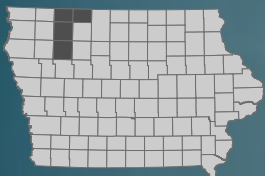




EMPLOYER BENEFIT ANALYSIS
REGIONAL ANALYSIS
RELEASED 2019



BUENA VISTA, CLAY, DICKINSON,
AND EMMET COUNTIES

Counties included within this analysis:

- Buena Vista
- Clay
- Dickinson
- Emmet

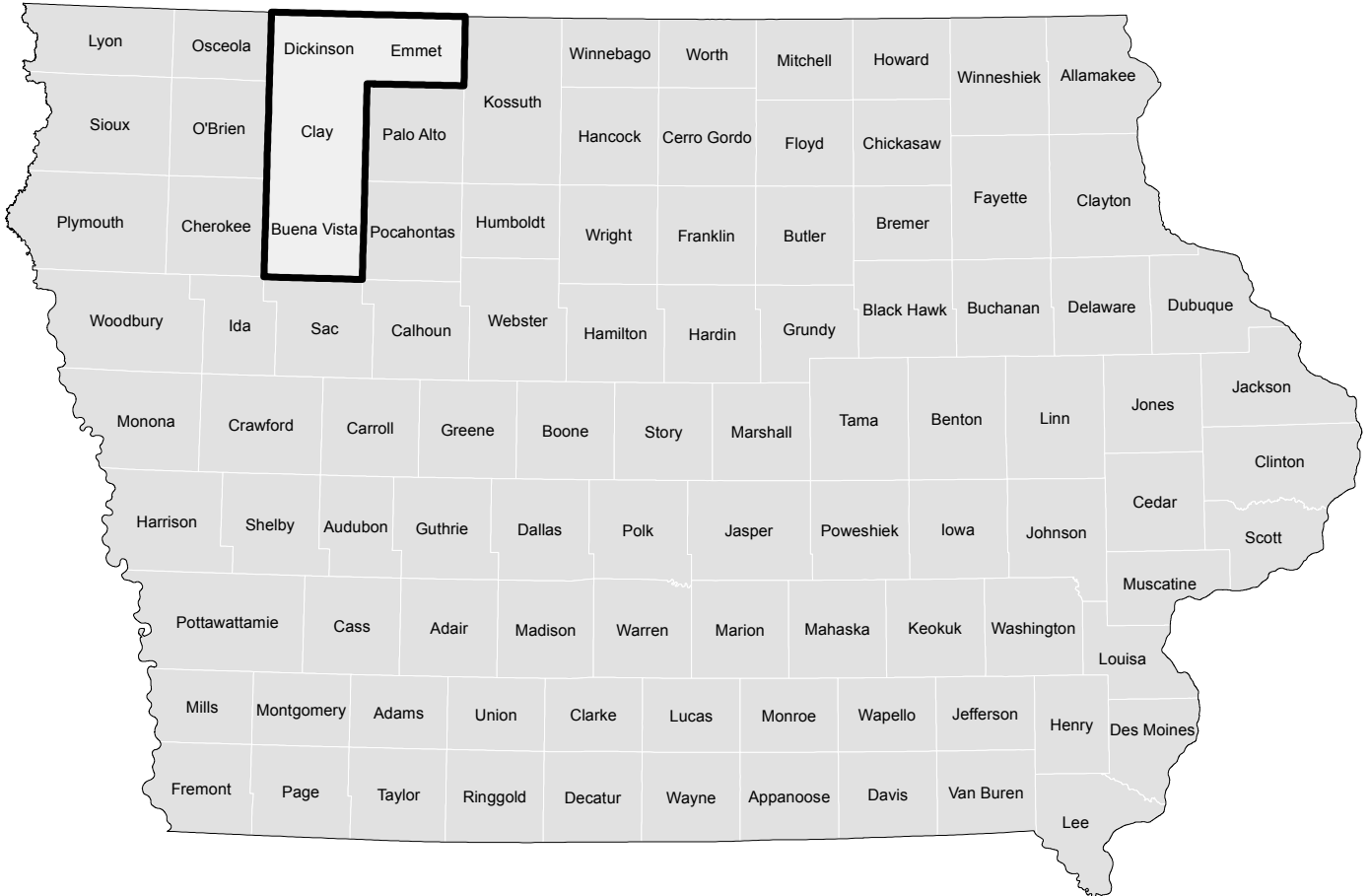


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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA EMPLOYMENT BENEFIT ANALYSIS



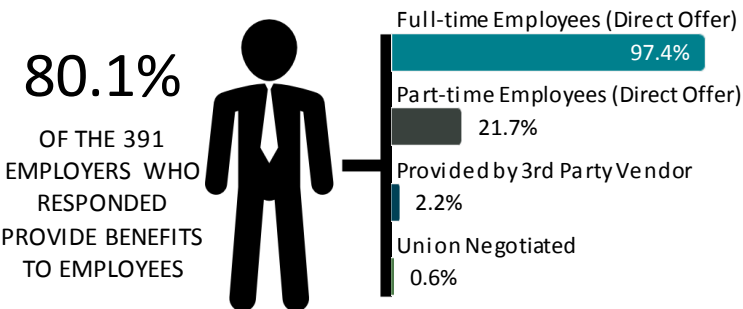
INTRODUCTION

Data regarding benefits offered by employers was collected within the Workforce Needs Assessment Survey. The results of the survey were analyzed on both an overall and per industry basis.

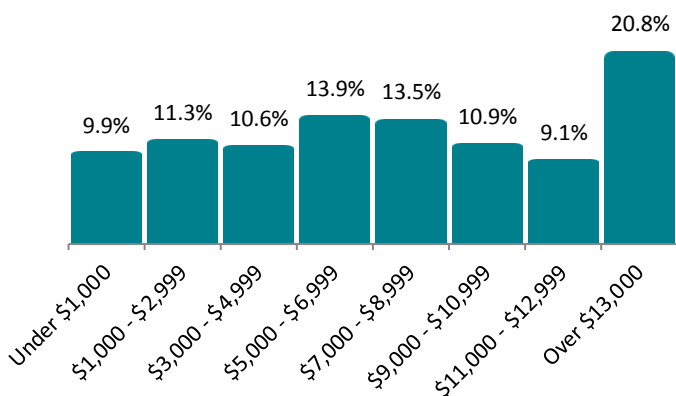
Beginning in July 2018, 877 employers operating 1,050 locations in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 391 responses, yielding a 44.6 percent response rate.



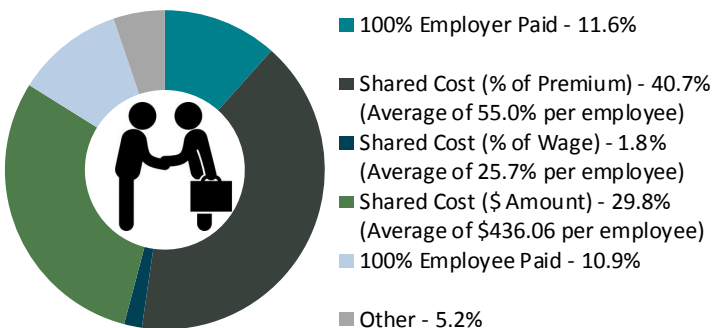
Benefits Offered to Employees



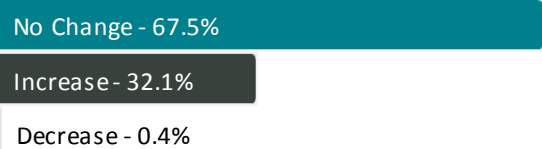
Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



OVERALL BENEFITS INFORMATION

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.3%	3.2%
Dental Coverage	52.1%	6.1%
Life Insurance	52.4%	4.5%
Long-Term Disability	38.3%	3.5%
Medical Insurance	78.3%	5.8%
Prescription Drug Coverage	60.4%	4.1%
Short-Term Disability	34.8%	4.5%
Vision Coverage	37.4%	4.5%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.8%	8.3%
Maternity/Paternity Leave	27.5%	3.5%
Paid Holidays - 6.9 Days Annually	76.7%	10.9%
Paid Sick Leave - 7.8 Days Annually	44.7%	6.7%
Paid Vacation - 7.8 Days Annually	66.8%	7.0%
Paid-Time-Off (PTO) - 9.7 Days Annually	49.8%	7.0%
Personal Days/Floating Holidays	34.2%	5.8%
Training Leave	18.8%	2.9%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	64.2%	8.9%
Childcare Assistance	1.9%	0.6%
Company Vehicle/Mileage	47.9%	4.2%
Employee Assistance Program	17.3%	4.5%
Flex Spending Account	39.3%	4.2%
Profit Sharing/Stock Options	19.2%	2.9%
Relocation/Moving Expense	9.6%	0.3%
Retirement Package	33.5%	5.8%
Shift Differential Pay	8.0%	1.3%
Tuition Assistance	16.6%	1.9%
Uniform Allowance	41.9%	5.8%
Wellness Program	13.1%	2.2%

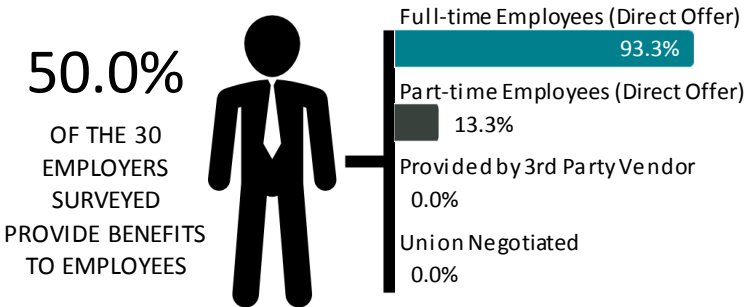
INDUSTRY BENEFITS



ACCOMMODATION & FOOD SERVICES

In July 2018, 108 employers in the Accommodation & Food Services Industry, operating 131 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 30 responses, yielding a 27.8 percent response rate.

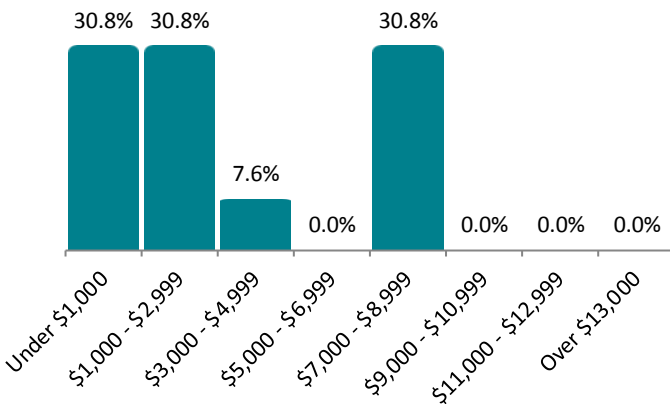
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	13.3%	0.0%
Dental Coverage	33.3%	0.0%
Life Insurance	20.0%	0.0%
Long-Term Disability	13.3%	0.0%
Medical Insurance	73.3%	0.0%
Prescription Drug Coverage	53.4%	0.0%
Short-Term Disability	6.7%	0.0%
Vision Coverage	26.7%	0.0%

Average Annual Benefit Package Cost Per Employee

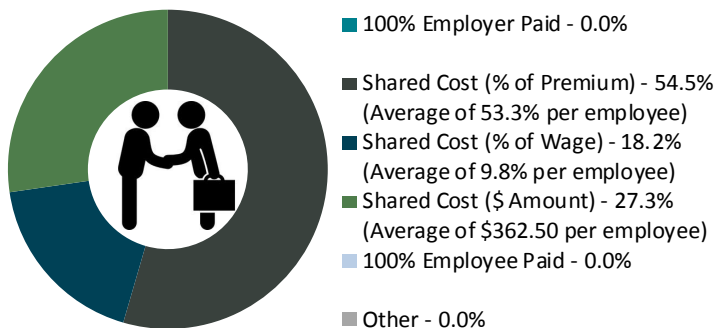


Paid Leave Offered by Employers

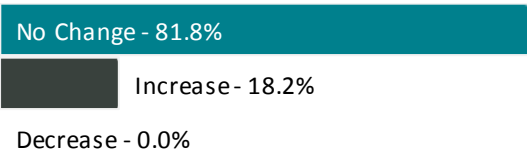
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	26.7%	0.0%
Maternity/Paternity Leave	6.7%	0.0%
Paid Holidays - 4.5 Days Annually	20.0%	6.7%
Paid Sick Leave - 5.0 Days Annually	13.3%	0.0%
Paid Vacation - 4.2 Days Annually	53.3%	0.0%
Paid-Time-Off (PTO) - 6.7 Days Annually	33.3%	6.7%
Personal Days/Floating Holidays	13.3%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

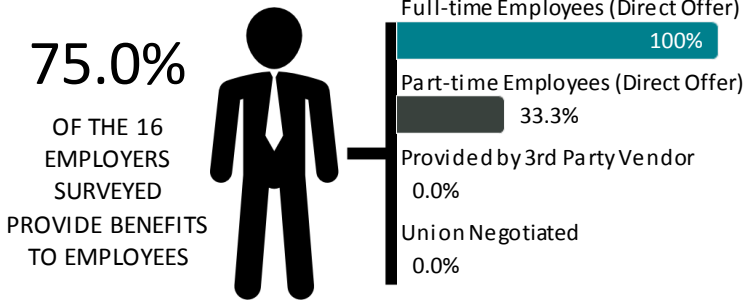
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	73.3%	6.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	26.7%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	13.3%	0.0%
Profit Sharing/Stock Options	6.7%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	6.7%	6.7%
Shift Differential Pay	6.7%	0.0%
Tuition Assistance	6.7%	6.7%
Uniform Allowance	46.7%	13.3%
Wellness Program	0.0%	0.0%



ADMINISTRATIVE & WASTE SERVICES

In July 2018, 33 employers in the Administrative & Waste Services Industry, operating 34 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 16 responses, yielding a 48.5 percent response rate.

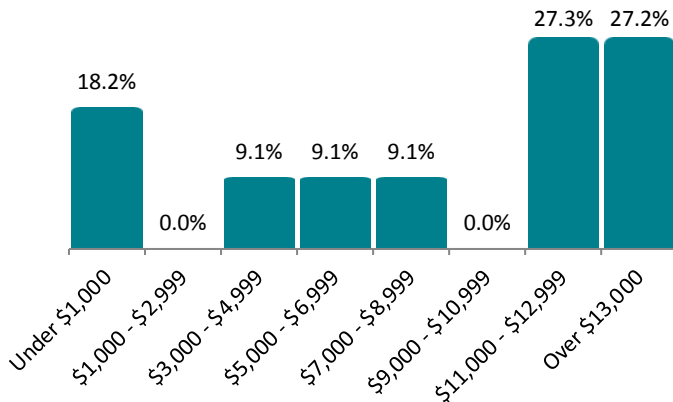
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	8.3%
Dental Coverage	66.7%	0.0%
Life Insurance	83.3%	8.3%
Long-Term Disability	50.0%	8.3%
Medical Insurance	83.3%	0.0%
Prescription Drug Coverage	83.3%	0.0%
Short-Term Disability	58.3%	16.7%
Vision Coverage	41.7%	0.0%

Average Annual Benefit Package Cost Per Employee

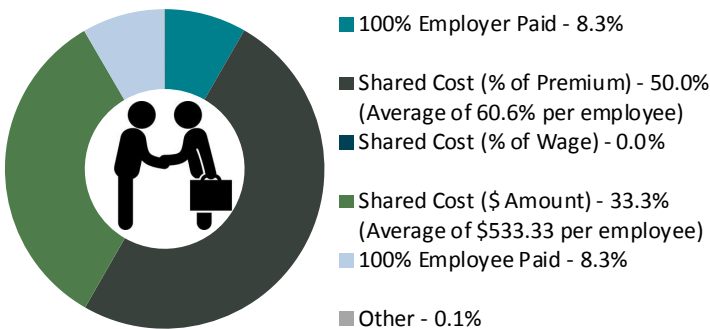


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	75.0%	8.3%
Maternity/Paternity Leave	25.0%	0.0%
Paid Holidays - 6.9 Days Annually	100%	16.7%
Paid Sick Leave - 6.7 Days Annually	66.7%	8.3%
Paid Vacation - 8.9 Days Annually	75.0%	25.0%
Paid-Time-Off (PTO) - 7.3 Days Annually	50.0%	0.0%
Personal Days/Floating Holidays	50.0%	8.3%
Training Leave	16.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

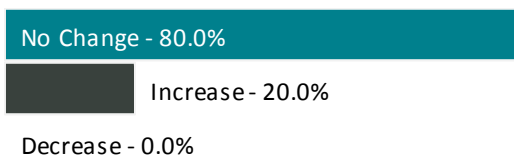
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

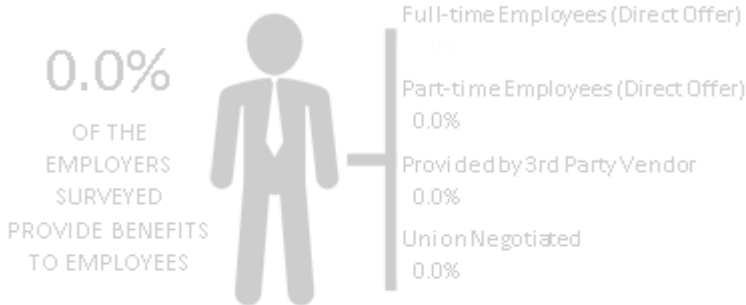
	Full-Time Positions	Part-Time Positions
Bonuses	58.3%	0.0%
Childcare Assistance	8.3%	0.0%
Company Vehicle/Mileage	58.3%	0.0%
Employee Assistance Program	33.3%	0.0%
Flex Spending Account	50.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	16.7%	0.0%
Retirement Package	33.3%	0.0%
Shift Differential Pay	16.7%	0.0%
Tuition Assistance	25.0%	0.0%
Uniform Allowance	33.3%	0.0%
Wellness Program	25.0%	0.0%

Employee Healthcare Plan Contribution Change





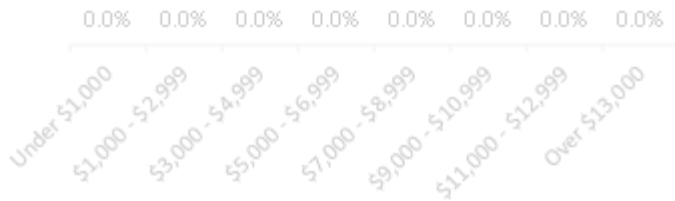
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Days	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

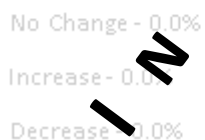
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change

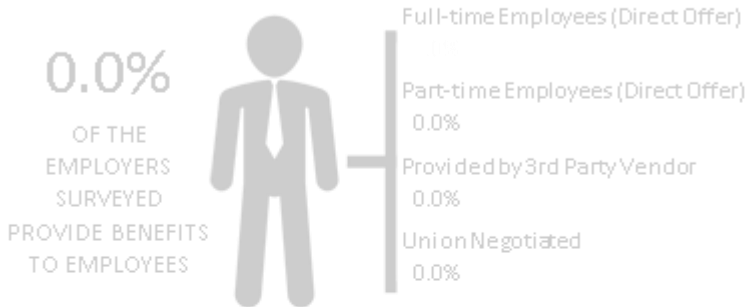


INSUFFICIENT DATA TO REPORT



ARTS, ENTERTAINMENT & RECREATION

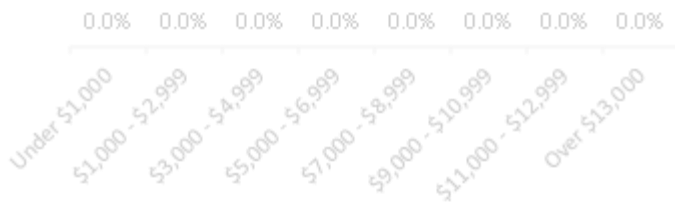
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

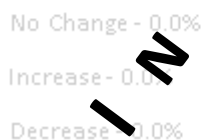
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



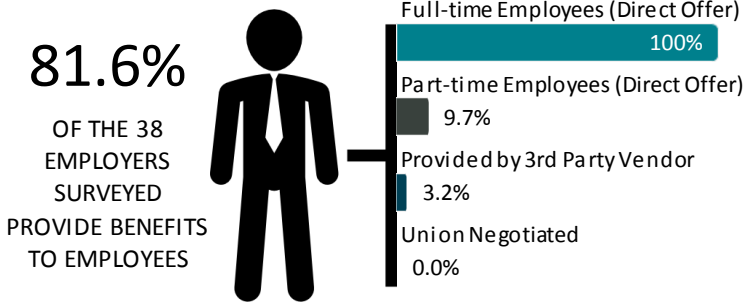
Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%



In July 2018, 78 employers in the Construction Industry, operating 79 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 38 responses, yielding a 48.7 percent response rate.

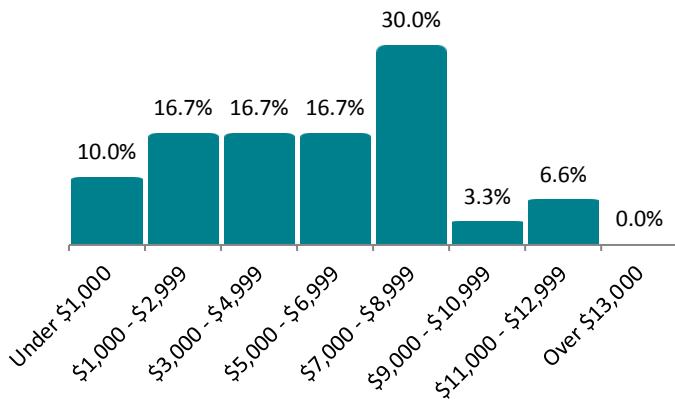
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.7%	0.0%
Dental Coverage	48.4%	0.0%
Life Insurance	51.6%	3.2%
Long-Term Disability	22.6%	0.0%
Medical Insurance	77.4%	3.2%
Prescription Drug Coverage	58.1%	0.0%
Short-Term Disability	19.4%	0.0%
Vision Coverage	35.5%	0.0%

Average Annual Benefit Package Cost Per Employee

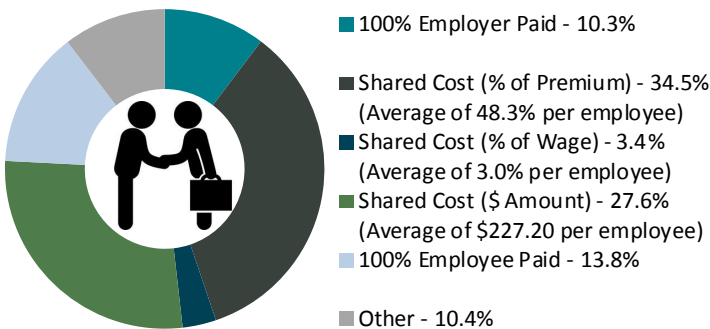


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	32.3%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays - 6.3 Days Annually	87.1%	0.0%
Paid Sick Leave - 9.6 Days Annually	32.3%	0.0%
Paid Vacation - 7.8 Days Annually	67.7%	0.0%
Paid-Time-Off (PTO) - 5.5 Days Annually	38.7%	0.0%
Personal Days/Floating Holidays	19.4%	0.0%
Training Leave	9.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

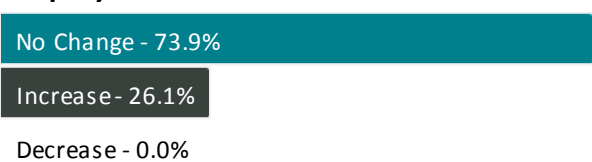
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	77.4%	6.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	51.6%	3.2%
Employee Assistance Program	6.5%	3.2%
Flex Spending Account	29.0%	0.0%
Profit Sharing/Stock Options	12.9%	3.2%
Relocation/Moving Expense	9.7%	0.0%
Retirement Package	25.8%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	19.4%	0.0%
Uniform Allowance	54.8%	3.2%
Wellness Program	6.5%	3.2%

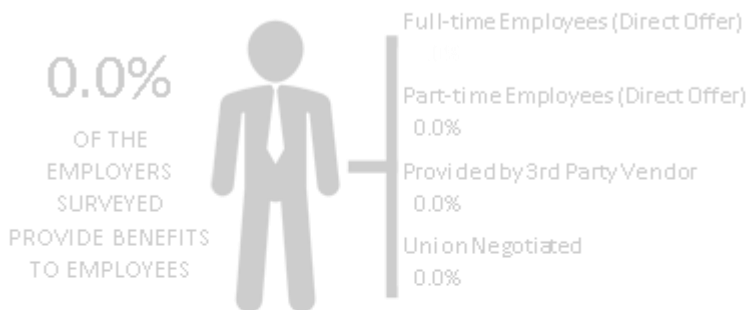
Employee Healthcare Plan Contribution Change





EDUCATIONAL SERVICES

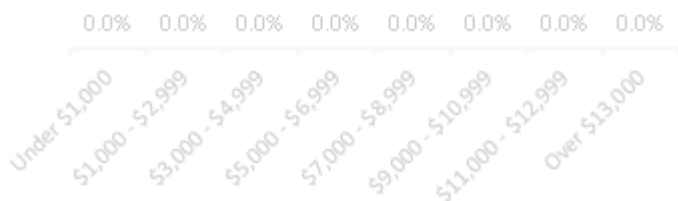
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

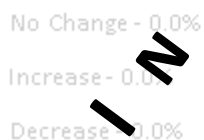
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



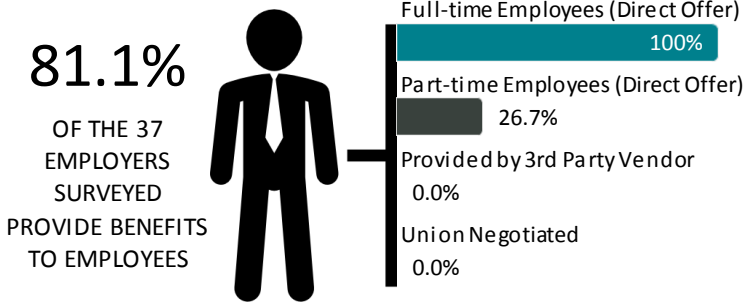
Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%



In July 2018, 52 employers in the Finance, Insurance & Real Estate Industry, operating 68 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 37 responses, yielding a 71.2 percent response rate.

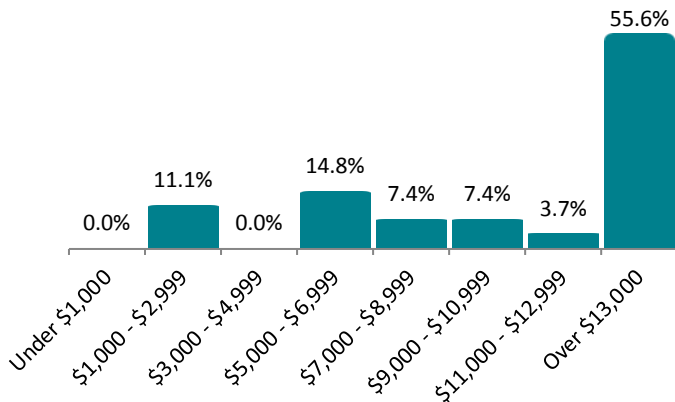
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	33.3%	3.3%
Dental Coverage	63.3%	6.7%
Life Insurance	73.3%	6.7%
Long-Term Disability	66.7%	10.0%
Medical Insurance	93.3%	10.0%
Prescription Drug Coverage	66.6%	6.7%
Short-Term Disability	56.7%	10.0%
Vision Coverage	50.0%	6.7%

Average Annual Benefit Package Cost Per Employee

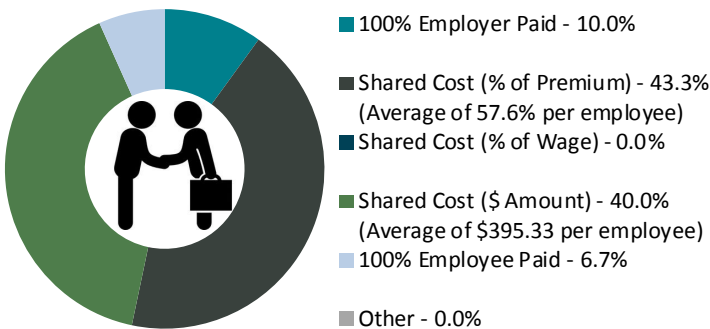


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	80.0%	23.3%
Maternity/Paternity Leave	36.7%	3.3%
Paid Holidays - 7.9 Days Annually	86.7%	23.3%
Paid Sick Leave - 7.9 Days Annually	60.0%	13.3%
Paid Vacation - 9.3 Days Annually	66.7%	10.0%
Paid-Time-Off (PTO) - 14 Days Annually	60.0%	13.3%
Personal Days/Floating Holidays	40.0%	6.7%
Training Leave	36.7%	6.7%

Average Annual Days Off Reported for Full-Time Positions

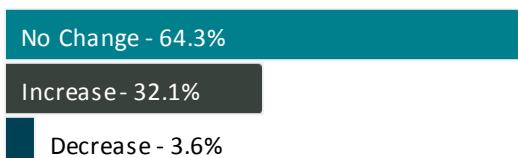
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	76.7%	16.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	70.0%	13.3%
Employee Assistance Program	16.7%	6.7%
Flex Spending Account	53.3%	10.0%
Profit Sharing/Stock Options	23.3%	0.0%
Relocation/Moving Expense	10.0%	0.0%
Retirement Package	56.7%	13.3%
Shift Differential Pay	3.3%	0.0%
Tuition Assistance	10.0%	3.3%
Uniform Allowance	33.3%	6.7%
Wellness Program	10.0%	3.3%

Employee Healthcare Plan Contribution Change

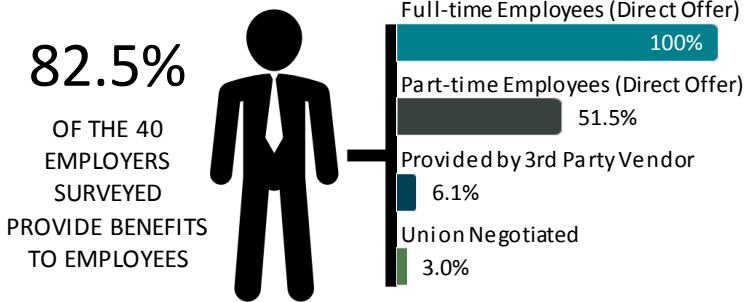




HEALTH CARE & SOCIAL ASSISTANCE

In July 2018, 98 employers in the Health Care & Social Assistance Industry, operating 118 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 40 responses, yielding a 40.8 percent response rate.

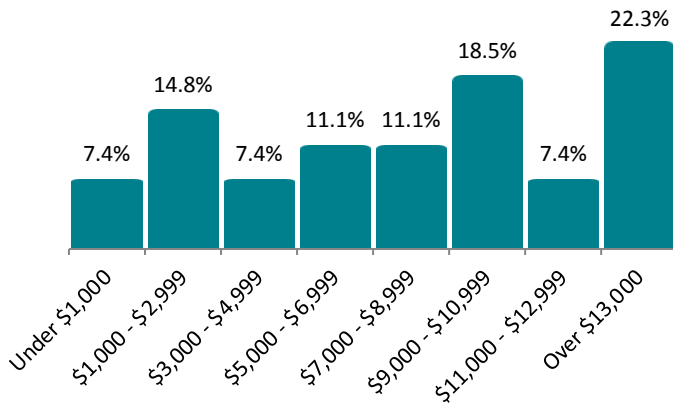
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	39.4%	3.0%
Dental Coverage	63.6%	15.2%
Life Insurance	51.5%	3.0%
Long-Term Disability	33.3%	0.0%
Medical Insurance	69.7%	6.1%
Prescription Drug Coverage	51.5%	3.0%
Short-Term Disability	33.3%	3.0%
Vision Coverage	33.3%	6.1%

Average Annual Benefit Package Cost Per Employee

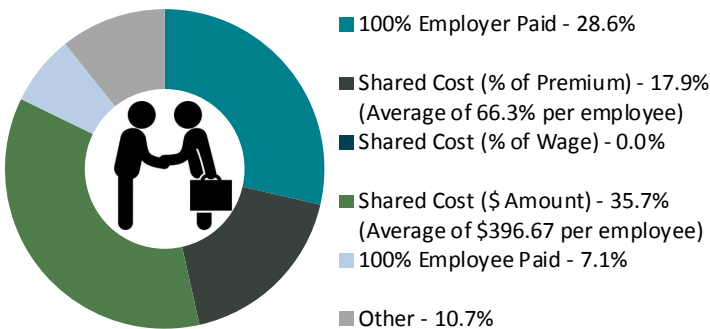


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.6%	21.2%
Maternity/Paternity Leave	36.4%	6.1%
Paid Holidays - 6.7 Days Annually	69.7%	33.3%
Paid Sick Leave - 7.4 Days Annually	42.4%	21.2%
Paid Vacation - 8.2 Days Annually	54.5%	24.2%
Paid-Time-Off (PTO) - 12.6 Days Annually	69.7%	18.2%
Personal Days/Floating Holidays	36.4%	18.2%
Training Leave	30.3%	15.2%

Average Annual Days Off Reported for Full-Time Positions

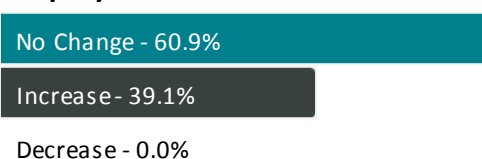
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

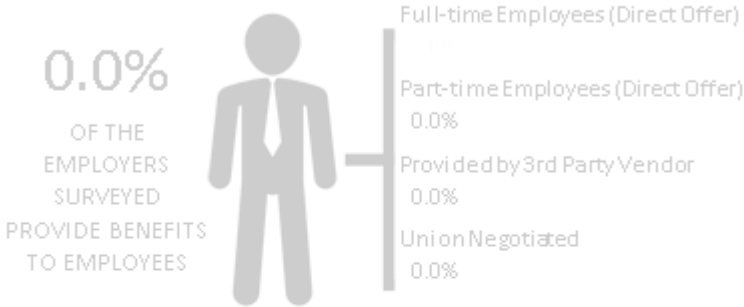
	Full-Time Positions	Part-Time Positions
Bonuses	72.7%	21.2%
Childcare Assistance	9.1%	3.0%
Company Vehicle/Mileage	45.5%	15.2%
Employee Assistance Program	24.2%	12.1%
Flex Spending Account	36.4%	3.0%
Profit Sharing/Stock Options	21.2%	9.1%
Relocation/Moving Expense	9.1%	3.0%
Retirement Package	42.4%	9.1%
Shift Differential Pay	15.2%	6.1%
Tuition Assistance	24.2%	9.1%
Uniform Allowance	45.5%	21.2%
Wellness Program	12.1%	6.1%

Employee Healthcare Plan Contribution Change





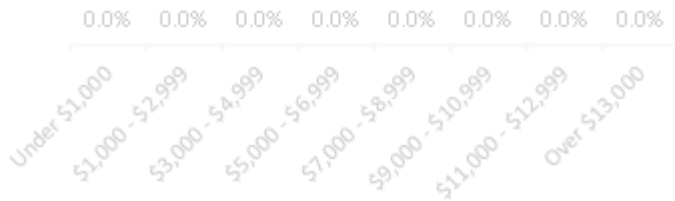
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

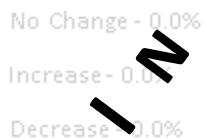
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

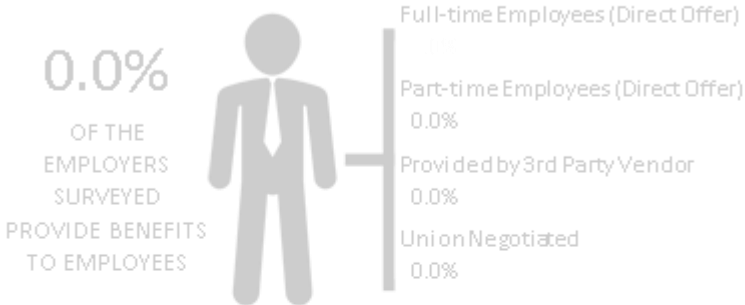
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



MANAGEMENT

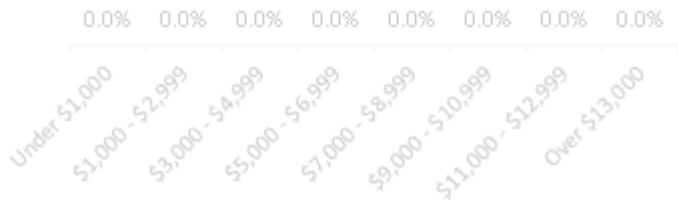
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

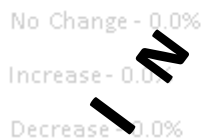
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental/Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

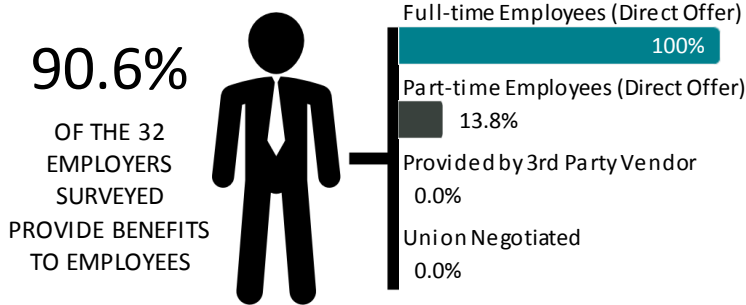
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



In July 2018, 69 employers in the Manufacturing Industry, operating 76 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 32 responses, yielding a 46.4 percent response rate.

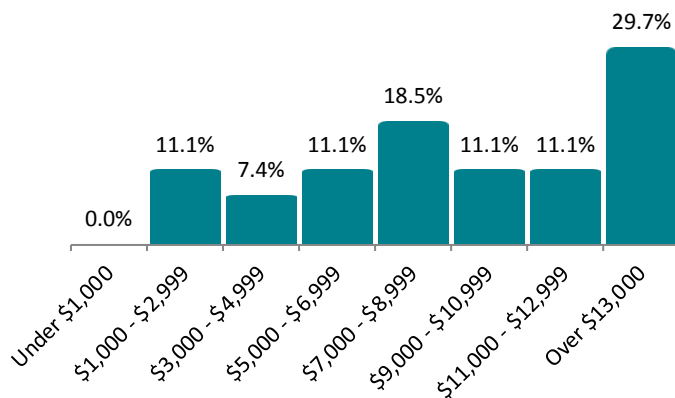
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	48.3%	3.4%
Dental Coverage	58.6%	3.4%
Life Insurance	55.2%	3.4%
Long-Term Disability	31.0%	0.0%
Medical Insurance	86.2%	3.4%
Prescription Drug Coverage	72.4%	3.4%
Short-Term Disability	44.8%	0.0%
Vision Coverage	34.5%	3.4%

Average Annual Benefit Package Cost Per Employee

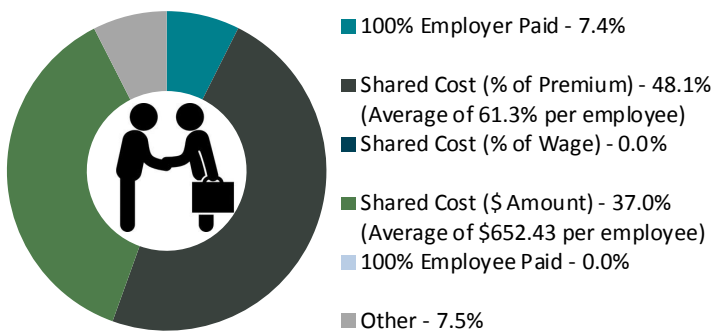


Paid Leave Offered by Employers

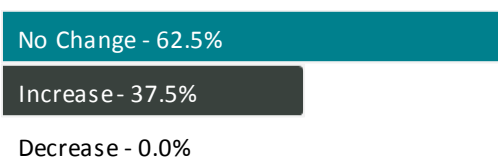
	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	62.1%	0.0%
Maternity/Paternity Leave	13.8%	0.0%
Paid Holidays - 7.1 Days Annually	86.2%	0.0%
Paid Sick Leave - 7.8 Days Annually	27.6%	0.0%
Paid Vacation - 6.0 Days Annually	72.4%	0.0%
Paid-Time-Off (PTO) - 5.6 Days Annually	41.4%	0.0%
Personal Days/Floating Holidays	31.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

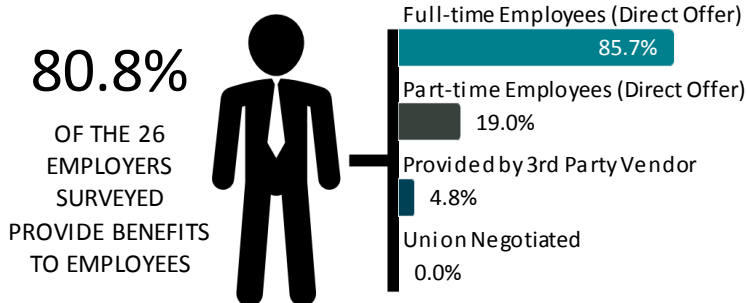
	Full-Time Positions	Part-Time Positions
Bonuses	69.0%	6.9%
Childcare Assistance	3.4%	0.0%
Company Vehicle/Mileage	41.4%	0.0%
Employee Assistance Program	27.6%	0.0%
Flex Spending Account	48.3%	0.0%
Profit Sharing/Stock Options	24.1%	3.4%
Relocation/Moving Expense	13.8%	0.0%
Retirement Package	24.1%	3.4%
Shift Differential Pay	24.1%	3.4%
Tuition Assistance	13.8%	0.0%
Uniform Allowance	34.5%	3.4%
Wellness Program	24.1%	3.4%



PERSONAL SERVICES

In July 2018, 40 employers in the Personal Services Industry, operating 41 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 26 responses, yielding a 65.0 percent response rate.

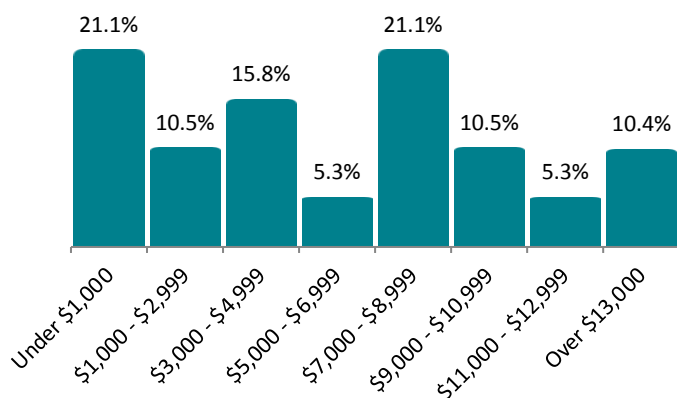
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.8%	0.0%
Dental Coverage	33.3%	4.8%
Life Insurance	19.0%	0.0%
Long-Term Disability	19.0%	0.0%
Medical Insurance	66.7%	9.5%
Prescription Drug Coverage	19.0%	0.0%
Short-Term Disability	19.0%	4.8%
Vision Coverage	9.5%	0.0%

Average Annual Benefit Package Cost Per Employee

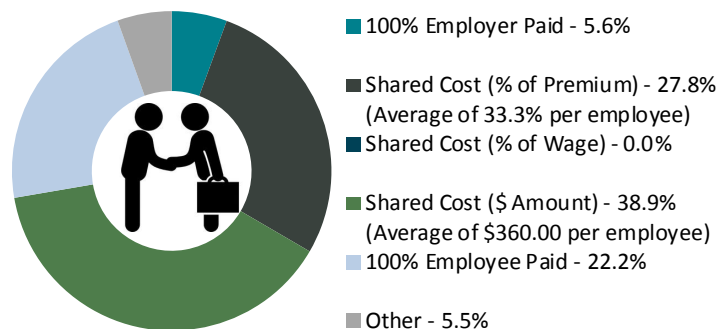


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	38.1%	0.0%
Maternity/Paternity Leave	28.6%	0.0%
Paid Holidays - 5.9 Days Annually	66.7%	4.8%
Paid Sick Leave - 3.8 Days Annually	42.9%	0.0%
Paid Vacation - 6.1 Days Annually	76.2%	9.5%
Paid-Time-Off (PTO) - 3.0 Days Annually	42.9%	0.0%
Personal Days/Floating Holidays	28.6%	4.8%
Training Leave	23.8%	0.0%

Average Annual Days Off Reported for Full-Time Positions

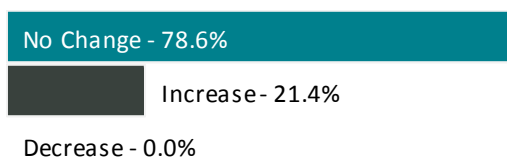
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	57.1%	14.3%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	23.8%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	9.5%	0.0%
Profit Sharing/Stock Options	9.5%	4.8%
Relocation/Moving Expense	9.5%	0.0%
Retirement Package	23.8%	4.8%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	4.8%	0.0%
Uniform Allowance	47.6%	9.5%
Wellness Program	4.8%	0.0%

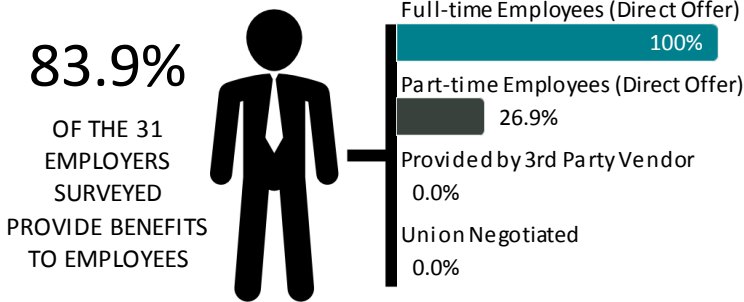
Employee Healthcare Plan Contribution Change





In July 2018, 49 employers in the Professional & Technical Services Industry, operating 51 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 31 responses, yielding a 63.3 percent response rate.

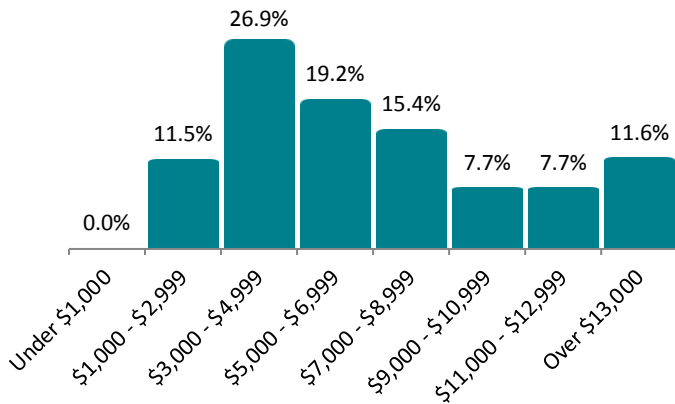
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	30.8%	3.8%
Dental Coverage	26.9%	7.7%
Life Insurance	42.3%	7.7%
Long-Term Disability	34.6%	3.8%
Medical Insurance	80.8%	7.7%
Prescription Drug Coverage	50.0%	3.8%
Short-Term Disability	34.6%	3.8%
Vision Coverage	26.9%	3.8%

Average Annual Benefit Package Cost Per Employee

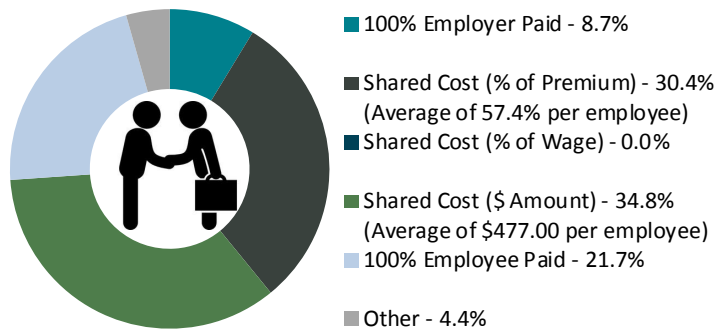


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	69.2%	7.7%
Maternity/Paternity Leave	38.5%	0.0%
Paid Holidays - 6.8 Days Annually	84.6%	11.5%
Paid Sick Leave - 6.1 Days Annually	50.0%	0.0%
Paid Vacation - 9.3 Days Annually	73.1%	3.8%
Paid-Time-Off (PTO) - 10.9 Days Annually	57.7%	15.4%
Personal Days/Floating Holidays	38.5%	3.8%
Training Leave	23.1%	0.0%

Average Annual Days Off Reported for Full-Time Positions

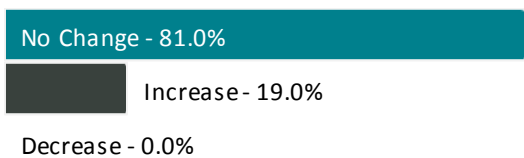
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

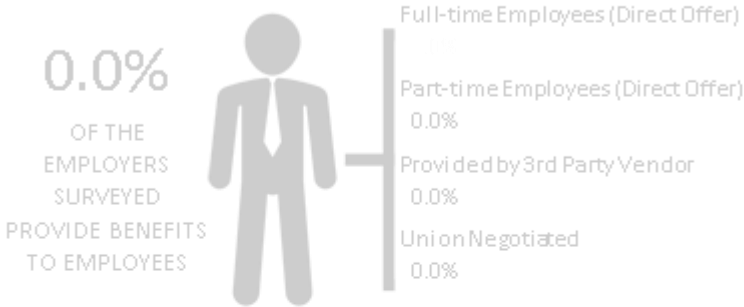
	Full-Time Positions	Part-Time Positions
Bonuses	73.1%	11.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	69.2%	0.0%
Employee Assistance Program	11.5%	3.8%
Flex Spending Account	34.6%	7.7%
Profit Sharing/Stock Options	30.8%	7.7%
Relocation/Moving Expense	7.7%	0.0%
Retirement Package	38.5%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	26.9%	0.0%
Uniform Allowance	34.6%	0.0%
Wellness Program	7.7%	0.0%

Employee Healthcare Plan Contribution Change





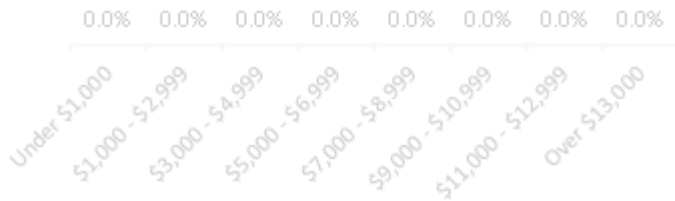
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

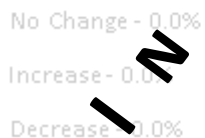
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change

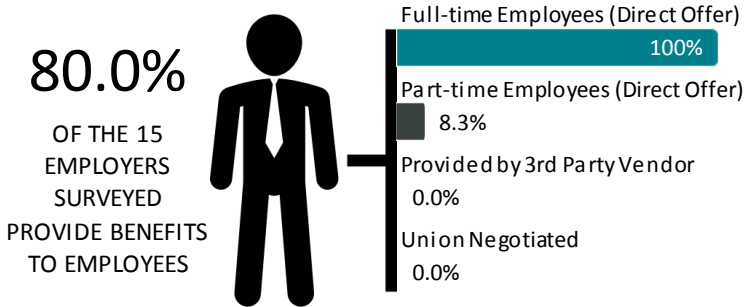


INSUFFICIENT DATA TO REPORT



In July 2018, 39 employers in the Transportation & Warehousing Industry, operating 41 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 15 responses, yielding a 38.5 percent response rate.

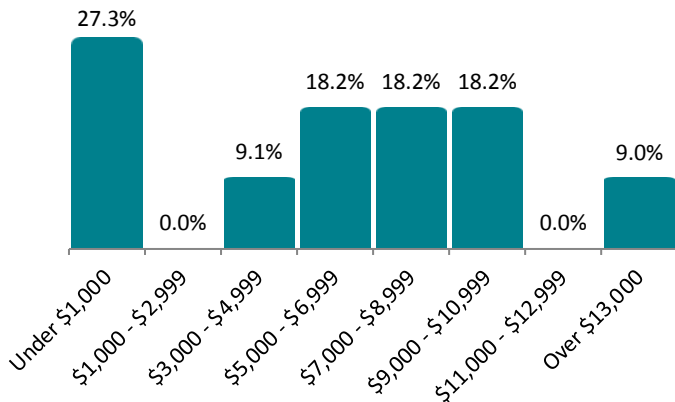
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.0%	0.0%
Dental Coverage	25.0%	0.0%
Life Insurance	25.0%	0.0%
Long-Term Disability	25.0%	0.0%
Medical Insurance	66.7%	0.0%
Prescription Drug Coverage	41.7%	0.0%
Short-Term Disability	16.7%	0.0%
Vision Coverage	16.7%	0.0%

Average Annual Benefit Package Cost Per Employee

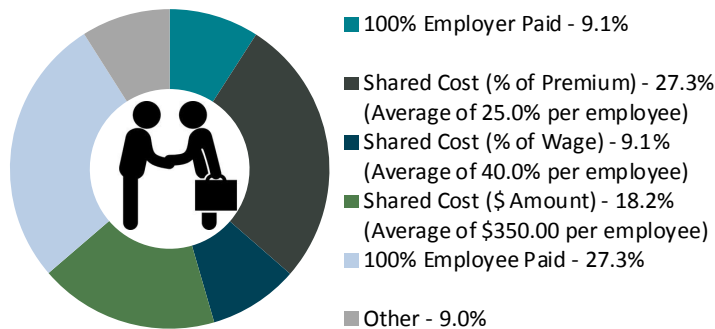


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.0%	0.0%
Maternity/Paternity Leave	16.7%	0.0%
Paid Holidays - 7.1 Days Annually	58.3%	0.0%
Paid Sick Leave - 8.3 Days Annually	33.3%	0.0%
Paid Vacation - 5.9 Days Annually	75.0%	0.0%
Paid-Time-Off (PTO) - 12.5 Days Annually	33.3%	0.0%
Personal Days/Floating Holidays	33.3%	0.0%
Training Leave	25.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

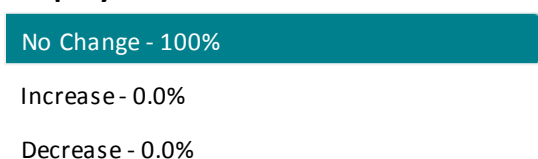
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

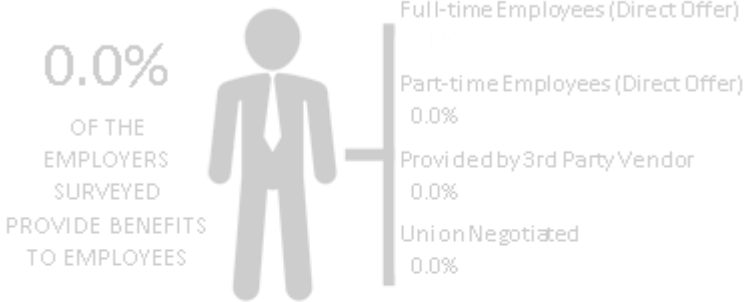
	Full-Time Positions	Part-Time Positions
Bonuses	58.3%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	25.0%	0.0%
Employee Assistance Program	16.7%	0.0%
Flex Spending Account	33.3%	0.0%
Profit Sharing/Stock Options	8.3%	0.0%
Relocation/Moving Expense	8.3%	0.0%
Retirement Package	25.0%	8.3%
Shift Differential Pay	8.3%	0.0%
Tuition Assistance	16.7%	0.0%
Uniform Allowance	25.0%	0.0%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change





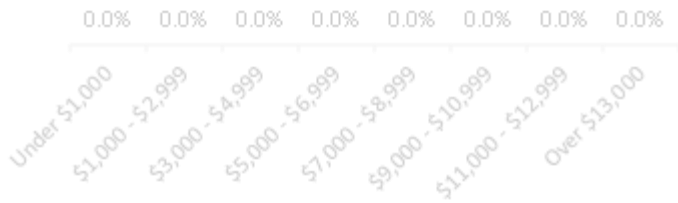
Benefits Offered to Employees



Insurance Benefits Offered by Employers

Benefit	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

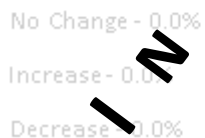
Benefit	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Parental Leave	0.0%	0.0%
Personal Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



Employee Healthcare Plan Contribution Change



Other Benefits Offered by Employers

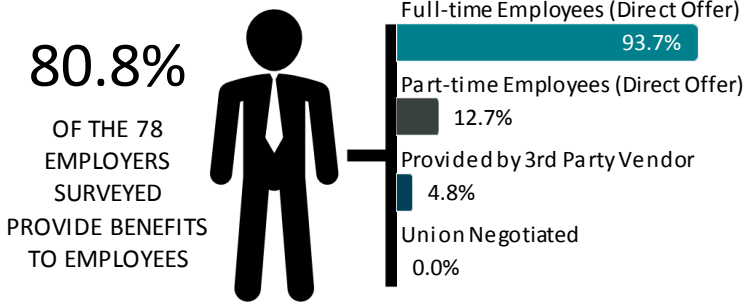
Benefit	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

INSUFFICIENT DATA TO REPORT



In July 2018, 192 employers in the Wholesale & Retail Trade Industry, operating 258 locations, were contacted to complete the survey. At its close in October 2018, IWD had received 78 responses, yielding a 40.6 percent response rate.

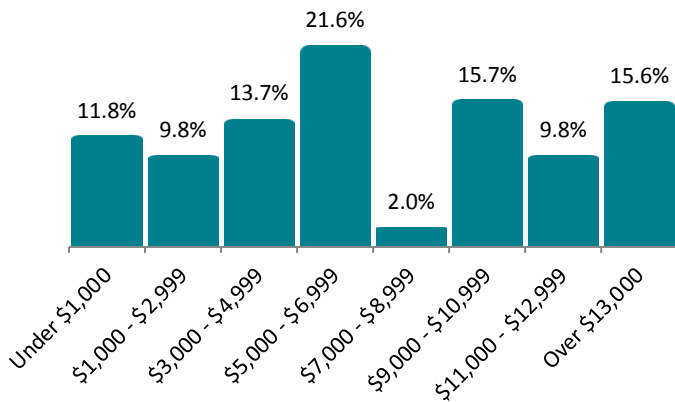
Benefits Offered to Employees



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	41.3%	0.0%
Dental Coverage	55.6%	4.8%
Life Insurance	55.6%	1.6%
Long-Term Disability	41.3%	3.2%
Medical Insurance	73.0%	3.2%
Prescription Drug Coverage	66.7%	1.6%
Short-Term Disability	42.9%	3.2%
Vision Coverage	42.9%	4.8%

Average Annual Benefit Package Cost Per Employee

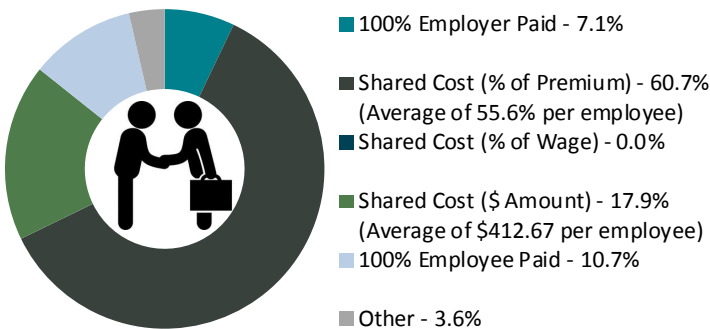


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	55.6%	3.2%
Maternity/Paternity Leave	22.2%	4.8%
Paid Holidays - 6.2 Days Annually	76.2%	3.2%
Paid Sick Leave - 5.5 Days Annually	42.9%	3.2%
Paid Vacation - 7.5 Days Annually	63.5%	0.0%
Paid-Time-Off (PTO) - 7.6 Days Annually	55.6%	3.2%
Personal Days/Floating Holidays	31.7%	1.6%
Training Leave	14.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

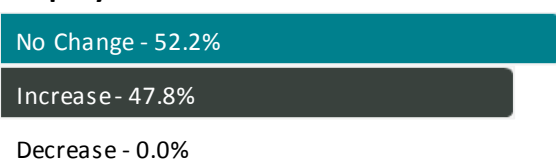
How Healthcare Premiums are Paid



Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	55.6%	3.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	46.0%	1.6%
Employee Assistance Program	14.3%	1.6%
Flex Spending Account	39.7%	3.2%
Profit Sharing/Stock Options	28.6%	0.0%
Relocation/Moving Expense	1.6%	0.0%
Retirement Package	23.8%	1.6%
Shift Differential Pay	6.3%	0.0%
Tuition Assistance	17.5%	0.0%
Uniform Allowance	46.0%	3.2%
Wellness Program	6.3%	0.0%

Employee Healthcare Plan Contribution Change





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