

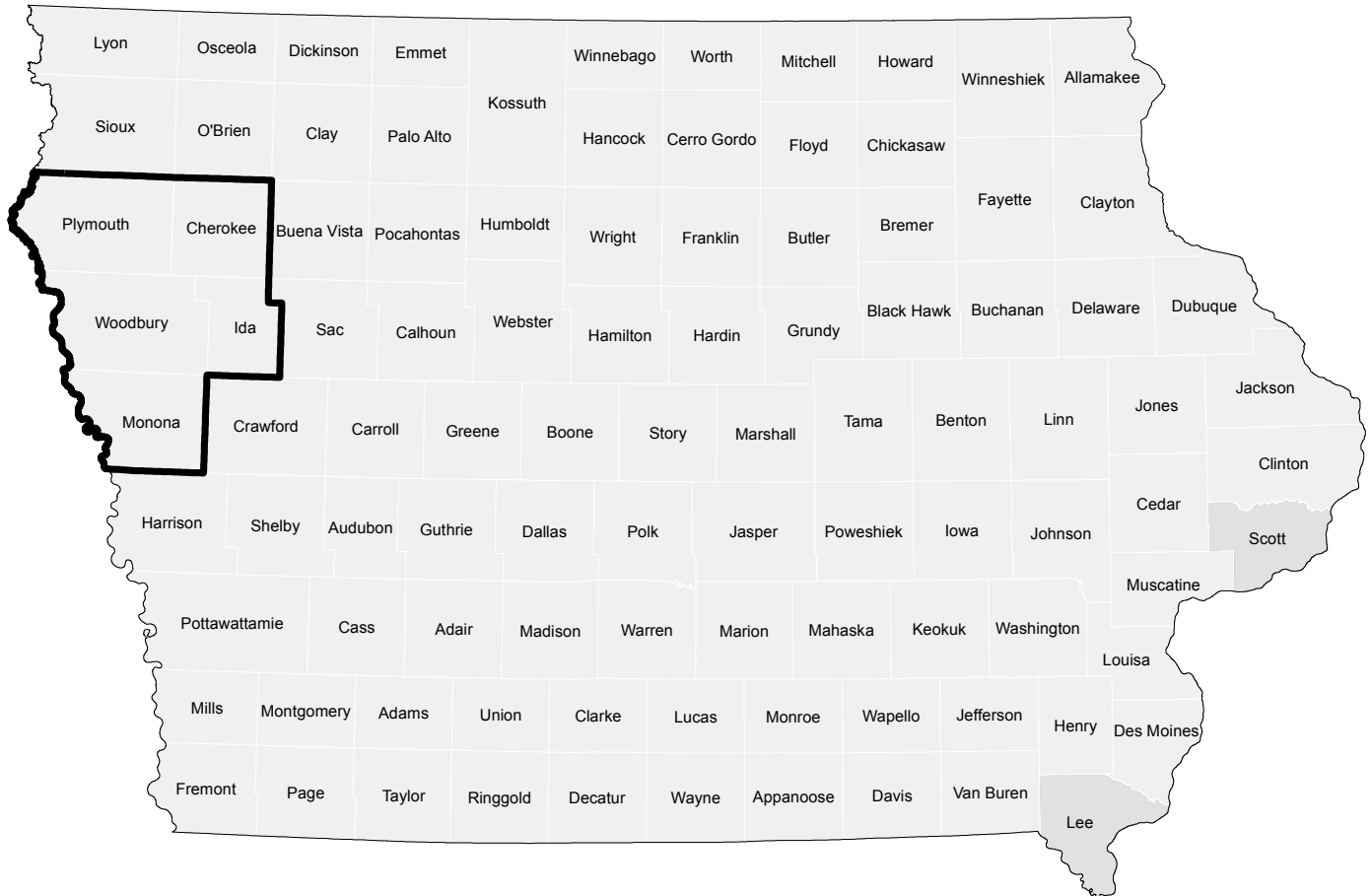


**EMPLOYER BENEFIT ANALYSIS**  
**IOWA WORKFORCE DEVELOPMENT REGION 12**  
**RELEASED 2019**

CHEROKEE, IDA, MONONA,  
PLYMOUTH AND WOODBURY COUNTIES

**Counties within Iowa Workforce Development Region 12 included within this analysis:**

- *Cherokee*
- *Ida*
- *Monona*
- *Plymouth*
- *Woodbury*



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



# 2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



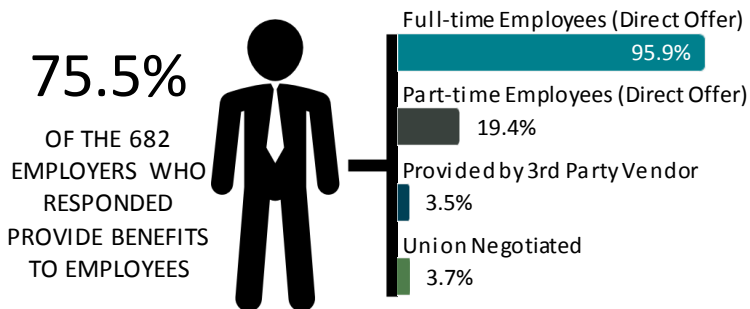
## INTRODUCTION

Data regarding benefits offered by employers was collected within the Workforce Needs Assessment Survey. The results of the survey were analyzed on both an overall and per industry basis.

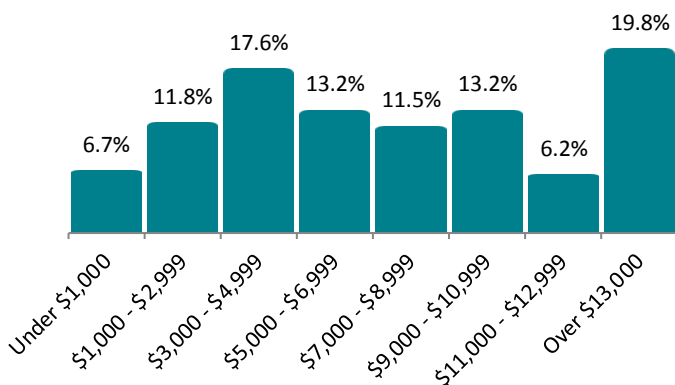
Beginning in July 2018, 1,782 employers operating 2,194 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 682 responses, yielding a 38.3 percent response rate.



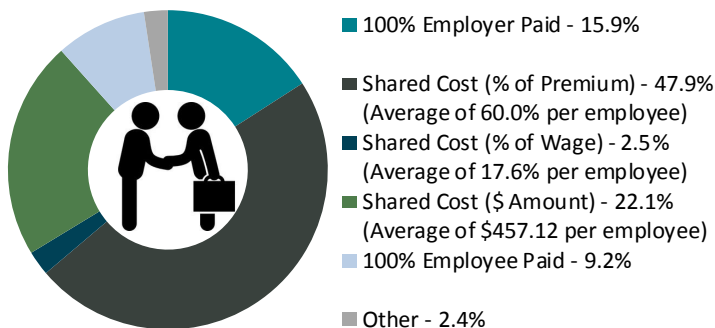
### Benefits Offered to Employees



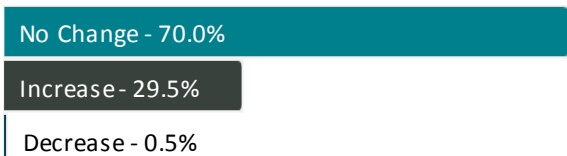
### Average Annual Benefit Package Cost Per Employee



### 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	44.1%	4.5%
Dental Coverage	53.4%	6.6%
Life Insurance	49.9%	6.4%
Long-Term Disability	39.2%	4.7%
Medical Insurance	79.8%	8.5%
Prescription Drug Coverage	61.9%	6.6%
Short-Term Disability	38.1%	4.9%
Vision Coverage	35.7%	6.4%

### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.4%	7.8%
Maternity/Paternity Leave	25.6%	3.5%
Paid Holidays - 6.9 Days Annually	74.0%	8.2%
Paid Sick Leave - 6.3 Days Annually	42.7%	4.7%
Paid Vacation - 7.6 Days Annually	67.4%	6.4%
Paid-Time-Off (PTO) - 8.4 Days Annually	44.5%	8.0%
Personal Days/Floating Holidays	29.7%	2.9%
Training Leave	17.1%	2.7%

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

### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	62.7%	9.3%
Childcare Assistance	2.3%	0.2%
Company Vehicle/Mileage	39.0%	3.7%
Employee Assistance Program	19.6%	5.0%
Flex Spending Account	35.5%	5.0%
Profit Sharing/Stock Options	18.1%	4.1%
Relocation/Moving Expense	8.5%	0.8%
Retirement Package	33.4%	5.6%
Shift Differential Pay	10.9%	2.7%
Tuition Assistance	18.8%	2.5%
Uniform Allowance	33.2%	4.5%
Wellness Program	14.2%	3.3%

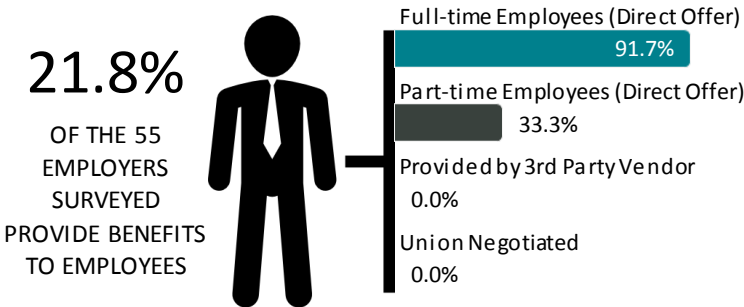
# INDUSTRY BENEFITS



## ACCOMMODATION & FOOD SERVICES

In July 2018, 222 employers in the Accommodation & Food Services Industry, operating 279 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 55 responses, yielding a 24.8 percent response rate.

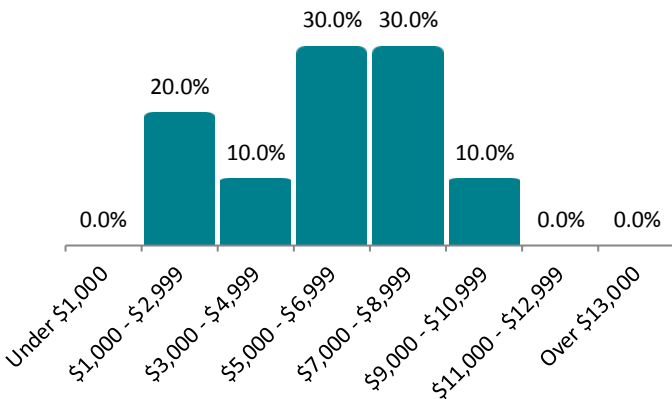
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

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

### Average Annual Benefit Package Cost Per Employee

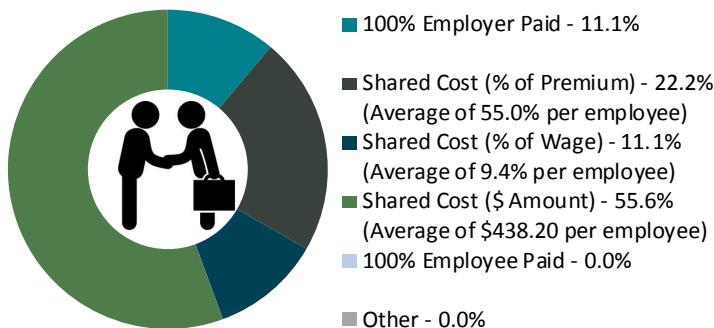


### Paid Leave Offered by Employers

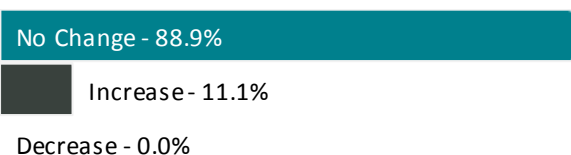
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	66.7%	16.7%
Maternity/Paternity Leave	16.7%	8.3%
Paid Holidays - 5.0 Days Annually	25.0%	0.0%
Paid Sick Leave	8.3%	0.0%
Paid Vacation - 5.3 Days Annually	50.0%	8.3%
Paid-Time-Off (PTO) - 7.5 Days Annually	33.3%	8.3%
Personal Days/Floating Holidays	8.3%	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

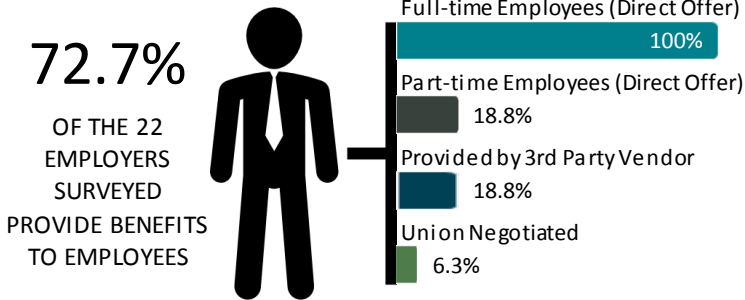
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	41.7%	16.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	8.3%	0.0%
Employee Assistance Program	8.3%	0.0%
Flex Spending Account	8.3%	0.0%
Profit Sharing/Stock Options	16.7%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	8.3%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



## ADMINISTRATIVE & WASTE SERVICES

In July 2018, 84 employers in the Administrative & Waste Services Industry, operating 89 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 22 responses, yielding a 26.2 percent response rate.

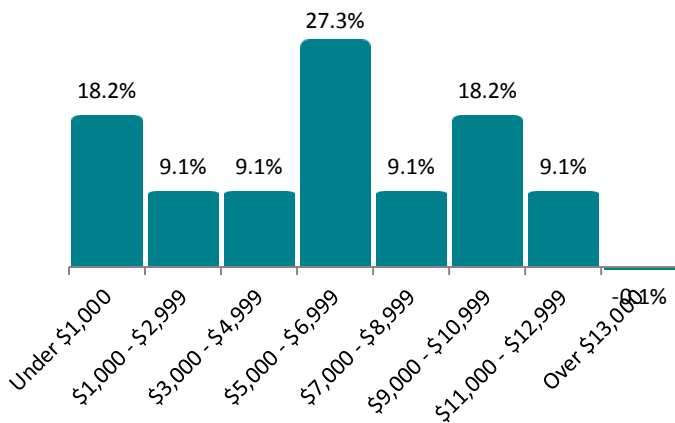
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	12.5%	6.3%
Dental Coverage	43.8%	0.0%
Life Insurance	25.0%	6.3%
Long-Term Disability	12.5%	6.3%
Medical Insurance	81.3%	6.3%
Prescription Drug Coverage	56.3%	0.0%
Short-Term Disability	12.5%	6.3%
Vision Coverage	37.5%	0.0%

### Average Annual Benefit Package Cost Per Employee

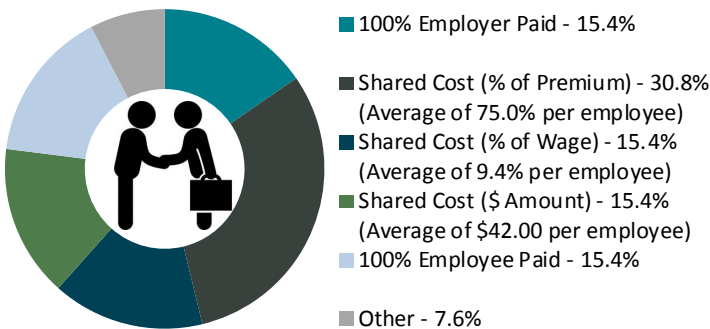


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	43.8%	6.3%
Maternity/Paternity Leave	25.0%	0.0%
Paid Holidays - 7.0 Days Annually	68.8%	12.5%
Paid Sick Leave - 6.0 Days Annually	31.3%	0.0%
Paid Vacation - 11 Days Annually	50.0%	6.3%
Paid-Time-Off (PTO) - 6.7 Days Annually	43.8%	12.5%
Personal Days/Floating Holidays	25.0%	0.0%
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

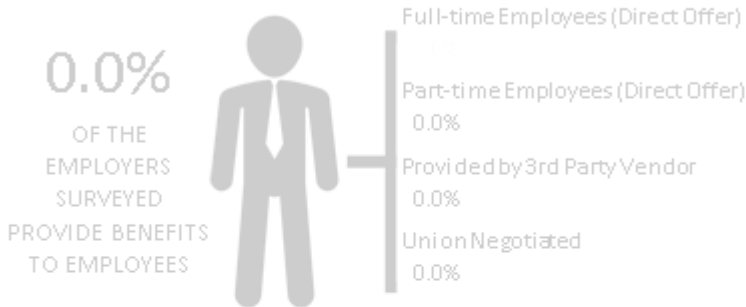


### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	56.3%	12.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	37.5%	0.0%
Employee Assistance Program	6.3%	0.0%
Flex Spending Account	18.8%	0.0%
Profit Sharing/Stock Options	25.0%	0.0%
Relocation/Moving Expense	6.3%	0.0%
Retirement Package	12.5%	0.0%
Shift Differential Pay	6.3%	6.3%
Tuition Assistance	6.3%	0.0%
Uniform Allowance	25.0%	0.0%
Wellness Program	6.3%	6.3%



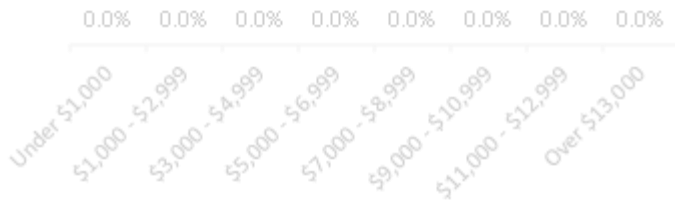
Benefits Offered to Employees



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	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

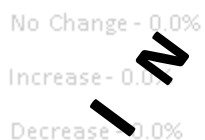
How Healthcare Premiums are Paid



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

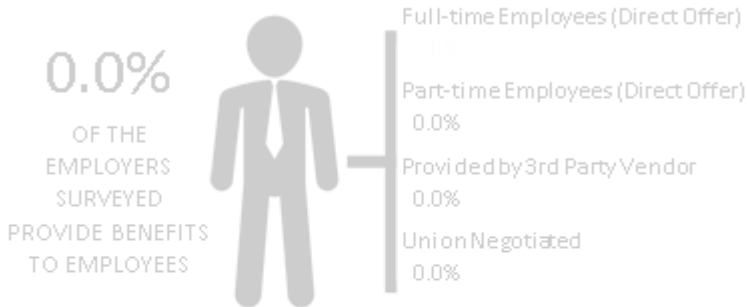






# ARTS, ENTERTAINMENT & RECREATION

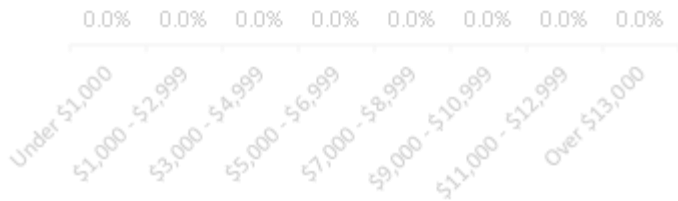
## Benefits Offered to Employees



## 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

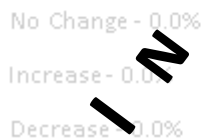
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

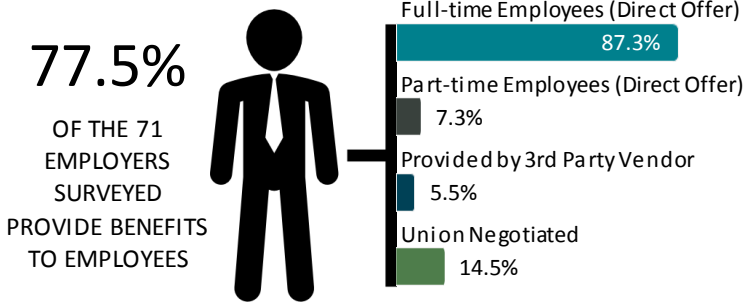
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 158 employers in the Construction Industry, operating 158 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 71 responses, yielding a 44.9 percent response rate.

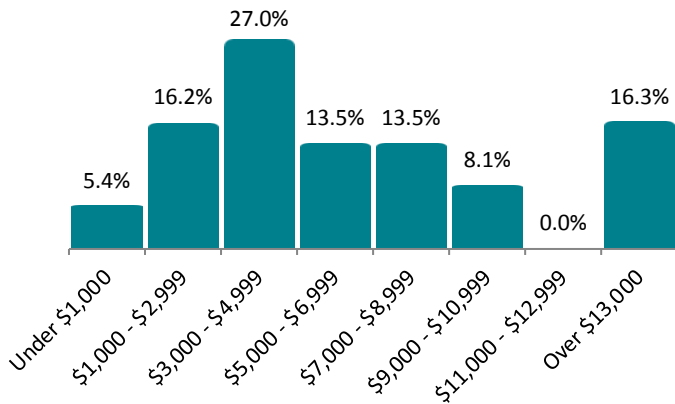
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.5%	1.8%
Dental Coverage	40.0%	1.8%
Life Insurance	20.0%	3.6%
Long-Term Disability	25.5%	1.8%
Medical Insurance	67.3%	1.8%
Prescription Drug Coverage	40.0%	1.8%
Short-Term Disability	25.5%	1.8%
Vision Coverage	21.8%	1.8%

### Average Annual Benefit Package Cost Per Employee

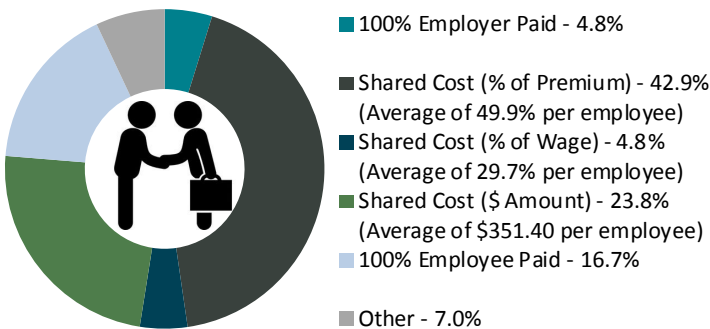


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	21.8%	0.0%
Maternity/Paternity Leave	10.9%	0.0%
Paid Holidays - 6.1 Days Annually	60.0%	3.6%
Paid Sick Leave - 4.8 Days Annually	18.2%	0.0%
Paid Vacation - 6.3 Days Annually	61.8%	0.0%
Paid-Time-Off (PTO) - 5.4 Days Annually	23.6%	3.6%
Personal Days/Floating Holidays	14.5%	0.0%
Training Leave	12.7%	0.0%

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

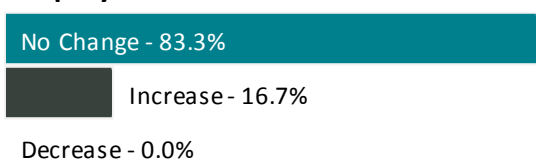
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.5%	3.6%
Childcare Assistance	1.8%	0.0%
Company Vehicle/Mileage	38.2%	3.6%
Employee Assistance Program	12.7%	1.8%
Flex Spending Account	14.5%	1.8%
Profit Sharing/Stock Options	10.9%	1.8%
Relocation/Moving Expense	3.6%	0.0%
Retirement Package	21.8%	1.8%
Shift Differential Pay	1.8%	0.0%
Tuition Assistance	10.9%	0.0%
Uniform Allowance	30.9%	1.8%
Wellness Program	5.5%	1.8%

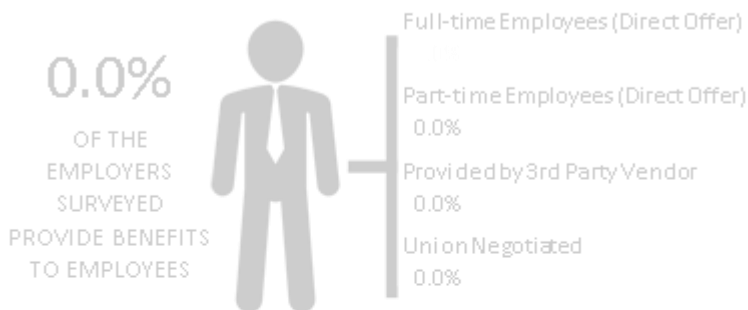
### Employee Healthcare Plan Contribution Change





## EDUCATIONAL SERVICES

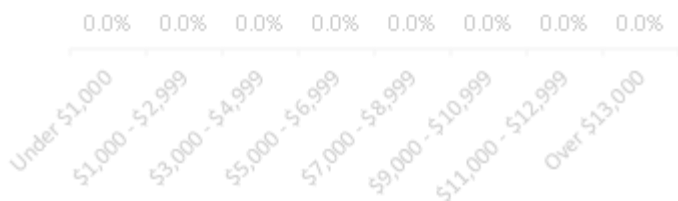
### Benefits Offered to Employees



### 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

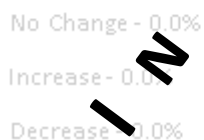
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



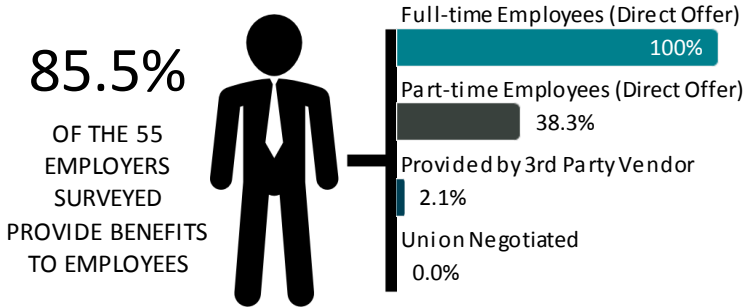
### Other Benefits Offered by Employers

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, 95 employers in the Finance, Insurance & Real Estate Industry, operating 146 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 55 responses, yielding a 57.9 percent response rate.

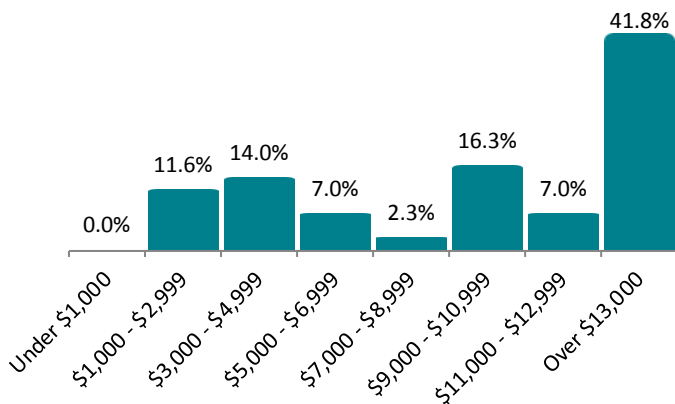
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	57.4%	6.4%
Dental Coverage	72.3%	14.9%
Life Insurance	68.1%	14.9%
Long-Term Disability	66.0%	10.6%
Medical Insurance	87.2%	17.0%
Prescription Drug Coverage	72.3%	17.0%
Short-Term Disability	53.2%	8.5%
Vision Coverage	59.6%	14.9%

**Average Annual Benefit Package Cost Per Employee**

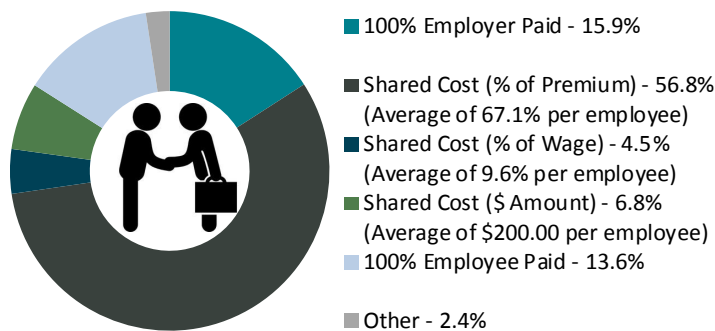


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	78.7%	17.0%
Maternity/Paternity Leave	46.8%	8.5%
Paid Holidays - 7.7 Days Annually	93.6%	10.6%
Paid Sick Leave - 6.5 Days Annually	59.6%	6.4%
Paid Vacation - 10.1 Days Annually	70.2%	12.8%
Paid-Time-Off (PTO) - 9.8 Days Annually	55.3%	14.9%
Personal Days/Floating Holidays	44.7%	2.1%
Training Leave	38.3%	6.4%

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

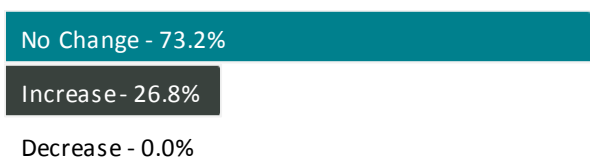
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	80.9%	23.4%
Childcare Assistance	4.3%	0.0%
Company Vehicle/Mileage	55.3%	12.8%
Employee Assistance Program	31.9%	10.6%
Flex Spending Account	59.6%	17.0%
Profit Sharing/Stock Options	23.4%	10.6%
Relocation/Moving Expense	17.0%	4.3%
Retirement Package	53.2%	17.0%
Shift Differential Pay	8.5%	8.5%
Tuition Assistance	40.4%	10.6%
Uniform Allowance	38.3%	12.8%
Wellness Program	21.3%	6.4%

**Employee Healthcare Plan Contribution Change**

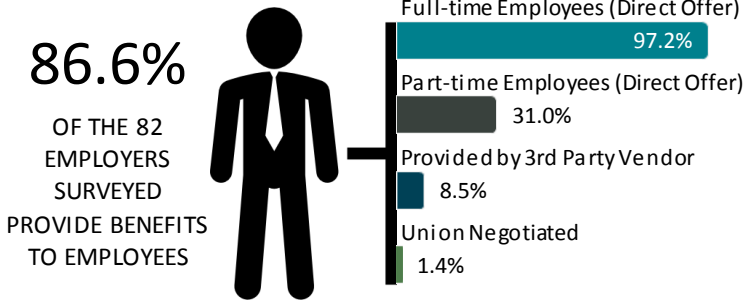




## HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 210 employers in the Health Care & Social Assistance Industry, operating 302 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 82 responses, yielding a 39.0 percent response rate.

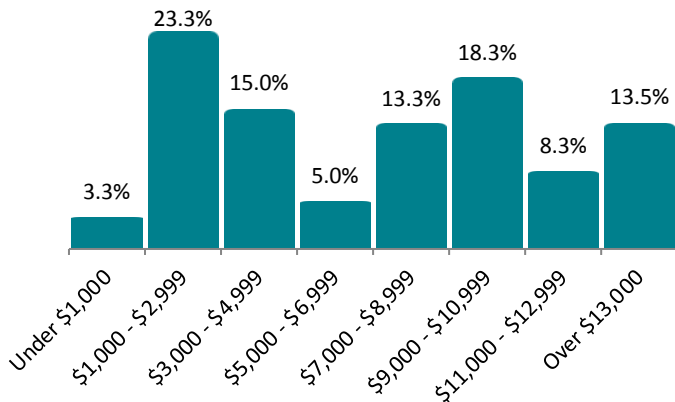
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.9%	8.5%
Dental Coverage	66.2%	14.1%
Life Insurance	50.7%	11.3%
Long-Term Disability	40.8%	5.6%
Medical Insurance	69.0%	12.7%
Prescription Drug Coverage	60.5%	8.5%
Short-Term Disability	42.3%	7.0%
Vision Coverage	38.0%	16.9%

### Average Annual Benefit Package Cost Per Employee

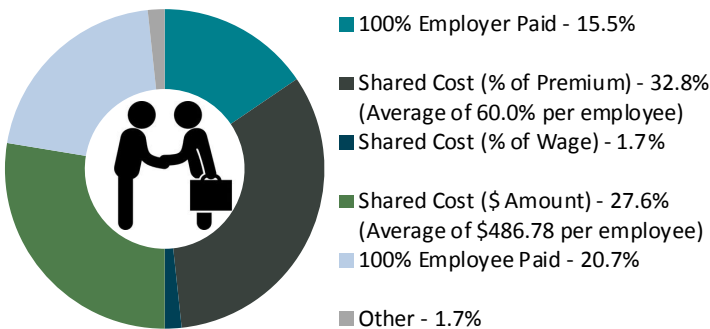


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.6%	21.1%
Maternity/Paternity Leave	35.2%	8.5%
Paid Holidays - 7.3 Days Annually	74.6%	16.9%
Paid Sick Leave - 6.7 Days Annually	60.6%	14.1%
Paid Vacation - 8.3 Days Annually	66.2%	14.1%
Paid-Time-Off (PTO) - 10.8 Days Annually	56.3%	15.5%
Personal Days/Floating Holidays	38.0%	9.9%
Training Leave	19.7%	5.6%

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

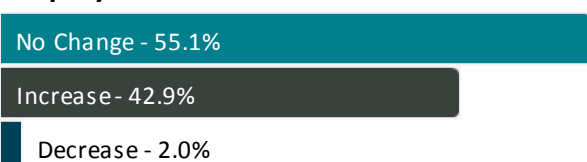
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	67.6%	18.3%
Childcare Assistance	8.5%	1.4%
Company Vehicle/Mileage	33.8%	5.6%
Employee Assistance Program	23.9%	15.5%
Flex Spending Account	39.4%	8.5%
Profit Sharing/Stock Options	19.7%	8.5%
Relocation/Moving Expense	4.2%	1.4%
Retirement Package	47.9%	8.5%
Shift Differential Pay	19.7%	8.5%
Tuition Assistance	28.2%	7.0%
Uniform Allowance	31.0%	8.5%
Wellness Program	12.7%	8.5%

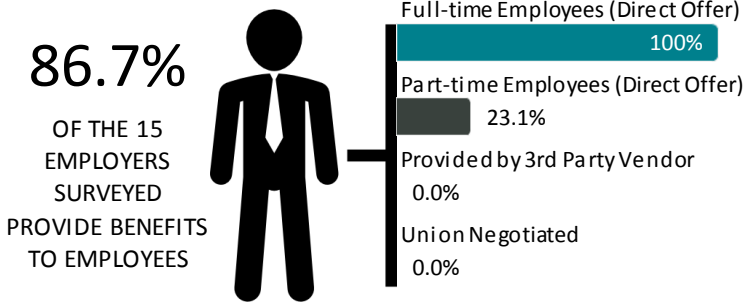
### Employee Healthcare Plan Contribution Change





In July 2018, 30 employers in the Information Industry, operating 32 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 50.0 percent response rate.

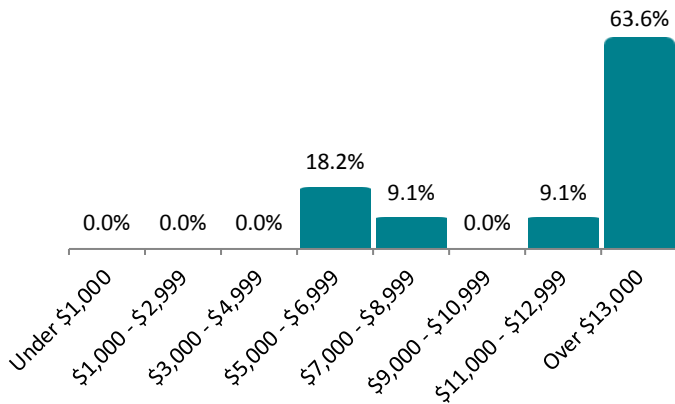
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	84.6%	15.4%
Dental Coverage	76.9%	15.4%
Life Insurance	92.3%	15.4%
Long-Term Disability	69.2%	15.4%
Medical Insurance	100%	23.1%
Prescription Drug Coverage	100%	15.4%
Short-Term Disability	76.9%	7.7%
Vision Coverage	69.2%	15.4%

### Average Annual Benefit Package Cost Per Employee

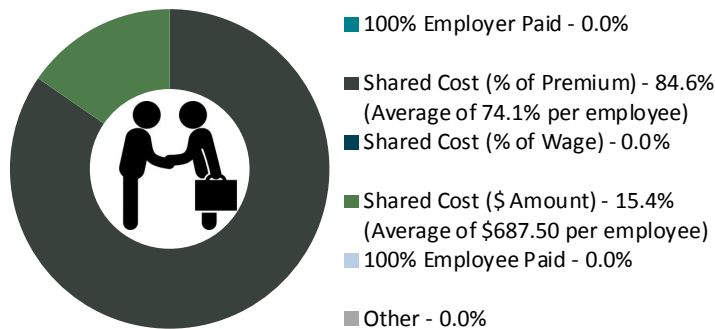


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	76.9%	15.4%
Maternity/Paternity Leave	53.8%	0.0%
Paid Holidays - 7.5 Days Annually	92.3%	15.4%
Paid Sick Leave - 11 Days Annually	61.5%	15.4%
Paid Vacation - 9.7 Days Annually	84.6%	15.4%
Paid-Time-Off (PTO) - 12.7 Days Annually	53.8%	0.0%
Personal Days/Floating Holidays	69.2%	15.4%
Training Leave	23.1%	0.0%

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

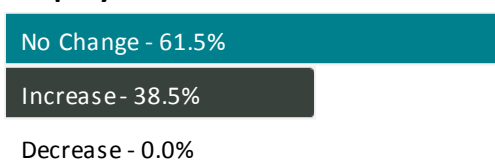
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

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

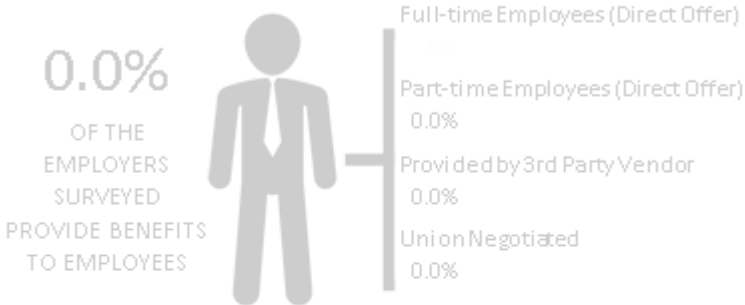
### Employee Healthcare Plan Contribution Change





# MANAGEMENT

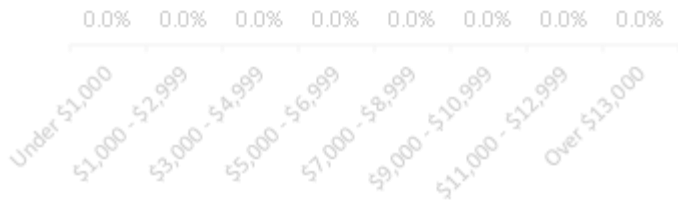
## Benefits Offered to Employees



## 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

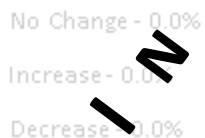
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

## How Healthcare Premiums are Paid



## Employee Healthcare Plan Contribution Change



## Other Benefits Offered by Employers

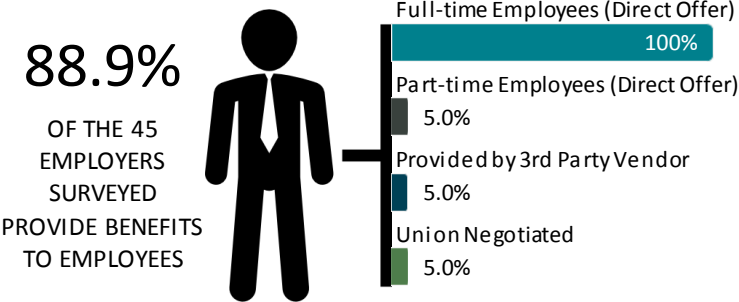
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 107 employers in the Manufacturing Industry, operating 119 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 45 responses, yielding a 42.1 percent response rate.

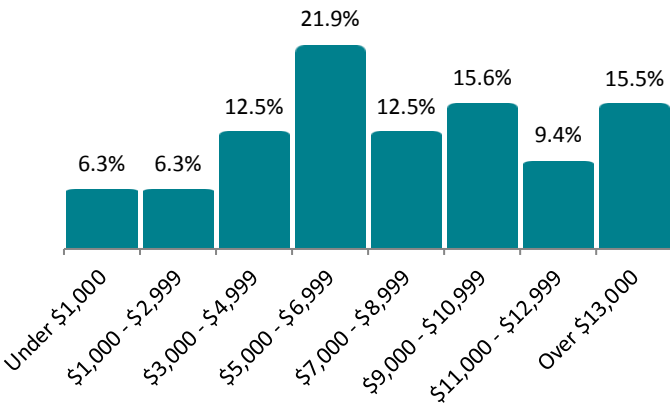
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	62.5%	2.5%
Dental Coverage	57.5%	2.5%
Life Insurance	57.5%	2.5%
Long-Term Disability	45.0%	0.0%
Medical Insurance	85.0%	2.5%
Prescription Drug Coverage	77.5%	2.5%
Short-Term Disability	52.5%	0.0%
Vision Coverage	40.0%	2.5%

### Average Annual Benefit Package Cost Per Employee

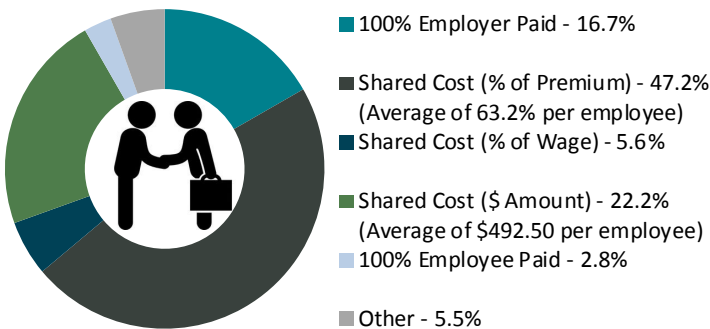


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	72.5%	0.0%
Maternity/Paternity Leave	20.0%	0.0%
Paid Holidays - 7.3 Days Annually	82.5%	0.0%
Paid Sick Leave - 5.6 Days Annually	35.0%	0.0%
Paid Vacation - 7.7 Days Annually	67.5%	0.0%
Paid-Time-Off (PTO) - 7.9 Days Annually	45.0%	0.0%
Personal Days/Floating Holidays	27.5%	0.0%
Training Leave	10.0%	0.0%

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

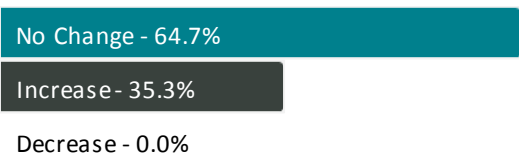
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	67.5%	0.0%
Childcare Assistance	2.5%	0.0%
Company Vehicle/Mileage	50.0%	0.0%
Employee Assistance Program	25.0%	0.0%
Flex Spending Account	47.5%	0.0%
Profit Sharing/Stock Options	25.0%	0.0%
Relocation/Moving Expense	22.5%	0.0%
Retirement Package	40.0%	0.0%
Shift Differential Pay	32.5%	2.5%
Tuition Assistance	25.0%	0.0%
Uniform Allowance	57.5%	0.0%
Wellness Program	22.5%	2.5%

### Employee Healthcare Plan Contribution Change



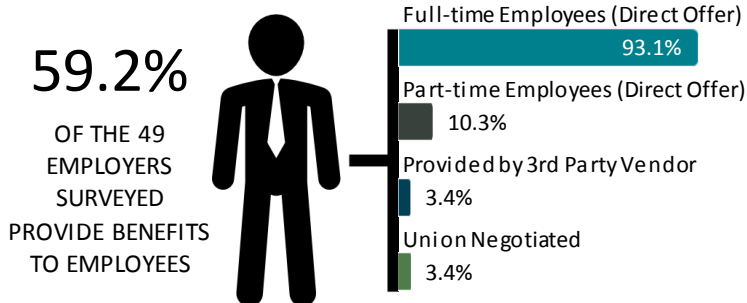




## PERSONAL SERVICES

In July 2018, 101 employers in the Personal Services Industry, operating 110 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 49 responses, yielding a 48.5 percent response rate.

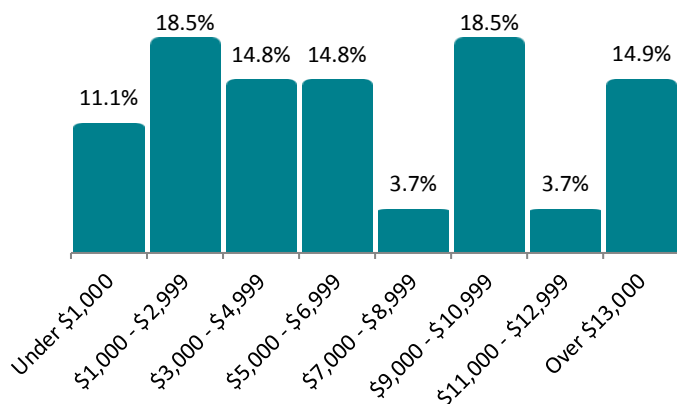
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.5%	0.0%
Dental Coverage	48.3%	0.0%
Life Insurance	44.8%	0.0%
Long-Term Disability	24.1%	0.0%
Medical Insurance	79.3%	0.0%
Prescription Drug Coverage	44.8%	0.0%
Short-Term Disability	20.7%	0.0%
Vision Coverage	27.6%	0.0%

### Average Annual Benefit Package Cost Per Employee

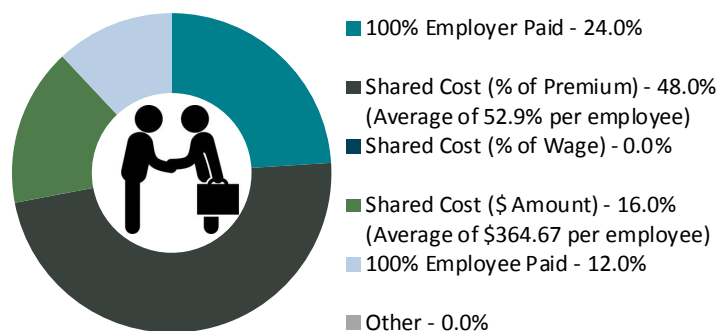


### Paid Leave Offered by Employers

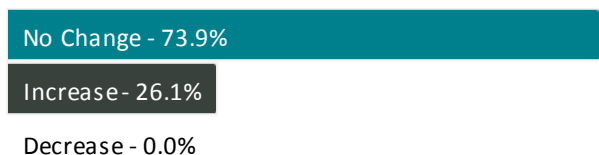
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	41.4%	0.0%
Maternity/Paternity Leave	20.7%	0.0%
Paid Holidays - 7.0 Days Annually	62.1%	0.0%
Paid Sick Leave - 5.3 Days Annually	34.5%	0.0%
Paid Vacation - 5.8 Days Annually	65.5%	0.0%
Paid-Time-Off (PTO) - 6.6 Days Annually	34.5%	3.4%
Personal Days/Floating Holidays	27.6%	0.0%
Training Leave	6.9%	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

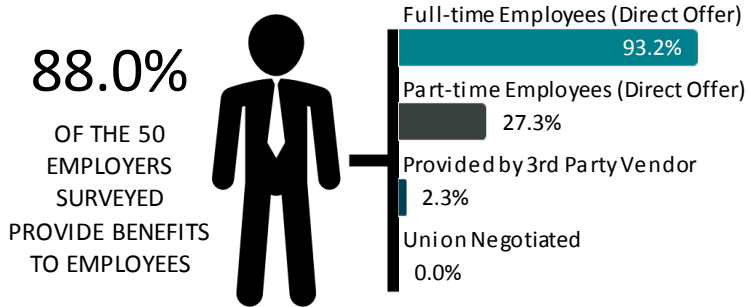
	Full-Time Positions	Part-Time Positions
Bonuses	44.8%	3.4%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	24.1%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	13.8%	0.0%
Profit Sharing/Stock Options	6.9%	0.0%
Relocation/Moving Expense	3.4%	0.0%
Retirement Package	34.5%	6.9%
Shift Differential Pay	3.4%	0.0%
Tuition Assistance	10.3%	0.0%
Uniform Allowance	24.1%	0.0%
Wellness Program	6.9%	0.0%



## PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 88 employers in the Professional & Technical Services Industry, operating 90 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 50 responses, yielding a 56.8 percent response rate.

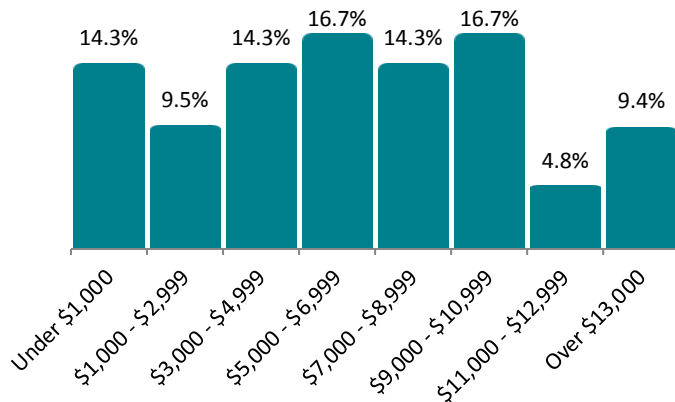
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.6%	4.5%
Dental Coverage	38.6%	6.8%
Life Insurance	50.0%	6.8%
Long-Term Disability	29.5%	6.8%
Medical Insurance	70.5%	6.8%
Prescription Drug Coverage	52.3%	4.5%
Short-Term Disability	31.8%	4.5%
Vision Coverage	22.7%	4.5%

### Average Annual Benefit Package Cost Per Employee

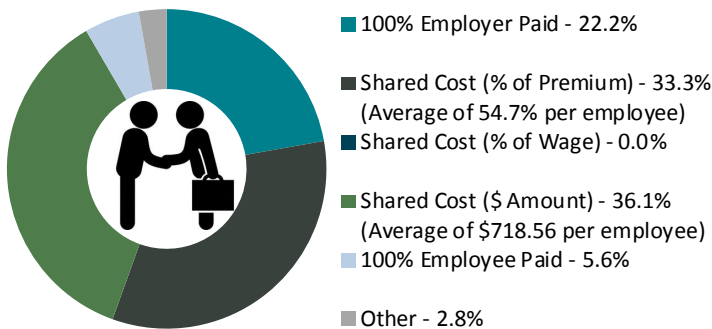


### Paid Leave Offered by Employers

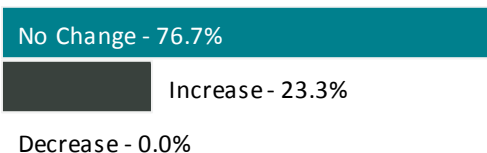
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	72.7%	6.8%
Maternity/Paternity Leave	29.5%	0.0%
Paid Holidays - 6.7 Days Annually	79.5%	6.8%
Paid Sick Leave - 5.3 Days Annually	45.5%	0.0%
Paid Vacation - 8.9 Days Annually	65.9%	4.5%
Paid-Time-Off (PTO) - 7.3 Days Annually	72.7%	11.4%
Personal Days/Floating Holidays	38.6%	4.5%
Training Leave	29.5%	2.3%

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

### How Healthcare Premiums are Paid



### Employee Healthcare Plan Contribution Change



### Other Benefits Offered by Employers

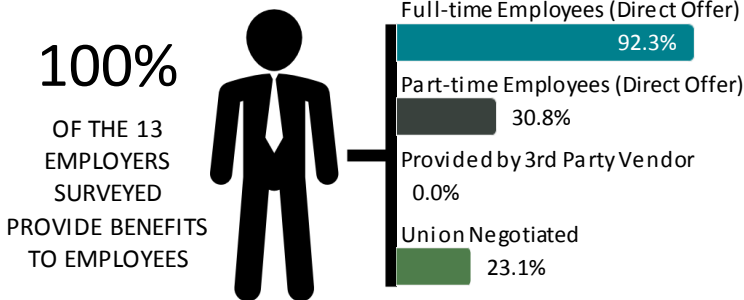
	Full-Time Positions	Part-Time Positions
Bonuses	70.5%	15.9%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	43.2%	4.5%
Employee Assistance Program	11.4%	2.3%
Flex Spending Account	38.6%	6.8%
Profit Sharing/Stock Options	27.3%	9.1%
Relocation/Moving Expense	4.5%	0.0%
Retirement Package	31.8%	9.1%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	11.4%	2.3%
Uniform Allowance	9.1%	0.0%
Wellness Program	2.3%	0.0%



## PUBLIC ADMINISTRATION

In July 2018, 27 employers in the Public Administration Industry, operating 32 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 13 responses, yielding a 48.1 percent response rate.

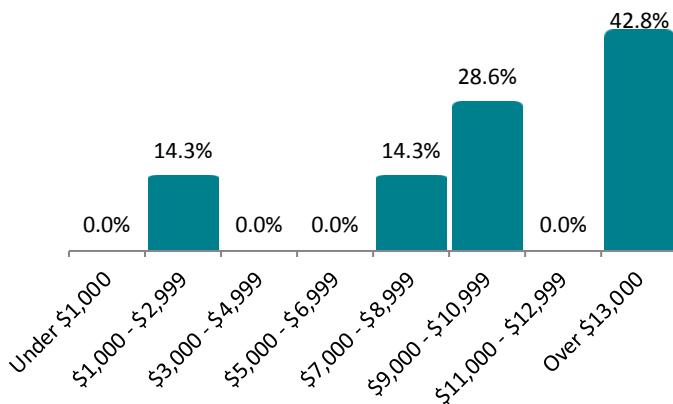
### Benefits Offered to Employees



### Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.8%	23.1%
Dental Coverage	46.2%	23.1%
Life Insurance	61.5%	0.0%
Long-Term Disability	53.8%	7.7%
Medical Insurance	61.5%	23.1%
Prescription Drug Coverage	69.2%	23.1%
Short-Term Disability	30.8%	15.4%
Vision Coverage	23.1%	7.7%

### Average Annual Benefit Package Cost Per Employee

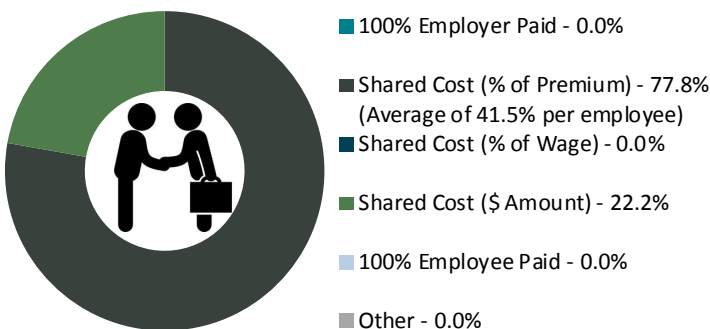


### Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	61.5%	23.1%
Maternity/Paternity Leave	38.5%	15.4%
Paid Holidays - 8.9 Days Annually	69.2%	23.1%
Paid Sick Leave - 14.2 Days Annually	69.2%	23.1%
Paid Vacation - 6.5 Days Annually	61.5%	23.1%
Paid-Time-Off (PTO)	7.7%	0.0%
Personal Days/Floating Holidays	23.1%	7.7%
Training Leave	7.7%	7.7%

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

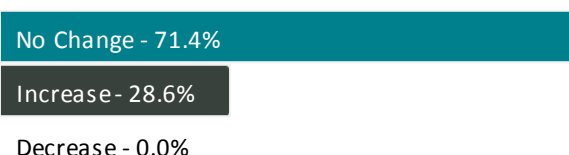
### How Healthcare Premiums are Paid



### Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	15.4%	7.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.8%	0.0%
Employee Assistance Program	46.2%	23.1%
Flex Spending Account	61.5%	23.1%
Profit Sharing/Stock Options	7.7%	7.7%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	53.8%	23.1%
Shift Differential Pay	15.4%	7.7%
Tuition Assistance	7.7%	0.0%
Uniform Allowance	15.4%	0.0%
Wellness Program	15.4%	7.7%

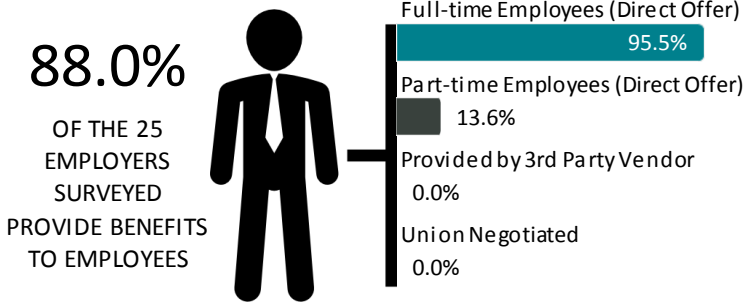
### Employee Healthcare Plan Contribution Change





In July 2018, 92 employers in the Transportation & Warehousing Industry, operating 100 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 25 responses, yielding a 27.2 percent response rate.

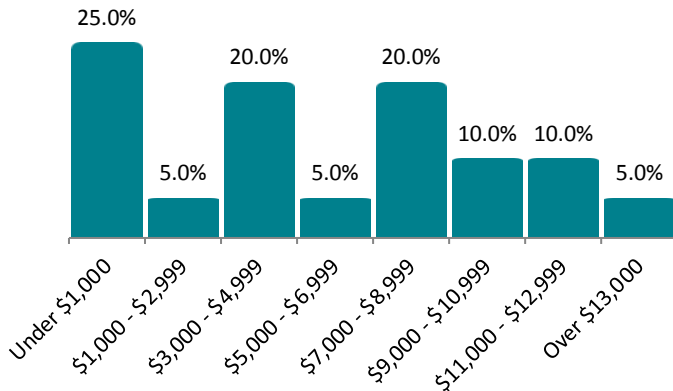
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	40.9%	4.5%
Dental Coverage	45.5%	9.1%
Life Insurance	40.9%	4.5%
Long-Term Disability	27.3%	4.5%
Medical Insurance	95.5%	9.1%
Prescription Drug Coverage	72.7%	9.0%
Short-Term Disability	27.3%	4.5%
Vision Coverage	31.8%	4.5%

**Average Annual Benefit Package Cost Per Employee**

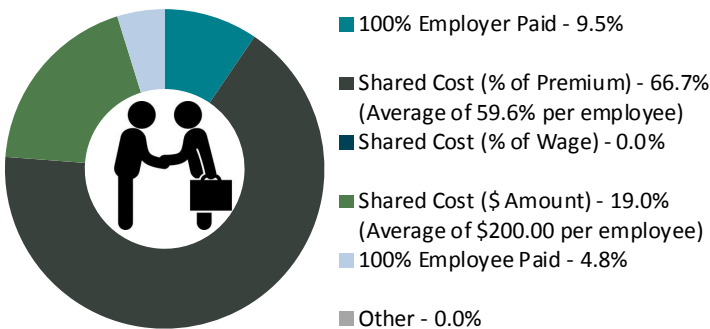


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.5%	0.0%
Maternity/Paternity Leave	9.1%	0.0%
Paid Holidays - 5.9 Days Annually	77.3%	4.5%
Paid Sick Leave - 7.6 Days Annually	27.3%	4.5%
Paid Vacation - 6.0 Days Annually	77.3%	0.0%
Paid-Time-Off (PTO) - 4.8 Days Annually	54.5%	9.1%
Personal Days/Floating Holidays	31.8%	0.0%
Training Leave	13.6%	0.0%

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

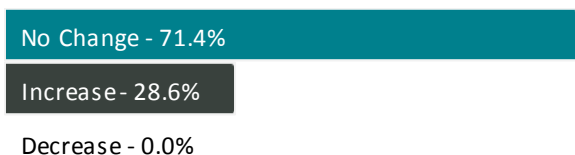
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	68.2%	4.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	22.7%	0.0%
Employee Assistance Program	13.6%	0.0%
Flex Spending Account	18.2%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	27.3%	9.1%
Shift Differential Pay	18.2%	0.0%
Tuition Assistance	18.2%	0.0%
Uniform Allowance	27.3%	0.0%
Wellness Program	22.7%	0.0%

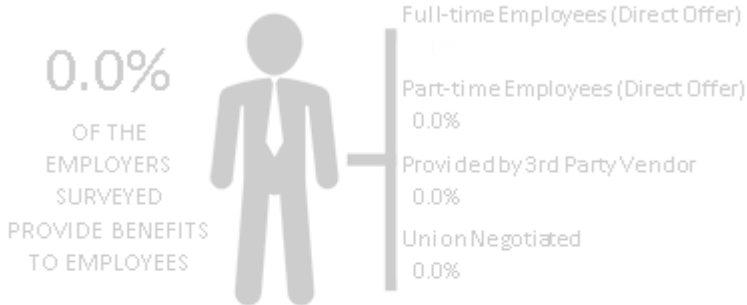
**Employee Healthcare Plan Contribution Change**





# UTILITIES

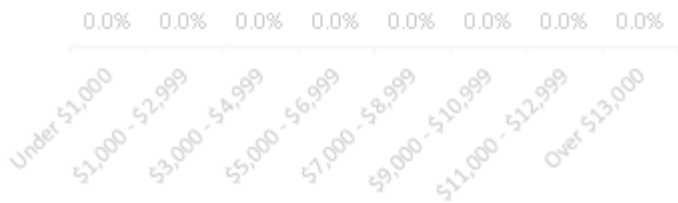
## Benefits Offered to Employees



## 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

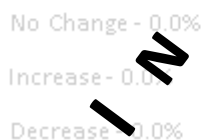
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave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

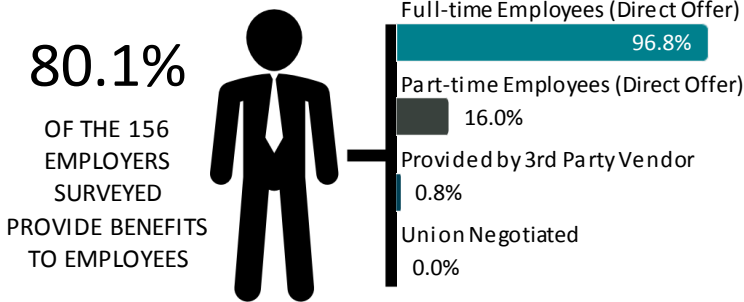
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 433 employers in the Wholesale & Retail Trade Industry, operating 553 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 156 responses, yielding a 36.0 percent response rate.

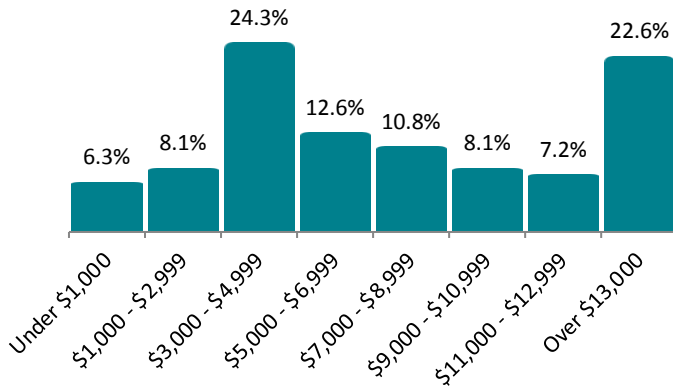
**Benefits Offered to Employees**



**Insurance Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	45.6%	0.8%
Dental Coverage	51.2%	2.4%
Life Insurance	55.2%	4.0%
Long-Term Disability	40.8%	3.2%
Medical Insurance	88.0%	7.2%
Prescription Drug Coverage	66.4%	4.0%
Short-Term Disability	42.4%	4.8%
Vision Coverage	34.4%	3.2%

**Average Annual Benefit Package Cost Per Employee**

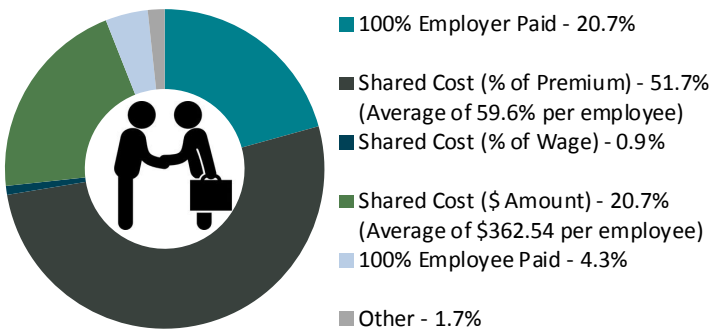


**Paid Leave Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	53.6%	3.2%
Maternity/Paternity Leave	19.2%	2.4%
Paid Holidays - 6.2 Days Annually	75.2%	8.0%
Paid Sick Leave - 4.4 Days Annually	44.0%	3.2%
Paid Vacation - 6.7 Days Annually	73.6%	5.6%
Paid-Time-Off (PTO) - 7.9 Days Annually	40.0%	7.2%
Personal Days/Floating Holidays	23.2%	0.8%
Training Leave	11.2%	2.4%

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

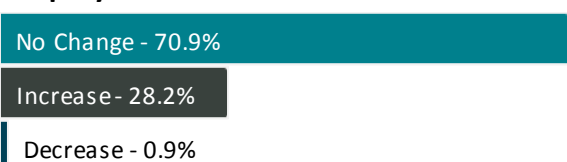
**How Healthcare Premiums are Paid**



**Other Benefits Offered by Employers**

	Full-Time Positions	Part-Time Positions
Bonuses	67.2%	4.0%
Childcare Assistance	0.8%	0.0%
Company Vehicle/Mileage	39.2%	1.6%
Employee Assistance Program	16.8%	1.6%
Flex Spending Account	32.8%	0.8%
Profit Sharing/Stock Options	21.6%	0.8%
Relocation/Moving Expense	4.8%	0.0%
Retirement Package	24.8%	0.8%
Shift Differential Pay	9.6%	0.0%
Tuition Assistance	15.2%	0.0%
Uniform Allowance	40.0%	4.0%
Wellness Program	10.4%	0.0%

**Employee Healthcare Plan Contribution Change**





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