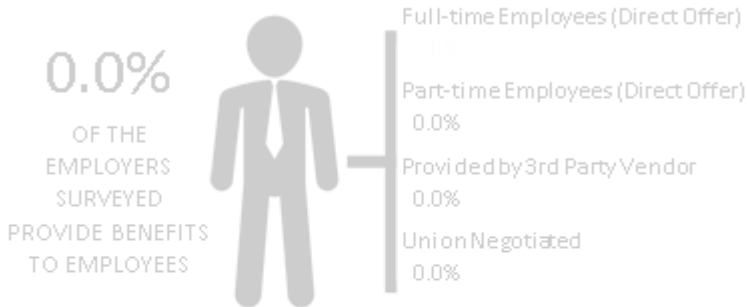
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift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

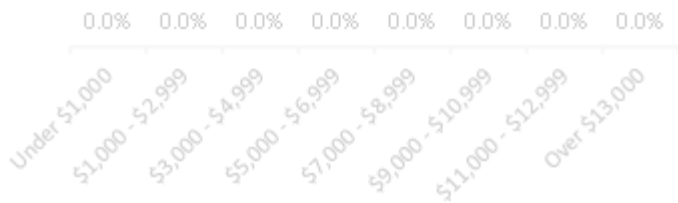
Benefits Offered to Employees



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

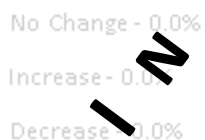
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

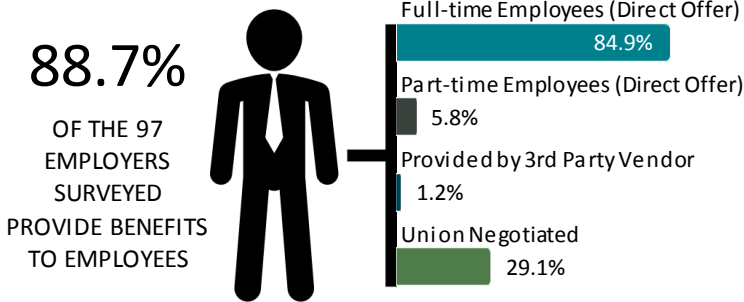
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 268 employers in the Construction Industry, operating 270 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 97 responses, yielding a 36.2 percent response rate.

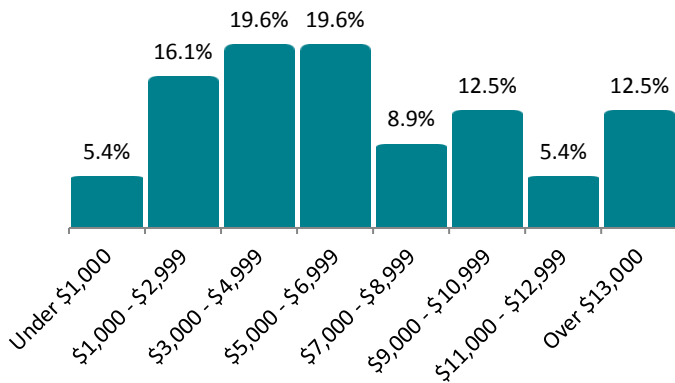
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.3%	0.0%
Dental Coverage	41.9%	1.2%
Life Insurance	23.3%	0.0%
Long-Term Disability	16.3%	0.0%
Medical Insurance	61.6%	1.2%
Prescription Drug Coverage	46.5%	1.2%
Short-Term Disability	16.3%	0.0%
Vision Coverage	24.4%	0.0%

Average Annual Benefit Package Cost Per Employee

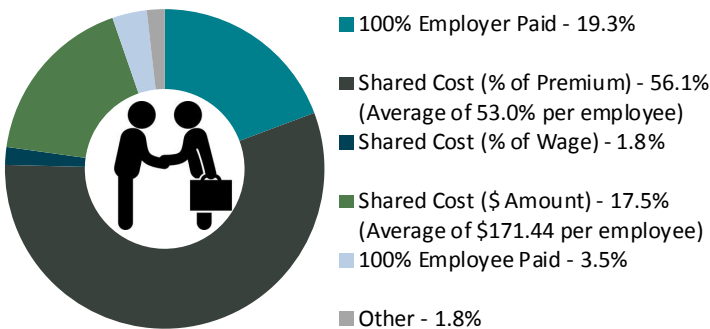


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	32.6%	0.0%
Maternity/Paternity Leave	9.3%	0.0%
Paid Holidays - 6.4 Days Annually	52.3%	1.2%
Paid Sick Leave - 4.9 Days Annually	16.3%	1.2%
Paid Vacation - 6.3 Days Annually	54.7%	1.2%
Paid-Time-Off (PTO) - 5.6 Days Annually	22.1%	0.0%
Personal Days/Floating Holidays	12.8%	1.2%
Training Leave	10.5%	1.2%

Average Annual Days Off Reported for Full-Time Positions

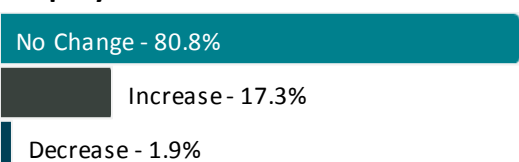
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	43.0%	1.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	26.7%	0.0%
Employee Assistance Program	5.8%	0.0%
Flex Spending Account	10.5%	0.0%
Profit Sharing/Stock Options	9.3%	0.0%
Relocation/Moving Expense	2.3%	0.0%
Retirement Package	16.3%	0.0%
Shift Differential Pay	5.8%	0.0%
Tuition Assistance	3.5%	0.0%
Uniform Allowance	20.9%	0.0%
Wellness Program	1.2%	0.0%

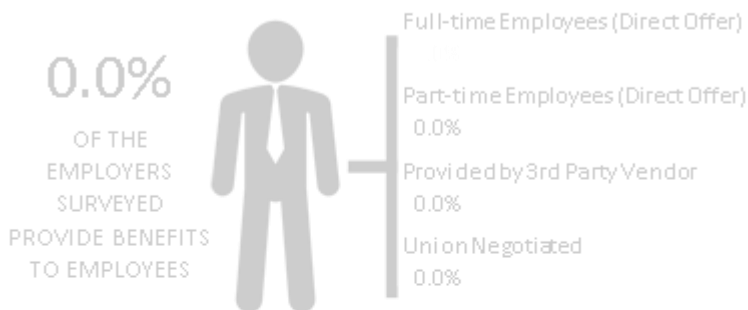
Employee Healthcare Plan Contribution Change





EDUCATIONAL SERVICES

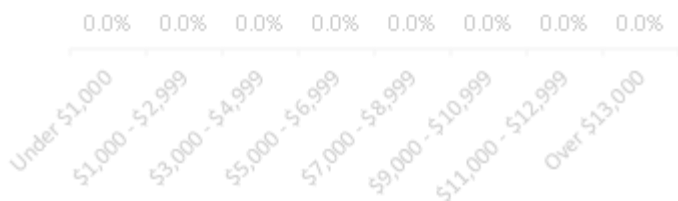
Benefits Offered to Employees



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

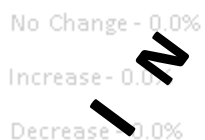
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



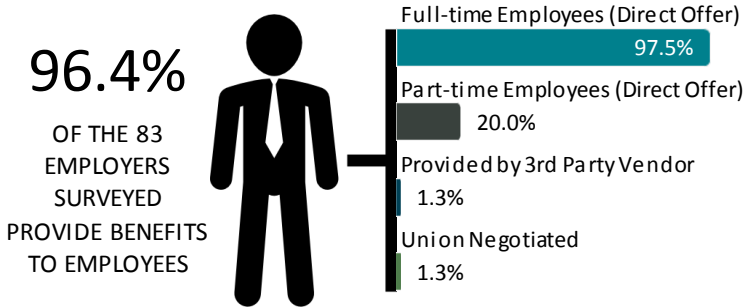
Other Benefits Offered by Employers

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, 174 employers in the Finance, Insurance & Real Estate Industry, operating 258 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 83 responses, yielding a 47.7 percent response rate.

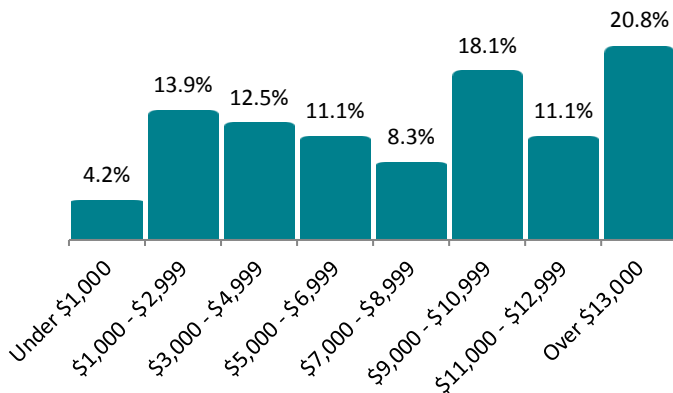
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	46.3%	2.5%
Dental Coverage	61.3%	5.0%
Life Insurance	61.3%	7.5%
Long-Term Disability	51.2%	2.5%
Medical Insurance	82.5%	6.3%
Prescription Drug Coverage	66.3%	3.8%
Short-Term Disability	48.8%	5.0%
Vision Coverage	42.5%	5.0%

Average Annual Benefit Package Cost Per Employee

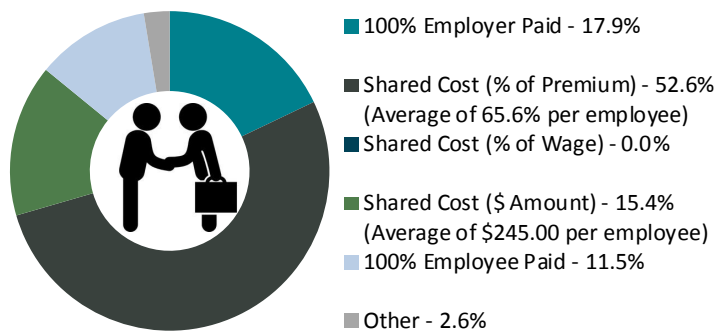


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	81.3%	10.0%
Maternity/Paternity Leave	38.8%	2.5%
Paid Holidays - 7.8 Days Annually	87.5%	10.0%
Paid Sick Leave - 7.4 Days Annually	52.5%	5.0%
Paid Vacation - 8.6 Days Annually	67.5%	7.5%
Paid-Time-Off (PTO) - 9.7 Days Annually	62.5%	8.8%
Personal Days/Floating Holidays	47.5%	5.0%
Training Leave	17.5%	1.3%

Average Annual Days Off Reported for Full-Time Positions

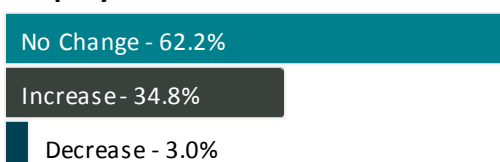
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	70.0%	11.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	48.8%	5.0%
Employee Assistance Program	28.7%	8.8%
Flex Spending Account	46.3%	5.0%
Profit Sharing/Stock Options	17.5%	3.8%
Relocation/Moving Expense	6.3%	1.3%
Retirement Package	31.3%	6.3%
Shift Differential Pay	2.5%	2.5%
Tuition Assistance	23.8%	7.5%
Uniform Allowance	16.3%	5.0%
Wellness Program	16.3%	5.0%

Employee Healthcare Plan Contribution Change

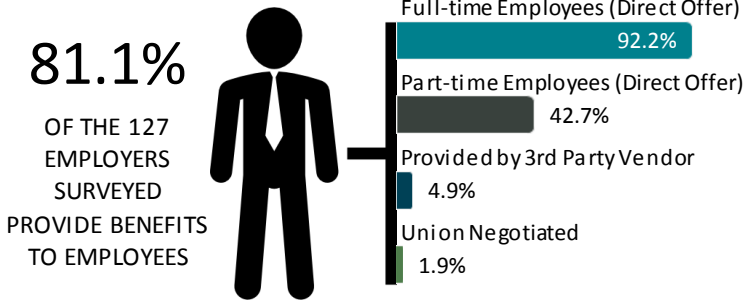




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 328 employers in the Health Care & Social Assistance Industry, operating 467 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 127 responses, yielding a 38.7 percent response rate.

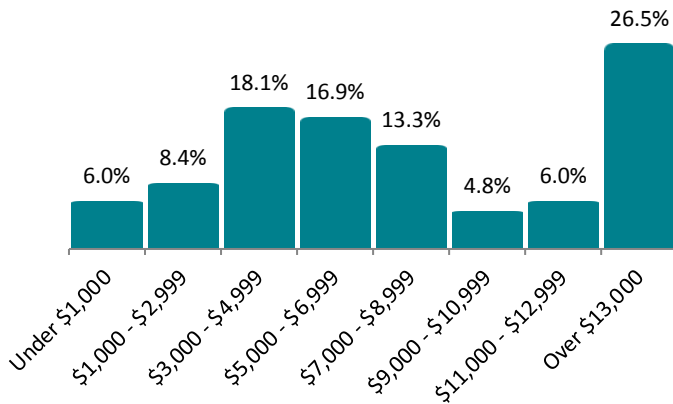
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.8%	8.7%
Dental Coverage	64.1%	25.2%
Life Insurance	40.8%	11.7%
Long-Term Disability	34.0%	5.8%
Medical Insurance	73.8%	18.4%
Prescription Drug Coverage	55.4%	12.6%
Short-Term Disability	30.1%	9.7%
Vision Coverage	40.8%	9.7%

Average Annual Benefit Package Cost Per Employee

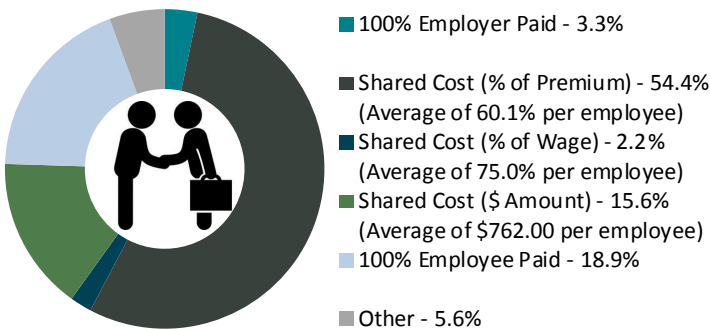


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.2%	24.3%
Maternity/Paternity Leave	31.1%	11.7%
Paid Holidays - 7.2 Days Annually	76.7%	27.2%
Paid Sick Leave - 6.5 Days Annually	47.6%	18.4%
Paid Vacation - 8.4 Days Annually	58.3%	18.4%
Paid-Time-Off (PTO) - 11.7 Days Annually	63.1%	23.3%
Personal Days/Floating Holidays	36.9%	11.7%
Training Leave	19.4%	7.8%

Average Annual Days Off Reported for Full-Time Positions

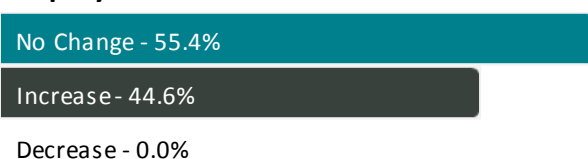
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.1%	19.4%
Childcare Assistance	3.9%	2.9%
Company Vehicle/Mileage	36.9%	9.7%
Employee Assistance Program	21.4%	9.7%
Flex Spending Account	32.0%	9.7%
Profit Sharing/Stock Options	36.9%	10.7%
Relocation/Moving Expense	7.8%	3.9%
Retirement Package	37.9%	12.6%
Shift Differential Pay	14.6%	10.7%
Tuition Assistance	25.2%	11.7%
Uniform Allowance	36.9%	13.6%
Wellness Program	17.5%	8.7%

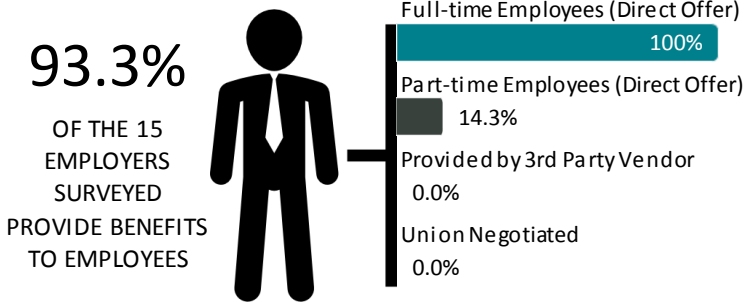
Employee Healthcare Plan Contribution Change





In July 2018, 33 employers in the Information Industry, operating 39 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 45.5 percent response rate.

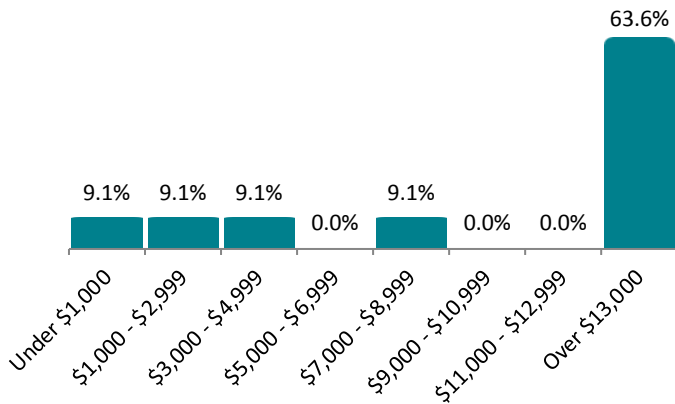
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	71.4%	7.1%
Dental Coverage	85.7%	7.1%
Life Insurance	78.6%	14.3%
Long-Term Disability	78.6%	7.1%
Medical Insurance	100%	7.1%
Prescription Drug Coverage	85.7%	0.0%
Short-Term Disability	71.4%	7.1%
Vision Coverage	71.4%	7.1%

Average Annual Benefit Package Cost Per Employee

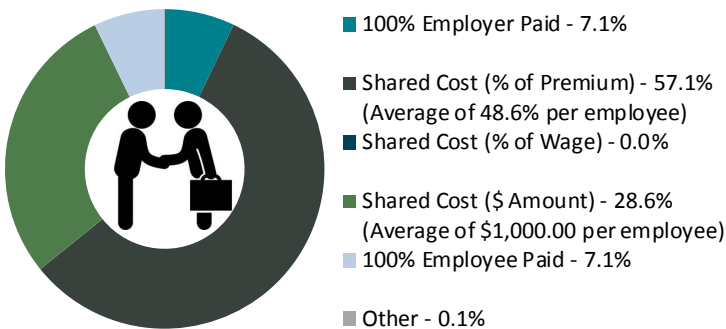


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	85.7%	14.3%
Maternity/Paternity Leave	42.9%	7.1%
Paid Holidays - 7.2 Days Annually	92.9%	14.3%
Paid Sick Leave - 6.2 Days Annually	50.0%	7.1%
Paid Vacation - 7.3 Days Annually	64.3%	14.3%
Paid-Time-Off (PTO) - 11.6 Days Annually	64.3%	14.3%
Personal Days/Floating Holidays	28.6%	0.0%
Training Leave	14.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

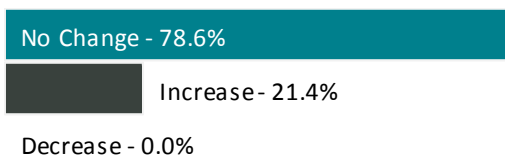
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

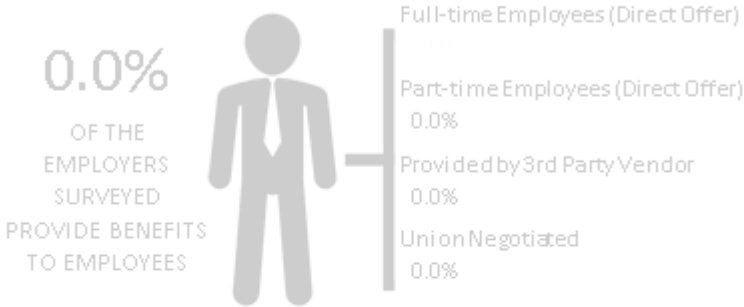
	Full-Time Positions	Part-Time Positions
Bonuses	85.7%	14.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	71.4%	7.1%
Employee Assistance Program	35.7%	7.1%
Flex Spending Account	35.7%	7.1%
Profit Sharing/Stock Options	28.6%	0.0%
Relocation/Moving Expense	42.9%	0.0%
Retirement Package	28.6%	7.1%
Shift Differential Pay	7.1%	0.0%
Tuition Assistance	28.6%	0.0%
Uniform Allowance	42.9%	0.0%
Wellness Program	21.4%	0.0%

Employee Healthcare Plan Contribution Change





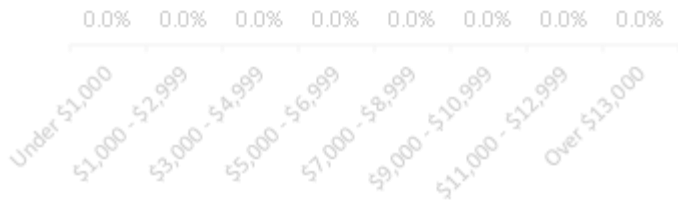
Benefits Offered to Employees



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

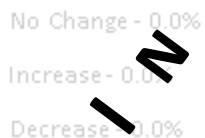
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

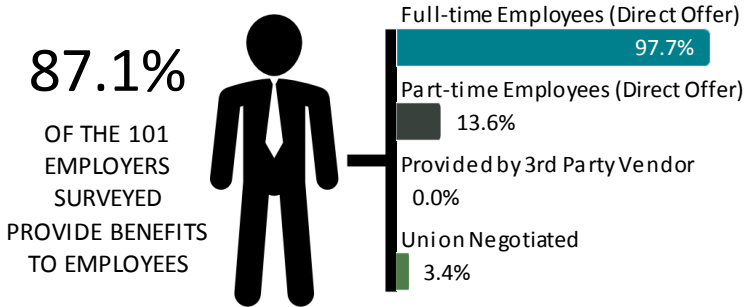
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 248 employers in the Manufacturing Industry, operating 270 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 101 responses, yielding a 40.7 percent response rate.

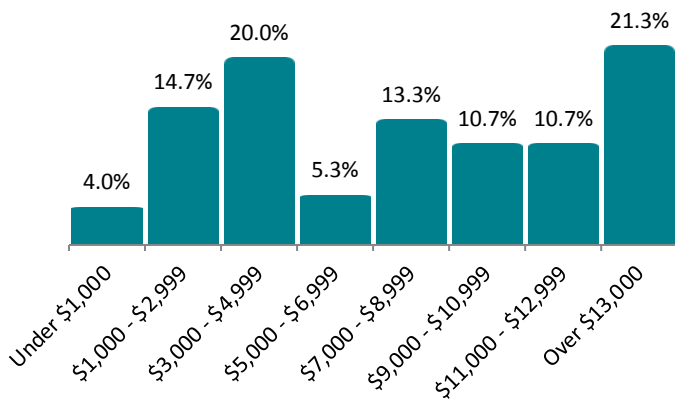
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.4%	3.4%
Dental Coverage	58.0%	3.4%
Life Insurance	64.8%	4.5%
Long-Term Disability	42.0%	2.3%
Medical Insurance	84.1%	3.4%
Prescription Drug Coverage	67.1%	2.3%
Short-Term Disability	50.0%	3.4%
Vision Coverage	38.6%	2.3%

Average Annual Benefit Package Cost Per Employee

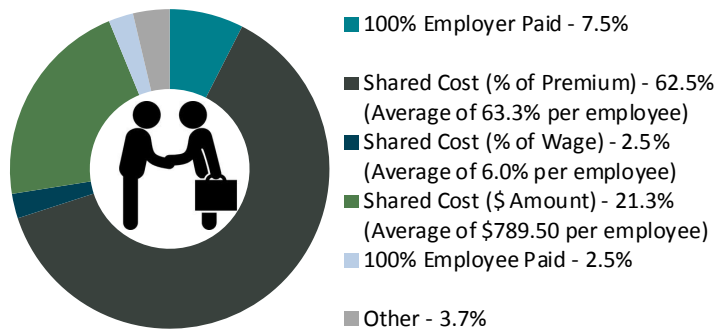


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	68.2%	4.5%
Maternity/Paternity Leave	25.0%	2.3%
Paid Holidays - 8.0 Days Annually	86.4%	11.4%
Paid Sick Leave - 4.0 Days Annually	31.8%	1.1%
Paid Vacation - 6.3 Days Annually	78.4%	6.8%
Paid-Time-Off (PTO) - 6.5 Days Annually	44.3%	6.8%
Personal Days/Floating Holidays	42.0%	2.3%
Training Leave	8.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

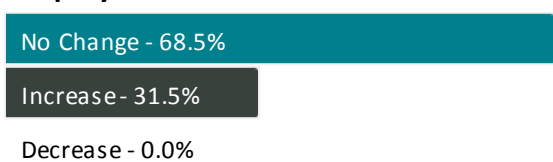
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	58.0%	5.7%
Childcare Assistance	1.1%	0.0%
Company Vehicle/Mileage	38.6%	3.4%
Employee Assistance Program	34.1%	5.7%
Flex Spending Account	33.0%	3.4%
Profit Sharing/Stock Options	25.0%	3.4%
Relocation/Moving Expense	8.0%	1.1%
Retirement Package	21.6%	2.3%
Shift Differential Pay	29.5%	3.4%
Tuition Assistance	29.5%	4.5%
Uniform Allowance	25.0%	1.1%
Wellness Program	19.3%	1.1%

Employee Healthcare Plan Contribution Change

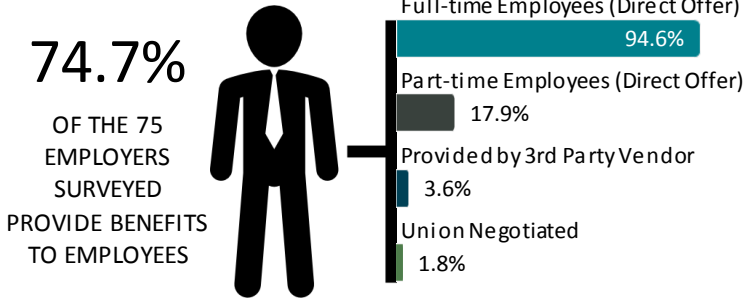




PERSONAL SERVICES

In July 2018, 176 employers in the Personal Services Industry, operating 214 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 75 responses, yielding a 42.6 percent response rate.

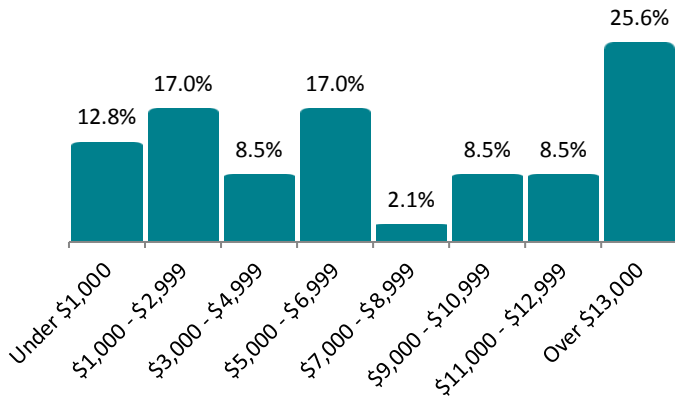
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.3%	5.4%
Dental Coverage	57.1%	8.9%
Life Insurance	48.2%	5.4%
Long-Term Disability	37.5%	5.4%
Medical Insurance	80.4%	12.5%
Prescription Drug Coverage	66.0%	8.9%
Short-Term Disability	41.1%	5.4%
Vision Coverage	21.4%	3.6%

Average Annual Benefit Package Cost Per Employee

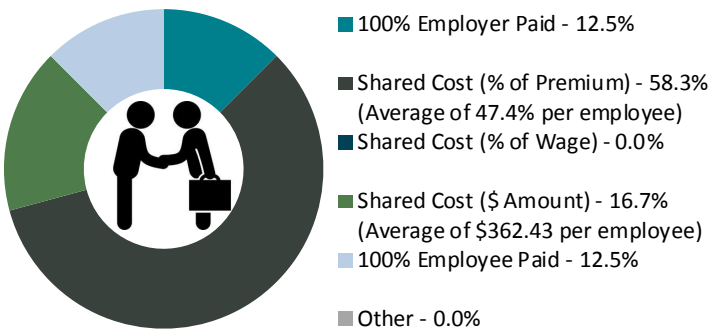


Paid Leave Offered by Employers

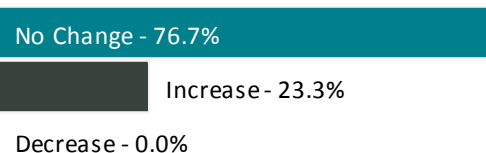
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.7%	10.7%
Maternity/Paternity Leave	33.9%	5.4%
Paid Holidays - 7.7 Days Annually	75.0%	10.7%
Paid Sick Leave - 7.4 Days Annually	41.1%	5.4%
Paid Vacation - 7.0 Days Annually	73.2%	7.1%
Paid-Time-Off (PTO) - 8.6 Days Annually	32.1%	7.1%
Personal Days/Floating Holidays	41.1%	8.9%
Training Leave	17.9%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



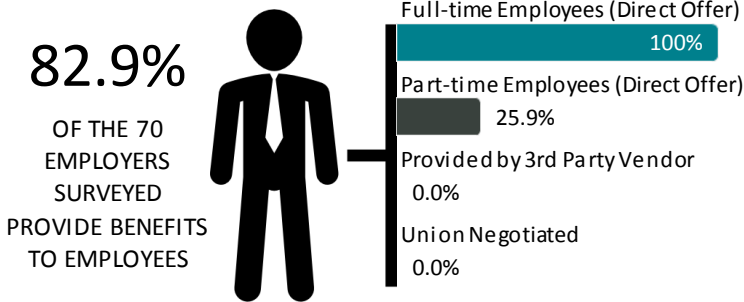
Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	53.6%	1.8%
Childcare Assistance	1.8%	0.0%
Company Vehicle/Mileage	28.6%	1.8%
Employee Assistance Program	19.6%	7.1%
Flex Spending Account	21.4%	5.4%
Profit Sharing/Stock Options	7.1%	0.0%
Relocation/Moving Expense	1.8%	0.0%
Retirement Package	41.1%	7.1%
Shift Differential Pay	10.7%	0.0%
Tuition Assistance	16.1%	0.0%
Uniform Allowance	23.2%	0.0%
Wellness Program	7.1%	1.8%



In July 2018, 192 employers in the Professional & Technical Services Industry, operating 194 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 70 responses, yielding a 36.5 percent response rate.

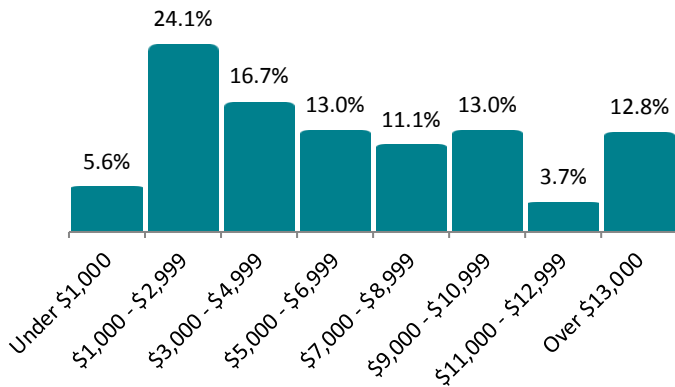
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.9%	3.4%
Dental Coverage	63.8%	3.4%
Life Insurance	46.6%	3.4%
Long-Term Disability	46.6%	5.2%
Medical Insurance	84.5%	3.4%
Prescription Drug Coverage	72.4%	3.4%
Short-Term Disability	39.7%	3.4%
Vision Coverage	37.9%	3.4%

Average Annual Benefit Package Cost Per Employee

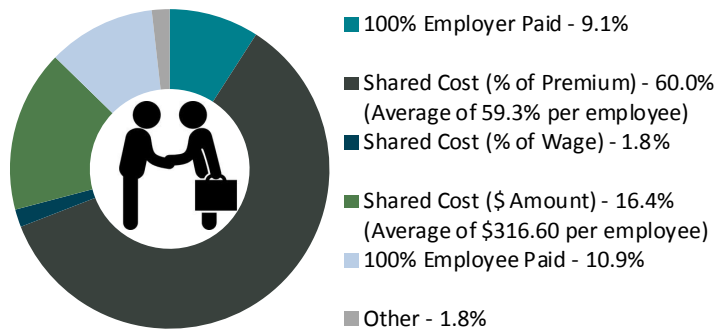


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.2%	12.1%
Maternity/Paternity Leave	32.8%	0.0%
Paid Holidays - 7.5 Days Annually	93.1%	17.2%
Paid Sick Leave - 5.3 Days Annually	56.9%	6.9%
Paid Vacation - 8.1 Days Annually	74.1%	6.9%
Paid-Time-Off (PTO) - 9.8 Days Annually	63.8%	8.6%
Personal Days/Floating Holidays	50.0%	3.4%
Training Leave	15.5%	0.0%

Average Annual Days Off Reported for Full-Time Positions

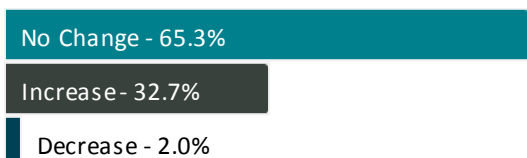
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

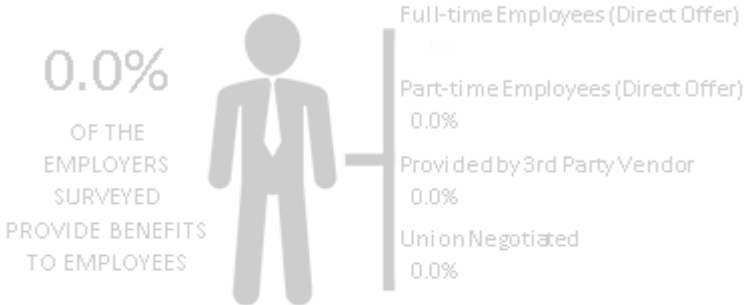
	Full-Time Positions	Part-Time Positions
Bonuses	75.9%	10.3%
Childcare Assistance	6.9%	0.0%
Company Vehicle/Mileage	55.2%	1.7%
Employee Assistance Program	19.0%	3.4%
Flex Spending Account	34.5%	3.4%
Profit Sharing/Stock Options	34.5%	5.2%
Relocation/Moving Expense	17.2%	1.7%
Retirement Package	27.6%	8.6%
Shift Differential Pay	3.4%	0.0%
Tuition Assistance	34.5%	1.7%
Uniform Allowance	25.9%	3.4%
Wellness Program	8.6%	1.7%

Employee Healthcare Plan Contribution Change





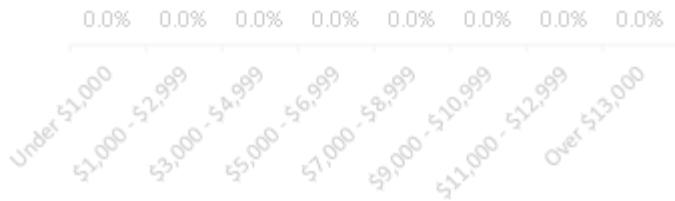
Benefits Offered to Employees



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

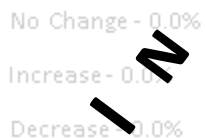
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

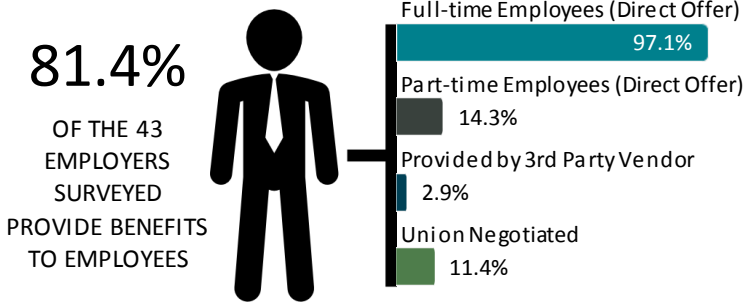
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 136 employers in the Transportation & Warehousing Industry, operating 141 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 43 responses, yielding a 31.6 percent response rate.

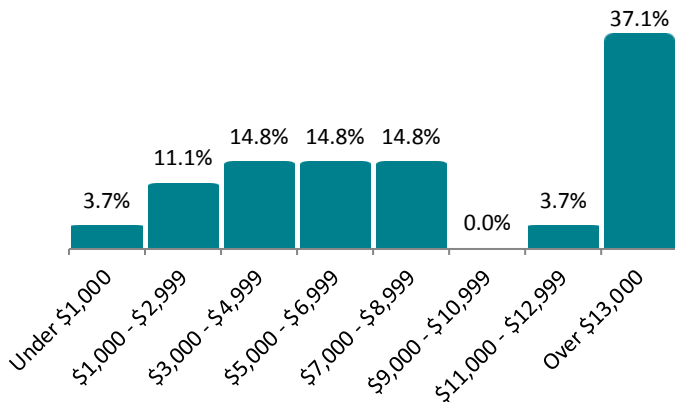
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.6%	0.0%
Dental Coverage	68.6%	5.7%
Life Insurance	45.7%	2.9%
Long-Term Disability	22.9%	0.0%
Medical Insurance	82.9%	5.7%
Prescription Drug Coverage	74.3%	2.9%
Short-Term Disability	42.9%	0.0%
Vision Coverage	42.9%	2.9%

Average Annual Benefit Package Cost Per Employee

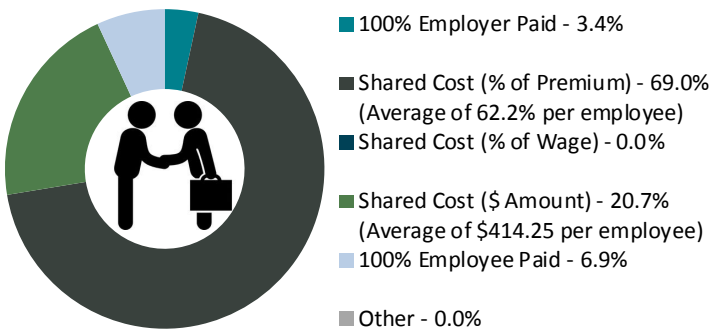


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.3%	5.7%
Maternity/Paternity Leave	17.1%	5.7%
Paid Holidays - 6.8 Days Annually	65.7%	2.9%
Paid Sick Leave - 5.4 Days Annually	31.4%	0.0%
Paid Vacation - 5.9 Days Annually	77.1%	2.9%
Paid-Time-Off (PTO) - 6.8 Days Annually	31.4%	2.9%
Personal Days/Floating Holidays	37.1%	0.0%
Training Leave	8.6%	0.0%

Average Annual Days Off Reported for Full-Time Positions

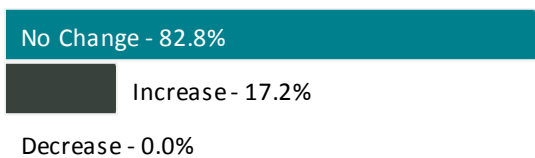
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	51.4%	8.6%
Childcare Assistance	2.9%	0.0%
Company Vehicle/Mileage	28.6%	2.9%
Employee Assistance Program	17.1%	2.9%
Flex Spending Account	20.0%	0.0%
Profit Sharing/Stock Options	11.4%	2.9%
Relocation/Moving Expense	8.6%	0.0%
Retirement Package	45.7%	0.0%
Shift Differential Pay	14.3%	0.0%
Tuition Assistance	8.6%	0.0%
Uniform Allowance	25.7%	5.7%
Wellness Program	5.7%	0.0%

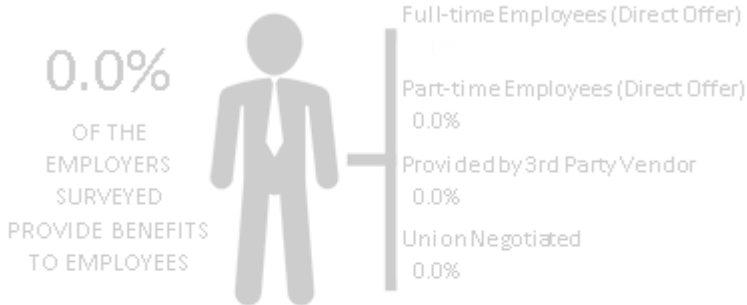
Employee Healthcare Plan Contribution Change





UTILITIES

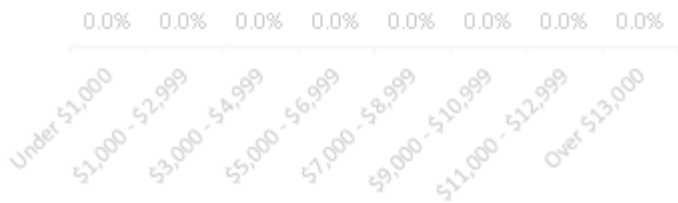
Benefits Offered to Employees



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

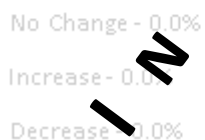
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Days/Float	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

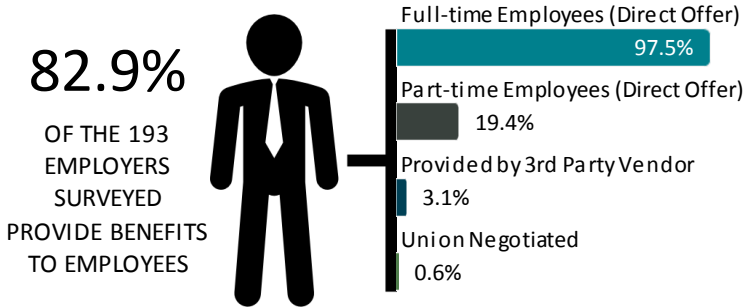
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 635 employers in the Wholesale & Retail Trade Industry, operating 890 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 193 responses, yielding a 30.4 percent response rate.

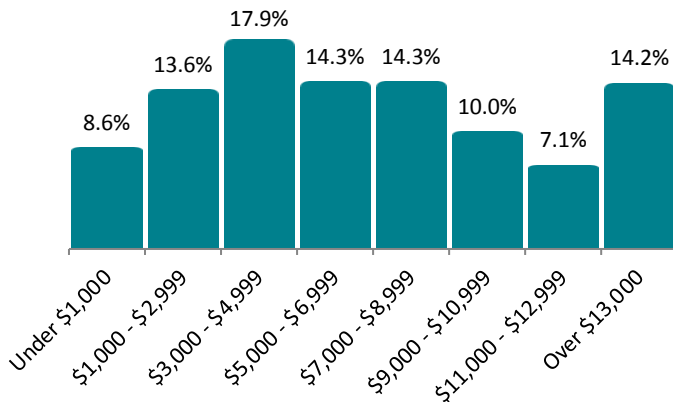
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.8%	3.8%
Dental Coverage	63.1%	5.0%
Life Insurance	55.6%	4.4%
Long-Term Disability	43.8%	3.1%
Medical Insurance	88.1%	6.3%
Prescription Drug Coverage	69.4%	3.7%
Short-Term Disability	42.5%	3.8%
Vision Coverage	41.9%	3.8%

Average Annual Benefit Package Cost Per Employee

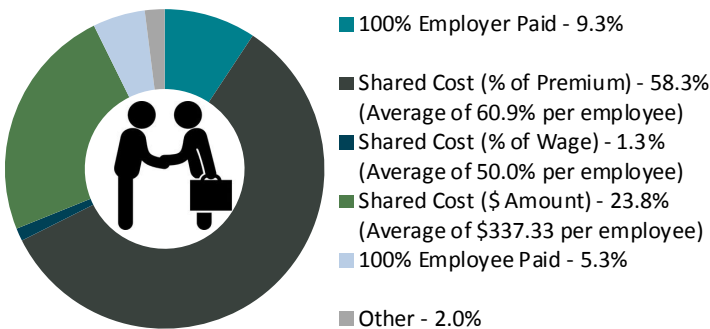


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	63.7%	3.8%
Maternity/Paternity Leave	26.3%	3.8%
Paid Holidays - 6.6 Days Annually	80.6%	9.4%
Paid Sick Leave - 5.2 Days Annually	41.3%	3.1%
Paid Vacation - 6.4 Days Annually	68.8%	5.0%
Paid-Time-Off (PTO) - 8.3 Days Annually	46.3%	7.5%
Personal Days/Floating Holidays	28.1%	2.5%
Training Leave	12.5%	0.6%

Average Annual Days Off Reported for Full-Time Positions

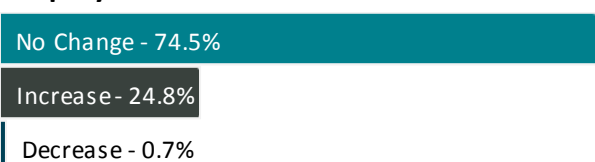
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	65.6%	8.1%
Childcare Assistance	1.3%	0.0%
Company Vehicle/Mileage	43.1%	3.1%
Employee Assistance Program	21.3%	1.9%
Flex Spending Account	33.1%	1.9%
Profit Sharing/Stock Options	18.1%	2.5%
Relocation/Moving Expense	10.0%	0.0%
Retirement Package	27.5%	5.0%
Shift Differential Pay	6.9%	0.0%
Tuition Assistance	17.5%	0.6%
Uniform Allowance	29.4%	1.9%
Wellness Program	15.6%	1.9%

Employee Healthcare Plan Contribution Change



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