



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 14
RELEASED 2019

ADAIR, ADAMS, CLARKE, DECATUR, MONTGOMERY,
RINGGOLD, TAYLOR, AND UNION COUNTIES

Counties within Iowa Workforce Development Region 14 included within this analysis:

- Adair
- Adams
- Clarke
- Decatur
- Montgomery
- Ringgold
- Taylor
- Union

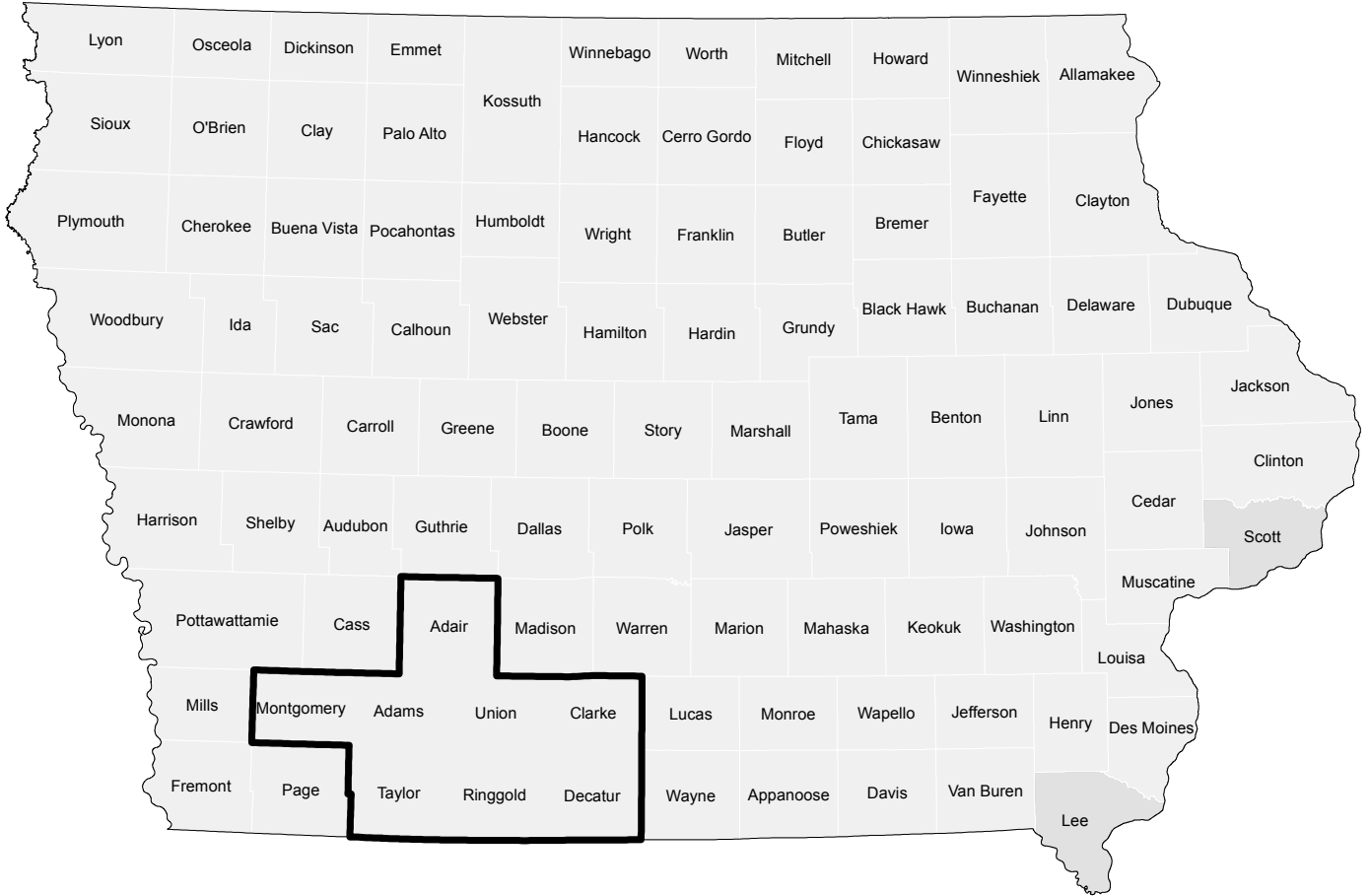


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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



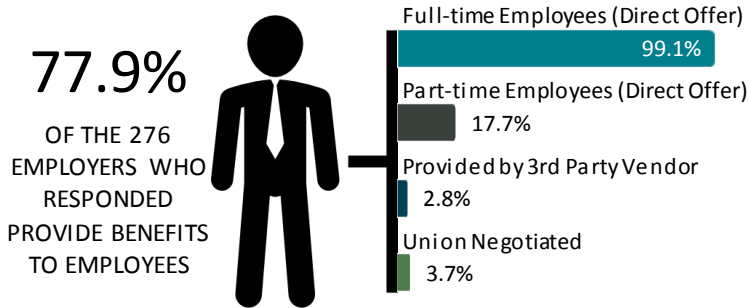
INTRODUCTION

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.

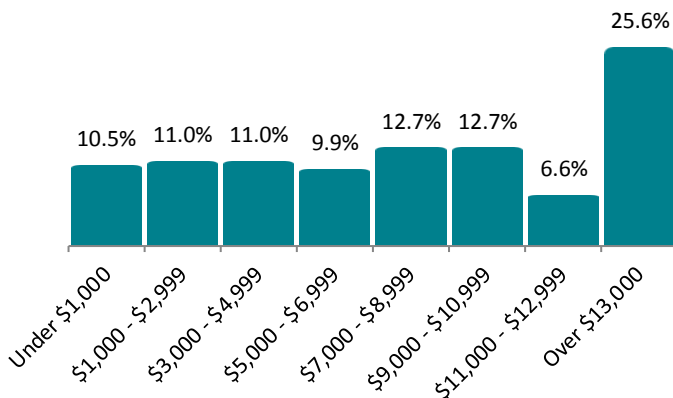
Beginning in July 2018, 630 employers operating 803 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 276 responses, yielding a 43.8 percent response rate.



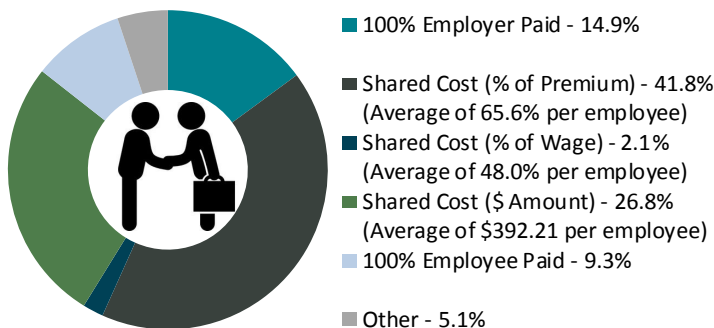
Benefits Offered to Employees



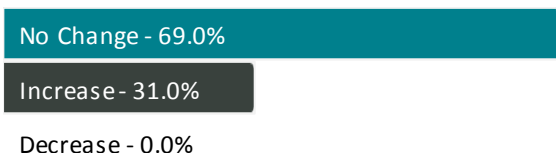
Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



OVERALL BENEFITS INFORMATION

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	49.3%	5.1%
Dental Coverage	58.6%	7.9%
Life Insurance	61.4%	6.5%
Long-Term Disability	45.6%	3.7%
Medical Insurance	82.3%	7.9%
Prescription Drug Coverage	71.1%	7.0%
Short-Term Disability	40.9%	5.1%
Vision Coverage	44.2%	6.0%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.2%	9.8%
Maternity/Paternity Leave	29.3%	3.3%
Paid Holidays - 7.5 Days Annually	77.2%	9.3%
Paid Sick Leave - 8.8 Days Annually	46.0%	6.0%
Paid Vacation - 7.9 Days Annually	65.6%	6.0%
Paid-Time-Off (PTO) - 10.2 Days Annually	44.7%	7.9%
Personal Days/Floating Holidays	34.9%	4.2%
Training Leave	15.8%	3.3%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

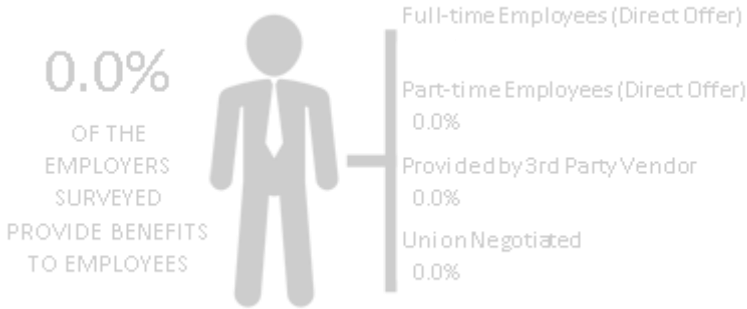
	Full-Time Positions	Part-Time Positions
Bonuses	54.9%	7.4%
Childcare Assistance	1.9%	0.9%
Company Vehicle/Mileage	45.6%	7.4%
Employee Assistance Program	23.3%	4.7%
Flex Spending Account	35.3%	6.5%
Profit Sharing/Stock Options	14.9%	1.9%
Relocation/Moving Expense	9.3%	1.4%
Retirement Package	30.7%	6.0%
Shift Differential Pay	10.7%	3.3%
Tuition Assistance	24.2%	3.3%
Uniform Allowance	26.5%	3.3%
Wellness Program	16.7%	4.2%

INDUSTRY BENEFITS

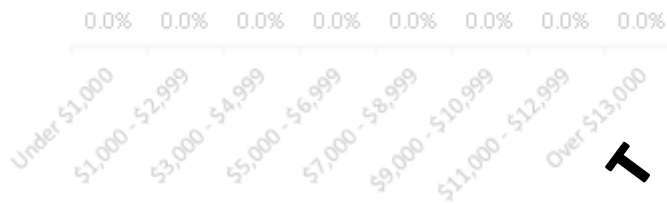


ACCOMMODATION & FOOD SERVICES

Benefits Offered to Employees



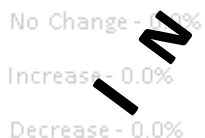
Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Health Plan Contribution Change



Insurance Benefits Offered by Employers

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

Paid Leave Offered by Employers

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

Average Annual Days Off Reported for Full-Time Positions

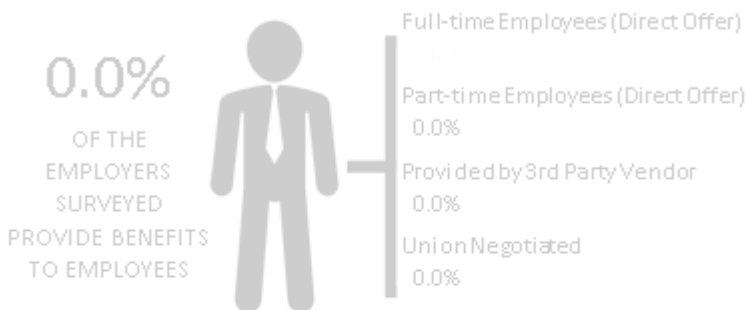
Other Benefits Offered by Employers

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



ADMINISTRATIVE & WASTE SERVICES

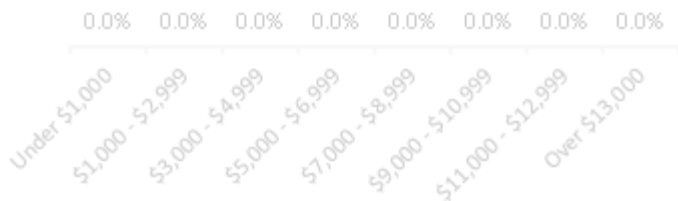
Benefits Offered to Employees



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

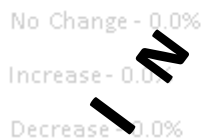
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change

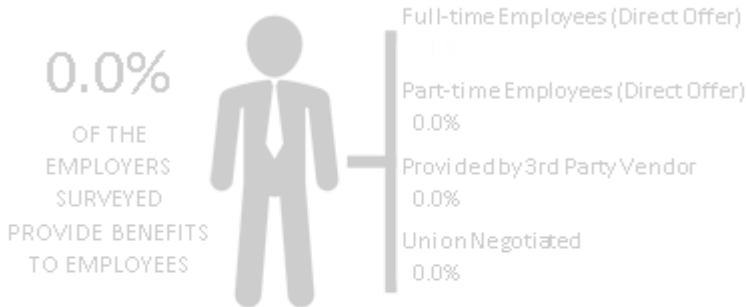


Other Benefits Offered by Employers

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%



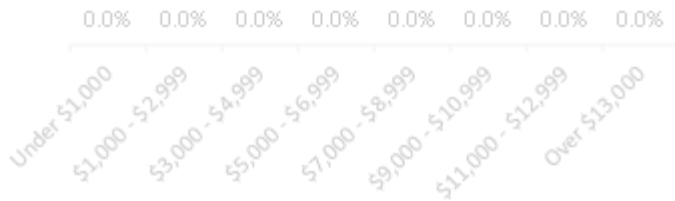
Benefits Offered to Employees



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

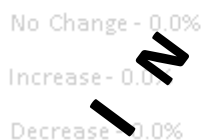
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

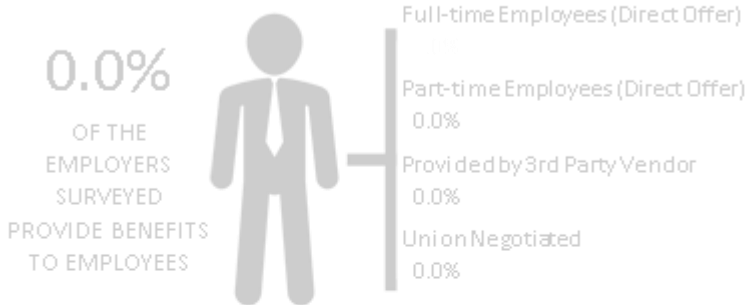
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift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

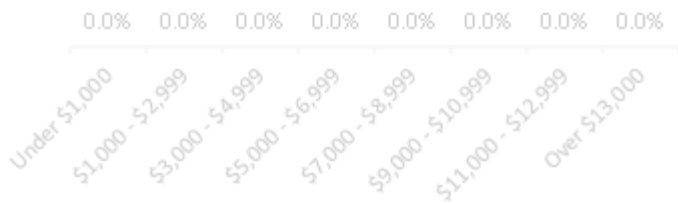
Benefits Offered to Employees



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

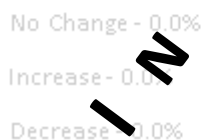
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

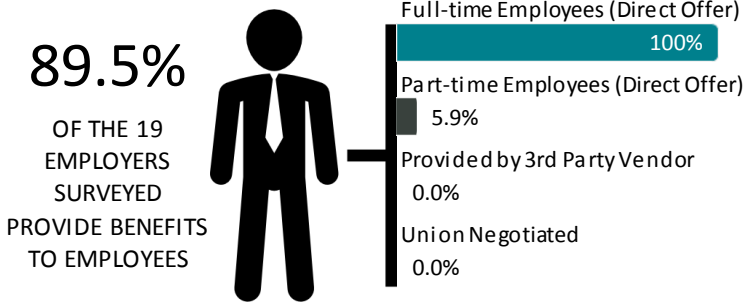
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%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



In July 2018, 37 employers in the Construction Industry, operating 37 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 19 responses, yielding a 51.4 percent response rate.

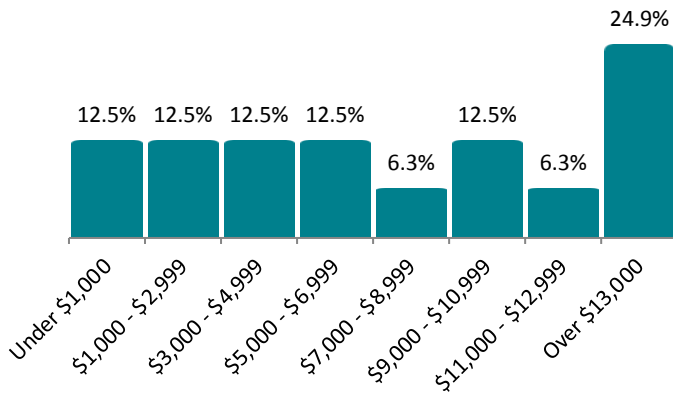
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.5%	5.9%
Dental Coverage	35.3%	5.9%
Life Insurance	29.4%	5.9%
Long-Term Disability	29.4%	0.0%
Medical Insurance	64.7%	5.9%
Prescription Drug Coverage	58.8%	5.9%
Short-Term Disability	29.4%	0.0%
Vision Coverage	35.3%	5.9%

Average Annual Benefit Package Cost Per Employee

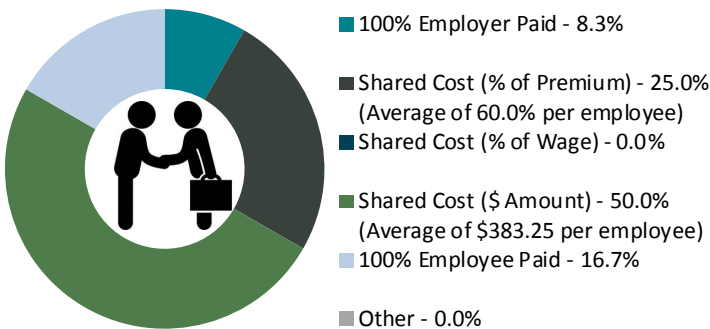


Paid Leave Offered by Employers

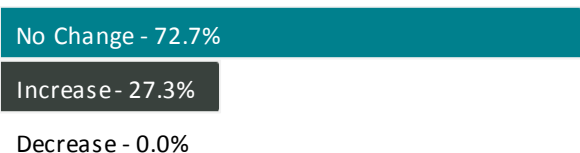
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.8%	0.0%
Maternity/Paternity Leave	35.3%	0.0%
Paid Holidays - 6.0 Days Annually	82.4%	5.9%
Paid Sick Leave - 7.8 Days Annually	29.4%	0.0%
Paid Vacation - 7.5 Days Annually	76.5%	0.0%
Paid-Time-Off (PTO) - 6.0 Days Annually	52.9%	5.9%
Personal Days/Floating Holidays	29.4%	0.0%
Training Leave	23.5%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



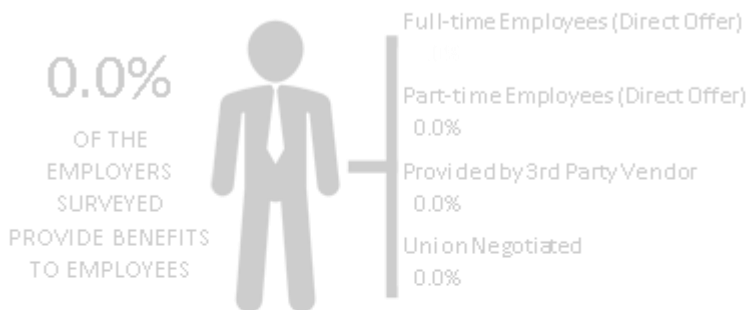
Other Benefits Offered by Employers

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



EDUCATIONAL SERVICES

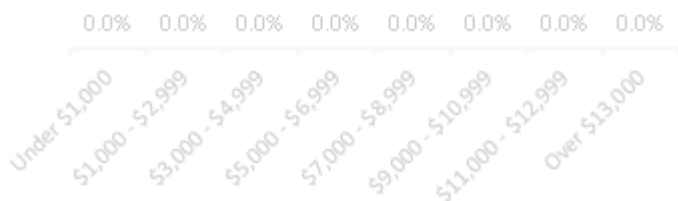
Benefits Offered to Employees



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

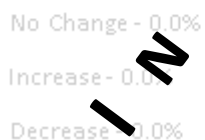
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



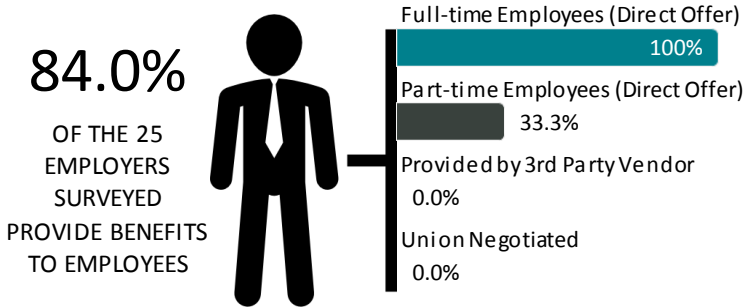
Other Benefits Offered by Employers

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, 33 employers in the Finance, Insurance & Real Estate Industry, operating 47 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 25 responses, yielding a 75.8 percent response rate.

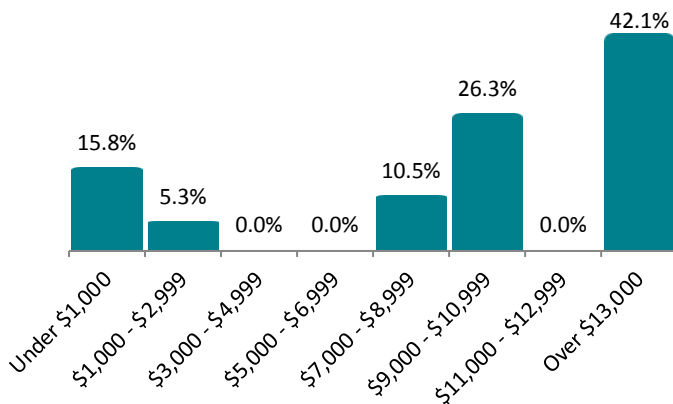
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	47.6%	4.8%
Dental Coverage	76.2%	14.3%
Life Insurance	76.2%	14.3%
Long-Term Disability	66.7%	9.5%
Medical Insurance	90.5%	14.3%
Prescription Drug Coverage	76.2%	14.3%
Short-Term Disability	66.7%	19.0%
Vision Coverage	52.4%	9.5%

Average Annual Benefit Package Cost Per Employee

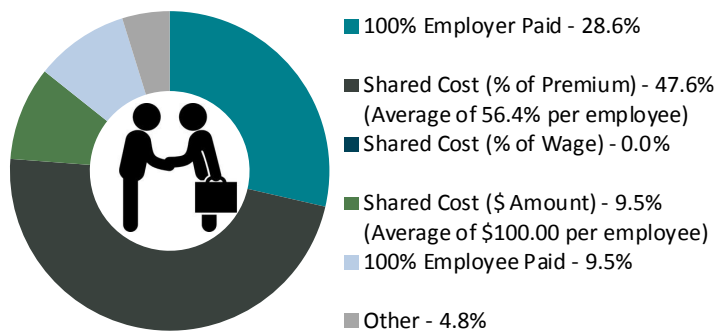


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	85.7%	33.3%
Maternity/Paternity Leave	42.9%	9.5%
Paid Holidays - 9.3 Days Annually	85.7%	28.6%
Paid Sick Leave - 13.6 Days Annually	61.9%	19.0%
Paid Vacation - 10.9 Days Annually	61.9%	19.0%
Paid-Time-Off (PTO) - 11.9 Days Annually	71.4%	23.8%
Personal Days/Floating Holidays	61.9%	14.3%
Training Leave	42.9%	19.0%

Average Annual Days Off Reported for Full-Time Positions

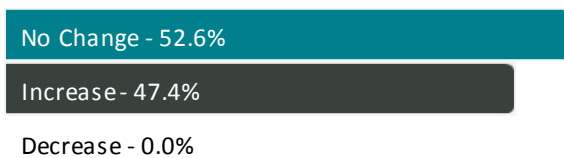
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	71.4%	14.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	66.7%	19.0%
Employee Assistance Program	38.1%	14.3%
Flex Spending Account	61.9%	19.0%
Profit Sharing/Stock Options	28.6%	0.0%
Relocation/Moving Expense	9.5%	0.0%
Retirement Package	38.1%	9.5%
Shift Differential Pay	4.8%	4.8%
Tuition Assistance	42.9%	9.5%
Uniform Allowance	19.0%	9.5%
Wellness Program	42.9%	14.3%

Employee Healthcare Plan Contribution Change

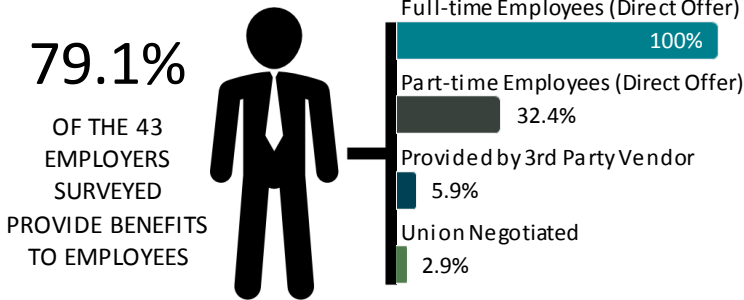




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 80 employers in the Health Care & Social Assistance Industry, operating 104 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 43 responses, yielding a 53.8 percent response rate.

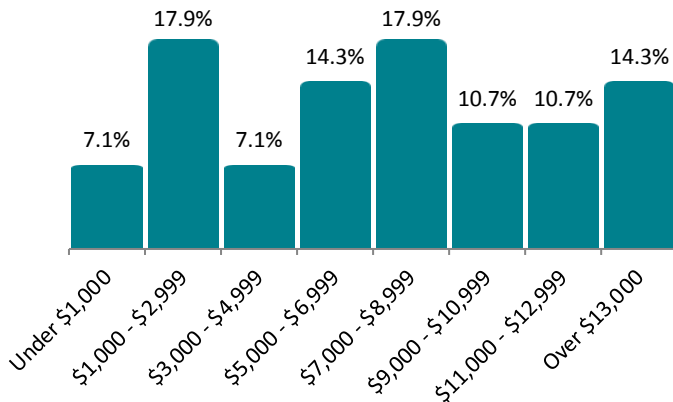
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.9%	14.7%
Dental Coverage	70.6%	17.6%
Life Insurance	67.6%	14.7%
Long-Term Disability	41.2%	2.9%
Medical Insurance	76.5%	14.7%
Prescription Drug Coverage	70.6%	14.7%
Short-Term Disability	44.1%	14.7%
Vision Coverage	61.8%	14.7%

Average Annual Benefit Package Cost Per Employee

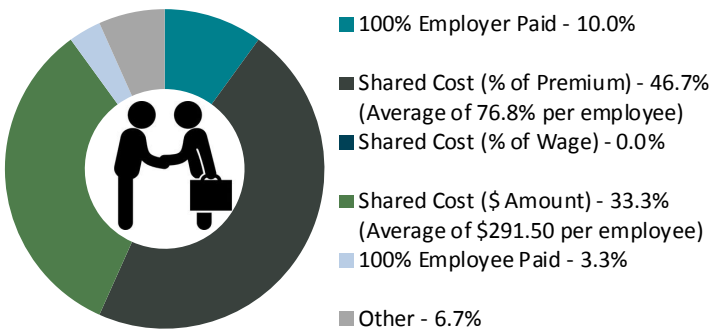


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.5%	14.7%
Maternity/Paternity Leave	23.5%	5.9%
Paid Holidays - 8.7 Days Annually	67.6%	11.8%
Paid Sick Leave - 9.0 Days Annually	44.1%	8.8%
Paid Vacation - 9.5 Days Annually	52.9%	8.8%
Paid-Time-Off (PTO) - 13.8 Days Annually	58.8%	17.6%
Personal Days/Floating Holidays	29.4%	2.9%
Training Leave	8.8%	2.9%

Average Annual Days Off Reported for Full-Time Positions

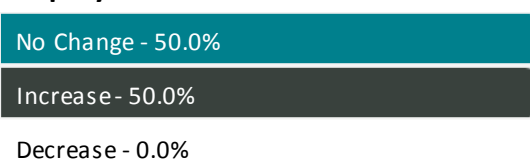
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

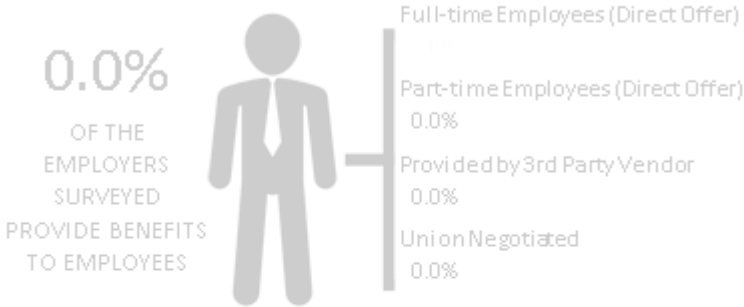
	Full-Time Positions	Part-Time Positions
Bonuses	47.1%	11.8%
Childcare Assistance	5.9%	2.9%
Company Vehicle/Mileage	50.0%	14.7%
Employee Assistance Program	38.2%	11.8%
Flex Spending Account	41.2%	14.7%
Profit Sharing/Stock Options	5.9%	2.9%
Relocation/Moving Expense	11.8%	5.9%
Retirement Package	29.4%	11.8%
Shift Differential Pay	14.7%	8.8%
Tuition Assistance	44.1%	14.7%
Uniform Allowance	17.6%	11.8%
Wellness Program	14.7%	5.9%

Employee Healthcare Plan Contribution Change





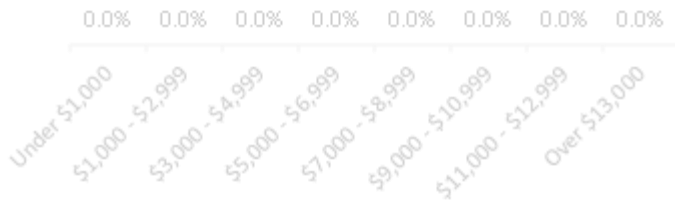
Benefits Offered to Employees



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

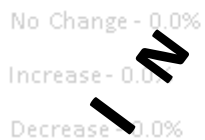
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



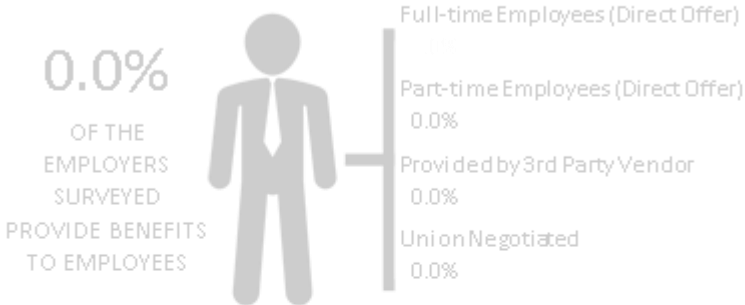
Other Benefits Offered by Employers

	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



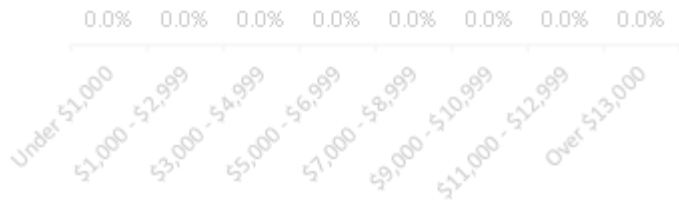
Benefits Offered to Employees



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

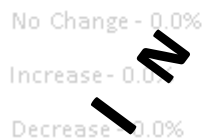
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

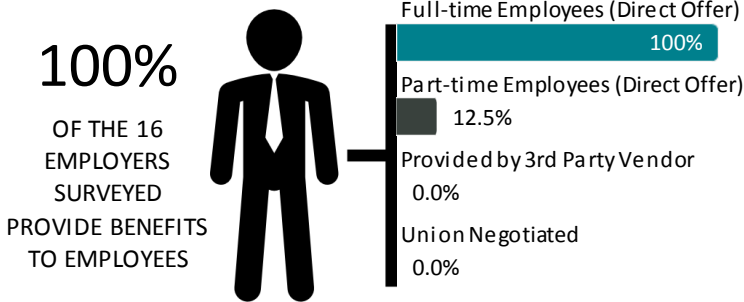
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 48 employers in the Manufacturing Industry, operating 52 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 16 responses, yielding a 33.3 percent response rate.

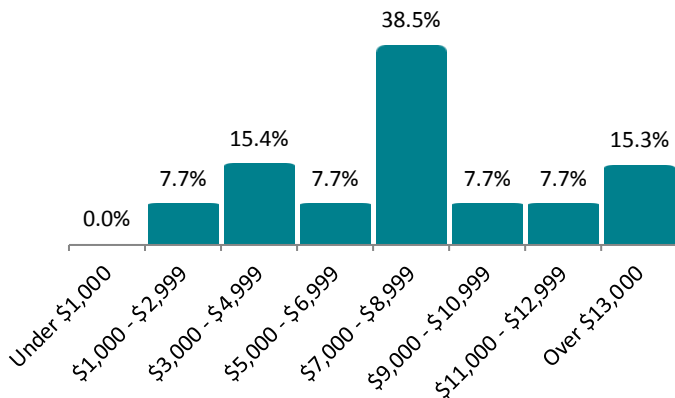
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	68.8%	6.3%
Dental Coverage	68.8%	12.5%
Life Insurance	81.3%	12.5%
Long-Term Disability	62.5%	6.3%
Medical Insurance	100%	12.5%
Prescription Drug Coverage	75.0%	12.5%
Short-Term Disability	62.5%	6.3%
Vision Coverage	50.0%	6.3%

Average Annual Benefit Package Cost Per Employee

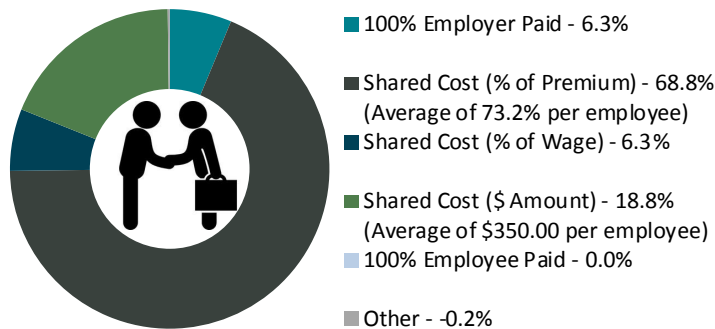


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	75.0%	6.3%
Maternity/Paternity Leave	37.5%	0.0%
Paid Holidays - 7.6 Days Annually	87.5%	6.3%
Paid Sick Leave - 5.3 Days Annually	25.0%	0.0%
Paid Vacation - 6.1 Days Annually	62.5%	6.3%
Paid-Time-Off (PTO) - 7.4 Days Annually	62.5%	0.0%
Personal Days/Floating Holidays	56.3%	6.3%
Training Leave	18.8%	0.0%

Average Annual Days Off Reported for Full-Time Positions

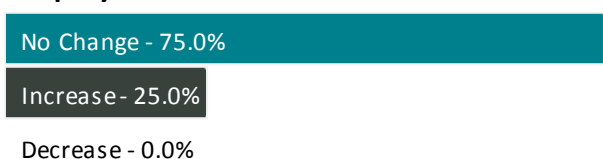
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

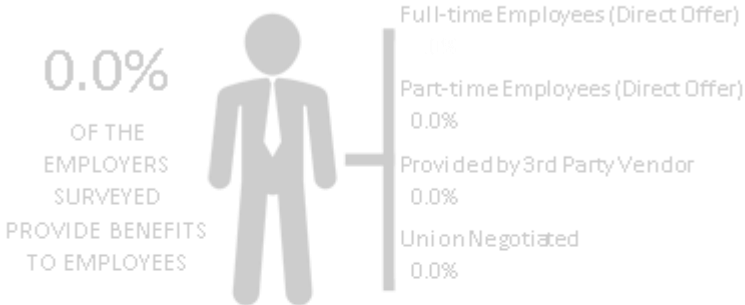
	Full-Time Positions	Part-Time Positions
Bonuses	81.3%	6.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	43.8%	6.3%
Employee Assistance Program	56.3%	6.3%
Flex Spending Account	43.8%	6.3%
Profit Sharing/Stock Options	31.3%	6.3%
Relocation/Moving Expense	25.0%	6.3%
Retirement Package	31.3%	0.0%
Shift Differential Pay	43.8%	12.5%
Tuition Assistance	25.0%	0.0%
Uniform Allowance	31.3%	6.3%
Wellness Program	37.5%	12.5%

Employee Healthcare Plan Contribution Change





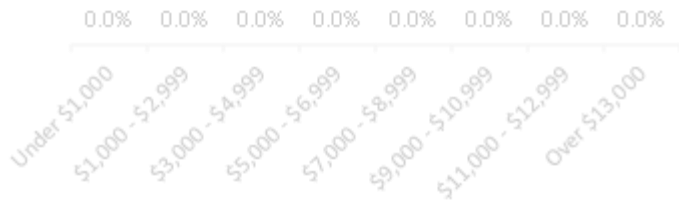
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

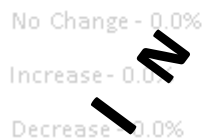
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

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

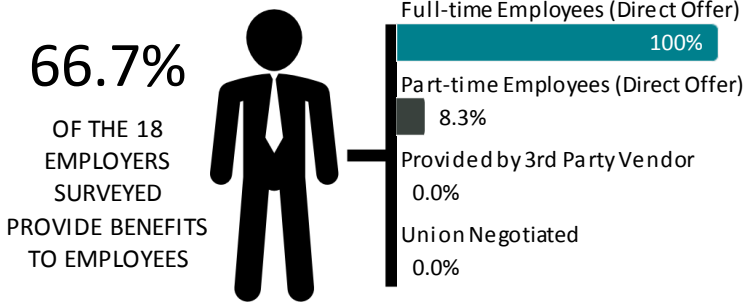
INSUFFICIENT DATA TO REPORT



PROFESSIONAL & TECHNICAL SERVICES

In July 2018, 24 employers in the Professional & Technical Services Industry, operating 27 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 18 responses, yielding a 75.0 percent response rate.

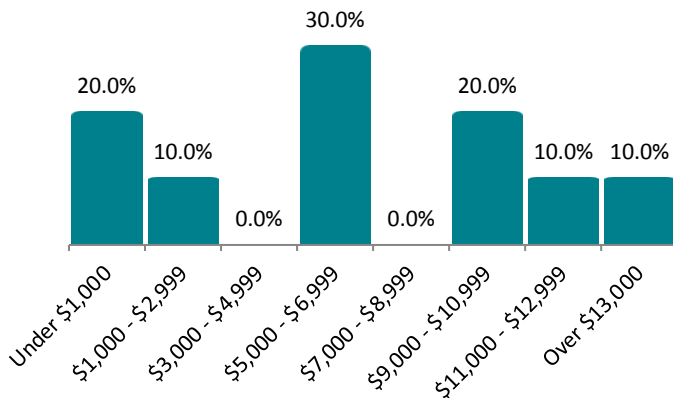
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	8.3%	0.0%
Dental Coverage	41.7%	0.0%
Life Insurance	41.7%	0.0%
Long-Term Disability	16.7%	0.0%
Medical Insurance	66.7%	0.0%
Prescription Drug Coverage	41.6%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	16.7%	0.0%

Average Annual Benefit Package Cost Per Employee

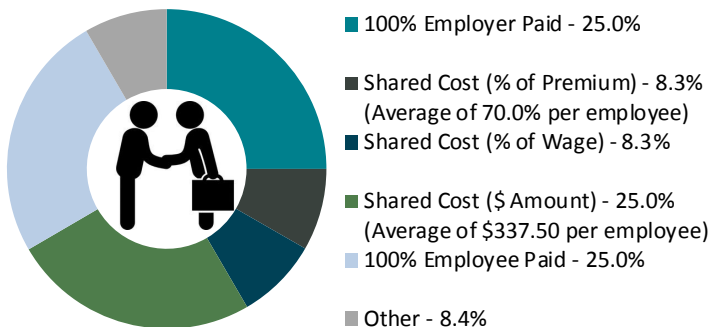


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	41.7%	0.0%
Maternity/Paternity Leave	16.7%	0.0%
Paid Holidays - 6.6 Days Annually	83.3%	0.0%
Paid Sick Leave - 6.8 Days Annually	41.7%	0.0%
Paid Vacation - 8.4 Days Annually	66.7%	0.0%
Paid-Time-Off (PTO) - 6.7 Days Annually	41.7%	0.0%
Personal Days/Floating Holidays	41.7%	0.0%
Training Leave	16.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

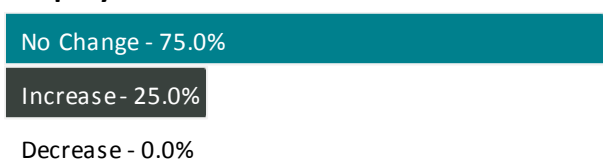
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	66.7%	8.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	41.7%	8.3%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	8.3%	0.0%
Profit Sharing/Stock Options	16.7%	8.3%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	33.3%	8.3%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	25.0%	0.0%
Uniform Allowance	16.7%	0.0%
Wellness Program	16.7%	0.0%

Employee Healthcare Plan Contribution Change

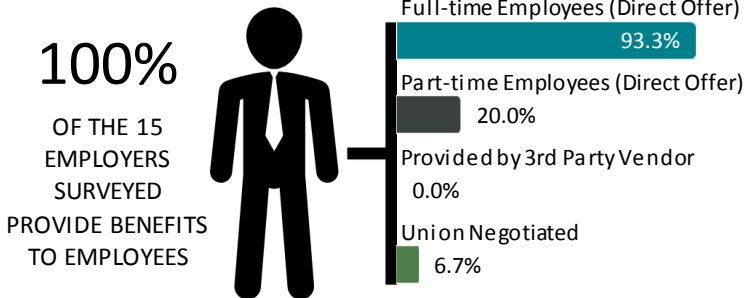




PUBLIC ADMINISTRATION

In July 2018, 23 employers in the Public Administration Industry, operating 29 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 65.2 percent response rate.

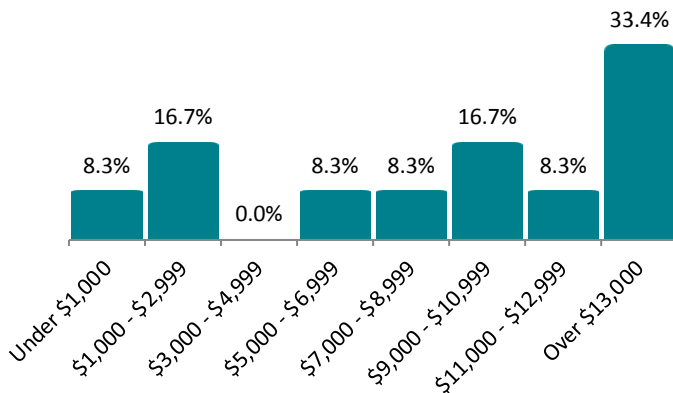
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.3%	6.7%
Dental Coverage	66.7%	13.3%
Life Insurance	66.7%	6.7%
Long-Term Disability	33.3%	6.7%
Medical Insurance	86.7%	13.3%
Prescription Drug Coverage	73.4%	20.0%
Short-Term Disability	40.0%	6.7%
Vision Coverage	53.3%	13.3%

Average Annual Benefit Package Cost Per Employee

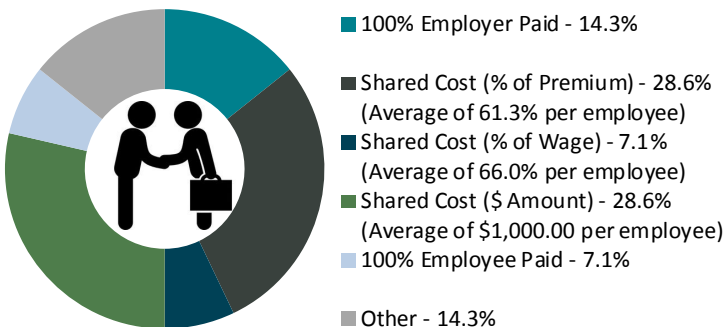


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.3%	13.3%
Maternity/Paternity Leave	40.0%	6.7%
Paid Holidays - 9.4 Days Annually	86.7%	6.7%
Paid Sick Leave - 12 Days Annually	80.0%	6.7%
Paid Vacation - 7.8 Days Annually	73.3%	6.7%
Paid-Time-Off (PTO) - 9.0 Days Annually	20.0%	13.3%
Personal Days/Floating Holidays	53.3%	6.7%
Training Leave	6.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

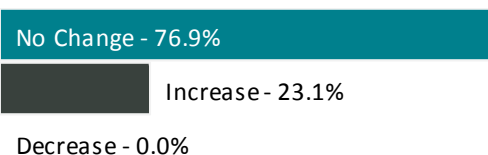
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

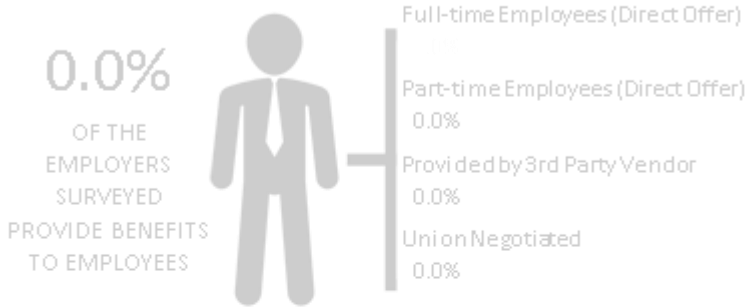
	Full-Time Positions	Part-Time Positions
Bonuses	13.3%	13.3%
Childcare Assistance	6.7%	6.7%
Company Vehicle/Mileage	60.0%	6.7%
Employee Assistance Program	26.7%	6.7%
Flex Spending Account	33.3%	6.7%
Profit Sharing/Stock Options	6.7%	6.7%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	26.7%	6.7%
Shift Differential Pay	20.0%	6.7%
Tuition Assistance	6.7%	0.0%
Uniform Allowance	33.3%	0.0%
Wellness Program	6.7%	6.7%

Employee Healthcare Plan Contribution Change





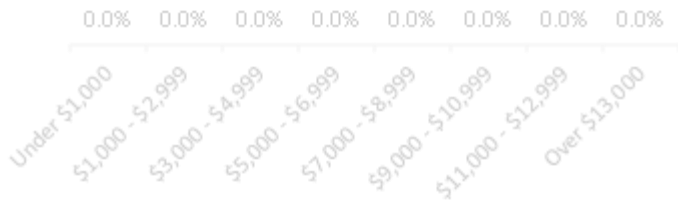
Benefits Offered to Employees



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

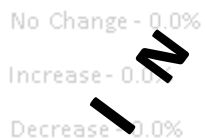
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Days	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave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

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

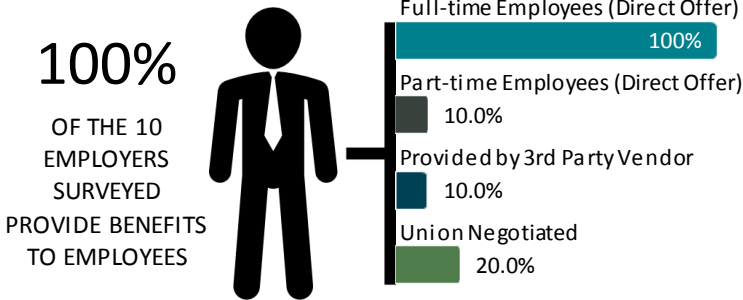
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 13 employers in the Utilities Industry, operating 17 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 10 responses, yielding a 76.9 percent response rate.

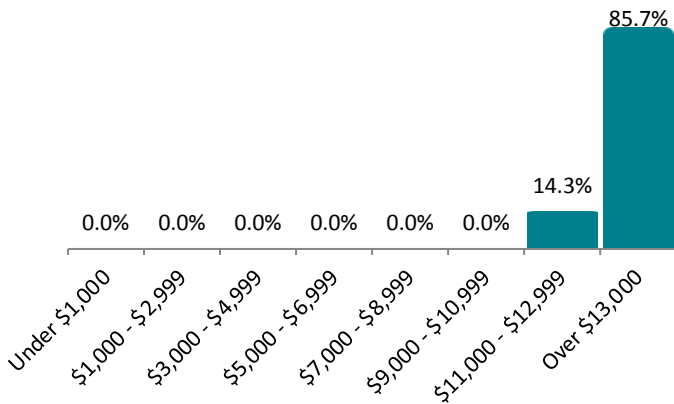
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	0.0%
Dental Coverage	50.0%	0.0%
Life Insurance	70.0%	0.0%
Long-Term Disability	40.0%	0.0%
Medical Insurance	80.0%	0.0%
Prescription Drug Coverage	70.0%	0.0%
Short-Term Disability	20.0%	0.0%
Vision Coverage	30.0%	0.0%

Average Annual Benefit Package Cost Per Employee

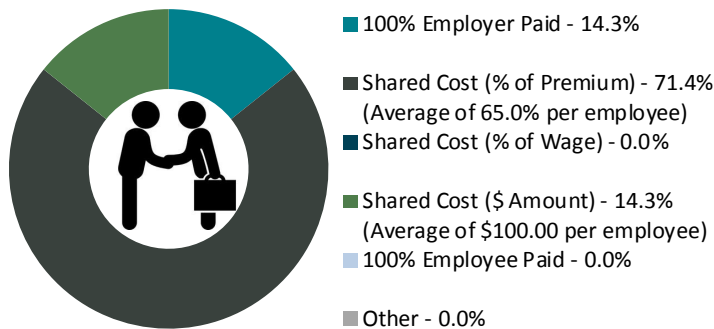


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.0%	0.0%
Maternity/Paternity Leave	20.0%	0.0%
Paid Holidays - 9.0 Days Annually	70.0%	0.0%
Paid Sick Leave - 9.8 Days Annually	50.0%	0.0%
Paid Vacation - 7.7 Days Annually	50.0%	0.0%
Paid-Time-Off (PTO) - 11 Days Annually	40.0%	0.0%
Personal Days/Floating Holidays	40.0%	0.0%
Training Leave	20.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

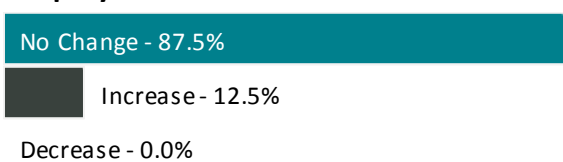
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	10.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	20.0%	0.0%
Employee Assistance Program	30.0%	0.0%
Flex Spending Account	40.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	10.0%	0.0%
Retirement Package	10.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	50.0%	0.0%
Uniform Allowance	60.0%	0.0%
Wellness Program	20.0%	0.0%

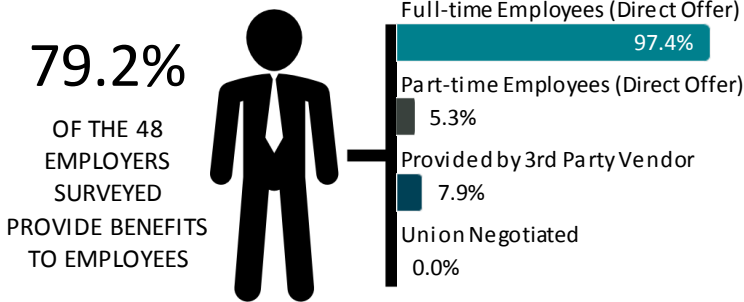
Employee Healthcare Plan Contribution Change





In July 2018, 136 employers in the Wholesale & Retail Trade Industry, operating 203 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 48 responses, yielding a 35.3 percent response rate.

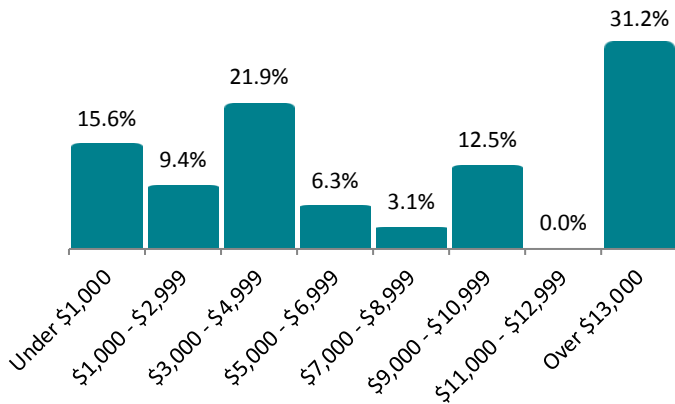
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	44.7%	0.0%
Dental Coverage	52.6%	0.0%
Life Insurance	50.0%	0.0%
Long-Term Disability	39.5%	0.0%
Medical Insurance	89.5%	0.0%
Prescription Drug Coverage	71.1%	0.0%
Short-Term Disability	39.5%	0.0%
Vision Coverage	36.8%	0.0%

Average Annual Benefit Package Cost Per Employee

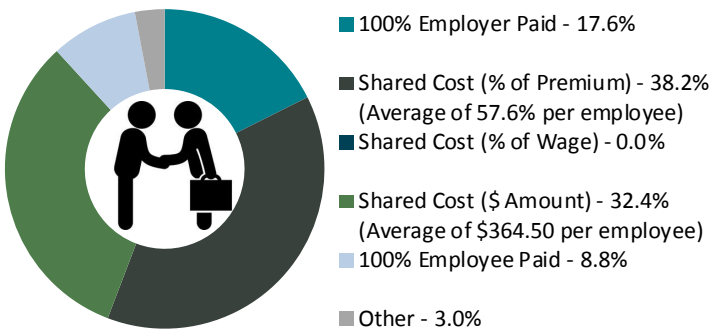


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	60.5%	2.6%
Maternity/Paternity Leave	18.4%	0.0%
Paid Holidays - 6.4 Days Annually	76.3%	2.6%
Paid Sick Leave - 6.6 Days Annually	42.1%	0.0%
Paid Vacation - 5.5 Days Annually	68.4%	0.0%
Paid-Time-Off (PTO) - 8.7 Days Annually	42.1%	2.6%
Personal Days/Floating Holidays	15.8%	0.0%
Training Leave	10.5%	0.0%

Average Annual Days Off Reported for Full-Time Positions

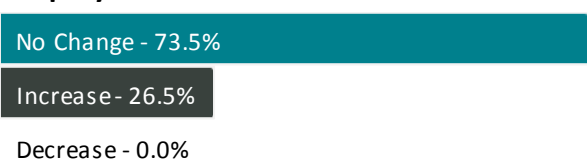
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.2%	2.6%
Childcare Assistance	2.6%	0.0%
Company Vehicle/Mileage	39.5%	0.0%
Employee Assistance Program	10.5%	2.6%
Flex Spending Account	23.7%	0.0%
Profit Sharing/Stock Options	15.8%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	31.6%	2.6%
Shift Differential Pay	7.9%	0.0%
Tuition Assistance	7.9%	0.0%
Uniform Allowance	28.9%	0.0%
Wellness Program	5.3%	0.0%

Employee Healthcare Plan Contribution Change



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