

SPECIAL REPORT: GOVERNMENT CONTRACTORS

2024

North Alabama Wage & Benefit Survey

Benefits Detailed Report

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Introduction

This report includes results from the 2024 Wage and Benefit Survey for North Alabama. The survey was designed and administered by Horizon Point Consulting, Inc. in partnership with economic and industrial development entities across North Alabama in Cherokee, Colbert, Cullman, DeKalb, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marshall, and Morgan Counties.



Data was collected between 04/01/2024 and 05/10/2024. All data reported in this survey is as of 01/01/2024 to comply with antitrust guidelines. Only results that meet DOJ and FTC antitrust guidelines are published in this report.

In this special report, only data provided by businesses who self-identified as Government Contractors is included. Businesses listed on the following pages may or may not be included in this subset of data.

Participating Businesses

3M Decatur
4M Research, Inc
a.i. solutions
AI Signal Research, Inc.
Alabama Stone Company
AlphaPet, Inc.
American Excelsior Company
AMERICAN LEAKLESS COMPANY, LLC
American Wholesale Book Company Inc.
Anglin Reichmann Armstrong P.C.
Applied Technology Solutions, Inc.
Asahi Kasei Plastics North America
Ascend Performance Materials
Athens State University
Axxeum
Bank Independent
Baron Weather, Inc.
Beyond Gravity USA
Blue Origin
Bocar US
Brockwell Technologies, Inc.
Brown Precision, Inc.
Buccaneer Rope Co.
Bunge North America
Busted Knuckle Offroad
Canvas Inc.
Cardington Yutaka Technologies, Inc.
Carpenter Technology
Central Textile
Chambers Bottling Co., LLC
City of Huntsville
Claborn Manufacturing
CohesionForce, Inc
Coilplus Alabama
COLSA
Concordia Technologies Inc.
Constellium, LLC
CONTRACTOR SERVICE AND FABRICATION, INC
Cook Museum of Natural Science
Cortina Solutions
Cullman Cabinet and Supply Company, Inc.
Custom Synthetic Fibers
Daikin America, Inc.
DaikyoNishikawa USA Inc
Davidson Technologies
Decatur Utilities
DESE Research, Inc.
Design Technologies, LLC
Dunn Building Company, LLC
EFP, LLC
Electricfil Corporation
EOS Defense Systems USA, Inc.
Erica Lane Enterprises, Inc.
ES Robbins Corporation
Essity Professional Hygiene NA LLC
First Southern Bank
Flexco
Flourish of Cullman
Fort Payne Improvement Authority
Franklin County EDA
G&G Steel, Inc.
GE Appliances, a Haier Company
Gemstone Ventures LLC
Gleason Research Associates, Inc.
Goat Island Craft Brewing, LLC
Great Southern Wood Preserving, Inc.
Griffon Aerospace Inc.
Hexcel Corporation
HH Health System Athens-Limestone Hospital
HH TECHNOLOGIES, INC
Holcim Building Envelope
HomTex, Inc.
Huntsville Hospital
Huntsville/Madison County Chamber
Huntsville-Madison County Airport Authority
Hyosung USA
ICool, USA. Inc.
Independent Stave Company
Ineos Styrolution
Inland Buildings

Participating Businesses

InterFuze
International Paper
Intuitive Research and Technology Corporation
Invariant Corporation
John Blue Company
Lakeland Industries Inc.
Leonardo DRS
Limestone Building Group, LLC
Limestone County Commission
Linamar Structures USA (Alabama) Inc.
LP Building Solutions
Marathon Targets, Inc.
Matthews Industries, Inc.
Maximum Technology Corporation
Mazda North American Operations
Mazda Toyota Manufacturing
McGriff
MICOR Industries, LLC
Monarch Steel of Alabama
MOSELEY TECHNICAL SERVICES, INC.
MSB Analytics, Inc.
MSCED
Navistar Inc
Nippon Express USA
North Alabama Fabricating Company, Inc.
North American Lighting
nou Systems, Inc
NTA, Inc.
Nucor Steel Decatur
Our Lady of the Angels Monastery
Outpost Technologies, Inc.
PeopleTec, Inc.
Phased n Research, Inc.
Phoenix
Pilgrim's
Pinnacle Manufacturing LLC
Polaris, Inc
Polyvance
QTEC Aerospace
Radiance Technologies
Rebecca Lowrey Real Estate Group
REHAU Automotive LLC
Reliance Worldwide Corporation
ROPAK MANUFACTURING COMPANY INC
Royal Technologies
Rusken Packaging, Inc.
SCI Technology Inc.
Science and Engineering Services, LLC
SEA Wire and Cable, Inc.
Shoals EDA
Simulation Technologies, Inc. -SimTech
Snap-On Tools, Inc.
Steelcase, Inc
Strata-G Solutions, LLC
Systems Automotive Interiors Alabama
T & C STAMPING, INC.
Taylor Manufacturing, Inc.
TH Marine Supplies, LLC
Thacker Casket Manufacturing
The Tolliver Group, Inc.
The University of Alabama in Huntsville
Tiffin Motor Homes
Tintronics Industries
Toray Fluorofibers (America), Inc.
Torch Technologies
Town of Elkmont
ITRIS USA, Inc.
TriVector Services, Inc.
TRU-LINE MANUFACTURING, INC.
Turner Medical, Inc. dba Intech
United Launch Alliance
UTD
Vulcan Plastics
Warehouse Home Furnishings Distributors, Inc.
Wilks Tire & Battery Service
Willo Products Company, LLC
Wilson Lumber Company
Wolverine Tube Industries
Y-tec Keylex Toyotetsu Alabama (YKTA)

Business Demographics

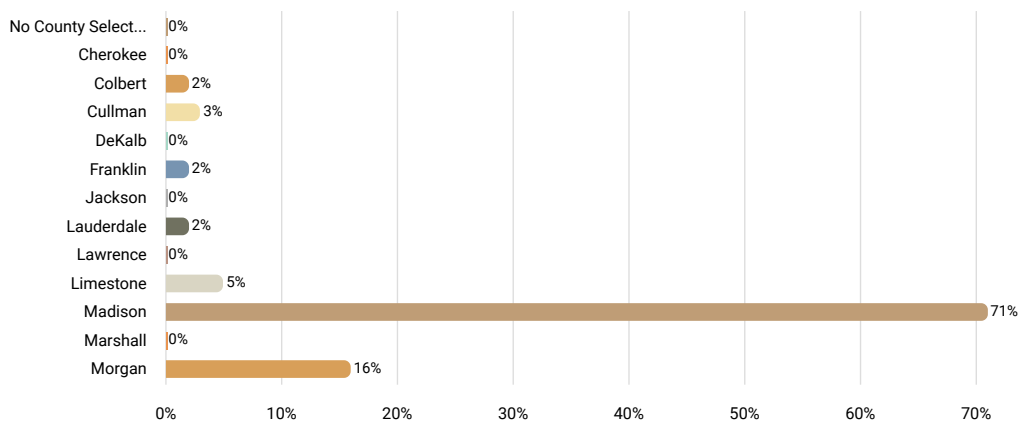
1. Demographic Information

1.1. In which county is your company located?

Answered 58 times

Skipped 0 times

Select one answer (drop down)



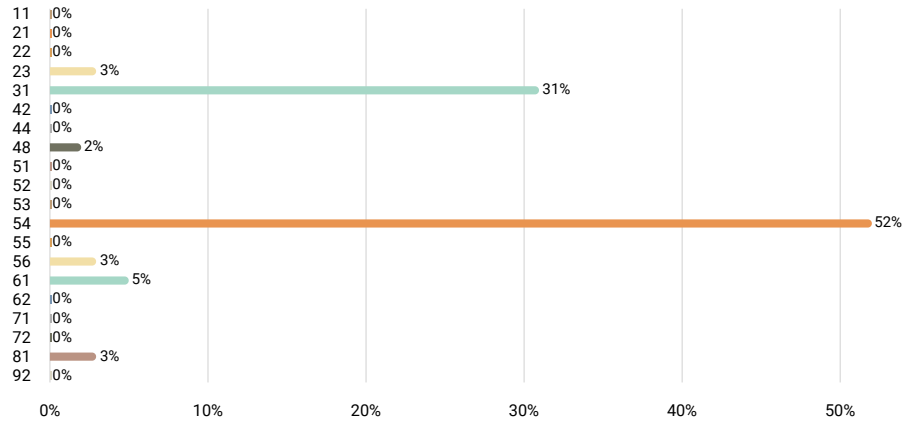
Results	%	N
No County Selected	0%	0
Cherokee	0%	0
Colbert	2%	1
Cullman	3%	2
DeKalb	0%	0
Franklin	2%	1
Jackson	0%	0
Lauderdale	2%	1
Lawrence	0%	0
Limestone	5%	3
Madison	71%	41
Marshall	0%	0
Morgan	16%	9

1.2. What is the two digit NAICS (North American Industry Classification System) code for your industry?

Answered 58 times

Skipped 0 times

Select one answer (drop down)



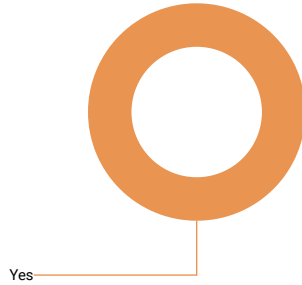
Results	%	N
11 Agriculture, Forestry, Fishing and Hunting	0%	0
21 Mining	0%	0
22 Utilities	0%	0
23 Construction	3%	2
31-33 Manufacturing	31%	18
42 Wholesale Trade	0%	0
44-45 Retail Trade	0%	0
48-49 Transportation and Warehousing	2%	1
51 Information	0%	0
52 Finance and Insurance	0%	0
53 Real Estate Rental and Leasing	0%	0
54 Professional, Scientific, and Technical Services	52%	30
55 Management of Companies and Enterprises	0%	0
56 Administrative and Support and Waste Management and Remediation Services	3%	2
61 Educational Services	5%	3
62 Health Care and Social Assistance	0%	0
71 Arts, Entertainment, and Recreation	0%	0
72 Accommodation and Food Services	0%	0
81 Other Services (except Public Administration)	3%	2
92 Public Administration	0%	0

1.4. Is your organization a government contractor?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



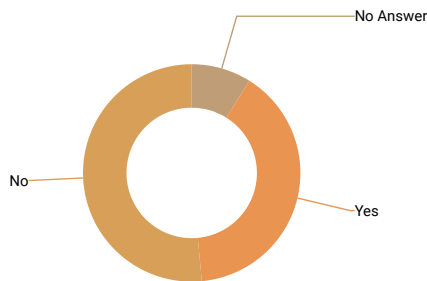
Results	%	N
No Answer	0%	0
Yes	100%	58
No	0%	0

1.5. Is your organization a manufacturer?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



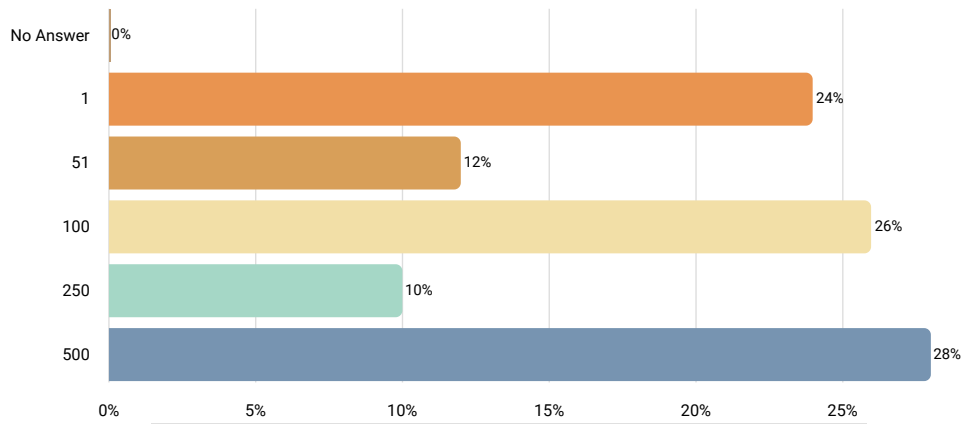
Results	%	N
No Answer	9%	5
Yes	40%	23
No	52%	30

1.6. Company Size

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
No Answer	0%	0
1-50 Employees	24%	14
51-99 Employees	12%	7
100-249 Employees	26%	15
250-499 Employees	10%	6
500+ Employees	28%	16

Company and HR Data

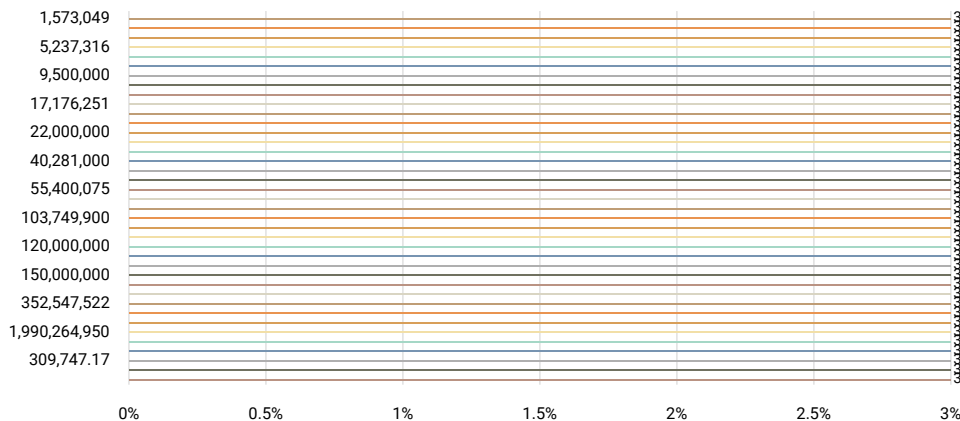
2. Company and HR Data

2.1. Total Gross Revenue in 2023

Answered 39 times

Skipped 19 times

Number input



Statistics	
10th percentile	4,300,000
25th percentile	9,948,000
50th percentile	40,662,536
75th percentile	121,446,681
90th percentile	373,600,000
Mean	479,359,427.16
Median	40,662,536
Standard deviation	2,164,283,530.62
Total/sum	18,695,017,659.2

2.2. Total Gross Payroll in 2023

Answered 41 times

Skipped 17 times

Number input



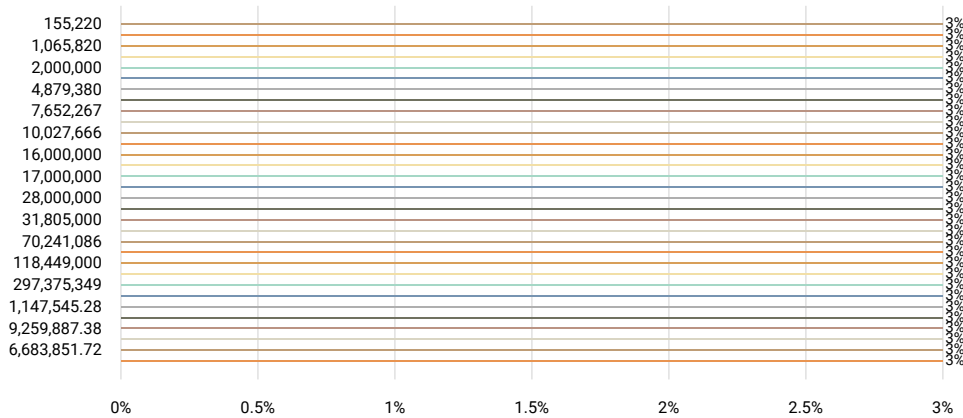
Statistics	
10th percentile	1,371,173
25th percentile	4,527,879.56
50th percentile	12,278,147.55
75th percentile	31,394,314
90th percentile	87,210,619.48
Mean	73,403,717.06
Median	12,278,147.55
Standard deviation	308,745,810.47
Total/sum	3,009,552,399.54

2.3. Total Budgeted Payroll for 2023

Answered 32 times

Skipped 26 times

Number input



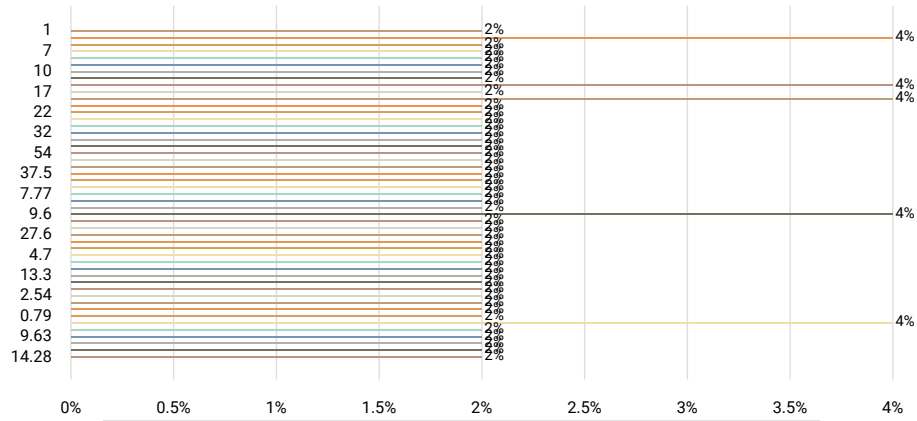
Statistics	
10th percentile	1,147,545.28
25th percentile	4,939,690
50th percentile	13,638,384.5
75th percentile	30,764,082
90th percentile	118,449,000
Mean	94,667,632.94
Median	13,638,384.5
Standard deviation	356,711,114.01
Total/sum	3,029,364,254.06

2.4. Overall Turnover Rate in 2023

Answered 54 times

Skipped 4 times

Number input



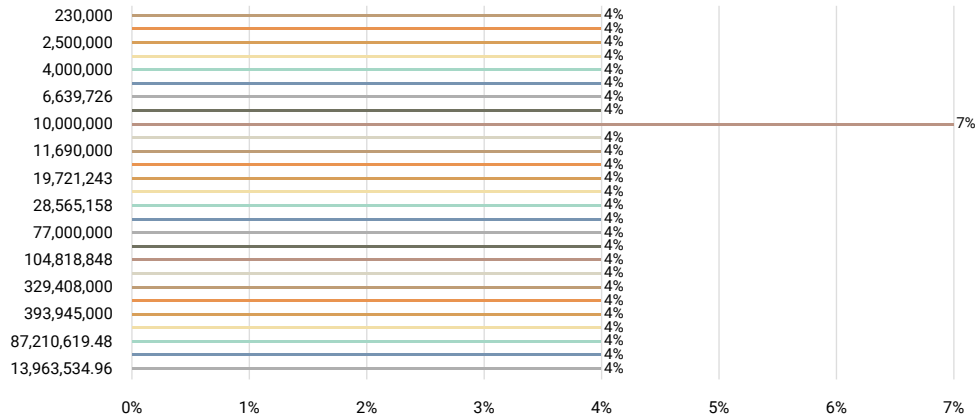
Statistics	
10th percentile	4.7
25th percentile	9
50th percentile	14.92
75th percentile	22.4
90th percentile	34
Mean	19.17
Median	14.92
Standard deviation	18.22
Total/sum	1,035.05

2.5. Total Operating Budget for 2023

Answered 28 times

Skipped 30 times

Number input



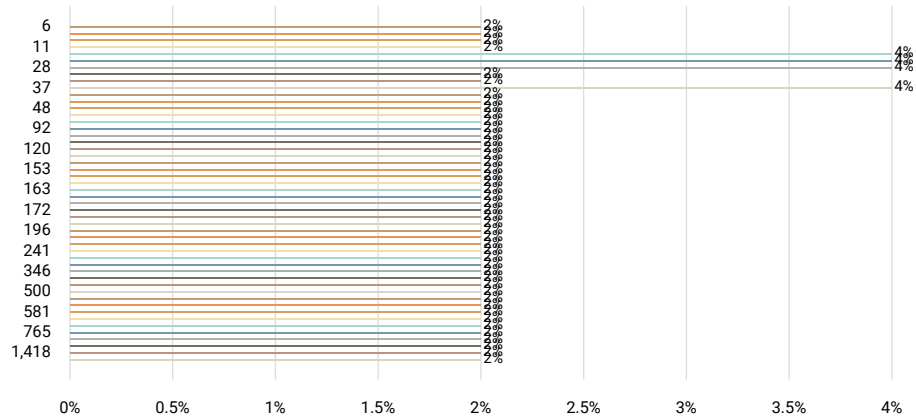
Statistics	
10th percentile	2,500,000
25th percentile	6,969,863
50th percentile	17,123,619
75th percentile	92,751,684.24
90th percentile	373,600,000
Mean	90,877,052.54
Median	17,123,619
Standard deviation	165,435,299.47
Total/sum	2,544,557,471.1

2.6. Number of Full-Time Employees (FTEs)

Answered 54 times

Skipped 4 times

Number input



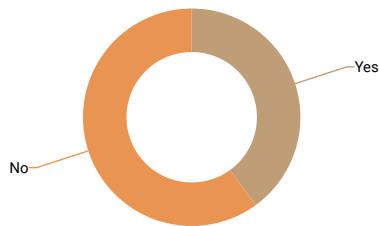
Statistics	
10th percentile	14
25th percentile	37
50th percentile	157.5
75th percentile	346
90th percentile	753
Mean	314.63
Median	157.5
Standard deviation	531.18
Total/sum	16,990

2.7. Are you planning a hiring campaign this year?

Answered 53 times

Skipped 5 times

Select one answer (radio button)



Results	%	N
Yes	40%	21
No	60%	32

2.8. Which types of positions do you plan to hire this year?

Answered 21 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

Results	N
Full-Time, Exempt	19
Full-Time, Non-Exempt	17
Part-Time	7
Temporary	8
Intern	10
Co-Op	3

2.9. How many people do you expect to hire in 2024?

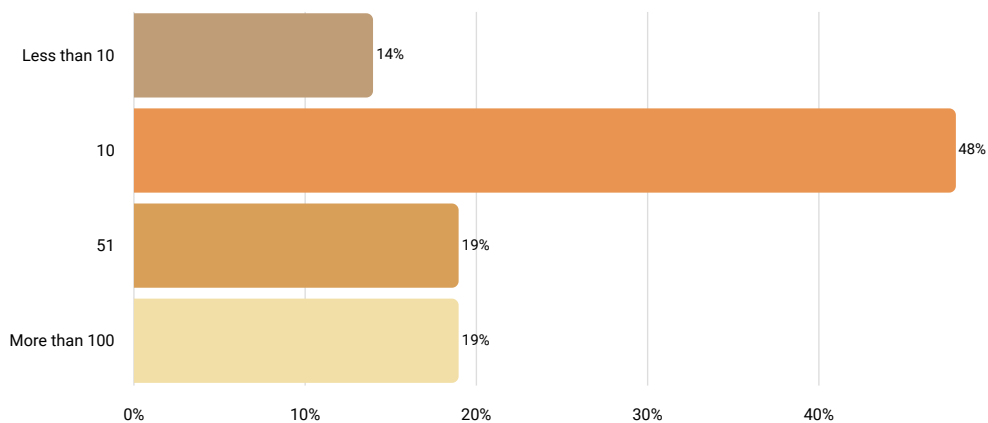
Answered 21 times

Skipped 0 times

Select one answer (drop down)

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"



Results	%	N
Less than 10	14%	3
10-50	48%	10
51-100	19%	4
More than 100	19%	4

2.10. Which job title(s) is/are the hardest to fill as of 01/01/2024?

Answered 16 times

Skipped 5 times

Text area input

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

Results	
machinist	2
cost analyst; cybersecurity	1
metal building assembler and superintendent	1
network engineers, software developers, systems administrators, scrum masters	1
hourly production	1
maintenance, ehs	1
maintenance technician process control technician	1
engineering	1
structural steel fitter industrial painter	1
software engineer	1
software and cloud engineers w/clearances	1
office administrator	1
control engineer	1
maintenance; machine operaor -2nd and third shift roles. cnc operator.	1
electrician, maintenance technician	1

2.11. For the job title(s) that is/are hard to fill, please describe the volume. In other words, do you have one open position for XYZ job or ten open positions?

Answered 16 times

Skipped 5 times

Text area input

This question is applicable when the following conditions are met:

- "Are you planning a hiring campaign this year?" has Selected button "Yes"

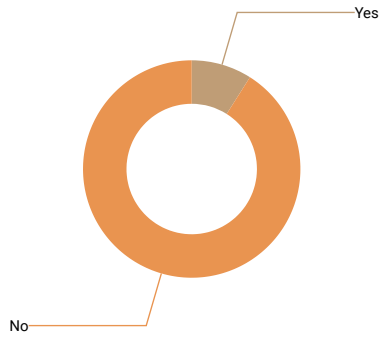
Results	
2	2
5	1
it fluctuates.	1
8 metal building assemblers and 2 superintendents	1
generally one position	1
currently, hourly production about 20 positions	1
4 open maintenance	1
maintenance technician ~ 4 process control tech ~ 2	1
between 1 and 6	1
structural steel fitter =5 industrial painter = 3	1
5 software engineers and 5 cloud engineers	1
two positions	1
10-15	1
accounting, procurement, human resources, it, police officers, skilled trades	1
1 open position for maintenance; 4 open positions for machine operator.	1

2.12. Are any of your employees represented by a union?

Answered 56 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	9%	5
No	91%	51

2.13. You indicated that you have employees who are part of a union. Which union?

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "Yes"

Results	
united steel workers internal union	1
rwdsu, ibt, ufcw	1
iam	1
nasa custodians, international association of machinists and aerospace workers, district #75, local lodge #2766	1
usw	1

2.14. How many of your employees are represented by a union?

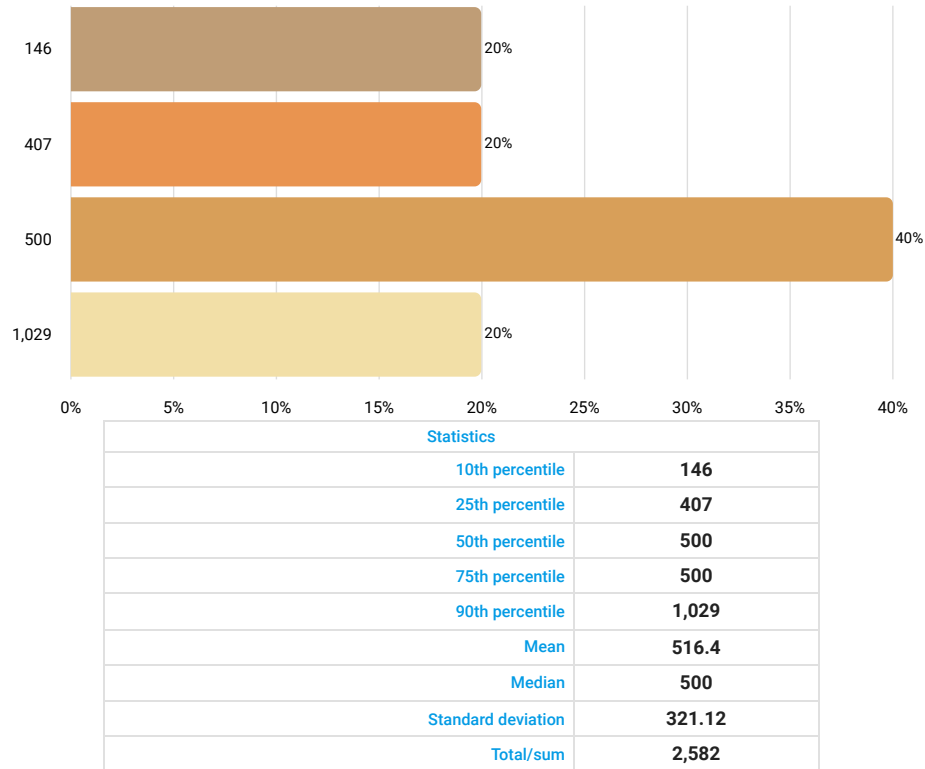
Answered 5 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "Yes"



2.15. You indicated that you have no employees represented by a union. Is there any union activity taking place at your site?

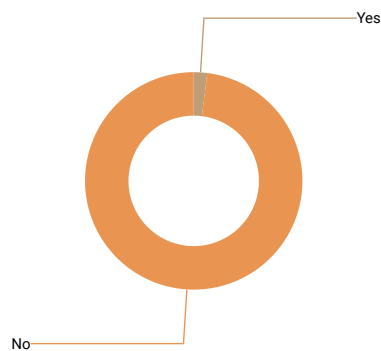
Answered 51 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Are any of your employees represented by a union?" has Selected button "No"



Results	%	N
Yes	2%	1
No	98%	50

Pay Practices

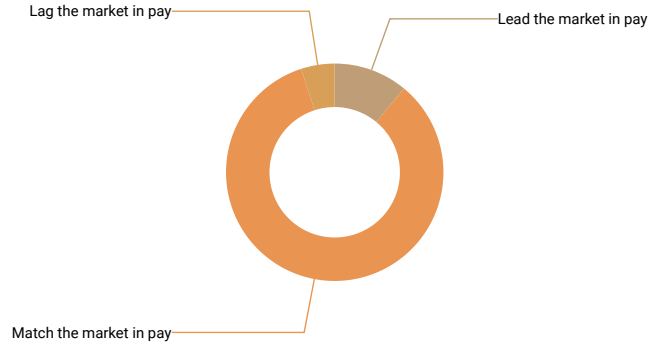
3. Pay Practices

3.1. What is your strategic compensation policy in regards to the external market?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



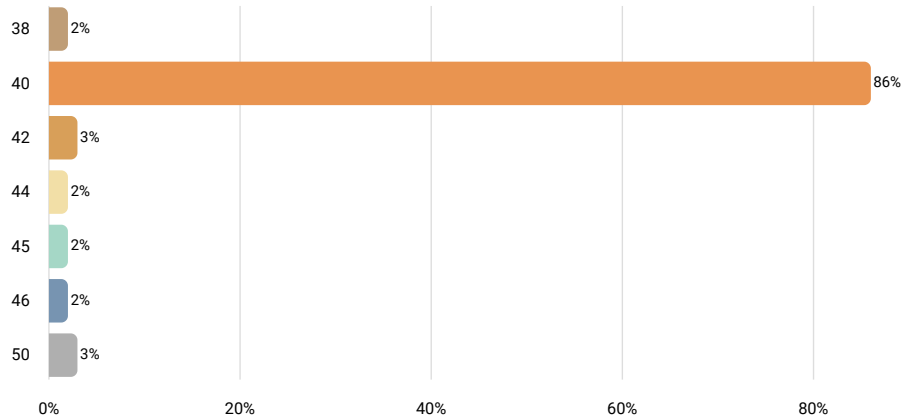
Results	%	N
Lead the market in pay	11%	6
Match the market in pay	84%	48
Lag the market in pay	5%	3

3.2. What is your company's average workweek in hours?

Answered 58 times

Skipped 0 times

Number input



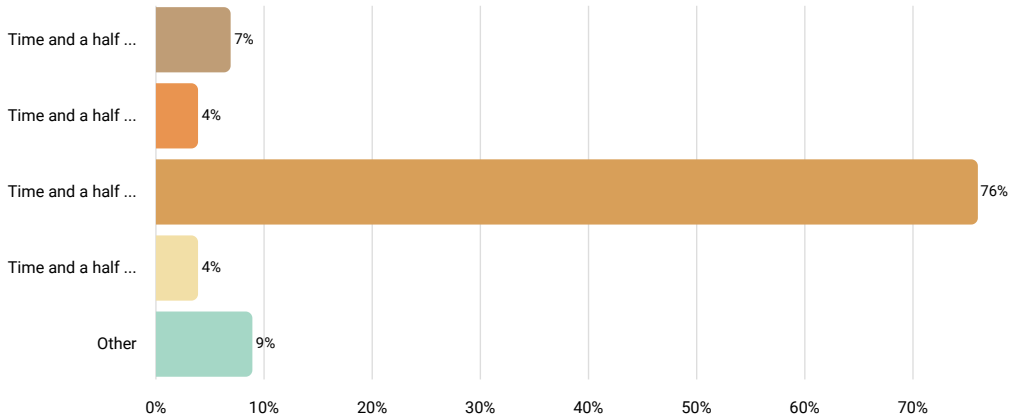
Statistics	
10th percentile	40
25th percentile	40
50th percentile	40
75th percentile	40
90th percentile	42
Mean	40.64
Median	40
Standard deviation	2.16
Total/sum	2,357

3.3. How do you calculate overtime hours?

Answered 55 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Time and a half over 8 hours	7%	4
Time and a half over 12 hours	4%	2
Time and a half over 40 hours	76%	42
Time and a half over 80 hours	4%	2
Other	9%	5

3.4. Describe how you calculate overtime hours.

Answered 5 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "How do you calculate overtime hours?" has Selected button "Other"

Results	
n/a	1
time and half over 40, unscheduled, 7th consecutive day, hours worked on holidays.	1
for full time employees we have comp time. for part time employees it is 1.5 after 40 hours.	1
nonexempt: time-and-half over 40 hours in a work week; exempt: straight-time over 40 hours in a work week (except where state law or specific contracts specify otherwise)	1
exempt: regular time over 40. non-exempt: time and a half over 40	1

3.5. Do you offer any incentive, bonus, or profit-sharing options specifically for production/maintenance employees?

Answered 25 times

Skipped 33 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	0
Quarterly Bonus, based on company performance	2
Annual Bonus, based on individual performance	10
Annual Bonus, based on company performance	14
Other	5

3.6. Do you offer any incentive, bonus, or profit-sharing options specifically for process E&I employees?

Answered 18 times

Skipped 40 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	0
Semi-Annual Bonus, based on company performance	0
Quarterly Bonus, based on individual performance	0
Quarterly Bonus, based on company performance	1
Annual Bonus, based on individual performance	9
Annual Bonus, based on company performance	12
Other	1

3.7. Do you offer any incentive, bonus, or profit-sharing options specifically for executive employees?

Answered 47 times

Skipped 11 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	2
Semi-Annual Bonus, based on company performance	2
Quarterly Bonus, based on individual performance	3
Quarterly Bonus, based on company performance	3
Annual Bonus, based on individual performance	25
Annual Bonus, based on company performance	36
Other	4

3.8. Do you offer any incentives, bonuses, or profit-sharing for employees at-large?

Answered 35 times

Skipped 23 times

Select multiple answers (checkboxes)

Results	N
Semi-Annual Bonus, based on individual performance	1
Semi-Annual Bonus, based on company performance	1
Quarterly Bonus, based on individual performance	0
Quarterly Bonus, based on company performance	1
Annual Bonus, based on individual performance	17
Annual Bonus, based on company performance	22
Other	7

3.9. Please describe any incentive, bonus, or profit-sharing for employees at-large.

Answered 6 times

Skipped 1 times

Text area input

This question is applicable when the following conditions are met:

- `Do you offer any incentives, bonuses, or profit-sharing for employees at-large?` has `Other` checked

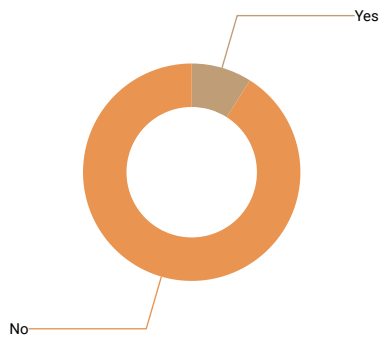
Results	
spot bonuses based on performance or contribution on a specific project	1
profit sharing based on company performance	1
we offer \$1 per hour for every hour worked in a month where the ee does not have any disciplinary actions or unexcused absences.	1
esop	1
incentive bonus based on company and individual performance for leadership positions or critical employees.	1
spot bonus for outstanding performance	1

3.10. Do you have any skills-based pay programs in place?

Answered 54 times

Skipped 4 times

Select one answer (radio button)



Results	%	N
Yes	9%	5
No	91%	49

3.11. How are employees classified at your company?

Answered 50 times

Skipped 8 times

Select multiple answers (checkboxes)

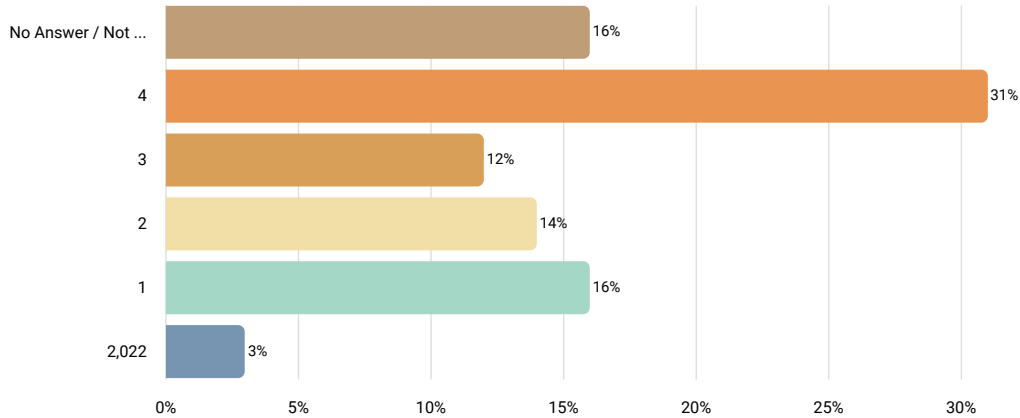
Results	N
Tiers	7
Bands	4
Grades	20
Levels	32
Schedules	3
Other	2

3.12. When was your last pay increase for hourly employees?

Answered 58 times

Skipped 0 times

Select one answer (drop down)



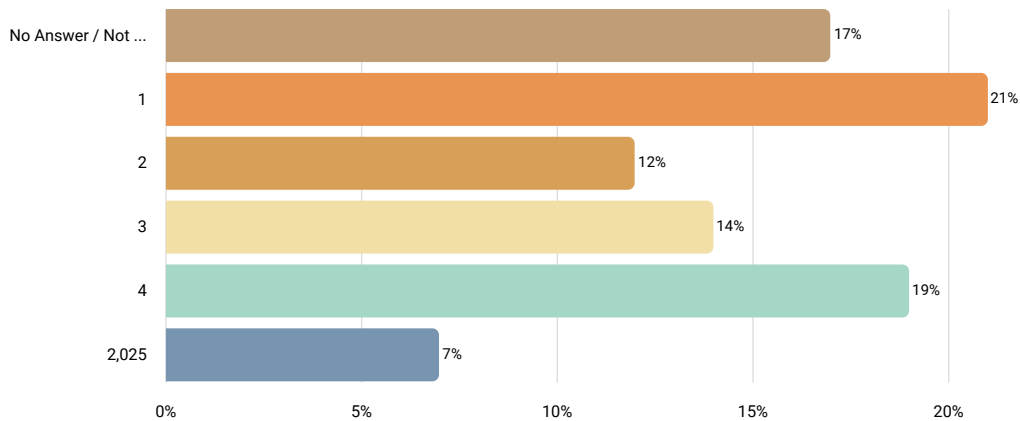
Results	%	N
No Answer / Not Applicable	16%	9
4th Quarter 2023 (Oct,Nov,Dec)	31%	18
3rd Quarter 2023 (Jul,Aug,Sep)	12%	7
2nd Quarter 2023 (Apr,May,Jun)	14%	8
1st Quarter 2023 (Jan,Feb,Mar)	16%	9
2022 or Earlier	3%	2

3.13. When is the next anticipated wage increase for hourly employees?

Answered 58 times

Skipped 0 times

Select one answer (drop down)



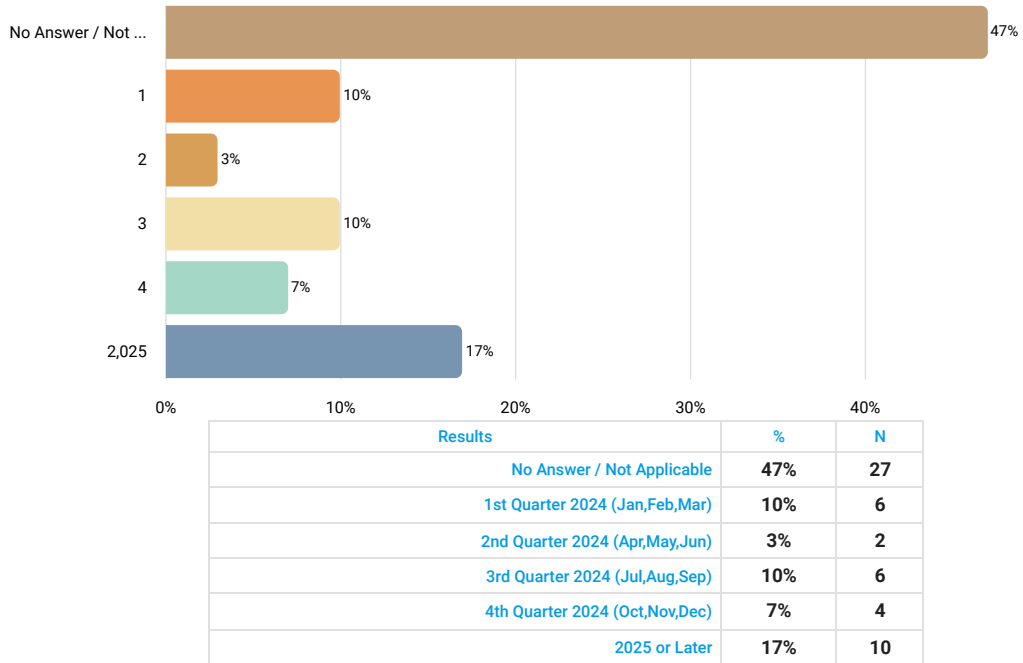
Results	%	N
No Answer / Not Applicable	17%	10
1st Quarter 2024 (Jan,Feb,Mar)	21%	12
2nd Quarter 2024 (Apr,May,Jun)	12%	7
3rd Quarter 2024 (Jul,Aug,Sep)	14%	8
4th Quarter 2024 (Oct,Nov,Dec)	19%	11
2025 or Later	7%	4

3.14. If applicable, when is the next anticipated change in your pay RANGE for hourly employees?

Answered 58 times

Skipped 0 times

Select one answer (drop down)

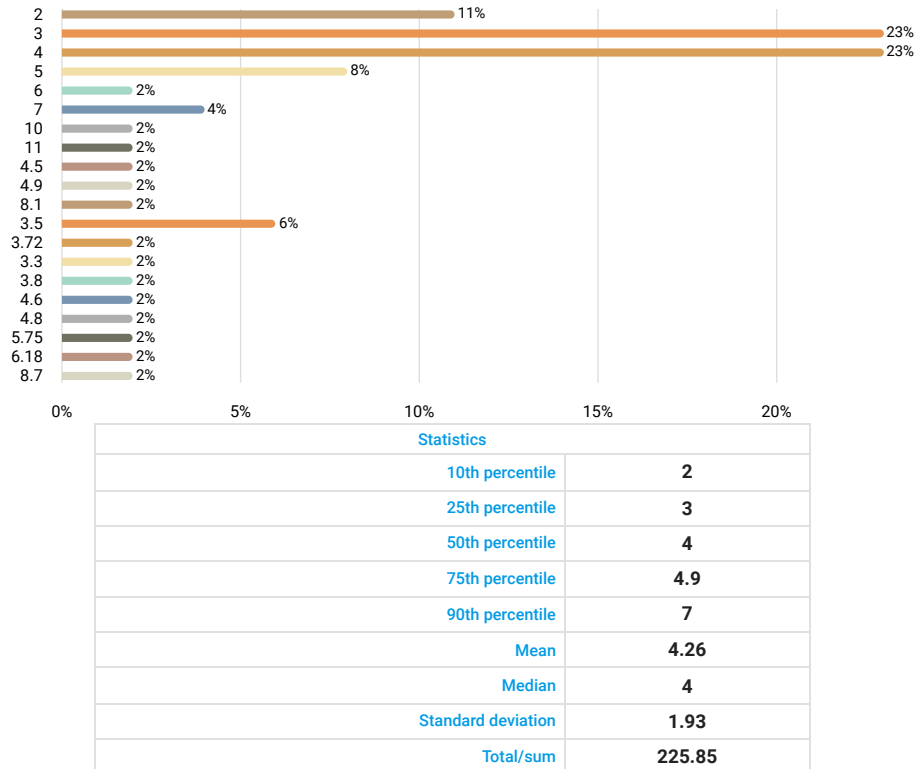


3.15. What was the average amount of your last pay increase as a percentage of base rates?

Answered 53 times

Skipped 5 times

Number input

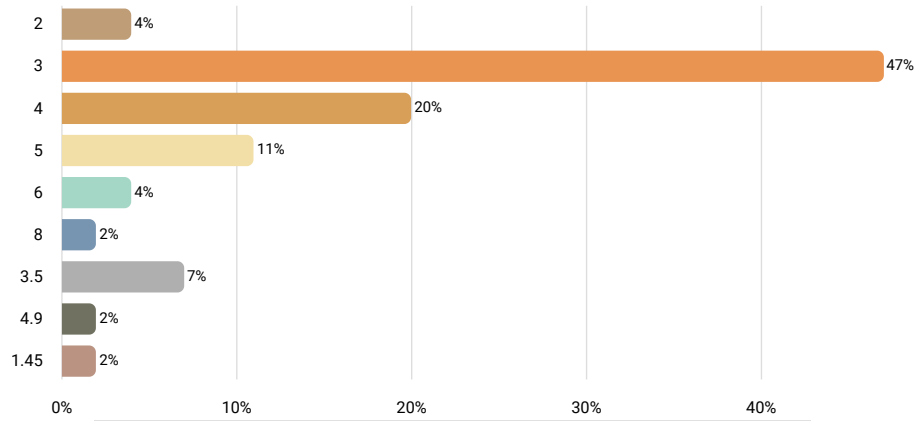


3.16. What is your estimate of the average amount of the next pay increase, as a percentage of base rates :

Answered 45 times

Skipped 13 times

Number input



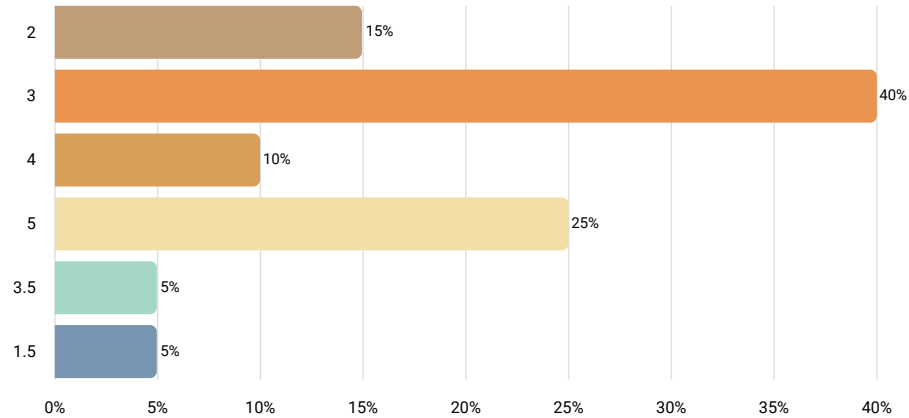
Statistics	
10th percentile	3
25th percentile	3
50th percentile	3
75th percentile	4
90th percentile	5
Mean	3.66
Median	3
Standard deviation	1.18
Total/sum	164.85

3.17. If applicable, what is your estimate of percentage change in next the pay RANGE increase?

Answered 20 times

Skipped 38 times

Number input



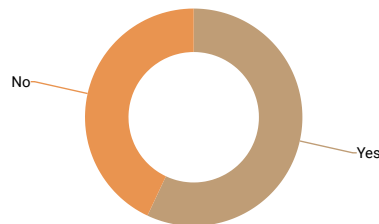
Statistics	
10th percentile	2
25th percentile	3
50th percentile	3
75th percentile	4.5
90th percentile	5
Mean	3.4
Median	3
Standard deviation	1.13
Total/sum	68

3.18. Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?

Answered 53 times

Skipped 5 times

Select one answer (radio button)



Results	%	N
Yes	57%	30
No	43%	23

3.19. How are Merit Raises determined?

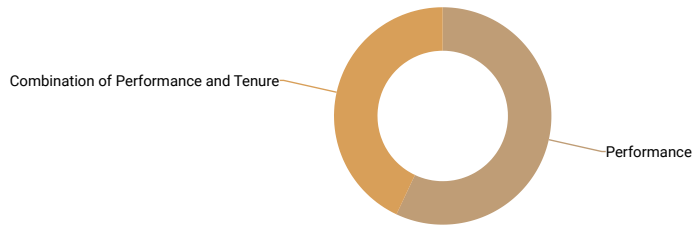
Answered 30 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Do you offer Merit Raises that are separate from Cost of Living Adjustments (COLA)?" has Selected button "Yes"



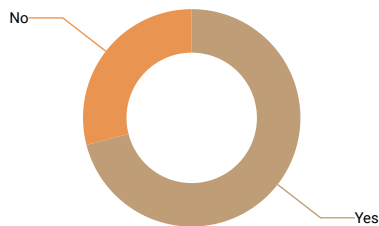
Results	%	N
Performance	57%	17
Tenure / Seniority	0%	0
Combination of Performance and Tenure	43%	13

3.20. Does your company have positions that are leveled?

Answered 55 times

Skipped 3 times

Select one answer (radio button)



Results	%	N
Yes	71%	39
No	29%	16

3.21. For positions that are leveled, how many levels does your company recognize? If different by job category, please describe.

Answered 34 times

Skipped 5 times

Text input

This question is applicable when the following conditions are met:

- "Does your company have positions that are leveled?" has Selected button "Yes"

Results	
	3 4
	5 3
	6 2
	4 1
	7 1
	8 1
	varies by position 1
	some have 3, others have 4 or 5 1
	maintenance 1-7 1
	non-exempt 4 levels; exempt 6 levels; leaders 3 levels 1
	varies per job category 1
	engineering technicians i-vi 1
	non-exempt 4 levels; exempt 6 levels 1
	levels 1-4 1
	maintenance - 3 levels 1
	different by job category. most ranging from level 1 to level 10. 1
	up to 5 levels 1
	2 levels for herbicide applicator (based on certification), 3 levels for project managers, 5 levels for sewing machine operator 1
	3-5 1
	professional technical/engineering positions might have 4 levels, whereas professional administrative positions might have 3 levels. 1
	peopletec's compensation structure classifies employees by job family and individual job titles based on relative skills and experience. each job title is broken down into 3-10 levels according to education, years of related experience, and increased responsibilities. each level is associated with one of our 12 salary grades. employee compensation is determined by the specific education, experience, and skill level as defined by the advertised job description or their organic advancement through job title levels 1
	engineering: 7, scientist/tech staff: 6, analyst: 7, software developer: 7, senior management/ principal investigator: 7, technician: 1 1
	executive - 1 level; senior tech - 6 levels; senior admin - 4 levels; engineer - 9 levels; technical analysts - 6 levels; administrative analyst - 4 levels; graphics illustrator - 3 levels; technician - 4 levels; engineering aide- 1 level; admin staff - 4 levels; machinist - 4 levels 1
	it is dependent on position, engineers go up to 6 levels, production positions go up to 4 and 5 levels, professional admin positions go up to 4 and 5, management positions go up to 6. 1
	order management (admin) 1
	five levels: sme, principal, senior, mid, entry 1
	5-7 levels for research oriented engineering and computer scientist positions, 2-3 levels for all other positions that have levels (typically administrative) 1
	job families have anywhere from 1 to 7 levels. most job families have at least 4 levels. 1

3.22. Does your company require that wage surveys collect and report data by levels?

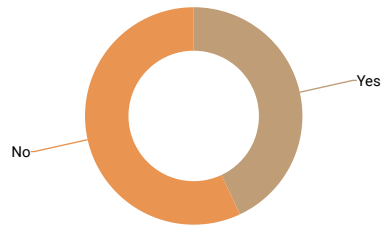
Answered 37 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company have positions that are leveled?" has Selected button "Yes"



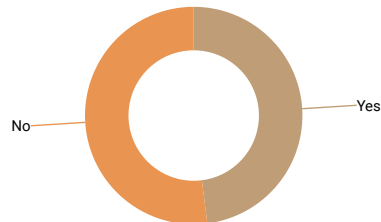
Results	%	N
Yes	43%	16
No	57%	21

3.23. Does your company have Production, Maintenance, and/or Warehouse positions?

Answered 56 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	48%	27
No	52%	29

3.24. Number of employees in production

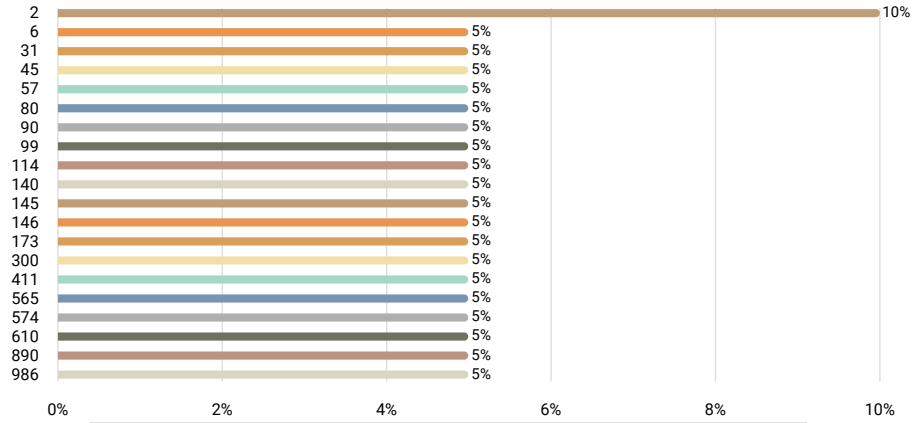
Answered 21 times

Skipped 6 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	6
25th percentile	57
50th percentile	140
75th percentile	411
90th percentile	610
Mean	260.29
Median	140
Standard deviation	296.37
Total/sum	5,466

3.25. Average entry/hire hourly rate for production employees

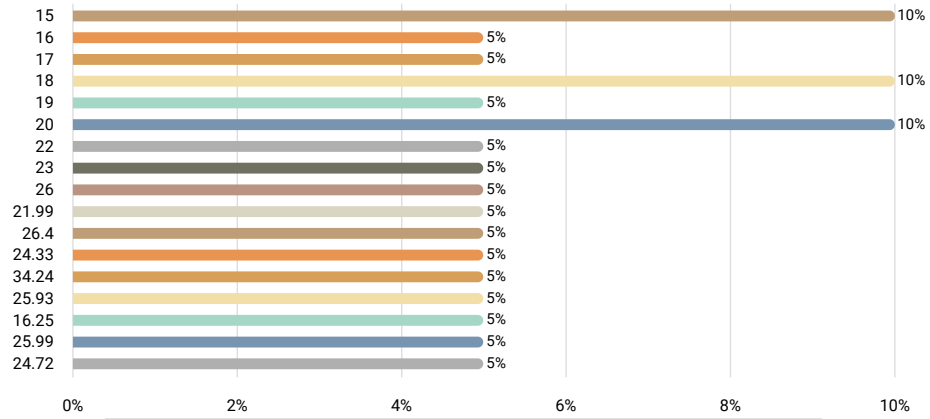
Answered 20 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	15.5
25th percentile	17.5
50th percentile	20.99
75th percentile	25.33
90th percentile	26.2
Mean	21.44
Median	20.99
Standard deviation	4.95
Total/sum	428.85

3.26. Average actual base rate for production employees

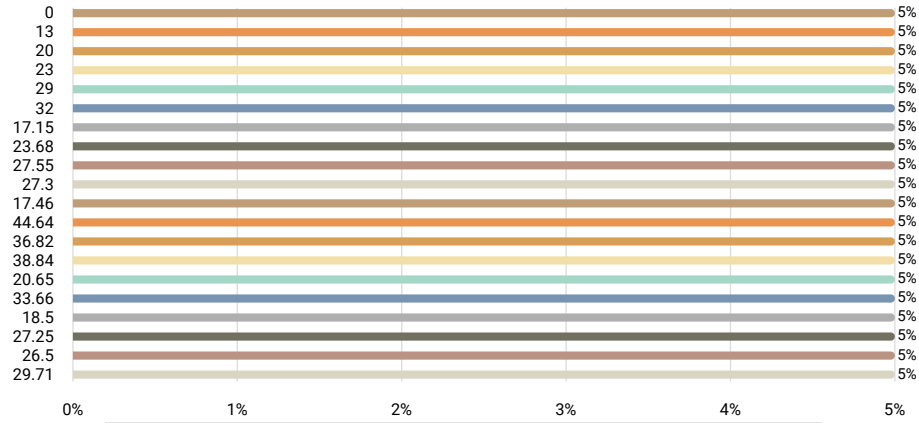
Answered 20 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	15.08
25th percentile	19.25
50th percentile	26.88
75th percentile	30.86
90th percentile	37.83
Mean	25.34
Median	26.88
Standard deviation	9.94
Total/sum	506.71

3.27. Number of employees in maintenance

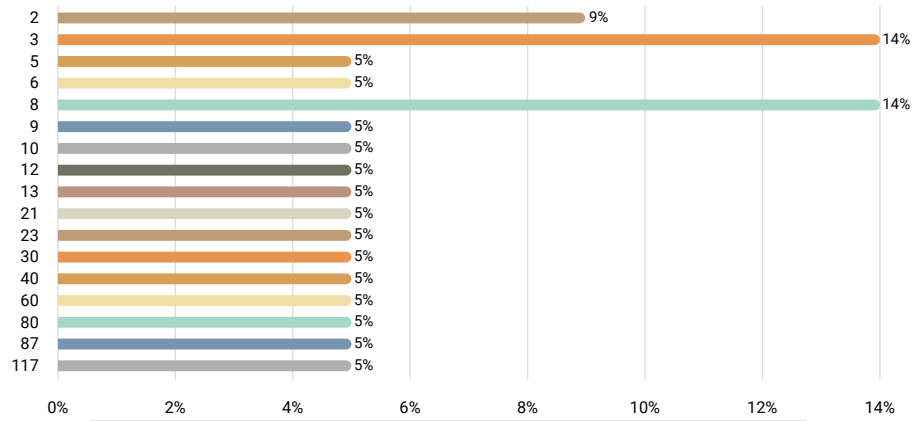
Answered 22 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	5
50th percentile	9.5
75th percentile	30
90th percentile	80
Mean	25
Median	9.5
Standard deviation	32.19
Total/sum	550

3.28. Average entry/hire hourly rate for maintenance employees

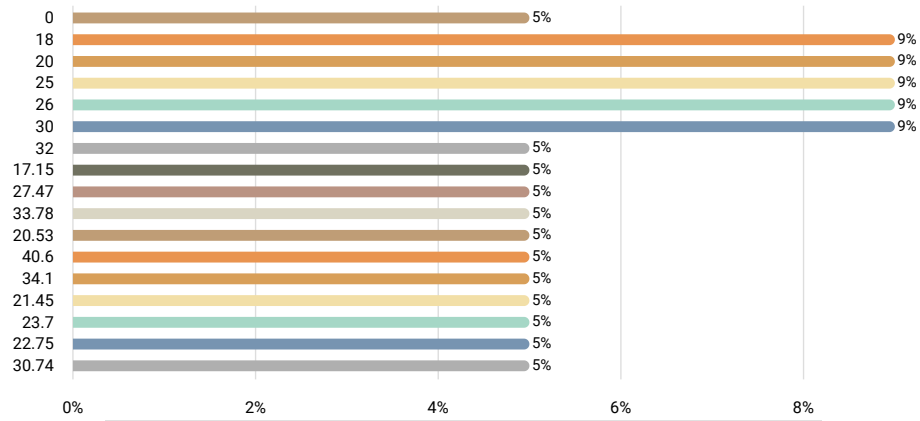
Answered 22 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	18
25th percentile	20
50th percentile	25
75th percentile	30
90th percentile	33.78
Mean	24.65
Median	25
Standard deviation	8.21
Total/sum	542.27

3.29. Average actual base rate for maintenance employees

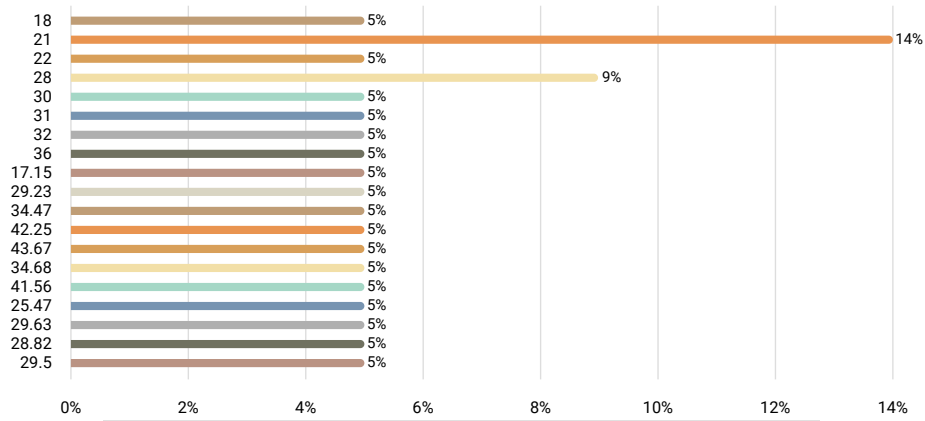
Answered 22 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	21
25th percentile	22
50th percentile	29.37
75th percentile	34.47
90th percentile	41.56
Mean	29.29
Median	29.37
Standard deviation	7.53
Total/sum	644.43

3.30. Number of employees in warehouse

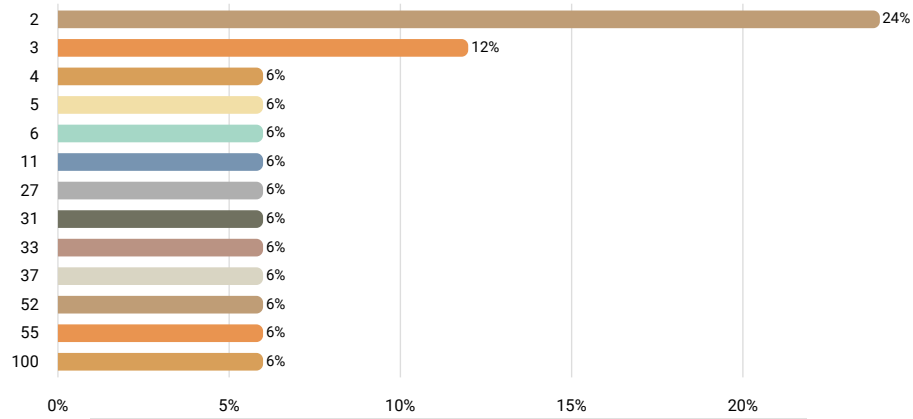
Answered 17 times

Skipped 10 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	2
25th percentile	3
50th percentile	6
75th percentile	33
90th percentile	55
Mean	22.06
Median	6
Standard deviation	27.2
Total/sum	375

3.31. Average entry/hire hourly rate for warehouse employees

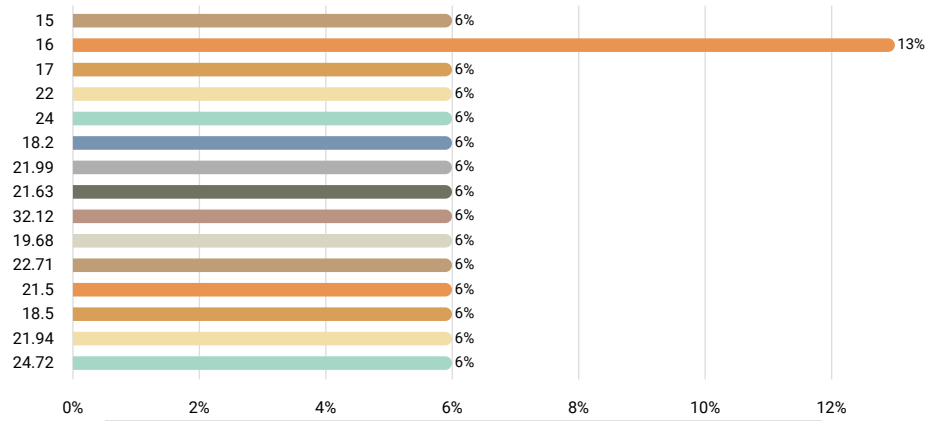
Answered 16 times

Skipped 11 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	16
25th percentile	17.6
50th percentile	21.56
75th percentile	22.36
90th percentile	24.72
Mean	20.81
Median	21.56
Standard deviation	4.24
Total/sum	332.99

3.32. Average actual base rate for warehouse employees

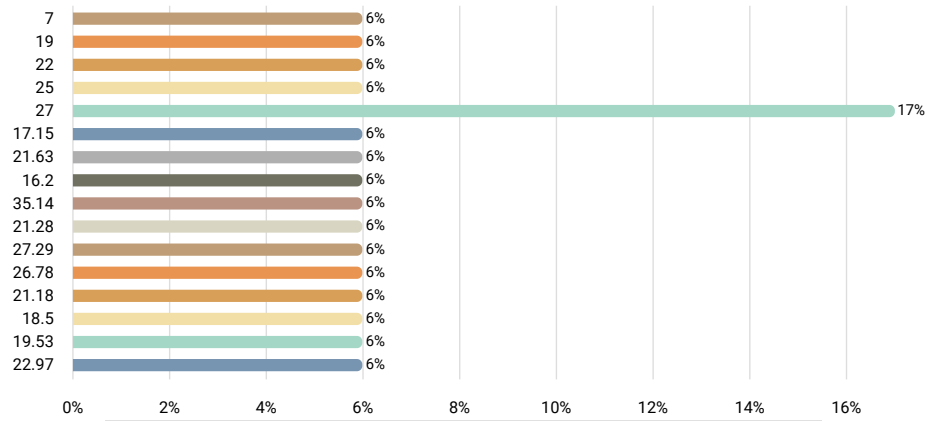
Answered 18 times

Skipped 9 times

Number input

This question is applicable when the following conditions are met:

- "Does your company have Production, Maintenance, and/or Warehouse positions?" has Selected button "Yes"



Statistics	
10th percentile	16.2
25th percentile	19
50th percentile	21.81
75th percentile	27
90th percentile	27.29
Mean	22.31
Median	21.81
Standard deviation	6.03
Total/sum	401.65

Shift Structure

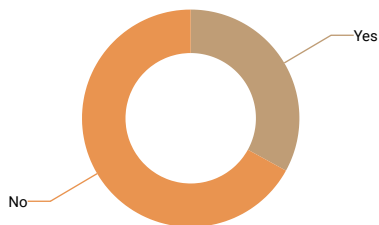
4. Shift Structure

4.1. Does your business have multiple shifts?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	33%	19
No	67%	39

4.2. What type of shift structure does your business use?

Answered 18 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"

Results	N
2 Shifts	6
3 Shifts	10
8 Hour Shifts	9
10 Hour Shifts	6
12 Hour Shifts	9
Rotating Shifts	5
Swing Shifts	0
On-Off Shifts	1
Other Not Listed	1

4.3. Has your business implemented "short shifts" or non-traditional shifts?

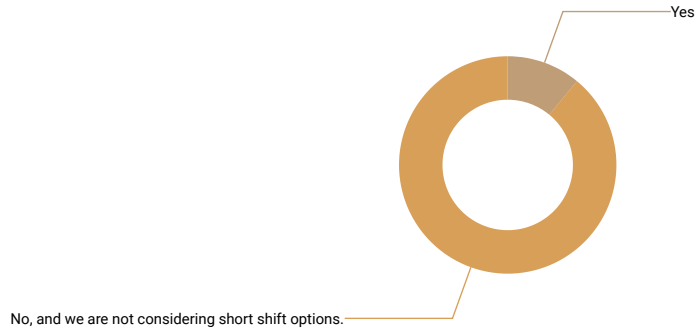
Answered 18 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes	11%	2
No, but we are considering short shift options.	0%	0
No, and we are not considering short shift options.	89%	16

4.4. Please describe your Rotating Shift structure.

Answered 5 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "What type of shift structure does your business use?" has `Rotating Shifts` checked

Results	
employees work 12 hour days, two weeks on days, two weeks on nights. employees work a 2-2-3 schedule.	1
maintenance works rotating 12 hour shifts	1
2 on 2 off 3 on 3 off	1
dupont schedule - a fixed 28-day rotational cycle in which each employee works in 12-hour shifts.	1
rotate every 28 days	1

4.5. Does your company offer shift premiums for 2nd shift?

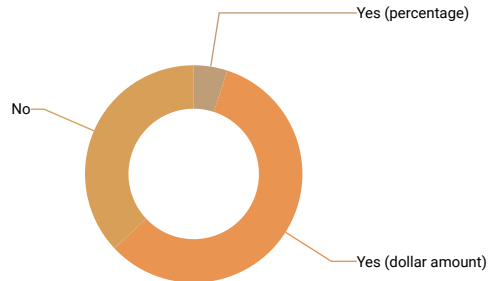
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes (percentage)	5%	1
Yes (dollar amount)	58%	11
No	37%	7

4.6. Does your company offer shift premiums for 3rd shift?

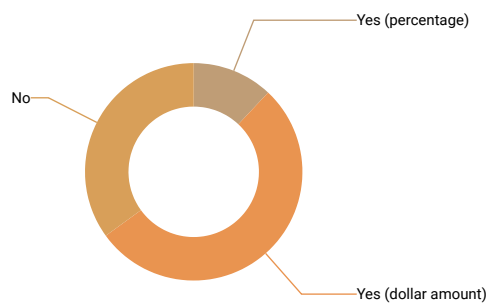
Answered 17 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes (percentage)	12%	2
Yes (dollar amount)	53%	9
No	35%	6

4.7. Does your company offer shift premiums for holiday shifts?

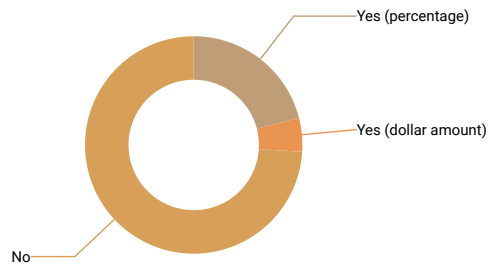
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes (percentage)	21%	4
Yes (dollar amount)	5%	1
No	74%	14

4.8. Does your company offer other shift premiums?

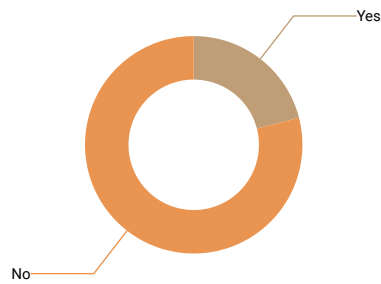
Answered 19 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"



Results	%	N
Yes	21%	4
No	79%	15

4.9. Please enter the 2nd shift premium as a dollar amount.

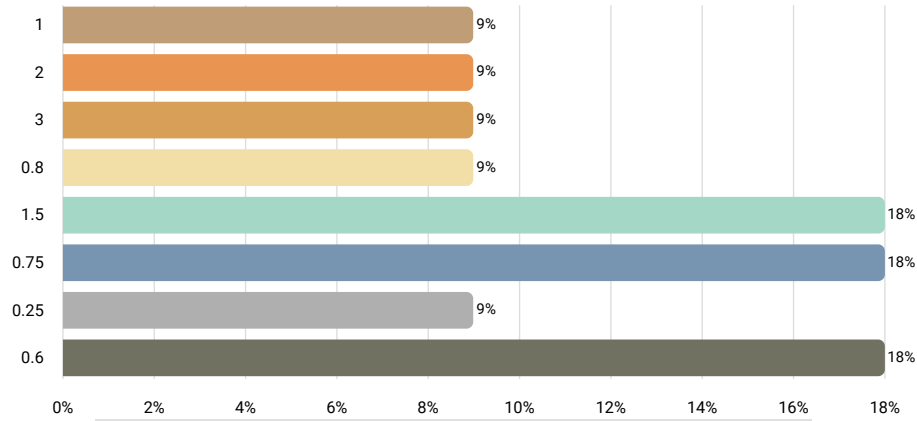
Answered 11 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Does your company offer shift premiums for 2nd shift?" has Selected button "Yes (dollar amount)"



Statistics	
10th percentile	0.6
25th percentile	0.6
50th percentile	0.8
75th percentile	1.5
90th percentile	2
Mean	1.16
Median	0.8
Standard deviation	0.79
Total/sum	12.75

4.10. Please enter the 3rd shift premium as a dollar amount.

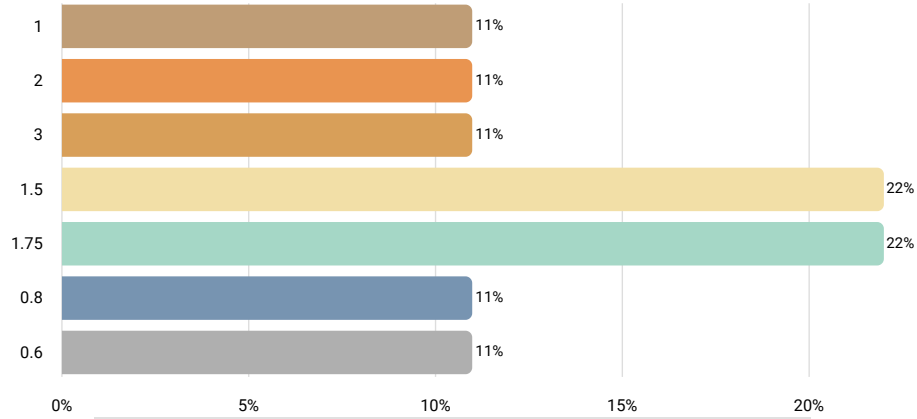
Answered 9 times

Skipped 0 times

Number input

This question is applicable when the following conditions are met:

- "Does your business have multiple shifts?" has Selected button "Yes"
- "Does your company offer shift premiums for 3rd shift?" has Selected button "Yes (dollar amount)"



Statistics	
10th percentile	0.6
25th percentile	1
50th percentile	1.5
75th percentile	1.75
90th percentile	3
Mean	1.54
Median	1.5
Standard deviation	0.72
Total/sum	13.9

General Benefit Info

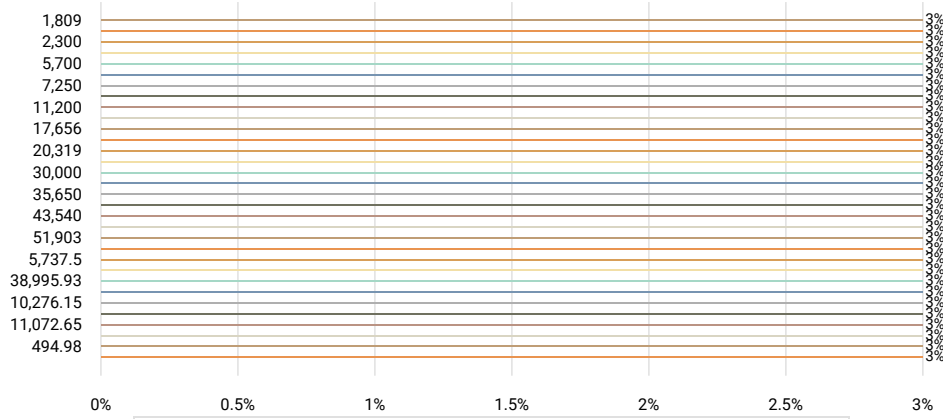
6. General Benefit Information

6.1. Average Benefit Cost Per Employee

Answered 32 times

Skipped 26 times

Number input



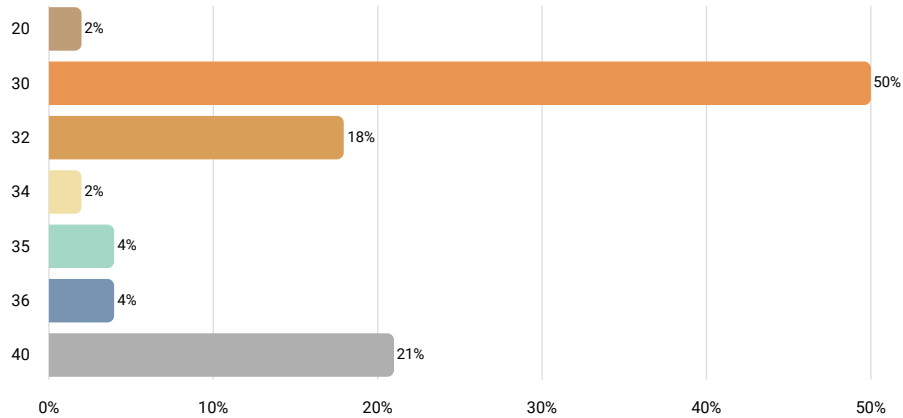
Statistics	
10th percentile	2,300
25th percentile	6,970
50th percentile	16,828
75th percentile	35,018.5
90th percentile	43,540
Mean	20,912.4
Median	16,828
Standard deviation	16,374.33
Total/sum	669,196.66

6.2. How many hours do employees work per week to be considered FTE?

Answered 56 times

Skipped 2 times

Number input



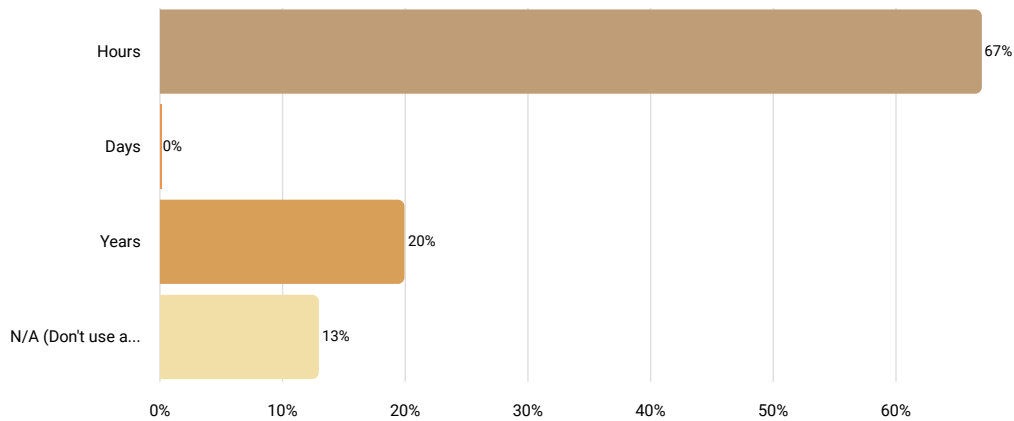
Statistics	
10th percentile	30
25th percentile	30
50th percentile	30
75th percentile	35.5
90th percentile	40
Mean	32.79
Median	30
Standard deviation	4.36
Total/sum	1,836

6.3. How do you calculate accrual rates for a typical FTE?

Answered 55 times

Skipped 3 times

Select one answer (radio button)



Results		
	%	N
Hours	67%	37
Days	0%	0
Years	20%	11
N/A (Don't use accrual system)	13%	7

6.4. Types of Benefits Offered

Answered 57 times

Skipped 1 times

Select multiple answers per row for multiple rows (checkboxes)

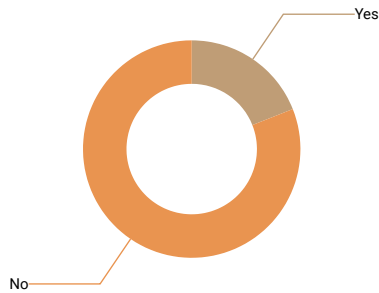
	Offered for FTE	Offered for Part-Time	Self Insured
Medical	100%	11%	23%
Dental	96%	16%	12%
Vision	96%	16%	5%
Prescription Drug Plan	77%	7%	14%
Life Insurance	95%	12%	4%
Flexible Spending Account (FSA)	70%	12%	4%
Health Savings Account (HSA)	39%	7%	
Pension Plan (Defined Benefit)	12%	5%	
401(k) Plan	96%	40%	2%
Paid Time Off (PTO)	77%	26%	2%
Sick Leave	33%	18%	
Vacation	46%	19%	
Paid Family/Medical Leave	35%	9%	
Bereavement	91%	30%	2%
Jury Duty Leave	95%	32%	2%
Short-term Disability	98%	19%	5%
Long-term Disability	95%	16%	2%
Cancer / Critical Illness / AD&D Insurance	79%	16%	
Salary Continuation Plan	4%	2%	
Employee Stock Ownership Plan (ESOP)	14%	9%	
Education Assistance/Tuition Reimbursement	82%	16%	
Telework/Remote Work	58%	28%	
Flex Time	51%	19%	
Child Care / Adoption Benefits	7%	4%	
Pet Insurance	9%	4%	
Employee Assistance Plan	82%	26%	2%
Wellness Reimbursement Plan	14%	7%	
Fitness Center / Gym Membership	25%	14%	
Health Clinic	14%	5%	
Charitable Gifts Matching	16%	11%	

6.5. Does your company offer any benefit(s) not listed above?

Answered 52 times

Skipped 6 times

Select one answer (radio button)



Results	%	N
Yes	19%	10
No	81%	42

6.6. Please describe the benefit(s) at your company that are not included in the matrix above.

Answered 10 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer any benefit(s) not listed above?" has Selected button "Yes"

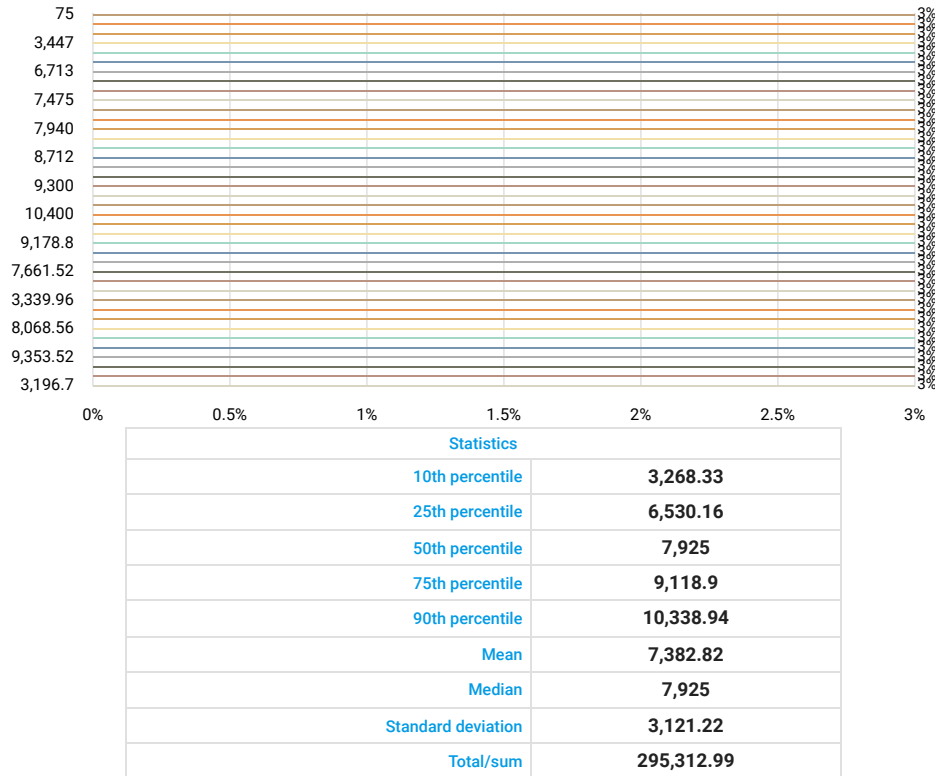
Results	
15% profit sharing, 3 days to use for community service	1
paid parental care; emergency & family aid; education assistance	100
legal club, cash benefit, elder care, veteran's leave	1
financial advisory services, legal benefits; tax preparation assistance; credit monitoring, paid military leave, discount programs, telemedicine, e-learning program, employee resource groups, universal life and long term care insurance, pre-diabetes and diabetes reversal program	1
permanent life insurance with long term care; family legal protection plan, student loan refinancing, telehealth	1
military leave; accident supplemental coverage: hospital indemnity supplemental coverage	1
telemedicine, computer certification program, veterans resource program	1
profit-sharing bonus, employee discount program	1
hospitalization cost reimbursement (inpatient and outpatient), non-insurance benefits program (healthperx, teladoc, etc.)	1
id theft protection	1

6.7. Annual Total Cost of Medical Coverage (Individual) Per Employee

Answered 40 times

Skipped 18 times

Number input

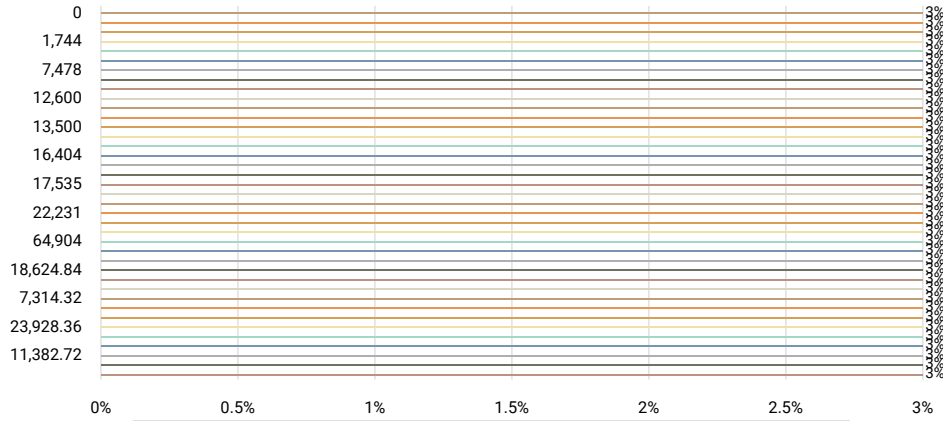


6.8. Annual Total Cost of Medical Coverage (Individual +1) Per Employee

Answered 39 times

Skipped 19 times

Number input



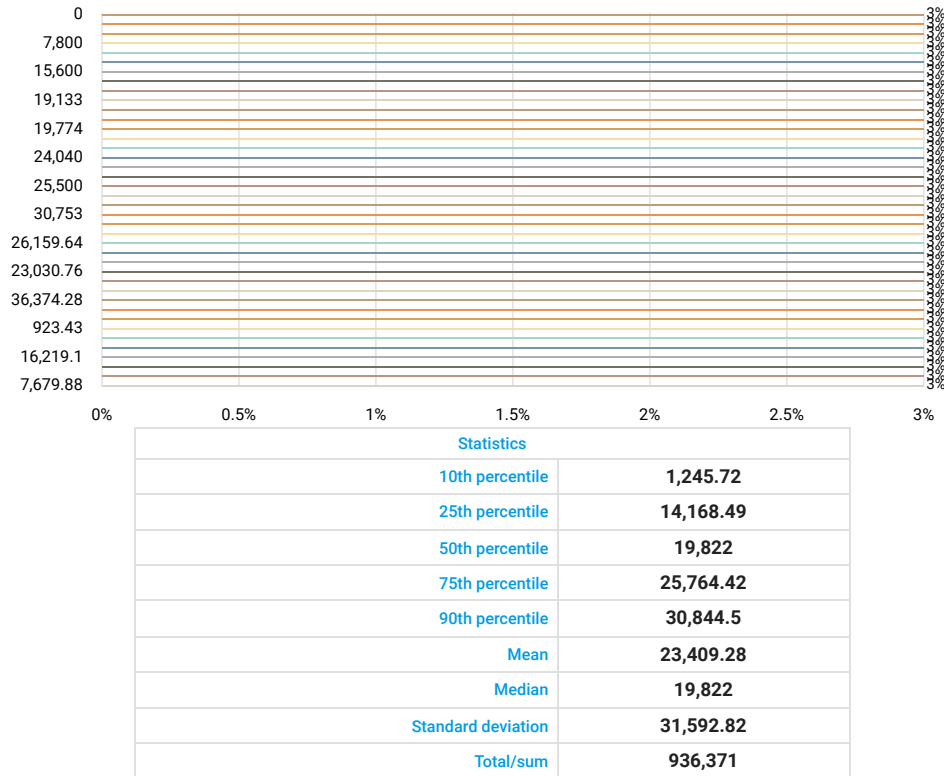
Statistics	
10th percentile	1,104
25th percentile	7,679.88
50th percentile	14,676.6
75th percentile	19,646
90th percentile	23,189
Mean	19,156.74
Median	14,676.6
Standard deviation	29,607.36
Total/sum	747,112.98

6.9. Annual Total Cost of Medical Coverage (Family) Per Employee

Answered 40 times

Skipped 18 times

Number input

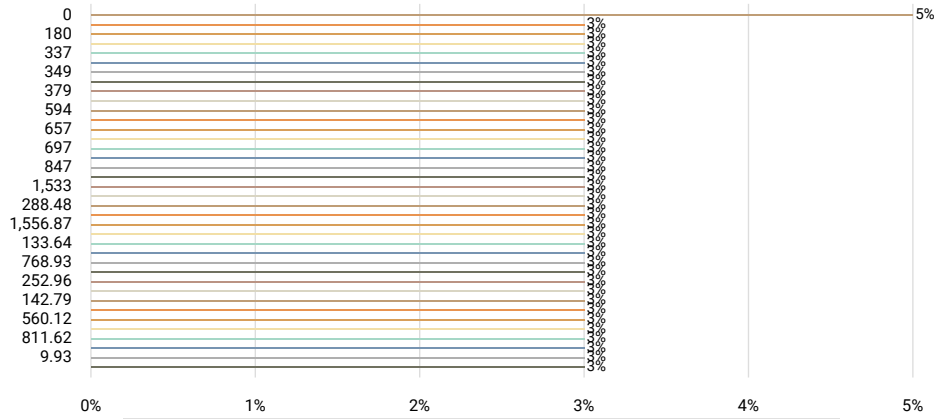


6.10. Annual Total Cost for Dental Coverage Per Employee

Answered 39 times

Skipped 19 times

Number input



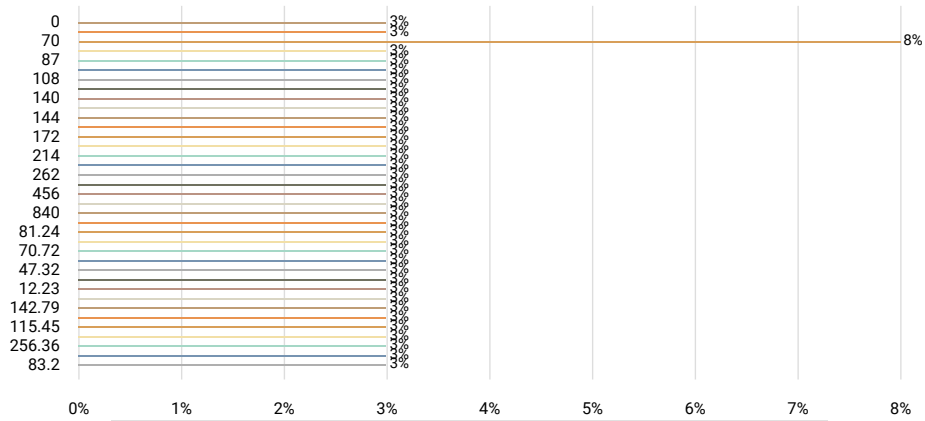
Statistics	
10th percentile	26.7
25th percentile	240
50th percentile	379
75th percentile	677
90th percentile	1,002
Mean	680.94
Median	379
Standard deviation	1,349.56
Total/sum	26,556.65

6.11. Annual Total Cost for Vision Coverage Per Employee (Annual)

Answered 39 times

Skipped 19 times

Number input



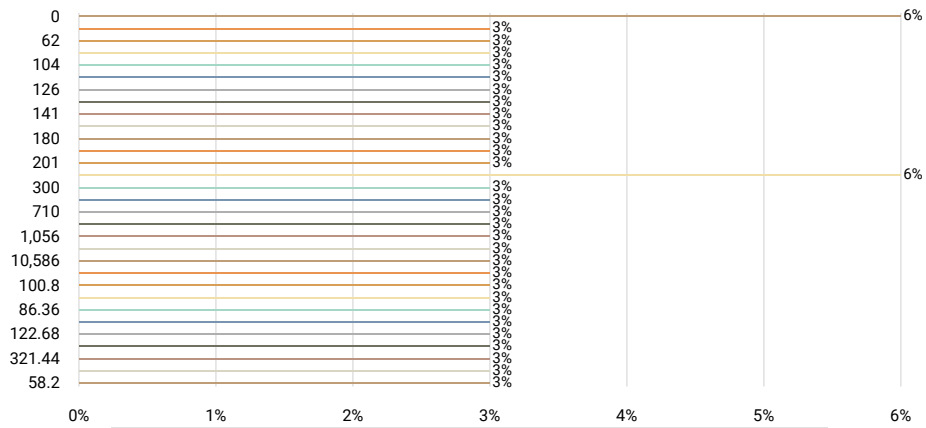
Statistics	
10th percentile	38
25th percentile	70.72
50th percentile	136
75th percentile	173
90th percentile	456
Mean	187.33
Median	136
Standard deviation	238.53
Total/sum	7,305.96

6.12. Annual Total Cost of Life Insurance Per Employee

Answered 33 times

Skipped 25 times

Number input



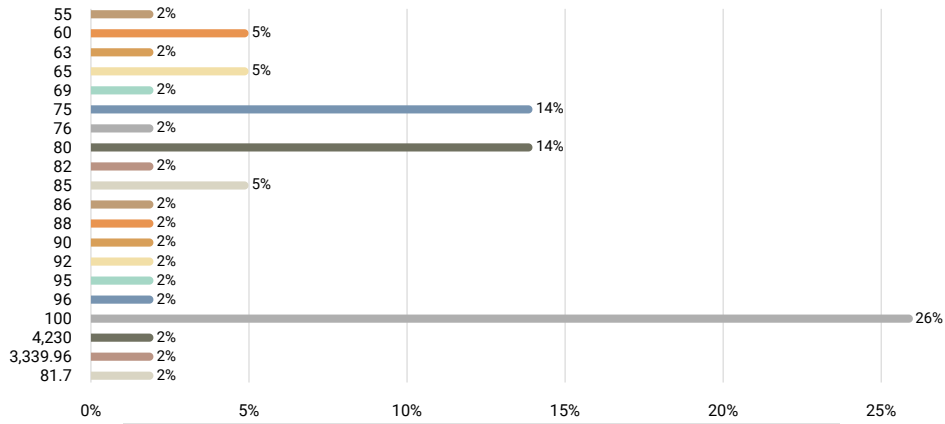
Statistics	
10th percentile	15
25th percentile	100.8
50th percentile	180
75th percentile	710
90th percentile	1,322.31
Mean	816.62
Median	180
Standard deviation	1,976.35
Total/sum	26,948.33

6.13. Medical Coverage (Individual) Percentage Paid By Employer (Annual)

Answered 43 times

Skipped 15 times

Number input



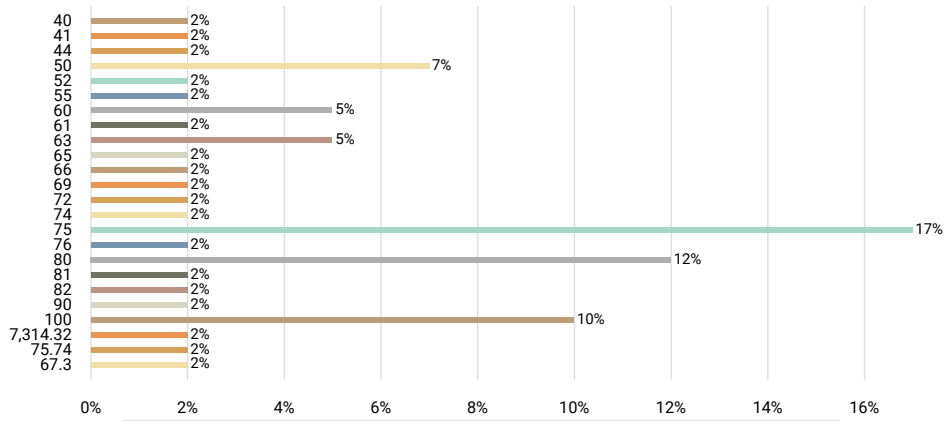
Statistics	
10th percentile	65
25th percentile	75
50th percentile	82
75th percentile	100
90th percentile	100
Mean	255.67
Median	82
Standard deviation	794.78
Total/sum	10,993.66

6.14. Medical Coverage (Individual +1) Percentage Paid By Employer (Annual)

Answered 41 times

Skipped 17 times

Number input



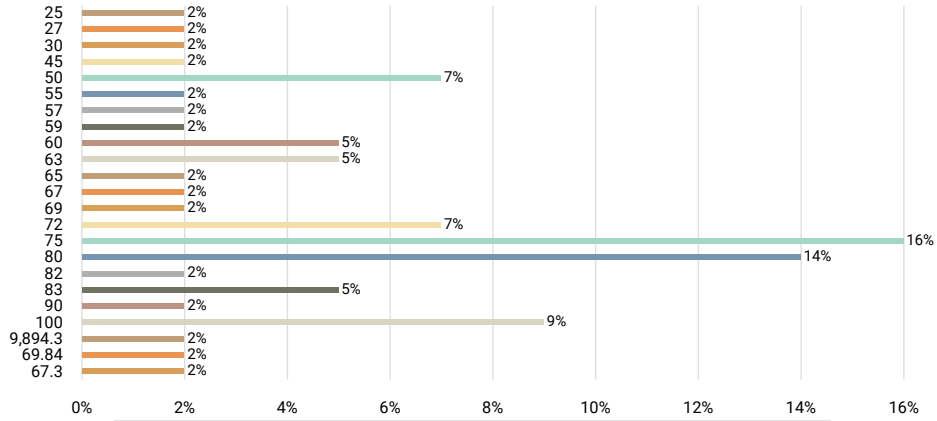
Statistics	
10th percentile	50
25th percentile	61
50th percentile	75
75th percentile	80
90th percentile	100
Mean	247.47
Median	75
Standard deviation	1,131.35
Total/sum	10,146.36

6.15. Medical Coverage (Family) Percentage Paid By Employer (Annual)

Answered 44 times

Skipped 14 times

Number input



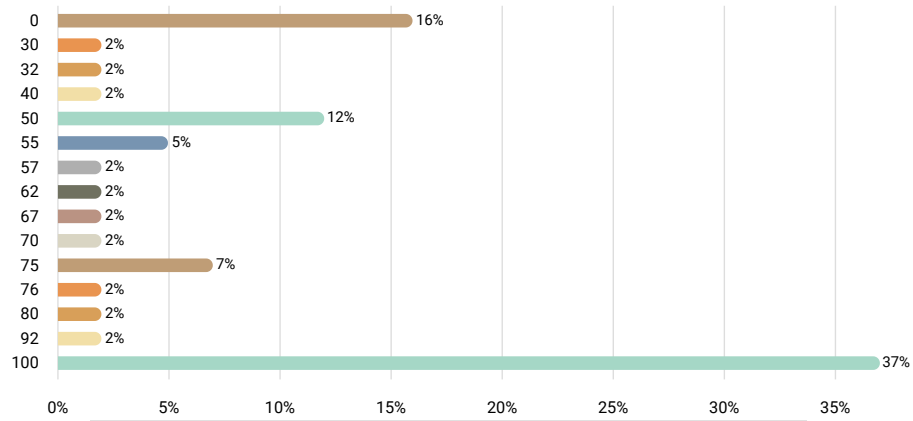
Statistics	
10th percentile	50
25th percentile	60
50th percentile	73.5
75th percentile	80
90th percentile	100
Mean	292.85
Median	73.5
Standard deviation	1,481.24
Total/sum	12,885.44

6.16. Dental Coverage Percentage Paid By Employer (Annual)

Answered 43 times

Skipped 15 times

Number input



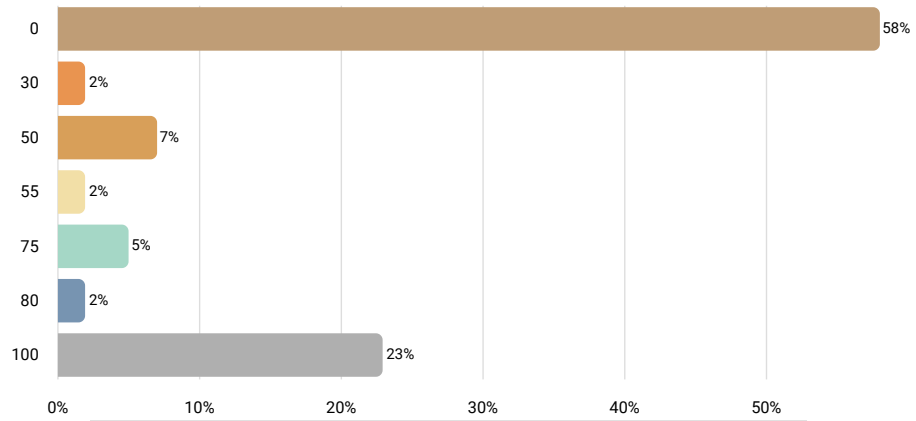
Statistics	
10th percentile	0
25th percentile	50
50th percentile	75
75th percentile	100
90th percentile	100
Mean	64.91
Median	75
Standard deviation	36.16
Total/sum	2,791

6.17. Vision Coverage Percentage Paid By Employer (Annual)

Answered 43 times

Skipped 15 times

Number input



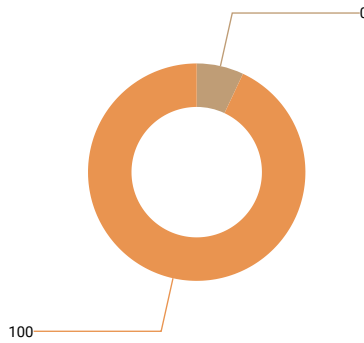
Statistics	
10th percentile	0
25th percentile	0
50th percentile	0
75th percentile	80
90th percentile	100
Mean	34.07
Median	0
Standard deviation	43.41
Total/sum	1,465

6.18. Life Insurance Percentage Paid By Employer (Annual)

Answered 43 times

Skipped 15 times

Number input



Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	93.02
Median	100
Standard deviation	25.78
Total/sum	4,000

6.19. Does your company offer Health and Fitness incentives?

Answered 14 times

Skipped 44 times

Select multiple answers (checkboxes)

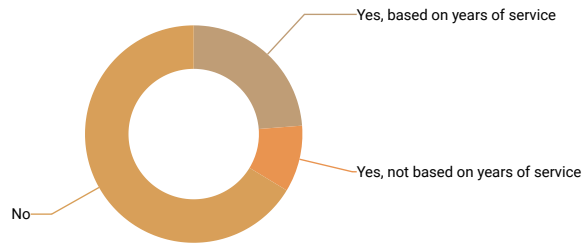
Results	N
Reimbursement for Fitness Center Visits	4
Reimbursement for Fitness Equipment	1
Incentives for Nicotine Cessation	3
Rebate or Discount for Wellness Physical	8
Free Gym Membership	5

6.20. Does your company have a severance policy?

Answered 51 times

Skipped 7 times

Select one answer (radio button)



Results	%	N
Yes, based on years of service	24%	12
Yes, not based on years of service	10%	5
No	67%	34

Medical Coverage

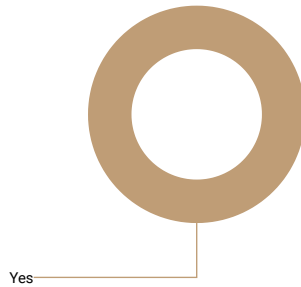
7. Medical Coverage

7.1. Does your company offer medical coverage?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	100%	58
No	0%	0

7.2. Type of Medical Coverage Plan(s) Offered

Answered 56 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
PPO	55
HMO	2
EPO	2
POS	1
HDHP	19

7.3. Medical Coverage Plan Provider(s)

Answered 57 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"

Results	N
Aetna	1
Blue Cross Blue Shield	54
Cigna	0
Humana	0
United Healthcare	4
Viva Health	1
Other Not Listed	1

7.4. When do employees become eligible for coverage?

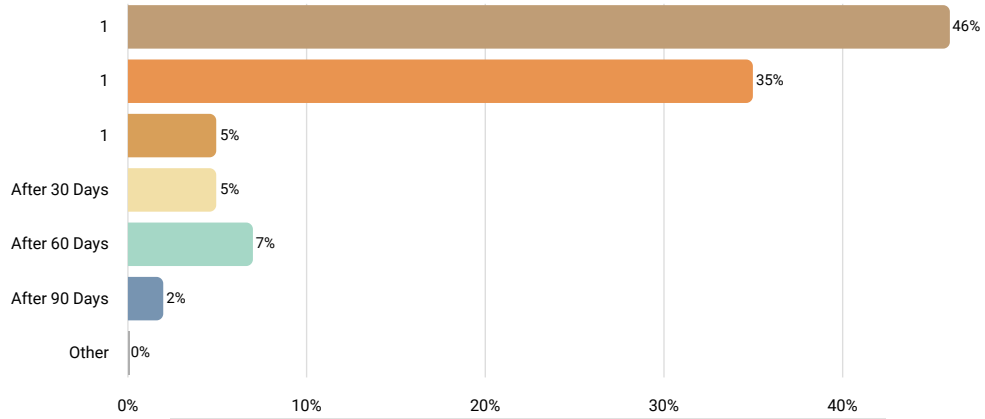
Answered 57 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	46%	26
1st of Month After Date of Hire	35%	20
1st of Month After 30 Days	5%	3
After 30 Days	5%	3
After 60 Days	7%	4
After 90 Days	2%	1
Other	0%	0

7.5. Deductible Amount

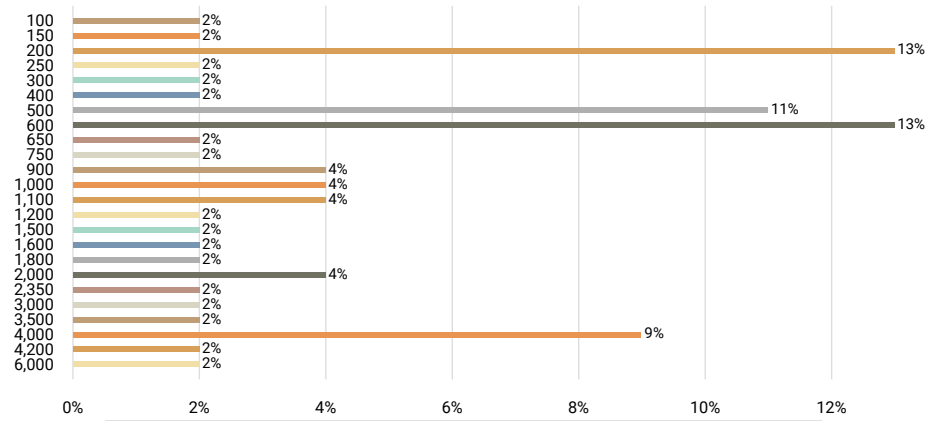
Answered 45 times

Skipped 13 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	200
25th percentile	500
50th percentile	650
75th percentile	1,800
90th percentile	4,000
Mean	1,356.67
Median	650
Standard deviation	1,430.97
Total/sum	61,050

7.6. Copay Amount (after deductible)

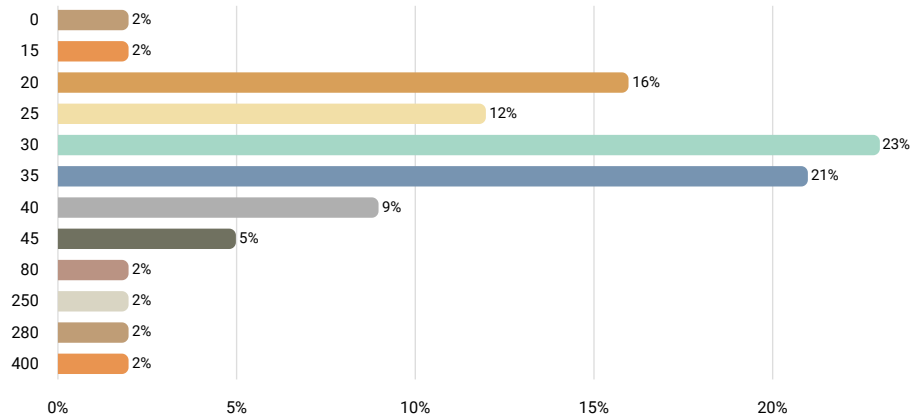
Answered 43 times

Skipped 15 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Statistics	
10th percentile	20
25th percentile	25
50th percentile	30
75th percentile	35
90th percentile	45
Mean	50.12
Median	30
Standard deviation	74.95
Total/sum	2,155

7.7. Do you offer retiree coverage for those under the age of 65?

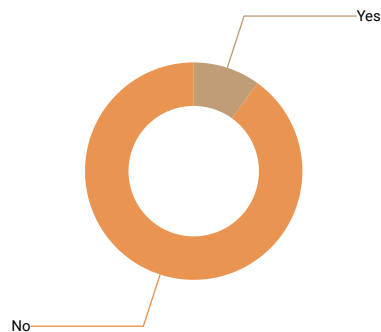
Answered 52 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	10%	5
No	90%	47

7.8. Do you offer retiree coverage for those over the age of 65?

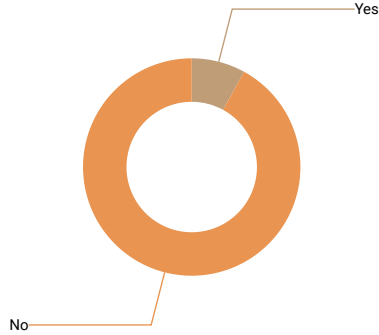
Answered 52 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	4
No	92%	48

7.9. If your company is self-insured, do you have stop/loss coverage?

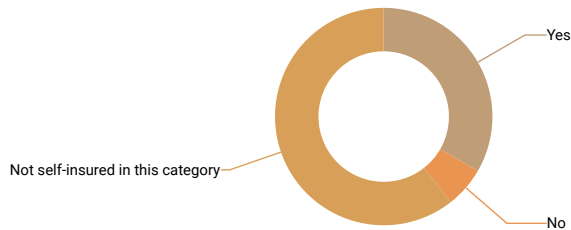
Answered 48 times

Skipped 10 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	33%	16
No	6%	3
Not self-insured in this category	60%	29

7.10. Is there a tobacco use surcharge?

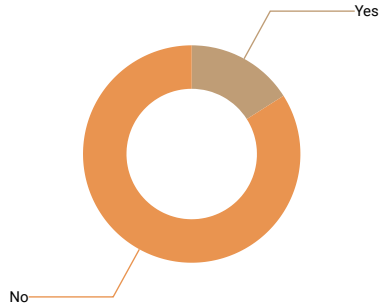
Answered 51 times

Skipped 7 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	16%	8
No	84%	43

7.11. Do you offer medical coverage for domestic partners?

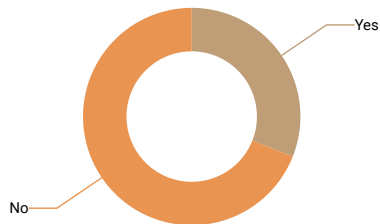
Answered 48 times

Skipped 10 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	31%	15
No	69%	33

7.12. What are the requirements for receiving coverage?

Answered 14 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for domestic partners?" has Selected button "Yes"

Results	N
Must be a Qualified Dependent of Employee	10
Proof of Residence with Employee	3
Affidavit of Domestic Partnership	8
Other	0

7.13. Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?

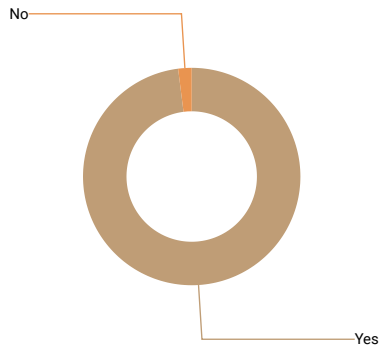
Answered 51 times

Skipped 7 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"



Results	%	N
Yes	98%	50
No	2%	1

7.14. Is there a spousal surcharge?

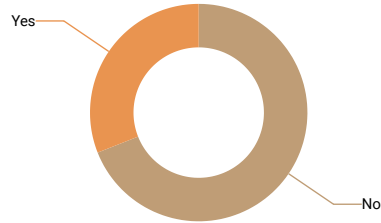
Answered 49 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer medical coverage?" has Selected button "Yes"
- "Do you offer medical coverage for spouses/dependents if the spouse has other coverage available through his/her employer?" has Selected button "Yes"



Results	%	N
No	69%	34
Yes	31%	15

Prescription Drug Plan

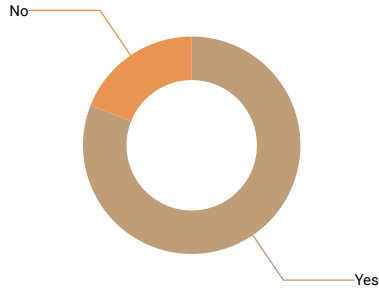
8. Prescription Drug Plan

8.1. Does your company offer a Prescription Drug Plan?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	81%	46
No	19%	11

8.2. Type of Prescription Plan(s) Offered

Answered 38 times

Skipped 8 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Tiered	37
80/20	3
Other	0

8.3. Prescription Plan Provider(s)

Answered 46 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"

Results	N
Aetna	1
Anthem	1
Blue Cross Blue Shield	32
Cigna	0
CVS Caremark	5
Express Scripts	4
Humana	0
United Healthcare	1
Viva Health	0
Other	4

8.4. When do employees become eligible for coverage?

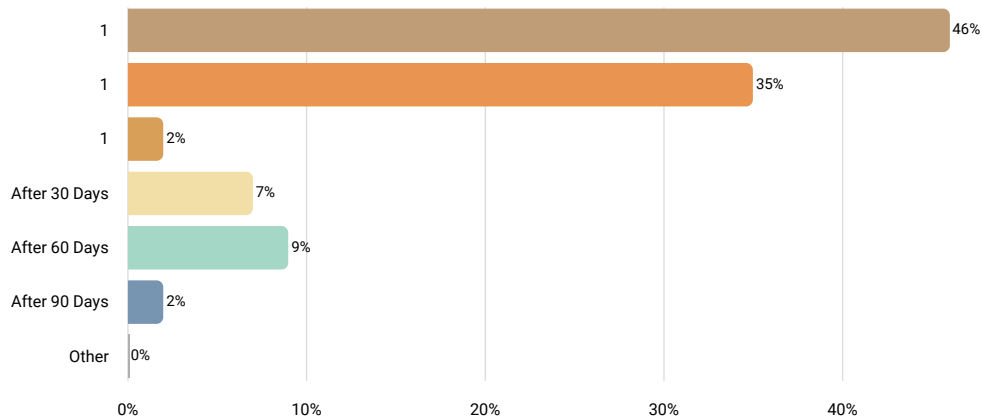
Answered 46 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	46%	21
1st of Month After Date of Hire	35%	16
1st of Month After 30 Days	2%	1
After 30 Days	7%	3
After 60 Days	9%	4
After 90 Days	2%	1
Other	0%	0

8.5. Do you offer retiree coverage under the age of 65?

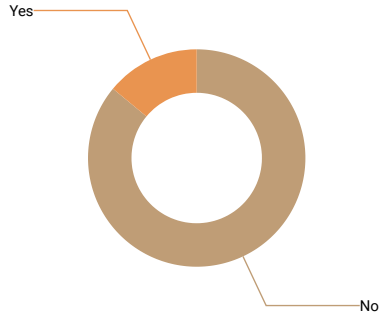
Answered 43 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	86%	37
Yes	14%	6

8.6. Do you offer retiree coverage over the age of 65?

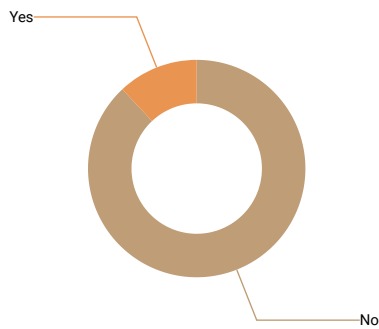
Answered 42 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Prescription Drug Plan?" has Selected button "Yes"



Results	%	N
No	88%	37
Yes	12%	5

Dental Coverage

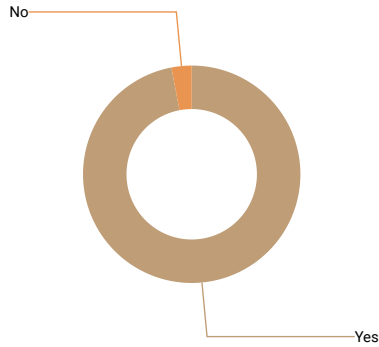
9. Dental Coverage

9.1. Does your company offer Dental Coverage?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	56
No	3%	2

9.2. Type(s) of Dental Coverage Offered

Answered 53 times

Skipped 3 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
PPO	52
DHMO	0
Other	1

9.3. Dental Plan Provider(s)

Answered 56 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"

Results	N
Aetna	2
Blue Cross Blue Shield	17
Cigna	1
Concordia	2
Delta Dental	14
Guardian	8
Metlife	1
Principal	8
United Healthcare	1
Other	4

9.4. When do employee become eligible for coverage?

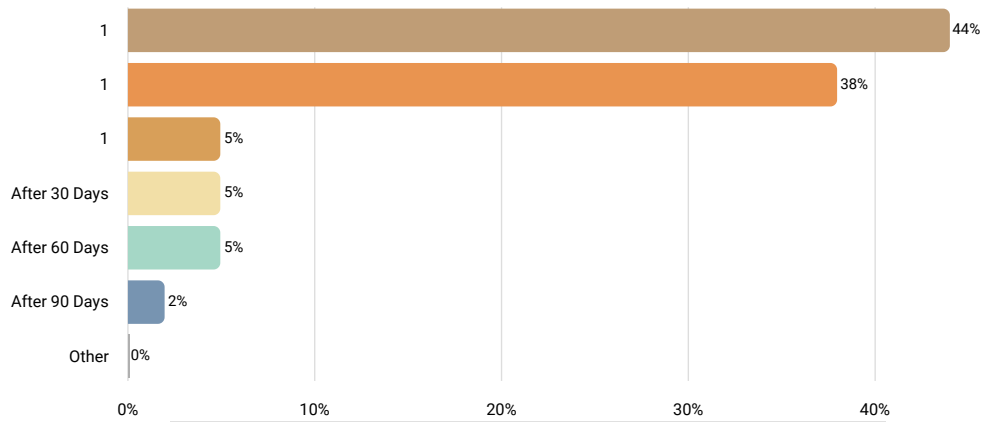
Answered 55 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	44%	24
1st of Month After Date of Hire	38%	21
1st of Month After 30 Days	5%	3
After 30 Days	5%	3
After 60 Days	5%	3
After 90 Days	2%	1
Other	0%	0

9.5. Do you offer retiree coverage under the age of 65?

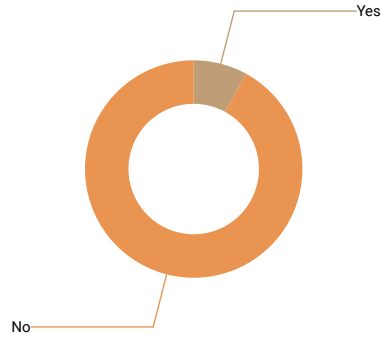
Answered 50 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	4
No	92%	46

9.6. Do you offer retiree coverage over the age of 65?

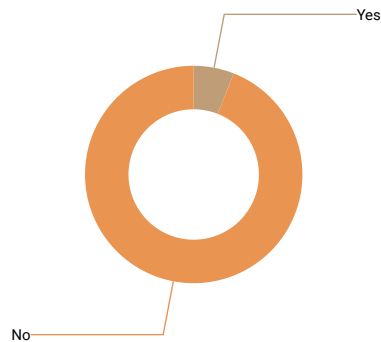
Answered 50 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Dental Coverage?" has Selected button "Yes"



Results	%	N
Yes	6%	3
No	94%	47

Vision Coverage

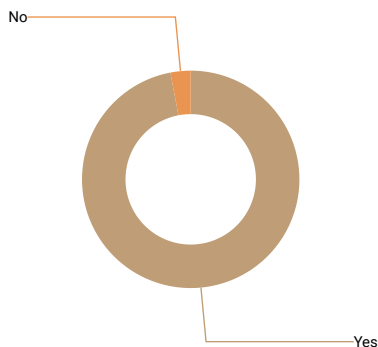
10. Vision Coverage

10.1. Does your company offer Vision Coverage?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	56
No	3%	2

10.2. Vision Plan Provider(s)

Answered 56 times

Skipped 0 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"

Results	N
Aetna	0
Blue Cross Blue Shield	5
Cigna	0
Eyemed	4
Guardian	8
Humana	2
Metlife	0
Principal	7
Superior Vision	1
United Healthcare	0
VSP	29
Other	5

10.3. Other Vision Plan Provider

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"
- "Vision Plan Provider(s)" has "Other" checked

Results	
southland, davis vision	1
lincoln	1
davis vision	1
unum	1
nva	1

10.4. When do employees become eligible for coverage?

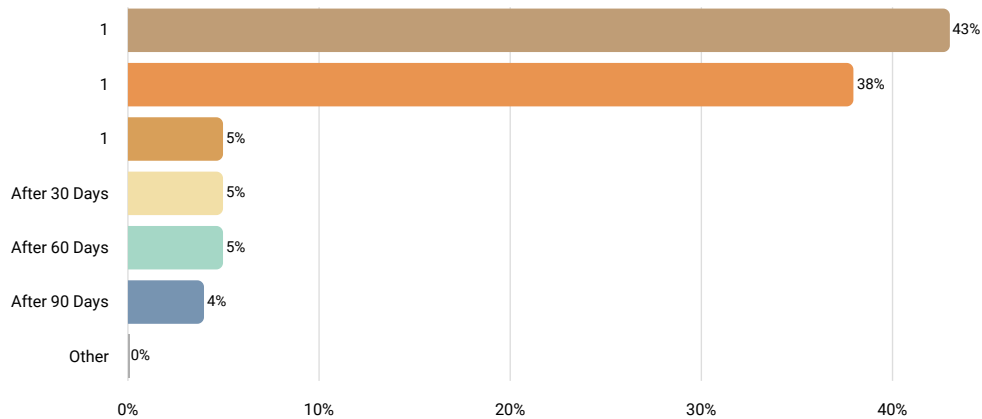
Answered 56 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
1st Day of Employment	43%	24
1st of Month After Date of Hire	38%	21
1st of Month After 30 Days	5%	3
After 30 Days	5%	3
After 60 Days	5%	3
After 90 Days	4%	2
Other	0%	0

10.5. Do you offer retiree coverage under the age of 65?

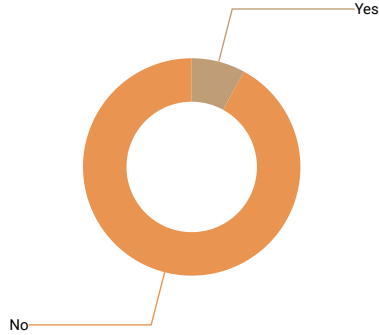
Answered 50 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	4
No	92%	46

10.6. Do you offer retiree coverage over the age of 65?

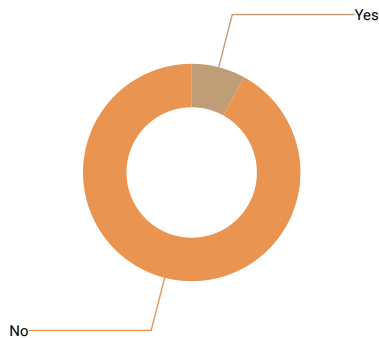
Answered 50 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vision Coverage?" has Selected button "Yes"



Results	%	N
Yes	8%	4
No	92%	46

Life Insurance

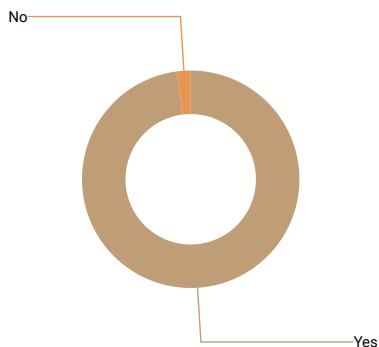
11. Life Insurance

11.1. Does your company offer Life Insurance?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	98%	56
No	2%	1

11.2. Type(s) of Life Insurance Offered

Answered 51 times

Skipped 5 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Term Life Insurance	49
Whole Life Insurance	4
Other	2

11.3. Coverage Amount (in dollars)

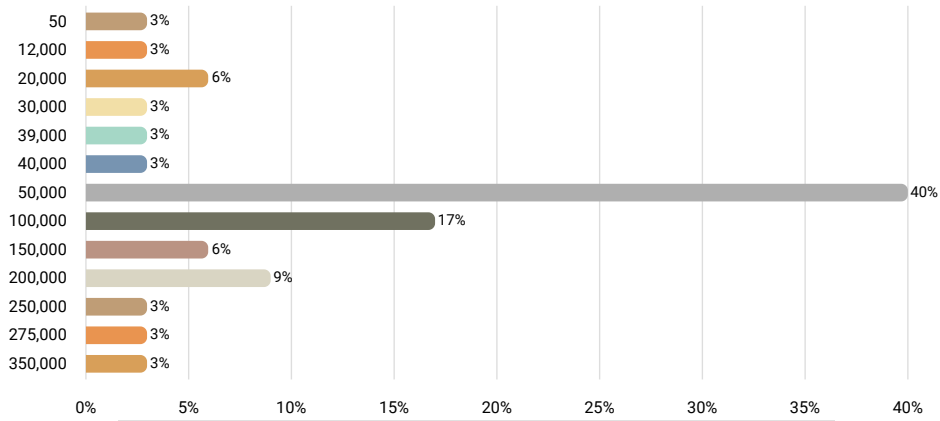
Answered 35 times

Skipped 21 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"



Statistics	
10th percentile	20,000
25th percentile	50,000
50th percentile	50,000
75th percentile	100,000
90th percentile	200,000
Mean	92,458.57
Median	50,000
Standard deviation	81,599.71
Total/sum	3,236,050

11.4. Coverage Amount (as percentage of salary)

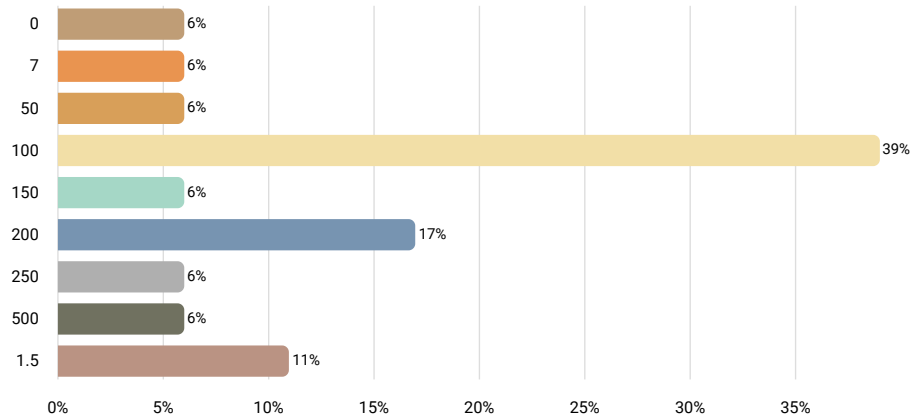
Answered 18 times

Skipped 38 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"



Statistics	
10th percentile	1.5
25th percentile	50
50th percentile	100
75th percentile	200
90th percentile	250
Mean	125.56
Median	100
Standard deviation	119.75
Total/sum	2,260

11.5. Coverage Amount (policy)

Answered 15 times

Skipped 41 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	
100 percent of the employees salary	1
equal to 2x basic annual earnings up to \$275,000.00	1
\$100,000 if the employee's salary is equal to or above \$100,000. it is equal to their salary if it is below \$100,000.	1
the company pays for 2 times the employees annual salary for life insurance	1
optional coverage only, none provided by company. \$10,000 increments up to \$150,000 guaranteed. up to \$500,000 with eoi	1
automatically enrolled in \$40,000 company paid. employee can elect up to 6x base salary	1
1 x the employee's annual salary, capped at \$250,000	1
2x annual base pay at no cost	1
2x base salary to a max of \$300,000	1
2x salary with a max of \$200,000	1
2.5 times annual salary up to a max of \$350k	1
1x salary up to \$100k	1
basic life policy is 1.25x annual salary, up to 300k	1
company provides \$50,000 basic life; employees can buy up to \$300,000	1
2 x annual salary	1

11.6. Can employees purchase additional life insurance for themselves or others?

Answered 50 times

Skipped 6 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Life Insurance?" has Selected button "Yes"

Results	N
Yes, Self	45
Yes, Spouse/Partner	45
Yes, Dependents	49

HSA or FSA

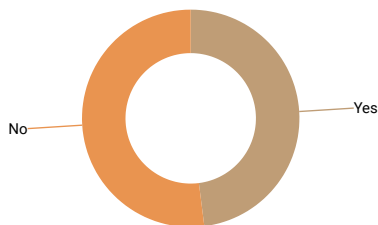
12. HSA or FSA

12.1. Does your company offer a Health Savings Account (HSA)?

Answered 56 times

Skipped 2 times

Select one answer (radio button)



Results	%	N
Yes	48%	27
No	52%	29

12.2. Is this benefit earned or given?

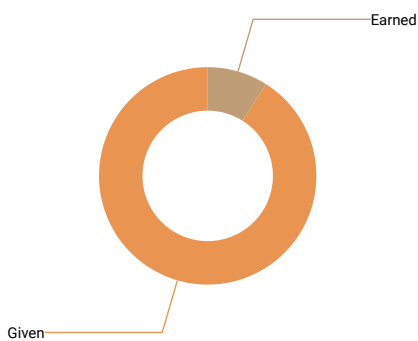
Answered 23 times

Skipped 6 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Health Savings Account (HSA)?" has Selected button "Yes"



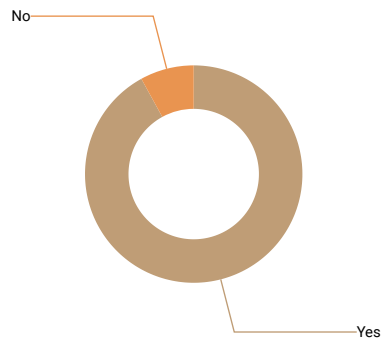
Results	%	N
Earned	9%	2
Given	91%	21

12.3. Does your company offer a Flexible Spending Account (FSA)?

Answered 25 times

Skipped 33 times

Select one answer (radio button)



Results	%	N
Yes	92%	23
No	8%	2

12.4. Do some or all unused funds for FSAs rollover at the end of the year?

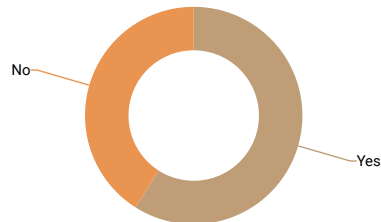
Answered 22 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	59%	13
No	41%	9

12.5. Does your company contribute to employee FSAs?

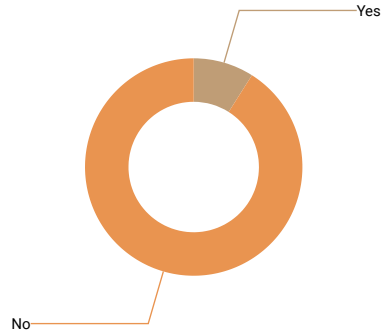
Answered 22 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	9%	2
No	91%	20

12.6. Does your company offer a Dependent Care FSA (DCFSA)?

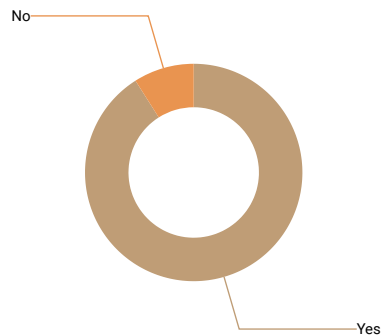
Answered 23 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	91%	21
No	9%	2

12.7. Does your company offer a limited-purpose FSA that can be used in conjunction with an HSA?

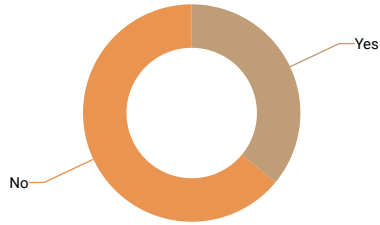
Answered 22 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a Flexible Spending Account (FSA)?" has Selected button "Yes"



Results	%	N
Yes	36%	8
No	64%	14

Pension Plan (Defined Benefit)

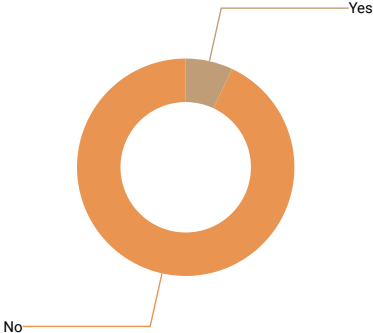
13. Pension Plan (Defined Benefit)

13.1. Does your company offer a Pension Plan (Defined Benefit)?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	7%	4
No	93%	54

401(k) Plan

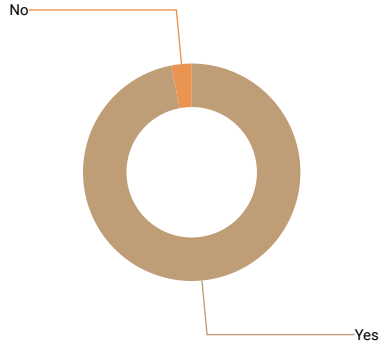
14. 401(k) Plan

14.1. Does your company offer a 401(k) Plan?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	97%	56
No	3%	2

14.2. When do employees become eligible?

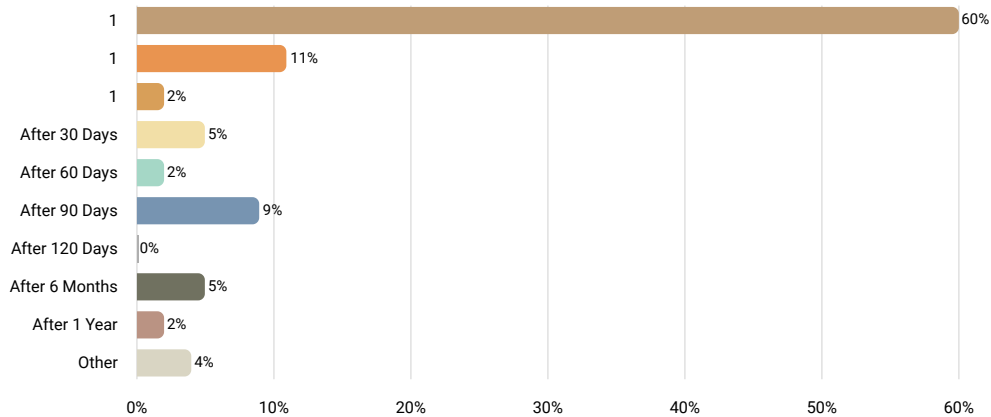
Answered 55 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
1st Day of Employment	60%	33
1st of Month After Date of Hire	11%	6
1st of Month After 30 Days	2%	1
After 30 Days	5%	3
After 60 Days	2%	1
After 90 Days	9%	5
After 120 Days	0%	0
After 6 Months	5%	3
After 1 Year	2%	1
Other	4%	2

14.3. Up to what percentage does the company match 100% of employee contributions?

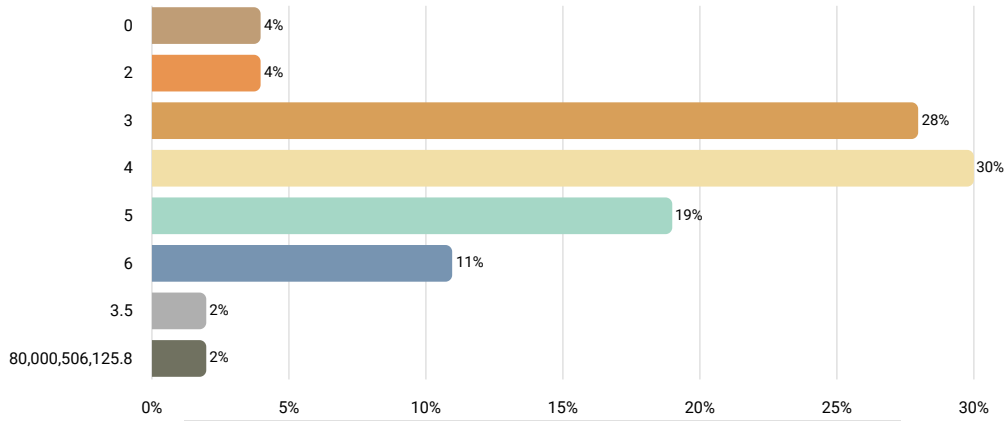
Answered 47 times

Skipped 9 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Statistics	
10th percentile	3
25th percentile	3
50th percentile	4
75th percentile	5
90th percentile	6
Mean	1,702,138,431.99
Median	4
Standard deviation	11,669,273,145.3
Total/sum	80,000,506,303.3

14.4. If your company matches less than 100% of contributions after a certain threshold, please describe the partial match.

Answered 24 times

Skipped 32 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"

Results	
employer matches 100% of the first 3% and 50% of the next 2%	2
first 4% and that is it, vesting in 1/3rd over 3 years of the employer contribution	1
50 of the next 2%	1
employer matches 5% of the first 5% deferred	1
employer matches 100% of the first 2% and 25% of the next 4%.	1
100 percent of first 3 percent, 50 % of the next 2 %	1
50% match for 4th and 5th percent contributed to a total of 4% matching for a 5% contribution	1
employer matches 75% of the first 8% contributed.	1
3% non-elective employer contribution after one year of service.	1
employer matches 100% of the first 1% and 50% of the next 5%	1
50% up to 10% of the employee's deferrals	1
match 100% of 3% ee contributes, then 50% of next 2% ee contributes	1
employer matches 50% up to the first 6%.	1
4%	1
profit share contribution 1x per year	1
100% of the first 3% and 50% of the next 2%	1
100% up to 4% and 0% after that.	1
radiance provides a discretionary contribution which is historically 10% but requires no employee contribution.	1
company contribution is 3% safe harbor, 17% discretionary	1
employer matches 100% of the first 3% and 50% of the next 2%	1
up to 6% at \$.50 on the dollar	1
employer matches 100% of the first 3% and 50% of the next 2%.	1
matches 100% of the first 4%	1

14.5. Is there a vesting schedule for employer contributions?

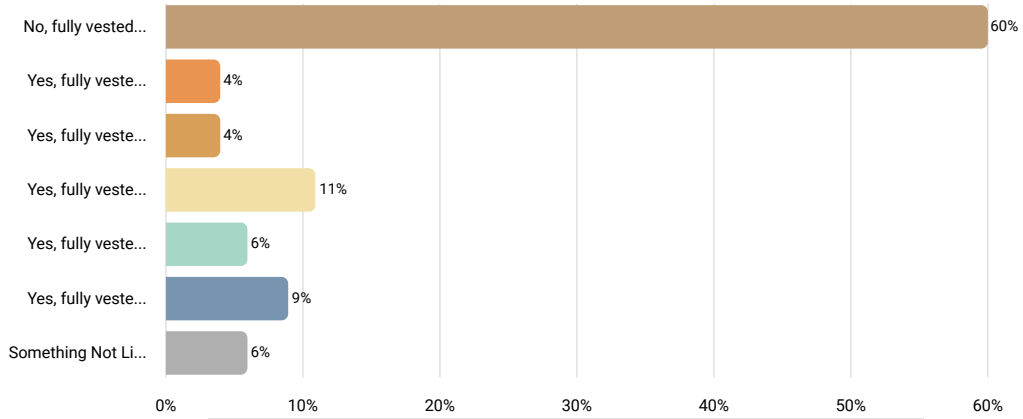
Answered 53 times

Skipped 3 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer a 401(k) Plan?" has Selected button "Yes"



Results	%	N
No, fully vested.	60%	32
Yes, fully vested after 1 year.	4%	2
Yes, fully vested after 2 years.	4%	2
Yes, fully vested after 3 years.	11%	6
Yes, fully vested after 4 years.	6%	3
Yes, fully vested after 5 years.	9%	5
Something Not Listed	6%	3

Paid Time Off (PTO)

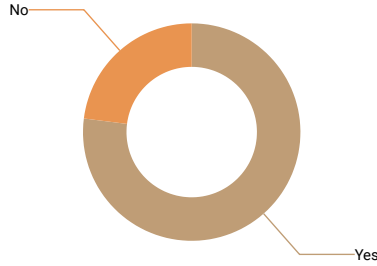
15. PTO (Paid Time Off)

15.1. Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	77%	44
No	23%	13

15.2. Annual Amount of PTO in Days

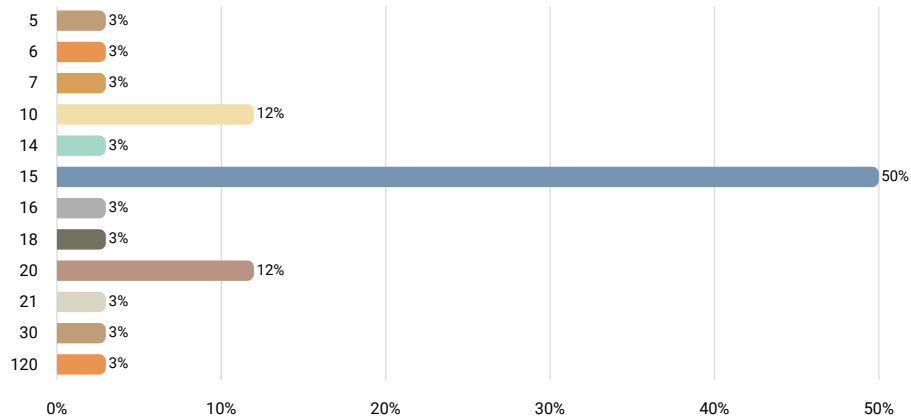
Answered 34 times

Skipped 10 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Statistics	
10th percentile	10
25th percentile	15
50th percentile	15
75th percentile	16
90th percentile	20
Mean	18
Median	15
Standard deviation	18.62
Total/sum	612

15.3. How is PTO accrued?

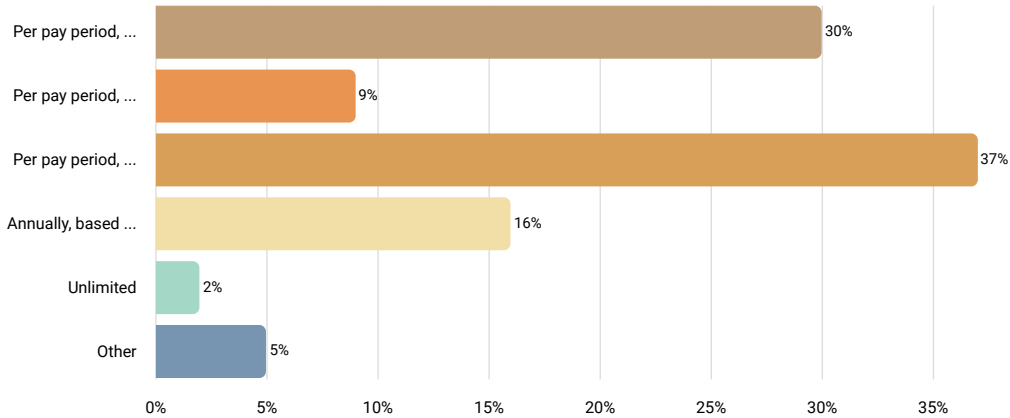
Answered 43 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	30%	13
Per pay period, based on hours worked	9%	4
Per pay period, based on years of service	37%	16
Annually, based on years of service	16%	7
Unlimited	2%	1
Other	5%	2

15.4. Are any of these leave types NOT included in your PTO?

Answered 36 times

Skipped 8 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer PTO? (typically combines sick, vacation, holiday, and/or personal leave in one category)" has Selected button "Yes"

Results	N
Sick Leave	5
Vacation	4
Holidays	35
Personal Leave	5

Sick Leave

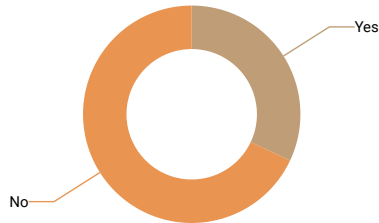
16. Sick Leave

16.1. Does your company offer Sick Leave?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	32%	18
No	68%	39

16.2. Annual Amount of Sick Leave in Days

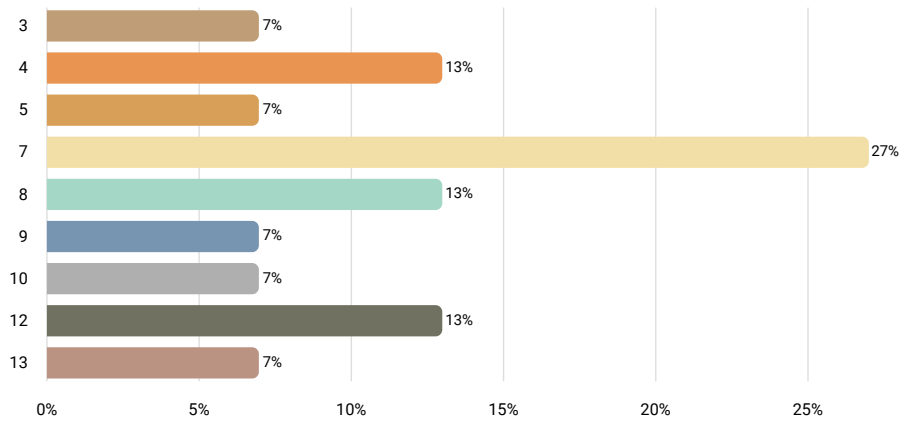
Answered 15 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Statistics	
10th percentile	4
25th percentile	5
50th percentile	7
75th percentile	10
90th percentile	12
Mean	7.73
Median	7
Standard deviation	3.06
Total/sum	116

16.3. How is Sick Leave accrued?

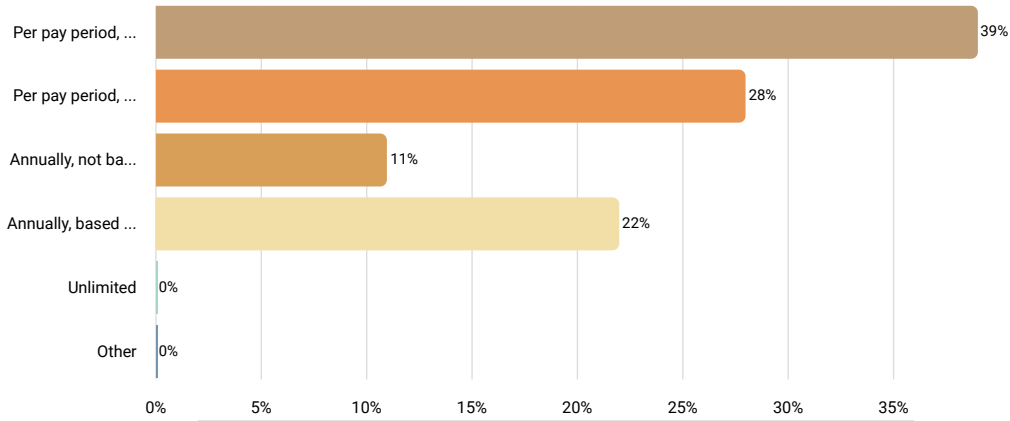
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	39%	7
Per pay period, based on hours worked	28%	5
Annually, not based on years of service	11%	2
Annually, based on years of service	22%	4
Unlimited	0%	0
Other	0%	0

16.4. Paid out at termination?

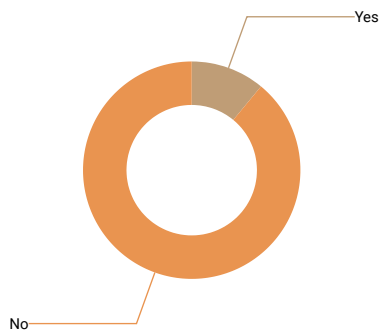
Answered 18 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Sick Leave?" has Selected button "Yes"



Results	%	N
Yes	11%	2
No	89%	16

Vacation

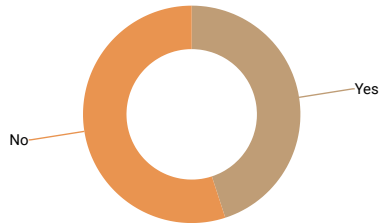
17. Vacation

17.1. Does your company offer Vacation Leave?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	45%	26
No	55%	32

17.2. Annual Amount of Vacation Leave in Days

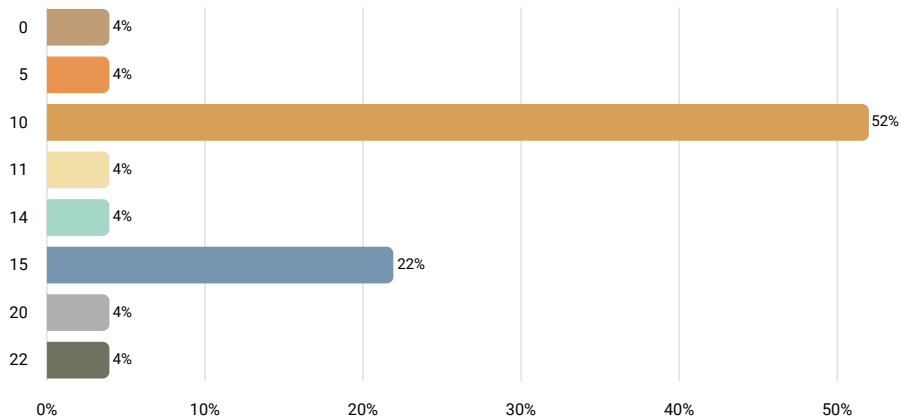
Answered 23 times

Skipped 3 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Statistics	
10th percentile	10
25th percentile	10
50th percentile	10
75th percentile	15
90th percentile	15
Mean	11.61
Median	10
Standard deviation	4.53
Total/sum	267

17.3. How is Vacation Leave accrued?

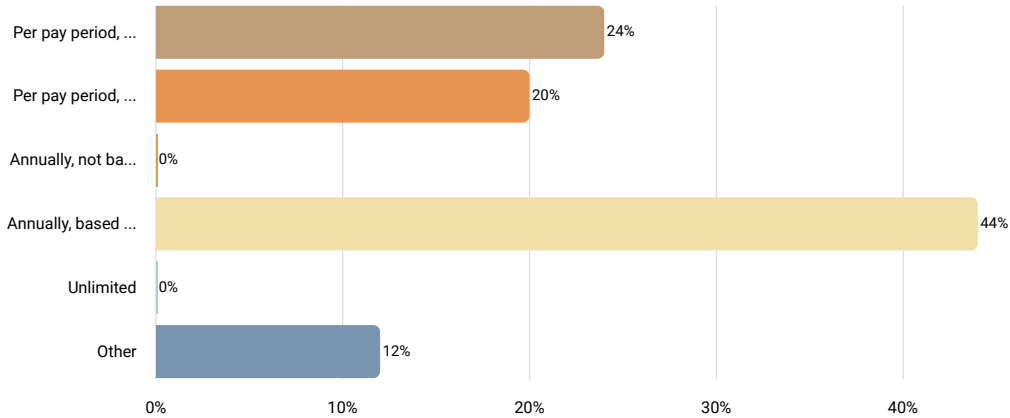
Answered 25 times

Skipped 1 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Per pay period, flat rate	24%	6
Per pay period, based on hours worked	20%	5
Annually, not based on years of service	0%	0
Annually, based on years of service	44%	11
Unlimited	0%	0
Other	12%	3

17.4. Paid out at termination?

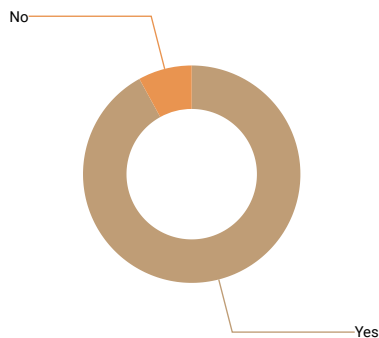
Answered 26 times

Skipped 0 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Vacation Leave?" has Selected button "Yes"



Results	%	N
Yes	92%	24
No	8%	2

Paid Family and Medical Leave

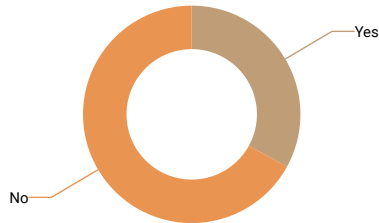
18. Paid Family and Medical Leave

18.1. Does your company offer Paid Family and Medical Leave?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	33%	19
No	67%	39

18.2. Eligibility Criteria for Paid Family Leave

Answered 17 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	16
Employee has given birth to a child	16
Employee is a spouse or committed partner of someone who has given birth to a child.	13
Employee has adopted a child or been placed with a foster child.	14
Must have already used short-term disability	0
Must use short-term disability concurrently	3
Must use FMLA concurrently	3

18.3. Annual Amount of Paid Family Leave in Weeks

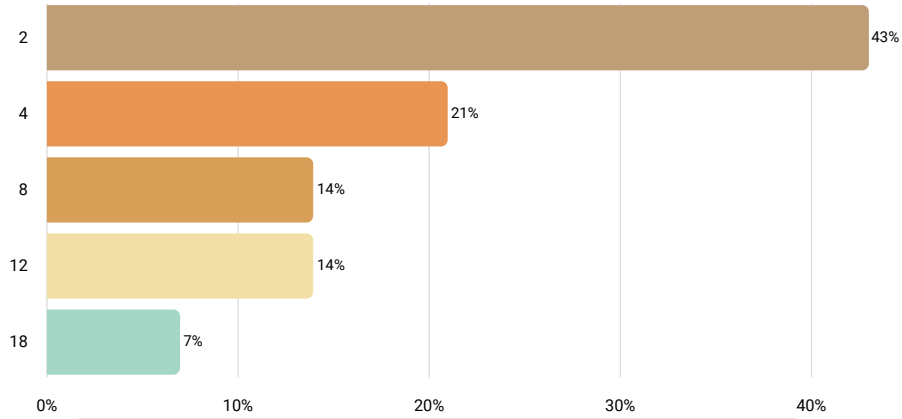
Answered 14 times

Skipped 5 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"



Statistics	
10th percentile	2
25th percentile	2
50th percentile	4
75th percentile	8
90th percentile	12
Mean	5.86
Median	4
Standard deviation	5.05
Total/sum	82

18.4. Percent of Salary Paid for Family Leave

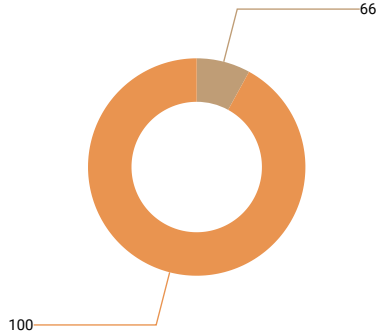
Answered 12 times

Skipped 7 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"



Statistics	
10th percentile	100
25th percentile	100
50th percentile	100
75th percentile	100
90th percentile	100
Mean	97.17
Median	100
Standard deviation	9.81
Total/sum	1,166

18.5. Eligibility Criteria for Paid Medical Leave

Answered 13 times

Skipped 6 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Paid Family and Medical Leave?" has Selected button "Yes"

Results	N
Full-Time Equivalent (FTE)	13
Critical Illness of Employee	5
Critical Illness of a Dependent	4
Must have already used short-term disability	1
Must use short-term disability concurrently	5
Must use FMLA concurrently	5

Short-Term Disability

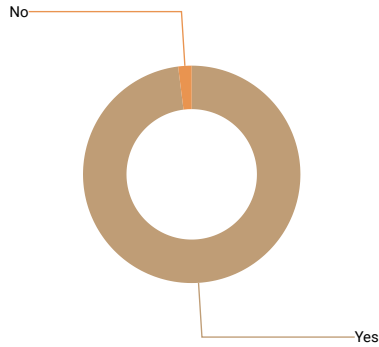
19. Short-term Disability

19.1. Does your company offer Short-Term Disability?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	98%	57
No	2%	1

19.2. Short-term Disability Coverage Amount

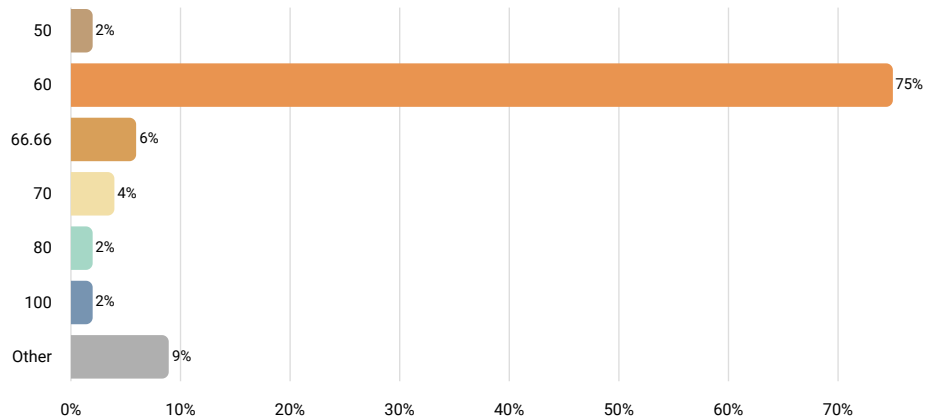
Answered 53 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
50% of Salary	2%	1
60% of Salary	75%	40
66.66% of Salary	6%	3
70% of Salary	4%	2
80% of Salary	2%	1
100% of Salary	2%	1
Other	9%	5

19.3. Other Short-term Disability Coverage Amount

Answered 5 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"
- "Short-term Disability Coverage Amount" has Selected button "Other"

Results	
600 a week	1
employee funded and cost is based on desired percentage of salary to be covered.	1
60% up to \$1000/ week minus other income sources	1
55%	1
66 2/3	1

19.4. Coverage Waiting Period Days

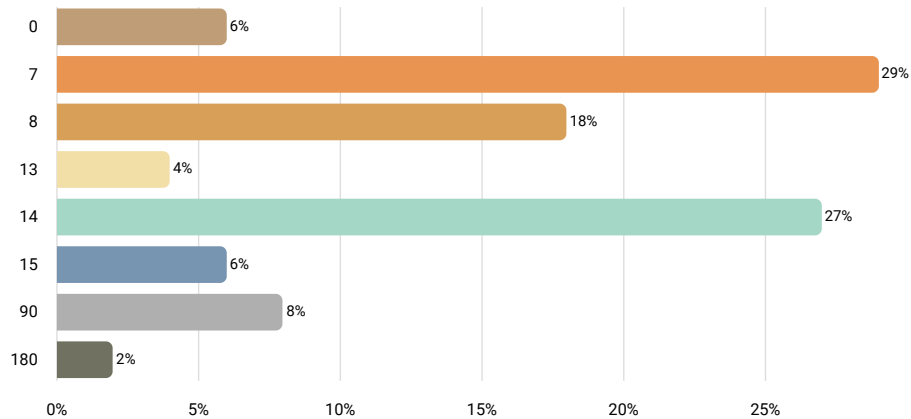
Answered 51 times

Skipped 6 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	7
25th percentile	7
50th percentile	8
75th percentile	14
90th percentile	15
Mean	19.29
Median	8
Standard deviation	31.9
Total/sum	984

19.5. Short-term Disability Coverage Term

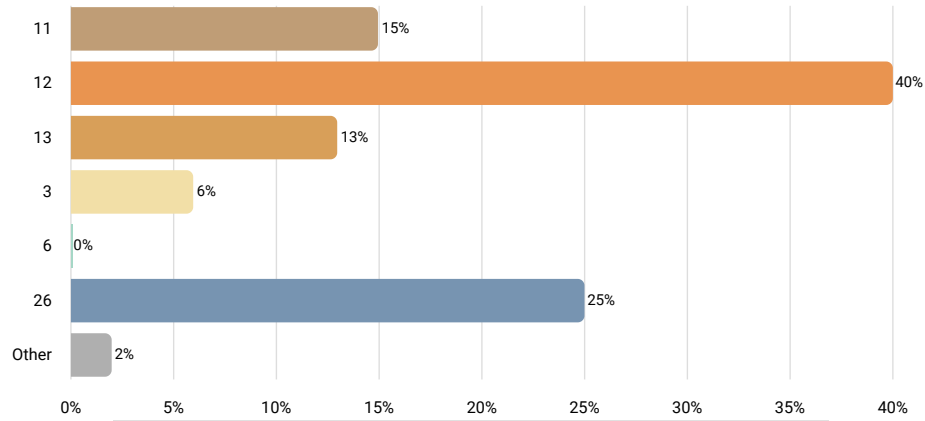
Answered 53 times

Skipped 4 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Short-Term Disability?" has Selected button "Yes"



Results	%	N
11 weeks	15%	8
12 Weeks	40%	21
13 Weeks	13%	7
3 months	6%	3
6 months	0%	0
26 weeks	25%	13
Other	2%	1

Long-Term Disability

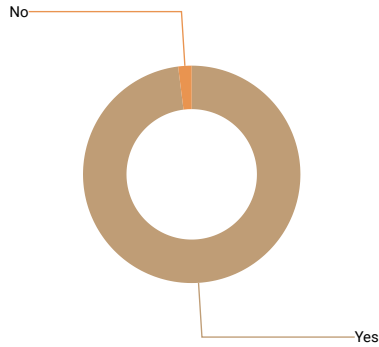
20. Long-term Disability

20.1. Does your company offer Long-Term Disability?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	98%	56
No	2%	1

20.2. Long-term Disability Coverage Amount

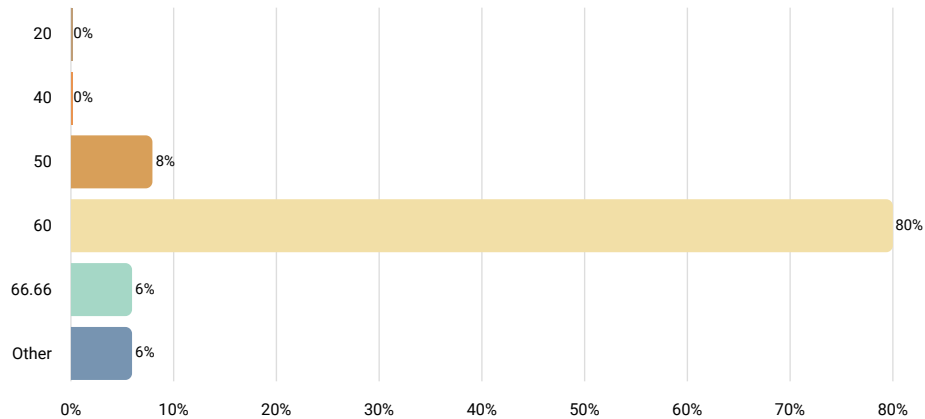
Answered 51 times

Skipped 5 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
20% of Salary	0%	0
40% of Salary	0%	0
50% of Salary	8%	4
60% of Salary	80%	41
66.66% of Salary	6%	3
Other	6%	3

20.3. Coverage Waiting Period Days

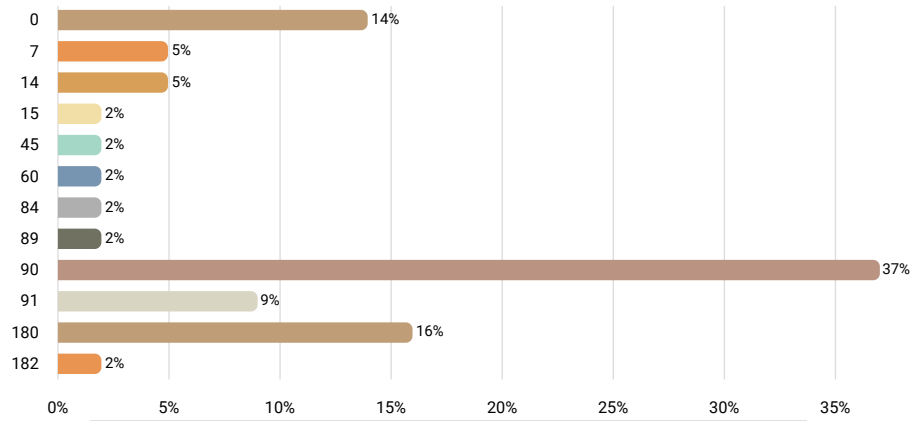
Answered 43 times

Skipped 13 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Statistics	
10th percentile	0
25th percentile	15
50th percentile	90
75th percentile	91
90th percentile	180
Mean	83.28
Median	90
Standard deviation	58.91
Total/sum	3,581

20.4. Long-term Disability Coverage Term

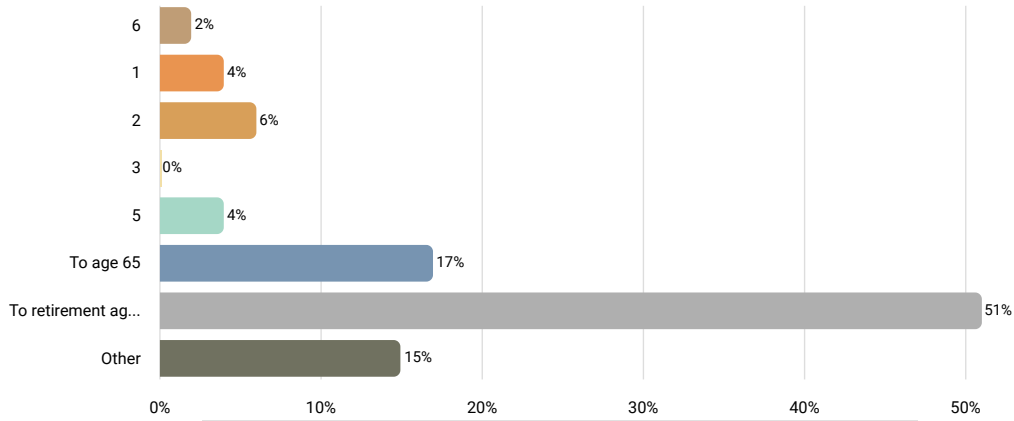
Answered 47 times

Skipped 9 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer Long-Term Disability?" has Selected button "Yes"



Results	%	N
6 months	2%	1
1 year	4%	2
2 years	6%	3
3 Years	0%	0
5 years	4%	2
To age 65	17%	8
To retirement age	51%	24
Other	15%	7

Education Assistance / Tuition Reimbursement

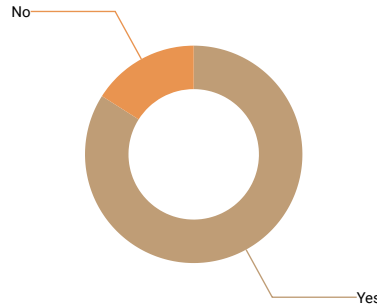
21. Education Assistance/Tuition Reimbursement

21.1. Does your company offer Education Assistance/Tuition Reimbursement?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	84%	48
No	16%	9

21.2. Education/Tuition Eligibility Requirements

Answered 47 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"

Results	N
Work-related	42
FTE	36
Minimum grade/score	37
Other	6

21.3. Other Education/Tuition Eligibility Requirement

Answered 6 times

Skipped 0 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"
- "Education/Tuition Eligibility Requirements" has "Other" checked

Results	
years of employment	1
pay tuition only for fte or eligible dependent	1
12-month employment obligation upon completion.	1
capped at \$5250 per year. part time employees are eligible for up to \$2625 per year	1
up to \$1000/year	1
cannot be on a performance improvement plan	1

21.4. Percentage of Reimbursement

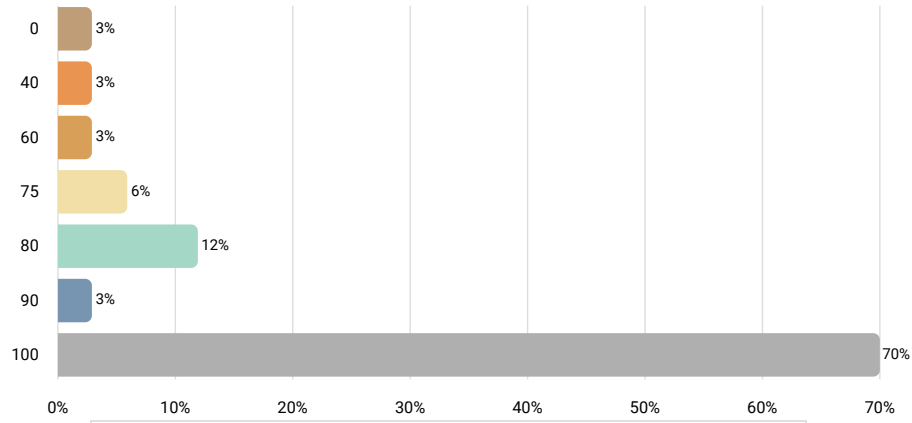
Answered 33 times

Skipped 15 times

Number input

This question is applicable when the following conditions are met:

- "Does your company offer Education Assistance/Tuition Reimbursement?" has Selected button "Yes"



Statistics	
10th percentile	75
25th percentile	80
50th percentile	100
75th percentile	100
90th percentile	100
Mean	89.7
Median	100
Standard deviation	21.39
Total/sum	2,960

Employee Assistance Program

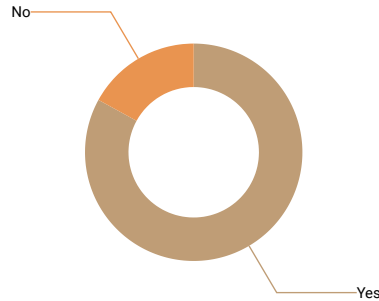
22. Employee Assistance Program

22.1. Does your company offer an Employee Assistance Program/Plan (EAP)?

Answered 58 times

Skipped 0 times

Select one answer (radio button)



Results	%	N
Yes	83%	48
No	17%	10

22.2. Name of EAP Provider

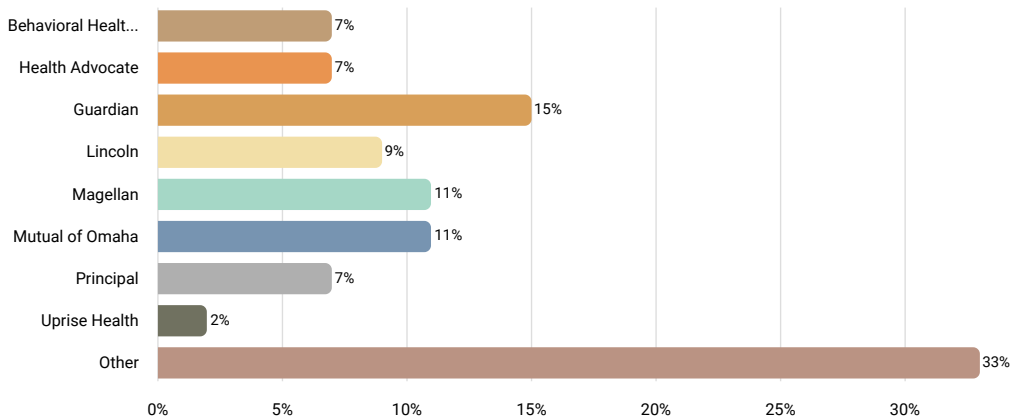
Answered 46 times

Skipped 2 times

Select one answer (radio button)

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program/Plan (EAP)?" has Selected button "Yes"



Results	%	N
Behavioral Health Systems	7%	3
Health Advocate	7%	3
Guardian	15%	7
Lincoln	9%	4
Magellan	11%	5
Mutual of Omaha	11%	5
Principal	7%	3
Uprise Health	2%	1
Other	33%	15

22.3. Who is eligible to participate in the EAP?

Answered 46 times

Skipped 2 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program/Plan (EAP)?" has Selected button "Yes"

Results	N
Employee	46
Spouse	42
Domestic Partner	24
Dependents	40

22.4. Please provide the name of your EAP Provider.

Answered 14 times

Skipped 1 times

Text input

This question is applicable when the following conditions are met:

- "Does your company offer an Employee Assistance Program/Plan (EAP)?" has Selected button "Yes"
- "Name of EAP Provider" has Selected button "Other"

Results	N
compysch	2
new directions behavioral health, llc	1
equitable life	1
anthem	1
3m/eagle	1
prudential	1
careatc and eagle	1
new york life	1
optum health	1
guidance resources	1
the standard	1
unum	1
fei behavioral health (an allone health company)	1

Flex-Time

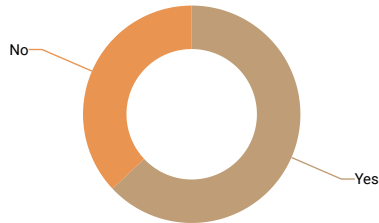
23. Flex-Time

23.1. Does your company offer Flex-Time?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	63%	36
No	37%	21

23.2. Flex-Time Eligibility Criteria

Answered 35 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"

Results	N
FTE	20
Manager Approval	31
Child Care Needs	10
To Pursue Further Education	8
Other	5

23.3. Describe your Flex-Time Policy.

Answered 5 times

Skipped 0 times

Text area input

This question is applicable when the following conditions are met:

- "Does your company offer Flex-Time?" has Selected button "Yes"
- 'Flex-Time Eligibility Criteria' has 'Other' checked

Results	N
9/80 work schedule	1
exempt employees can flex time	1
on an as-needed basis, by president approval	1
flex time available based on business demands for each business unit.	1
corporate employees require supervisor approval and employees working on contract require approval by their prime lead.	1

Remote/Telework

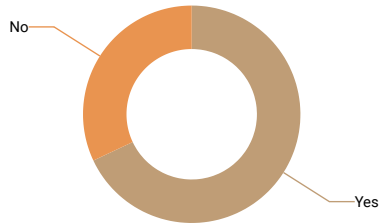
24. Remote/Telework

24.1. Does your company offer remote work, also referred to as telework?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	68%	39
No	32%	18

24.2. Type(s) of Remote Work Offered

Answered 38 times

Skipped 1 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Fully Remote	21
Hybrid (some combination of Remote and In-Office)	31
Requires Prior Approval	32

24.3. Does your company offer any remote/telework assistance?

Answered 24 times

Skipped 15 times

Select multiple answers (checkboxes)

This question is applicable when the following conditions are met:

- "Does your company offer remote work, also referred to as telework?" has Selected button "Yes"

Results	N
Monthly Stipend	0
Partial Reimbursement for Internet	1
Partial Reimbursement for Phone	2
Company-Provided Computer	23
Company-Provided Phone	6
Other	1

Child Care

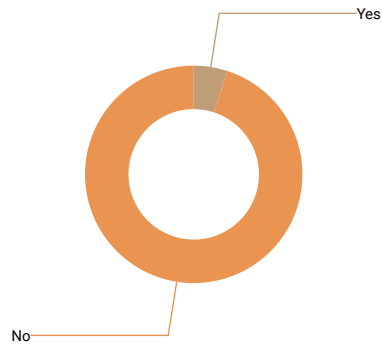
25. Child Care

25.1. Does your company provide Child Care Benefits?

Answered 57 times

Skipped 1 times

Select one answer (radio button)



Results	%	N
Yes	5%	3
No	95%	54

Holidays

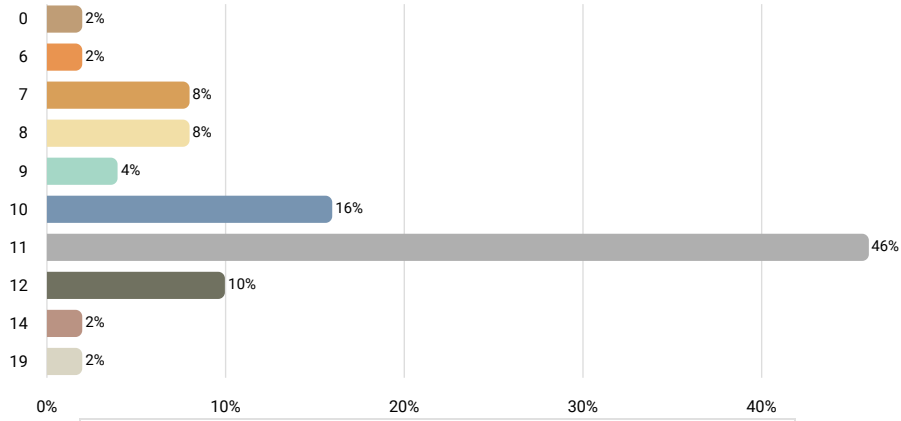
26. Holidays

26.1. How many total holidays are given in a year?

Answered 50 times

Skipped 8 times

Number input



Statistics	
10th percentile	7
25th percentile	10
50th percentile	11
75th percentile	11
90th percentile	12
Mean	10.2
Median	11
Standard deviation	2.51
Total/sum	510

26.2. Annual Holidays Offered

Answered 55 times

Skipped 3 times

Select multiple answers (checkboxes)

Results	N
New Year's Day	55
Martin Luther King, Jr. Day	36
Presidents' Day	29
Columbus Day	20
Good Friday	7
Easter	3
Memorial Day	53
Juneteenth	24
Independence Day	54
Labor Day	51
Veterans Day	28
Thanksgiving Day	55
Day after Thanksgiving	26
Christmas Eve	14
Christmas Day	54
Day after Christmas	5
New Year's Eve	15
Closed Christmas through New Year's	9
Floating Holiday(s)	19
Birthday	0
Others Not Listed	2

Acknowledgements

Thank you for your support of regional wage and benefit surveys. Wage surveys are critical resources for businesses to understand wage and benefit benchmarks in their local communities.

The 2024 North Central Alabama Wage and Benefit Survey was sponsored by the following organizations. Learn more about the great work they are doing:

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