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General Health	2016	2017	2018	2019	2020	1 year change		
Preferred provider organization (PPO)	87%	87%	85%	84%	78%	-6%	↓	
Health maintenance organization (HMO)	27%	27%	26%	25%	25%	0%	↔	
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	20%	20%	29%	17%	16%	-1%	↓	
Point of service (POS)	20%	17%	18%	17%	16%	-1%	↓	
Exclusive provider organization (EPO)	7%	10%	6%	7%	5%	-2%	↓	
Indemnity plan (fee-for-service)	6%	9%	5%	6%	3%	-3%	↓	
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	66%	65%	-1%	↓	
HSA & FSA	2016	2017	2018	2019	2020	1 year change		
Medical flexible spending account (FSA) (IRC Section 125)	67%	64%	62%	68%	66%	-2%	↓	
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	42%	39%	35%	28%	28%	0%	↔	
Health savings account (HSA)	54%	55%	61%	60%	62%	2%	↑	
Employer contributions to health savings accounts (HSAs)	38%	39%	45%	45%	44%	-1%	↓	
Health reimbursement arrangement (HRA)	23%	22%	23%	22%	20%	-2%	↓	
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	4%	0%	0%	0%	↔	
Prescription Drug	2016	2017	2018	2019	2020	1 year change		
Prescription drug coverage bundled with medical insurance	96%	96%	95%	98%	92%	-6%	↓	
Mail-order prescription program	89%	89%	87%	86%	81%	-5%	↓	
Wholesale generic drug program for injectable drugs	25%	29%	25%	17%	28%	11%	↑	
Pharmacy management program (independent of medical plan management)	19%	19%	19%	20%	21%	1%	↑	
Experimental/elective drug coverage	9%	9%	6%	4%	4%	0%	↔	
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change		
Dental insurance	97%	96%	96%	97%	94%	-3%	↓	
Vision insurance	88%	87%	89%	90%	92%	2%	↑	
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	31%	29%	41%	45%	49%	4%	↑	
Hospital indemnity insurance	20%	18%	26%	24%	31%	7%	↑	
Long-term care insurance	23%	16%	29%	31%	34%	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)	21%	16%	19%	16%	22%	6%	↑	
Cancer insurance (separate from critical illness insurance)	--	22%	29%	27%	29%	2%	↑	
Long-term care insurance available for family members	--	--	--	11%	18%	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)	86%	83%	88%	86%	83%	-3%	↓	
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	80%	70%	71%	75%	70%	-5%	↓	
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	78%	72%	71%	75%	72%	-3%	↓	
Accident insurance (separate from travel accident insurance)	37%	30%	38%	41%	37%	-4%	↓	
Supplemental accident insurance	51%	30%	33%	28%	30%	2%	↑	
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	65%	69%	71%	70%	-1%	↓	
Supplemental long-term disability insurance (employee- or employer-paid)	--	52%	48%	46%	43%	-3%	↓	
Supplemental short-term disability insurance (employee- or employer-paid)	--	54%	47%	43%	38%	-5%	↓	
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change		
Mental health coverage	88%	83%	85%	86%	82%	-4%	↓	
Contraceptive coverage	82%	75%	74%	71%	75%	4%	↑	
In-vitro fertilization coverage	25%	21%	23%	21%	26%	5%	↑	
Infertility treatment coverage (other than in-vitro fertilization)	27%	24%	24%	21%	27%	6%	↑	
Egg freezing for nonmedical reasons	3%	3%	2%	1%	3%	2%	↑	
Gender reassignment surgery coverage	5%	8%	7%	5%	11%	6%	↑	
Wellness	2016	2017	2018	2019	2020	1 year change		
General wellness program	68%	57%	63%	60%	51%	-9%	↓	
Onsite seasonal flu vaccinations	63%	67%	66%	70%	62%	-8%	↓	
Health risk assessment	51%	42%	46%	48%	37%	-11%	↓	
Health insurance premium discount for participation in wellness program	26%	18%	21%	34%	23%	-11%	↓	
Rewards or bonuses for completing certain health and wellness programs	47%	41%	43%	43%	30%	-13%	↓	
Tobacco cessation program	54%	46%	48%	49%	38%	-11%	↓	
Preventive programs specifically targeting employees with chronic health conditions	39%	34%	27%	28%	22%	-6%	↓	
Weight loss program	36%	32%	31%	31%	23%	-8%	↓	
Stress management program	5%	5%	10%	12%	21%	9%	↑	
Personal or life coaching	43%	29%	30%	13%	17%	4%	↑	
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	6%	9%	3%	↑	

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)	94%	90%	95%	96%	93%	-3%	↓	
Roth 401(k) or similar defined contribution retirement savings plan	55%	58%	64%	65%	69%	4%	↑	
Traditional defined benefit pension plan (open to all employees)	17%	16%	12%	12%	8%	-4%	↓	
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	18%	15%	13%	12%	12%	0%	↔	
Defined benefit cash balance pension plan	6%	5%	4%	2%	2%	0%	↔	
401(k)	2016	2017	2018	2019	2020	1 year change		
Automatic enrollment for NEW or EXISTING employees	50%	50%	48%	55%	57%	2%	↑	
Automatic escalation of contributions	25%	25%	25%	30%	33%	3%	↑	
Hardship withdrawals	68%	69%	68%	66%	80%	14%	↑	
Loans against savings plan balance	50%	53%	60%	56%	68%	12%	↑	
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change		
Undergraduate or graduate tuition assistance	67%	64%	63%	65%	60%	-5%	↓	
Student loan repayment assistance	3%	3%	3%	6%	5%	-1%	↓	
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	8%	8%	9%	7%	6%	-1%	↓	
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	37%	61%	45%	39%	21%	-18%	↓	
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	19%	12%	8%	18%	17%	-1%	↓	
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	23%	25%	19%	25%	20%	-5%	↓	
Loans to employees for emergency/disaster assistance	14%	16%	19%	19%	13%	-6%	↓	
Employer contribution or match for 529 plan	--	2%	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)	13%	15%	13%	17%	16%	-1%	↓	
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	4%	6%	4%	4%	5%	1%	↑	
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	--	--	--	61%	53%	-8%	↓	

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	3%	2%	6%	3%	5%	2%	↑
Paid vacation time	98%	96%	95%	99%	99%	0%	↔
Paid sick time	86%	69%	71%	90%	86%	-4%	↓
Paid time off (PTO) including both vacation and sick time	--	--	--	60%	67%	7%	↑
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)	19%	25%	29%	31%	52%	21%	↑
Paid paternity leave (includes coverage by family/parental leave)	13%	17%	20%	27%	35%	8%	↑
Paid adoption leave (includes coverage by family/parental leave)	11%	17%	20%	24%	29%	5%	↑
Paid foster leave (includes coverage by family/parental leave)	7%	11%	14%	16%	23%	7%	↑
Paid parental leave	11%	14%	17%	22%	35%	13%	↑
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	12%	15%	20%	19%	23%	4%	↑
Family leave above federal FMLA leave	23%	19%	12%	23%	29%	6%	↑
Elder care leave above federal FMLA leave	9%	8%	7%	11%	12%	1%	↑
Up to twelve weeks unpaid leave To care for immediate family	81%	82%	76%	79%	92%	13%	↑
Up to twelve weeks unpaid leave To care for extended family	40%	35%	37%	38%	28%	-10%	↓
Paid leave To care for immediate family	--	--	--	--	23%	23%	↑
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)	11%	12%	14%	16%	22%	6%	↑
Paid bereavement leave	85%	80%	92%	92%	92%	0%	↔
Paid time off to vote	--	32%	36%	30%	40%	10%	↑

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)	44%	43%	46%	51%	39%	-12%	↓
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	22%	21%	21%	23%	19%	-4%	↓
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)	22%	21%	22%	28%	27%	-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)	30%	29%	29%	30%	30%	0%	↔

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change		
Dependent care flexible spending account (IRC Section 125)	68%	61%	64%	58%	61%	3%	↑	
Bring child to work in emergency (i.e., as backup care for an unexpected event)	17%	17%	18%	19%	19%	0%	↔	
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	1%	1%	1%	1%	2%	1%	↑	
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	16%	16%	8%	10%	13%	3%	↑	
Subsidized child care center or program	2%	3%	1%	2%	2%	0%	↔	
Nonsubsidized child care center (company-affiliated onsite or near-site center)	1%	1%	0%	1%	1%	0%	↔	
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	13%	12%	9%	9%	13%	4%	↑	
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	1%	1%	--	5%	8%	3%	↑	

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	78%	85%	81%	84%	75%	-9%	↓	
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	44%	46%	51%	52%	74%	22%	↑	
Formal mentoring program	18%	17%	17%	22%	18%	-4%	↓	
Professional memberships (e.g., SHRM)	90%	91%	88%	86%	86%	0%	↔	
Professional license application or renewal fees	77%	76%	74%	73%	77%	4%	↑	
Certification/recertification fees	80%	79%	77%	76%	81%	5%	↑	
ESL (English as a second language)	7%	8%	12%	13%	12%	-1%	↓	

Legend



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