

Frequency Tables for Employee Benefits 2015-2019



Healthcare and Health Services Benefits

	2015	2016	2017	2018	2019
Health Insurance Plans					
Preferred provider organization (PPO)	85%	84%	85%	84%	85%
Health maintenance organization (HMO)	33%	32%	34%	35%	33%
Point of service (POS)	22%	21%	21%	17%	18%
High-deductible health plan (HDHP) that is linked with a savings/spending account	—	—	—	—	59%
High-deductible health plan (HDHP) that is not linked with a savings/spending account	—	17%	19%	29%	19%
Exclusive provider organization (EPO)	7%	9%	9%	7%	8%
Indemnity plan (fee-for-service)	9%	7%	8%	4%	5%
Health Savings and Spending Accounts					
Medical flexible spending account (FSA) ^A	69%	67%	65%	63%	68%
FSA run-out period*	58%	51%	49%	51%	49%
FSA carryover provision*	32%	42%	46%	46%	43%
FSA grace period*	31%	33%	32%	37%	30%
Health savings account (HSA)	43%	50%	55%	56%	56%
Health care premium flexible spending account ^B	34%	39%	40%	35%	29%
Employer contributions to health savings accounts (HSAs)	30%	32%	36%	37%	39%
Health reimbursement arrangement (HRA)	19%	20%	20%	19%	19%
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	—	—	—	1%	1%
Prescription Drug Coverage					
Prescription drug coverage bundled with medical insurance	96%	94%	95%	94%	95%
Mail-order prescription program	87%	85%	85%	82%	78%
Wholesale generic drug program for injectable drugs	16%	24%	31%	22%	14%
Pharmacy management program (independent of medical plan management)	13%	15%	18%	17%	15%
Experimental/elective drug coverage	9%	8%	9%	5%	4%
Dental, Vision, EAP and Other Insurance					
Dental insurance	96%	96%	96%	97%	97%
Vision insurance	87%	87%	88%	90%	91%
Employee assistance program (EAP)	79%	77%	77%	78%	79%
Critical illness insurance	34%	31%	32%	40%	42%
Cancer insurance (separate from critical illness insurance)	—	—	28%	33%	29%
Hospital indemnity insurance	24%	21%	22%	26%	25%
Long-term care insurance	32%	27%	22%	32%	32%
Long-term care insurance available for family members	—	—	—	—	15%
Intensive care insurance	23%	19%	18%	19%	17%

	2015	2016	2017	2018	2019
Disability and Accident Insurance					
Accidental death and dismemberment insurance (AD&D)	85%	82%	81%	83%	83%
Long-term disability insurance	80%	77%	72%	72%	71%
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	74%	70%	65%	64%	61%
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	—	—	63%	66%	67%
Supplemental short-term disability insurance (employee- or employer-paid)	—	—	55%	47%	45%
Supplemental long-term disability insurance (employee- or employer-paid)	—	—	49%	47%	43%
Accident insurance (separate from travel accident insurance)	51%	48%	33%	32%	27%
Supplemental accident insurance	29%	34%	29%	35%	35%
Specific Services and Coverage					
Mental health coverage	91%	85%	81%	86%	83%
Chiropractic coverage	81%	77%	77%	80%	75%
Acupressure/acupuncture medical coverage	37%	35%	38%	47%	39%
Telemedicine or telehealth: diagnosis, treatment or prescriptions, provided by phone or video conferencing with a health professional	—	23%	34%	62%	72%
Retiree health care coverage	23%	20%	19%	19%	21%
Alternative/complementary medical coverage	11%	17%	17%	7%	6%
Reimbursement for employees to travel abroad for medical care and/or reimbursement employees to obtain medical care abroad ^C	6%	4%	6%	9%	8%
Contraception and Fertility					
Contraceptive coverage	83%	80%	75%	74%	71%
In-vitro fertilization coverage	29%	27%	26%	27%	19%
Infertility treatment coverage (other than in-vitro fertilization)	27%	26%	24%	25%	18%
Egg freezing for nonmedical reasons	2%	3%	3%	4%	2%
Specific Procedures					
Bariatric coverage for weight loss ^D	33%	32%	32%	33%	26%
Laser-based vision correction coverage	30%	27%	26%	26%	24%
Genetic testing coverage for diseases like cancer	—	12%	18%	18%	12%
Elective procedures coverage ^E	14%	12%	12%	11%	8%
Gender reassignment surgery coverage	5%	6%	10%	10%	7%
^A IRC Section 125 ^B IRC Section 125 Cafeteria Plan allowing for premium conversion ^C E.g., medical tourism ^D E.g., stomach stapling or gastric bypass surgery ^E Any non-emergency surgical procedure other than laser-based vision correction coverage					

Investment and Retirement Benefits

	2015	2016	2017	2018	2019
Retirement Plans					
Traditional 401(k) or similar defined contribution retirement savings plan ^A	90%	90%	90%	93%	93%
Roth 401(k) or similar defined contribution retirement savings plan	48%	51%	55%	59%	59%
Traditional defined benefit pension plan (open to all employees)	26%	25%	24%	20%	21%
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	13%	13%	11%	10%	10%
Supplemental executive retirement plan (SERP)	8%	9%	9%	6%	7%
Defined benefit cash balance pension plan	8%	6%	7%	5%	5%
Employer Matching and Automatic Enrollment					
Employer match for traditional 401 (k) or similar defined contribution retirement savings plan	73%	74%	76%	74%	74%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan	35%	37%	40%	42%	43%
Automatic enrollment into defined contribution retirement savings plan for new employees ^B	38%	38%	40%	38%	42%
Automatic enrollment into defined contribution retirement savings plan for current employees ^C	—	21%	24%	20%	22%
Automatic escalation of salary deferral for defined contribution savings plans ^D	18%	19%	19%	18%	19%
Defined Contribution Plan Options					
Defined contribution savings plan hardship withdrawals	67%	60%	61%	60%	53%
Defined contribution plans offer target-date funds in their investment lineup	46%	44%	45%	46%	40%
Defined contribution savings plan loans	50%	44%	45%	50%	46%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	27%	32%	31%	28%	21%
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	—	—	—	—	7%
Retirement Advice and Phased Retirement					
Retirement planning or investment advice offered online, to a group/classroom, or one on one	—	—	—	—	57%
Informal phased retirement program ^E	10%	11%	13%	14%	15%
Formal phased retirement program ^F	8%	5%	6%	5%	6%
^A E.g., 403(b)s, 457s, federal Thrift Savings Plan ^B New employees enrolled with a certain percentage from their paycheck unless opt out ^C Current employees who are not participating unless opt out ^D E.g., annually, every two years ^E An informal program that provides reduced schedule and/or responsibilities prior to full retirement for select employees ^F I.e., reduced schedule and/or responsibilities prior to full retirement					

	2015	2016	2017	2018	2019
Awards, Bonuses and Stock Options					
Service anniversary award	60%	56%	54%	63%	63%
Employee referral bonus	44%	45%	48%	51%	52%
Spot bonus/award ^A	45%	43%	45%	48%	51%
Incentive bonus plan (nonexecutive)	49%	44%	44%	37%	32%
Sign-on bonus (nonexecutive)	22%	23%	25%	23%	26%
Noncash, companywide performance awards ^B	46%	46%	46%	44%	46%
Retention bonus (nonexecutive)	15%	14%	15%	12%	15%
Shift premiums	34%	36%	33%	35%	35%
Safety bonus/incentive	18%	16%	14%	16%	17%
Stock options of any type	—	—	—	—	14%
Insurance					
Company-paid group life insurance (does not pertain to employee-paid supplemental insurance)	83%	80%	85%	85%	82%
Supplemental life insurance for employees (employee- or employer-paid)	—	—	76%	80%	76%
Life insurance for dependents	58%	61%	57%	70%	69%
Accelerated death benefits (for terminal illnesses)	21%	23%	31%	31%	25%
Pet health insurance	9%	9%	10%	11%	15%
Education					
Undergraduate or graduate tuition assistance	56%	55%	53%	51%	56%
529 plan payroll deduction ^C	11%	11%	11%	11%	11%
Scholarships for members of employees' families	11%	13%	11%	11%	11%
Student loan repayment assistance	3%	4%	4%	4%	8%
Employer contribution or match for 529 plan	—	—	2%	1%	2%
Financial Advice and Financial Services					
Non-retirement financial advice offered online, in a group/classroom, or one on one	34%	36%	49%	48%	36%
Credit union	24%	23%	21%	19%	20%
Paycards ^D	20%	19%	20%	16%	18%
Payroll advances	13%	18%	19%	17%	15%
Loans to employees for emergency/disaster assistance	13%	13%	15%	15%	17%
Credit counseling service ^E	17%	17%	12%	10%	18%
Identity theft protection (company-paid)	—	—	9%	6%	7%
Discounts and Charity					
Employee discounts on company services or products	34%	32%	34%	31%	42%
Free/discounted uniforms	30%	34%	33%	33%	34%
Donations for employee participation in charitable events ^F	39%	26%	28%	24%	26%
Matching employee charitable contributions	23%	21%	20%	18%	18%

^A Unscheduled bonus/award for going above and beyond in some capacity

^B E.g., gift certificate, extra day off

^C Tax-advantaged savings plan designed to encourage saving for future college costs

^D Payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts

^E E.g., credit, debt consolidation, housing counseling

^F E.g., walkathons

Leave Benefits

	2015	2016	2017	2018	2019
Holidays					
Paid holidays	98%	97%	97%	97%	96%
Floating holidays ^A	42%	39%	42%	40%	44%
Religious accommodation paid holidays ^B	20%	16%	17%	19%	20%
Vacation, Sick and Personal Leave					
Paid leave for the purpose of vacation (including PTO for the purposes of vacation and unlimited leave)	99%	97%	96%	96%	98%
Paid leave for the purpose of sickness (including PTO for the purposes of sickness and unlimited leave)	95%	92%	81%	79%	95%
Paid time off (PTO) including both vacation and sick time	—	—	—	—	62%
Paid personal leave (separate from paid vacation or sick leave)	27%	22%	34%	36%	32%
Paid open/unlimited leave	3%	3%	5%	5%	6%
Other Paid Leave					
Paid bereavement leave	86%	81%	79%	88%	89%
Paid jury duty beyond what is required by law	67%	64%	65%	64%	65%
Paid time off to vote	—	—	42%	44%	43%
Unpaid time off to vote ^C	—	—	33%	29%	31%
Paid military leave ^C	23%	19%	25%	21%	22%
Paid time off for volunteering	21%	21%	22%	24%	26%
Paid time off to serve on the board of a community group or professional association	18%	21%	20%	19%	19%
Unpaid sabbatical program	13%	12%	12%	10%	11%
Paid sabbatical program	5%	4%	5%	5%	5%
Leave for New Parents					
Paid parental leave	—	17%	20%	27%	27%
Paid paternity leave (Includes coverage by family/parental leave)	17%	21%	24%	29%	30%
Paid adoption leave (Includes coverage by family/parental leave)	17%	20%	23%	28%	29%
Paid maternity leave (Includes coverage by family/parental leave, other than what is covered by short-term disability or state law)	21%	26%	30%	35%	34%
Paid foster child leave (Includes coverage by family/parental leave)	—	13%	15%	21%	19%
Paid surrogacy leave (Includes coverage by family/parental leave)	5%	6%	8%	12%	10%
Parental leave above federal FMLA leave ^C	20%	16%	16%	14%	20%
Parental leave above state FMLA leave ^D	18%	15%	15%	14%	19%
Family and Elder Care Leave					
Paid family leave	27%	18%	21%	27%	24%
Family leave above federal FMLA leave ^C	26%	21%	21%	16%	22%
Family leave above state FMLA leave ^D	22%	18%	19%	14%	19%
Elder care leave above federal FMLA leave ^C	13%	10%	10%	10%	13%
Elder care leave above state FMLA leave ^D	12%	9%	9%	9%	12%

^A Taking time off that would have been allotted for a specific holiday on a different day, separate from personal days

^B Paid days off for religious holidays not offered by employer

^C Beyond the time that may be required by law

^D Beyond the time or paid leave that may be required by law

Flexible Working Benefits

	2015	2016	2017	2018	2019
Telecommuting					
Telecommuting on an ad-hoc basis	56%	56%	59%	68%	69%
Telecommuting on a part-time basis	36%	31%	35%	37%	42%
Telecommuting on a full-time basis	22%	20%	23%	23%	27%
Flexible Scheduling					
Flextime during core business hours	52%	51%	54%	55%	57%
Flextime outside of core business hours	26%	28%	31%	27%	29%
Mealtime flex ^A	42%	43%	45%	41%	47%
Break arrangements ^B	37%	36%	36%	33%	37%
Compressed workweek	31%	29%	29%	27%	32%
Shift flexibility ^C	21%	24%	25%	22%	27%
4-day workweek of 32 hours or less per week (applies to all employees for all or part of the year)	—	—	13%	12%	15%

^A Making up time at some point during the day as a result of a longer meal break or allowing employees to leave early as a result of a shorter meal break)

^B Employees who generally can only take assigned breaks enter into an arrangement with their employers giving them more flexibility over when they take breaks)

^C Allows employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts)

Family-Friendly Benefits

	2015	2016	2017	2018	2019
Financial					
Dependent care flexible spending account ^A	66%	66%	67%	67%	59%
Domestic partner benefits for opposite-sex partners, not including health care coverage ^B	16%	25%	25%	15%	10%
Domestic partner benefits for same-sex partners, not including health care coverage ^B	17%	25%	24%	15%	10%
Spousal benefits, not including health care coverage ^B	—	—	—	21%	13%
New Child					
Onsite lactation/mother's room ^C	35%	39%	42%	49%	51%
On-ramping programs for parents re-entering the workforce (includes temporary part-time or reduced schedule options)	2%	2%	9%	11%	12%
Lactation support services (lactation consulting and education)	5%	8%	8%	11%	13%
Adoption assistance	7%	9%	9%	11%	10%
Foster care assistance	<1%	3%	3%	5%	4%
Breast milk shipping while on business travel	—	—	1%	2%	2%
Child Care					
Bring child to work in emergency	22%	26%	29%	27%	25%
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	9%	16%	17%	9%	11%
Subsidized child care center or program	4%	4%	4%	2%	4%
Nonsubsidized child care center (company-affiliated onsite or near-site center)	2%	3%	3%	3%	4%
Babies at work ^D	2%	2%	2%	3%	3%
Elder Care					
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	6%	12%	13%	10%	10%
On-ramping programs for family members dealing with elder care responsibilities (includes temporary part-time or reduced schedule options)	<1%	2%	7%	6%	6%
Access to elder care services and information (e.g. geriatric counseling, assisted living assessments, in-home assessments, elder care fairs)	—	—	—	—	7%

^A IRC Section 125

^B For example, wellness benefits, paid leave, retirement savings and planning benefits, financial and compensation benefits, professional and career development benefits

^C A separate room that goes above and beyond the ACA law requiring that employees be "shielded from view" and "free from intrusion" during their break

^D Children under one year of age allowed to come to work with a parent on a regular basis

Wellness Benefits

	2015	2016	2017	2018	2019
Wellness Resources, Programs and Events					
Wellness tips or information provided to employees at regular intervals (newsletter, column, e-mail, social media, etc.)	60%	63%	62%	65%	64%
Wellness program with resources	70%	61%	59%	62%	58%
Onsite seasonal flu vaccinations	61%	54%	58%	60%	60%
Health risk assessment	—	42%	40%	41%	43%
Rewards or bonuses for completing certain health and wellness programs	40%	41%	39%	40%	38%
Tobacco cessation program	44%	41%	37%	40%	39%
Health fairs	40%	37%	35%	30%	33%
Preventive programs specifically targeting employees with chronic health conditions	40%	34%	33%	25%	24%
Weight loss program	33%	31%	30%	30%	29%
Onsite health screening programs (e.g., glucose, cholesterol)	43%	31%	29%	30%	31%
Company-organized fitness competitions/challenges	34%	30%	28%	38%	38%
Onsite stress management program	5%	6%	7%	12%	13%
Wellness Services and Tools					
CPR/first aid training	50%	50%	47%	54%	51%
Personal or life coaching	46%	37%	30%	27%	14%
Nutritional counseling	20%	20%	16%	18%	21%
Onsite massage therapy services	11%	10%	10%	10%	13%
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	—	—	—	—	11%
Wellness Spaces and Fitness					
Standing desk	25%	33%	44%	53%	60%
Onsite quiet room for personal use (prayer, meditation, etc.)	—	—	15%	20%	21%
Onsite nap room	2%	4%	4%	5%	4%
Offsite fitness center membership or classes subsidy/reimbursement	32%	28%	26%	29%	32%
Onsite fitness center or classes	21%	26%	25%	25%	29%
Company-provided fitness bands/activity trackers	13%	10%	8%	8%	8%
Bike or scooter share membership subsidy	—	—	4%	3%	3%
Healthcare Premium Discounts/Surcharges					
Smoking surcharge for health care plans	—	20%	19%	18%	21%
Health insurance premium discount for participating in wellness program (e.g. tobacco, weight loss, health risk assessment)	25%	18%	17%	20%	31%

Programs and Services Benefits

	2015	2016	2017	2018	2019
Food and Beverages					
Break room/kitchenette	90%	93%	93%	95%	95%
Free coffee (fully subsidized coffee or coffee service)	76%	78%	80%	81%	78%
Snacks and beverages (employee-paid)	61%	62%	61%	63%	64%
Free snacks and beverages (company-paid)	22%	20%	22%	32%	31%
Onsite cafeteria (unsubsidized)	20%	18%	17%	17%	19%
Onsite cafeteria (fully or partially subsidized)	12%	14%	16%	12%	13%
Programs, Clubs and Classes					
Company paraphernalia	64%	65%	64%	69%	71%
Annual company outing	66%	64%	64%	67%	68%
Community volunteer programs	48%	42%	42%	47%	51%
Take your child to work day	21%	21%	20%	20%	20%
Organization-sponsored sports teams	14%	15%	14%	17%	20%
Pets at work	8%	7%	8%	9%	11%
ESL (English as a second language) classes	5%	5%	5%	8%	7%
Foreign language classes (non-English)	5%	5%	4%	8%	7%
Education					
Undergraduate or graduate tuition assistance	56%	55%	53%	51%	56%
529 plan payroll deduction ^A	11%	11%	11%	11%	11%
Scholarships for members of employees' families	11%	13%	11%	11%	11%
Student loan repayment assistance	3%	4%	4%	4%	8%
Employer contribution or match for 529 plan	—	—	2%	1%	2%
Services					
Legal assistance/services (separate from or part of an employee assistance program)	23%	25%	26%	31%	32%
Postal services for employees	13%	14%	14%	12%	13%
Onsite convenience store	11%	12%	12%	6%	8%
Electric vehicle charging station	7%	8%	9%	9%	13%
Travel planning services	8%	9%	9%	9%	11%
Dry cleaning services	7%	8%	8%	6%	7%
Transportation					
Free onsite parking	88%	84%	83%	85%	83%
Subsidy for business use of personal vehicles	31%	22%	23%	22%	30%
Company-owned vehicle for business and personal use	18%	20%	22%	21%	22%
Transit subsidy	13%	13%	13%	13%	14%
Qualified transportation spending account	14%	10%	11%	12%	12%
Parking subsidy (either onsite or offsite)	10%	10%	10%	12%	12%

^A Tax-advantaged savings plan designed to encourage saving for future college costs

	2015	2016	2017	2018	2019
Technology					
Company-owned business cell phone/smartphone for business and personal use	60%	54%	57%	56%	54%
Subsidy for cell phone/smartphone bill for employee-owned device	45%	36%	41%	42%	43%
Stipend for cell phone/smartphone purchase for employee-owned device	—	20%	24%	21%	21%
Purchase discounts for employee-owned computers and tablets	19%	14%	14%	18%	22%
Free computers for employees' personal use	5%	8%	10%	19%	14%
Stipend/subsidy for using employee-owned computers and tablets at work	—	12%	5%	11%	3%
Professional and Career Development					
Professional memberships (e.g., SHRM)	91%	88%	89%	87%	83%
Professional development opportunities (any type)	84%	86%	87%	86%	87%
Offsite professional development opportunities ^A	81%	82%	83%	82%	82%
Onsite professional development opportunities ^A	67%	66%	72%	69%	70%
Certification/recertification fees	78%	77%	78%	77%	73%
Professional license application or renewal fees	75%	75%	76%	75%	71%
Cross-training to develop skills not directly related to the job	42%	42%	44%	45%	45%
Executive or leadership coaching	—	16%	43%	42%	41%
Formal mentoring program	15%	21%	22%	22%	23%
Career counseling	15%	16%	16%	16%	17%
College selection/referral ^B	8%	11%	11%	10%	10%

^A Seminars, conferences, courses, training to keep skills current, etc.

^B Provides employees with information and helps link them to colleges

	2015	2016	2017	2018	2019
Business Travel					
Reimbursement for taxicab or car service to and from the airport	87%	87%	87%	81%	80%
Parking reimbursement at the airport	89%	88%	87%	87%	84%
Mileage reimbursement for the use of a personal car to travel to and from the airport	82%	79%	80%	82%	81%
Travel accident insurance	39%	41%	40%	36%	33%
Rental car upgrades	13%	16%	15%	12%	9%
Per diem for meals (including reimbursements)	72%	76%	76%	84%	82%
Employee keeps hotel points	69%	68%	66%	71%	66%
Paid Internet access	55%	58%	59%	64%	55%
Reimbursement for personal telephone calls	37%	33%	36%	35%	31%
Paid dry cleaning	14%	14%	14%	13%	11%
Employee keeps frequent flyer miles	70%	67%	65%	74%	65%
First or business class airfare for international travel	20%	17%	14%	15%	12%
First or business class airfare for domestic travel	17%	13%	12%	11%	8%
Paid travel expenses for family ^A	—	—	—	—	2%
Other paid expenses while an employee is on business travel ^B	—	—	—	—	1%
Housing and Relocation					
Relocation lump sum payment	32%	32%	29%	28%	34%
Temporary relocation benefits	23%	24%	20%	16%	20%
Location visit assistance	17%	17%	15%	16%	20%
Reimbursement of shipping fees (some or all)	16%	15%	13%	12%	18%
Cost-of-living differential	12%	12%	12%	11%	15%
Third-party relocation plan ^C	9%	7%	7%	6%	8%
Assistance selling previous home	9%	9%	7%	6%	8%
^A E.g., spouse, domestic partner, dependent children ^B E.g., childcare, pet care, elder care ^C When a company hires a relocation management company to buy and resell the relocated employee's residence					