









































































Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	82%	82%	82%	85%	73%	-12%	
Health maintenance organization (HMO)	33%	38%	42%	34%	33%	-1%	
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	18%	21%	32%	20%	15%	-5%	
Point of service (POS)	23%	23%	16%	23%	15%	-8%	
Exclusive provider organization (EPO)	10%	10%	8%	7%	9%	2%	
Indemnity plan (fee-for-service)	9%	9%	5%	7%	5%	-2%	
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	68%	59%	-9%	
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	67%	67%	66%	64%	66%	2%	
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	38%	41%	33%	23%	29%	6%	
Health savings account (HSA)	46%	53%	54%	65%	53%	-12%	
Employer contributions to health savings accounts (HSAs)	28%	35%	33%	39%	36%	-3%	
Health reimbursement arrangement (HRA)	20%	22%	19%	17%	20%	3%	
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	1%	0%	0%	0%	
Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	94%	95%	93%	91%	92%	1%	
Mail-order prescription program	83%	83%	76%	75%	75%	0%	
Wholesale generic drug program for injectable drugs	27%	29%	23%	17%	29%	12%	
Pharmacy management program (independent of medical plan management)	18%	20%	16%	15%	20%	5%	
Experimental/elective drug coverage	9%	7%	5%	6%	6%	0%	
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	96%	94%	97%	97%	94%	-3%	
Vision insurance	88%	85%	90%	92%	90%	-2%	
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	33%	36%	44%	46%	56%	10%	
Hospital indemnity insurance	22%	22%	28%	37%	38%	1%	
Long-term care insurance	29%	27%	34%	39%	42%	3%	
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)	20%	19%	20%	24%	29%	5%	
Cancer insurance (separate from critical illness insurance)	--	31%	37%	36%	37%	1%	
Long-term care insurance available for family members	--	--	--	18%	20%	2%	

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)	83%	80%	80%	82%	75%	-7%	
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	77%	69%	70%	64%	65%	1%	
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	69%	58%	58%	55%	55%	0%	
Accident insurance (separate from travel accident insurance)	34%	30%	35%	37%	41%	4%	
Supplemental accident insurance	48%	36%	33%	27%	34%	7%	
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	63%	63%	72%	68%	-4%	
Supplemental long-term disability insurance (employee- or employer-paid)	--	51%	48%	54%	54%	0%	
Supplemental short-term disability insurance (employee- or employer-paid)	--	59%	51%	56%	57%	1%	
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	84%	82%	87%	76%	80%	4%	
Contraceptive coverage	79%	75%	75%	70%	75%	5%	
In-vitro fertilization coverage	27%	23%	29%	20%	28%	8%	
Infertility treatment coverage (other than in-vitro fertilization)	29%	26%	31%	18%	30%	12%	
Egg freezing for nonmedical reasons	4%	4%	3%	3%	5%	2%	
Gender reassignment surgery coverage	8%	12%	12%	5%	13%	8%	
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	63%	61%	65%	50%	46%	-4%	
Onsite seasonal flu vaccinations	62%	66%	69%	65%	65%	0%	
Health risk assessment	41%	42%	44%	34%	33%	-1%	
Health insurance premium discount for participation in wellness program	17%	17%	19%	28%	19%	-9%	
Rewards or bonuses for completing certain health and wellness programs	40%	40%	42%	31%	26%	-5%	
Tobacco cessation program	39%	40%	43%	29%	34%	5%	
Preventive programs specifically targeting employees with chronic health conditions	35%	35%	29%	15%	23%	8%	
Weight loss program	33%	34%	33%	22%	28%	6%	
Stress management program	10%	9%	17%	10%	26%	16%	
Personal or life coaching	40%	33%	30%	10%	20%	10%	
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	10%	19%	9%	

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%	92%	90%	90%	0%	
Roth 401(k) or similar defined contribution retirement savings plan	40%	45%	51%	53%	53%	0%	
Traditional defined benefit pension plan (open to all employees)	30%	30%	24%	14%	12%	-2%	
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	11%	11%	11%	6%	7%	1%	
Defined benefit cash balance pension plan	5%	8%	5%	3%	4%	1%	
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	31%	40%	35%	72%	44%	-28%	
Automatic escalation of contributions	13%	16%	12%	12%	21%	9%	
Hardship withdrawals	54%	56%	53%	40%	71%	31%	
Loans against savings plan balance	35%	37%	40%	31%	51%	20%	
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	54%	53%	53%	49%	43%	-6%	
Student loan repayment assistance	6%	7%	6%	8%	17%	9%	
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	12%	15%	14%	7%	10%	3%	
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	58%	58%	48%	32%	22%	-10%	
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	19%	13%	9%	18%	19%	1%	
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	18%	20%	17%	15%	17%	2%	
Loans to employees for emergency/disaster assistance	13%	14%	13%	16%	14%	-2%	
Employer contribution or match for 529 plan	--	1%	2%	2%	1%	-1%	
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%	13%	14%	10%	16%	6%	
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	7%	7%	6%	4%	6%	2%	
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	7%	4%	-3%	
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	43%	55%	12%	

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	3%	2%	4%	8%	4%	-4%	↓
Paid vacation time	97%	97%	96%	100%	99%	-1%	↓
Paid sick time	96%	85%	86%	97%	97%	0%	↔
Paid time off (PTO) including both vacation and sick time	--	--	--	73%	77%	4%	↑
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)	24%	29%	33%	22%	40%	18%	↑
Paid paternity leave (includes coverage by family/parental leave)	19%	24%	30%	21%	34%	13%	↑
Paid adoption leave (includes coverage by family/parental leave)	19%	22%	29%	21%	24%	3%	↑
Paid foster leave (includes coverage by family/parental leave)	13%	16%	22%	11%	20%	9%	↑
Paid parental leave	16%	21%	28%	21%	26%	5%	↑
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	20%	24%	29%	21%	26%	5%	↑
Family leave above federal FMLA leave	24%	24%	20%	22%	34%	12%	↑
Elder care leave above federal FMLA leave	12%	13%	13%	13%	18%	5%	↑
Up to twelve weeks unpaid leave To care for immediate family	87%	79%	84%	64%	89%	25%	↑
Up to twelve weeks unpaid leave To care for extended family	46%	43%	50%	42%	40%	-2%	↓
Paid leave To care for immediate family	--	--	--	--	31%	31%	↑
Paid leave To care for extended family	--	--	--	--	13%	13%	↑
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%	21%	21%	29%	8%	↑
Paid bereavement leave	81%	79%	88%	86%	91%	5%	↑
Paid time off to vote	--	41%	42%	34%	47%	13%	↑

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)	47%	52%	54%	51%	41%	-10%	↓
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	28%	32%	31%	30%	25%	-5%	↓
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)	35%	35%	32%	32%	34%	2%	↑
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)	40%	39%	38%	38%	40%	2%	↑

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	66%	68%	72%	50%	61%	11%	↑
Bring child to work in emergency (i.e., as backup care for an unexpected event)	24%	29%	25%	23%	21%	-2%	↓
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	2%	4%	4%	4%	5%	1%	↑
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	17%	19%	11%	10%	18%	8%	↑
Subsidized child care center or program	5%	6%	4%	3%	8%	5%	↑
Nonsubsidized child care center (company-affiliated onsite or near-site center)	7%	7%	7%	5%	6%	1%	↑
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	12%	16%	12%	14%	15%	1%	↑
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	3%	3%	--	7%	11%	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	81%	89%	89%	82%	82%	0%	↔
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	38%	41%	42%	42%	75%	33%	↑
Formal mentoring program	25%	24%	25%	19%	22%	3%	↑
Professional memberships (e.g., SHRM)	84%	85%	84%	72%	72%	0%	↔
Professional license application or renewal fees	68%	66%	67%	59%	63%	4%	↑
Certification/recertification fees	71%	69%	70%	64%	66%	2%	↑
ESL (English as a second language)	8%	8%	10%	1%	6%	5%	↑

Legend



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