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General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	91%	86%	88%	89%	81%	-8%	
Health maintenance organization (HMO)	41%	48%	43%	44%	38%	-6%	
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	12%	16%	30%	24%	15%	-9%	
Point of service (POS)	25%	28%	16%	18%	15%	-3%	
Exclusive provider organization (EPO)	12%	13%	8%	10%	9%	-1%	
Indemnity plan (fee-for-service)	9%	14%	7%	6%	4%	-2%	
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	55%	60%	5%	
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	75%	72%	69%	82%	79%	-3%	
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	40%	44%	37%	33%	37%	4%	
Health savings account (HSA)	40%	55%	50%	55%	58%	3%	
Employer contributions to health savings accounts (HSAs)	25%	29%	35%	39%	41%	2%	
Health reimbursement arrangement (HRA)	15%	21%	22%	24%	18%	-6%	
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	0%	4%	0%	-4%	
Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	96%	92%	94%	96%	93%	-3%	
Mail-order prescription program	89%	84%	83%	82%	83%	1%	
Wholesale generic drug program for injectable drugs	27%	34%	21%	15%	25%	10%	
Pharmacy management program (independent of medical plan management)	20%	24%	19%	17%	24%	7%	
Experimental/elective drug coverage	9%	9%	3%	4%	6%	2%	
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	99%	97%	98%	99%	96%	-3%	
Vision insurance	93%	91%	89%	94%	92%	-2%	
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	31%	37%	40%	43%	46%	3%	
Hospital indemnity insurance	24%	29%	26%	25%	33%	8%	
Long-term care insurance	33%	34%	39%	42%	43%	1%	
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)	25%	25%	23%	21%	26%	5%	
Cancer insurance (separate from critical illness insurance)	--	38%	37%	37%	38%	1%	
Long-term care insurance available for family members	--	--	--	24%	24%	0%	

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)	81%	80%	78%	79%	79%	0%	↔
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	68%	64%	65%	65%	69%	4%	↑
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	60%	53%	50%	48%	53%	5%	↑
Accident insurance (separate from travel accident insurance)	26%	31%	30%	33%	32%	-1%	↓
Supplemental accident insurance	47%	41%	34%	31%	31%	0%	↔
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	67%	67%	66%	65%	-1%	↓
Supplemental long-term disability insurance (employee- or employer-paid)	--	56%	52%	46%	45%	-1%	↓
Supplemental short-term disability insurance (employee- or employer-paid)	--	64%	50%	48%	47%	-1%	↓
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	89%	84%	89%	91%	90%	-1%	↓
Contraceptive coverage	84%	78%	76%	75%	84%	9%	↑
In-vitro fertilization coverage	26%	27%	30%	17%	30%	13%	↑
Infertility treatment coverage (other than in-vitro fertilization)	28%	29%	29%	20%	33%	13%	↑
Egg freezing for nonmedical reasons	5%	4%	5%	1%	4%	3%	↑
Gender reassignment surgery coverage	10%	15%	14%	7%	14%	7%	↑
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	71%	79%	79%	73%	67%	-6%	↓
Onsite seasonal flu vaccinations	61%	68%	74%	75%	65%	-10%	↓
Health risk assessment	52%	57%	61%	60%	47%	-13%	↓
Health insurance premium discount for participation in wellness program	18%	21%	25%	37%	23%	-14%	↓
Rewards or bonuses for completing certain health and wellness programs	49%	51%	50%	50%	37%	-13%	↓
Tobacco cessation program	51%	49%	56%	56%	41%	-15%	↓
Preventive programs specifically targeting employees with chronic health conditions	44%	47%	44%	36%	29%	-7%	↓
Weight loss program	37%	45%	45%	42%	28%	-14%	↓
Stress management program	6%	15%	22%	24%	30%	6%	↑
Personal or life coaching	47%	45%	31%	27%	26%	-1%	↓
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	16%	22%	6%	↑

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)	86%	81%	87%	88%	86%	-2%	
Roth 401(k) or similar defined contribution retirement savings plan	41%	46%	50%	49%	49%	0%	
Traditional defined benefit pension plan (open to all employees)	65%	68%	65%	69%	57%	-12%	
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	14%	16%	15%	19%	12%	-7%	
Defined benefit cash balance pension plan	10%	13%	11%	13%	8%	-5%	
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	40%	51%	40%	48%	46%	-2%	
Automatic escalation of contributions	12%	13%	10%	13%	12%	-1%	
Hardship withdrawals	47%	47%	53%	38%	56%	18%	
Loans against savings plan balance	35%	33%	36%	30%	43%	13%	
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	55%	59%	62%	71%	59%	-12%	
Student loan repayment assistance	5%	5%	5%	15%	7%	-8%	
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	17%	21%	16%	23%	21%	-2%	
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	32%	54%	52%	42%	27%	-15%	
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	20%	22%	15%	24%	18%	-6%	
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	13%	16%	10%	14%	10%	-4%	
Loans to employees for emergency/disaster assistance	3%	12%	7%	7%	7%	0%	
Employer contribution or match for 529 plan	--	3%	1%	3%	1%	-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)	10%	11%	14%	12%	14%	2%	
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	10%	8%	12%	15%	14%	-1%	
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	10%	12%	2%	
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	65%	61%	-4%	

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	2%	3%	0%	4%	3%	-1%	↓
Paid vacation time	97%	95%	99%	98%	99%	1%	↑
Paid sick time	98%	86%	86%	98%	99%	1%	↑
Paid time off (PTO) including both vacation and sick time	--	--	--	49%	52%	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)	31%	28%	36%	34%	52%	18%	↑
Paid paternity leave (includes coverage by family/parental leave)	28%	25%	30%	31%	44%	13%	↑
Paid adoption leave (includes coverage by family/parental leave)	27%	24%	28%	30%	37%	7%	↑
Paid foster leave (includes coverage by family/parental leave)	20%	20%	22%	24%	30%	6%	↑
Paid parental leave	23%	22%	30%	29%	40%	11%	↑
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	29%	27%	32%	29%	31%	2%	↑
Family leave above federal FMLA leave	24%	27%	18%	23%	34%	11%	↑
Elder care leave above federal FMLA leave	13%	13%	12%	15%	18%	3%	↑
Up to twelve weeks unpaid leave To care for immediate family	83%	91%	86%	87%	96%	9%	↑
Up to twelve weeks unpaid leave To care for extended family	44%	47%	53%	44%	44%	0%	↔
Paid leave To care for immediate family	--	--	--	--	49%	49%	↑
Paid leave To care for extended family	--	--	--	--	25%	25%	↑
Other	2016	2017	2018	2019	2020	1 year change	
Religious accommodation paid holidays (paid days off for religious holidays not offered by employer)	17%	18%	19%	18%	26%	8%	↑
Paid bereavement leave	82%	75%	86%	88%	89%	1%	↑
Paid time off to vote	--	45%	51%	46%	55%	9%	↑

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)	58%	61%	53%	54%	51%	-3%	↓
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	32%	32%	24%	27%	33%	6%	↑
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)	49%	48%	41%	42%	41%	-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%	42%	33%	43%	46%	3%	↑

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	70%	75%	71%	69%	75%	6%	↑
Bring child to work in emergency (i.e., as backup care for an unexpected event)	30%	26%	21%	19%	25%	6%	↑
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	3%	5%	4%	3%	3%	0%	↔
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	12%	16%	12%	14%	19%	5%	↑
Subsidized child care center or program	6%	5%	4%	5%	9%	4%	↑
Nonsubsidized child care center (company-affiliated onsite or near-site center)	5%	4%	6%	9%	12%	3%	↑
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	10%	12%	14%	10%	17%	7%	↑
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	1%	2%	--	8%	12%	4%	↑

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%	94%	93%	94%	81%	-13%	↓
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	48%	45%	47%	48%	79%	31%	↑
Formal mentoring program	22%	23%	22%	25%	26%	1%	↑
Professional memberships (e.g., SHRM)	86%	87%	82%	80%	77%	-3%	↓
Professional license application or renewal fees	76%	77%	75%	66%	63%	-3%	↓
Certification/recertification fees	75%	80%	77%	68%	65%	-3%	↓
ESL (English as a second language)	3%	6%	7%	11%	8%	-3%	↓

Legend



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