



EMPLOYER BENEFIT ANALYSIS
IOWA WORKFORCE DEVELOPMENT REGION 16
RELEASED 2019

DES MOINES, HENRY, LEE AND LOUISA COUNTIES

Counties within Iowa Workforce Development Region 16 included within this analysis:

- Des Moines
- Henry
- Lee
- Louisa

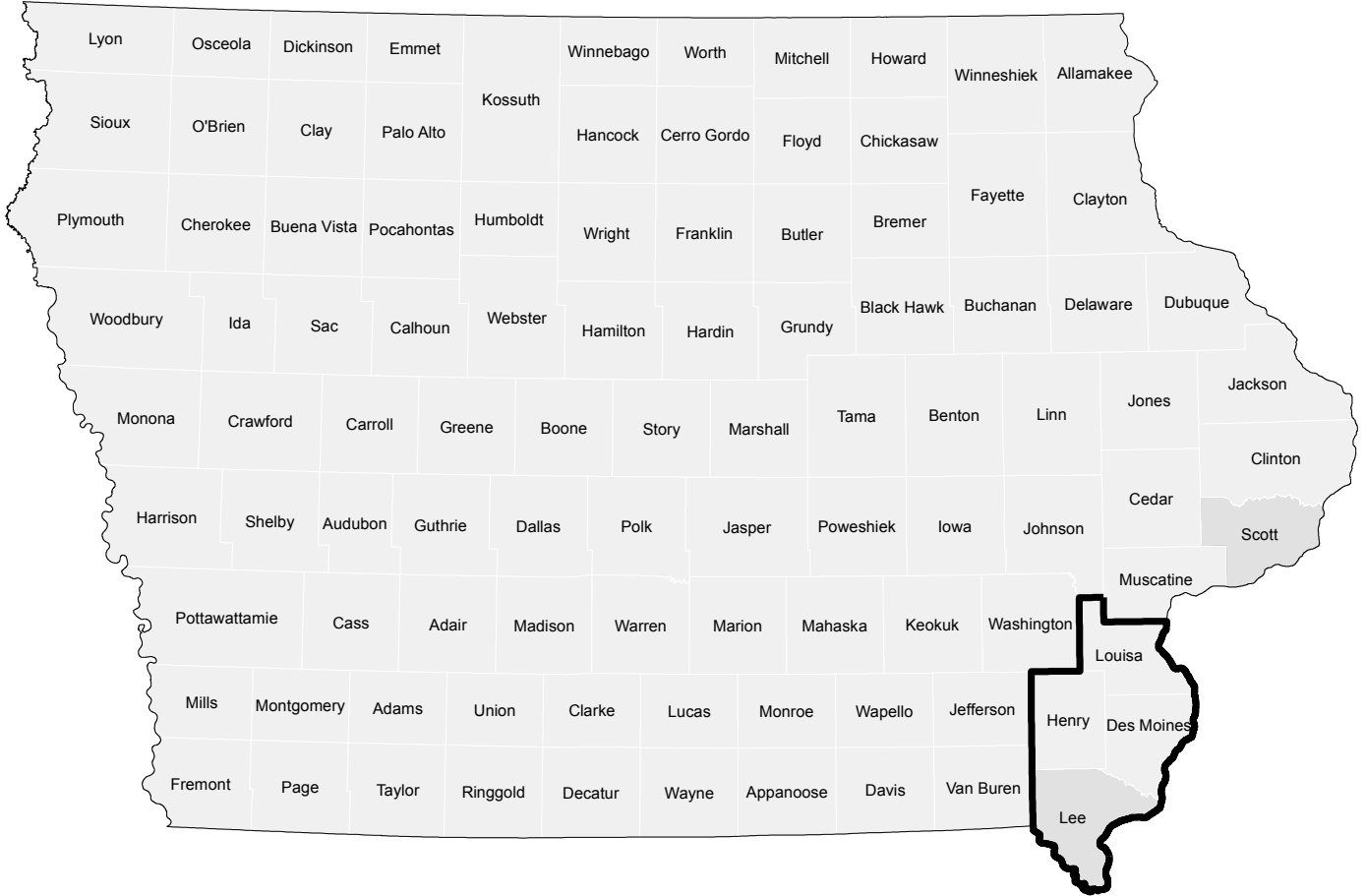


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**Sections marked as "Insufficient Data to Report" did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



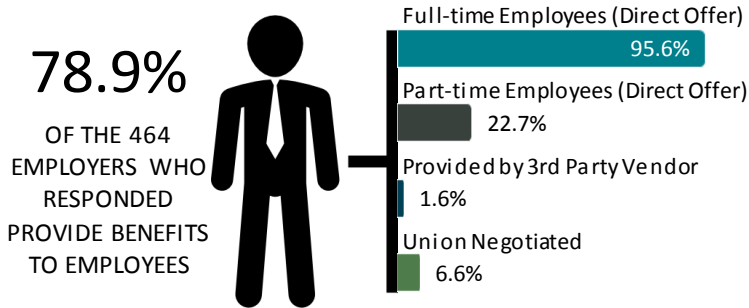
INTRODUCTION

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.

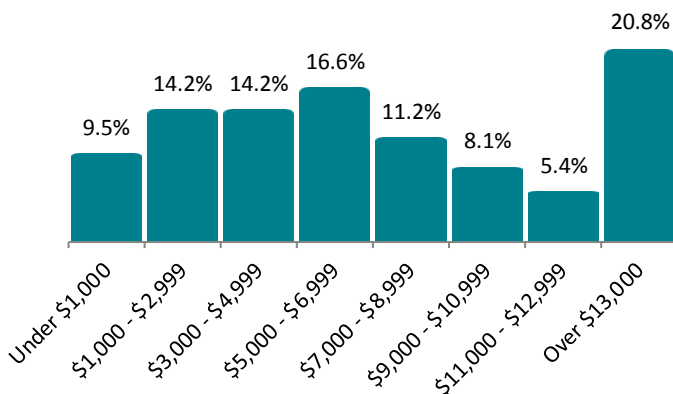
Beginning in July 2018, 1,128 employers operating 1,403 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 464 responses, yielding a 41.1 percent response rate.



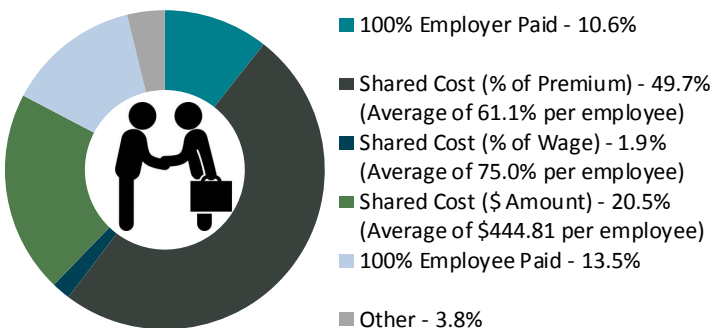
Benefits Offered to Employees



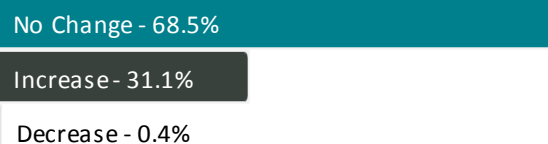
Average Annual Benefit Package Cost Per Employee



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	40.2%	4.6%
Dental Coverage	53.3%	7.4%
Life Insurance	50.8%	6.0%
Long-Term Disability	35.0%	3.0%
Medical Insurance	74.6%	7.9%
Prescription Drug Coverage	60.1%	6.0%
Short-Term Disability	37.4%	4.4%
Vision Coverage	43.4%	5.7%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	58.5%	10.1%
Maternity/Paternity Leave	23.8%	4.4%
Paid Holidays - 6.7 Days Annually	75.4%	12.3%
Paid Sick Leave - 7.4 Days Annually	36.6%	6.0%
Paid Vacation - 7.6 Days Annually	66.4%	8.7%
Paid-Time-Off (PTO) - 8.8 Days Annually	41.3%	8.7%
Personal Days/Floating Holidays	31.4%	5.5%
Training Leave	17.5%	2.5%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.5%	12.3%
Childcare Assistance	1.6%	0.3%
Company Vehicle/Mileage	35.8%	6.6%
Employee Assistance Program	13.4%	4.4%
Flex Spending Account	27.0%	4.4%
Profit Sharing/Stock Options	15.6%	2.5%
Relocation/Moving Expense	6.8%	0.8%
Retirement Package	32.2%	4.6%
Shift Differential Pay	12.0%	3.3%
Tuition Assistance	17.2%	3.3%
Uniform Allowance	31.4%	7.9%
Wellness Program	13.9%	2.7%

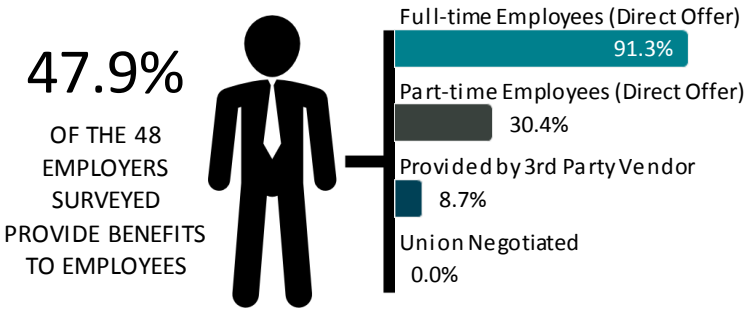
INDUSTRY BENEFITS



ACCOMMODATION & FOOD SERVICES

In July 2018, 128 employers in the Accommodation & Food Services Industry, operating 144 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 48 responses, yielding a 37.5 percent response rate.

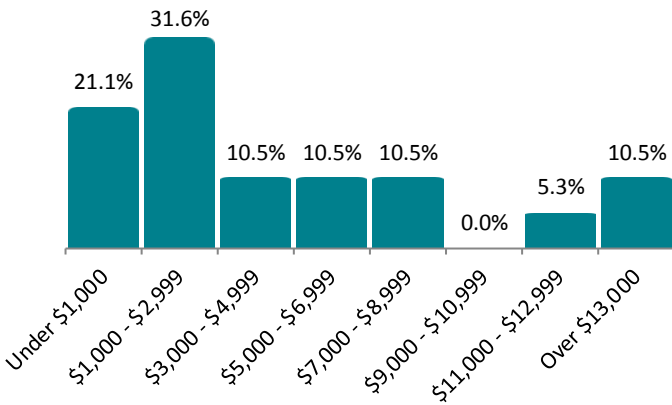
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	21.7%	0.0%
Dental Coverage	34.8%	8.7%
Life Insurance	21.7%	0.0%
Long-Term Disability	13.0%	0.0%
Medical Insurance	56.5%	4.3%
Prescription Drug Coverage	30.4%	4.3%
Short-Term Disability	8.7%	8.7%
Vision Coverage	21.7%	8.7%

Average Annual Benefit Package Cost Per Employee

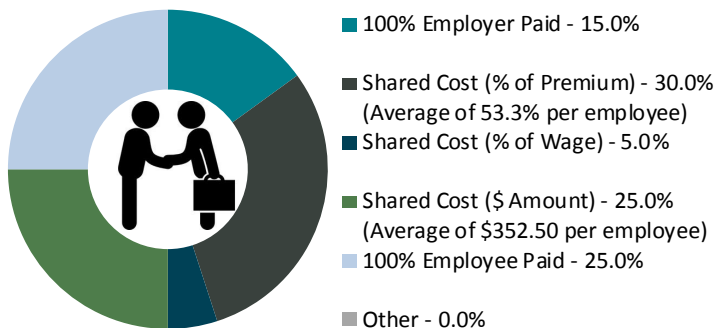


Paid Leave Offered by Employers

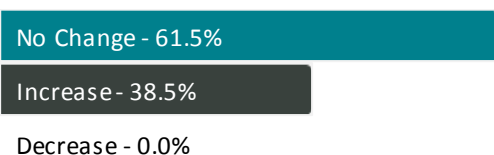
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	21.7%	8.7%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays - 5.0 Days Annually	47.8%	4.3%
Paid Sick Leave - 9.0 Days Annually	26.1%	4.3%
Paid Vacation - 7.8 Days Annually	56.5%	8.7%
Paid-Time-Off (PTO) - 6.3 Days Annually	21.7%	8.7%
Personal Days/Floating Holidays	0.0%	4.3%
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

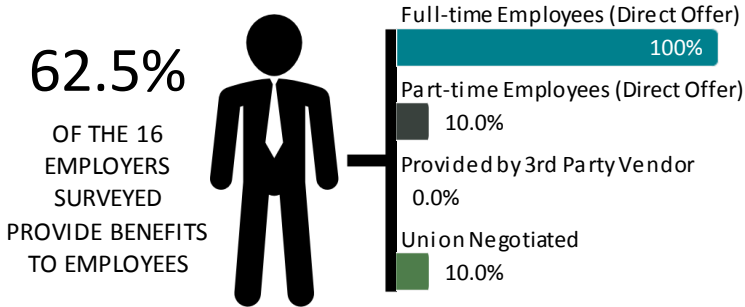
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	56.5%	8.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	13.0%	4.3%
Employee Assistance Program	8.7%	8.7%
Flex Spending Account	8.7%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	4.3%	0.0%
Retirement Package	13.0%	4.3%
Shift Differential Pay	4.3%	4.3%
Tuition Assistance	8.7%	8.7%
Uniform Allowance	21.7%	17.4%
Wellness Program	8.7%	8.7%



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 54 employers in the Administrative & Waste Services Industry, operating 59 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 16 responses, yielding a 29.6 percent response rate.

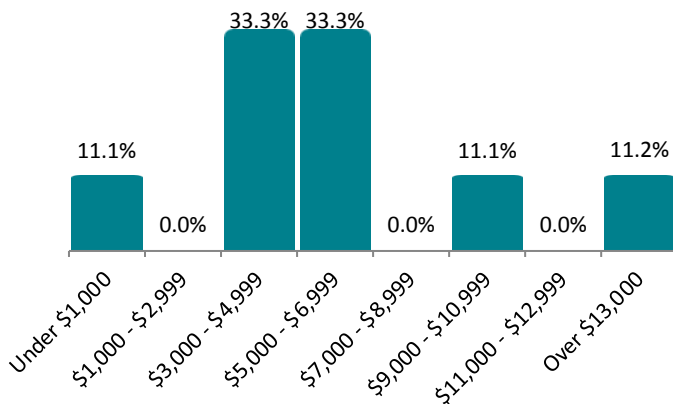
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	60.0%	10.0%
Dental Coverage	70.0%	10.0%
Life Insurance	70.0%	10.0%
Long-Term Disability	40.0%	10.0%
Medical Insurance	80.0%	0.0%
Prescription Drug Coverage	80.0%	10.0%
Short-Term Disability	50.0%	10.0%
Vision Coverage	50.0%	10.0%

Average Annual Benefit Package Cost Per Employee

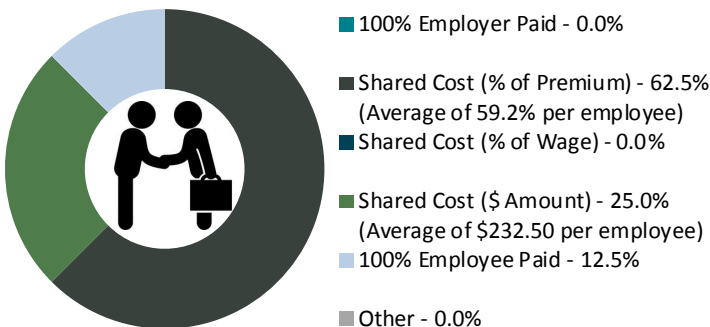


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.0%	10.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays - 5.6 Days Annually	80.0%	0.0%
Paid Sick Leave - 3.0 Days Annually	30.0%	0.0%
Paid Vacation - 6.2 Days Annually	70.0%	0.0%
Paid-Time-Off (PTO) - 5.0 Days Annually	40.0%	10.0%
Personal Days/Floating Holidays	40.0%	0.0%
Training Leave	10.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

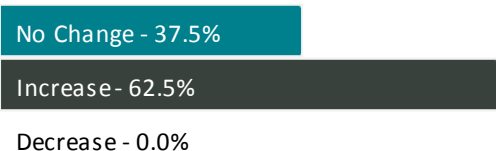
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

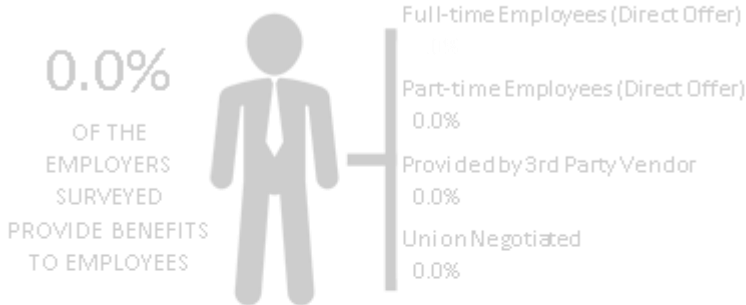
	Full-Time Positions	Part-Time Positions
Bonuses	70.0%	10.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	50.0%	10.0%
Employee Assistance Program	10.0%	10.0%
Flex Spending Account	30.0%	10.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	40.0%	10.0%
Shift Differential Pay	20.0%	10.0%
Tuition Assistance	20.0%	10.0%
Uniform Allowance	50.0%	10.0%
Wellness Program	30.0%	10.0%

Employee Healthcare Plan Contribution Change





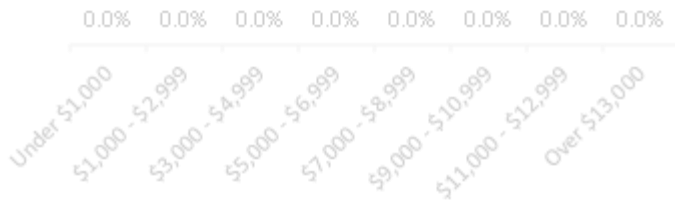
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

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

Average Annual Days Off Reported for Full-Time Positions

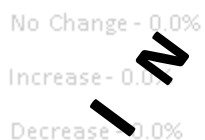
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

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

Employee Healthcare Plan Contribution Change

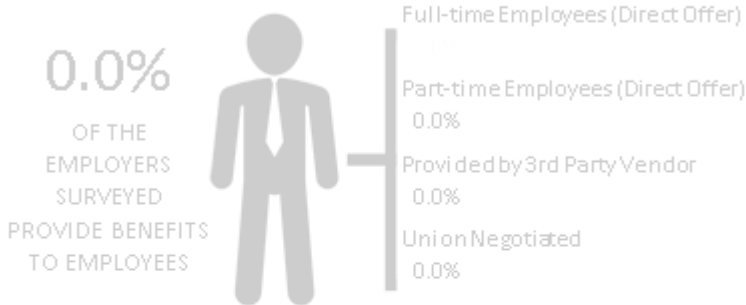


INSUFFICIENT DATA TO REPORT



ARTS, ENTERTAINMENT & RECREATION

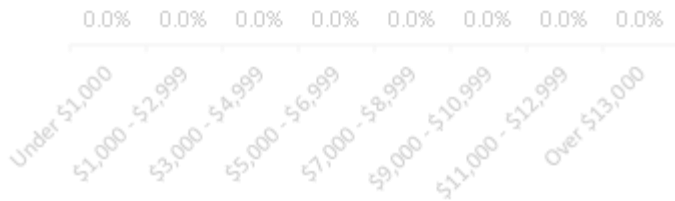
Benefits Offered to Employees



Insurance Benefits Offered by Employers

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

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

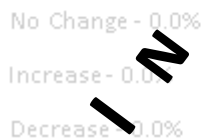
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

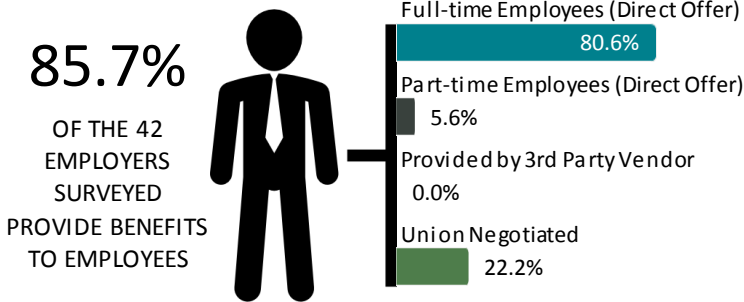
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 89 employers in the Construction Industry, operating 89 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 42 responses, yielding a 47.2 percent response rate.

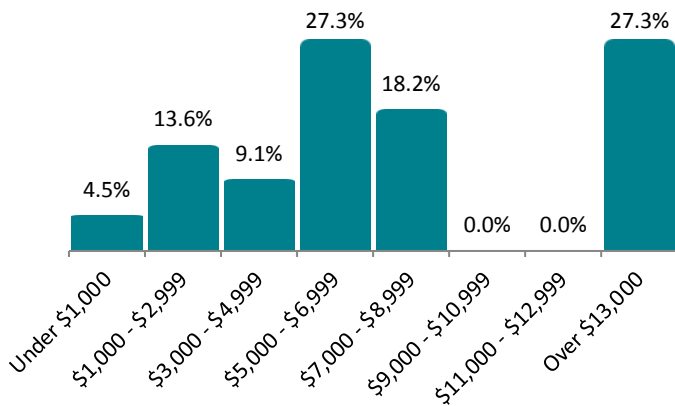
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.0%	0.0%
Dental Coverage	30.6%	0.0%
Life Insurance	16.7%	0.0%
Long-Term Disability	8.3%	0.0%
Medical Insurance	61.1%	0.0%
Prescription Drug Coverage	52.8%	0.0%
Short-Term Disability	33.3%	0.0%
Vision Coverage	27.8%	0.0%

Average Annual Benefit Package Cost Per Employee

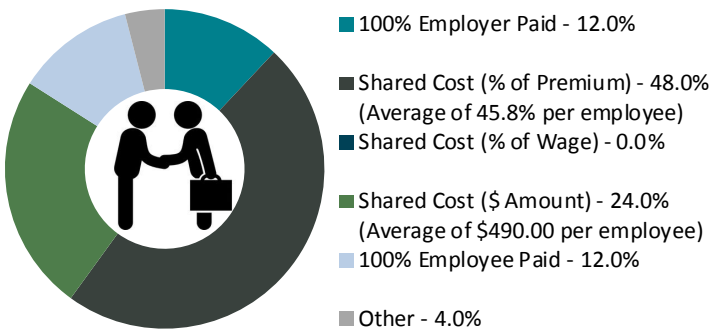


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	30.6%	2.8%
Maternity/Paternity Leave	13.9%	0.0%
Paid Holidays - 6.4 Days Annually	55.6%	5.6%
Paid Sick Leave - 7.5 Days Annually	13.9%	0.0%
Paid Vacation - 6.0 Days Annually	55.6%	0.0%
Paid-Time-Off (PTO) - 9.4 Days Annually	30.6%	2.8%
Personal Days/Floating Holidays	16.7%	0.0%
Training Leave	13.9%	0.0%

Average Annual Days Off Reported for Full-Time Positions

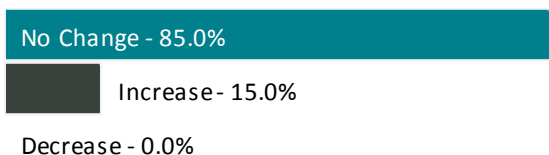
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	47.2%	5.6%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	36.1%	0.0%
Employee Assistance Program	5.6%	0.0%
Flex Spending Account	5.6%	0.0%
Profit Sharing/Stock Options	11.1%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	33.3%	2.8%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	13.9%	0.0%
Uniform Allowance	25.0%	0.0%
Wellness Program	5.6%	0.0%

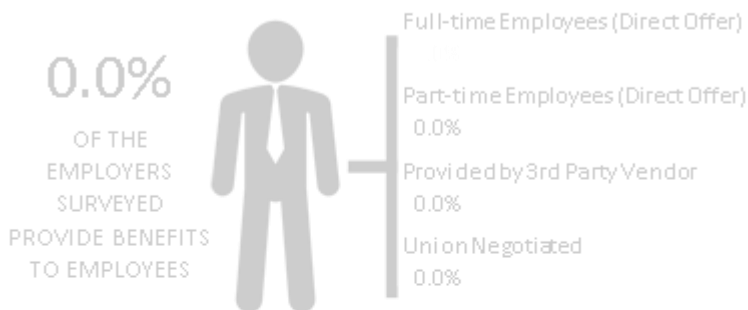
Employee Healthcare Plan Contribution Change





EDUCATIONAL SERVICES

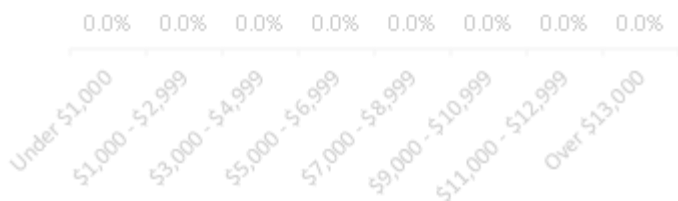
Benefits Offered to Employees



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

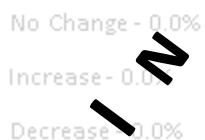
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

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

Employee Healthcare Plan Contribution Change

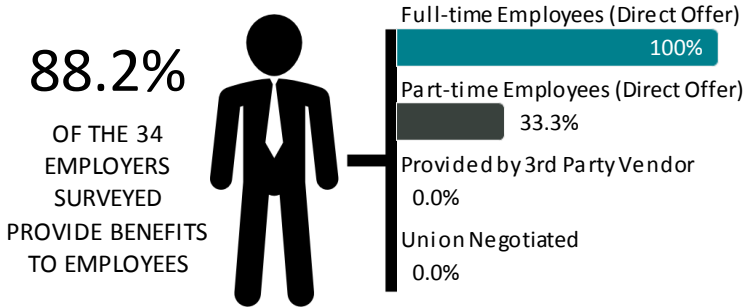


INSUFFICIENT DATA



In July 2018, 57 employers in the Finance, Insurance & Real Estate Industry, operating 98 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 34 responses, yielding a 59.6 percent response rate.

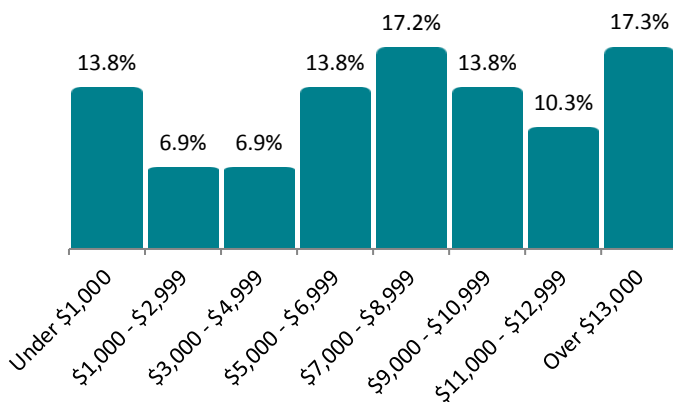
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	46.7%	3.3%
Dental Coverage	63.3%	6.7%
Life Insurance	73.3%	3.3%
Long-Term Disability	63.3%	0.0%
Medical Insurance	90.0%	20.0%
Prescription Drug Coverage	63.3%	6.7%
Short-Term Disability	50.0%	6.7%
Vision Coverage	46.7%	0.0%

Average Annual Benefit Package Cost Per Employee

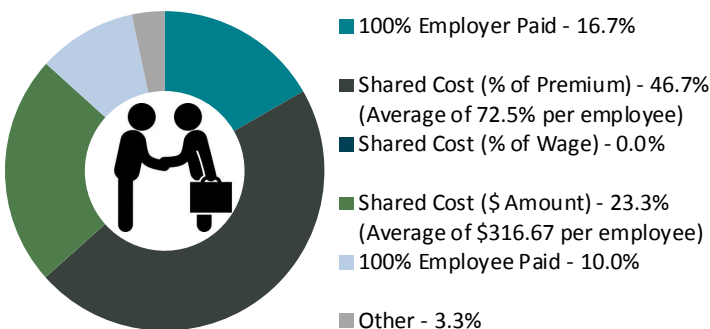


Paid Leave Offered by Employers

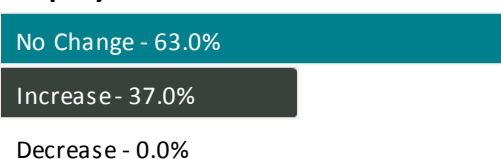
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.3%	16.7%
Maternity/Paternity Leave	30.0%	6.7%
Paid Holidays - 7.7 Days Annually	90.0%	16.7%
Paid Sick Leave - 7.9 Days Annually	63.3%	10.0%
Paid Vacation - 7.2 Days Annually	73.3%	16.7%
Paid-Time-Off (PTO) - 8.8 Days Annually	46.7%	6.7%
Personal Days/Floating Holidays	60.0%	6.7%
Training Leave	43.3%	6.7%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

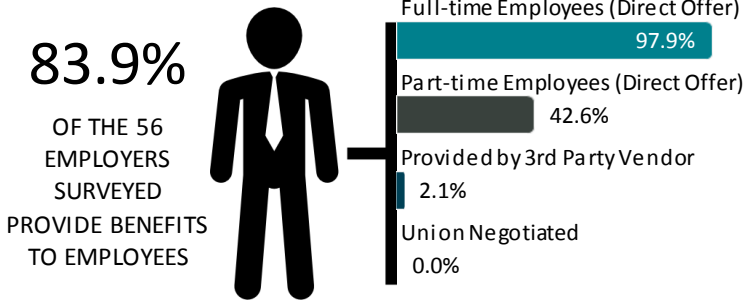
	Full-Time Positions	Part-Time Positions
Bonuses	76.7%	26.7%
Childcare Assistance	10.0%	0.0%
Company Vehicle/Mileage	56.7%	20.0%
Employee Assistance Program	10.0%	3.3%
Flex Spending Account	56.7%	10.0%
Profit Sharing/Stock Options	30.0%	3.3%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	53.3%	10.0%
Shift Differential Pay	3.3%	3.3%
Tuition Assistance	20.0%	6.7%
Uniform Allowance	30.0%	13.3%
Wellness Program	13.3%	3.3%



HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 132 employers in the Health Care & Social Assistance Industry, operating 199 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 56 responses, yielding a 42.4 percent response rate.

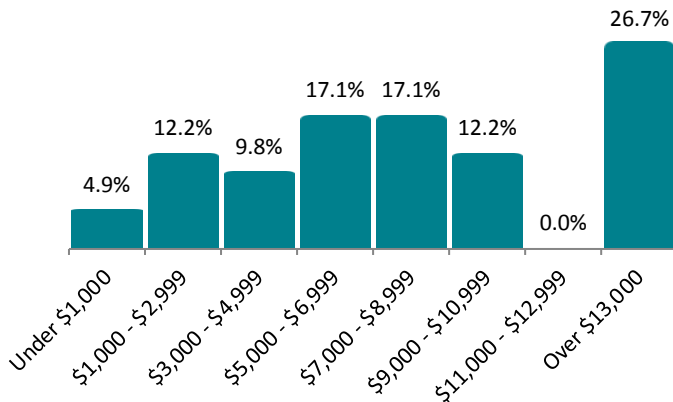
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	44.7%	14.9%
Dental Coverage	61.7%	23.4%
Life Insurance	51.1%	17.0%
Long-Term Disability	31.9%	2.1%
Medical Insurance	78.7%	19.1%
Prescription Drug Coverage	59.6%	17.0%
Short-Term Disability	36.2%	8.5%
Vision Coverage	53.2%	19.1%

Average Annual Benefit Package Cost Per Employee

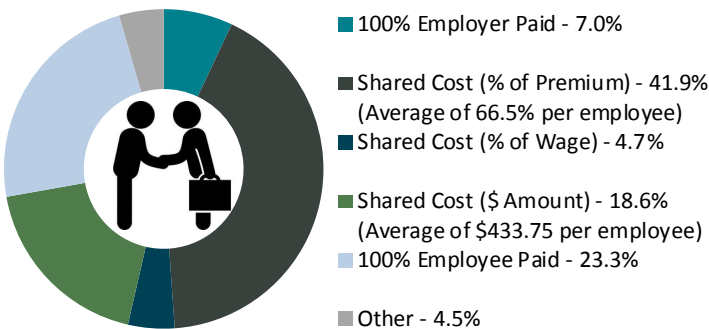


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	68.1%	23.4%
Maternity/Paternity Leave	34.0%	10.6%
Paid Holidays - 6.4 Days Annually	80.9%	29.8%
Paid Sick Leave - 4.8 Days Annually	46.8%	14.9%
Paid Vacation - 6.7 Days Annually	59.6%	23.4%
Paid-Time-Off (PTO) - 11.4 Days Annually	57.4%	17.0%
Personal Days/Floating Holidays	31.9%	12.8%
Training Leave	19.1%	4.3%

Average Annual Days Off Reported for Full-Time Positions

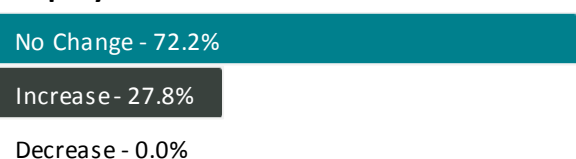
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

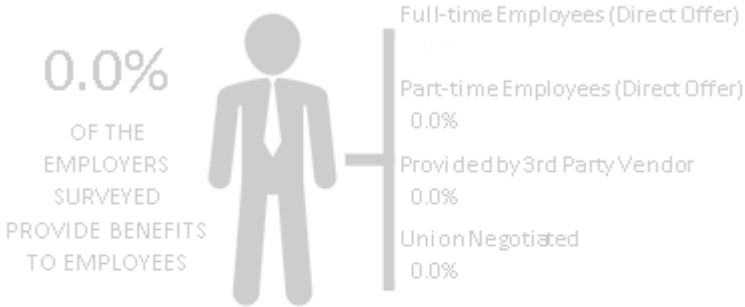
	Full-Time Positions	Part-Time Positions
Bonuses	63.8%	27.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	38.3%	14.9%
Employee Assistance Program	19.1%	10.6%
Flex Spending Account	25.5%	6.4%
Profit Sharing/Stock Options	17.0%	4.3%
Relocation/Moving Expense	4.3%	2.1%
Retirement Package	29.8%	4.3%
Shift Differential Pay	23.4%	14.9%
Tuition Assistance	23.4%	8.5%
Uniform Allowance	38.3%	23.4%
Wellness Program	21.3%	6.4%

Employee Healthcare Plan Contribution Change





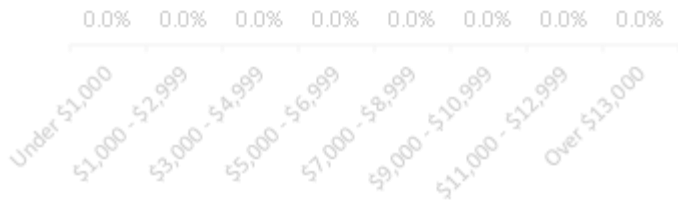
Benefits Offered to Employees



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

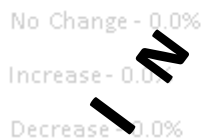
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

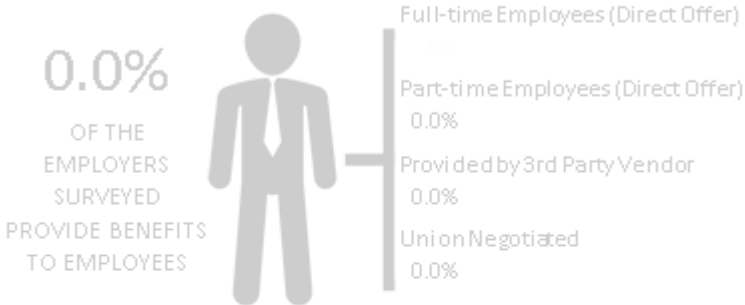
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift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



MANAGEMENT

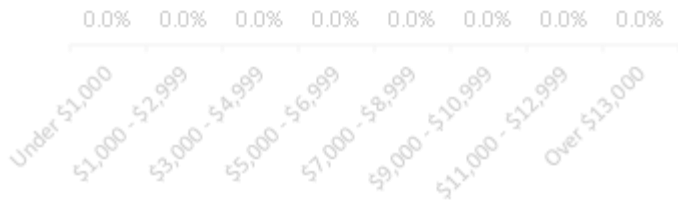
Benefits Offered to Employees



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

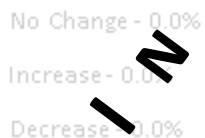
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

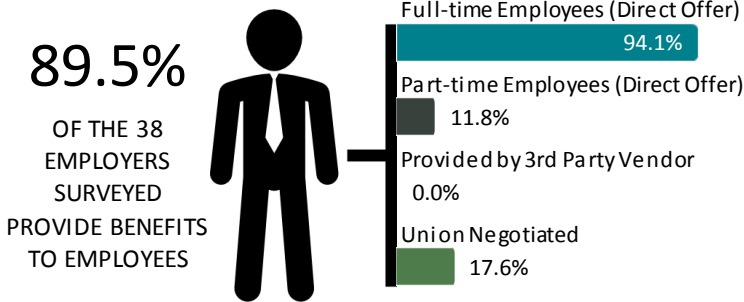
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 101 employers in the Manufacturing Industry, operating 104 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 38 responses, yielding a 37.6 percent response rate.

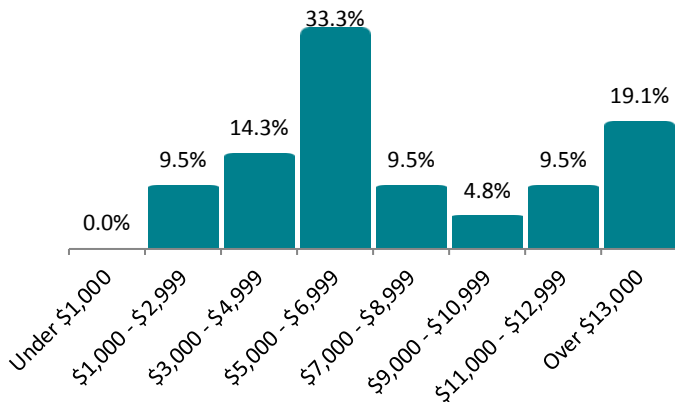
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	52.9%	8.8%
Dental Coverage	64.7%	8.8%
Life Insurance	61.8%	8.8%
Long-Term Disability	44.1%	5.9%
Medical Insurance	76.5%	11.8%
Prescription Drug Coverage	64.7%	8.8%
Short-Term Disability	47.1%	5.9%
Vision Coverage	58.8%	8.8%

Average Annual Benefit Package Cost Per Employee

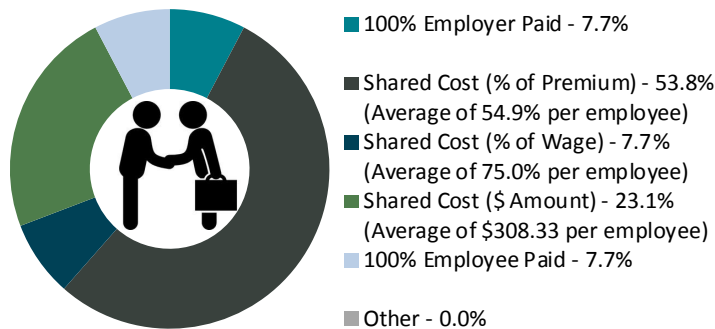


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	73.5%	5.9%
Maternity/Paternity Leave	23.5%	2.9%
Paid Holidays - 7.6 Days Annually	79.4%	5.9%
Paid Sick Leave - 4.0 Days Annually	23.5%	2.9%
Paid Vacation - 8.7 Days Annually	58.8%	2.9%
Paid-Time-Off (PTO) - 8.4 Days Annually	47.1%	8.8%
Personal Days/Floating Holidays	23.5%	5.9%
Training Leave	5.9%	2.9%

Average Annual Days Off Reported for Full-Time Positions

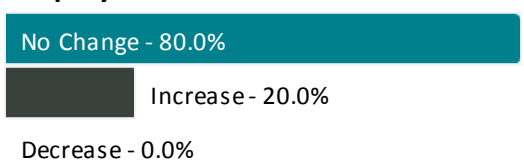
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	61.8%	5.9%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	23.5%	0.0%
Employee Assistance Program	26.5%	0.0%
Flex Spending Account	26.5%	0.0%
Profit Sharing/Stock Options	20.6%	2.9%
Relocation/Moving Expense	20.6%	0.0%
Retirement Package	26.5%	2.9%
Shift Differential Pay	41.2%	5.9%
Tuition Assistance	20.6%	0.0%
Uniform Allowance	29.4%	2.9%
Wellness Program	14.7%	0.0%

Employee Healthcare Plan Contribution Change

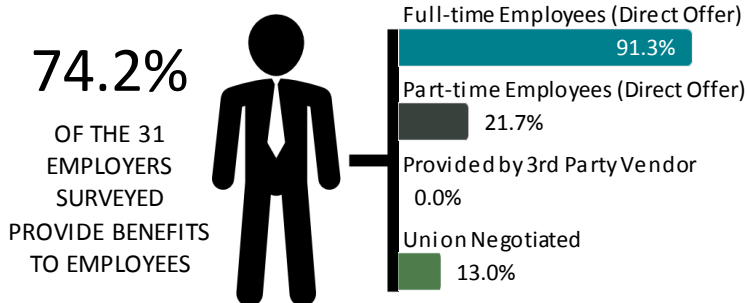




PERSONAL SERVICES

In July 2018, 75 employers in the Personal Services Industry, operating 78 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 31 responses, yielding a 41.3 percent response rate.

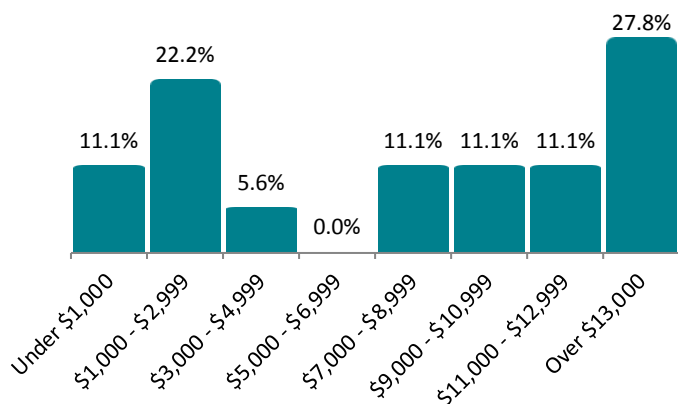
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.1%	8.7%
Dental Coverage	43.5%	8.7%
Life Insurance	47.8%	8.7%
Long-Term Disability	34.8%	8.7%
Medical Insurance	69.6%	8.7%
Prescription Drug Coverage	56.5%	13.0%
Short-Term Disability	43.5%	8.7%
Vision Coverage	26.1%	8.7%

Average Annual Benefit Package Cost Per Employee

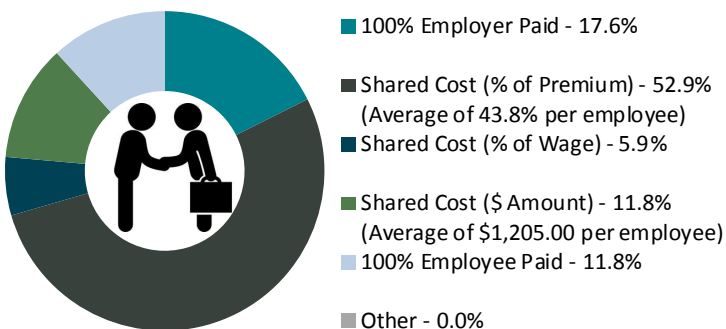


Paid Leave Offered by Employers

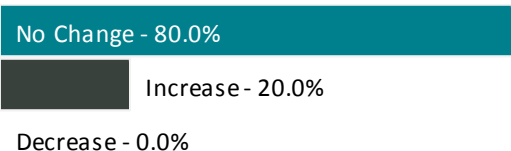
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	47.8%	8.7%
Maternity/Paternity Leave	17.4%	4.3%
Paid Holidays - 6.5 Days Annually	60.9%	13.0%
Paid Sick Leave - 6.2 Days Annually	30.4%	0.0%
Paid Vacation - 5.9 Days Annually	65.2%	4.3%
Paid-Time-Off (PTO) - 7.5 Days Annually	39.1%	13.0%
Personal Days/Floating Holidays	26.1%	4.3%
Training Leave	21.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



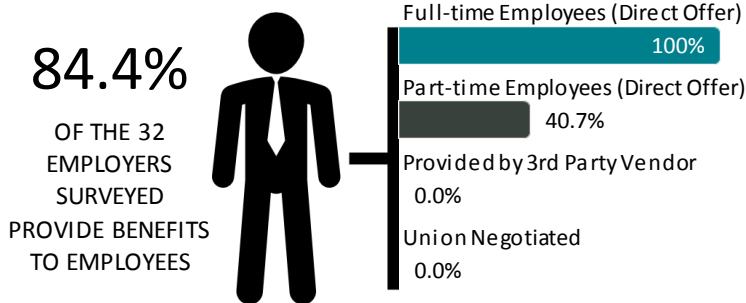
Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	60.9%	8.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	30.4%	0.0%
Employee Assistance Program	17.4%	8.7%
Flex Spending Account	26.1%	8.7%
Profit Sharing/Stock Options	8.7%	4.3%
Relocation/Moving Expense	4.3%	0.0%
Retirement Package	34.8%	8.7%
Shift Differential Pay	8.7%	0.0%
Tuition Assistance	21.7%	0.0%
Uniform Allowance	30.4%	4.3%
Wellness Program	4.3%	4.3%



In July 2018, 51 employers in the Professional & Technical Services Industry, operating 55 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 62.7 percent response rate.

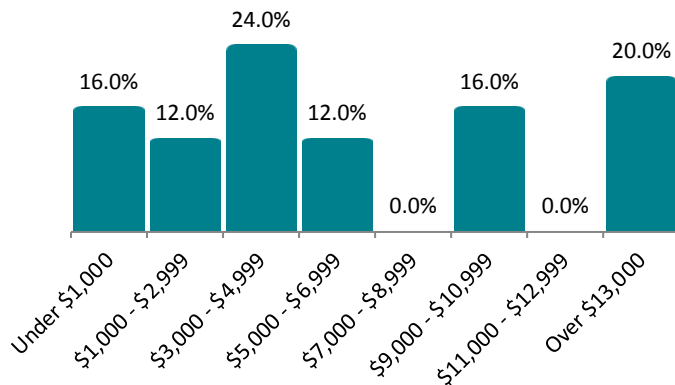
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.0%	7.4%
Dental Coverage	33.3%	7.4%
Life Insurance	48.1%	7.4%
Long-Term Disability	37.0%	7.4%
Medical Insurance	63.0%	7.4%
Prescription Drug Coverage	44.4%	7.4%
Short-Term Disability	37.0%	7.4%
Vision Coverage	29.6%	7.4%

Average Annual Benefit Package Cost Per Employee

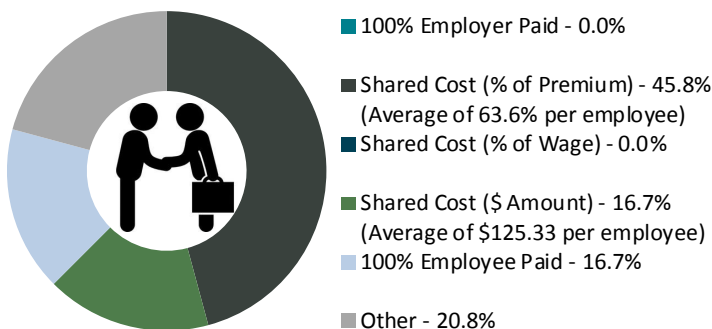


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	70.4%	25.9%
Maternity/Paternity Leave	29.6%	7.4%
Paid Holidays - 6.9 Days Annually	88.9%	33.3%
Paid Sick Leave - 7.9 Days Annually	40.7%	14.8%
Paid Vacation - 9.6 Days Annually	70.4%	25.9%
Paid-Time-Off (PTO) - 11.9 Days Annually	37.0%	22.2%
Personal Days/Floating Holidays	48.1%	14.8%
Training Leave	22.2%	7.4%

Average Annual Days Off Reported for Full-Time Positions

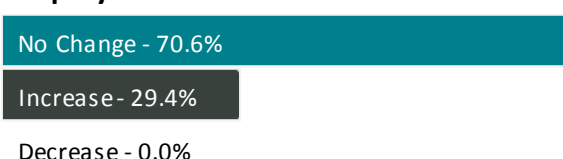
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

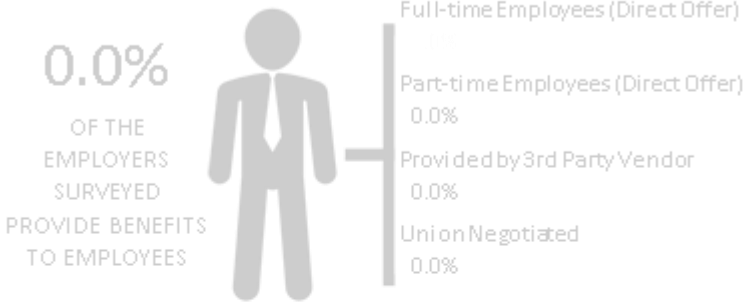
	Full-Time Positions	Part-Time Positions
Bonuses	92.6%	40.7%
Childcare Assistance	3.7%	0.0%
Company Vehicle/Mileage	77.8%	22.2%
Employee Assistance Program	11.1%	3.7%
Flex Spending Account	44.4%	14.8%
Profit Sharing/Stock Options	33.3%	7.4%
Relocation/Moving Expense	14.8%	3.7%
Retirement Package	40.7%	7.4%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	25.9%	7.4%
Uniform Allowance	29.6%	22.2%
Wellness Program	14.8%	3.7%

Employee Healthcare Plan Contribution Change





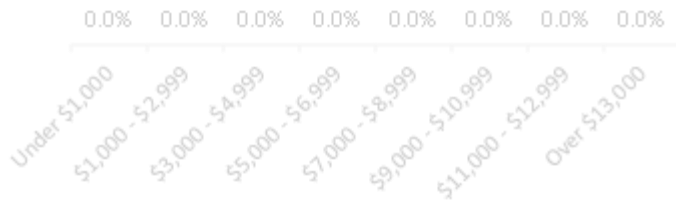
Benefits Offered to Employees



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

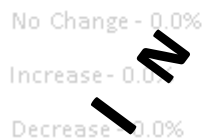
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training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

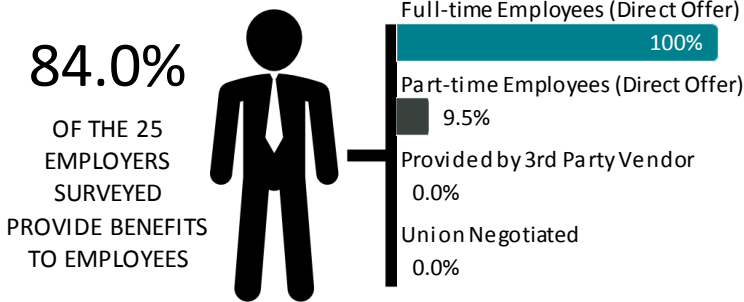
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
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, 69 employers in the Transportation & Warehousing Industry, operating 71 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 25 responses, yielding a 36.2 percent response rate.

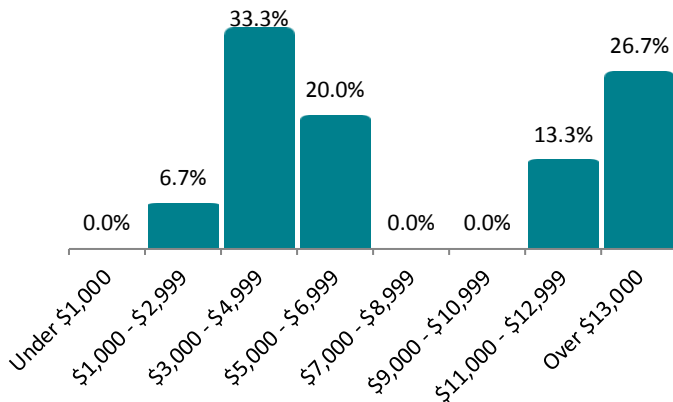
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	42.9%	0.0%
Dental Coverage	66.7%	0.0%
Life Insurance	42.9%	0.0%
Long-Term Disability	28.6%	0.0%
Medical Insurance	85.7%	0.0%
Prescription Drug Coverage	80.9%	0.0%
Short-Term Disability	38.1%	0.0%
Vision Coverage	61.9%	0.0%

Average Annual Benefit Package Cost Per Employee

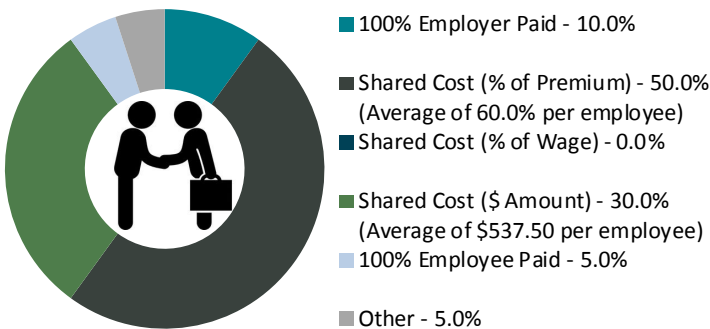


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	42.9%	0.0%
Maternity/Paternity Leave	9.5%	0.0%
Paid Holidays - 6.5 Days Annually	66.7%	0.0%
Paid Sick Leave - 5.0 Days Annually	14.3%	0.0%
Paid Vacation - 7.7 Days Annually	90.5%	0.0%
Paid-Time-Off (PTO) - 8.0 Days Annually	19.0%	0.0%
Personal Days/Floating Holidays	14.3%	0.0%
Training Leave	9.5%	0.0%

Average Annual Days Off Reported for Full-Time Positions

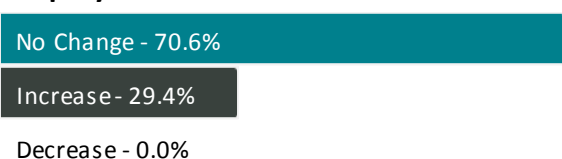
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

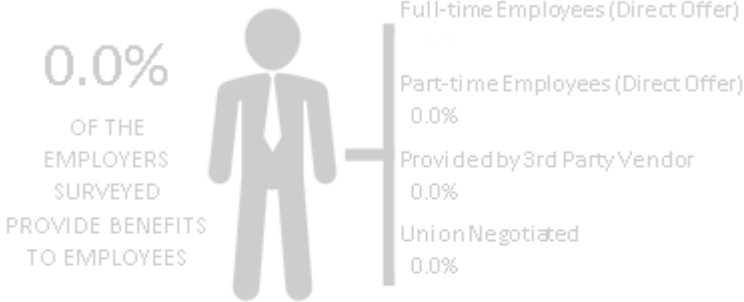
	Full-Time Positions	Part-Time Positions
Bonuses	81.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	23.8%	0.0%
Employee Assistance Program	19.0%	0.0%
Flex Spending Account	9.5%	0.0%
Profit Sharing/Stock Options	4.8%	0.0%
Relocation/Moving Expense	4.8%	0.0%
Retirement Package	38.1%	0.0%
Shift Differential Pay	14.3%	0.0%
Tuition Assistance	9.5%	0.0%
Uniform Allowance	42.9%	0.0%
Wellness Program	14.3%	0.0%

Employee Healthcare Plan Contribution Change





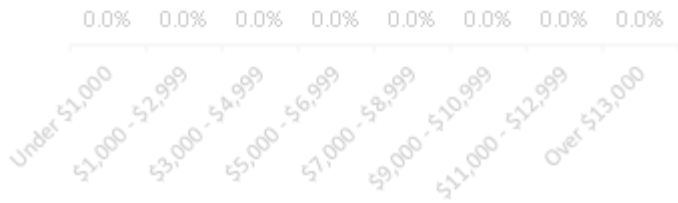
Benefits Offered to Employees



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

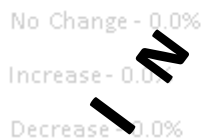
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Days/Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave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

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

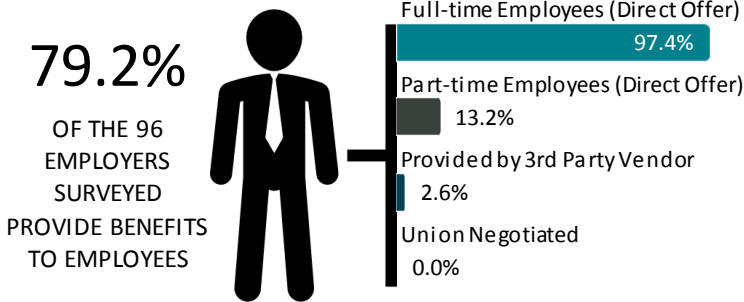
	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift 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, 251 employers in the Wholesale & Retail Trade Industry, operating 345 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 96 responses, yielding a 38.2 percent response rate.

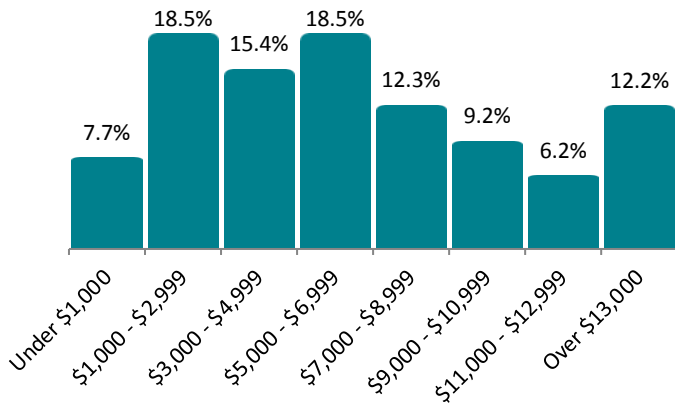
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	43.4%	1.3%
Dental Coverage	55.3%	1.3%
Life Insurance	59.2%	1.3%
Long-Term Disability	38.2%	1.3%
Medical Insurance	80.3%	2.6%
Prescription Drug Coverage	64.5%	1.3%
Short-Term Disability	40.8%	1.3%
Vision Coverage	44.7%	1.3%

Average Annual Benefit Package Cost Per Employee

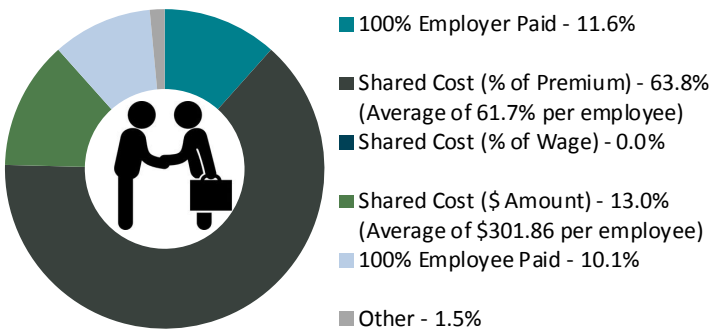


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	59.2%	3.9%
Maternity/Paternity Leave	28.9%	2.6%
Paid Holidays - 6.2 Days Annually	84.2%	6.6%
Paid Sick Leave - 5.4 Days Annually	35.5%	5.3%
Paid Vacation - 6.9 Days Annually	71.1%	3.9%
Paid-Time-Off (PTO) - 7.0 Days Annually	39.5%	2.6%
Personal Days/Floating Holidays	30.3%	2.6%
Training Leave	10.5%	0.0%

Average Annual Days Off Reported for Full-Time Positions

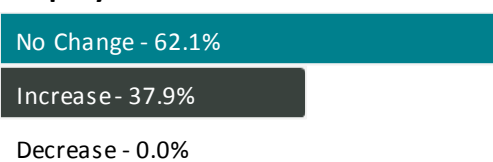
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	57.9%	3.9%
Childcare Assistance	2.6%	1.3%
Company Vehicle/Mileage	28.9%	1.3%
Employee Assistance Program	6.6%	1.3%
Flex Spending Account	28.9%	2.6%
Profit Sharing/Stock Options	18.4%	2.6%
Relocation/Moving Expense	7.9%	1.3%
Retirement Package	26.3%	2.6%
Shift Differential Pay	6.6%	0.0%
Tuition Assistance	10.5%	1.3%
Uniform Allowance	35.5%	1.3%
Wellness Program	14.5%	0.0%

Employee Healthcare Plan Contribution Change



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