

BENEFITS & WELLNESS: WHAT ORGANIZATIONS OFFER

This KnowledgeGraphic, based on Brandon Hall Group's 2017 Benefits and Wellness Study, shows the types of benefits that organizations of various sizes offer to their employees. It also shows the incentives organizations offer for employee participation, barriers to success, and future plans.

More than 80% of Organizations Offer:

| Large Organizations (10,000+ employees) | | Mid-Size Organizations (1,000-9,999 employees) | | Small Organizations (1-999 employees) | |
|--|-----|---|-----|--|-----|
| Life insurance | 97% | Health/medical | 86% | Dental | 90% |
| Dental plan | 89% | Dental | 82% | | |
| 401k/403b | 86% | Employee Assistance Program | 82% | | |
| Vision plan | 86% | Life insurance | 82% | | |
| Health/medical | 83% | | | | |
| Long-term disability | 83% | | | | |
| Prescription plan | 81% | | | | |
| Employee Assistance Program | 81% | | | | |

More than 60% of Organizations Offer:

| Large Organizations | | Mid-Size Organizations | | Small Organizations | |
|---------------------------|-----|------------------------|-----|-----------------------|-----|
| Nutrition guidance | 69% | Vision | 75% | Vision plan | 77% |
| Tuition reimbursement | 69% | Long-term disability | 71% | Health/medical | 74% |
| Dependent life insurance | 64% | Short-term disability | 68% | Life insurance | 74% |
| Business travel insurance | 61% | Prescription plan | 64% | Short-term disability | 69% |
| Work from home | 61% | 401k/403b | 61% | Prescription | 64% |
| | | | | 401k/403b | 61% |

More than 40% of Organizations Offer:

| Large Organizations | | Small Organizations | |
|-------------------------------|-----|-----------------------------|-----|
| Legal assistance | 56% | Long-term disability | 59% |
| Domestic partner benefits | 56% | Employee Assistance Program | 54% |
| Financial planning assistance | 50% | Tuition reimbursement | 46% |
| Community service | 47% | Dependent life insurance | 44% |
| Stress training | 47% | | |

*Note: No mid-size organizations were in this range

More than 20% of Organizations Offer:

| Large Organizations | | Mid-Size Organizations | | Small Organizations | |
|---|-----|-------------------------------|-----|---------------------------|-----|
| Employee Stock Option Purchasing (ESOP) | 36% | Financial planning assistance | 39% | Domestic partner benefits | 38% |
| Long-term care insurance | 31% | Dependent life insurance | 39% | Stress training | 31% |
| Identity theft insurance | 31% | Stress training | 36% | Work from home | 28% |
| Child care | 22% | Nutrition guidance | 36% | Nutrition guidance | 26% |
| Auto insurance | 22% | Domestic partner benefits | 36% | Legal assistance | 20% |
| | | Legal assistance | 29% | | |
| | | Profit sharing | 25% | | |
| | | Work from home | 25% | | |

Less than 20% of Organizations Offer:

| Large Organizations | | Mid-Size Organizations | | Small Organizations | |
|------------------------|-----|---|-----|---|-----|
| Homeowners insurance | 19% | Sabbaticals | 18% | Business travel insurance | 18% |
| Sabbaticals | 19% | Long-term care insurance | 14% | Long-term care insurance | 15% |
| Student loan repayment | 14% | Employee Stock Option Purchasing (ESOP) | 14% | Student loan repayment | 13% |
| Profit sharing | 11% | Community service | 14% | Financial planning assistance | 13% |
| Job sharing | 8% | Homeowners insurance | 11% | Community service | 13% |
| | | Auto insurance | 7% | Profit sharing | 10% |
| | | Student loan repayment | 4% | Employee Stock Option Purchasing (ESOP) | 8% |
| | | Child care | 0% | Auto insurance | 5% |
| | | Job sharing | 0% | Homeowners insurance | 5% |
| | | Identity theft insurance | 0% | Child care | 5% |
| | | | | Job sharing | 5% |
| | | | | Sabbaticals | 3% |
| | | | | Identity theft insurance | 0% |

Top Participation Incentives for your Benefits and Wellness Program

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|---|-----|
| Premium discounts | 39% |
| Gift cards | 38% |
| Contributions to Health Savings Account | 36% |
| Gifts | 24% |
| Contribution to deductibles | 19% |
| Contributions to co-pays/out-of-pocket expenses | 12% |
| Cash | 12% |

Top Barriers to Successful Benefits and Wellness Program

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|---|-----|
| Lack of funding/budget | 50% |
| Lack of participation from employees | 40% |
| Lack of resources for program implementation and tracking | 37% |
| Insufficient or unknown ROI | 32% |

Most Likely Future Actions for Benefits and Wellness Program

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|--|-----|
| Employee contributions will be increased | 45% |
| Add wellness program | 42% |
| Employee benefits will increase | 39% |
| Add disease management program | 18% |