



# **SAMPLE**

## Employee Benefits Survey Results

**Helping Employers Manage and Develop an  
Outstanding Workforce**

**Cascade Employers Association**

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# SAMPLE - Employee Benefits Survey

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## Employee Benefits Survey

*Cascade Employers Association worked closely with SAMPLE in designing the Employee Benefits Survey and the corresponding reports.*

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# **SAMPLE - Employee Benefits Survey**

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# **SAMPLE - Employee Benefits Survey**

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## **Introduction**

Following are summary statistics relative to the 2015 Employee Benefits Survey.

- Collection of data commenced .....October 2015
- Report published.....November 2015
- Number of participants.....91 Employees

## **Background and Purpose**

This Employee Benefits Survey was conducted in October 2015 with 91 employees participating. It was designed to gather employee thoughts and feelings in regards to the employee benefits offered by SAMPLE. Employees were allowed to openly share through written comments and to provide a broader, objective perspective through scaled responses to specific statements. No one, except the Cascade staff, reviewed the individual survey responses. All of the comments are listed as written, correcting only for obvious mechanical errors.

While some employees may have chosen to openly discuss areas of pride and concern about their employee benefits, the purpose of this report was to gain a primarily objective, broad perspective of employees' views so that constructive action can be taken as deemed appropriate.

Cascade Employers Association hopes you find the report to be a valuable document in your employee benefits evaluation process.

# **SAMPLE - Employee Benefits Survey**

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## **Interpreting the Ratings**

While in general, the lower the numerical rating, the more desirable the benefit, ratings must be viewed in context.

Consider the following when interpreting the ratings:




- How ratings compare to each other, especially the lowest and highest
- Comments made which may give greater meaning to the ratings



Ratings are objective data which provide a different perspective compared to day-to-day, face-to-face communication. In conjunction with the written comments, these ratings are a useful way to gain insight into the raters' perceptions. Even if inaccurate, perceptions are part of the individual's reality and therefore must be treated with regard. Sometimes the person who is dissatisfied alerts us to benefit challenges which may be important.




## Participant Demographics




# SAMPLE - Employee Benefits Survey

## Demographics

Department:		# of Responses	% of Responses
Administration or Development:		35	38.1%
Operations:		32	34.8%
Agency Relations or Advocacy:		25	27.2%

Pay Type:		# of Responses	% of Responses
Salary:		51	55.4%
Hourly:		41	44.6%

Tenure:		# of Responses	% of Responses
0 to 4.9 years:		57	62.0%
5.0 to 9.9 years:		24	26.1%
10.0+ years:		11	12.0%

Age:		# of Responses	% of Responses
up to 29.9 years:		12	13.1%
30.0 to 49.9 years:		51	55.4%
50.0+ years:		29	31.5%

## Executive Summary



# **SAMPLE - Employee Benefits Survey**

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## **Executive Summary**

Following are summary observations from the SAMPLE For Example Benefits Survey.

- 73% of SAMPLE employees responded to the survey (91 out of 125 employees).
- The largest age groups in the survey, 30 to 49.9 years, represents 55% of the participating employees.
- The largest company tenure group in the study, 0 to 4.9 years, represents 62% of the participating employees.
- When employees were asked to rank benefits in order of importance, the top benefits selected were: #1 Medical/Vision Insurance, #2 Paid Time Off Program, and #3 Dental Insurance or SAMPLE's 401(k) Plan Contributions (were essentially equal).
- Medical/Vision Insurance was selected as the "most important" (number 1 on a scale of 1 to 20) employee benefit by 69% of the survey participants. 18% of the employees selected Paid Time Off as their number one benefit. 5% of the employees selected Flexible Schedules/Compressed Workweeks as their number one benefit.
- In terms of satisfaction with current benefits, SAMPLE's contribution to 401(k) plan was rated highest at 77% (satisfied or very satisfied), followed by Medical/Vision at 74%, and Dental at 66%.
- 84% of the employees indicated they would not want a reduction in their medical insurance plan in exchange for any of the alternative benefits listed. Of those willing to consider a reduction, 12% would do so for the ability to have a "Telecommuting/Working from Home" benefit.
- Of the 230 written comments "Flexible Schedules or Compressed Workweeks" was mentioned 73 times and the word "telecommuting" was mentioned 21 times.
- When given the opportunity to comment on their satisfaction with the current employee benefits offered on an overall basis, comments were split between 30% positive, 40% neutral, and 30% negative.

## **Benefits Ranking Summaries**

**By All Participants**

*Note: Ranking Details for individual benefits are available in the Appendix.*

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

### ***ALL PARTICIPANTS***

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest).

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	2.6	1 to 20
Paid Time Off	2	4.1	1 to 20
Dental Insurance	3	4.5	2 to 19
SAMPLE's contribution to your 401(k) plan	4	5.0	1 to 19
Flexible Schedules/Compressed Workweeks	5	7.8	1 to 18
Short-term Disability Insurance	6	9.1	3 to 19
Long-term Disability Insurance	7	9.6	2 to 20
Basic Life/AD&D Insurance	8	10.0	2 to 20
Telecommuting/Work from Home	9	10.0	1 to 20
Long-term Care Insurance	10	11.6	2 to 20
Wellness Plan	11	12.0	3 to 19
Sabbaticals	12	12.2	1 to 20
Paid Maternity/Paternity Leave	13	12.6	1 to 20
Employee Assistance Program	14	12.9	1 to 20
Flex Unreimbursed Medical Plan	15	13.0	3 to 20
Voluntary Life/AD&D Insurance	16	13.0	3 to 20
Flex Dependent Care Plan	17	13.9	2 to 20
Voluntary AFLAC Supplemental Insurance	18	14.5	1 to 20
Transportation Flex Plan	19	14.7	1 to 20
Bus/Max Pass Subsidies	20	15.1	2 to 20

## **Benefits Ranking Summaries**

### **By Department**

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

### **DEPARTMENT:** *Administration or Development*

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	2.7	1 to 20
Paid Time Off	2	4.0	1 to 19
Dental Insurance	3	4.3	2 to 19
SAMPLE's contribution to your 401(k) plan	4	4.8	2 to 18
Flexible Schedules/Compressed Workweeks	5	7.4	1 to 18
Telecommuting/Work from Home	6	8.2	1 to 20
Short-term Disability Insurance	7	9.1	4 to 16
Long-term Disability Insurance	8	9.5	3 to 20
Basic Life/AD&D Insurance	9	11.2	2 to 19
Wellness Plan	10	11.7	3 to 18
Sabbaticals	11	12.1	1 to 20
Flex Unreimbursed Medical Plan	12	12.3	3 to 19
Employee Assistance Program	13	12.9	1 to 20
Long-term Care Insurance	14	12.9	6 to 20
Paid Maternity/Paternity Leave	15	13.2	1 to 20
Voluntary Life/AD&D Insurance	16	13.9	8 to 20
Transportation Flex Plan	17	14.1	1 to 20
Flex Dependent Care Plan	18	14.5	3 to 20
Bus/Max Pass Subsidies	19	15.0	2 to 20
Voluntary AFLAC Supplemental Insurance	20	15.7	5 to 20

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

### **DEPARTMENT:** *Operations*

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	3.3	1 to 20
Paid Time Off	2	4.9	1 to 20
SAMPLE's contribution to your 401(k) plan	3	5.3	1 to 19
Dental Insurance	4	5.7	2 to 18
Long-term Care Insurance	5	8.1	2 to 14
Flexible Schedules/Compressed Workweeks	6	8.5	1 to 17
Short-term Disability Insurance	7	8.8	3 to 17
Long-term Disability Insurance	8	9.0	2 to 20
Basic Life/AD&D Insurance	9	9.4	2 to 20
Voluntary Life/AD&D Insurance	10	10.8	3 to 20
Voluntary AFLAC Supplemental Insurance	11	12.4	1 to 20
Employee Assistance Program	12	12.5	5 to 18
Flex Dependent Care Plan	13	12.6	2 to 20
Flex Unreimbursed Medical Plan	14	13.0	4 to 19
Paid Maternity/Paternity Leave	15	13.1	1 to 20
Wellness Plan	16	13.2	3 to 19
Telecommuting/Work from Home	17	13.7	3 to 20
Sabbaticals	18	14.0	3 to 20
Transportation Flex Plan	19	14.5	1 to 20
Bus/Max Pass Subsidies	20	15.5	3 to 20

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

### ***DEPARTMENT:*** Agency Relations or Advocacy

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	1.7	1 to 7
Paid Time Off	2	3.3	1 to 8
Dental Insurance	3	3.5	2 to 8
SAMPLE's contribution to your 401(k) plan	4	4.9	2 to 12
Flexible Schedules/Compressed Workweeks	5	7.2	1 to 17
Telecommuting/Work from Home	6	8.2	2 to 15
Short-term Disability Insurance	7	9.8	4 to 19
Sabbaticals	8	10.2	2 to 20
Paid Maternity/Paternity Leave	9	10.5	4 to 18
Wellness Plan	10	10.6	3 to 18
Long-term Disability Insurance	11	10.7	3 to 19
Basic Life/AD&D Insurance	12	11.4	4 to 18
Employee Assistance Program	13	13.4	5 to 20
Long-term Care Insurance	14	14.0	6 to 20
Flex Unreimbursed Medical Plan	15	14.3	6 to 20
Flex Dependent Care Plan	16	14.6	5 to 20
Voluntary Life/AD&D Insurance	17	14.6	5 to 20
Bus/Max Pass Subsidies	18	14.9	6 to 20
Voluntary AFLAC Supplemental Insurance	19	15.1	7 to 20
Transportation Flex Plan	20	15.6	5 to 20

## **Benefits Ranking Summaries**

### **By Pay Type**



# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

***PAY TYPE: Salary***

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	2.8	1 to 20
Paid Time Off	2	3.9	1 to 20
Dental Insurance	3	4.6	2 to 19
SAMPLE's contribution to your 401(k) plan	4	5.2	2 to 19
Flexible Schedules/Compressed Workweeks	5	7.5	1 to 17
Telecommuting/Work from Home	6	8.1	1 to 20
Short-term Disability Insurance	7	9.5	4 to 19
Long-term Disability Insurance	8	10.1	3 to 20
Basic Life/AD&D Insurance	9	10.6	2 to 18
Sabbaticals	10	11.0	1 to 20
Wellness Plan	11	11.7	4 to 18
Paid Maternity/Paternity Leave	12	12.3	1 to 20
Flex Unreimbursed Medical Plan	13	12.8	4 to 20
Long-term Care Insurance	14	13.1	2 to 20
Employee Assistance Program	15	13.2	1 to 20
Voluntary Life/AD&D Insurance	16	13.5	3 to 20
Flex Dependent Care Plan	17	14.0	2 to 20
Voluntary AFLAC Supplemental Insurance	18	14.5	2 to 20
Transportation Flex Plan	19	14.9	1 to 20
Bus/Max Pass Subsidies	20	16.0	3 to 20

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

***PAY TYPE: Hourly***

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	2.4	1 to 20
Paid Time Off	2	4.4	1 to 19
Dental Insurance	3	4.5	2 to 18
SAMPLE's contribution to your 401(k) plan	4	4.8	1 to 18
Flexible Schedules/Compressed Workweeks	5	8.0	1 to 18
Short-term Disability Insurance	6	8.8	3 to 17
Long-term Disability Insurance	7	9.0	2 to 20
Long-term Care Insurance	8	9.5	3 to 20
Basic Life/AD&D Insurance	9	10.7	2 to 20
Wellness Plan	10	12.2	3 to 19
Voluntary Life/AD&D Insurance	11	12.4	4 to 20
Employee Assistance Program	12	12.5	4 to 18
Paid Maternity/Paternity Leave	13	12.7	1 to 20
Telecommuting/Work from Home	14	12.7	3 to 20
Flex Unreimbursed Medical Plan	15	13.4	3 to 19
Flex Dependent Care Plan	16	13.7	3 to 20
Bus/Max Pass Subsidies	17	13.9	2 to 20
Sabbaticals	18	14.0	6 to 20
Transportation Flex Plan	19	14.3	1 to 20
Voluntary AFLAC Supplemental Insurance	20	14.5	1 to 20

## **Benefits Ranking Summaries**

### **By Tenure**

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

***TENURE: 0 to 4.9 years***

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE..*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	3.1	1 to 20
Paid Time Off	2	4.5	1 to 20
Dental Insurance	3	5.1	2 to 19
SAMPLE's contribution to your 401(k) plan	4	5.7	1 to 19
Flexible Schedules/Compressed Workweeks	5	7.9	3 to 19
Short-term Disability Insurance	6	9.3	3 to 19
Long-term Disability Insurance	7	9.6	2 to 20
Telecommuting/Work from Home	8	10.1	1 to 20
Basic Life/AD&D Insurance	9	10.8	2 to 20
Wellness Plan	10	11.4	3 to 19
Long-term Care Insurance	11	11.8	3 to 20
Employee Assistance Program	12	12.2	1 to 19
Paid Maternity/Paternity Leave	13	12.5	1 to 20
Flex Unreimbursed Medical Plan	14	12.7	3 to 19
Sabbaticals	15	12.7	2 to 20
Voluntary Life/AD&D Insurance	16	13.1	3 to 20
Transportation Flex Plan	17	13.9	1 to 20
Flex Dependent Care Plan	18	14.0	2 to 20
Bus/Max Pass Subsidies	19	14.4	2 to 20
Voluntary AFLAC Supplemental Insurance	20	15.1	1 to 20

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

***TENURE: 5 to 9.9 years***

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	1.9	1 to 6
Paid Time Off	2	3.0	1 to 7
SAMPLE's contribution to your 401(k) plan	3	3.3	2 to 7
Dental Insurance	4	4.0	2 to 10
Flexible Schedules/Compressed Workweeks	5	6.6	1 to 16
Telecommuting/Work from Home	6	9.3	3 to 20
Short-term Disability Insurance	7	9.4	4 to 16
Long-term Disability Insurance	8	9.8	4 to 20
Basic Life/AD&D Insurance	9	10.6	4 to 18
Sabbaticals	10	11.2	1 to 20
Long-term Care Insurance	11	11.7	3 to 16
Wellness Plan	12	12.2	3 to 18
Flex Unreimbursed Medical Plan	13	12.4	4 to 20
Paid Maternity/Paternity Leave	14	12.6	2 to 20
Voluntary Life/AD&D Insurance	15	13.4	6 to 19
Voluntary AFLAC Supplemental Insurance	16	13.6	7 to 20
Flex Dependent Care Plan	17	13.8	5 to 20
Employee Assistance Program	18	14.5	7 to 20
Transportation Flex Plan	19	16.5	11 to 20
Bus/Max Pass Subsidies	20	17.1	8 to 20

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

**TENURE:** 10+ years

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	1.6	1 to 7
Dental Insurance	2	2.8	2 to 6
Paid Time Off	3	4.6	1 to 8
SAMPLE's contribution to your 401(k) plan	4	5.4	2 to 12
Short-term Disability Insurance	5	8.3	5 to 15
Long-term Disability Insurance	6	9.4	3 to 19
Flexible Schedules/Compressed Workweeks	7	9.6	1 to 17
Basic Life/AD&D Insurance	8	9.6	3 to 15
Long-term Care Insurance	9	10.0	2 to 20
Telecommuting/Work from Home	10	11.1	3 to 20
Sabbaticals	11	11.8	2 to 19
Voluntary Life/AD&D Insurance	12	12.1	5 to 20
Paid Maternity/Paternity Leave	13	12.4	6 to 20
Voluntary AFLAC Supplemental Insurance	14	13.0	7 to 18
Flex Dependent Care Plan	15	13.1	3 to 20
Employee Assistance Program	16	13.3	5 to 18
Wellness Plan	17	13.8	4 to 18
Transportation Flex Plan	18	14.7	9 to 20
Bus/Max Pass Subsidies	19	15.0	6 to 20
Flex Unreimbursed Medical Plan	20	16.2	10 to 19

## **Benefits Ranking Summaries**

### **By Age**

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

**AGE:** Up to 29.9 years

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	3.9	1 to 17
Paid Time Off	2	4.8	1 to 16
SAMPLE's contribution to your 401(k) plan	3	5.3	2 to 13
Dental Insurance	4	7.1	2 to 19
Short-term Disability Insurance	5	8.1	4 to 17
Telecommuting/Work from Home	6	8.4	2 to 19
Basic Life/AD&D Insurance	7	9.1	2 to 19
Flexible Schedules/Compressed Workweeks	8	9.2	4 to 17
Long-term Disability Insurance	9	10.5	2 to 20
Paid Maternity/Paternity Leave	10	10.6	3 to 19
Wellness Plan	11	11.0	3 to 18
Employee Assistance Program	12	12.3	1 to 17
Voluntary Life/AD&D Insurance	13	12.4	4 to 20
Flex Unreimbursed Medical Plan	14	12.5	7 to 19
Long-term Care Insurance	15	12.6	3 to 20
Voluntary AFLAC Supplemental Insurance	16	13.2	1 to 20
Sabbaticals	17	13.3	8 to 20
Flex Dependent Care Plan	18	14.3	9 to 20
Bus/Max Pass Subsidies	19	15.8	6 to 20
Transportation Flex Plan	20	15.8	6 to 20



# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

**AGE:** 30 to 49.9 years

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	2.7	1 to 20
Paid Time Off	2	3.8	1 to 19
Dental Insurance	3	4.3	2 to 18
SAMPLE's contribution to your 401(k) plan	4	5.4	1 to 18
Flexible Schedules/Compressed Workweeks	5	6.8	1 to 17
Telecommuting/Work from Home	6	9.3	1 to 20
Long-term Disability Insurance	7	10.6	4 to 20
Short-term Disability Insurance	8	10.8	4 to 19
Sabbaticals	9	11.3	1 to 20
Wellness Plan	10	11.5	3 to 19
Basic Life/AD&D Insurance	11	11.6	2 to 19
Paid Maternity/Paternity Leave	12	12.1	1 to 20
Long-term Care Insurance	13	12.4	3 to 20
Flex Unreimbursed Medical Plan	14	13.0	4 to 20
Employee Assistance Program	15	13.1	4 to 20
Flex Dependent Care Plan	16	13.4	3 to 20
Voluntary Life/AD&D Insurance	17	13.8	6 to 20
Transportation Flex Plan	18	14.4	1 to 20
Bus/Max Pass Subsidies	19	14.7	2 to 20
Voluntary AFLAC Supplemental Insurance	20	15.3	2 to 20

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Summary

**AGE: 50+ years**

Following is a summary ranking of all employee benefits surveyed based on the importance of each benefit to participants (scale of 1 to 20 with 1 being the highest):

*The benefits listed in red are not currently offered by SAMPLE.*

	Order of Ranking	Mean Ranking	Ranking Range
Medical/Vision Insurance	1	1.9	1 to 18
Dental Insurance	2	3.9	2 to 16
SAMPLE's contribution to your 401(k) plan	3	4.3	2 to 19
Paid Time Off	4	4.4	1 to 20
Short-term Disability Insurance	5	6.9	3 to 12
Long-term Disability Insurance	6	7.6	3 to 17
Flexible Schedules/Compressed Workweeks	7	8.9	4 to 18
Long-term Care Insurance	8	9.5	3 to 17
Basic Life/AD&D Insurance	9	9.6	3 to 20
Voluntary Life/AD&D Insurance	10	11.7	3 to 20
Telecommuting/Work from Home	11	12.3	4 to 20
Employee Assistance Program	12	12.8	5 to 19
Wellness Plan	13	13.1	3 to 18
Flex Unreimbursed Medical Plan	14	13.4	3 to 19
Sabbaticals	15	13.4	3 to 20
Voluntary AFLAC Supplemental Insurance	16	13.5	4 to 20
Paid Maternity/Paternity Leave	17	14.2	1 to 20
Transportation Flex Plan	18	14.6	5 to 20
Flex Dependent Care Plan	19	14.7	2 to 20
Bus/Max Pass Subsidies	20	15.7	5 to 20

## **Benefits Satisfaction**







**By All Participants**







# SAMPLE - Employee Benefits Survey





## Benefits Satisfaction






### ALL PARTICIPANTS

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		29	31.90%
Satisfied:		38	41.80%
Neutral:		13	14.30%
Dissatisfied:		6	6.59%
Very dissatisfied:		1	1.10%
Do not have or use:		4	4.40%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		20	21.70%
Satisfied:		41	44.60%
Neutral:		19	20.70%
Dissatisfied:		7	7.61%
Very dissatisfied:		1	1.09%
Do not have or use:		4	4.35%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		11	12.00%
Satisfied:		40	43.50%
Neutral:		32	34.80%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		9	9.78%





Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		8	8.70%
Satisfied:		29	31.50%
Neutral:		32	34.80%
Dissatisfied:		1	1.09%
Very dissatisfied:		0	0.00%
Do not have or use:		22	23.90%





# SAMPLE - Employee Benefits Survey






## Benefits Satisfaction

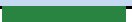


### ALL PARTICIPANTS

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		7	7.69%
Satisfied:		37	40.70%
Neutral:		29	31.90%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		18	19.80%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		7	7.61%
Satisfied:		38	41.30%
Neutral:		28	30.40%
Dissatisfied:		2	2.17%
Very dissatisfied:		1	1.09%
Do not have or use:		16	17.40%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		24	26.10%
Satisfied:		32	34.80%
Neutral:		22	23.90%
Dissatisfied:		9	9.78%
Very dissatisfied:		5	5.44%
Do not have or use:		0	0.00%

SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		28	30.40%
Satisfied:		43	46.70%
Neutral:		17	18.50%
Dissatisfied:		2	2.17%
Very dissatisfied:		1	1.09%
Do not have or use:		1	1.09%

## **Benefits Satisfaction**







By Department







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







**DEPARTMENT:** *Administration or Development*

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		14	40.00%
Satisfied:		13	37.20%
Neutral:		6	17.20%
Dissatisfied:		1	2.86%
Very dissatisfied:		0	0.00%
Do not have or use:		1	2.86%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		8	22.90%
Satisfied:		19	54.30%
Neutral:		6	17.20%
Dissatisfied:		1	2.86%
Very dissatisfied:		0	0.00%
Do not have or use:		1	2.86%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		5	14.30%
Satisfied:		15	42.90%
Neutral:		10	28.60%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		5	14.30%





Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		4	11.40%
Satisfied:		12	34.30%
Neutral:		8	22.90%
Dissatisfied:		1	2.86%
Very dissatisfied:		0	0.00%
Do not have or use:		10	28.60%







# SAMPLE - Employee Benefits Survey






## Benefits Satisfaction





**DEPARTMENT:** *Administration or Development*

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		3	8.57%
Satisfied:		13	37.20%
Neutral:		11	31.40%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		8	22.90%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		4	11.40%
Satisfied:		12	34.30%
Neutral:		10	28.60%
Dissatisfied:		2	5.72%
Very dissatisfied:		1	2.86%
Do not have or use:		6	17.20%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		8	22.90%
Satisfied:		12	34.30%
Neutral:		8	22.90%
Dissatisfied:		5	14.30%
Very dissatisfied:		2	5.72%
Do not have or use:		0	0.00%

SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		14	40.00%
Satisfied:		15	42.90%
Neutral:		5	14.30%
Dissatisfied:		1	2.86%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%















# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







### ***DEPARTMENT: Operations***

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		7	22.60%
Satisfied:		13	41.90%
Neutral:		6	19.40%
Dissatisfied:		3	9.68%
Very dissatisfied:		1	3.23%
Do not have or use:		1	3.23%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		4	12.50%
Satisfied:		12	37.50%
Neutral:		10	31.30%
Dissatisfied:		4	12.50%
Very dissatisfied:		1	3.13%
Do not have or use:		1	3.13%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		3	9.38%
Satisfied:		16	50.00%
Neutral:		13	40.60%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%





Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		3	9.38%
Satisfied:		10	31.30%
Neutral:		18	56.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	3.13%





# SAMPLE - Employee Benefits Survey






## Benefits Satisfaction






**DEPARTMENT:** Operations

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		3	9.68%
Satisfied:		15	48.40%
Neutral:		12	38.70%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	3.23%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		3	9.38%
Satisfied:		15	46.90%
Neutral:		13	40.60%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	3.13%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		7	21.90%
Satisfied:		13	40.60%
Neutral:		10	31.30%
Dissatisfied:		1	3.13%
Very dissatisfied:		1	3.13%
Do not have or use:		0	0.00%






SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		7	21.90%
Satisfied:		16	50.00%
Neutral:		7	21.90%
Dissatisfied:		1	3.13%
Very dissatisfied:		1	3.13%
Do not have or use:		0	0.00%

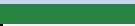




# SAMPLE - Employee Benefits Survey





## Benefits Satisfaction





**DEPARTMENT:** *Agency Relations or Advocacy*

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		8	33.30%
Satisfied:		11	45.80%
Neutral:		1	4.17%
Dissatisfied:		2	8.33%
Very dissatisfied:		0	0.00%
Do not have or use:		2	8.33%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		8	33.30%
Satisfied:		9	37.50%
Neutral:		3	12.50%
Dissatisfied:		2	8.33%
Very dissatisfied:		0	0.00%
Do not have or use:		2	8.33%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		3	12.50%
Satisfied:		8	33.30%
Neutral:		9	37.50%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		4	16.70%







Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		1	4.17%
Satisfied:		6	25.00%
Neutral:		6	25.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		11	45.80%







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







**DEPARTMENT:** *Agency Relations or Advocacy*

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		1	4.17%
Satisfied:		8	33.30%
Neutral:		6	25.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		9	37.50%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		0	0.00%
Satisfied:		10	41.70%
Neutral:		5	20.80%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		9	37.50%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		9	37.50%
Satisfied:		6	25.00%
Neutral:		4	16.70%
Dissatisfied:		3	12.50%
Very dissatisfied:		2	8.33%
Do not have or use:		0	0.00%

SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		7	29.20%
Satisfied:		11	45.80%
Neutral:		5	20.80%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	4.17%

## **Benefits Satisfaction**







By Pay Type







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







***PAY TYPE: Salary***

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		18	36.00%
Satisfied:		20	40.00%
Neutral:		6	12.00%
Dissatisfied:		4	8.00%
Very dissatisfied:		1	2.00%
Do not have or use:		1	2.00%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		10	20.00%
Satisfied:		24	48.00%
Neutral:		11	22.00%
Dissatisfied:		3	6.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	4.00%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		6	12.00%
Satisfied:		22	44.00%
Neutral:		16	32.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		6	12.00%

Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		3	6.00%
Satisfied:		18	36.00%
Neutral:		14	28.00%
Dissatisfied:		1	2.00%
Very dissatisfied:		0	0.00%
Do not have or use:		14	28.00%

# SAMPLE - Employee Benefits Survey

## Benefits Satisfaction

**PAY TYPE:** *Salary*

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance	# of Responses	% of Responses
Very satisfied:	2	4.00%
Satisfied:	21	42.00%
Neutral:	13	26.00%
Dissatisfied:	0	0.00%
Very dissatisfied:	0	0.00%
Do not have or use:	14	28.00%

Short-term Disability Insurance	# of Responses	% of Responses
Very satisfied:	3	6.00%
Satisfied:	21	42.00%
Neutral:	11	22.00%
Dissatisfied:	2	4.00%
Very dissatisfied:	1	2.00%
Do not have or use:	12	24.00%

Paid Time Off Benefits	# of Responses	% of Responses
Very satisfied:	16	32.00%
Satisfied:	13	26.00%
Neutral:	12	24.00%
Dissatisfied:	6	12.00%
Very dissatisfied:	3	6.00%
Do not have or use:	0	0.00%







SAMPLE's contribution to your 401(k) plan	# of Responses	% of Responses
Very satisfied:	17	34.00%
Satisfied:	23	46.00%
Neutral:	8	16.00%
Dissatisfied:	2	4.00%
Very dissatisfied:	0	0.00%
Do not have or use:	0	0.00%







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







**PAY TYPE:** Hourly

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		11	27.50%
Satisfied:		17	42.50%
Neutral:		7	17.50%
Dissatisfied:		2	5.00%
Very dissatisfied:		0	0.00%
Do not have or use:		3	7.50%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		10	24.40%
Satisfied:		16	39.00%
Neutral:		8	19.50%
Dissatisfied:		4	9.76%
Very dissatisfied:		1	2.44%
Do not have or use:		2	4.88%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		5	12.20%
Satisfied:		17	41.50%
Neutral:		16	39.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		3	7.32%

Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		5	12.20%
Satisfied:		10	24.40%
Neutral:		18	43.90%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		8	19.50%











# SAMPLE - Employee Benefits Survey






## Benefits Satisfaction






**PAY TYPE:** Hourly

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		5	12.50%
Satisfied:		15	37.50%
Neutral:		16	40.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		4	10.00%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		4	9.76%
Satisfied:		16	39.00%
Neutral:		17	41.50%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		4	9.76%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		8	19.50%
Satisfied:		18	43.90%
Neutral:		10	24.40%
Dissatisfied:		3	7.32%
Very dissatisfied:		2	4.88%
Do not have or use:		0	0.00%

SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		11	26.80%
Satisfied:		19	46.40%
Neutral:		9	22.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		1	2.44%
Do not have or use:		1	2.44%

## **Benefits Satisfaction**







### **By Tenure**







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







**TENURE:** 0 to 4.9 years

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		18	32.70%
Satisfied:		21	38.20%
Neutral:		9	16.40%
Dissatisfied:		3	5.46%
Very dissatisfied:		1	1.82%
Do not have or use:		3	5.46%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		11	19.70%
Satisfied:		23	41.10%
Neutral:		14	25.00%
Dissatisfied:		4	7.14%
Very dissatisfied:		1	1.79%
Do not have or use:		3	5.36%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		5	8.93%
Satisfied:		23	41.10%
Neutral:		21	37.50%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		7	12.50%







Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		4	7.14%
Satisfied:		14	25.00%
Neutral:		22	39.30%
Dissatisfied:		1	1.79%
Very dissatisfied:		0	0.00%
Do not have or use:		15	26.80%







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction

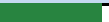





**TENURE:** 0 to 4.9 years

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		4	7.27%
Satisfied:		19	34.60%
Neutral:		20	36.40%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		12	21.80%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		4	7.14%
Satisfied:		19	33.90%
Neutral:		19	33.90%
Dissatisfied:		1	1.79%
Very dissatisfied:		1	1.79%
Do not have or use:		12	21.40%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		8	14.30%
Satisfied:		21	37.50%
Neutral:		15	26.80%
Dissatisfied:		7	12.50%
Very dissatisfied:		5	8.93%
Do not have or use:		0	0.00%







SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		14	25.00%
Satisfied:		27	48.20%
Neutral:		13	23.20%
Dissatisfied:		0	0.00%
Very dissatisfied:		1	1.79%
Do not have or use:		1	1.79%







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







**TENURE: 5 to 9.9 years**

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		6	25.00%
Satisfied:		13	54.20%
Neutral:		3	12.50%
Dissatisfied:		1	4.17%
Very dissatisfied:		0	0.00%
Do not have or use:		1	4.17%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		5	20.80%
Satisfied:		14	58.30%
Neutral:		3	12.50%
Dissatisfied:		1	4.17%
Very dissatisfied:		0	0.00%
Do not have or use:		1	4.17%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		4	16.70%
Satisfied:		10	41.70%
Neutral:		8	33.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	8.33%





Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		3	12.50%
Satisfied:		9	37.50%
Neutral:		7	29.20%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		5	20.80%






# SAMPLE - Employee Benefits Survey

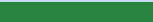



## Benefits Satisfaction





**TENURE: 5 to 9.9 years**

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		2	8.33%
Satisfied:		10	41.70%
Neutral:		6	25.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		6	25.00%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		2	8.33%
Satisfied:		11	45.80%
Neutral:		6	25.00%
Dissatisfied:		1	4.17%
Very dissatisfied:		0	0.00%
Do not have or use:		4	16.70%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		10	41.70%
Satisfied:		7	29.20%
Neutral:		5	20.80%
Dissatisfied:		2	8.33%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%





SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		11	45.80%
Satisfied:		9	37.50%
Neutral:		2	8.33%
Dissatisfied:		2	8.33%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

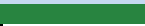



# SAMPLE - Employee Benefits Survey




## Benefits Satisfaction





**TENURE:** 10+ years

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		5	45.50%
Satisfied:		3	27.30%
Neutral:		1	9.09%
Dissatisfied:		2	18.20%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		4	36.40%
Satisfied:		3	27.30%
Neutral:		2	18.20%
Dissatisfied:		2	18.20%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		2	18.20%
Satisfied:		6	54.60%
Neutral:		3	27.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%




Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		1	9.09%
Satisfied:		5	45.50%
Neutral:		3	27.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	18.20%




# SAMPLE - Employee Benefits Survey

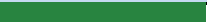


## Benefits Satisfaction

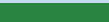


**TENURE:** 10+ years

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		1	9.09%
Satisfied:		7	63.60%
Neutral:		3	27.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		1	9.09%
Satisfied:		7	63.60%
Neutral:		3	27.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		6	54.60%
Satisfied:		3	27.30%
Neutral:		2	18.20%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		3	27.30%
Satisfied:		6	54.60%
Neutral:		2	18.20%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%



## **Benefits Satisfaction**





### **By Age**





# SAMPLE - Employee Benefits Survey





## Benefits Satisfaction




**AGE:** Up to 29.9 years

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		3	27.30%
Satisfied:		4	36.40%
Neutral:		3	27.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	9.09%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		1	8.33%
Satisfied:		5	41.70%
Neutral:		4	33.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	16.70%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		3	25.00%
Satisfied:		1	8.33%
Neutral:		7	58.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	8.33%





Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		2	16.70%
Satisfied:		0	0.00%
Neutral:		7	58.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		3	25.00%





# SAMPLE - Employee Benefits Survey





## Benefits Satisfaction




**AGE:** Up to 29.9 years

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		3	25.00%
Satisfied:		3	25.00%
Neutral:		4	33.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	16.70%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		3	25.00%
Satisfied:		2	16.70%
Neutral:		5	41.70%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	16.70%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		2	16.70%
Satisfied:		3	25.00%
Neutral:		4	33.30%
Dissatisfied:		3	25.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%






SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		2	16.70%
Satisfied:		6	50.00%
Neutral:		4	33.30%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%







# SAMPLE - Employee Benefits Survey





## Benefits Satisfaction






**AGE: 30 to 49.9 years**

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		16	32.00%
Satisfied:		22	44.00%
Neutral:		6	12.00%
Dissatisfied:		4	8.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	4.00%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		13	26.00%
Satisfied:		24	48.00%
Neutral:		10	20.00%
Dissatisfied:		1	2.00%
Very dissatisfied:		1	2.00%
Do not have or use:		1	2.00%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		2	4.00%
Satisfied:		22	44.00%
Neutral:		19	38.00%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		7	14.00%




Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		1	2.00%
Satisfied:		18	36.00%
Neutral:		15	30.00%
Dissatisfied:		1	2.00%
Very dissatisfied:		0	0.00%
Do not have or use:		15	30.00%






# SAMPLE - Employee Benefits Survey






## Benefits Satisfaction







**AGE: 30 to 49.9 years**

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		0	0.00%
Satisfied:		18	36.70%
Neutral:		17	34.70%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		14	28.60%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		0	0.00%
Satisfied:		20	40.00%
Neutral:		15	30.00%
Dissatisfied:		2	4.00%
Very dissatisfied:		1	2.00%
Do not have or use:		12	24.00%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		11	22.00%
Satisfied:		18	36.00%
Neutral:		12	24.00%
Dissatisfied:		5	10.00%
Very dissatisfied:		4	8.00%
Do not have or use:		0	0.00%







SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		14	28.00%
Satisfied:		24	48.00%
Neutral:		9	18.00%
Dissatisfied:		1	2.00%
Very dissatisfied:		1	2.00%
Do not have or use:		1	2.00%







# SAMPLE - Employee Benefits Survey







## Benefits Satisfaction







**AGE: 50+ years**

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Medical/Vision Insurance		# of Responses	% of Responses
Very satisfied:		10	34.50%
Satisfied:		11	37.90%
Neutral:		4	13.80%
Dissatisfied:		2	6.90%
Very dissatisfied:		1	3.45%
Do not have or use:		1	3.45%

Dental Insurance		# of Responses	% of Responses
Very satisfied:		6	20.70%
Satisfied:		11	37.90%
Neutral:		5	17.30%
Dissatisfied:		6	20.70%
Very dissatisfied:		0	0.00%
Do not have or use:		1	3.45%

Basic Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		6	20.70%
Satisfied:		16	55.20%
Neutral:		6	20.70%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		1	3.45%





Voluntary Life/AD&D Insurance		# of Responses	% of Responses
Very satisfied:		5	17.30%
Satisfied:		10	34.50%
Neutral:		10	34.50%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		4	13.80%





# SAMPLE - Employee Benefits Survey






## Benefits Satisfaction





**AGE: 50+ years**

Following is an indication of participant satisfaction levels with respect to each benefit surveyed.

Long-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		4	13.80%
Satisfied:		15	51.70%
Neutral:		8	27.60%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	6.90%

Short-term Disability Insurance		# of Responses	% of Responses
Very satisfied:		4	13.80%
Satisfied:		15	51.70%
Neutral:		8	27.60%
Dissatisfied:		0	0.00%
Very dissatisfied:		0	0.00%
Do not have or use:		2	6.90%

Paid Time Off Benefits		# of Responses	% of Responses
Very satisfied:		11	37.90%
Satisfied:		10	34.50%
Neutral:		6	20.70%
Dissatisfied:		1	3.45%
Very dissatisfied:		1	3.45%
Do not have or use:		0	0.00%

SAMPLE's contribution to your 401(k) plan		# of Responses	% of Responses
Very satisfied:		12	41.40%
Satisfied:		12	41.40%
Neutral:		4	13.80%
Dissatisfied:		1	3.45%
Very dissatisfied:		0	0.00%
Do not have or use:		0	0.00%

## **Benefits Trade-offs**

By All Participants



# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### ALL PARTICIPANTS

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	77	83.7%
Long-term Care Insurance:	2	2.2%
Paid Maternity/Paternity Leave:	5	5.4%
Sabbaticals:	9	9.8%
Telecommuting/Work from Home:	11	12.0%
Transit Pass Subsidies:	2	2.2%
Wellness Plan:	5	5.4%
Other:	4	4.4%
<b>Comments</b>		
Define "Quality"- the best part of the plan is the low cost and alternative care options. Quality is not a word I would use to describe the plan to begin with- all of the above additions would be GREAT though.		
I don't think that we should have to trade health benefits for things like working from home		
Flex Time		

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	67	72.8%
Long-term Care Insurance:	4	4.4%
Paid Maternity/Paternity Leave:	9	9.8%
Sabbaticals:	15	16.3%
Telecommuting/Work from Home:	14	15.2%
Transit Pass Subsidies:	5	5.4%
Wellness Plan:	7	7.6%
Other:	4	4.4%
<b>Comments</b>		
Telecommuting is a no cost benefit		
Onsite child and pet care		
Tuition/education support		
Flex Time		

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### ALL PARTICIPANTS

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the number of paid days off per year?	# of Responses	% of Responses
No:	67	72.8%
Flexible Schedules/Compressed Workweeks:	13	14.1%
Long-term Care Insurance:	3	3.3%
Paid Maternity/Paternity Leave:	8	8.7%
Sabbaticals:	8	8.7%
Telecommuting/Work from Home:	9	9.8%
Transit Pass Subsidies:	3	3.3%
Wellness Plan:	2	2.2%
Other:	3	3.3%
<b>Comments</b>		
Better equipment to work with in the work field		
This completely, 100% depends on the specifics. It is impossible to weigh these questions in the abstract - We must have a rough guideline ("give up x days of sick time for y length of maternity leave" to really evaluate these choices.		
Tuition/education		

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan (e.g., higher co pays or deductibles) in exchange for reduced employee paid premium costs?	# of Responses	% of Responses
No:	75	81.5%
Yes:	17	18.5%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### *DEPARTMENT: Operations*

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	30	93.8%
Long-term Care Insurance:	1	3.1%
Paid Maternity/Paternity Leave:	1	3.1%
Sabbaticals:	1	3.1%
Telecommuting/Work from Home:	1	3.1%
Transit Pass Subsidies:	1	3.1%
Wellness Plan:	2	6.3%
Other:	1	3.1%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# Responses	% of Responses
No:	28	87.5%
Long-term Care Insurance:	1	3.1%
Paid Maternity/Paternity Leave:	1	3.1%
Sabbaticals:	3	9.4%
Telecommuting/Work from Home:	1	3.1%
Transit Pass Subsidies:	1	3.1%
Wellness Plan:	2	6.3%
Other:	0	0.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	27	84.4%
Flexible Schedules/Compressed Workweeks:	3	9.4%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	2	6.3%
Telecommuting/Work from Home:	1	3.1%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	1	3.1%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### *DEPARTMENT: Administration or Development*

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	27	77.2%
Long-term Care Insurance:	1	2.9%
Paid Maternity/Paternity Leave:	3	8.6%
Sabbaticals:	4	11.4%
Telecommuting/Work from Home:	6	17.2%
Transit Pass Subsidies:	1	2.9%
Wellness Plan:	1	2.9%
Other:	2	5.7%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	25	71.4%
Long-term Care Insurance:	1	2.9%
Paid Maternity/Paternity Leave:	5	14.3%
Sabbaticals:	4	11.4%
Telecommuting/Work from Home:	6	17.2%
Transit Pass Subsidies:	2	5.7%
Wellness Plan:	2	5.7%
Other:	2	5.7%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	26	74.3%
Flexible Schedules/Compressed Workweeks:	6	17.2%
Long-term Care Insurance:	1	2.9%
Paid Maternity/Paternity Leave:	5	14.3%
Sabbaticals:	0	0.0%
Telecommuting/Work from Home:	5	14.3%
Transit Pass Subsidies:	3	8.6%
Wellness Plan:	0	0.0%
Other:	1	2.9%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***DEPARTMENT:*** Administration or Development

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		26	74.3%
Yes:		9	25.7%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### *DEPARTMENT: Operations*

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	30	93.8%
Long-term Care Insurance:	1	3.1%
Paid Maternity/Paternity Leave:	1	3.1%
Sabbaticals:	1	3.1%
Telecommuting/Work from Home:	1	3.1%
Transit Pass Subsidies:	1	3.1%
Wellness Plan:	2	6.3%
Other:	1	3.1%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	28	87.5%
Long-term Care Insurance:	1	3.1%
Paid Maternity/Paternity Leave:	1	3.1%
Sabbaticals:	3	9.4%
Telecommuting/Work from Home:	1	3.1%
Transit Pass Subsidies:	1	3.1%
Wellness Plan:	2	6.3%
Other:	0	0.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	27	84.4%
Flexible Schedules/Compressed Workweeks:	3	9.4%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	2	6.3%
Telecommuting/Work from Home:	1	3.1%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	1	3.1%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

### ***DEPARTMENT: Operations***

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		31	96.9%
Yes:		1	3.1%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### *DEPARTMENT: Agency Relations or Advocacy*

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	19	79.2%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	1	4.2%
Sabbaticals:	4	16.7%
Telecommuting/Work from Home:	4	16.7%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	2	8.3%
Other:	1	4.2%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	13	54.2%
Long-term Care Insurance:	2	8.3%
Paid Maternity/Paternity Leave:	3	12.5%
Sabbaticals:	8	33.3%
Telecommuting/Work from Home:	7	29.2%
Transit Pass Subsidies:	2	8.3%
Wellness Plan:	3	12.5%
Other:	2	8.3%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	13	54.2%
Flexible Schedules/Compressed Workweeks:	4	16.7%
Long-term Care Insurance:	2	8.3%
Paid Maternity/Paternity Leave:	3	12.5%
Sabbaticals:	6	25.0%
Telecommuting/Work from Home:	3	12.5%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	2	8.3%
Other:	1	4.2%





# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***DEPARTMENT:*** *Agency Relations or Advocacy*

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		18	75.0%
Yes:		6	25.0%

## **Benefits Trade-offs**

**By Pay Type**

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

### ***PAY TYPE: Salary***

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	39	78.0%
Long-term Care Insurance:	1	2.0%
Paid Maternity/Paternity Leave:	3	6.0%
Sabbaticals:	6	12.0%
Telecommuting/Work from Home:	7	14.0%
Transit Pass Subsidies:	1	2.0%
Wellness Plan:	4	8.0%
Other:	2	4.0%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	32	64.0%
Long-term Care Insurance:	3	6.0%
Paid Maternity/Paternity Leave:	5	10.0%
Sabbaticals:	13	26.0%
Telecommuting/Work from Home:	10	20.0%
Transit Pass Subsidies:	3	6.0%
Wellness Plan:	5	10.0%
Other:	3	6.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	33	66.0%
Flexible Schedules/Compressed Workweeks:	9	18.0%
Long-term Care Insurance:	2	4.0%
Paid Maternity/Paternity Leave:	4	8.0%
Sabbaticals:	8	16.0%
Telecommuting/Work from Home:	8	16.0%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	2	4.0%
Other:	1	2.0%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***PAY TYPE: Salary***

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		40	80.0%
Yes:		10	20.0%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

***PAY TYPE: Hourly***

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	37	90.3%
Long-term Care Insurance:	1	2.4%
Paid Maternity/Paternity Leave:	2	4.9%
Sabbaticals:	3	7.3%
Telecommuting/Work from Home:	4	9.8%
Transit Pass Subsidies:	1	2.4%
Wellness Plan:	1	2.4%
Other:	2	4.9%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	34	82.9%
Long-term Care Insurance:	1	2.4%
Paid Maternity/Paternity Leave:	4	9.8%
Sabbaticals:	2	4.9%
Telecommuting/Work from Home:	4	9.8%
Transit Pass Subsidies:	2	4.9%
Wellness Plan:	2	4.9%
Other:	1	2.4%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	33	80.5%
Flexible Schedules/Compressed Workweeks:	4	9.8%
Long-term Care Insurance:	1	2.4%
Paid Maternity/Paternity Leave:	4	9.8%
Sabbaticals:	0	0.0%
Telecommuting/Work from Home:	1	2.4%
Transit Pass Subsidies:	3	7.3%
Wellness Plan:	0	0.0%
Other:	2	4.9%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***PAY TYPE:*** Hourly

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		35	85.4%
Yes:		6	14.6%

## **Benefits Trade-offs**

**By Tenure**

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

**TENURE:** 0 to 4.9 years

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	47	83.9%
Long-term Care Insurance:	1	1.8%
Paid Maternity/Paternity Leave:	2	3.6%
Sabbaticals:	5	8.9%
Telecommuting/Work from Home:	8	14.3%
Transit Pass Subsidies:	1	1.8%
Wellness Plan:	3	5.4%
Other:	3	5.4%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	40	71.4%
Long-term Care Insurance:	3	5.4%
Paid Maternity/Paternity Leave:	6	10.7%
Sabbaticals:	7	12.5%
Telecommuting/Work from Home:	10	17.9%
Transit Pass Subsidies:	5	8.9%
Wellness Plan:	5	8.9%
Other:	3	5.4%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	45	80.4%
Flexible Schedules/Compressed Workweeks:	7	12.5%
Long-term Care Insurance:	1	1.8%
Paid Maternity/Paternity Leave:	4	7.1%
Sabbaticals:	0	0.0%
Telecommuting/Work from Home:	3	5.4%
Transit Pass Subsidies:	3	5.4%
Wellness Plan:	0	0.0%
Other:	1	1.8%





# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***TENURE: 0 to 4.9 years***

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		44	78.6%
Yes:		12	21.4%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

**TENURE: 5 to 9.9 years**

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	19	79.2%
Long-term Care Insurance:	1	4.2%
Paid Maternity/Paternity Leave:	3	12.5%
Sabbaticals:	3	12.5%
Telecommuting/Work from Home:	2	8.3%
Transit Pass Subsidies:	1	4.2%
Wellness Plan:	1	4.2%
Other:	1	4.2%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	17	70.8%
Long-term Care Insurance:	1	4.2%
Paid Maternity/Paternity Leave:	3	12.5%
Sabbaticals:	7	29.2%
Telecommuting/Work from Home:	4	16.7%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	2	8.3%
Other:	0	0.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	15	62.5%
Flexible Schedules/Compressed Workweeks:	5	20.8%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	4	16.7%
Sabbaticals:	6	25.0%
Telecommuting/Work from Home:	6	25.0%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	2	8.3%
Other:	1	4.2%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***TENURE: 5 to 9.9 years***

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		22	91.7%
Yes:		2	8.3%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

**TENURE:** 10+ years

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	10	90.9%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	1	9.1%
Telecommuting/Work from Home:	1	9.1%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	1	9.1%
Other:	0	0.0%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	9	81.8%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	1	9.1%
Telecommuting/Work from Home:	0	0.0%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	1	9.1%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	6	54.6%
Flexible Schedules/Compressed Workweeks:	1	9.1%
Long-term Care Insurance:	2	18.2%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	2	18.2%
Telecommuting/Work from Home:	0	0.0%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	1	9.1%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

***TENURE:*** 10+ years

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		9	81.8%
Yes:		2	18.2%

## **Benefits Trade-offs**

**By Age**

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

**AGE:** Up to 29.9 years

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	10	83.3%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	1	8.3%
Telecommuting/Work from Home:	2	16.7%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	0	0.0%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	10	83.3%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	1	8.3%
Telecommuting/Work from Home:	2	16.7%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	0	0.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	8	66.7%
Flexible Schedules/Compressed Workweeks:	2	16.7%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	1	8.3%
Sabbaticals:	0	0.0%
Telecommuting/Work from Home:	2	16.7%
Transit Pass Subsidies:	1	8.3%
Wellness Plan:	0	0.0%
Other:	1	8.3%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

**AGE:** Up to 29.9 years

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		10	83.3%
Yes:		2	16.7%



# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

**AGE: 30 to 49.9 years**

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	40	80.0%
Long-term Care Insurance:	1	2.0%
Paid Maternity/Paternity Leave:	4	8.0%
Sabbaticals:	6	12.0%
Telecommuting/Work from Home:	8	16.0%
Transit Pass Subsidies:	2	4.0%
Wellness Plan:	4	8.0%
Other:	4	8.0%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	29	58.0%
Long-term Care Insurance:	4	8.0%
Paid Maternity/Paternity Leave:	9	18.0%
Sabbaticals:	12	24.0%
Telecommuting/Work from Home:	11	22.0%
Transit Pass Subsidies:	5	10.0%
Wellness Plan:	7	14.0%
Other:	4	8.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	37	74.0%
Flexible Schedules/Compressed Workweeks:	9	18.0%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	6	12.0%
Sabbaticals:	5	10.0%
Telecommuting/Work from Home:	5	10.0%
Transit Pass Subsidies:	1	2.0%
Wellness Plan:	2	4.0%
Other:	2	4.0%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

**AGE:** 30 to 49.9 years

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		39	78.0%
Yes:		11	22.0%

# SAMPLE - Employee Benefits Survey

## Benefits Trade-offs

**AGE: 50+ years**

Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	26	89.7%
Long-term Care Insurance:	1	3.5%
Paid Maternity/Paternity Leave:	1	3.5%
Sabbaticals:	2	6.9%
Telecommuting/Work from Home:	1	3.5%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	1	3.5%
Other:	0	0.0%

Would you be willing to accept a smaller 401(k) contribution from SAMPLE in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	27	93.1%
Long-term Care Insurance:	0	0.0%
Paid Maternity/Paternity Leave:	0	0.0%
Sabbaticals:	2	6.9%
Telecommuting/Work from Home:	1	3.5%
Transit Pass Subsidies:	0	0.0%
Wellness Plan:	0	0.0%
Other:	0	0.0%

Would you be willing to accept a reduction in the number of paid days off per year in exchange for one or more of the following benefits?	# of Responses	% of Responses
No:	21	72.4%
Flexible Schedules/Compressed Workweeks:	2	6.9%
Long-term Care Insurance:	3	10.4%
Paid Maternity/Paternity Leave:	1	3.5%
Sabbaticals:	3	10.4%
Telecommuting/Work from Home:	2	6.9%
Transit Pass Subsidies:	1	3.5%
Wellness Plan:	0	0.0%
Other:	0	0.0%



# SAMPLE - Employee Benefits Survey

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## Benefits Trade-offs

**AGE:** 50+ years

*Following are indications of the willingness of participants to accept a reduction in specified benefits in exchange for other listed benefits.*

Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?		# of Responses	% of Responses
No:		26	89.7%
Yes:		3	10.4%

## Written Comments

By All Participants

# SAMPLE - Employee Benefits Survey

## Written Comments

**Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs.**

Overall our benefit programs are satisfactory. Our options under Kaiser are plentiful, i.e. massage, etc. However the quality of care and choice are somewhat poor. It would be nice to have a cheaper option available to seek out other care (than Kaiser). Shorter work-weeks and shortened benefits might be a nice trade-off.

The existing benefits are good. But SAMPLE could add telecommuting options and flex schedule options without adding cost and without having to make staff give up something else. Both of these are modern, 21st century work place standards that SAMPLE should offer IN ADDITION to the other benefits. Why are all the questions framed as an either/or. Let's get up to speed with other organizations on this front! No wonder the we're not in the top 100 best places to work!

I think we should get more vacation time. I like the alternative care component (massage, acupuncture, etc.), but I don't love Kaiser.

We have really good benefits, especially the medical plan and the 401k.

I think SAMPLE's basic benefit package (medical/dental, disability/life insurance, 401K, PTO) is good/competitive for the SAMPLE landscape in Portland. I know lots of people who don't have as good, or as many benefits. That said, I think in order to keep folks with young families around, it is really important to consider offering more options for flexible scheduling of work time- for both hourly and salaried workers. I know that I would feel more valued and be more productive if I could do my work on a timeline that would always allow me to prioritize that which is most important in my life- my family. Additionally, though SAMPLE's pay scale is, again, competitive for our market place, working for a SAMPLE salary vs. for SAMPLE means sometimes making different lifestyle choices than we might otherwise. A gym membership or trainer, seeing a nutritionist or therapist, are not always within reach. Also, I think some folks in salaried positions are ripe for burnout and/or compassion fatigue- frequently putting in lots of extra time. For these reasons I think more robust wellness offerings should be considered. I'm thinking along the lines of weight loss support groups on site, walking/biking/running groups for during breaks or lunch hours, yoga or other classes on site, workshops or classes during lunch, substantive gym/trainer/nutrition discounts or offerings. I'm fairly certain that healthier, happier employees also make for more productive and loyal employees.

I do not use the medical/dental insurance because it is not with the hospital/provider I would choose and I do not like HMO's. Also, I have better insurance with my husband's employer.

I do not think that we get enough vacation time. I also do not like the sick leave policy because I help care for my grandmother and technically that is not covered under the sick leave policy.

I'm generally satisfied with SAMPLE's benefits programs, but would still love to see something like greater across-the-org (position dependent) possibilities for flexible schedules and telecommuting. Right now it seems more like the flexibility of your schedule depends more on your supervisor's personal philosophy than organizational values or policy.

I am also really interested in additional ways to reward tenure--like additional vacation or sabbaticals.

On the why part...relative to some of my friends in and out of the industry, our medical premiums are lower and our coverage is better. (I can't speak to dependants, only to me as an individual.) I haven't had to use it much, but when I have, it has been great to know it won't break the bank. Even though I don't elect to have the Added Choice plan, I appreciate there is a choice. It's also really great that we have the alternative benefits--like chiropractic and massage. I also know several places that require a match for 401k. I appreciate that we get an automatic contribution even if the employee doesn't match.

In my particular case, I think my schedule is pretty flexible and when I have cause for it, I have been able to work from home. My perception is that "benefit" is available to everyone. I appreciate it, but wish others could as well, and wish it was part of the larger organizational culture.

Our sick time policy kind of drives me nuts--I'm maxed out on hours because I'm rarely sick. I see pluses and minuses for something like PTO instead of sick and vacation, but I wish I was somehow acknowledged or rewarded for not using sick time by getting a couple extra days of vacation or something. Other folks are out of the office a lot from using sick time and still have all their vacation on top.

I do not feel that I am getting an appropriate level of care with Kaiser nor do they have the care available that I need.

I think that it is well-balanced and serves most of our employee base. It has generous health coverage and the time off is good.

My only dissatisfaction with voluntary life is that if you didn't say you wanted it upon hire (although not eligible for 6 months after hire), then you have to get a checkup to initiate it and be subject to more scrutiny. This was not made clear upon my hire. Regarding transit passes, I do not find it to be a great benefit considering the physical location of our workplaces and the low quality of Trimet service to these areas.

# SAMPLE - Employee Benefits Survey

## Written Comments

**Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs. (continued)**

We should have a true PTO system. I have 400 hours of sick time. That make no sense. Just let me manage my time off. I believe we would have a better medical system outside of Kaiser. I want a review of the current system and get to a system where I can use my family doctor I have without 80% co-pay. Prove to me it's a better deal. Blue Cross/Blue shield, Providence.

Overall, I think that SAMPLE offers a good benefit program as a SAMPLE organization. While I have Kaiser Choice, which is satisfactory, I wish that there were other choices for medical insurance. As for time off, I'd opt for making Christmas a whole day off instead of a half day--although having MLK and Presidents days off is very nice--wouldn't want to trade them.

I value the strong medical and 401k benefits.

I would very much like sabbaticals (not tied to working at an agency) and LT care insurance.

I think moral would be better if we got the day off before Christmas and new year to be with family as family is the most important thing in life. Also, I believe the out of pocket monthly premium to insure employee and family is high some of us don't make enough to cover family and still be able to provide for them. so it comes down to insurance or groceries.

I feel very satisfied with the benefit programs provided by SAMPLE. They appear very good for a SAMPLE organization and seem to lead the industry.

If SAMPLE is looking to enhance what we currently are offered, it seems wrong to ask for employees to consider receiving a lower level of medical care in place of telecommuting or a bus pass? That doesn't even make sense.

I would like more flexibility to have compressed schedules, telecommuting, etc.. SAMPLE all over PDX offer that to their employees and see that it results in more productivity and higher employee satisfaction. If you trust your employees to do their jobs and to do them well, they should be given the tools to work in a way that results in the best performance by them, as long as their job performance continues to excel. That is the future of workplaces and the way that many are operating at this point already.

I think we have a very good medical plan. With low co-pays, we never have to worry about being able to afford going to see the doctor.

Dental benefits could be better - routine exams and cleaning are covered, but co-pay for crowns, for example, is prohibitive - I've been waiting for 2 years to have enough \$ to get a crown.

Our plan is great. I do think we do need to include some coverage for sexual/erect dysfunction meds

Premiums for family are too high. Need to apply for assistance from state for kids to afford med insurance.

The health care offered is amazing. Like, too good to be true. I often feel like such a good plan can't possibly last forever. Just this year, the basic plan changed to higher co pays for specialists in order to keep it in line with increased rates in the added choice plan. I've found myself disgruntled when paying \$20 instead of \$10, but also try to keep it in perspective since my partner's co pay for the same service at Kaiser would be \$260 with her insurance. It is a great relief to realize how little out of pocket I would have to pay if something serious ever happened to me, but it is also unsettling since I feel it can't last. I also really appreciate the ability to access complementary health care.

It is a great gift to have generous contributions to the 401k plan, especially in an era when many orgs have had to eliminate their matching altogether. I am still ill-equipped for retirement, but I wouldn't expect SAMPLE to contribute more than 5%. It's awesome.

I don't like paying more for medication.

It is better than all my other insurance plans.

I love and use the Alternative Care Package; it's my favorite part of our care plan. I feel that the dental coverage could be more comprehensive -- ODS does not cover the full cost of fillings, for example, which is a common procedure. It'd be great if that and other procedures were covered. Overall, though, I am satisfied with the medical benefits.

In comparison with other SAMPLE our plan is reasonable. It is no secret to an employee that this is a challenge for organizations to find the best plan for all.

In terms of "traditional benefits" such as Medical and Dental, I feel exceptionally satisfied with SAMPLE's offerings. For very little employee cost, I have fantastic benefits.

To my mind, the areas that are lacking are related to "flexibility." Support for telecommuting, compressed work schedules, or a PTO system instead of segregated vacation and sick time would all be interesting to me.

After 480 hrs of sick time accrued, you don't get any more unless you use it.

Nice

# SAMPLE - Employee Benefits Survey

## Written Comments

Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs. (continued)

Short-term disability does not kick in for two weeks after occurrence. And, then pay is max \$1,000 a week that may not equate to your salary. And, you must use all your vacation and sick time before the short-term disability kicks in, wiping you out due to circumstance (accident, illness that was no fault of your own). The survey above seems to be apple and oranges in terms of one item -- comparing choice of medical benefits to working from home. Working from home is not only a benefit to the employee, but can be an asset to an organization in terms of productivity. It's not about where you work (for exempt), rather it is about the results one drives.

Once you've reached the top/long term employee there are no additional benefits....dissatisfied with markers for long term employees.

There is a culture of overworking at SAMPLE and I think its unhealthy. We should be encouraged to get our work done and do it well in a way that works best with our lifestyles. We NEED more time off, and we NEED to have more flexible schedules, including telecommuting. It feels like SAMPLE is stuck in an old way of thinking about employee's time. If we are working hard, and getting the job done, those of us who can work from home, or have flexible schedules should be able to do so. Also, we should have enough time off to really recharge. We all work really hard and I have such little time off. For the past two years, I have not been able to travel to see my family around the holidays because I don't have the time off. It makes me feel burnt out and unhappy about working at SAMPLE.

Overall I am satisfied with SAMPLE's benefit package. I feel that we recognizes the importance of a work/life balance. I would like to advocate for the compressed work week. In my case specifically it would save me annually about \$400 in fuel, 2,200 miles vehicle wear-and-tear, 104 hours commuting, and would provide me opportunity to spend more time with my family. I also believe that a 4 day work week can be achieved with little accommodation specifically in the operations department.

I feel that SAMPLE offers a great benefit package.

I feel the medical benefits are very affordable and I like Kaiser as a provider.

Compared to what other company offer and pay, I am very satisfied with our current benefits.

Dental Insurance coverage at \$1,500 per year max is not sufficient based on current procedure costs. Should be at least \$2,000. Would be willing to pay a higher premium for this level of coverage.

Compared to other company insurance plans, SAMPLE raises the bar.

No

Overall I am satisfied with the current benefit program, though I feel strongly staff morale would be improved by adding to it. Adding - not trading off! For a nominal amount we could add things to the benefits package that would attract and keep the highest performers.

I don't consider flexing time, working a 10hr/4day week, or working from home a benefit. It's work...and it costs almost nothing to an employer.

Also, the Annual Picnic. How much does it cost and why can't that money be used differently? I don't need my employer to provide activities on my days off and sure as hell don't want to spend a day off with my coworkers' kids at some family-friendly crappy amusement park...but I'd like a yoga class at work after hours; or a gas/New Seasons/etc. card once a quarter or year; or...

Previous jobs I've had were union jobs where we didn't pay a dime, so nothing compares to that. However; the bennys are not bad.

I'm used to getting a percentage of profit sharing added to my 401k each year. this being a SAMPLE, makes that impossible. that compensation added up to around 12,000 per year, so its a pretty big cut from my last job.

I feel SAMPLE does their best on getting their employee the best benefits they can, I do feel that in some ways salary folks are expected to work and not get fully paid for time worked.

Overall, I feel like we have a very good benefits package. Through Kaiser we have a Cadillac plan, which I don't need since I never go to the doctor. I would prefer reduced premiums.

As far as I can tell, there is no basis for not allowing employees to work from home or work 10x4 schedule, except that we follow an old way of doing business.

I'm satisfied with the overall benefit programs, it's very easy to understand and fits my needs.

I am satisfied with the coverage, dept and cost overall.

We could use more than one personal day. 3 per year? One plus your birthday?

Employees who have been here a long time sometimes have more vacation than they want/need. A program that allows them to donate those days or trade them in for other benefits might make them happy. It's hard for new employees to hear that long-term employees don't even know what to do with all of that vacation!



# SAMPLE - Employee Benefits Survey

## Written Comments

**Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs. (continued)**

There are many benefit programs that SAMPLE does not offer currently that would be no-cost or low-cost to add. I like the low cost of the medical and dental benefits. I am happy with my current amount of vacation time, but that also comes with an understanding boss. Flexible schedules, sabbaticals, and telecommuting are all no-cost/low-cost benefits that would really improve the work culture here.

I am particularly pleased with the dental coverage.

I'm very pleased with the medical and dental coverage. I hope we can maintain or reduce the employee monthly contribution (years ago, the employee portion was completely free and this can be a slippery slope to an erosion of benefits). I also appreciate the alternative care option of the medical benefits. It's what I've used the most (by a huge margin) over my tenure with SAMPLE. Not coincidentally, preventative alternative care has kept my illnesses and subsequent sick days to just two or three days a year. This seems like a huge payoff for SAMPLE.

There aren't enough choices for medical insurers. As a new-ish employee, I could not keep my current medical doctor or my vision care specialist because they were not in the Kaiser or Added Choice networks. I would prefer to have an option of Providence and VSP or something similar.

As well, the amount of vacation days and holidays accrued are very little, and not allowing new employees to take a day off during their first six months (using their accrued vacation pay) is unreasonable.

I am not a fan of being forced to take vacation time I wish that if others wanted to take part in it that you can give all or some of your vacation hours to a co-worker. Or have it paid off. It makes it hard on management with everyone wanting time off all at one time and then when all said and done management forces the vacation time on you.

I think it is absolutely ludicrous that you are presenting the above benefits as being somehow negotiable for things like transit passes. I am not interested in decreasing my current benefits in order to add additional ones. If SAMPLE wants to increase employee satisfaction with their benefits they should recognize that we shouldn't have to negotiate to keep our current benefits in order to get additional ones.

I haven't been working here long enough to have formed a solid opinion on SAMPLE's benefit programs.

Given the insanity of how health care/insurance is done in the USA, I feel SAMPLE does very well by its employees.

A former employer was not as generous with the 401k contribution. it's one of the great reasons I like working here. I love the fact our health plan lets us go to "alternative" care establishments.

I am satisfied with the current benefits offered, but would like to see more schedule flexibility and work from home options added. I think these would benefit the organization as a whole in both productivity and employee satisfaction and would not cost the organization much. While I am not willing to give up other benefits, I think these items could be easily added at low cost to SAMPLE.

SAMPLE benefits overall are satisfactory. I understand that in a SAMPLE general compensation is below comparable SAMPLE pay, so benefits play a more important role in employee satisfaction. The health plan is probably the most unsatisfactory element. Kaiser benefits are good, but their delivery and customer service are sub-par compared to other health plans I have experienced.

Medical and vision insurance are excellent.

I am dissatisfied with our dental insurance because does not include my dentist.

I place high value on paid time off. I believe that we should compensate employees in time where they cannot compensate us in money.

In general I'm satisfied and feel especially grateful to have decent health care coverage at a low cost. I realize that is the number one cost factor affecting benefits; the rest is icing on the cake.

Only here a year and haven't had too many needs in the way of medical or other fortunately, hard to tell about quality without much use.

Personally salary, retirement and basic medical care are the highest priorities and aren't to be traded away lightly for other benefits...

As a single person with no dependents I am happy with my medical benefits. I feel fortunate compared to my work and social peers.

# SAMPLE - Employee Benefits Survey

## Written Comments

**Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs. (continued)**

I feel extremely satisfied with our benefit program. It's a better package than I've ever had at past 'corporate' jobs. I really feel like SAMPLE has my needs/health/well-being as a high priority. Thank you.

For all of these "would you give up \_\_\_\_" questions, it is EXTREMELY difficult to weigh them in the abstract. My answers depend on how much of a reduction for what gain of benefit. Giving some samples ("give up x% of your 401(k) to gain y weeks of maternity/paternity leave" with the disclaimer that it's not set in stone) would allow me to make decisions while considering real tradeoffs.

In general, I'm satisfied with what is offered. In my dream world, we'd get more vacation time (especially initially - 2 weeks isn't too much). I rarely use sick time, so I'd be willing to give up some sick time to gain vacation time. The health benefits are wonderful, and a real perk of working here - don't reduce those benefits, please.

While I'm happy with the benefits SAMPLE pays for, the "work condition" benefits could use improvement. According to the employee handbook, we are all (with a few exceptions in operations) supposed to be at work from 8am-5pm Monday-Friday, and are never allowed to work from home. This is based on a mid-to-late 1900s idea of work, and extremely behind the times in 2012. Making this more complicated, various departments have informal rules overriding what is in the employee handbook. And we have a new incoming CEO who is explicitly being given flex time, in contradiction of the handbook. It is clearly finally time to officially change the rules. It is only enforced for some employees/departments, and our CEO should lead by example.

For these issues of flextime and working from home, we should have one rule across the organization no matter WHAT the updated policy is - It's not equitable to have some departments permitting it and some not. (Of course, some departments like warehouse and transportation would be unable to work from home.)

Overall, I think that we have a satisfactory benefit plan. I appreciate that the medical plan has options for alternative care and feel that rates are comparable to other plans. I also appreciate SAMPLE's generous contributions to its employee's retirement accounts.

I think that our health care and dental insurance options are pretty good, especially because I can choose which plan I want to use for medical and dental. I am not satisfied with our vacation/sick time policy as it offers too few vacation days and doesn't allow for vacation and sick time to be interchangeable. Also, employees aren't paid out for even minimal amounts of unused sick and vacation time at the end of the year. This means that for those who use all their vacation time and can't tap into their extra sick time (and vice versa), they are losing time off that they have earned and not getting reimbursed for it. Fixing this issue in some way seems like an easy way to increase benefits without costing the organization too much money. In terms of schedule flexibility, we are pretty strict in terms of allowing flexible schedules (either regular telecommuting, or compressed work weeks) which for some employees could be a huge benefit and increase their job satisfaction.

They are good, I like the benefits.

Overall, I am satisfied with the benefits provided. I do not think we should be asked to cut any of our current benefits with the addition of new ones. That is not fair.

I've been pleased with Kaiser and the extent to which SAMPLE pays premiums. I know that I have more vacation and sick time than most people I know at other workplaces. I would like more recognition for long-term service, especially opportunities for educational opportunities and/or sabbatical leave.

Cost and coverage are great and I appreciate the alternative care part too.

I am dissatisfied with the lack in flexibility of the work week. Staff are constantly asked to help out during evening hours, weekends, and other times outside of the normal work week to accommodate our schedule. Yet, when we ask them to be flexible with our schedules, we are denied this benefit. Additionally, some staff are given this permission, while others are not. I also feel that the mandatory 6-month probation period during which new employees cannot take vacation time is way too demanding. If time-off is approved by a manager, it should be granted, regardless of how long an employee has been working. I also feel that employees should earn more vacation time earlier on in their tenure. It seems like many employees aren't even around for 2 years, so few reap the benefit of increased vacation time at that mark.

I feel satisfied, but think other options could be considered, not necessarily in an exchange as the format here suggests.

I'm dissatisfied because it's not offered to me as a part time employee. The cost out of pocket to purchase the SAMPLE plan is ridiculously high for someone working part time.

I feel satisfied overall. I do feel that the lack of flexibility (in schedules/work from home options, etc.) is the biggest downside.

# SAMPLE - Employee Benefits Survey

## Written Comments

**Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs. (continued)**

The medical benefits that we have now, have served my needs over the years - though I wish that we still had Kaiser dental, but am satisfied with ODS now that I have found a dentist that I like - I wish they would allow more than 2 cleanings a year

We have a very strong medical insurance plan and I want to make it clear that the good medical insurance plan, 401k contribution, paid leave, and other benefits are a major reason why I accepted my job here when I had job offers and opportunities with higher pay and more growth potential at other good organizations. An important factor in my choice to stay here is the work life balance I have achieved. Telecommuting, flexible work weeks, and technology that makes working while traveling easier would be wonderful and would actually allow me to work more productively and for more hours overall, but those benefits are not so important that I would sacrifice any of the core benefits we already have. I was deeply disappointed in the decisions that we made with regard to our health benefits at the beginning of this fiscal year (the increases in co pays did not seem to be a good tradeoff for the relatively small premium savings that were achieved for the organization). It would be a mistake for SAMPLE to continue down the path of cutting our current benefits in future years.

They are above average.

Right now it seems fine, I don't want to see an increase in cost to my pocket book PLEASE!!

# SAMPLE - Employee Benefits Survey

## Written Comments

### Are there ways in which SAMPLE could improve the benefit programs currently offered?

YES - immediately - as in starting tomorrow - provide options for flexible schedules and working from home. We have the technology in place for this. And we should stop worrying about whether or not it's an option for all staff. Not every job is the same so why should every employee think they are entitled to get every benefit. If you're not expecting a baby does that mean that someone who is shouldn't get maternity/paternity leave?

I think SAMPLE could be more flexible with the hours it allows us to work (i.e. 4 tens, flexing to come in early, leave early; in late, leave late). The transportation flex option is silly unless it includes gas.

Offer flexible schedules or work weeks for those jobs where it makes sense.

Give more vacation time or allow us to use sick time for anything.

As mentioned, some additional benefits for employees who've been around longer would be appreciated--whether that's a sabbatical option or more vacation. Even some clarity around the possibility to take a period of unpaid leave for an extended vacation after a period of time would be nice.

Flexible schedules, as appropriate by position, for anyone with that interest.

Not so much on the wellness plan--but if there are easy ways for working out and publicizing discounts for SAMPLE folks for things like cell phone plans and prodeals on clothes, that would be cool. The current "Corporate Perks" program is kind of wonky and hard to sort out. I'd rather see a few specific deals instead of a whole bunch of less helpful deals that are hard to sort through.

Another option for health care coverage.

Work schedule flexibility is nice in those jobs that lend themselves to it--not all do. A Bonus Program would be nice complement to our compensation, especially since the merit pay structures really limit pay opportunities outside of promotions.

Switch to a true PTO system and a medical program that lets your choose your own doctor, that is apart of all other systems but the closed Kaiser Network.

Also - Because the salaries are lower than other business, one of the things that could help retain people is time off. I think the restructuring of the time off from the old system is hurting us. Those old schedule of time off per pay period went to far to the mainstream. It's hard for new people to have any time off.

Yes, by providing staff the flexibility to accommodate their personal lives with their professional lives. Allowing staff remote access, telecommuting and flexible/compressed work schedules is a contemporary way of doing business, and a benefit we are unable to offer to staff and thus may be loosing some valuable staff to organizations where these benefits are an inherent part of the business culture.

My suggestion is to offer more health care choices. I know this would be difficult to do because of the cost of premiums for SAMPLE and its staff.

Restructure the 401K so the highly compensated employees do not have their contributions limited.

Making the health plans more affordable and having more holidays off would boost morale.

I would like to see lower premiums, but then wouldn't everyone?

I would like more flexibility to have compressed schedules, telecommuting, etc.. SAMPLE all over PDX offer that to their employees and see that it results in more productivity and higher employee satisfaction. If you trust your employees to do their jobs and to do them well, they should be given the tools to work in a way that results in the best performance by them, as long as their job performance continues to excel. That is the future of workplaces and the way that many are operating at this point already.

I do think we do need to include some coverage for sexual/erect dysfunction meds

Service available locally. Have to drive over 1 be for in network care.

If the economy forces changes to be made with the health care plan, I would prefer increased co pays or deductibles to increased monthly premiums. Of course, that could be because I'm pretty young and don't need to access health care too frequently.

I would love to be able to carry over more than 120 hours of vacation time.

Lower pay in medication.

Happy with what's offered.

The significant improvements SAMPLE could offer to my mind are in terms of flexibility. It would be interesting to have a choice to opt into either a PTO system or the segregated sick/vacation accruals we have now.

# SAMPLE - Employee Benefits Survey

## Written Comments

### Are there ways in which SAMPLE could improve the benefit programs currently offered? *(continued)*

This may be blurring the lines of "benefit", but I feel that cell phone reimbursement is something that many employees would be happy with. I often use my personal cell phone when I'm not in the office for work reasons, and my particular job takes me out of the office often. I would also love to see compressed work weeks - the possibility of working 4x10 hour days a week and taking a 3-day weekend. I'd also like to be able to work from home more often, and it's difficult to see why that's not something that's allowed. With an laptop I have access to MS Exchange and can have my Lync up and running during work, so it's easy for my team to get in touch with me. Lastly, I'd like to see a 9-5 or 8-4 work day. Honestly, the last hour of work is my least productive in the day, especially when I've gotten a lot accomplished in the earlier part of the day. I am burnt out by this point, even if I've taken breaks during the day. I think that having a shortened work day would show SAMPLE's commitment to employee health and well-being, and would encourage productivity.

Consider other providers that may provide a higher level of patient care.

Support for telecommuting or a compressed schedule assuming job compatibility and other factors would a great offering.

I think SAMPLE overall has outstanding medical benefits. I'd like to see more flexibility when it comes to work schedules and work from home so that we operate more like a modern organization.

Flex to 4/10 hrs day 1 less commute for all, think gas .1 less 45 mile round trip commute.

Sabbatical would be great!

Better dental plans.

Better Maternity/Paternity Leave.

Partner childcare locations.

There should be more time off (vacation) and ways to telecommute. We should also have an employee wellness program in which we are supported in taking care of ourselves.

Pretty nice

More coverage on vision and dental.

We could provide paid maternity leave - they could also be more flexible about Vacation time. For instance, every January it gets cut off at 120 hours - for some employees this is hard to take so they should have an option to get paid out what they cannot use. Or if you are about to go on maternity leave in the spring you should be able to carry it over so you are not forced to take time off while you are preparing to leave. In general SAMPLE could be more flexible about people's time and schedules.

Adjusting which family members are covered under our sick pay policy. Siblings should be covered as well as grandparents, and any immediate family members. When SAMPLE is closed for a holiday, it should be closed to everyone, not just the office, and the warehouse has to work, and take another day off later. Closed should be closed for everyone.

Would be interesting to have a true competitive bid process among major providers to ensure best coverage for premiums paid.

I don't believe so.

No

Provide the debit cards for the medical flex plan.

Publicize the benefits (including discounted gym memberships, etc.) that are available through our plan with Kaiser - I doubt people really know about those as the information is not easily accessible.

More vacation time - 10 days for your first 5 years is not enough. Folks who have been here a long time had more time when they started and continue to accrue so much time that they can't even use it. Others of us, here less than 5 years, can barely take a real vacation or build our bank up.

How about we adopt the IRS Standard Mileage Rates (currently at 55.5 cents/mile) that almost every single SAMPLE in the country uses instead of just arbitrarily deciding that 50 cents/mile is enough?

How about a legal benefit?

And, really, either update the Employee Handbook and make it less vague or stop saying that it is in the process of being updated. We just don't believe you anymore.

Yes if we didn't pay anything. Like the previously mentioned Union bennys.

Some salary staff have a hard time using up all their vacation time by the deadline, I would like to see an option to possibly get that paid to them instead of using vacation time.

Offer another tier of health coverage, one with higher co pays but smaller premium rate.

More vacation days would be wonderful.

Wellness programs might be great but I don't know enough about what they offer.

# SAMPLE - Employee Benefits Survey

## Written Comments

### Are there ways in which SAMPLE could improve the benefit programs currently offered? *(continued)*

Good affordable health insurance is vital. Please don't mess with that. Given that our salaries are low in comparison to SAMPLE businesses, really good perks like free gym memberships, TriMet passes, maybe discounts on tickets to cultural or sporting events, flexibility in hours - those things help make up for the cash we're inevitably missing out on. How about a Groupon-like program, in which SAMPLE offers to pay half of a yoga class or whatever if enough people sign up?

Would like to have a debit card attached to the Flex spending plan...the reimbursement submittal process is kind of a pain. Also, an HSA type of plan (where benefits roll-over from year to year) would be preferable to the "use it or lose it" program currently in place.

My only complaint about the dental coverage is that there is still a sizable fee for orthodontia.

Offer more options for insurers; increase the amount of vacation days/holidays; allow new employees to use their vacation days within their first six months of employment; and allow for telecommuting, especially for positions where most of their work is online or in databases and where an employee needs to be home but could be working at the same time (e.g., when an electrician needs to work fix something at our home).

Not to force vacation time

Nah, seems good.

A sabbatical option for employees at 7-8 years would be a good incentive and an opportunity for continued learning and re-booting.

My employer needs are few but I know others would appreciate telecommuting.

I am satisfied with the current benefits offered, but would like to see more schedule flexibility and work from home options added. I think these would benefit the organization as a whole in both productivity and employee satisfaction and would not cost the organization much. While I am not willing to give up other benefits, I think these items could be easily added at low cost to SAMPLE.

I would be willing to pay more of a percent for a better medical plan. In a previous employment I had Providence, and they are far superior to Kaiser. It would be nice to have the vacation benefits increase beyond the current 3 week cap at the completion of 2 years. Essentially a return to prior policy.

More paid time off: three weeks for new employees and/or more time around the holidays, birthdays, etc. Wellness plan: assistance with gym memberships, yoga, programs that promote bike commuting or public transportation.

I would like to see options for 4 10-hour days or options for flex time for hourly employees.

Several of the ones offered above were good, but the 20 we ranked really clumped into a few categories for me: highly desired, kind of desired, and doesn't matter. Using the ranking system doesn't allow these differences to pop out - Some incremental pairs were essentially ties for me, while others were far apart in desirability.

Also, it is insulting to ask us whether we'd give up benefits that cost money in exchange for ones that don't, like flex time and telecommuting. These would have slight staff time costs to implement, but would have no ongoing costs - In fact, many studies show we would get increased productivity out of employees if they were able to work at home. And while benefits costs can't expand unchecked, instead of asking what employees would be willing to give up for new benefits, perhaps we should be asking how much would we be willing to pay to improve morale with even better benefits. (I do recognize that our benefits are already fairly generous, in part because of the medical plans we're grandfathered into.)

As mentioned, flextime and working from home are no-brainers to me, and ones that I (and pretty much everybody else I speak with) highly desire. As for benefits that would cost money to implement, paid maternity/paternity would be wonderful. And more vacation time sooner - Perhaps 2.5 wks in your first 2 years (the rest of the vacation scale could remain the same)? And only a 3 month period in which you can't use your vacation, instead of 6 months?

I use few sick days, I would LOVE moving to a PTO program (sick/vacation/personal days combined) rather than having our days separated out.

Fix how vacation and sick time is allotted--either by increasing the amount of time off, allowing vacation and sick time to be used interchangeably, or paying out people for the time off (sick or vacation) that they don't use. Another potential way to address this issue is to allow for additional schedule flexibility through offering options like compressed work weeks, 1/2 days on Fridays in the summer and regular telecommuting opportunities. I would also like them to provide some small transportation benefit or subsidy to help people with biking or taking transit. Specifically, providing transit passes for the organization, or allowing employees to buy a transit pass at a reduced rate would help reduce employees reduce their costs and promote more sustainable behavior. The same could be said for promoting biking.

# SAMPLE - Employee Benefits Survey

## Written Comments

### Are there ways in which SAMPLE could improve the benefit programs currently offered? *(continued)*

And I would never mind a greater SAMPLE-paid 401(k) contribution. We have an alright contribution - not amazing, not terrible. I'm fairly satisfied with it. But if we're asking for dream-benefits, I'll put that out there.

Transit Pass Subsidies I feel should be a standard offering. The 'Transportation Flex Plan' is nice, but to encourage more use of alternative transportation, a bus pass is the way to do it.

No

I am a big proponent of the 4 days/10 hours work week. It should be offered to staff if possible.

Flex time has not been addressed amongst all staff. It is not fair that some staff are allowed to do it while others in different departments are not.

Benefits are very personal. Each employee has different preferences, and these may change from year to year. I think employees should work with HR yearly to select the benefits that work best for them, from a list of all benefits.

More flexible to meet changing needs of new workers.

Insurance should be offered to part time employees working at least 20 hours per week.

More flexibility in work options (schedules, work from home days, etc.) Current policy seems very old-school, especially in the Portland culture.

I would like to see our health insurance plan go back to the coverage we had last fiscal year (although I doubt that is possible since we foolishly gave up a level of benefits that are no longer offered to organizations that are not grandfathered into them). I like SAMPLE's contribution to my 401k, but I might be willing to trade the flat contribution for a matching contribution IF the total matching contribution from SAMPLE could be significantly higher than the flat amount that is currently offered when I save more.

Kaiser dental

The health insurance seems ok I can live with that. It's the dental that needs work, it cost way to much money to have teeth these days!

More "alternative care" allowance per year



# SAMPLE - Employee Benefits Survey

## Written Comments

Any other comments about SAMPLE's benefit programs or benefits SAMPLE does not currently provide?
I would like to see more emphasis put on Employee Assistance Programs, Nutrition Assistance, Engaging employee families more in the workplace, etc.
SAMPLE should look at adding on-site child care for all the staff who have young kids and don't want to have to choose between family and work.
This survey wasn't exactly what I was expecting based on what the EATS team identified as an interest from staff. It seems like the step that was missed was making sure folks have a good clear understanding of existing benefits and what "benefits" or "alternative benefits" even mean. This seems to be a common problem here--folks doing the asking make assumptions that proper training and on boarding about everything has already happened. If it hasn't, folks get a survey or are asked for an opinion and either choose not to participate at all, or can't participate meaningfully. One in a series of many missed opportunities...
It would be nice to reward those that choose healthy lifestyles, Bike commuting or workout rewards would be a nice way to get people healthy.
I would love to do the compressed work week, being on the road , I could easily do 4 /10 s and that would reduce my travel time and gas to work taking out one day
I appreciate the benefits SAMPLE provides and the fact that we have the opportunity to take this survey.
While not a benefit discussed in this survey, I think training opportunities should be offered to non-managerial staff. I think that SAMPLE lacks in fostering personal and professional growth among all staff. Frankly, I think some staff feel left out. I include myself in this feeling.
I would like to see an SAMPLE-wide consideration of compressed work weeks (4 tens, 3 twelve's).
I would also like to see consideration of part time workers or job sharing more widely accepted - with policies in place that would protect participating staff from reduced advancement opportunities. Currently I think staff would be reluctant to ask to become part time - so a family friendly set of policies including this would be helpful.
None that I can think of.
I think the benefits are excellent.
I like the idea of sabbaticals, but probably not at the expense of decreased benefits. What I wish is that on rare occasions I could take time away from work WITHOUT PAY. I am willing to forgo my salary when I am not here, and life is too short to think of not being able to travel while I still have my health! I don't want to quit my job in order to travel; I'd like to work it out with my supervisors far in advance. I'm talking a month away every 8 years or so.
Also, regarding working from home, I think this is going to become much more common in our culture as gas prices increase. I think it's also a good way to retain working new parents.
Regarding flexible schedules - this is listed as something SAMPLE doesn't currently provide, but that must be specific to departments because I feel that I am encouraged to have a flexible schedule that works for me. I really appreciate it and it makes my work/life balance a lot better.
Co pay is good.
If the offerings suggested in the ranking question are options that SAMPLE has on the table, I would encourage SAMPLE to consider the equitability among employees in choosing those options. Employees with families could potentially get significantly more monetary (or equivalent) benefit than employees without families.
I like the idea of a menu where each full-time employee has a certain number of dollars (or points/credits) available for benefits, so that employees can each choose the best combination of options for their particular case. Perhaps the number of points could increase with length of service, so an employee could choose a higher 401K contribution or additional insurance to best fit their situation.
Looking at 'soft' items such as when a major holiday falls on a Thursday or a Tuesday ... provide the Monday or Friday off vs. working half day. Gestures like this go a long way with staff. Changing thinking that if you are working from home and not on email that you are not working. This requires looking at results driven and trusting employee.
Those of us who drive ALL the time for our jobs, should be compensated appropriately. Currently, we only are reimbursed for mileage, which does not cover wear and tear.
Nice



# SAMPLE - Employee Benefits Survey

## Written Comments

### Any other comments about SAMPLE's benefit programs or benefits SAMPLE does not currently provide? (continued)

I think they should look into a child care program for their employee's, you would most likely see better attendance and long term tenor from employee's with children.

If the job allows I think 4 ten hour days would benefit the health and welfare of the employee, you would get more work out of the employee if they were able to have a extra day off, you are at work more that you are home, to me that is not healthy for a family. We need to start putting family first.

Providing a flexible work week would be greatly helpful in keeping up staff morale and productivity - and the question above that says you'd take a hit to vacation/sick days for this benefit is fairly insulting - staff would still be putting in the same work/hours! Providing the option to telecommute/work from home would also be a great benefit - and would imply a level trust in the highly effective staff that has been missing. Another benefit that I've heard mentioned and would be a huge boost would be to provide paid 1/2 day Summer Fridays - with only a few months of good weather each year this would be a huge way to allow families to spend extra time with the kids who are out of school, get some needed R&R in the sun and reenergize staff for added productivity - it also shows you care about health/happiness of employees.

I don't want less of anything, and I find it insulting to insinuate that the only way we will get something is by giving up what little we have. Give up days off or health insurance to be able to work from home - are you high??! Hire less people, make us all work more and give us less in return...sure, that'll work.

This is a lousy survey...you could have done better.

Merit raises are subjective somewhat. I feel like I should get paid more per hr.

Specifically because of my many, many years driving commercially. Also a excellent driving record as well.

Flexible schedules would greatly improve morale and productivity and cost SAMPLE nothing.

Working from home/telecommuting is sometimes the most effective way of doing business and would increase morale and productivity.

Reduced price gym memberships.

Since our mission revolves around business, how about some non-traditional benefits, like having a farmer's market in the parking lot once a month, or cooking classes at New Places? I want to work at an innovative organization - I already have a job that I can brag about, I want everyone I meet to say, "Oh you work at SAMPLE? I hear that's one of the best places to work in Portland." Let's think outside the box on this one.

Wellness incentives?

I think sabbatical/tuition reimbursement programs would be really beneficial and offer yet another avenue for professional. development

While the standard medical/dental/vision benefits are good at the SAMPLE, that's really where the benefits stop. I recommend that SAMPLE looks at "quality of life" benefits like flexible work schedules, telecommuting, paid sabbaticals, TriMet passes, and free gym memberships. These are the types of things that can balance the lower salaries/hourly pay rates we earn working for SAMPLE.

The list of benefits above was confusing -- it made it seem like we had to rank health insurance on the same level as flex time. We should not have to barter our benefits. Also, defining the terms and what the benefits would entail would have helped significantly in ranking as I wasn't even sure what some of them were.

Widescreen monitors, though that's probably not what you were looking for.

I am satisfied with the current benefits offered, but would like to see more schedule flexibility and work from home options added. I think these would benefit the organization as a whole in both productivity and employee satisfaction and would not cost the organization much. While I am not willing to give up other benefits, I think these items could be easily added at low cost to SAMPLE.

I would be upset if I lost ground on my "top three" -- health, dental, vacation time -- to create new benefits such as paid time off for new parents. It wouldn't seem fair to me to penalize all but those in their childbearing years.

I would like the opportunity to have a more flexible schedule, as that would be no real cost to the organization.

Despite my quibbles with how the survey was presented, I truly appreciate your asking the staff about our thoughts on these important issues. This is XXXXX survey (yes, I recognize this is making it non-anonymous - feel free to pass on to SAMPLE), and I'd happily answer any questions you have about my responses.

Above in the ranking part of this survey, it would have been helpful to explain what 'Employee Assistance Program' and 'Flex Unreimbursed Medical Plan' mean.

FLEX TIME!!!! This was only mentioned in a few of the menus, not all. The new CEO is being granted this benefit and it should apply to ALL employees.

# SAMPLE - Employee Benefits Survey

## Written Comments

### Any other comments about SAMPLE's benefit programs or benefits SAMPLE does not currently provide? *(continued)*

I think improvements can be made to increase the sense of value that an employee feels while working here. If an employee feels valued by their employer then they are more likely to stay long term and be effective/productive employees. This is beyond having medical insurance and paid time off. To me, this begins with looking at employees as unique, capable individuals, not as bodies to fill positions. In this regard, things like flexible schedules and telecommuting are determined by the individual situation in order to optimize that persons work environment, not because it is considered a "benefit" available to all employees. This sense of value also relates to pay range quartiles and promotions. Quartiles should be used for simply determining the starting wage, not as a box that an employee is limited to. If an employee is fortunate enough to have stayed in a position for 20 years, they shouldn't be penalized in their merit increase % because they have reached the top end of the pay grade quartile. A position should not have a top end limitation (only when determining the starting salary range should a top quartile be used). Lastly, if an employee shows considerable potential and is showing signs that they are outgrowing their current position, we should make strong efforts to retain that employee and seek a new position (or blend positions) to take advantage of the skills that individual possesses. If not, it is highly likely the person will seek out other employment opportunities outside of SAMPLE. In my experience, I sense that we are resistant to that fluid of a job structure environment and is slow to make innovative changes to titles and/or job descriptions and loses out on top flight talent as a result.

Again, eliminating or reducing the mandatory 6 month probation period without vacation time. The new CEO is being granted this benefit and it should apply to ALL employees.

Offering education or training would aid in succession planning; the process currently feels like management is.

SAMPLE's health care benefits and 401 k are pretty good and I do appreciate them. However, I do feel like there are opportunities to increase the benefits package offered to staff (including the examples I list above) without costing the organization too much money. This is a mission driven organization and people aren't working here for the money, but there could be easy and creative ways to offer flexibility, increased flexibility with sick and vacation benefits and other small improvements that would really translate to significant improvement for employees in work experience and job satisfaction. Doing so can help hold on to employees who are passionate about the mission, but are struggling with other circumstances of the job (i.e. salary and limited flexibility, to name a few). I understand that providing benefits is a trade off, but hopefully this is an opportunity to have a conversation about where the organization can offer some additional small improvements to boost employee satisfaction.

I do not like this survey. It is difficult to rate so many different benefits. There are so many staff here and we each have different personal priorities, which change over time. If you were to ask somebody these same questions 6 months from now there answers could be totally different.

I would even have considered a pay reduction to have insurance because I now have none.

I would love to see a true wellness benefit like a health club reimbursement - rather than appearance-only (health club discounts that aren't really a savings)

I would not trade any current benefits for different ones. Flexibility isn't a benefit: it's a smart business practice that makes employees more productive and more of it helps the organization attract and retain good employees.

I know the dental insurance is not going to get better, but don't raise everything sky high so we can't afford to go to the Doctors office too!

## Appendix

## **Benefits Ranking Detail**

By All Participants

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Basic Life/AD&D Insurance

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	3	3.4%	
3	1	1.1%	
4	3	3.4%	
5	2	2.3%	
6	4	4.6%	
7	9	10.2%	
8	9	10.2%	
9	9	10.2%	
10	11	12.5%	
11	6	6.8%	
12	4	4.6%	
13	3	3.4%	
14	3	3.4%	
15	7	8.0%	
16	3	3.4%	
17	4	4.6%	
18	4	4.6%	
19	2	2.3%	
20	1	1.1%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Bus/Max Pass Subsidies

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	1	1.2%	
3	2	2.4%	
4	0	0.0%	
5	1	1.2%	
6	3	3.5%	
7	1	1.2%	
8	3	3.5%	
9	0	0.0%	
10	4	4.7%	
11	4	4.7%	
12	3	3.5%	
13	3	3.5%	
14	6	7.1%	
15	5	5.9%	
16	5	5.9%	
17	9	10.6%	
18	6	7.1%	
19	17	20.0%	
20	12	14.1%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Dental Insurance

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	33	37.1%	
3	20	22.5%	
4	10	11.2%	
5	5	5.6%	
6	4	4.5%	
7	4	4.5%	
8	4	4.5%	
9	1	1.1%	
10	1	1.1%	
11	1	1.1%	
12	1	1.1%	
13	0	0.0%	
14	0	0.0%	
15	0	0.0%	
16	2	2.3%	
17	0	0.0%	
18	2	2.3%	
19	1	1.1%	
20	0	0.0%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Employee Assistance Program

Rank	# of Responses	% of Responses	
1	1	1.2%	
2	0	0.0%	
3	0	0.0%	
4	2	2.3%	
5	2	2.3%	
6	2	2.3%	
7	4	4.7%	
8	3	3.5%	
9	3	3.5%	
10	6	7.0%	
11	5	5.8%	
12	6	7.0%	
13	13	15.1%	
14	6	7.0%	
15	8	9.3%	
16	5	5.8%	
17	7	8.1%	
18	8	9.3%	
19	3	3.5%	
20	2	2.3%	



# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Flex Dependent Care Plan

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	1	1.2%	
3	1	1.2%	
4	0	0.0%	
5	2	2.4%	
6	0	0.0%	
7	3	3.5%	
8	6	7.1%	
9	3	3.5%	
10	4	4.7%	
11	6	7.1%	
12	3	3.5%	
13	6	7.1%	
14	10	11.8%	
15	5	5.9%	
16	6	7.1%	
17	7	8.2%	
18	8	9.4%	
19	7	8.2%	
20	7	8.2%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Flex Unreimbursed Medical Plan

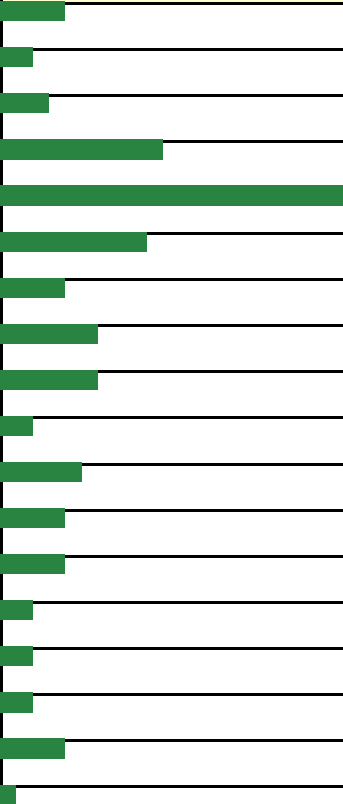
Rank	# of Responses	% of Responses	
1	0	0.0%	
2	0	0.0%	
3	1	1.2%	
4	2	2.4%	
5	2	2.4%	
6	1	1.2%	
7	1	1.2%	
8	4	4.7%	
9	6	7.1%	
10	10	11.8%	
11	7	8.2%	
12	6	7.1%	
13	6	7.1%	
14	6	7.1%	
15	7	8.2%	
16	3	3.5%	
17	5	5.9%	
18	9	10.6%	
19	8	9.4%	
20	1	1.2%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Flexible Schedules/Compressed Workweeks (e.g. 4 x 10hr days)

Rank	# of Responses	% of Responses	
1	4	4.6%	
2	2	2.3%	
3	3	3.5%	
4	9	10.3%	
5	19	21.8%	
6	8	9.2%	
7	4	4.6%	
8	6	6.9%	
9	6	6.9%	
10	2	2.3%	
11	5	5.8%	
12	4	4.6%	
13	4	4.6%	
14	2	2.3%	
15	2	2.3%	
16	2	2.3%	
17	4	4.6%	
18	1	1.2%	
19	0	0.0%	
20	0	0.0%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Long-term Disability Insurance

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	1	1.1%	
3	2	2.3%	
4	1	1.1%	
5	11	12.5%	
6	6	6.8%	
7	13	14.8%	
8	7	8.0%	
9	8	9.1%	
10	7	8.0%	
11	8	9.1%	
12	3	3.4%	
13	5	5.7%	
14	2	2.3%	
15	3	3.4%	
16	4	4.6%	
17	2	2.3%	
18	1	1.1%	
19	2	2.3%	
20	2	2.3%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Long-term Care Insurance













Rank	# of Responses	% of Responses	
1	0	0.0%	
2	1	1.2%	
3	2	2.3%	
4	5	5.8%	
5	0	0.0%	
6	9	10.3%	
7	1	1.2%	
8	3	3.5%	
9	7	8.1%	
10	3	3.5%	
11	9	10.3%	
12	9	10.3%	
13	7	8.1%	
14	8	9.2%	
15	5	5.8%	
16	5	5.8%	
17	4	4.6%	
18	4	4.6%	
19	1	1.2%	
20	4	4.6%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Medical/Vision Insurance

Rank	# of Responses	% of Responses	
1	62	68.9%	
2	10	11.1%	
3	5	5.6%	
4	2	2.2%	
5	1	1.1%	
6	3	3.3%	
7	1	1.1%	
8	1	1.1%	
9	0	0.0%	
10	0	0.0%	
11	0	0.0%	
12	0	0.0%	
13	0	0.0%	
14	0	0.0%	
15	1	1.1%	
16	0	0.0%	
17	1	1.1%	
18	1	1.1%	
19	0	0.0%	
20	2	2.2%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### SAMPLE's contribution to your 401(k) plan


Rank	# of Responses	% of Responses	
1	1	1.1%	
2	12	13.3%	
3	17	18.9%	
4	27	30.0%	
5	9	10.0%	
6	6	6.7%	
7	3	3.3%	
8	6	6.7%	
9	3	3.3%	
10	1	1.1%	
11	0	0.0%	
12	1	1.1%	
13	1	1.1%	
14	0	0.0%	
15	0	0.0%	
16	0	0.0%	
17	1	1.1%	
18	1	1.1%	
19	1	1.1%	
20	0	0.0%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Paid Maternity/Paternity Leave

Rank	# of Responses	% of Responses	
1	2	2.3%	
2	1	1.2%	
3	1	1.2%	
4	4	4.6%	
5	2	2.3%	
6	2	2.3%	
7	6	6.9%	
8	6	6.9%	
9	5	5.8%	
10	4	4.6%	
11	4	4.6%	
12	5	5.8%	
13	4	4.6%	
14	5	5.8%	
15	4	4.6%	
16	5	5.8%	
17	5	5.8%	
18	7	8.1%	
19	6	6.9%	
20	9	10.3%	




# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Paid Time Off


Rank	# of Responses	% of Responses	
1	16	17.6%	
2	20	22.0%	
3	25	27.5%	
4	6	6.6%	
5	5	5.5%	
6	5	5.5%	
7	4	4.4%	
8	3	3.3%	
9	0	0.0%	
10	0	0.0%	
11	0	0.0%	
12	2	2.2%	
13	0	0.0%	
14	0	0.0%	
15	1	1.1%	
16	1	1.1%	
17	0	0.0%	
18	0	0.0%	
19	2	2.2%	
20	1	1.1%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Sabbaticals

Rank	# of Responses	% of Responses	
1	1	1.2%	
2	2	2.3%	
3	1	1.2%	
4	0	0.0%	
5	2	2.3%	
6	3	3.5%	
7	5	5.8%	
8	4	4.6%	
9	7	8.1%	
10	4	4.6%	
11	10	11.5%	
12	6	6.9%	
13	7	8.1%	
14	7	8.1%	
15	7	8.1%	
16	6	6.9%	
17	4	4.6%	
18	1	1.2%	
19	4	4.6%	
20	6	6.9%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Short-term Disability Insurance

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	0	0.0%	
3	1	1.1%	<div></div>
4	7	7.9%	<div></div>
5	9	10.1%	<div></div>
6	12	13.5%	<div></div>
7	7	7.9%	<div></div>
8	10	11.2%	<div></div>
9	9	10.1%	<div></div>
10	8	9.0%	<div></div>
11	0	0.0%	
12	8	9.0%	<div></div>
13	2	2.3%	<div></div>
14	3	3.4%	<div></div>
15	3	3.4%	<div></div>
16	7	7.9%	<div></div>
17	1	1.1%	<div></div>
18	1	1.1%	<div></div>
19	1	1.1%	<div></div>
20	0	0.0%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Telecommuting/Work from Home

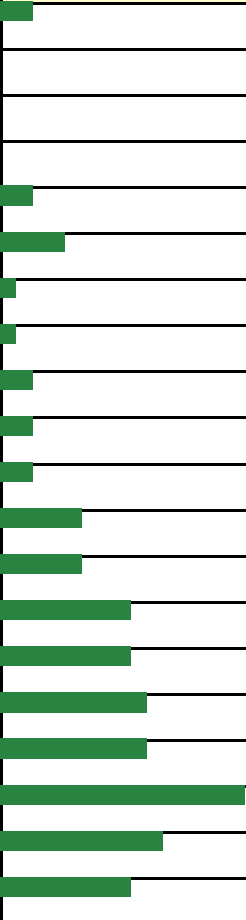
Rank	# of Responses	% of Responses	
1	1	1.2%	
2	2	2.3%	
3	5	5.8%	
4	5	5.8%	
5	9	10.5%	
6	9	10.5%	
7	7	8.1%	
8	2	2.3%	
9	6	7.0%	
10	5	5.8%	
11	3	3.5%	
12	4	4.7%	
13	4	4.7%	
14	2	2.3%	
15	5	5.8%	
16	2	2.3%	
17	2	2.3%	
18	3	3.5%	
19	4	4.7%	
20	6	7.0%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Transportation Flex Plan

Rank	# of Responses	% of Responses	
1	2	2.4%	
2	0	0.0%	
3	0	0.0%	
4	0	0.0%	
5	2	2.4%	
6	4	4.7%	
7	1	1.2%	
8	1	1.2%	
9	2	2.4%	
10	2	2.4%	
11	2	2.4%	
12	5	5.9%	
13	5	5.9%	
14	7	8.2%	
15	7	8.2%	
16	8	9.4%	
17	8	9.4%	
18	13	15.3%	
19	9	10.6%	
20	7	8.2%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Voluntary AFLAC Supplemental Insurance

Rank	# of Responses	% of Responses	
1	1	1.2%	
2	1	1.2%	
3	0	0.0%	
4	2	2.3%	
5	1	1.2%	
6	2	2.3%	
7	3	3.5%	
8	1	1.2%	
9	3	3.5%	
10	4	4.7%	
11	4	4.7%	
12	6	7.0%	
13	5	5.8%	
14	4	4.7%	
15	4	4.7%	
16	8	9.3%	
17	7	8.1%	
18	6	7.0%	
19	9	10.5%	
20	15	17.4%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Voluntary Life/AD&D Insurance

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	0	0.0%	
3	1	1.2%	
4	1	1.2%	
5	2	2.4%	
6	1	1.2%	
7	7	8.2%	
8	4	4.7%	
9	9	10.6%	
10	6	7.1%	
11	6	7.1%	
12	4	4.7%	
13	6	7.1%	
14	4	4.7%	
15	4	4.7%	
16	5	5.9%	
17	5	5.9%	
18	3	3.5%	
19	7	8.2%	
20	10	11.8%	

# SAMPLE - Employee Benefits Survey

## Benefits Ranking Detail

Following is a detailed breakdown of participant rankings for the specified benefit based on the importance of the benefit to them.

### Wellness Plan

Rank	# of Responses	% of Responses	
1	0	0.0%	
2	0	0.0%	
3	3	3.5%	<div></div>
4	3	3.5%	<div></div>
5	3	3.5%	<div></div>
6	5	5.8%	<div></div>
7	5	5.8%	<div></div>
8	6	6.9%	<div></div>
9	1	1.2%	<div></div>
10	5	5.8%	<div></div>
11	6	6.9%	<div></div>
12	5	5.8%	<div></div>
13	4	4.6%	<div></div>
14	10	11.5%	<div></div>
15	7	8.1%	<div></div>
16	8	9.2%	<div></div>
17	9	10.3%	<div></div>
18	6	6.9%	<div></div>
19	1	1.2%	<div></div>
20	0	0.0%	



## Survey Questionnaire

# SAMPLE - Employee Benefits Survey

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## SAMPLE

### Employee Benefits Survey

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We are asking you to complete the following benefits survey in an effort to find out more about what you like and what you dislike about the SAMPLE employee benefits package.

SAMPLE company has engaged us, [Cascade Employers Association](#), as a third-party to ensure your confidentiality. Please be open and honest about your perceptions. The survey is anonymous. We are not interested in who says things. We are interested in what gets said. All data will be compiled by Cascade; no individual surveys will be seen by management or staff, but all written comments will be part of the report.

- **No one from SAMPLE will have access to your individual survey, and your responses will be kept anonymous.**
- It will take approximately 20 minutes to complete this survey. Please plan accordingly as once you begin the survey you must finish completely. There is no option available to save a partial response.
- Thank you for taking the time to give your thoughtful and honest opinions. If you need technical assistance at any time during the survey, contact Cascade at [thamel@cascadeemployers.com](mailto:thamel@cascadeemployers.com) or (503)485-4320.

---

#### Department:

*Select one*

- ☐ Administration/Development (A&D)
- ☐ Operations (OPS)
- ☐ Agency Relations/Advocacy (ARA)

---

#### Pay Type:

*Select one*

- ☐ Salary
- ☐ Hourly

# SAMPLE - Employee Benefits Survey

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## Tenure:

Select one

- ☐ 0-4.9 years
  - ☐ 5.0-9.9 years
  - ☐ 10.0+ years
- 

## Age:

Select one

- ☐ up to 29.9 years
  - ☐ 30.0-49.9 years
  - ☐ 50.0+ years
- 

Illustrate which benefits\* are most important to you by ranking the following on a scale of 1 to 21, with 1 being the highest.

*(Note: you may only assign a rank/number once)*

*\* This list includes benefits currently being offered and some which are not offered.*

401(k) SAMPLE Contribution

Basic Life/AD&D Insurance

Dental Coverage

Employee Assistance Program

Flex Dependent Care

Flex Medical

Flexible Schedules/Compressed Workweeks (e.g. 4 x 10hr days)

Long-term Disability

Long-term Care Insurance

Medical/Vision Coverage


# SAMPLE - Employee Benefits Survey

Paid Maternity/Paternity Leave

Paid Time Off (Holidays,  
Personal Day, Volunteering Time,  
Vacation, Sick Time, Jury Duty  
Leave, Bereavement Leave)

Sabbaticals

Short-term Disability

Telecommuting/Work from Home

Transit Pass Subsidies

Transportation Flex

Voluntary AFLAC Supplemental  
Insurance

Voluntary Life/AD&D Insurance

Wellness Plan (e.g., Fitness  
Membership, Tobacco Cessation;  
Nutrition Assistance, etc.)

Please indicate your level of satisfaction with each of the following employee benefit packages.

*If you don't use the benefit, please select "neutral" as your rating.*

	Very satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
Medical/Vision Coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental Coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic Life/AD&D Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Voluntary Life/AD&D Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# SAMPLE - Employee Benefits Survey

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**Paid Time Off  
Benefits (Holidays,  
Personal Day,  
Volunteering Time,  
Vacation, Sick  
Time, Jury Duty,  
Bereavement  
Leave)**

☐ ☐ ☐ ☐ ☐

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**401(k) SAMPLE  
Contribution**

☐ ☐ ☐ ☐ ☐

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**Would you be willing to accept a reduction in the quality of  
SAMPLE's medical insurance plan in exchange for one or more  
of the following benefits?**

*If yes, select all that apply. If no, select "No."*

- ☐ No
- ☐ Flexible Schedules/Compressed Workweeks (e.g. 4 x 10 hr days)
- ☐ Long-term Care Insurance
- ☐ Paid Maternity/Paternity Leave
- ☐ Sabbaticals
- ☐ Telecommuting/Work from Home
- ☐ Transit Pass Subsidies
- ☐ Wellness Plan (e.g., Fitness Membership, Tobacco Cessation; Nutrition Assistance, etc.)
- ☐ Other

---

**Would you be willing to accept a smaller 401(k) contribution  
from SAMPLE in exchange for one or more of the following  
benefits?**

*If yes, select all that apply. If no, select "No."*

- ☐ No
- ☐ Flexible Schedules/Compressed Workweeks (e.g. 4 x 10 hr days)
- ☐ Long-term Care Insurance
- ☐ Paid Maternity/Paternity Leave
- ☐ Sabbaticals
- ☐ Telecommuting/Work from Home

# SAMPLE - Employee Benefits Survey

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- ☐ Transit Pass Subsidies
- ☐ Wellness Plan (e.g., Fitness Membership, Tobacco Cessation; Nutrition Assistance, etc.)
- ☐ Other

---

**Would you be willing to accept a reduction in the number of paid days off per year (e.g., vacation, sick, holidays, personal day, etc.) in exchange for one or more of the following benefits?**

*If yes, select all that apply. If no, select "No."*

- ☐ No
- ☐ Flexible Schedules/Compressed Workweeks (e.g. 4 x 10 hr days)
- ☐ Long-term Care Insurance
- ☐ Paid Maternity/Paternity Leave
- ☐ Sabbaticals
- ☐ Telecommuting/Work from Home
- ☐ Transit Pass Subsidies
- ☐ Wellness Plan (e.g., Fitness Membership, Tobacco Cessation; Nutrition Assistance, etc.)
- ☐ Other

---

**Would you be willing to accept a reduction in the quality of SAMPLE's medical insurance plan in exchange for reduced employee paid premium costs?**

*Select one*

- ☐ No
- ☐ Yes

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**Please elaborate on why you feel satisfied or dissatisfied overall with SAMPLE's benefit programs.**

*Please give us your honest opinion. Take your time and give specific examples and ideas.*

# SAMPLE - Employee Benefits Survey

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**Are there ways in which SAMPLE could improve the benefit programs currently offered?**

*Please give us your honest opinion. Take your time and give specific examples and ideas.*



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**Any other comments about SAMPLE's benefit programs or benefits SAMPLE does not currently provide?**

*Please give us your honest opinion. Take your time and give specific examples and ideas.*



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**Thank you!**

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