



2018 EMPLOYEE BENEFITS REPORT

BENEFITS BY YEAR (2014 - 2018)

	5-Year Change	2014	2015	2016	2017	2018
Preferred provider organization (PPO)		84%	85%	84%	85%	84%
Health maintenance organization (HMO)		33%	33%	32%	34%	35%
Consumer-directed health care plans (CDHPs) ^a	▲	30%	34%	26%	23%	40%
Point of service (POS)	▼	22%	22%	21%	21%	17%
High-deductible health plan (HDHP) that is not linked to an HSA or an HRA		—	—	17%	19%	29%
Health savings account (HSA)	▲	45%	43%	50%	55%	56%
Employer contributions to HSAs	▲	32%	30%	32%	36%	37%
Health reimbursement arrangement (HRA)		17%	19%	20%	20%	19%
Dental insurance		95%	96%	96%	96%	97%
Vision insurance	▲	83%	87%	87%	88%	90%
Employee assistance program (EAP)		74%	79%	77%	77%	78%
Critical illness insurance	▲	30%	34%	31%	32%	40%
Long-term care insurance	▲	24%	32%	27%	22%	32%
Accidental death and dismemberment insurance (AD&D) ^j		84%	85%	82%	81%	83%
Long-term disability insurance		74%	80%	77%	72%	72%
Short-term disability insurance	▼	70%	74%	70%	65%	64%
Accident insurance ^k		24%	29%	34%	29%	35%
CPR/first aid training	▲	45%	50%	50%	47%	54%
Standing desk ^f	▲	20%	25%	33%	44%	53%
Offsite fitness class subsidy/reimbursement	▲	12%	16%	10%	13%	16%
Paid bereavement leave	▲	85%	86%	81%	79%	88%
Paid maternity leave ^h		12%	21%	26%	30%	35%
Paid family leave	▲	19%	27%	18%	21%	27%
Traditional 401(k) or similar defined contribution retirement savings plan	▲	89%	90%	90%	90%	93%
Roth 401(k) or similar defined contribution retirement savings plan	▲	41%	48%	51%	55%	59%
Employer match for traditional 401(k) or similar defined contribution retirement savings plan		74%	73%	74%	76%	74%
Individual retirement investment advice offered one on one	▲	41%	53%	47%	48%	55%
Casual dress (every day)	▲	32%	36%	40%	44%	50%
Telecommuting (any type)	▲	59%	60%	60%	62%	70%
Professional development opportunities (any type)	▲	82%	84%	86%	87%	86%