











Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	83%	82%	82%	82%	81%	-1%	↓
Health maintenance organization (HMO)	30%	39%	36%	41%	32%	-9%	↓
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	20%	21%	26%	23%	19%	-4%	↓
Point of service (POS)	25%	22%	14%	20%	19%	-1%	↓
Exclusive provider organization (EPO)	6%	9%	6%	6%	2%	-4%	↓
Indemnity plan (fee-for-service)	8%	8%	4%	3%	2%	-1%	↓
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	42%	58%	16%	↑
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	61%	54%	51%	46%	60%	14%	↑
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	34%	40%	30%	23%	31%	8%	↑
Health savings account (HSA)	52%	57%	53%	39%	54%	15%	↑
Employer contributions to health savings accounts (HSAs)	32%	34%	33%	27%	42%	15%	↑
Health reimbursement arrangement (HRA)	17%	23%	15%	15%	14%	-1%	↓
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	0%	0%	0%	0%	↔
Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	90%	93%	94%	92%	96%	4%	↑
Mail-order prescription program	82%	83%	79%	70%	79%	9%	↑
Wholesale generic drug program for injectable drugs	21%	33%	19%	16%	33%	17%	↑
Pharmacy management program (independent of medical plan management)	17%	14%	12%	14%	26%	12%	↑
Experimental/elective drug coverage	4%	8%	4%	1%	4%	3%	↑
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	93%	93%	97%	91%	96%	5%	↑
Vision insurance	85%	79%	91%	82%	92%	10%	↑
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	36%	32%	42%	44%	46%	2%	↑
Hospital indemnity insurance	27%	21%	23%	27%	32%	5%	↑
Long-term care insurance	28%	22%	27%	22%	33%	11%	↑
Intensive care insurance (provides funds to help cover the extra expenses for accidents or illness that result in an admission to a hospital intensive care unit)	26%	19%	21%	18%	30%	12%	↑
Cancer insurance (separate from critical illness insurance)	--	33%	32%	30%	33%	3%	↑
Long-term care insurance available for family members	--	--	--	16%	19%	3%	↑

Disability & Accident Ins.	2016	2017	2018	2019	2020	1 year change	
Accidental death and dismemberment insurance (AD&D) (does not pertain to employee-paid supplemental insurance)	75%	72%	79%	80%	84%	4%	↑
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	68%	66%	62%	56%	66%	10%	↑
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	64%	62%	57%	54%	60%	6%	↑
Accident insurance (separate from travel accident insurance)	34%	28%	40%	39%	48%	9%	↑
Supplemental accident insurance	52%	35%	37%	36%	37%	1%	↑
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	59%	63%	68%	68%	0%	↔
Supplemental long-term disability insurance (employee- or employer-paid)	--	50%	45%	39%	44%	5%	↑
Supplemental short-term disability insurance (employee- or employer-paid)	--	58%	47%	49%	49%	0%	↔
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	78%	74%	84%	81%	82%	1%	↑
Contraceptive coverage	75%	71%	70%	65%	84%	19%	↑
In-vitro fertilization coverage	19%	21%	24%	7%	24%	17%	↑
Infertility treatment coverage (other than in-vitro fertilization)	20%	21%	22%	10%	21%	11%	↑
Egg freezing for nonmedical reasons	2%	2%	2%	2%	5%	3%	↑
Gender reassignment surgery coverage	2%	7%	5%	5%	9%	4%	↑
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	59%	52%	51%	43%	49%	6%	↑
Onsite seasonal flu vaccinations	37%	46%	48%	29%	39%	10%	↑
Health risk assessment	39%	36%	39%	32%	35%	3%	↑
Health insurance premium discount for participation in wellness program	14%	16%	16%	24%	23%	-1%	↓
Rewards or bonuses for completing certain health and wellness programs	41%	37%	39%	29%	29%	0%	↔
Tobacco cessation program	37%	32%	35%	31%	26%	-5%	↓
Preventive programs specifically targeting employees with chronic health conditions	28%	31%	21%	16%	24%	8%	↑
Weight loss program	23%	30%	26%	21%	23%	2%	↑
Stress management program	3%	4%	6%	5%	24%	19%	↑
Personal or life coaching	31%	28%	23%	13%	23%	10%	↑
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	1%	11%	10%	↑

Retirement

Retirement	2016	2017	2018	2019	2020	1 year change		
Traditional 401(k) or similar defined contribution retirement savings plan (e.g., 403(b)s, 457s, federal Thrift Savings Plan)	87%	89%	89%	93%	93%	0%	↔	
Roth 401(k) or similar defined contribution retirement savings plan	46%	53%	58%	61%	66%	5%	↑	
Traditional defined benefit pension plan (open to all employees)	29%	27%	20%	4%	13%	9%	↑	
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	9%	8%	7%	2%	3%	1%	↑	
Defined benefit cash balance pension plan	8%	7%	5%	1%	6%	5%	↑	
401(k)	2016	2017	2018	2019	2020	1 year change		
Automatic enrollment for NEW or EXISTING employees	38%	49%	38%	34%	55%	21%	↑	
Automatic escalation of contributions	27%	18%	18%	16%	34%	18%	↑	
Hardship withdrawals	49%	58%	53%	55%	69%	14%	↑	
Loans against savings plan balance	41%	46%	45%	41%	57%	16%	↑	
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change		
Undergraduate or graduate tuition assistance	52%	50%	44%	41%	34%	-7%	↓	
Student loan repayment assistance	3%	3%	4%	4%	9%	5%	↑	
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	2%	11%	7%	4%	7%	3%	↑	
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	25%	59%	43%	36%	18%	-18%	↓	
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	16%	10%	8%	16%	11%	-5%	↓	
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	24%	23%	18%	20%	11%	-9%	↓	
Loans to employees for emergency/disaster assistance	21%	24%	23%	23%	20%	-3%	↓	
Employer contribution or match for 529 plan	--	2%	0%	1%	3%	2%	↑	
Other Retirement	2016	2017	2018	2019	2020	1 year change		
Informal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	12%	13%	10%	15%	17%	2%	↑	
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	5%	5%	6%	5%	7%	2%	↑	
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	4%	9%	5%	↑	
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	50%	47%	-3%	↓	





Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change		
Paid open/unlimited leave	4%	0%	3%	4%	3%	-1%	↓	
Paid vacation time	96%	91%	96%	100%	98%	-2%	↓	
Paid sick time	93%	72%	74%	91%	94%	3%	↑	
Paid time off (PTO) including both vacation and sick time	--	--	--	69%	72%	3%	↑	
Parental	2016	2017	2018	2019	2020	1 year change		
Paid maternity leave (includes coverage by family/parental leave, other than what is covered by short-term disability or state law)	23%	20%	30%	15%	44%	29%	↑	
Paid paternity leave (includes coverage by family/parental leave)	17%	13%	23%	14%	29%	15%	↑	
Paid adoption leave (includes coverage by family/parental leave)	16%	12%	20%	12%	31%	19%	↑	
Paid foster leave (includes coverage by family/parental leave)	13%	8%	16%	8%	23%	15%	↑	
Paid parental leave	15%	13%	20%	12%	27%	15%	↑	
Family	2016	2017	2018	2019	2020	1 year change		
Paid family leave	20%	16%	23%	14%	23%	9%	↑	
Family leave above federal FMLA leave	21%	20%	15%	14%	30%	16%	↑	
Elder care leave above federal FMLA leave	10%	8%	11%	11%	15%	4%	↑	
Up to twelve weeks unpaid leave To care for immediate family	82%	72%	89%	67%	89%	22%	↑	
Up to twelve weeks unpaid leave To care for extended family	50%	31%	67%	33%	39%	6%	↑	
Paid leave To care for immediate family	--	--	--	--	24%	24%	↑	
Paid leave To care for extended family	--	--	--	--	8%	8%	↑	
Other	2016	2017	2018	2019	2020	1 year change		
Religious accommodation paid holidays (paid days off for religious holidays not offered by employer)	15%	18%	16%	17%	16%	-1%	↓	
Paid bereavement leave	72%	66%	85%	79%	68%	-11%	↓	
Paid time off to vote	--	37%	45%	30%	42%	12%	↑	








Flexible Work

Flex Work	2016	2017	2018	2019	2020	1 year change		
Flextime during core business hours (allowing employees to choose their work hours within limits during core business hours)	48%	50%	50%	41%	40%	-1%	↓	
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	26%	31%	26%	16%	23%	7%	↑	
Compressed workweek (allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period)	31%	30%	20%	20%	19%	-1%	↓	
Break arrangements (employees who generally can only take assigned breaks enter into an arrangement with their employers giving them more flexibility over when they take breaks)	42%	40%	37%	33%	33%	0%	↔	

Family Friendly

Flex Work	2016	2017	2018	2019	2020	1 year change		
Flextime during core business hours (allowing employees to choose their work hours within limits during core business hours)	48%	50%	50%	41%	40%	-1%	↓	
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	26%	31%	26%	16%	23%	7%	↑	
Compressed workweek (allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period)	31%	30%	20%	20%	19%	-1%	↓	
Break arrangements (employees who generally can only take assigned breaks enter into an arrangement with their employers giving them more flexibility over when they take breaks)	42%	40%	37%	33%	33%	0%	↔	

Professional Development

Professional Development	2016	2017	2018	2019	2020	1 year change		
Formal training or education provided by or paid for by employer to keep skills current	79%	88%	89%	83%	76%	-7%	↓	
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	33%	51%	48%	38%	78%	40%	↑	
Formal mentoring program	26%	24%	20%	20%	17%	-3%	↓	
Professional memberships (e.g., SHRM)	93%	93%	89%	81%	86%	5%	↑	
Professional license application or renewal fees	84%	81%	85%	75%	80%	5%	↑	
Certification/recertification fees	85%	84%	85%	75%	84%	9%	↑	
ESL (English as a second language)	6%	3%	9%	8%	6%	-2%	↓	

Legend



Colored arrows represent a statistically significant change from 2019 to 2020
Grey are changes that did not reach significance