
















































Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	84%	87%	85%	87%	83%	-4%	
Health maintenance organization (HMO)	34%	37%	37%	33%	34%	1%	
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	18%	19%	28%	24%	14%	-10%	
Point of service (POS)	21%	23%	19%	23%	14%	-9%	
Exclusive provider organization (EPO)	9%	11%	8%	10%	10%	0%	
Indemnity plan (fee-for-service)	7%	9%	5%	5%	4%	-1%	
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	64%	66%	2%	
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	66%	69%	63%	68%	67%	-1%	
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	39%	42%	38%	30%	35%	5%	
Health savings account (HSA)	52%	59%	58%	60%	67%	7%	
Employer contributions to health savings accounts (HSAs)	32%	38%	37%	44%	42%	-2%	
Health reimbursement arrangement (HRA)	20%	19%	19%	16%	14%	-2%	
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	91%	95%	93%	96%	93%	-3%	
Mail-order prescription program	82%	83%	80%	77%	81%	4%	
Wholesale generic drug program for injectable drugs	24%	34%	22%	13%	30%	17%	
Pharmacy management program (independent of medical plan management)	13%	17%	15%	11%	17%	6%	
Experimental/elective drug coverage	7%	11%	4%	4%	6%	2%	
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	94%	96%	97%	96%	95%	-1%	
Vision insurance	87%	89%	92%	91%	93%	2%	
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	29%	32%	35%	41%	45%	4%	
Hospital indemnity insurance	20%	21%	24%	25%	30%	5%	
Long-term care insurance	29%	23%	31%	26%	40%	14%	
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)	18%	18%	18%	15%	23%	8%	
Cancer insurance (separate from critical illness insurance)	--	27%	28%	26%	27%	1%	
Long-term care insurance available for family members	--	--	--	15%	22%	7%	

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)	80%	81%	82%	81%	79%	-2%	↓
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	76%	75%	73%	76%	74%	-2%	↓
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	70%	69%	67%	67%	67%	0%	↔
Accident insurance (separate from travel accident insurance)	34%	31%	33%	39%	39%	0%	↔
Supplemental accident insurance	47%	34%	30%	24%	29%	5%	↑
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	63%	65%	67%	63%	-4%	↓
Supplemental long-term disability insurance (employee- or employer-paid)	--	51%	45%	39%	45%	6%	↑
Supplemental short-term disability insurance (employee- or employer-paid)	--	53%	45%	41%	45%	4%	↑
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	81%	81%	83%	83%	86%	3%	↑
Contraceptive coverage	76%	74%	71%	71%	76%	5%	↑
In-vitro fertilization coverage	25%	26%	24%	17%	30%	13%	↑
Infertility treatment coverage (other than in-vitro fertilization)	28%	25%	26%	20%	31%	11%	↑
Egg freezing for nonmedical reasons	4%	3%	5%	2%	6%	4%	↑
Gender reassignment surgery coverage	5%	10%	10%	5%	13%	8%	↑
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	56%	59%	60%	54%	45%	-9%	↓
Onsite seasonal flu vaccinations	45%	53%	51%	46%	36%	-10%	↓
Health risk assessment	36%	37%	34%	36%	23%	-13%	↓
Health insurance premium discount for participation in wellness program	13%	15%	15%	26%	15%	-11%	↓
Rewards or bonuses for completing certain health and wellness programs	35%	36%	35%	34%	25%	-9%	↓
Tobacco cessation program	34%	33%	31%	29%	23%	-6%	↓
Preventive programs specifically targeting employees with chronic health conditions	30%	30%	16%	15%	16%	1%	↑
Weight loss program	27%	28%	25%	22%	18%	-4%	↓
Stress management program	5%	8%	11%	10%	20%	10%	↑
Personal or life coaching	33%	28%	23%	9%	17%	8%	↑
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	11%	17%	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)	88%	90%	93%	93%	91%	-2%	
Roth 401(k) or similar defined contribution retirement savings plan	53%	61%	63%	68%	75%	7%	
Traditional defined benefit pension plan (open to all employees)	24%	21%	16%	9%	8%	-1%	
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	11%	8%	8%	6%	6%	0%	
Defined benefit cash balance pension plan	7%	6%	4%	4%	2%	-2%	
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	33%	43%	37%	35%	51%	16%	
Automatic escalation of contributions	17%	20%	15%	20%	27%	7%	
Hardship withdrawals	55%	59%	60%	57%	76%	19%	
Loans against savings plan balance	41%	45%	52%	54%	65%	11%	
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	49%	49%	45%	45%	39%	-6%	
Student loan repayment assistance	3%	3%	3%	4%	8%	4%	
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	10%	11%	10%	9%	9%	0%	
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	33%	57%	48%	33%	21%	-12%	
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	16%	10%	9%	16%	16%	0%	
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	15%	17%	12%	16%	15%	-1%	
Loans to employees for emergency/disaster assistance	12%	15%	90%	20%	15%	-5%	
Employer contribution or match for 529 plan	--	2%	2%	1%	2%	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)	11%	14%	13%	19%	18%	-1%	
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	6%	6%	5%	4%	8%	4%	
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	6%	6%	0%	
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	57%	57%	0%	

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	7%	6%	8%	13%	15%	2%	↑
Paid vacation time	96%	95%	96%	99%	98%	-1%	↓
Paid sick time	95%	82%	82%	96%	95%	-1%	↓
Paid time off (PTO) including both vacation and sick time	--	--	--	69%	68%	-1%	↓
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)	33%	38%	44%	44%	63%	19%	↑
Paid paternity leave (includes coverage by family/parental leave)	27%	32%	39%	39%	55%	16%	↑
Paid adoption leave (includes coverage by family/parental leave)	25%	29%	37%	35%	44%	9%	↑
Paid foster leave (includes coverage by family/parental leave)	16%	20%	28%	27%	35%	8%	↑
Paid parental leave	23%	25%	34%	35%	51%	16%	↑
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	21%	24%	32%	27%	40%	13%	↑
Family leave above federal FMLA leave	20%	21%	16%	19%	31%	12%	↑
Elder care leave above federal FMLA leave	9%	10%	9%	13%	17%	4%	↑
Up to twelve weeks unpaid leave To care for immediate family	79%	81%	83%	76%	79%	3%	↑
Up to twelve weeks unpaid leave To care for extended family	42%	46%	52%	47%	40%	-7%	↓
Paid leave To care for immediate family	--	--	--	--	39%	39%	↑
Paid leave To care for extended family	--	--	--	--	18%	18%	↑
Other	2016	2017	2018	2019	2020	1 year change	
Religious accommodation paid holidays (paid days off for religious holidays not offered by employer)	18%	22%	21%	26%	35%	9%	↑
Paid bereavement leave	79%	80%	88%	88%	89%	1%	↑
Paid time off to vote	--	46%	52%	55%	60%	5%	↑

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)	60%	67%	65%	75%	69%	-6%	↓
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	37%	42%	33%	43%	49%	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)	32%	30%	26%	33%	36%	3%	↑
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)	37%	38%	35%	40%	44%	4%	↑

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	65%	70%	68%	63%	62%	-1%	↓
Bring child to work in emergency (i.e., as backup care for an unexpected event)	36%	36%	34%	38%	37%	-1%	↓
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	3%	2%	3%	4%	6%	2%	↑
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	17%	17%	10%	11%	22%	11%	↑
Subsidized child care center or program	4%	4%	3%	2%	6%	4%	↑
Nonsubsidized child care center (company-affiliated onsite or near-site center)	3%	2%	3%	2%	3%	1%	↑
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	12%	12%	11%	10%	19%	9%	↑
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	2%	4%	--	6%	14%	8%	↑

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	77%	87%	86%	86%	76%	-10%	↓
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	40%	43%	44%	47%	72%	25%	↑
Formal mentoring program	24%	25%	25%	27%	28%	1%	↑
Professional memberships (e.g., SHRM)	88%	88%	89%	84%	82%	-2%	↓
Professional license application or renewal fees	75%	76%	77%	77%	73%	-4%	↓
Certification/recertification fees	78%	78%	79%	78%	76%	-2%	↓
ESL (English as a second language)	3%	4%	6%	1%	6%	5%	↑

Legend



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