



**National  
Business  
Group on  
Health®**

# Quick Survey Findings: 2018 Employee Perks

A National Business Group on Health® Publication

June 2018

## Purpose of the Survey

The purpose of this survey was to determine what perks employers offer their employees. The survey asks employers about a wide variety of perks, ranging from financial assistance perks to those more directed at an employee's overall emotional well-being. Sixty-eight members of the Business Group responded to this survey, although the number may vary from question to question.

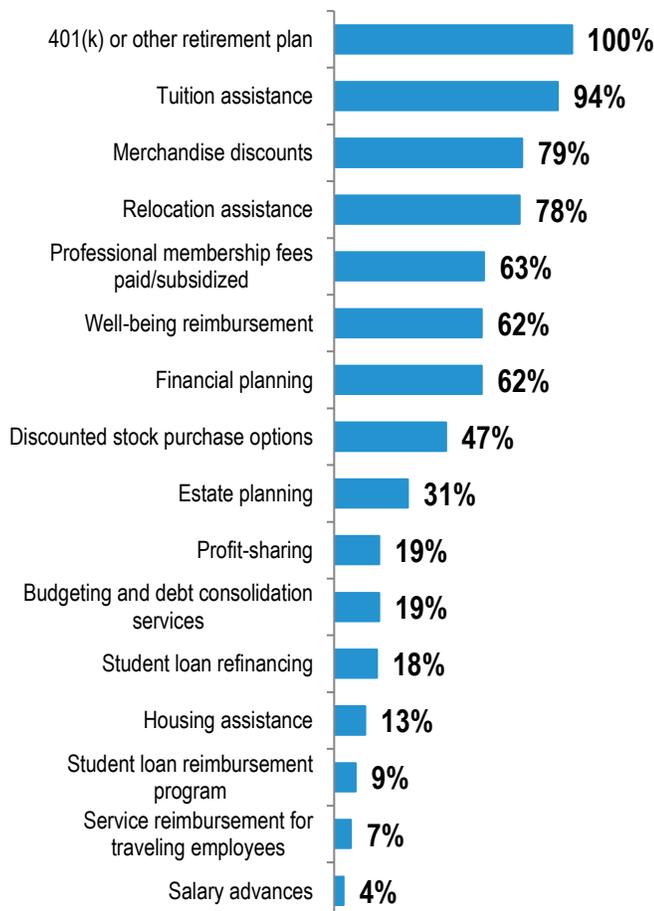
## Survey Findings

Of our 63 respondents, all (100%) offer employees a 401(k) or other retirement plan (**Figure 1**). Ninety-four percent of employers also offer tuition assistance, and 79% offer employees merchandise discounts.

Many employers offer many types of voluntary benefits including, life insurance (99%), vision insurance (96%), accidental death and dismemberment (AD&D) insurance (91%), and dental insurance (91%) (**Figure 2**).

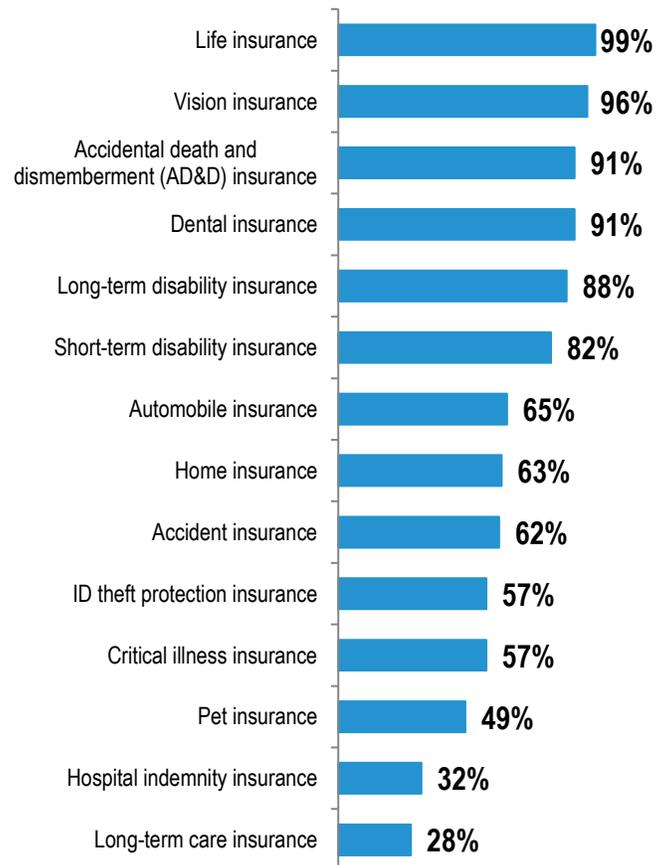
### Figure 1: Financial Assistance Perks

(Number of Responses=68)



### Figure 2: Voluntary Benefits

(Number of Responses=68)

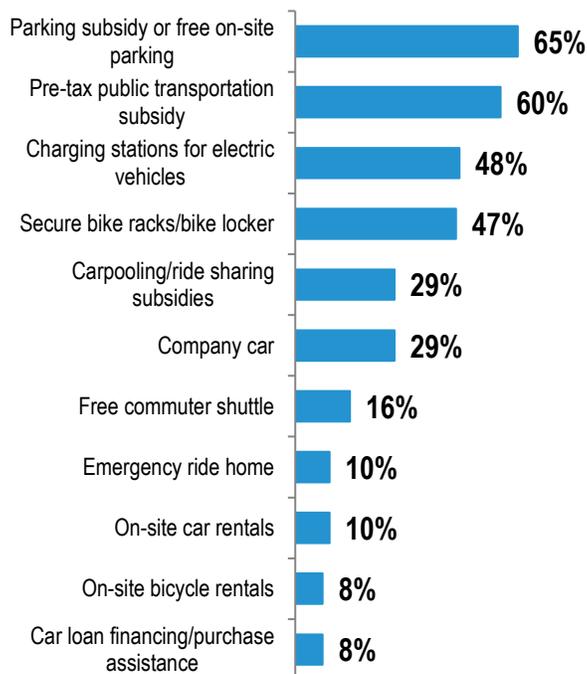


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More than half of respondents (65%) offer employees a parking subsidy, free on-site parking or a pre-tax public transportation subsidy (60%) (**Figure 3**).

**Figure 3: Transportation Perks**

(Number of Responses=62)

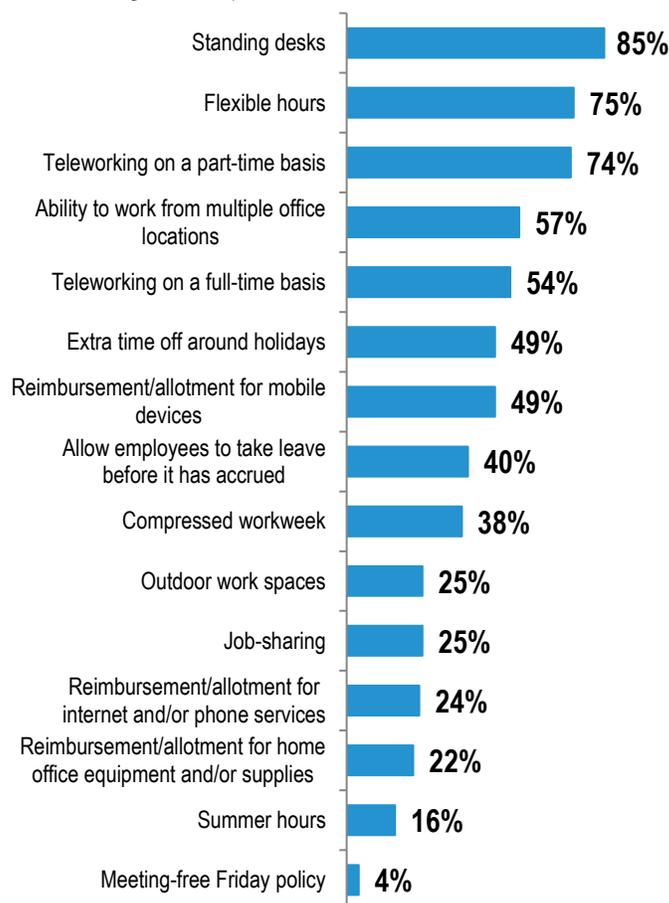


Employers provide many workplace flexibility perks to employees. Eighty-five percent of employers provide standing desks, 75% offer flexible hours and 74% offer teleworking on a part-time basis (**Figure 4**).

Eighty-two percent of employers make on-site fitness centers available to employees, and 75% also give employees access to on-site group fitness classes (**Figure 5**).

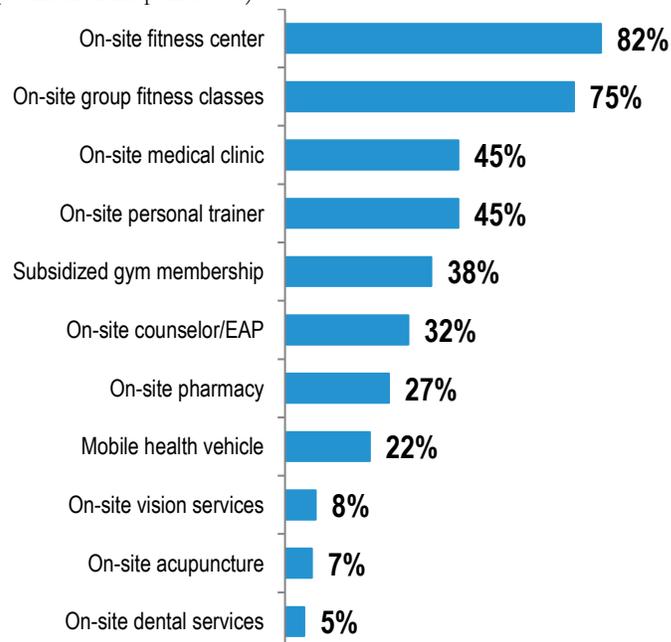
**Figure 4: Workplace Flexibility Perks**

(Number of Responses=68)



**Figure 5: On-site Wellness Services**

(Number of Responses=61)

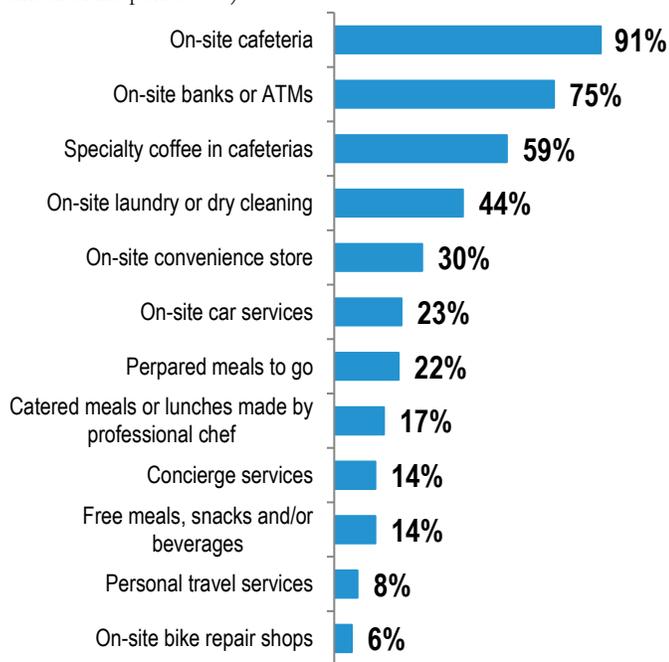


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Ninety-one percent of employers provide on-site cafeterias, 75% offer on-site banks or ATMs and 59% offer specialty coffee in employee cafeterias (**Figure 6**).

**Figure 6: On-site Convenience Services**

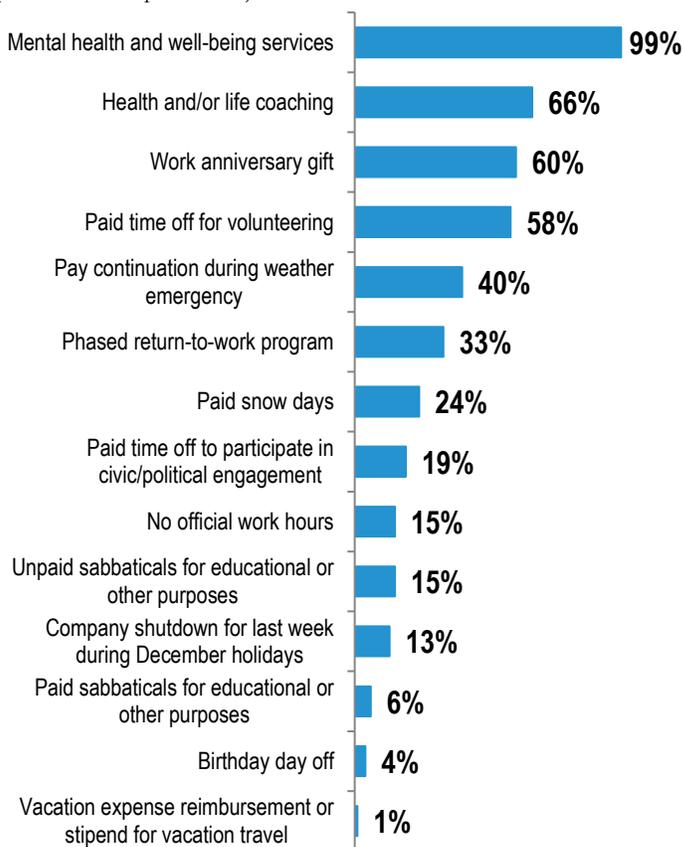
(Number of Responses=64)



Nearly all employers (99%) offer mental health and well-being services to employees (**Figure 7**). Sixty-six percent also offer health and/or life coaching, and 60% give employees work anniversary gifts.

**Figure 7: Work/Life Perks**

(Number of Responses=67)

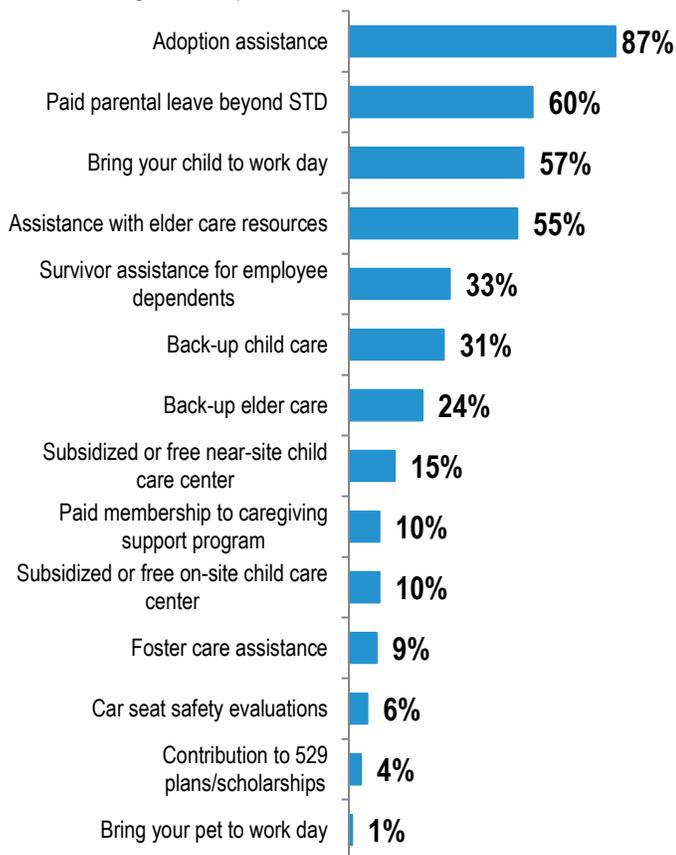


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Eighty-seven percent of employers provide adoption assistance to employees, 60% offer paid parental leave beyond STD and 57% allow employees to bring their child to work for a day (Figure 8).

**Figure 8: Family/Caregiving Perks**

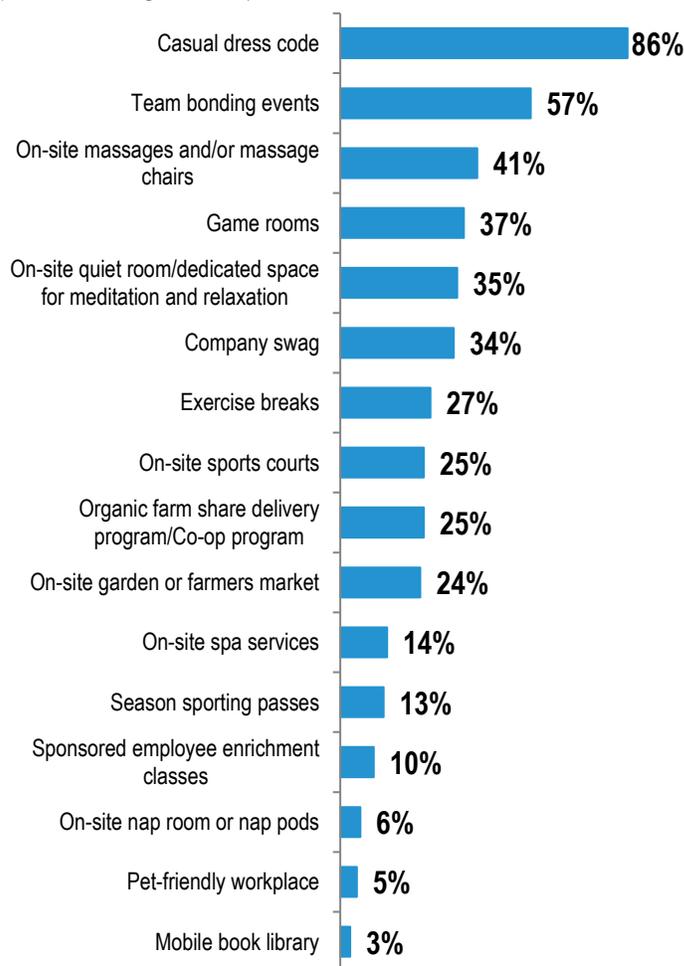
(Number of Responses=67)



Eighty-six percent of employers have a casual dress code for employees (Figure 9). Fifty-seven percent of employers also sponsor team-bonding events, and 41% offer on-site massages and/or massage chairs.

**Figure 9: Employee Happiness Perks**

(Number of Responses=63)



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## Other Business Group Resources

For other sources of information related to this topic, see the resource below.

- [Employee Perks, Quick Survey](#). January 2016.

## Participants

Of the 68 companies that participated, these 54 agreed to be listed as participants of this survey:

- Aetna, Inc.
- Amgen Inc.
- Asurion LLC
- Cardinal Health
- CareFirst BlueCross BlueShield
- CDW LLC
- CNO Financial Group
- CommScope
- Compass Group
- Constellation Brands, Inc.
- Costco Wholesale Corporation
- Cracker Barrel Old Country Store, Inc.
- CSL Behring, Inc.
- Curtiss-Wright Corporation
- Danaher
- Darden
- DaVita HealthCare Partners Inc.
- Eastman Chemical Company
- Edwards Lifesciences
- Express Scripts, Inc.
- First American Financial Corp.
- Genentech, Inc.
- HCR ManorCare
- Ingersoll Rand Company
- Intel Corporation
- Iron Mountain
- Kohl's Department Stores
- L Brands, Inc.
- Lenovo
- Lowe's Companies, Inc.
- Marathon Petroleum Corporation (MPC)
- McKesson Corporation
- Mercy Health
- Mutual of Omaha
- Nielsen
- Nissan North America, Inc.
- Northrop Grumman
- Pfizer Inc
- Philips North America
- Principal Financial Group
- Publix Super Markets, Inc.
- Schwan's Company
- Sensata Technologies, Inc.
- Sprint Corporation
- Teradata Corporation
- The Kroger Co.
- Unilever
- Universal Health Services, Inc.
- Unum
- US Bank
- US Foods
- VeriSign, Inc.
- Volvo Group North America
- Wellington Management Company

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## Survey Report

Additional copies of this Survey Report are available to members at [www.businessgrouphealth.org](http://www.businessgrouphealth.org), or by contacting [benchmarking@businessgrouphealth.org](mailto:benchmarking@businessgrouphealth.org) for more information.

## About The *National Business Group on Health®*

The *National Business Group on Health®* (the Business Group) is the nation's only non-profit organization devoted exclusively to representing large employers' perspective on national health policy issues and providing practical solutions to its members' most important health care and health benefits challenges.

Business Group members are primarily Fortune 500 companies and large public-sector employers—representing the nation's most innovative health care purchasers—that provide health coverage for more than 50 million U.S. workers, retirees and their families. The Business Group fosters the development of a safe, high quality health care delivery system and treatments based on scientific evidence of effectiveness. Business Group members share strategies for controlling health care costs, improving patient safety and quality of care, increasing productivity and supporting healthy lifestyles.

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