

2017 EMPLOYEE BENEFITS

REMAINING COMPETITIVE IN A CHALLENGING TALENT MARKETPLACE



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Remaining Competitive in a Challenging Talent Marketplace

A RESEARCH REPORT BY
THE SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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TO REMAIN COMPETITIVE IN THE TALENT MARKETPLACE, 1/3 OF ORGANIZATIONS INCREASED THEIR OVERALL BENEFIT OFFERINGS IN THE LAST 12 MONTHS.

RECRUITING DIFFICULTY HAS CONTINUED TO INCREASE OVER THE LAST FIVE YEARS, AND COMPETITION FOR TALENT IS HIGH.¹ TO ATTRACT AND RETAIN TOP TALENT, ORGANIZATIONS MUST LEVERAGE THE BENEFITS PACKAGE THEY OFFER TO THEIR EMPLOYEES.

In January and February 2017, the Society for Human Resource Management (SHRM) conducted its annual survey of U.S. employers to gather information on more than 300 employee benefits. The survey asked human resource professionals if their organizations formally offered any of the listed benefits to their employees. This report examines the prevalence of benefits over the past five years to track trends and understand the benefits landscape in the current talent marketplace.

Organizations can use data in this report to help inform their benefits strategy. In addition to a discussion of the key findings, tables listing the prevalence of benefits over the past five years are included in the appendix. Customized reports are available through the [SHRM Benchmarking Service](#) to provide organizations with benefits data for their specific industry.

OVERALL BENEFITS TRENDS

Nearly one-third of organizations increased their overall benefits offerings in the last 12 months, with health (22%) and wellness (24%) benefits being the most likely ones to experience growth (see Figure 1). The top reason for increasing benefits was to remain competitive in the talent marketplace. Given that two-thirds of organizations (68%) were experiencing recruiting difficulty and skills shortages for certain types of jobs in 2016, organizations need to focus on providing a competitive benefits package to retain and attract top talent.² Benefits can be leveraged to help with common recruiting strategies, including increasing retention efforts, expanding training programs to help improve skills of new hires, using/enhancing an employee referral program, offering more flexible work arrangements, providing monetary incentives to candidates (e.g., signing bonus) and offering new job perks. Of these strategies, HR professionals indicated that offering more flexible work arrangements was the most effective.

Few organizations (6%) had decreased benefits overall. Large organizations^a (12%) were three times more likely than midsize organizations^b (4%) to have decreased overall benefits offerings in the past 12 months. Most commonly, organizations had to decrease the level of benefits to remain financially stable, whether it was due to increasing costs of benefits, economic factors or poor organizational performance. Other organizations had experienced a merger or acquisition or had implemented other strategic changes to their organization or to their benefits package.

Organizations that had reduced their benefits package were most likely to have decreased health care benefits (57%). Another one-quarter (24%) decreased wellness benefits, though a small portion increased this benefit. Organizations could be adding wellness benefits as a cost-reduction strategy or possibly to supplement the loss of health benefits options with less costly benefits. Other SHRM research found that more than three-quarters (77%) of organizations indicated their wellness program was somewhat or very effective in reducing health care costs, and 88% rated their wellness initiatives as somewhat or very effective in improving employees' health.³ Another interesting finding for this group of organizations was that 15% had increased flexible working benefits, which could be another cost-effective way to enhance employee benefits while going through difficult financial times or organizational change.

Most organizations kept the same level of overall employee benefits from 2016 to 2017, although they may have made changes to some benefits that had little effect on the overall benefits package. The most common changes for these organizations were to increase wellness benefits (13%) and professional and career development benefits (7%). Organizations aiming to attract younger generations may want to enhance career development and advancement opportunities because these benefits are more important to Millennials, who are earlier in their careers, than to older generations.⁴

^a2,500 or more employees

^b100 to 499 employees

In looking at all organizations, regardless of changes to the overall level of benefits, about one-quarter increased wellness benefits and health-related benefits. Employer-sponsored health and wellness benefits are currently affected by the changing landscape of the health care industry, provisions of the Affordable Care Act (ACA) and increasing health care costs. Most organizations will need to address these challenges and offer competitive health benefits because they are an important aspect of employee job satisfaction, with 91% of employees rating health care benefits as important.⁵

Why Benefits Are Important

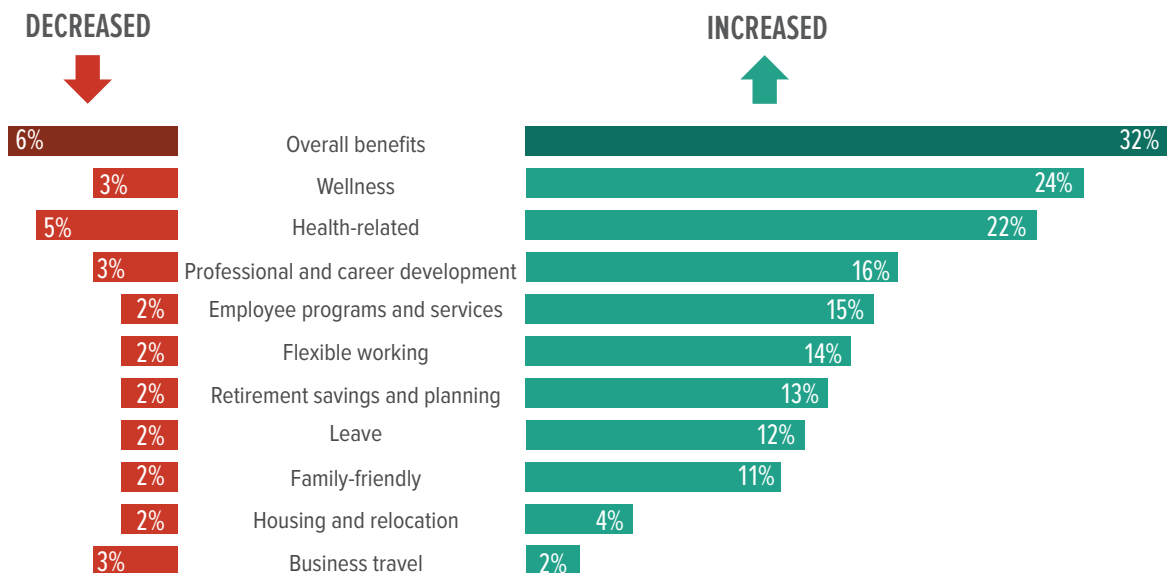
As HR professionals are well aware, employee benefits play an important role in retaining employees. Although many employees (89%) are at least somewhat satisfied with their jobs, 40% considered the possibility of seeking employment elsewhere in the next 12 months.⁶ The leading reason for employees looking for external positions was higher compensation/pay (56%), followed by better overall benefits (29%). Other reasons for leaving that could be related to benefits were career advancement opportunities (21%) and flexibility to balance work and life issues (18%). In terms of motivation to stay with an organization, compensation/pay (44%) topped the list, followed by flexibility to balance work and life issues (34%) and the overall benefits package (32%). Thus, an attractive benefits package that includes

WHAT TO CONSIDER WHEN MAKING EMPLOYEE BENEFITS CHANGES

- **Develop a communication strategy** to ensure employees are aware of what changes are being made.
- **Inform employees** why the changes are being made.
- **Give employees time** to plan and decide on their benefits choices.

professional development support and flexible work options that rival those of an organization's competitors could help with employee retention and recruitment. In 2017, 16% of organizations increased professional and career development benefits, whereas 14% increased flexible working benefits.

FIGURE 1
ORGANIZATIONS WERE MOST LIKELY TO INCREASE WELLNESS AND HEALTH-RELATED BENEFITS



Note: n = 1,318-2,591. Respondents who answered "N/A, did not offer in the past 12 months" or "not sure" were excluded from this analysis. Percentages do not total 100% due to multiple response options.
Source: 2017 Employee Benefits (SHRM)

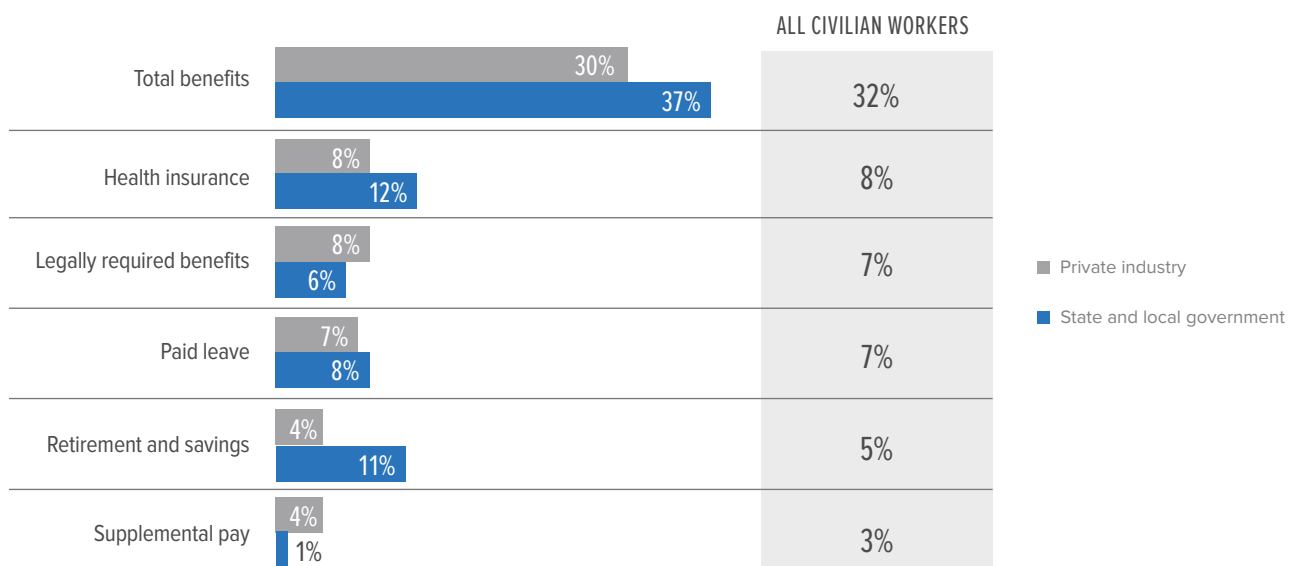
COST OF BENEFITS

According to the U.S. Bureau of Labor Statistics, in 2016 employee benefits cost private industry and state and local government 32% of total compensation (wages and salaries plus benefits) (Figure 2). Because benefits are such an important factor for employees, as well as a substantial cost for employers, it is imperative that organizations leverage their benefits to the fullest extent possible.

What Organizations Can Do to Leverage Benefits

- 1. Conduct** employee surveys and analyze organizational data to learn what benefits are most valued, if there are differences among employees and what employees want that your organization is not providing. Be mindful that conducting a survey will set up employee expectations that benefits may change or be improved. Therefore, an organization should have a clear purpose and a plan of action based on the survey results. Communicate the intent of the survey to employees and let them know what to expect and when.
- 2. Benchmark** your organization's benefits against others in your industry. Look for gaps where your organization either lags or leads your competitors. Combining this information with knowledge about what benefits your employees value will help inform decisions about benefits offerings and which benefits to highlight for prospective employees. Consider including information about your benefits package on your career website and in job postings.
- 3. Align** benefits with organizational strategy, values and culture to help foster employee commitment, sense of purpose and engagement. For example, if your organization values contributing to the local community, organize volunteer opportunities for employees. SHRM research has found that when an employee recognition program is tied to organizational values, HR professionals perceive that the program delivers a stronger return on investment and has a greater impact on instilling and reinforcing corporate values, maintaining a strong employer brand, and meeting learning and development goals.⁷
- 4. Implement** strategies to help manage the cost of benefits. For example, the top two strategies organizations used to control health care costs were offering consumer-directed health plans (e.g., health reimbursement arrangements, or HRAs, and health savings accounts, or HSAs) and creating an organizational culture that promotes health and wellness.⁸ Do a cost-benefit analysis of all your benefits.
- 5. Review** your benefits communication strategy to make sure benefits are understood and used by employees. For benefits with low uptake or use, consider revising the communication strategy and providing more frequent communication about the benefits. Giving employees periodic reminders or additional information about certain benefits could increase their use. In addition to focusing on employee satisfaction with the level of benefits, it is important to consider satisfaction with the benefits system, including communication, involvement in benefits planning and selection of benefits during open enrollment.

FIGURE 2
BENEFITS ACCOUNT FOR ONE-THIRD OF TOTAL COMPENSATION COSTS



Note: Percentages do not sum to total benefits due to rounding. All civilian workers is the sum of all private industry and state and local government workers. Federal government, military and agricultural workers are excluded.

Source: U.S. Department of Labor, Bureau of Labor Statistics. (2016). Employer Costs for Employee Compensation, December 2016.

HEALTH CARE BENEFITS

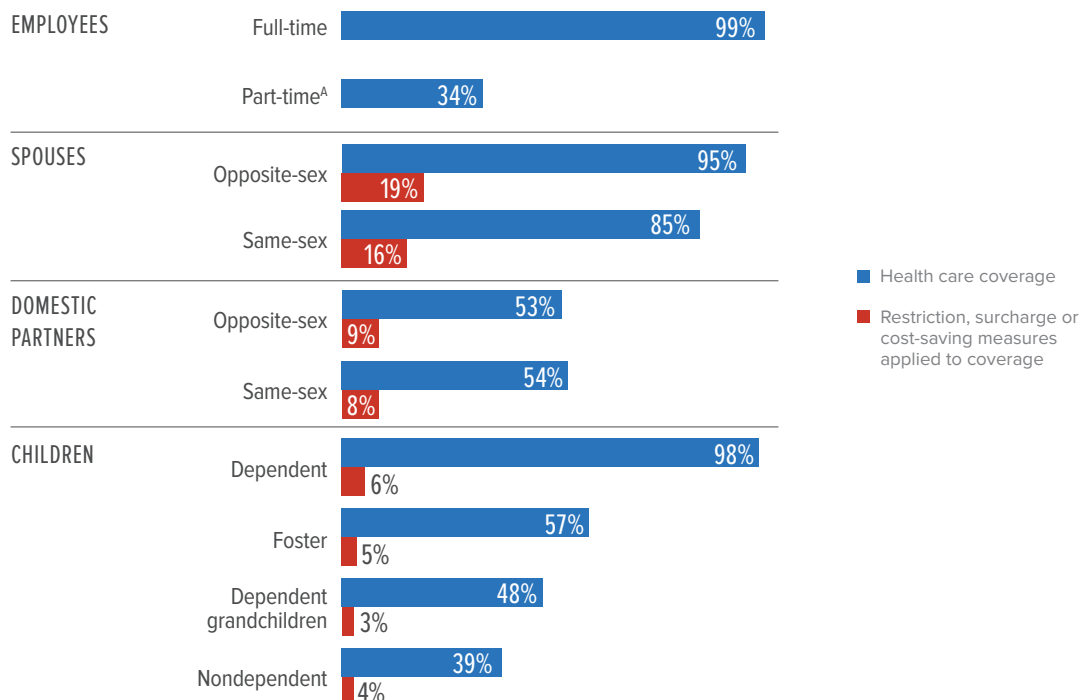
The vast majority of organizations offered health care coverage to full-time employees in 2017—the same level as the past four years—and nearly all of them paid at least a portion of the health care coverage costs, with 16% covering the full cost (Figures 3 and 5). There has been an increase in the number of organizations offering coverage for part-time employees, with one-third of organizations (34%) offering coverage in 2017, up from 27% in 2014. Although most organizations shared the cost of premiums for part-time employees, fewer paid the full cost of premiums for these employees than for full-time employees, and 8% required costs to be fully paid by part-time employees.

Providing health care benefits to employees' spouses and domestic partners is a strategy many organizations are using to help recruit and retain talent. Doing so helps employees save on overall health care costs for the family by having spouses or domestic partners covered under the same health plan. It also provides the convenience of having access to the same doctors in the plan. If families have the same primary care physician or family doctor, health-related behaviors and treatments can be addressed for the entire family rather than on an individual basis. From 2014 to 2016, there was a large increase in coverage of both

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opposite- and same-sex spouses. Although more organizations offer coverage for opposite-sex spouses than for same-sex spouses, this gap has narrowed since the legalization of same-sex marriage in 2015 (Figure 4). A large increase was also seen for opposite- and same-sex domestic partner coverage during the same period, resulting in more than one-half of organizations offering health care coverage for domestic partners. Compared with 2016, health care benefits for employees' spouses and domestic partners seem to have leveled off. However, if organizations are experiencing increased recruiting difficulty and are not offering these benefits, it may be helpful to do a

FIGURE 3
HEALTH CARE COVERAGE AND RESTRICTIONS: ONE-THIRD OFFER COVERAGE TO PART-TIME EMPLOYEES



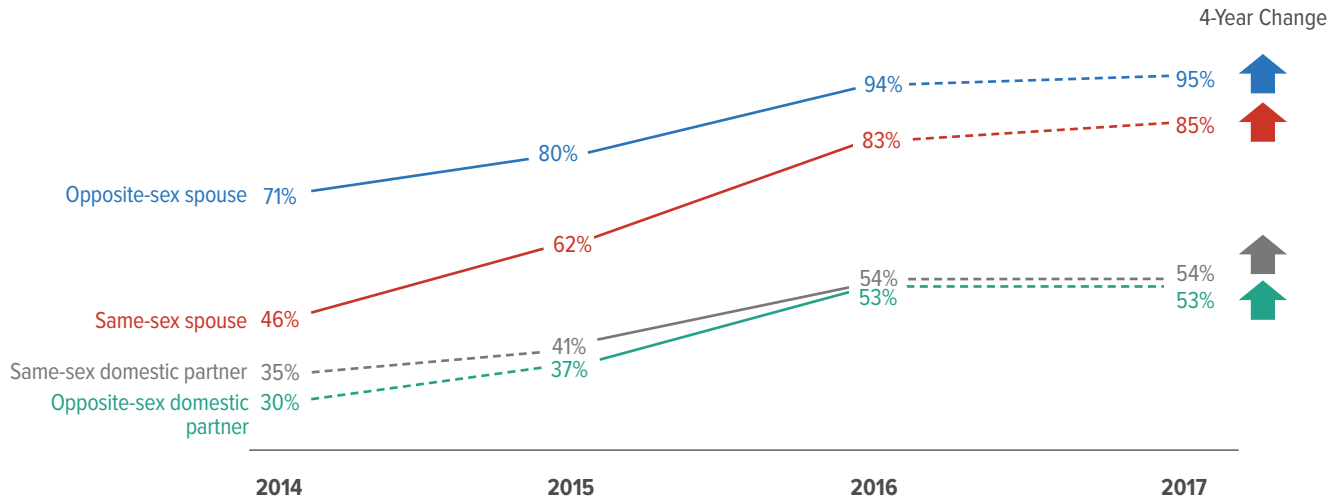
Note: n = 2,657-2,771.

^A Work less than 30 hours per week.

Source: 2017 Employee Benefits (SHRM)

FIGURE 4

SPOUSAL AND DOMESTIC PARTNER HEALTH CARE COVERAGE LEVELING OFF



Note: n = 496 (2014); 447 (2015); 3,055-3,092 (2016); 2,667-2,721 (2017). Dashed lines indicate no statistically significant change between years, and solid lines indicate a statistically significant change between years. Arrows indicate a statistically significant change between 2014 and 2017.
 Source: 2017 Employee Benefits (SHRM)

competitive analysis to see if other organizations are offering health care benefits for spouses and domestic partners.

Although many organizations have been extending health care coverage to employees’ families, two-thirds of organizations (66%) were very concerned about controlling health care costs and another 31% were somewhat concerned.⁹ From 2016 to 2017, health care costs increased for 79% of organizations, with an 11% increase on average.¹⁰ One strategy that some organizations are using to mitigate the costs of health care is to implement restrictions on coverage for spouses and domestic partners (Figure 3). Most commonly, organizations added a surcharge or denied coverage if the employee’s spouse was offered coverage by another employer. Other cost-saving measures included providing only secondary coverage, charging higher premiums or cost-sharing amounts, and not allowing employees to use pretax earnings to pay for spousal premiums. Organizations were less likely to place restrictions or surcharges on coverage for dependent children. A smoking surcharge added to the cost of health care premiums for employees was used by 19% of organizations, unchanged from 2016.

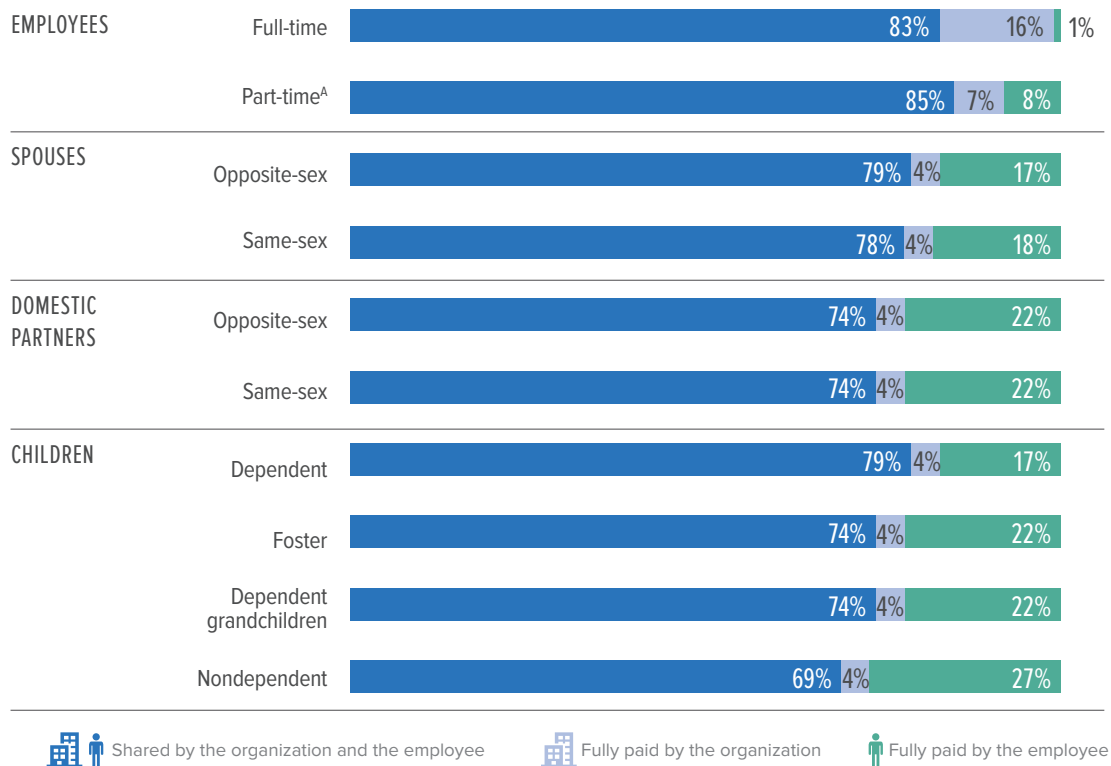
Although PPOs remain the most common type of health care plan and have stayed steady over the past five years, more organizations are adding a health saving account (HSA)

Although PPOs remain the most common type of health care plan and have stayed steady over the past five years, more organizations are adding a health saving account component to their health care coverage.

component to their health care coverage. In 2016, adding an HSA was the most common strategy organizations used for controlling health care costs.¹¹ HSAs were created by the Medicare bill in 2003 and are designed to help individuals save on a tax-free basis for future qualified medical and retiree health care costs. Contributions to the HSAs can be made by the employer, the employee or both. More than one-half (55%) of organizations offered this benefit in 2017, and more than one-third (36%) provided an employer contribution to the HSA, also showing an upward trend (Figure 6). At the same time, there has been a slight decrease in prevalence of medical flexible spending accounts (FSAs) over the past five years, whereas health reimbursement arrangements (HRAs) have

FIGURE 5

EMPLOYERS AND EMPLOYEES SHARE PAYMENT FOR HEALTH CARE COVERAGE



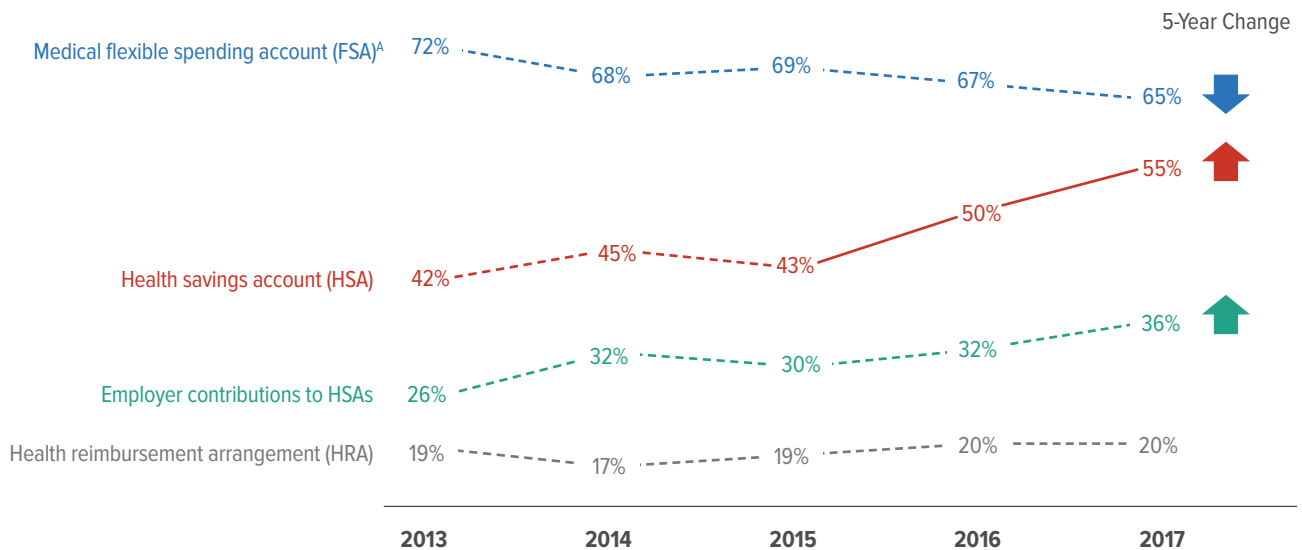
Note: n = 912-2,746.

^A Work less than 30 hours per week.

Source: 2017 Employee Benefits (SHRM)

FIGURE 6

MORE ORGANIZATIONS OFFER AND CONTRIBUTE TO HEALTH SAVINGS ACCOUNTS



Note: n = 500-518 (2013); n = 470-508 (2014); n = 431-460 (2015); n = 3,119 - 3,161 (2016); n = 2,782-2,826 (2017). Dashed lines indicate no statistically significant change between years, and solid lines indicate a statistically significant change between years. Arrows indicate a statistically significant change between 2013 and 2017.

^A IRC Section 125.

Source: 2017 Employee Benefits (SHRM)

TABLE 1
AVERAGE HEALTH CARE COSTS AND COST-SHARING

Total Annual Health Care Costs	Cost	Percent of Operating Expenses
Per covered employee	\$8,669	8.0%
Monthly Health Care Premiums (All Plans Combined)	Cost	Percentage Paid by Organization
Employee-only	\$461	77%
Spouse or domestic partner	\$959	60%
Family	\$1,292	59%
Cost-Sharing for PPO Plan	Co-pay	Co-insurance
In-network office visit	\$23	39%
Out-of-network office visit	\$30	44%
Annual Employer Contribution to Health Care Accounts	HSA	HRA
Per covered employee	\$576	\$1,885
Average Employee Costs for Prescription Medication	Co-pay	Co-insurance
Generic medication	\$11	27%
Nonformulary brand medication	\$58	31%

Source: 2016 Health Care Benchmarking Report (SHRM)

remained steady around 20%. HRAs are set up by the employer for the employee, and the employer makes contributions for the employee to use for health care services.

Technology is affecting almost every aspect of people's lives, both at home and in the workplace. For the health care industry, technology is changing treatments, information management and the delivery of health care services. For example, there has been an 11 percentage point increase over the past year in the prevalence of telemedicine as an employee benefit—offering diagnosis, treatment or prescriptions provided by phone or video (34%). On the other hand, there has been a decrease in the percentage of organizations offering a 24-hour nurse line, which helps employees make more informed health care decisions, from 55% in 2013 to 43% this year.

The increasing cost of prescription drugs is yet another challenge affecting society, especially as new medication is

developed for which there is not a lower-cost generic option. The vast majority of organizations (95%) provided a prescription drug coverage program that is bundled with medical insurance. The average employee co-pay for generic medication was \$11, whereas brand medication co-pays were \$33 for formulary and \$58 for nonformulary (Table 1). Employee co-insurance ranged from an average of 27% for generic to 31% for nonformulary brand medication. Most organizations (85%) offered a mail-order prescription program, which can help reduce medication costs for employees. Another benefit option to help lower medication costs is to offer a wholesale generic drug program for injectable drugs, which has increased 11 percentage points since 2013 to 31%.

For other health benefits prevalence and trends, see [Appendix Tables 3 and 4](#).

WELLNESS BENEFITS

Compared with all other benefits, organizations were most likely to make improvements to wellness benefits. Nearly one-quarter of organizations (24%) had increased wellness benefits offerings in the past 12 months (Figure 1). The most common wellness benefit was providing wellness resources and information (71%), and 62% gave wellness tips or information at least quarterly in the form of a newsletter, e-mail, column, tweets, etc. About three out of five organizations (59%) offered a general wellness program. For other wellness benefits prevalence and trends, see [Appendix Table 5](#).

WHY OFFER WELLNESS BENEFITS?

- **Improved employee health:** 88% of organizations with a wellness program rated their initiatives as somewhat or very effective in improving employee health.
- **Reduced health care costs:** 77% of organizations indicated their wellness program was somewhat or very effective in reducing health care costs.
- **Culture of health:** 53% of organizations wanted to create a culture that promotes health and wellness.

Source: SHRM 2016 Strategic Benefits Survey—Wellness Initiatives

STANDING DESKS

Of the 300+ benefits covered in this research, providing employees with a standing desk had the greatest increase over the past five years (Figure 7). This new benefit grew more than threefold from 13% in 2013 to 44% in 2017, adding 11 percentage points in the last year. Recent medical research has found that sitting for long periods of time—regardless of the amount of physical activity—is associated with numerous negative health outcomes such as obesity, cardiovascular disease and increased risk of death.¹² So even if employees are eating healthy food and exercising regularly, prolonged sitting could still put them at risk for health problems. Other wellness benefits that may encourage employees to get up from their desks and move more often are providing fitness tracking bands (8%), organizing fitness competitions/challenges (28%) and simply encouraging employees to take breaks.

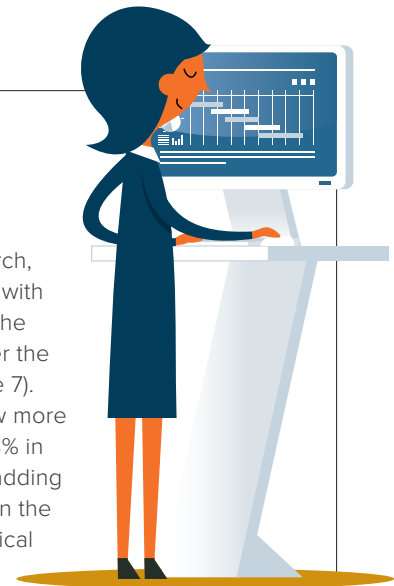
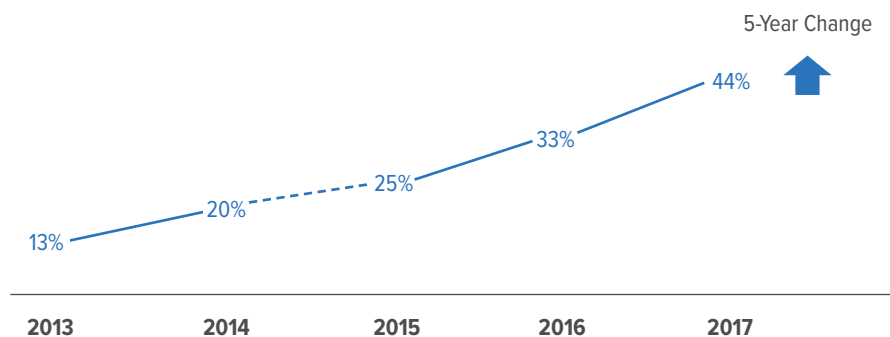


FIGURE 7
FASTEST GROWING BENEFIT: STANDING DESK*



Note: n = 504 (2013); n = 463 (2014); n = 438 (2015); n = 3,113 (2016); n = 2,760 (2017). Dashed lines indicate no statistically significant change between years, and solid lines indicate a statistically significant change between years. Arrows indicate a statistically significant difference between 2013 and 2017.

*Provide or subsidize the cost of replacing a regular desk with a standing desk.

Source: 2017 Employee Benefits (SHRM)

PAID LEAVE BENEFITS

Paid leave is considered a very important aspect of overall job satisfaction by employees, and the vast majority of HR professionals agree that taking vacation is important for positive talent management outcomes like morale, wellness, performance, retention and productivity.^{13,14} Providing adequate sick leave encourages employees to stay home when they are sick, thereby reducing the spread of illness in the workplace and presenteeism. The value of paid leave benefits is reflected by the large majority of organizations (96%) that provided paid leave for the purpose of vacation, although fewer organizations (81%) offered paid time off for sickness (Figure 8). In addition to vacation and sick leave, one-third of organizations (33%) opted to provide paid personal leave.

Most organizations (91%) paid at least some portion of unused paid vacation leave upon voluntary termination, and two-thirds (68%) allowed employees to roll over at least some of their unused paid vacation leave.¹⁵ This gives employees more flexibility in deciding when and how to use their leave, while limiting the number of days that can be rolled over incentivizes employees to take time off.

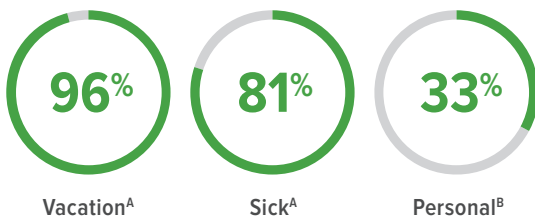
Although most organizations tracked paid leave for vacation and sickness separately, about one-quarter (28%) used a paid time off (PTO) bank system, wherein no differentiation exists between types of paid leave. Under this plan, employees have more freedom and flexibility in managing their leave. However, a downside of a PTO bank system is that employees may be reluctant to take leave when they are sick so that they can save it for vacation or other reasons. Some organizations offered a leave cash-out option for vacation leave (14%) or a PTO bank (10%), whereas fewer organizations offered it for sick and personal leave (Figure 9). This option allows employees to cash out a portion of their balance either upon request on an annual basis or once they have accrued a certain amount of leave or met other criteria. Leave donation programs—wherein employees donate vacation leave to a general pool that can then be used by other workers—were slightly less common. The benefit of leave donation is that employees who exhaust their paid leave for certain reasons can receive compensation from the leave donation bank while they are unable to work.

TABLE 2
AVERAGE ANNUAL PAID LEAVE DAYS GENERALLY INCREASE BY LENGTH OF SERVICE

	< 1 Year	1 Year	2 Years	3 Years	4 Years	5 to 9 Years
Traditional vacation plan	8	10	11	12	12	15
Traditional sick plan	7	10	11	13	14	17

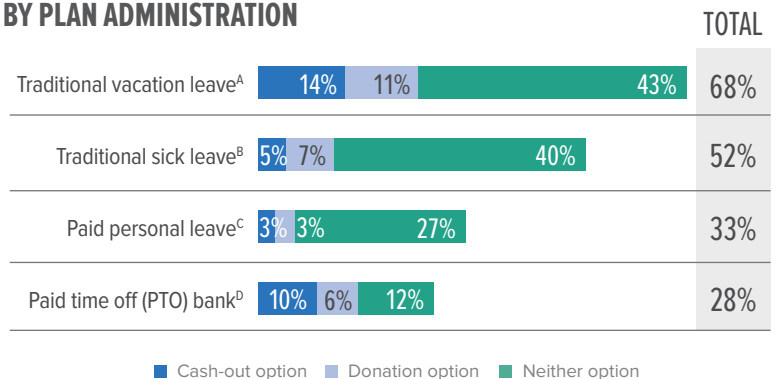
Source: 2016 Paid Leave Benchmarking Report (SHRM)

FIGURE 8
PAID TIME OFF: VACATION, SICKNESS AND PERSONAL LEAVE



Note: n = 2,868. Percentages do not total 100% due to multiple response options.
^A Includes paid time off (PTO) bank that does not differentiate between paid vacation and sick leave.
^B Separate from paid vacation or sick leave.
 Source: 2017 Employee Benefits (SHRM)

FIGURE 9
PAID LEAVE CASH-OUT AND DONATION PROGRAMS BY PLAN ADMINISTRATION



Note: n = 2,810-2,888
^A Tracked separately from sick leave.
^B Tracked separately from vacation leave.
^C Separate from vacation or sick leave.
^D Do not differentiate between vacation and sick leave.
 Source: 2017 Employee Benefits (SHRM)

30% of organizations provided paid maternity leave, which includes coverage by family or parental leave policies but excludes what is covered by short-term disability or state law.

Thirty percent of organizations provided paid maternity leave, which includes coverage by family or parental leave policies but excludes what is covered by short-term disability or state law. This offering has increased slightly from 26% in 2016.^c Fewer organizations (24%) offered paid paternity leave. On average, organizations that offered paid leave for a new child provided 41 days for maternity leave, 22 days for paternity leave, 31 days for adoption leave and 36 days for surrogacy leave.¹⁶ The federal Family and Medical Leave Act (FMLA) guarantees eligible employees 12 weeks of unpaid job-protected leave during any 12-month period, which includes caring for a new

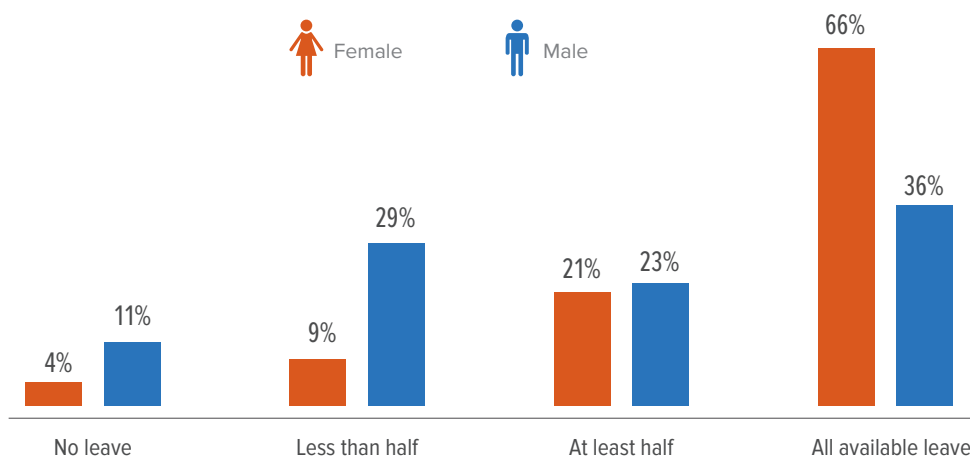
child; however, without pay, employees may need to return to work prior to 12 weeks.

Among employees who have paid maternity or paternity leave, some of this leave is not being used. The data also show a disparity based on the gender of the employee (Figure 10). Two-thirds of female employees (66%) had taken all their available paid maternity leave in 2016, but far fewer male employees (36%) had used all of their available paternity leave. In fact, 40% of male employees used less than half of the paid parental/family leave they had available, compared with 13% of female employees, alluding to the gender divisions that persist in the caretaking of young children. So even in organizations that offer leave to care for a new child, some employees are not taking full advantage of this benefit. Organizations may want to determine why their workers are not using parental/family leave and encourage employees to take it. As with any type of workplace culture issue, it is important to get organizational leaders and managers on board to help define and reinforce the desired culture.

For other leave benefits prevalence and trends, see [Appendix Table 6](#).

^c Data from years prior to 2016 were not comparable as the survey was modified.

FIGURE 10
FEMALE EMPLOYEES ALMOST TWICE AS LIKELY AS MALES TO USE ALL PARENTAL/FAMILY LEAVE



Note: n = 500-574. Only organizations that offered paid leave to care for a new child were asked this question. Respondents who answered "don't know" or "N/A, no employees had a new child" were excluded from this analysis. Percentages may not total 100% due to rounding.
Source: 2017 Employee Benefits (SHRM)

RETIREMENT SAVINGS AND PLANNING BENEFITS

Most organizations offer retirement plans to help employees save and plan for their financial future. Defined benefit contribution plans were the most common, with 90% offering a traditional 401(k) or similar plan and 55% offering a Roth 401(k) or similar plan. Three-quarters of organizations (76%) provided an employer match for their 401(k) plans while 40% matched Roth 401(k) contributions. One-quarter of organizations (24%) offered a traditional defined benefit pension plan that was open to all employees, and 11% of organizations had a pension plan that was frozen for current employees or not open to new hires.

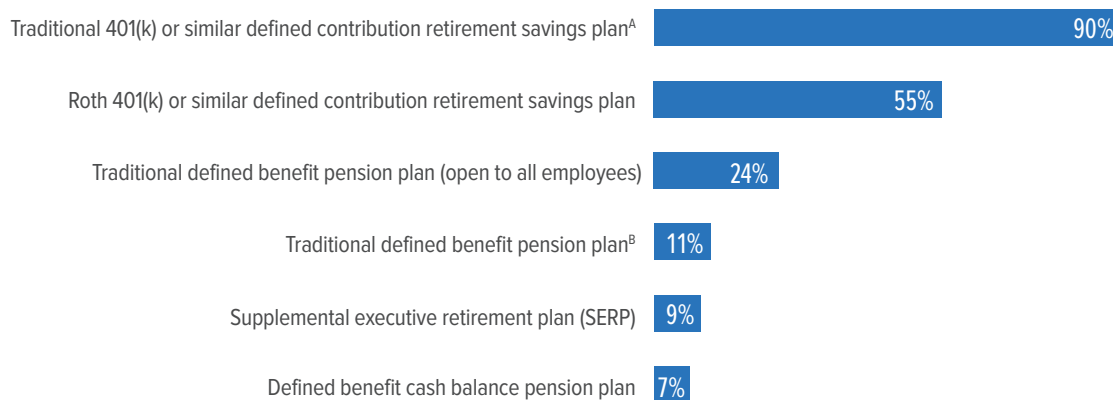
Compared with five years ago, fewer organizations offered defined contribution plan hardship withdrawals, defined contribution savings plan loans and investment retirement advice offered online. However, investment retirement advice offered either one on one or in a group/classroom was unchanged. More organizations were permitting conversion of funds in a traditional 401(k) account into a Roth 401(k) account compared with 2013, and there has also been an

increase in offering an informal phased retirement program. A phased retirement program provides a reduced schedule and/or responsibilities prior to retirement, which can help facilitate the transition and transfer of knowledge for both the retiring employee and his or her co-workers.

Among employees who are planning to retire, there is a common fear of running out of money in retirement. To help provide lifetime income retirement solutions, some organizations are offering an in-plan annuity option (9%) or providing assistance for retirees to purchase an out-of-plan annuity with in-plan assets (2%) for their traditional 401(k), Roth 401(k) or other defined contribution retirement savings plans. When providing these options, organizations should include educational opportunities about annuities along with their other retirement-preparation specific planning advice, which is offered by 44% of organizations.

For other retirement savings and planning benefits prevalence and trends, see [Appendix Table 7](#).

FIGURE 11
TYPE OF RETIREMENT PLANS



Note: n = 2,668-2,784.

^A For example, 403(b)s, 457s, Thrift Savings Plans.

^B Frozen for current employees and/or not open to new hires.

Source: 2017 Employee Benefits (SHRM)

WORK-LIFE AND CONVENIENCE BENEFITS

2/5 of organizations cited offering more flexible work arrangements as one of the most effective recruiting strategies.

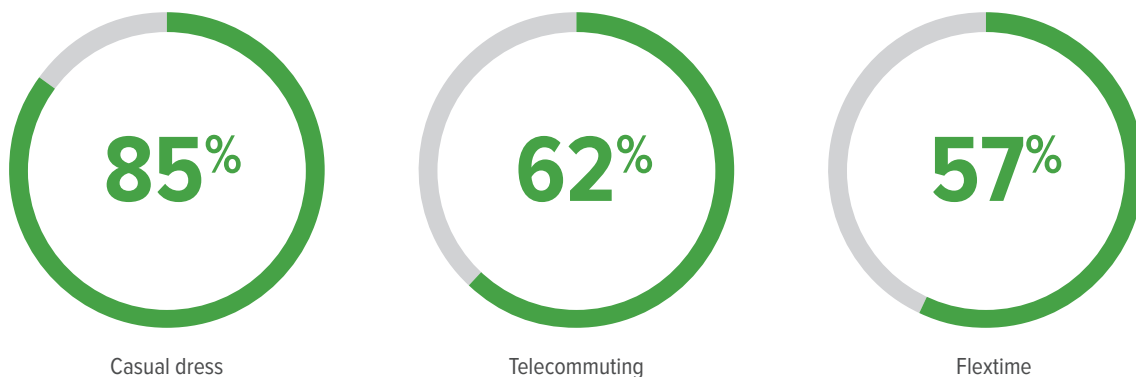
Flexible working benefits are a cost-effective way to help employees balance their work and personal lives. Two out of five organizations cited offering more flexible work arrangements as one of the most effective recruiting strategies.¹⁷ Three out of five organizations (62%) allowed some type of telecommuting, and 57% offered flextime, allowing employees to choose their work hours within limits established by the employer. The biggest change for flexible working benefits was an increase in telecommuting on an ad-hoc basis (59%) over the past five years. Telecommuting on a part-time basis (35%) increased slightly over the past year, and less than one-quarter of organizations (23%) allowed telecommuting on a full-time basis. Not only has the workplace grown more flexible, the culture has become more casual, with more organizations allowing casual dress every day compared with 2013. There were less pronounced increases for mealtime flex (45%) and shift flexibility (25%). The only five-year decrease for flexible working benefits was a compressed workweek. Some organizations have gone further in terms of flexibility and work-life balance. A new benefit added to the survey in 2017, a four-day workweek of 32 hours or less per week, was implemented by 13% of organizations. To meet the criteria for this benefit, it had to apply to all employees for either all or part of the year.

Family-friendly benefits provide financial support and services for employees' spouses, domestic partners, children and other family members. The most common benefit was a dependent care flexible spending account (67%), which allows employees to have a pretax payroll deduction for dependent care expenses. The one family-friendly benefit that changed over the past five years was an onsite lactation room/mother's room (42%), which increased 8 percentage points compared with 2013. It needs to be a separate room that goes above and beyond the ACA law requirements that employees be "shielded from view" and "free from intrusion" during their break. In 2017, a new benefit option was added to the survey for shipping breast milk while on business travel, which was only offered by 1% of organizations.

Employee programs and services are designed to save employees time and energy on everyday tasks like purchasing or preparing food and beverages, create opportunities for employees to socialize and meet their co-workers through events like an annual company outing (64%) or community volunteer programs (42%), and provide services like legal assistance (26%) or postal services (26%). The only two changes in benefits for this category were an increase in offering free coffee (from 72% to 80% over the past five years) and a decrease in offering a fully or partially subsidized onsite cafeteria (16% compared with 23% in 2013). Although it was not covered in this research, some organizations may provide occasional lunches or snacks for employees.

For other work-life and convenience benefits prevalence and trends, see [Appendix Tables 8, 9 and 10](#).

FIGURE 12
TOP FLEXIBLE WORKING BENEFITS



Note: n = 2,742-2,792.
Source: 2017 Employee Benefits (SHRM)

FINANCIAL AND CAREER BENEFITS

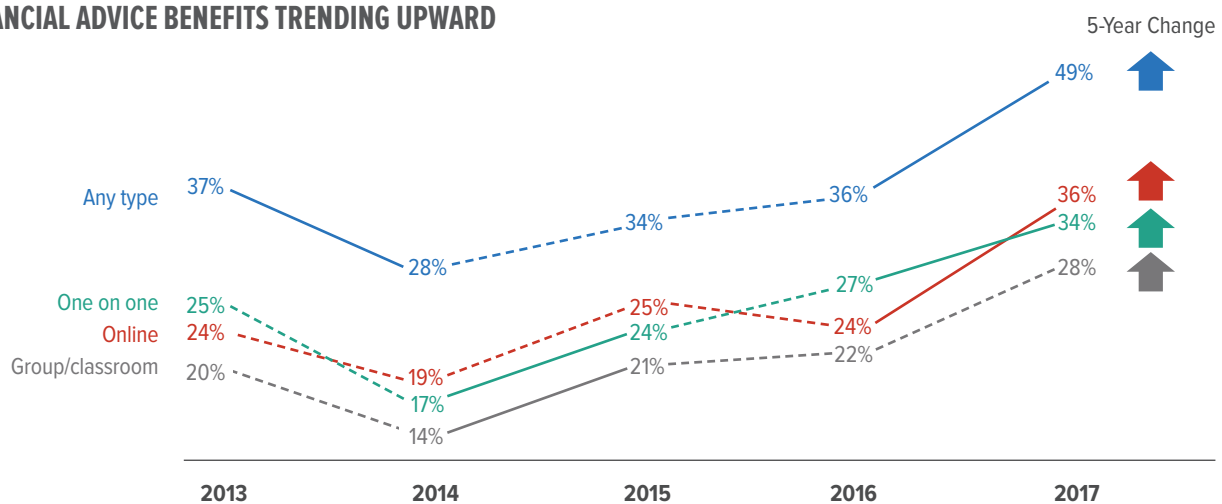
In addition to wages and salary, many organizations offer other types of compensation benefits to employees. Service anniversary awards (54%) were the most common type of compensation benefit; however, they have decreased in popularity from 62% in 2013. Monetary benefits were provided through various types of bonuses, like an executive incentive bonus plan (51%), employee referral bonus (48%) and spot bonus/award (45%) for going above and beyond in some capacity. Sign-on bonuses for both executives (35%) and nonexecutives (25%) have increased over the past five years, possibly because of the improved economy and talent shortage. Another benefit that changed was shift premiums, offered by one-third of organizations (33%) in 2017, which dropped 8 percentage points from 2013 to 2014 and has stayed at a similar level since.

Organizations have many different options in providing employees with financial benefits, such as company-paid group life insurance (85%), free onsite parking (83%), technology and education assistance, financial services, and other discounts. As illustrated in Figure 13, more organizations are offering financial advice compared with 2016 as well as five years ago. Nearly one-half (49%) provided some type of financial advice, whether it was online, one on one or in a group or classroom format. This benefit can help employees improve their financial management skills, plan how to manage debt, and hopefully alleviate stress and worry as a result of this type of education. A few organizations

(4%) even provide assistance in repaying student loan debt—a benefit that has stayed steady since it was added to the survey in 2014. However, there has been a decrease over the past five years in the number of organizations offering undergraduate (53%) and graduate (50%) educational assistance, as well as educational scholarships for members of employees’ families (11%).

A lack of career advancement opportunities was cited as a reason for leaving an organization by 21% of employees.¹⁸ Although providing opportunities for promotions or transfers may not always be possible, offering employees professional development opportunities may help with succession planning, as well as create a more educated and talented workforce for the organization. Professional development benefits may also help mitigate recruitment challenges. Nearly one-half of HR professionals (48%) indicated that the most effective recruiting strategy for their organization was training existing employees to take on hard-to-fill positions.¹⁹ The most common professional development benefits offered were professional memberships (89%) and either offsite or onsite professional development opportunities (87%). In the past year, offsite professional development opportunities have increased 6 percentage points to 72%, whereas onsite professional development opportunities (83%) have remained same. For other financial and career benefits, see [Appendix Tables 11, 12 and 13](#).

FIGURE 13
FINANCIAL ADVICE BENEFITS TRENDING UPWARD



Note: n = 504-518 (2013), 441-444 (2014), 416-418 (2015), 3,084-3,108 (2016), 2,734-2,757 (2017). Dashed lines indicate no statistically significant change between years, and solid lines indicate a statistically significant change between years. Arrows indicate a statistically significant change from 2013 to 2017. Financial advice is defined as “providing employees with information on how to manage their financial resources effectively for a lifetime of financial well-being.”

Source: 2017 Employee Benefits (SHRM)

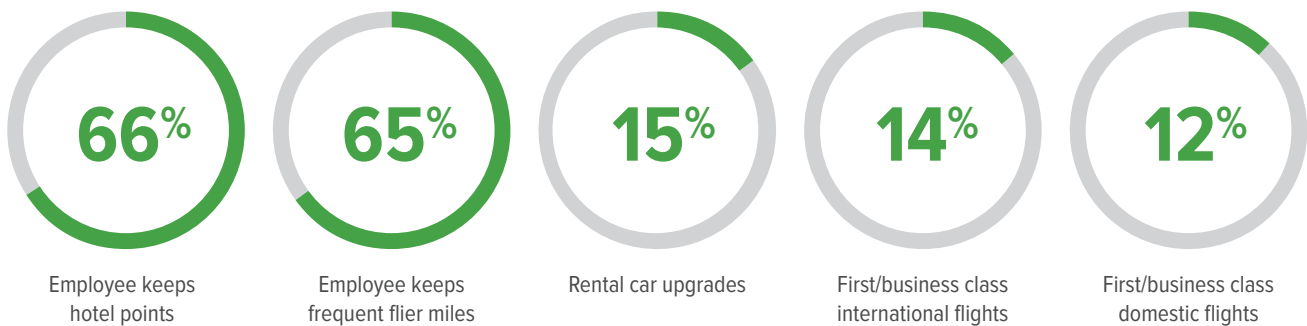
TRAVEL AND RELOCATION BENEFITS

When employees need to go on business travel, reimbursements and perks can help make travel more convenient and comfortable. The most common benefits in this category were travel reimbursements for taking a taxi to the airport (87%) and for parking at the airport (87%). Three-quarters of employers (76%) provided per diem reimbursement for meals and snacks, up from 70% in 2013. Fewer organizations provided reimbursement for personal telephone calls while on business travel (36% versus 44%) compared with 2013, but that may be because most employees have personal or business cell phones. The other business travel benefit that decreased was paid travel expenses for a spouse, only offered by 2% of organizations compared with 7% five years ago.

Housing and relocation benefits are the least commonly offered benefit category, with the top benefit—relocation lump sum payment—offered by 29% of organizations. Temporary relocation benefits decreased 4 percentage points over the last year, with 20% offering this benefit in 2017. Two benefits decreased over the past five years: location visit assistance (15% from 22%) and reimbursement of shipping fees (13% from 20%).

For other travel and relocation benefits prevalence and trends, see [Appendix Tables 14 and 15](#).

FIGURE 14
MOST COMMON TRAVEL PERKS



Note: n = 2,742-2,789.
Source: 2017 Employee Benefits (SHRM)

CONCLUSION

In today's competitive talent marketplace, it is imperative for organizations to make informed and strategic decisions about what benefits to offer as part of their total rewards strategy. Using a variety of sources to stay up to date on benefits trends and innovative strategies and continually assessing the fit of offerings with your organization's culture are crucial steps in securing the organization's current and future talent needs. This report can provide insight into overall benefits prevalence and trends, and customized industry-level reports are available through [SHRM's Benchmarking Service](#). HR professionals and organizations can use the below questions to help evaluate their benefits offerings and make strategic benefits decisions.



RESPONDENT DEMOGRAPHICS

ORGANIZATION STAFF SIZE

1 to 99 employees	33%
100 to 499 employees	36%
500 to 2,499 employees	19%
2,500 to 9,999 employees	7%
10,000 or more employees	5%

Note: n = 3,088.

ORGANIZATION SECTOR

Privately owned for-profit	54%
Nonprofit	21%
Publicly owned for-profit	13%
Government	12%

Note: n = 3,220.

REGION

South (Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia)	35%
Midwest (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)	27%
West (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Nevada, New Mexico, Montana, Oregon, Utah, Washington, Wyoming)	20%
Northeast (Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont)	18%

Note: n = 3,203.

UNIONIZED EMPLOYEES

Yes	15%
No	85%

Note: n = 3,033.

WORKFORCE BASED OUTSIDE THE U.S.

Yes	18%
No	82%

Note: n = 3,206.

ORGANIZATIONAL UNITS IN THE U.S.

Multi-unit organization: An organization that has more than one location	64%
Single-unit organization: An organization in which the location and the organization are one and the same	36%

Note: n = 3,227.

LEVEL OF BENEFITS ADMINISTRATION IN THE U.S.

Corporate-level	50%
Single location only (single-unit organization)	36%
Single location only (multi-unit organization)	8%
Regional-level or for multiple locations, but not corporate	6%

Note: n = 3,227.

ORGANIZATION INDUSTRY

Professional, scientific and technical services	20%
Manufacturing	19%
Health care and social assistance	18%
Administrative, support, waste management and remediation services	13%
Educational services	12%
Finance and insurance	11%
Government agencies	8%
Accommodation and food services	7%
Retail trade	7%
Construction	6%
Transportation and warehousing	6%
Information	5%
Utilities	4%
Arts, entertainment and recreation	4%
Religious, grantmaking, civic, professional and similar organizations	4%
Real estate and rental and leasing	4%
Repair and maintenance	3%
Wholesale trade	3%
Agriculture, forestry, fishing and hunting	3%
Mining	2%
Personal and laundry services	1%

Note: n = 3,068. Percentages do not total 100% due to multiple response options.

METHODOLOGY

A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 285,000 individual members at the time the survey was conducted. Members who were students, located internationally or had no e-mail address on file were excluded from the sampling frame. In January 2017, an e-mail that included a hyperlink to the Employee Benefits Survey was sent to 25,000 randomly selected SHRM members. Of these, approximately 24,500 e-mails were successfully delivered to respondents, and 3,227 HR professionals responded, yielding a response rate of 13% and a margin of error of 2%. The survey was accessible for a period of six weeks. Multiple reminders were sent to nonrespondents, and incentives were offered in an effort to increase response rates.

A comparison between the report's sample of 3,227 HR professionals and the SHRM membership population indicated that the report's sample had more HR professionals from smaller organizations, more respondents from privately owned for-profit organizations, nonprofit organizations and government agencies, and fewer respondents from publicly owned for-profit organizations. Industry categories were similar, although they were not directly comparable because survey respondents were allowed to select multiple industries.

Notations

Differences: Conventional statistical methods were used to determine if observed differences were statistically significant (i.e., there is a small likelihood that the differences occurred by chance). Therefore, in most cases, only results that were statistically significant are discussed, unless otherwise noted. In some cases, data may be discussed in the text of this report but not presented in an accompanying figure or table.

Generalization of results: As with any research, readers should exercise caution when generalizing results and take individual circumstances and experiences into consideration when making decisions based on these data. Although SHRM is confident in its research, it is prudent to understand that the results presented in this survey report are only truly representative of the sample of HR professionals responding to the survey.

Number of respondents: The number of respondents (indicated by "n" in figures and tables) varies from table to table and figure to figure because some respondents did not answer all of the questions. Individuals may not have responded to a question on the survey because the question or some of its parts were not applicable or because the requested data were unavailable. This also accounts for the varying number of responses within each table or figure.

Confidence level and margin of error: A confidence level and margin of error give readers some measure of how much they can rely on survey responses to represent all SHRM members. Given the level of response to the survey, SHRM Research is 95% confident that responses given by surveyed HR professionals can be applied to all SHRM members, in general, with a margin of error of approximately 2%. For example, 71% of HR professionals reported their organizations offered wellness resources and information. With a 2% margin of error, the reader can be 95% certain that between 69% and 73% of SHRM members would report that their organizations presently offer wellness resources and information. Note that the margin of error is calculated based on the overall sample size of the survey, not for each question, as a general practice.

APPENDIX: BENEFITS BY YEAR

HEALTH, LEAVE AND RETIREMENT BENEFITS

TABLE 3: HEALTH-RELATED BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Health Insurance Plans						
Preferred provider organization (PPO)		86%	84%	85%	84%	85%
Health maintenance organization (HMO)		33%	33%	33%	32%	34%
Consumer-directed health care plans (CDHPs) ^a	▼	31%	30%	34%	26%	23%
Point of service (POS)		19%	22%	22%	21%	21%
High-deductible health plan (HDHP) that is not linked to an HSA or an HRA		—	—	—	17%	19%
Exclusive provider organization (EPO)		7%	7%	7%	9%	9%
Indemnity plan (fee-for-service)		7%	12%	9%	7%	8%
Full replacement consumer-directed health care plan (CDHP) ^b		—	—	4%	2% [#]	4%
Mini-med health plan ^c		5%	2%	2%	2% [#]	2%
Health Savings and Spending Accounts						
Medical flexible spending accounts (FSAs) ^d	▼	72%	68%	69%	67%	65%
FSA run-out period [*]		—	—	58%	51%	49%
FSA carryover provision [*]		—	—	32%	42%	46%
FSA grace period [*]		—	—	31%	33%	32%
Health savings account (HSA)	▲	42%	45%	43%	50%	55%
Health care premium flexible spending account ^e		38%	32%	34%	39%	40%
Employer contributions to HSAs	▲	26%	32%	30%	32%	36%
Health reimbursement arrangement (HRA)		19%	17%	19%	20%	20%
Prescription Drug Coverage						
Prescription drug coverage bundled with medical insurance		98%	95%	96%	94% [#]	95%
Mail-order prescription program		90%	84%	87%	85%	85%
Wholesale generic drug program for injectable drugs	▲	20%	16%	16%	24%	31%
Pharmacy management program ^f		16%	14%	13%	15%	18%
Experimental/elective drug coverage		6%	4%	9%	8%	9%
Dental, Vision, EAP and Other Insurance						
Dental insurance		96%	95%	96%	96%	96%
Vision insurance	▲	82%	83%	87%	87%	88%
Employee assistance program (EAP)		77%	74%	79%	77%	77%
Critical illness insurance ^g		29%	30%	34%	31%	32%
NEW! Cancer insurance (separate from critical illness insurance)		—	—	—	—	28%
Hospital indemnity insurance		22%	22%	24%	21%	22%
Long-term care insurance	▼	31%	24%	32%	27%	22%
Intensive care insurance ^h		20%	21%	23%	19%	18%

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TABLE 3: HEALTH-RELATED BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Disability and Accident Insurance						
Accidental death and dismemberment insurance (AD&D) ^l		83%	84%	85%	82%	81%
Long-term disability insurance ^l		77%	74%	80%	77%	72%
Short-term disability insurance ^l		68%	70%	74%	70%	65%
NEW! Supplemental accidental death and dismemberment insurance (employee- or employer-paid)		—	—	—	—	63%
NEW! Supplemental short-term disability insurance (employee- or employer-paid)		—	—	—	—	55%
NEW! Supplemental long-term disability insurance (employee- or employer-paid)		—	—	—	—	49%
Supplemental accident insurance		50%	46%	51%	48%	33% ^g
Accident insurance ^k		25%	24%	29%	34%	29% ^g

Note: n = 2,740-2,838. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year and was not directly comparable. An asterisk (*) indicates that a subset of respondents were asked the question. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

^A Generally includes three major components: an HRA or HSA, an underlying medical plan (typically a PPO), and access to educational tools and information to help members navigate the plan.

^B CDHP is the only health care plan offered.

^C Basic plan that limits the amount of payments or number of times that services will be covered.

^D IRC Section 125.

^E IRC Section 125 Cafeteria Plan allowing for premium conversion.

^F Independent of medical plan management.

^G Provides funds to help cover extra expenses upon diagnosis of a critical illness or condition.

^H Provides funds to help cover the extra expenses for accidents or illnesses that result in an admission to a hospital intensive care unit.

^I Does not pertain to employee-paid supplemental insurance.

^J Beyond any state-required programs and does not pertain to employee-paid supplemental insurance.

^K Separate from travel accident insurance.

Source: 2017 Employee Benefits (SHRM)

TABLE 4: COVERAGE FOR SPECIFIC HEALTH SERVICES OR PROCEDURES BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Specific Services and Coverage						
Mental health coverage	▼	89%	87%	91%	85%	81%
Chiropractic coverage		80%	83%	81%	77%	77%
Acupuncture/acupuncture medical coverage		36%	36%	37%	35%	38%
Health care services such as diagnosis, treatment or prescriptions provided by phone or video ^A		—	—	—	23%	34%
Retiree health care coverage		23%	18%	23%	20%	19%
Alternative/complementary medical coverage		17%	14%	11%	17%	17%
Reimbursement for employees to travel abroad for medical care and/or reimbursement for employees to obtain medical care abroad ^B		—	—	6%	4%	6%
Contraception and Fertility						
Contraceptive coverage	▼	82%	84%	83%	80%	75%
Infertility treatment coverage other than in-vitro fertilization	▼	34%	29%	29%	27%	26%
In-vitro fertilization coverage	▼	30%	26%	27%	26%	24%
Egg freezing for nonmedical reasons		—	—	2%	3%	3%
Specific Procedures						
Bariatric coverage for weight loss (e.g., stomach stapling or gastric bypass surgery)		34%	38%	33%	32%	32%
Laser-based vision correction coverage		27%	28%	30%	27%	26%
Genetic testing coverage for diseases like cancer		—	—	—	12%	18%
Elective procedures coverage ^C		15%	15%	14%	12%	12%
Gender reassignment surgery coverage		8%	7%	5%	6%	10%

Note: n = 2,529-2,685. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Excludes a nurse advice line; either separate from or part of a regular health care plan.

^B For example, medical tourism.

^C Any nonemergency surgical procedure other than laser-based vision correction.

Source: 2017 Employee Benefits (SHRM)

TABLE 5: WELLNESS BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Wellness Resources and Information						
Wellness resources and information ^A		77%	79%	80%	72%#	71%
Wellness tips or information provided to employees at least quarterly ^B		59%	61%	60%	63%#	62%
Wellness Programs and Events						
Wellness programs, general		64%	62%	70%	61%	59%
Onsite seasonal flu vaccinations		61%	58%	61%	54%	58%
Annual health risk assessment		—	—	—	42%	40%
Rewards or bonuses for completing certain health and wellness programs		43%	36%	40%	41%	39%
Smoking cessation program	▼	44%	42%	44%	41%	37%
Health fairs	▼	43%	38%	40%	37%	35%
Preventive programs specifically targeting employees with chronic health conditions	▼	42%	42%	40%	34%	33%
Weight loss program	▼	37%	32%	33%	31%	30%
Onsite health screening programs ^C		50%	47%	43%	31%	29%
Company-organized fitness competitions/challenges		—	—	34%	30%	28%
Onsite stress management program		10%	3%	5%	6%	7%
Onsite vegetable gardens		3%	3%	5%	5%	5%
Wellness Classes, Services and Tools						
CPR/first aid training		48%	45%	50%	50%	47%
24-hour nurse line ^D	▼	55%	51%	51%	44%	43%
Personal or life coaching ^E		48%	47%	46%	37%	30% ^F
Onsite blood pressure machine		18%	14%	17%	18%	18%
Nutritional counseling		19%	20%	20%	20%	16%
Onsite massage therapy services		9%	6%	11%	10%	10%
Onsite medical clinic		8%	7%	8%	10%	8%
NEW! Onsite meditation/mindfulness/contemplative program (subsidized or unsubsidized)		—	—	—	—	7%
NEW! Offsite meditation/mindfulness/contemplative program subsidy/reimbursement		—	—	—	—	3%
Wellness Spaces						
Standing desk ^F	▲	13%	20%	25%	33%	44%
NEW! Onsite quiet room for personal use (prayer, meditation, etc.)		—	—	—	—	15%
Onsite sick room		9%	9%	7%	8%	8%
Onsite nap room		6%	3%	2%	4%	4%
Fitness Center, Classes and Equipment						
Offsite fitness center membership subsidy/reimbursement		36%	34%	32%	28%	26%
Onsite fitness center		25%	20%	21%	26%	25%
Onsite fitness classes ^G		—	14%	17%	17%	18%
Offsite fitness class subsidy/reimbursement		—	12%	16%	10%	13%
Company-provided fitness bands/activity trackers		—	—	13%	10%	8%
Fitness equipment subsidy/reimbursement		6%	5%	6%	6%	5%
NEW! Bike purchase or bike share subsidy/reimbursement		—	—	—	—	4%

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TABLE 5: WELLNESS BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Health Care Premium Discounts/Surcharges						
Smoking surcharge for health care plans		—	—	—	20%	19%
Health care premium discount for getting an annual health risk assessment		21%	21%	25%	18%	17%
Health care premium discount for participating in a wellness program		17%	14%	20%	17%	15%
Health care premium discount for not using tobacco products		19%	19%	19%	15%	15%
Health care premium discount for participating in a smoking cessation program		—	—	—	11%	11%
Health care premium discount for participating in a weight loss program		9%	9%	9%	7%	6%

Note: n = 2,731-2,797. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. An asterisk (*) indicates that the benefit was modified from the previous year and was not directly comparable. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Responses to this option may have been affected by the modification in 2016 to "Wellness tips or information provided to employees at least quarterly."

^B For example, newsletter, column, e-mail, tweets.

^C For example, glucose, cholesterol.

^D Available to help employees make more informed health care decisions.

^E Used to help employees change and better manage their health habits.

^F Provide or subsidize the cost of replacing a regular desk with a standing desk.

^G For example, yoga, aerobics.

Source: 2017 Employee Benefits (SHRM)

TABLE 6: LEAVE BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Holidays						
Paid holidays		97%	96%	98%	97%	97%
Floating holidays ^A		38%	38%	42%	39%	42%
Religious accommodation paid holidays ^B		16%	17%	20%	16%	17%
Vacation, Sick and Personal Leave						
Paid leave for the purpose of vacation		93%	98%	99%	97%	96% ^F
Paid leave for the purpose of sickness		86%	91%	95%	92%	81% ^F
Paid personal day(s)		22%	22%	27%	22%	33% ^F
Vacation purchase plan ^C		5%	4%	6%	4%	4%
Unlimited paid PTO bank ^D		1%	1%	2%	4%	4%
Unlimited paid sick time ^E		3%	3%	3%	3%	5%
Unlimited paid vacation time ^E		1%	<1%	<1%	1%	2%
Company-paid time off for group vacations		2%	2%	2%	2%	2%
Vacation stipend		—	—	—	3%	1%
Other Paid Leave						
Paid bereavement leave	▼	87%	85%	86%	81%	79%
Paid jury duty beyond what is required by law		66%	60%	67%	64%	65%
NEW! Paid time off to vote		—	—	—	—	42%
NEW! Unpaid time off to vote (beyond what is required by law)		—	—	—	—	33%
Paid military leave ^E		24%	23%	23%	19%	25%
Paid time off for volunteering		20%	16%	21%	21%	22%
Paid time off to serve on the board of a community group or professional association		18%	15%	18%	21%	20%
Unpaid sabbatical program		16%	12%	13%	12%	12%
Paid day off for employee's birthday		8%	8%	8%	8%	9%
Emergency flexibility ^F		6%	6%	8%	7%	7%
Paid sabbatical program		4%	3%	5%	4%	5%

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TABLE 6: LEAVE BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Parental Leave						
Paid maternity leave ⁵		16%	12%	21%	26% [#]	30%
Paid paternity leave ⁴		15%	12%	17%	21% [#]	24%
Paid adoption leave ⁴		16%	12%	17%	20% [#]	23%
Paid parental leave		—	—	—	17%	20%
Parental leave above federal FMLA leave ¹		21%	13%	20%	16% [#]	16%
Parental leave above state FMLA leave ¹		18%	11%	18%	15% [#]	15%
Paid foster child leave ⁴		—	—	—	13%	15%
Paid surrogacy leave ^k		—	—	5%	6% [#]	8%
Family and Elder Care Leave						
Family leave above federal FMLA leave ¹		26%	19%	26%	21% [#]	21%
Family leave above state FMLA leave ¹		23%	16%	22%	18% [#]	19%
Paid family leave		21%	19%	27%	18%	21%
Elder care leave above federal FMLA leave ¹		14%	8%	13%	10% [#]	10%
Elder care leave above state FMLA leave ¹		13%	8%	12%	9% [#]	9%

Note: n = 2,701-2,868. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year and was not directly comparable. An asterisk (*) indicates that only a subset of respondents were asked this question. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

^A Other than personal days.

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

^C Money employees can use to pay for their vacation.

^D Paid time off (PTO) bank plan combines vacation, sick and personal leave.

^E Beyond what may be required by law.

^F Fixed number of days off with pay for emergencies.

^G Includes coverage by family or parental leave policies, other than what is covered by short-term disability or state law.

^H Includes coverage by family or parental leave policies.

^I Beyond the time that may be required by law.

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

^K For parents using a surrogate; includes coverage by family or parental leave policies.

Source: 2017 Employee Benefits (SHRM)

TABLE 7: RETIREMENT SAVINGS AND PLANNING BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Retirement Plans						
Traditional 401(k) or similar defined contribution retirement savings plan ^A		—	89%	90%	90%	90%
Roth 401(k) or similar defined contribution retirement savings plan		38%	41%	48%	51%	55%
Traditional defined benefit pension plan (open to all employees)		19%	24%	26%	25%	24%
Traditional defined benefit pension plan ^B		12%	13%	13%	13%	11%
Supplemental executive retirement plan (SERP)		9%	8%	8%	9%	9%
Defined benefit cash balance pension plan		6%	6%	8%	6%	7%
Employer Matching and Automatic Enrollment						
Employer match for traditional 401(k) or similar defined contribution retirement savings plan		—	74%	73%	74%	76%
Employer match for Roth 401(k) or similar defined contribution retirement savings plan		—	30%	35%	37%	40%
Automatic enrollment into defined contribution retirement savings plan for new employees ^C		41%	40%	38%	38%	40%
Automatic enrollment into defined contribution retirement savings plan for current employees ^D		—	—	—	21%	24%
Automatic escalation of salary deferral amounts for defined contribution plans		21%	19%	18%	19%	19%

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TABLE 7: RETIREMENT SAVINGS AND PLANNING BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Defined Contribution Plan Options						
Defined contribution plan catch-up contributions ^e		76%	76%	75%	70%	70%
Defined contribution plan hardship withdrawals	▼	71%	64%	67%	60%	61%
Defined contribution plans that offer target-date funds in their investment lineup		—	—	46%	44%	45%
Defined contribution savings plan loans ^f	▼	64%	49%	50%	44%	45%
Permit conversion of funds in traditional 401(k) account into Roth 401(k) account	▲	22%	26%	27%	32%	31%
NEW! In-plan annuity option ^g		—	—	—	—	9%
Defined contribution savings plan debit card ^g		2%	2%	3%	2%	3%
NEW! Assistance for retirees to purchase an out-of-plan annuity with in-plan assets ^g		—	—	—	—	2%
Retirement Advice						
Investment retirement advice offered online ^h		59%	50%	55%	50%	50%
Individual retirement investment advice offered one on one ^h		53%	41%	53%	47%	48%
Retirement-preparation specific planning advice ⁱ		43%	43%	48%	45%	44%
Investment retirement advice offered in a group/classroom ^h		41%	41%	44%	41%	41%
Phased Retirement Program						
Informal phased retirement program ^j	▲	6%	9%	10%	11%	13%
Formal phased retirement program ^k		6%	4%	8%	5%	6%

Note: n = 2,668-2,784. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. An asterisk (*) indicates that only certain respondents were asked this question. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^a For example, 403(b)s, 457s, Thrift Savings Plans.

^b Frozen for current employees and/or not open to new hires.

^c New employees are enrolled into defined contribution retirement plan with a certain percentage from their paycheck unless they opt out.

^d Current employees who are not participating are enrolled into defined contribution retirement plan with a certain percentage from their paycheck unless they opt out.

^e Permits participants who are age 50 or older to make additional elective deferral contributions at the end of the calendar year.

^f Allows participants to borrow from their retirement savings.

^g Allows users to borrow up to \$50,000 or 50% of the value of their retirement savings, whichever is less, through use of a debit card.

^h Any recommendation from a financial advisor that tries to educate, advise or guide an investor regarding a particular investment product or series of products.

ⁱ Any recommendation from a financial advisor that tries to educate, advise or guide an employee regarding retirement.

^j An informal program that provides reduced schedule and/or responsibilities prior to full retirement.

^k A formal program that provides reduced schedule and/or responsibilities prior to full retirement.

Source: 2017 Employee Benefits (SHRM)

WORK-LIFE AND CONVENIENCE BENEFITS

TABLE 8: FLEXIBLE WORKING BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Casual Dress						
Casual dress (any type)		82%	81%	84%	83%	85%
Casual dress day (one day per week)		60%	56%	62%	59%	59%
Casual dress (every day)	▲	34%	32%	36%	40%	44%
Casual dress ^a (seasonal)		23%	19%	23%	27%	27%
Telecommuting						
Telecommuting (any type)		58%	59%	60%	60%	62%
Telecommuting on an ad-hoc basis ^b	▲	45%	54%	56%	56%	59%
Telecommuting on a part-time basis		36%	29%	36%	31%	35%
Telecommuting on a full-time basis		20%	20%	22%	20%	23%

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TABLE 8: FLEXIBLE WORKING BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Flexible Scheduling						
Flextime ^c (any type)		53%	52%	54%	54%	57%
Flextime during core business hours ^d		51%	50%	52%	51%	54%
Flextime outside of core business hours ^e		26%	22%	26%	28%	31%
Mealtime flex ^f	▲	37%	37%	42%	43%	45%
Break arrangements ^g		39%	31%	37%	36%	36%
Compressed workweek ^h	▼	35%	29%	31%	29%	29%
Shift flexibility ⁱ	▲	19%	20%	21%	24%	25%
Seasonal scheduling ^j		19%	14%	14%	17%	16%
NEW! Four-day workweek of 32 hours or less per week (applies to all employees for all or part of the year)		—	—	—	—	13%
Job sharing ^k		10%	9%	10%	10%	11%
Alternating location arrangements ^l		4%	4%	8%	6%	7%
Results-only work environment (ROWE) ^m		4%	3%	5%	5%	5%

Note: n = 2,742-2,792. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Allowing casual dress for extended periods during the year (e.g., summer months, holidays).

^B Situations that may occur intermittently throughout the year or as a one-time event.

^C Allowing employees to choose their work hours within limits established by the employer.

^D Allowing employees to choose their work hours during core business hours.

^E Allowing employees to choose their work hours within limits outside of core business hours.

^F 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.

^G Providing employees more flexibility over when they take breaks.

^H Allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period.

^I Allowing employees to coordinate with co-workers to adjust their schedules by trading, dropping or picking up shifts.

^J Allowing employees to work only a certain number of months per year (e.g., off in the summer).

^K Two or more employees share the responsibilities, accountability and compensation of one full-time job.

^L Employees work part-year in one location and part-year in a second location (e.g., "snowbirds").

^M Allowing employees to work wherever and whenever they wish as long as projects are completed on a timely basis.

Source: 2017 Employee Benefits (SHRM)

TABLE 9: FAMILY-FRIENDLY BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Financial						
Dependent care flexible spending account ^A		71%	64%	66%	66%	67%
Domestic partner benefits for opposite-sex partners ^B		20%	14%	16%	25% ^F	25%
Domestic partner benefits for same-sex partners ^B		24%	15%	17%	25% ^F	24%
New Child						
Onsite lactation/mother's room ^C	▲	34%	28%	35%	39%	42%
On-ramping programs for parents re-entering the workforce ^D		1%	1%	2%	2%	9% ^F
Adoption assistance		11%	6%	7%	9%	9%
Lactation support services (consulting and education)		8%	6%	5%	8%	8%
Foster care assistance		2%	1%	<1%	3%	3%
Onsite vaccinations for infants/children		1%	1%	2%	3%	3%
Onsite parenting seminars		2%	2%	1%	2%	2%
NEW! Breast milk shipping while on business travel		—	—	—	—	1%
Child Care						
Bring child to work in emergency ^E		26%	26%	22%	26%	29%
Child care referral service ^F		12%	10%	9%	16%	17%
Subsidized child care program ^G		4%	3%	4%	4%	4%
Access to backup child care services ^E		4%	3%	4%	3%	3%

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TABLE 9: FAMILY-FRIENDLY BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Nonsubsidized child care center ^h		3%	2%	2%	3%	3%
Subsidized child care center ^h		3%	2%	2%	2%	3%
Babies at work ⁱ		2%	1%	2%	2%	2%
Consortium child care center ^j		1%	<1%	<1%	<1%	<1%
Elder Care						
Elder care referral service ^e		8%	5%	6%	12%	13%
On-ramping programs for family members dealing with elder care responsibilities ^f		1%	<1%	<1%	2%	7% ^g
Access to backup elder care services ^e		2%	<1%	1%	2%	2%
Geriatric counseling ^k		2%	1%	1%	3%	2%
Elder care assisted living assessments		1%	<1%	<1%	1%	2%
Elder care in-home assessments ^l		1%	1%	<1%	1%	1%
Onsite elder care fairs ^m		2%	1%	1%	1%	1%
Subsidized cost of elder care		3%	2%	<1%	2%	<1%

Note: n = 2,713-2,760. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year and was not directly comparable. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A IRC Section 125.

^B Not including health care coverage (e.g., 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 requirements that employees be "shielded from view" and "free from intrusion" during their break.

^D Includes temporary part-time or reduced schedule options.

^E For an unexpected event.

^F Provides employees with the names of providers (separate from or part of an EAP).

^G Helps employees pay child care fees, other than flexible spending accounts.

^H A company-affiliated onsite or near-site center.

^I Children under 1 year of age are allowed to come to work with a parent on a regular basis.

^J An onsite or near-site center sharing the costs and responsibilities with several organizations.

^K Counseling services to seniors and their families.

^L Provides families with appraisals to determine care needs.

^M Provides an opportunity for employees to speak directly with elder care experts about the many types of elder care services.

Source: 2017 Employee Benefits (SHRM)

TABLE 10: EMPLOYEE PROGRAMS AND SERVICES BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Food and Beverages						
Break room/kitchenette		—	91%	90%	93%	93%
Free coffee ^a	▲	72%	76%	76%	78%	80%
Snacks and beverages ^b (employee-paid)		—	64%	61%	62%	61%
Free snacks and beverages ^b (company-paid)		—	20%	22%	20%	22%
Onsite cafeteria (unsubsidized)		—	18%	20%	18%	17%
Onsite cafeteria (fully or partially subsidized by the company)	▼	23%	14%	12%	14%	16%
Prepared take-home meals		3%	2%	1%	3%	3%
Programs, Clubs and Classes						
Company paraphernalia ^c		—	62%	64%	65%	64%
Annual company outing ^d		55%	60%	66%	64%	64%
Community volunteer programs		47%	40%	48%	42%	42%
Take your child to work day		23%	22%	21%	21%	20%
Organization-sponsored sports teams		16%	12%	14%	15%	14%
Pets at work		5%	4%	8%	7%	8%
ESL (English as a second language) classes		6%	5%	5%	5%	5%
Executive club memberships ^e		10%	6%	6%	6%	5%
Foreign language classes (non-English)		4%	4%	5%	5%	4%
Self-defense training		4%	3%	4%	4%	4%
Take your pet to work day ^f		2%	2%	3%	2%	3%
Take your parent to work day		1%	1%	2%	1%	1%

TABLE 10: EMPLOYEE PROGRAMS AND SERVICES BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Services						
Legal assistance/services ^o		23%	21%	23%	25% ^f	26%
Postal services for employees		17%	13%	13%	14%	14%
Onsite convenience store		—	8%	11%	12%	12%
Electric vehicle charging station		—	4%	7%	8%	9%
Travel planning services		11%	6%	8%	9%	9%
Dry cleaning services		10%	9%	7%	8%	8%
Concierge services		4%	3%	3%	3%	3%
Onsite haircuts		1%	2%	2%	1%	2%
Personal grooming subsidy/reimbursement ^h		—	<1%	0%	1%	<1%

Note: n = 2,747-2,783. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). A pound sign (#) indicates that the benefit was modified from the previous year and was not directly comparable. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

^A Fully subsidized coffee or coffee service.

^B For example, vending machine snacks and beverages.

^C For example, company apparel, mugs.

^D For example, company picnic.

^E For example, country club memberships.

^F Once a year as opposed to pets at work generally.

^G Separate from or part of an employee assistance program (EAP).

^H For example, manicures, pedicures, haircuts.

Source: 2017 Employee Benefits (SHRM)

FINANCIAL AND CAREER BENEFITS

TABLE 11: COMPENSATION BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Awards and Bonuses						
Service anniversary award ^A	▼	62%	59%	60%	56%	54%
Incentive bonus plan (executive)		55%	45%	52%	51%	51%
Employee referral bonus		47%	41%	44%	45%	48%
Noncash companywide performance awards ^B		49%	40%	46%	46%	46%
Spot bonus/award ^C		45%	41%	45%	43%	45%
Incentive bonus plan (nonexecutive)		45%	40%	49%	44%	44%
Sign-on bonus (executive)	▲	28%	28%	28%	31%	35%
Shift premiums	▼	43%	35%	34%	36%	33%
Sign-on bonus (nonexecutive)	▲	19%	20%	22%	23%	25%
Retention bonus (executive)		17%	13%	15%	16%	18%
Retention bonus (nonexecutive)		13%	12%	15%	14%	15%
Safety bonus/incentive		—	13%	18%	16%	14%
Stock Options						
Employee stock purchase plan		12%	12%	9%	9%	10%
Restricted stock options		10%	10%	10%	8%	8%
Incentive stock options (ISOs)		11%	9%	10%	8%	8%
Nonqualified stock options ^D		9%	7%	8%	6%	6%
Stock appreciation rights (SARs)		3%	3%	3%	2%	3%

Note: n = 2,693-2,743. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Based on the number of years of employment.

^B For example, gift certificate, extra day off.

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

^D NQSOs or NSOs.

Source: 2017 Employee Benefits (SHRM)

TABLE 12: FINANCIAL BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Insurance						
Company-paid group life insurance ^A		86%	83%	83%	80% ^f	85%
NEW! Supplemental life insurance for employees (employee- or employer-paid)		—	—	—	—	76%
Life insurance for dependents		55%	54%	58%	61%	57%
Accelerated death benefits ^B	▲	19%	21%	21%	23%	31%
Full flexible benefits plans ^C		31%	24%	23%	34%	23% ^f
Pet health insurance		8%	6%	9%	9%	10%
Divorce insurance ^D		—	<1%	1%	3% ^f	4%
Transportation						
Free onsite parking		87%	90%	88%	84% ^f	83%
Automobile subsidy for business use of personal vehicles	▼	43%	26%	31%	22%	23%
Company-owned vehicle for business and personal use		24%	20%	18%	20%	22%
Transit subsidy		12%	10%	13%	13%	13%
Qualified transportation spending account		13%	10%	14%	10%	11%
Parking subsidy ^E		11%	7%	10%	10%	10%
Automobile insurance program for personal use	▼	11%	6%	6%	6%	5%
Carpooling subsidy		4%	3%	5%	4%	4%
Free commuter shuttle		—	2%	4%	3%	4%
Technology						
Company-owned business cell phone or smartphone for business and personal use		56%	41%	60% ^f	54%	57%
Subsidy for cell phone or smartphone bill for employee-owned device		—	42%	45%	36% ^f	41%
Stipend for cell phone or smartphone purchase for employee-owned device		—	—	—	20%	24%
Purchase discounts (not a loan) for employee-owned technological device (e.g., computers, tablets) bought through company		24%	19%	19%	14% ^f	14%
Free computers for employees' personal use		6%	5%	5%	8%	10%
Free, discounted or subsidized home Internet service		4%	3%	5%	5%	5%
Stipend/subsidy for using employee-owned technological device (e.g., computers, tablets) for work		—	—	—	12%	5%
Loans for employees to purchase personal computers		5%	5%	5%	4%	4%
Education						
Undergraduate educational assistance	▼	61%	54%	56%	55%	53%
Graduate educational assistance	▼	59%	50%	52%	52%	50%
529 plan payroll deduction ^F		14%	6%	11%	11%	11%
Educational scholarships for members of employees' families	▼	17%	13%	11%	13%	11%
Company-provided student loan repayment		—	—	3%	4%	4%
NEW! Employer contribution or match for 529 plan		—	—	—	—	2%
Educational loans for members of employees' families		1%	2%	1%	2%	1%
Financial Services						
Financial advice (any type)	▲	37%	28%	34%	36%	49%
Financial advice offered online ^G	▲	24%	19%	25%	24%	36%
Financial advice offered one on one ^G	▲	25%	17%	24%	27%	34%
Financial advice offered in a group/classroom ^G	▲	20%	14%	21%	22%	28%
Credit union	▼	31%	26%	24%	23%	21%
Paycards ^H		17%	17%	20%	19%	20%
Payroll advances		19%	18%	13%	18%	19%
Onsite ATMs	▼	22%	17%	17%	17%	16%
Loans to employees for emergency/disaster assistance		14%	12%	13%	13%	15%

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TABLE 12: FINANCIAL BENEFITS BY YEAR (continued)

	5-Year Change	2013	2014	2015	2016	2017
Credit counseling service ¹	▼	20%	13%	17%	17%	12%
NEW! Identity theft protection (company-paid)		—	—	—	—	9%
Low-/no-interest loans to employees for nonemergency situations		7%	6%	6%	7%	7%
Personal tax services		3%	1%	3%	2%	3%
Discounts and Charity						
Employee discount on company services	▼	40%	33%	34%	32%	34%
Free/discounted uniforms		28%	25%	30%	34%	33%
Discount ticket services ¹		35%	30%	30%	30%	31%
Donations for employee participation in charitable events ^k		35%	33%	39%	26% ^l	28%
Company-purchased tickets ¹		26%	22%	23%	23%	23%
Matching employee charitable contributions		22%	20%	23%	21%	20%
Employer-sponsored personal shopping discounts ¹	▲	7%	11%	13%	19%	18%

Note: n = 2,720-2,791. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year and was not directly comparable. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Does not pertain to employee-paid supplemental insurance.

^B For terminal illnesses.

^C Ability to select from a variety of benefits.

^D Discount on legal fees and services related to divorce; part of or separate from an EAP.

^E Either onsite or offsite.

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

^G Providing employees with information on how to manage their financial resources effectively for a lifetime of financial well-being.

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

^I Credit, debt consolidation, housing counseling, etc.

^J For example, sporting events, cultural events, theme parks.

^K For example, walkathons.

^L For example, retail discounts.

Source: 2017 Employee Benefits (SHRM)

TABLE 13: PROFESSIONAL AND CAREER DEVELOPMENT BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Professional memberships ^a		90%	85%	91%	88%	89%
Professional development opportunities (any type)		88%	82%	84%	86%	87%
Offsite professional development opportunities ^b		85%	78%	81%	82%	83%
Onsite professional development opportunities		69%	61%	67%	66%	72%
Certification/recertification fees		78%	72%	78%	77%	78%
Professional license application or renewal fees		77%	67%	75%	75%	76%
Cross-training to develop skills not directly related to the job		44%	39%	42%	42%	44%
Executive or leadership coaching		—	—	—	16%	43% ^g
Formal mentoring program		20%	18%	15%	21%	22%
Career counseling		13%	13%	15%	16%	16%
College selection/referral ^c		7%	4%	8%	11%	11%

Note: n = 2,765-2,813. No statistically significant changes were found for any benefits from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A pound sign (#) indicates that the benefit was modified from the previous year and was not directly comparable. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A For example, SHRM.

^B For example, seminars, conferences, courses or training to keep skills current.

^C Provides employees with information and helps link them to colleges.

Source: 2017 Employee Benefits (SHRM)

TRAVEL AND RELOCATION BENEFITS

TABLE 14: BUSINESS TRAVEL BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Transportation and Insurance						
Reimbursement for taxicab or car service to and from the airport		83%	84%	87%	87%	87%
Parking reimbursement at the airport while on business travel		—	88%	89%	88%	87%
Mileage reimbursement for the use of a personal car to travel to and from the airport		81%	79%	82%	79%	80%
Travel accident insurance		40%	37%	39%	41%	40%
Rental car upgrades		15%	13%	13%	16%	15%
Meals and Snacks						
Per diem or reimbursement for meals	▲	70%	70%	72%	76%	76%
Paid minibar snacks at the hotel		10%	8%	9%	11%	9%
Hotel and Services						
Employee keeps hotel points		69%	70%	69%	68%	66%
Paid Internet access while on business travel		61%	54%	55%	58%	59%
Reimbursement for personal telephone calls while on business travel	▼	44%	30%	37%	33%	36%
Paid dry cleaning while on business travel		15%	13%	14%	14%	14%
Paid pay-per-view movies at the hotel		5%	4%	4%	3%	4%
Paid health club fees while on business travel		6%	5%	5%	4%	4%
Airline						
Employee keeps frequent flyer miles		69%	70%	70%	67%	65%
First or business class airfare for international travel		18%	19%	20%	17%	14%
First or business class airfare for domestic travel		14%	13%	17%	13%	12%
Paid airline club membership		5%	3%	4%	4%	3%
Spouse, Partner, Dependents and Pets						
Paid travel expenses for spouse	▼	7%	5%	6%	2%	2%
Paid travel expenses for dependent children		4%	2%	4%	2%	1%
Paid travel expenses for opposite-sex domestic partner		3%	3%	3%	1%	1%
Paid travel expenses for same-sex domestic partner		3%	3%	3%	1%	1%
Paid child care expenses while on business travel		2%	<1%	1%	1%	1%
Paid pet care expenses while on business travel		1%	<1%	<1%	1%	1%
Paid elder care expenses while on business travel		—	0%	<1%	<1%	1%

Note: n = 2,742-2,789. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey or was combined with another benefit.

Source: 2017 Employee Benefits (SHRM)

TABLE 15: HOUSING AND RELOCATION BENEFITS BY YEAR

	5-Year Change	2013	2014	2015	2016	2017
Relocation lump sum payment ^A		32%	31%	32%	32%	29%
Temporary relocation benefits ^B		22%	18%	23%	24%	20%
Location visit assistance ^C	▼	22%	16%	17%	17%	15%
Reimbursement of shipping fees ^D	▼	20%	16%	16%	15%	13%
Cost-of-living differential		12%	11%	12%	12%	12%
Third-party relocation plan ^E		—	10%	9%	7%	7%
Assistance selling previous home		12%	11%	9%	9%	7%
Rental assistance		6%	3%	4%	7%	6%
Reimbursement of closing costs ^D		10%	9%	9%	8%	5%
Spouse relocation employment assistance		9%	5%	5%	7%	5%
Reimbursement of realtor fees ^D		10%	9%	8%	8%	5%
Housing counseling ^F		7%	3%	5%	5%	5%
Home insurance program ^G		6%	3%	3%	5%	4%
Reimbursement for financial loss sustained from a home sale ^H		7%	5%	5%	4%	3%
Down payment assistance		3%	1%	3%	3%	3%
Renter insurance program ^I		4%	2%	1%	3%	3%
Mortgage assistance		3%	2%	3%	4%	2%
Home buyout program ^J		6%	3%	3%	3%	2%
Mortgage insurance		1%	1%	1%	1%	1%

Note: n = 2,742-2,769. An arrow in the "5-Year Change" column indicates a statistically significant change in the benefit from five years ago (2013 to 2017). Green and red percentages indicate a statistically significant change compared with the previous year; green indicates an increase and red a decrease. A dash (—) indicates that the benefit was not assessed on the respective year's survey.

^A Single lump sum to the relocating employee.

^B Helps temporarily relocated employees maintaining two residences.

^C House-hunting trips.

^D Employer covers some or all of the costs/fees.

^E Employer hires a relocation management company to buy and resell the relocated employee's residence.

^F Advice on buying, renting, defaults and foreclosures.

^G Discount on home insurance.

^H Employer covers some or all of the home sale loss.

^I Discount on renters insurance.

^J Employer purchases the relocated employee's home.

Source: 2017 Employee Benefits (SHRM)

ENDNOTES

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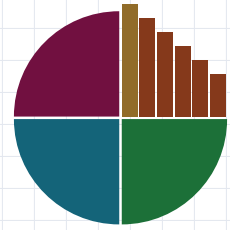
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