

BENEFITS GUIDE

2019

TABLE OF CONTENTS

BENEFITS OVERVIEW	3
EXECUTIVE SUMMARY	3
DATA OVERVIEW	4
BREAKOUTS BY COMPANY SIZE	7
COMPANIES WITH 5-9 EMPLOYEES	8
COMPANIES WITH 10-19 EMPLOYEES	10
COMPANIES WITH 20-49 EMPLOYEES	12
COMPANIES WITH 50-99 EMPLOYEES	14
COMPANIES WITH 100+ EMPLOYEES	16
BREAKOUTS BY INDUSTRY	18
AGRICULTURE, FORESTRY, FISHING AND HUNTING	19
MINING, QUARRYING, AND OIL AND GAS EXTRACTION	21
UTILITIES	23
CONSTRUCTION	25
MANUFACTURING	27
WHOLESALE TRADE	29
RETAIL TRADE	31
TRANSPORTATION AND WAREHOUSING	33
INFORMATION	35
FINANCE AND INSURANCE	37
REAL ESTATE AND RENTAL AND LEASING	39
PROFESSIONAL AND TECHNICAL SERVICES	41
MANAGEMENT OF COMPANIES AND ENTERPRISES	43
ADMINISTRATIVE AND WASTE SERVICES	45
EDUCATIONAL SERVICES	47
HEALTH CARE AND SOCIAL ASSISTANCE	49
ARTS, ENTERTAINMENT, AND RECREATION	51
ACCOMMODATION AND FOOD SERVICES	53
OTHER SERVICES	55
PUBLIC ADMINISTRATION	57
BREAKOUTS BY GEOGRAPHY	59
REGION 1 <i>Divide, McKenzie, Williams</i>	60
REGION 2 <i>Bottineau, Burke, McHenry, Mountrail, Pierce, Renville, Ward</i>	62
REGION 3 <i>Benson, Cavalier, Eddy, Ramsey, Rolette, Towner</i>	64
REGION 4 <i>Grand Forks, Nelson, Pembina, Walsh</i>	66
REGION 5 <i>Cass, Ransom, Richland, Sargent, Steele, Trail</i>	68
REGION 6 <i>Barnes, Dickey, Foster, Griggs, LaMoure, Logan, McIntosh, Stutsman, Wells</i>	70
REGION 7 <i>Burleigh, Emmons, Grant, Kidder, McLean, Mercer, Morton, Oliver, Sheridan, Sioux</i>	72
REGION 8 <i>Adams, Billings, Bowman, Dunn, Golden Valley, Hettinger, Slope, Stark</i>	74
RESULTS BY QUESTION	76
METHODOLOGY	114

BENEFITS OVERVIEW

EXECUTIVE SUMMARY

The 2019 North Dakota Benefits Guide was produced using data collected in 2018 and 2019 via the Benefits Survey. The Benefits Survey was created and administered by the Labor Market Information Center of Job Service North Dakota. The following pages of this Benefits Guide will provide general information about benefits offered by companies active in North Dakota. This information includes an overview of all the results, as well as breakouts by size class, by industry, and by geographic region, as well as results by selected questions.

For more information about the methodology of the Benefits Survey, please refer to pages 114-116.

RESULTS SUMMARY

EMPLOYMENT	Full-time employees comprise a majority of workers, with the average composition of a company being 70 percent full-time employees and 30 percent part-time employees. For many companies (77 percent), full-time employees are required to work a minimum amount of hours to qualify for benefits, with the average requirement being 34 hours per week. This requirement was less common for part-time employees (17 percent), for whom the average requirement was 27 hours per week.
PAY RAISES	Most companies reported giving a raise in the past year for full-time employees (87 percent). Fewer companies reported raises for part-time employees (59 percent). The average pay increase was 3.1 percent for full-time employees and 3.0 percent for part-time employees. Additionally, most companies indicated that they plan to give raises in the next year, with 83 percent of companies planning raises for full-time employees and 53 percent planning raises for part-time employees.
PAID LEAVE	Overall, companies reported to offer more paid leave to full-time employees than part-time employees. The most-offered types of paid leave were Vacation leave (77 percent to full-time, 8 percent to part-time) and Holiday leave (75 percent to full-time, 12 percent to part-time).
FRINGE BENEFITS	The fringe benefit offered most to full-time employees were Monetary Bonuses (49 percent). Examples of monetary bonuses include production, year-end, and hiring. Other popular fringe benefits offered to full-time employees include Employee Discounts (32 percent), Flex-Time Scheduling (18 percent), and Flexible Savings Accounts (16 percent). For part-time employees, the most offered fringe benefits were Employee Discounts (20 percent) and Monetary Bonuses (12 percent).
INSURANCE	Insurance benefits were offered to full-time employees more than part-time employees. For full-time employees, 74 percent of companies reported to offer some kind of medical insurance (Single or Family or both). An average of 81 percent of full-time employees were eligible for medical insurance, and 74 percent of those eligible were enrolled in company-offered medical insurance. The average share of medical insurance that companies paid for full-time employees was 70 percent.
RETIREMENT	Retirement benefits were offered to full-time employees more than part-time employees. Defined Contribution plans were the most popular option offered to full-time employees (35 percent). Defined Contribution plans were also the most popular option offered to part-time employees (11 percent). The average maximum contribution matched by companies for Defined Contribution/SIMPLE IRA plans was 3.1 percent for full-time employees and 3.1 for part-time employees.

BENEFITS OVERVIEW

EMPLOYMENT COMPOSITION

Composition percentages may not sum to 100 due to rounding.

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	70%	30%		
11	Agriculture, Forestry, Fishing and Hunting	70%	29%		
21	Mining, Quarrying, and Oil and Gas Extraction	94%	6%		
22	Utilities	88%	11%		
23	Construction	90%	10%		
31-33	Manufacturing	85%	15%		
42	Wholesale Trade	87%	13%		
44-45	Retail Trade	62%	38%		
48-49	Transportation and Warehousing	83%	17%		
51	Information	67%	33%		
52	Finance and Insurance	88%	12%		
53	Real Estate and Rental and Leasing	76%	24%		
54	Professional and Technical Services	83%	17%		
55	Management of Companies and Enterprises	85%	14%		
56	Administrative and Waste Services	67%	32%		
61	Educational Services	71%	29%		
62	Health Care and Social Assistance	68%	31%		
71	Arts, Entertainment, and Recreation	30%	70%		
72	Accommodation and Food Services	32%	68%		
81	Other Services	71%	28%		
92	Public Administration	67%	33%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	70%	30%		
3	10-19 Employees	68%	31%		
4	20-49 Employees	69%	30%		
5	50-99 Employees	75%	25%		
6	100+ Employees	77%	23%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	77%	22%		
2	Region 2	70%	30%		
3	Region 3	65%	35%		
4	Region 4	67%	33%		
5	Region 5	70%	30%		
6	Region 6	65%	34%		
7	Region 7	68%	31%		
8	Region 8	72%	27%		

FULL-TIME EMPLOYEES

77%

percent of companies that require workers to qualify for benefits

PART-TIME EMPLOYEES

17%

percent of companies that require workers to qualify for benefits

34

average minimum hours worked per week required to qualify for benefits

27

average minimum hours worked per week required to qualify for benefits

BENEFITS OVERVIEW

PAY RAISES *offered by companies*

FULL-TIME EMPLOYEES

87% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

83% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

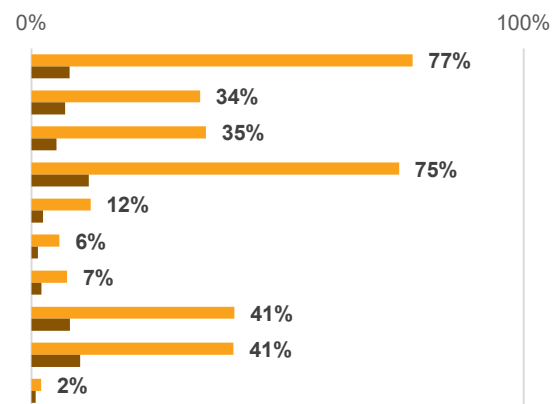
59% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

53% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by companies*

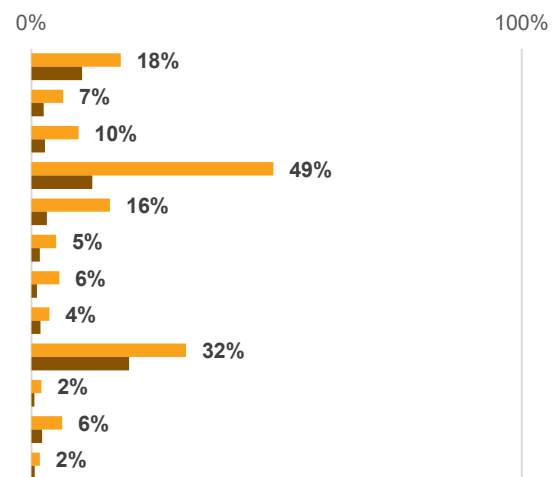
LEAVE	FT	PT
Vacation	77%	8%
Sick	34%	7%
General (PTO)	35%	5%
Holiday	75%	12%
Maternity	12%	2%
Paternity	6%	1%
Charity Work	7%	2%
Funeral	41%	8%
Jury Duty	41%	10%
Other	2%	1%



"Other" types of paid leave offered included: Military leave, Personal leave, Birthday leave, Extended Illness leave, Floating Holidays, Voting leave, leave for Education/Professional Development, Family Care/Sick leave, and paid Weather days.

FRINGE BENEFITS *offered by companies*

OTHER	FT	PT
Flex-Time Scheduling	18%	10%
Telecommuting	7%	3%
Tuition Reimbursement	10%	3%
Monetary Bonus	49%	12%
Flexible Spending Account	16%	3%
Child Care Benefit	5%	2%
Housing/Relocation Assistance	6%	1%
Financial Planning Assistance	4%	2%
Employee Discounts	32%	20%
Stock Ownership	2%	1%
Profit Sharing Plan	6%	2%
Other	2%	1%

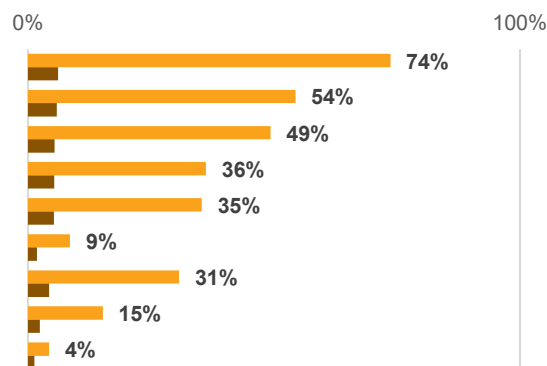


"Other" fringe benefits offered included: Employee Assistance Program (EAP), Clothing Allowance (or company-provided uniforms), Company paid/provided Cell Phone, Free Meals, Wellness Benefits, Gas/Vehicle Allowance (or company-provided vehicles), and Free Services for employees (e.g. free dental care at dental offices).

BENEFITS OVERVIEW

INSURANCE *offered by companies*

INSURANCE	FT	PT
Single Medical	74%	6%
Family Medical	54%	6%
Dental	49%	5%
Vision	36%	5%
Life	35%	5%
Long-Term Care	9%	2%
Disability	31%	4%
Health Savings Account	15%	2%
Other	4%	1%



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, Health Reimbursement accounts, Hospital insurance, Accidental Death & Dismemberment insurance, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

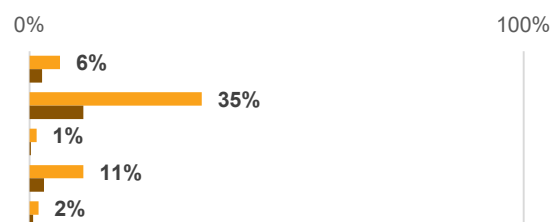
PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	74%	82%	49%	80%
Family	54%	82%	35%	54%
Total Med	74%	81%	74%	70%
Dental	49%	88%	65%	55%
Vision	36%	88%	59%	44%

Plan	Offered	Eligible	Enrolled	Paid
Single	6%	62%	25%	61%
Family	6%	62%	22%	45%
Total Med	7%	62%	42%	53%
Dental	5%	65%	35%	35%
Vision	5%	65%	31%	26%

RETIREMENT *offered by companies*

RETIREMENT	FT	PT
Defined Benefit Plan	6%	3%
Defined Contribution Plan	35%	11%
SEP*	1%	0%
SIMPLE IRA**	11%	3%
Other	2%	1%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

"Other" types of retirement plans offered included: Deferred Compensation plan (e.g. 457b), Profit Sharing plan, and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
57%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
52%	average percent share of defined benefit plans paid by companies

3.1%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.1%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

BREAKOUTS BY COMPANY SIZE

OVERVIEW

The following pages break out the survey data by company sizes. The survey results include data collected in both 2018 and 2019. All size classes were considered in-scope except for Size Class 1 (1-4 employees), which was not included in the survey due to the small size of average employment in that category. In 2019, Size Class 1 companies comprised 63 percent of active companies in North Dakota (17,767 out of 28,278* total). Of the 37 percent remaining companies, approximately half were surveyed in 2018 (4,834 out of 10,511**) and the rest were surveyed in 2019 (5,677 out of 10,511).

The majority of companies surveyed had average employment ranging from 5-49 employees, meaning 87 percent of companies surveyed were in Size Class 2, 3, or 4. Overall, results suggest that larger companies offer more benefits to employees than smaller companies. This was especially true concerning insurance coverage, paid leave, and retirement plans offered to employees. The differences between pay raises and fringe benefits offered were less dramatic when comparing by company size.

SURVEY PROFILE BY COMPANY SIZE

SIZE CLASS	COMPANY SIZE	TOTAL	SURVEY 2019	SURVEY TOTAL	SURVEY RESP	RESP RATE
1	1-4 Employees	17,767	-	-	-	-
2	5-9 Employees	4,228	2,471	4,228	2,377	56%
3	10-19 Employees	2,850	1,513	2,850	1,680	59%
4	20-49 Employees	2,025	1,002	2,025	1,141	56%
5	50-99 Employees	758	369	758	403	53%
6	100-249 Employees	431	211	431	210	49%
7***	250+ Employees	219	111	219	110	50%
ALL	ALL COMPANY SIZES	28,278	5,677	10,511	5,921	56%

TOTAL the total number of active businesses that belonged to each given size class using 2018 data

SURVEY 2019 the number of businesses that were surveyed in 2019

SURVEY TOTAL the total number of businesses surveyed in either 2018 or 2019

SURVEY RESP the number of responses collected from businesses surveyed in either 2018 or 2019

RESP RATE the response rate, or the number of responses collected from businesses surveyed in either 2018 or 2019 as a percentage of total businesses surveyed

* The total establishment count in North Dakota for 2018 was 34,069 according to the Quarterly Census of Employment and Wages. The 28,278 count was derived by treating each Unemployment Insurance account as a single entity. This method reduces companies with active employment in multiple locations in North Dakota to a single employment average in a single location (the "master" account employment and location).

** In the 2018 survey, there were 10,479 total in-scope businesses, and 5,436 of them were surveyed. In 2019, only 4,834 of the 5,436 surveyed in the 2018 survey were still active or in-scope.

*** Size Class 7 was recognized in the original creation of the survey list in 2016 so that exactly half of the companies in the category were surveyed. For the purpose of the Benefits Guide, Size Class 7 is combined with Size Class 6 because of the negligible difference between the two categories, as they collectively represent 1% of companies in North Dakota.

COMPANIES WITH 5-9 EMPLOYEES

PAY RAISES *offered by companies with 5-9 employees*

FULL-TIME EMPLOYEES

83% average percent of companies that gave a raise in the **past 12 months**

3.2% average pay raise given by companies in the **past 12 months**

75% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

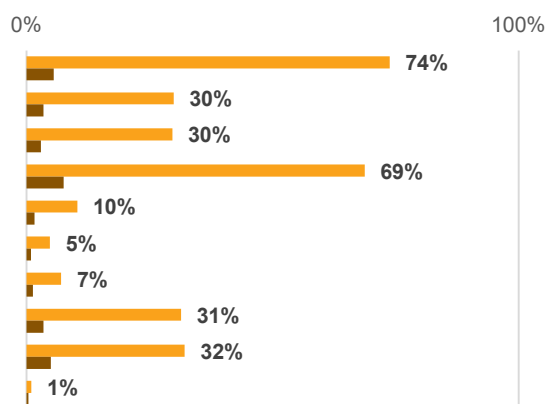
46% average percent of companies that gave a raise in the **past 12 months**

3.1% average pay raise given by companies in the **past 12 months**

37% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by companies with 5-9 employees*

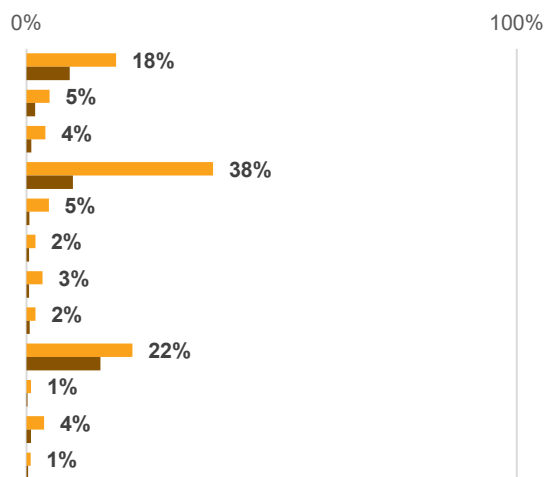
LEAVE	FT	PT
Vacation	74%	6%
Sick	30%	4%
General (PTO)	30%	3%
Holiday	69%	8%
Maternity	10%	2%
Paternity	5%	1%
Charity Work	7%	1%
Funeral	31%	3%
Jury Duty	32%	5%
Other	1%	0%



"Other" types of paid leave offered included: Military leave.

FRINGE BENEFITS *offered by companies with 5-9 employees*

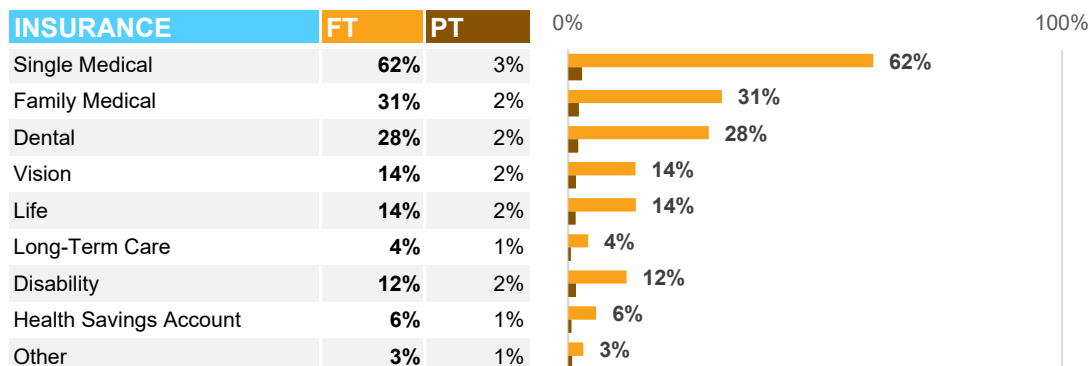
OTHER	FT	PT
Flex-Time Scheduling	18%	9%
Telecommuting	5%	2%
Tuition Reimbursement	4%	1%
Monetary Bonus	38%	10%
Flexible Spending Account	5%	1%
Child Care Benefit	2%	1%
Housing/Relocation Assistance	3%	1%
Financial Planning Assistance	2%	1%
Employee Discounts	22%	15%
Stock Ownership	1%	0%
Profit Sharing Plan	4%	1%
Other	1%	0%



"Other" fringe benefits offered included: Continuing Education and Free Meals.

COMPANIES WITH 5-9 EMPLOYEES

INSURANCE *offered by companies with 5-9 employees*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, Health Reimbursement Account, and Non-specified Supplemental insurance.

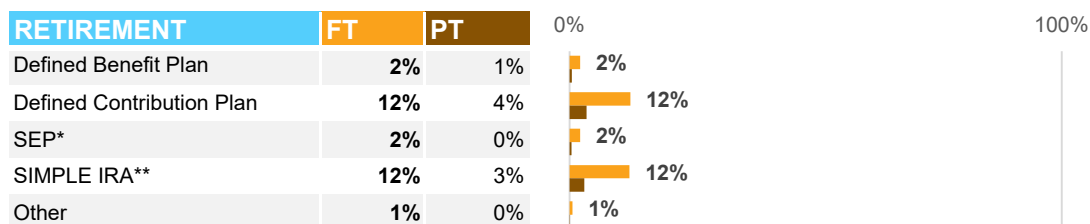
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	62%	84%	51%	80%
Family	31%	83%	40%	56%
Total Med	63%	83%	70%	74%
Dental	28%	91%	73%	64%
Vision	14%	90%	69%	58%

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	66%	23%	59%
Family	2%	66%	25%	49%
Total Med	3%	65%	41%	56%
Dental	2%	64%	40%	41%
Vision	2%	66%	34%	41%

RETIREMENT *offered by companies with 5-9 employees*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

"Other" types of retirement plans offered included: Profit Sharing plan, Deferred Compensation plan (e.g. 457b).

FULL-TIME EMPLOYEES	
59%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
45%	average percent share of defined benefit plans paid by companies

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.1%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

COMPANIES WITH 10-19 EMPLOYEES

PAY RAISES *offered by companies with 10-19 employees*

FULL-TIME EMPLOYEES

87% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

84% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

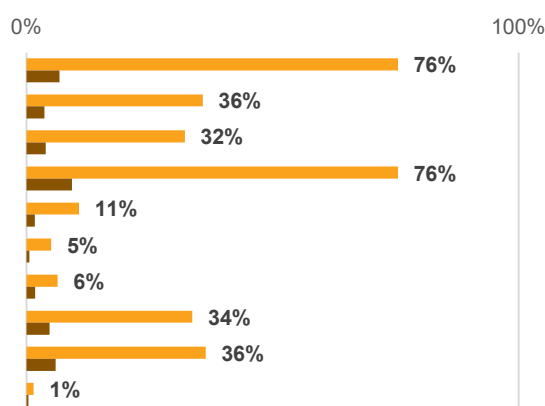
62% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

53% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by companies with 10-19 employees*

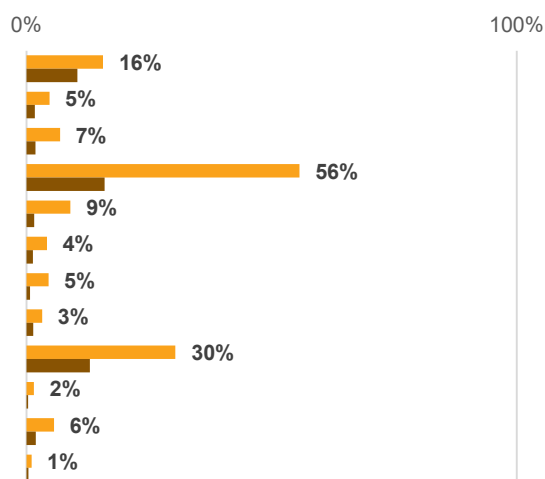
LEAVE	FT	PT
Vacation	76%	7%
Sick	36%	4%
General (PTO)	32%	4%
Holiday	76%	9%
Maternity	11%	2%
Paternity	5%	1%
Charity Work	6%	2%
Funeral	34%	5%
Jury Duty	36%	6%
Other	1%	0%



"Other" types of paid leave offered included: Military leave.

FRINGE BENEFITS *offered by companies with 10-19 employees*

OTHER	FT	PT
Flex-Time Scheduling	16%	10%
Telecommuting	5%	2%
Tuition Reimbursement	7%	2%
Monetary Bonus	56%	16%
Flexible Spending Account	9%	2%
Child Care Benefit	4%	1%
Housing/Relocation Assistance	5%	1%
Financial Planning Assistance	3%	1%
Employee Discounts	30%	13%
Stock Ownership	2%	0%
Profit Sharing Plan	6%	2%
Other	1%	0%

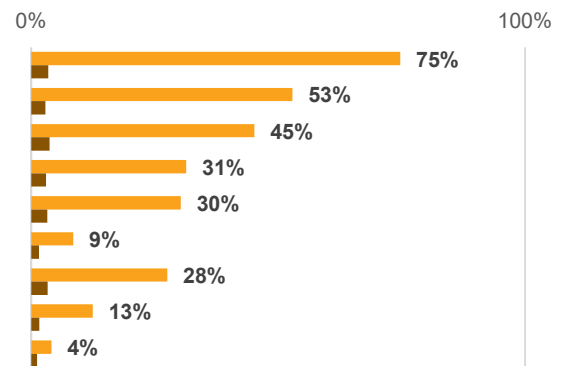


"Other" fringe benefits offered included: Employee Assistance Program (EAP) and Clothing Allowance.

COMPANIES WITH 10-19 EMPLOYEES

INSURANCE *offered by companies with 10-19 employees*

INSURANCE	FT	PT
Single Medical	75%	4%
Family Medical	53%	3%
Dental	45%	4%
Vision	31%	3%
Life	30%	3%
Long-Term Care	9%	2%
Disability	28%	3%
Health Savings Account	13%	2%
Other	4%	1%



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, Health Reimbursement Account, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	75%	81%	49%	80%
Family	53%	84%	36%	53%
Total Med	75%	81%	73%	70%
Dental	45%	90%	66%	58%
Vision	31%	90%	63%	49%

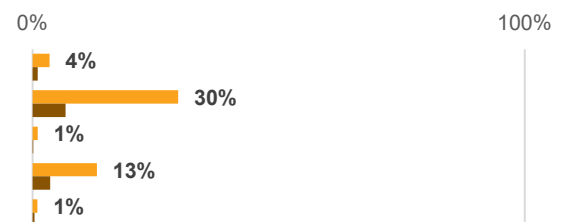
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	4%	62%	22%	58%
Family	3%	59%	19%	42%
Total Med	4%	60%	37%	53%
Dental	4%	66%	40%	38%
Vision	3%	63%	29%	29%

RETIREMENT *offered by companies with 10-19 employees*

RETIREMENT	FT	PT
Defined Benefit Plan	4%	1%
Defined Contribution Plan	30%	7%
SEP*	1%	0%
SIMPLE IRA**	13%	4%
Other	1%	0%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

"Other" types of retirement plans offered included: Profit Sharing plan, Employee Stock Ownership Plan (ESOP), and Deferred Compensation plan (e.g. 457b).

FULL-TIME EMPLOYEES

49% average percent share of **defined benefit plans** paid by companies

3.1% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

53% average percent share of **defined benefit plans** paid by companies

3.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

COMPANIES WITH 20-49 EMPLOYEES

PAY RAISES *offered by companies with 20-49 employees*

FULL-TIME EMPLOYEES

91% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

90% average percent of companies that plan to give a raise in the *next 12 months*

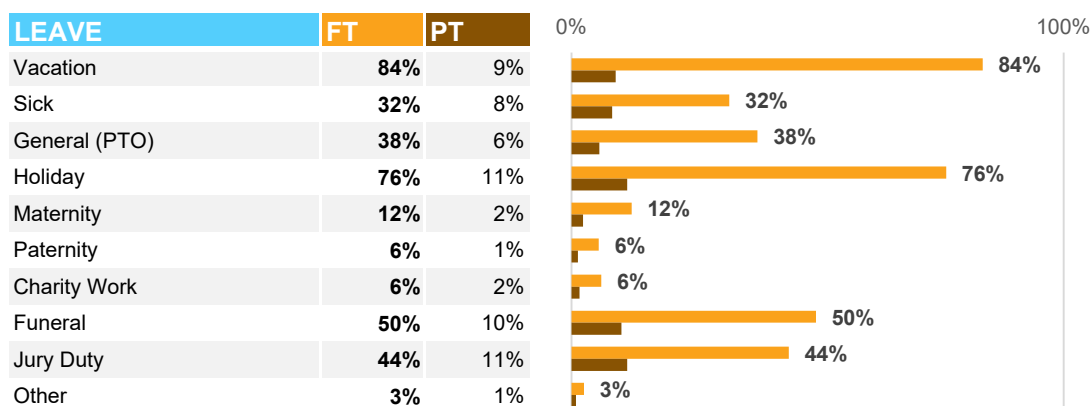
PART-TIME EMPLOYEES

71% average percent of companies that gave a raise in the *past 12 months*

2.8% average pay raise given by companies in the *past 12 months*

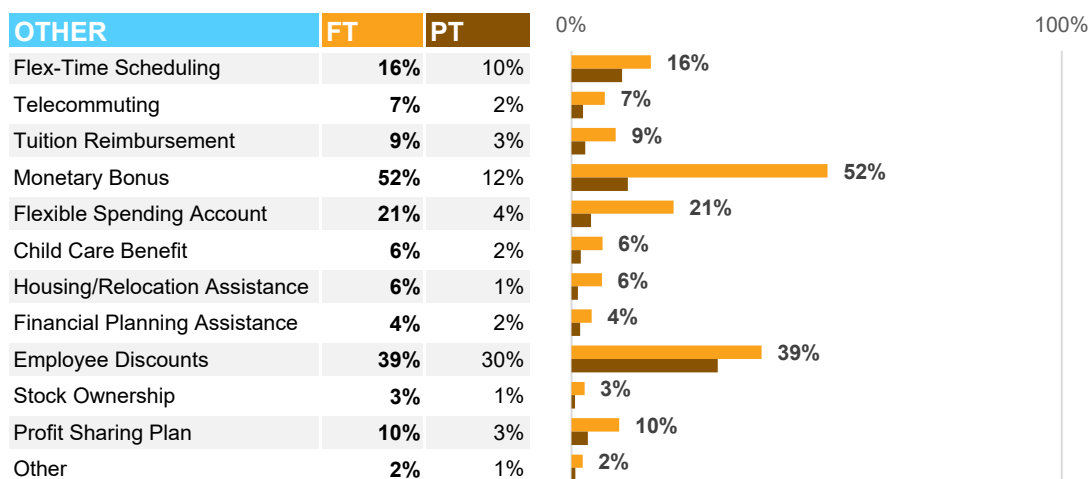
70% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by companies with 20-49 employees*



"Other" types of paid leave offered included: Military leave and Personal leave.

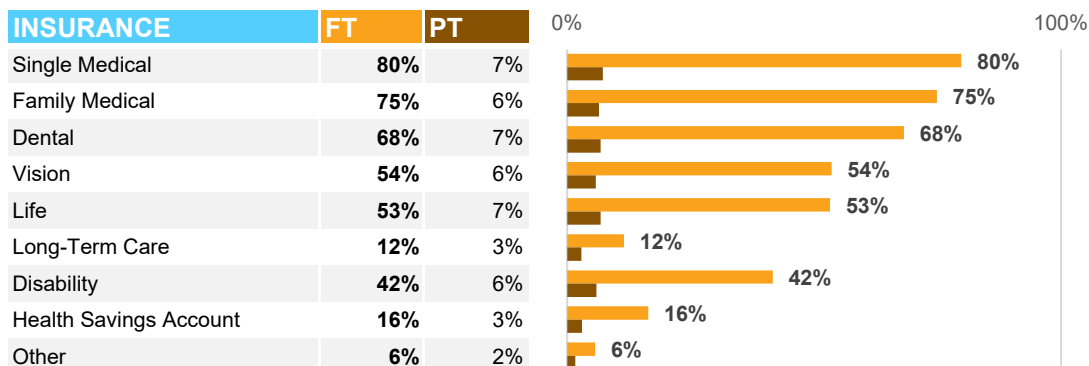
FRINGE BENEFITS *offered by companies with 20-49 employees*



"Other" fringe benefits offered included: Employee Assistance Program (EAP).

COMPANIES WITH 20-49 EMPLOYEES

INSURANCE *offered by companies with 20-49 employees*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, Accidental Death & Dismemberment insurance, Health Reimbursement Account, and Non-specified Supplemental insurance.

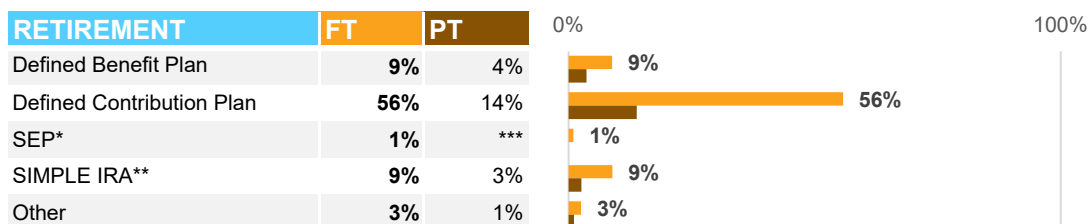
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	80%	82%	48%	80%
Family	75%	80%	33%	51%
Total Med	80%	80%	78%	66%
Dental	68%	86%	61%	52%
Vision	54%	88%	56%	41%

Plan	Offered	Eligible	Enrolled	Paid
Single	7%	63%	26%	63%
Family	6%	64%	20%	46%
Total Med	4%	60%	37%	53%
Dental	7%	62%	29%	33%
Vision	6%	62%	27%	25%

RETIREMENT *offered by companies with 20-49 employees*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Deferred Compensation plan (e.g. 457b), Profit Sharing plan, and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
56%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
49%	average percent share of defined benefit plans paid by companies

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

2.8%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

COMPANIES WITH 50-99 EMPLOYEES

PAY RAISES *offered by companies with 50-99 employees*

FULL-TIME EMPLOYEES

94% average percent of companies that gave a raise in the **past 12 months**

2.9% average pay raise given by companies in the **past 12 months**

94% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

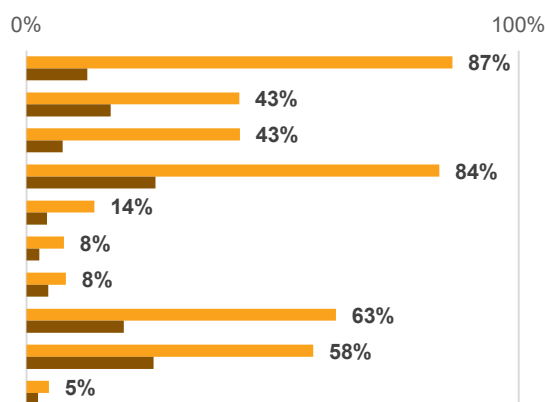
77% average percent of companies that gave a raise in the **past 12 months**

2.7% average pay raise given by companies in the **past 12 months**

68% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by companies with 50-99 employees*

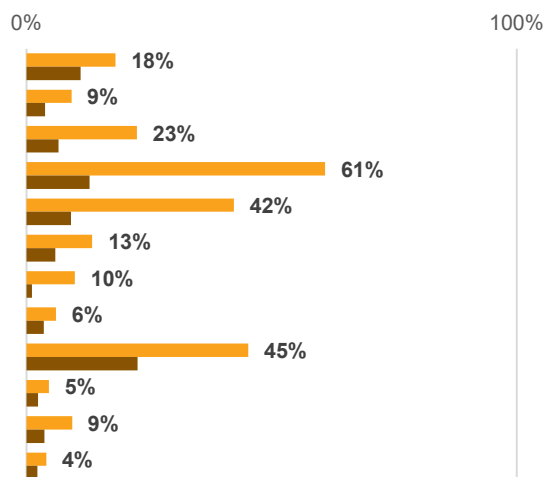
LEAVE	FT	PT
Vacation	87%	12%
Sick	43%	17%
General (PTO)	43%	7%
Holiday	84%	26%
Maternity	14%	4%
Paternity	8%	3%
Charity Work	8%	4%
Funeral	63%	20%
Jury Duty	58%	26%
Other	5%	2%



"Other" types of paid leave offered included: Personal leave.

FRINGE BENEFITS *offered by companies with 50-99 employees*

OTHER	FT	PT
Flex-Time Scheduling	18%	11%
Telecommuting	9%	4%
Tuition Reimbursement	23%	7%
Monetary Bonus	61%	13%
Flexible Spending Account	42%	9%
Child Care Benefit	13%	6%
Housing/Relocation Assistance	10%	1%
Financial Planning Assistance	6%	4%
Employee Discounts	45%	23%
Stock Ownership	5%	2%
Profit Sharing Plan	9%	4%
Other	4%	2%

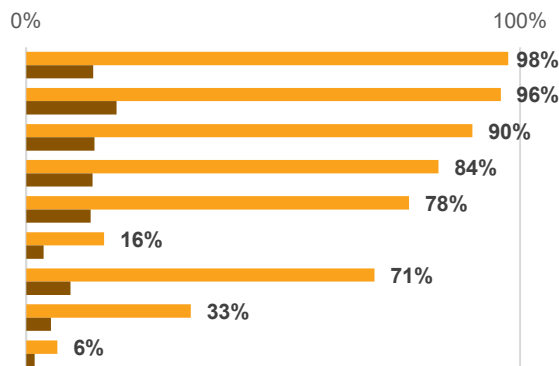


"Other" fringe benefits offered included: Employee Assistance Program (EAP).

COMPANIES WITH 50-99 EMPLOYEES

INSURANCE *offered by companies with 50-99 employees*

INSURANCE	FT	PT
Single Medical	98%	14%
Family Medical	96%	18%
Dental	90%	14%
Vision	84%	13%
Life	78%	13%
Long-Term Care	16%	4%
Disability	71%	9%
Health Savings Account	33%	5%
Other	6%	2%



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	98%	78%	46%	77%
Family	96%	77%	32%	53%
Total Med	98%	78%	77%	66%
Dental	90%	81%	55%	45%
Vision	84%	81%	50%	36%

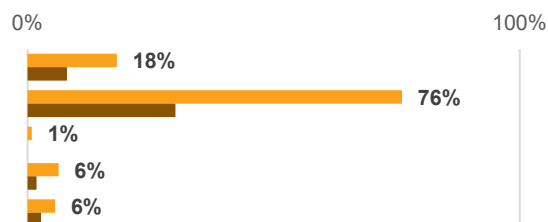
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	14%	62%	23%	58%
Family	18%	59%	17%	37%
Total Med	19%	60%	34%	45%
Dental	14%	61%	28%	29%
Vision	13%	65%	25%	22%

RETIREMENT *offered by companies with 50-99 employees*

RETIREMENT	FT	PT
Defined Benefit Plan	18%	8%
Defined Contribution Plan	76%	30%
SEP*	1%	***
SIMPLE IRA**	6%	2%
Other	6%	3%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Deferred Compensation plan (e.g. 457b) and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES

60% average percent share of **defined benefit plans** paid by companies

2.9% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

60% average percent share of **defined benefit plans** paid by companies

2.9% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

COMPANIES WITH 100+ EMPLOYEES

PAY RAISES *offered by companies with 100+ employees*

FULL-TIME EMPLOYEES

95% average percent of companies that gave a raise in the *past 12 months*

2.9% average pay raise given by companies in the *past 12 months*

96% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

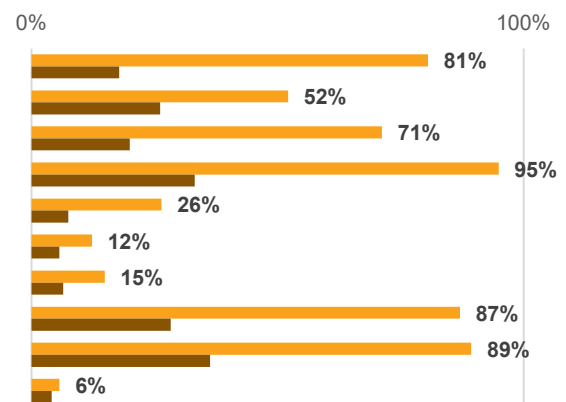
81% average percent of companies that gave a raise in the *past 12 months*

2.8% average pay raise given by companies in the *past 12 months*

83% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by companies with 100+ employees*

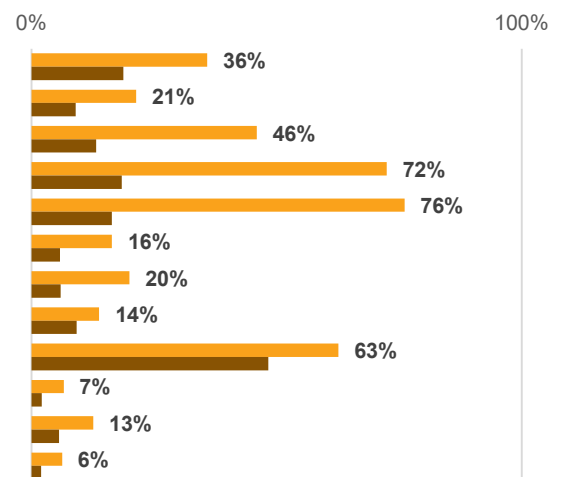
LEAVE	FT	PT
Vacation	81%	18%
Sick	52%	26%
General (PTO)	71%	20%
Holiday	95%	33%
Maternity	26%	8%
Paternity	12%	6%
Charity Work	15%	6%
Funeral	87%	28%
Jury Duty	89%	36%
Other	6%	4%



"Other" types of paid leave offered included: Military leave and Extended Illness leave.

FRINGE BENEFITS *offered by companies with 100+ employees*

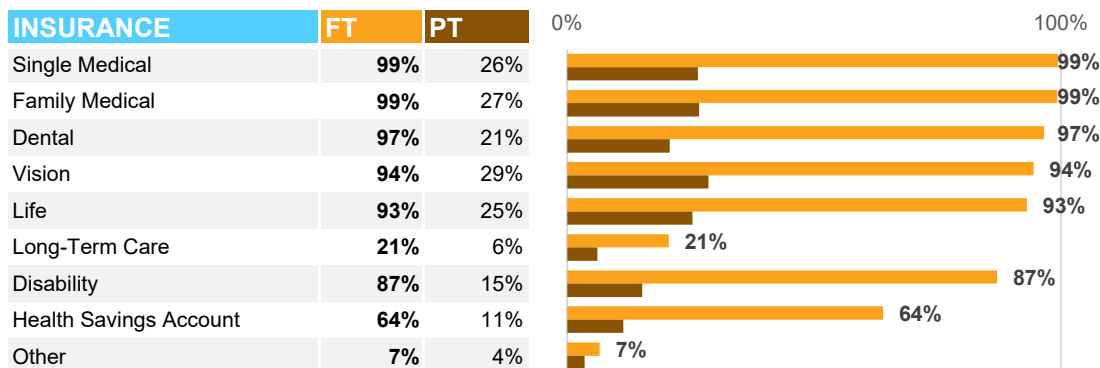
OTHER	FT	PT
Flex-Time Scheduling	36%	19%
Telecommuting	21%	9%
Tuition Reimbursement	46%	13%
Monetary Bonus	72%	18%
Flexible Spending Account	76%	16%
Child Care Benefit	16%	6%
Housing/Relocation Assistance	20%	6%
Financial Planning Assistance	14%	9%
Employee Discounts	63%	48%
Stock Ownership	7%	2%
Profit Sharing Plan	13%	6%
Other	6%	2%



"Other" fringe benefits offered included: Employee Assistance Program (EAP).

COMPANIES WITH 100+ EMPLOYEES

INSURANCE *offered by companies with 100+ employees*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

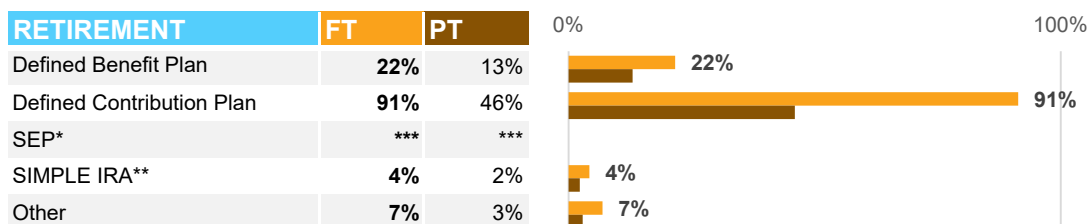
Plan	Offered	Eligible	Enrolled	Paid
Single	99%	86%	46%	81%
Family	99%	84%	35%	63%
Total Med	99%	85%	81%	72%
Dental	97%	87%	63%	47%
Vision	94%	87%	57%	33%

PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	26%	61%	27%	63%
Family	27%	63%	25%	49%
Total Med	28%	61%	50%	57%
Dental	21%	70%	39%	35%
Vision	29%	69%	36%	23%

RETIREMENT *offered by companies with 100+ employees*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Deferred Compensation plan (e.g. 457b), Profit Sharing, and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES

58% average percent share of **defined benefit plans** paid by companies

3.4% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

51% average percent share of **defined benefit plans** paid by companies

3.5% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

BREAKOUTS BY INDUSTRY

OVERVIEW

The following pages break out the survey data by industries. Due to the exclusion of companies in Size Class 1 (1-4 employees), the ratios of companies surveyed to the total number of companies in each industry vary. For example, 21 percent of companies in the Real Estate and Rental and Leasing industry were surveyed because only 220 companies (of a total 1,059) met the average employment threshold. For more on Size Class, please refer to either page 7 (Breakouts by Company Size) or page 114 (Methodology).

Across industries, the most commonly-offered types of paid leave were Vacation and Holiday. If insurance was offered, Single Medical insurance coverage was offered at a higher rate than other types of insurance. Defined Contribution plans were the most-offered retirement option. Regarding other fringe benefits offered, monetary bonuses and employee discounts were the most popular, except in the two industries where government establishments comprised the majority: Educational Services and Public Administration. Benefits offered through unions were not specifically questioned, so results for industries where workers may receive benefits through unions (Construction, Manufacturing, etc.) may or may not include that information.

SURVEY PROFILE BY INDUSTRY

NAICS	INDUSTRY	TOTAL	SURVEY 2019	SURVEY TOTAL	SURVEY RESP	RESP RATE
11	Agriculture, Forestry, Fishing and Hunting	1,010	146	273	137	50%
21	Mining, Quarrying, and Oil and Gas Extraction	740	211	389	172	44%
22	Utilities	92	30	59	40	68%
23	Construction	3,979	626	1,120	634	57%
31-33	Manufacturing	777	206	409	257	63%
42	Wholesale Trade	2,314	439	799	423	53%
44-45	Retail Trade	2,168	659	1,259	680	54%
48-49	Transportation and Warehousing	1,728	297	540	275	51%
51	Information	361	78	150	91	61%
52	Finance and Insurance	1,391	156	317	187	59%
53	Real Estate and Rental and Leasing	1,059	135	220	109	50%
54	Professional and Technical Services	3,062	351	660	364	55%
55	Management of Companies and Enterprises	106	16	26	18	69%
56	Administrative and Waste Services	1,640	273	493	223	45%
61	Educational Services	463	153	286	197	69%
62	Health Care and Social Assistance	2,135	548	1,008	654	65%
71	Arts, Entertainment, and Recreation	587	159	272	163	60%
72	Accommodation and Food Services	1,990	692	1,296	683	53%
81	Other Services	2,096	346	632	393	62%
92	Public Administration	580	156	303	221	73%
ALL	ALL INDUSTRIES	28,278	5,677	10,511	5,921	56%

TOTAL	the total number of active businesses that belonged to each given industry using 2018 data
SURVEY 2019	the number of businesses that were surveyed in 2019
SURVEY TOTAL	the total number of businesses surveyed in either 2018 or 2019
SURVEY RESP	the number of responses collected from businesses surveyed in either 2018 or 2019
RESP RATE	the response rate, or the number of responses collected from businesses surveyed in either 2018 or 2019 as a percentage of total businesses surveyed

AGRICULTURE, FORESTRY, FISHING AND HUNTING

PAY RAISES *offered by Agriculture, Forestry, Fishing and Hunting companies*

FULL-TIME EMPLOYEES

89% average percent of companies that gave a raise in the **past 12 months**

3.1% average pay raise given by companies in the **past 12 months**

82% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

78% average percent of companies that gave a raise in the **past 12 months**

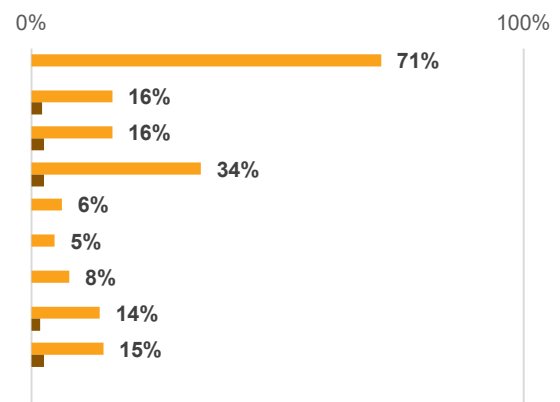
2.9% average pay raise given by companies in the **past 12 months**

24% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by Agriculture, Forestry, Fishing and Hunting companies*

LEAVE	FT	PT
Vacation	71%	***
Sick	16%	2%
General (PTO)	16%	3%
Holiday	34%	3%
Maternity	6%	***
Paternity	5%	***
Charity Work	8%	***
Funeral	14%	2%
Jury Duty	15%	3%
Other	***	***

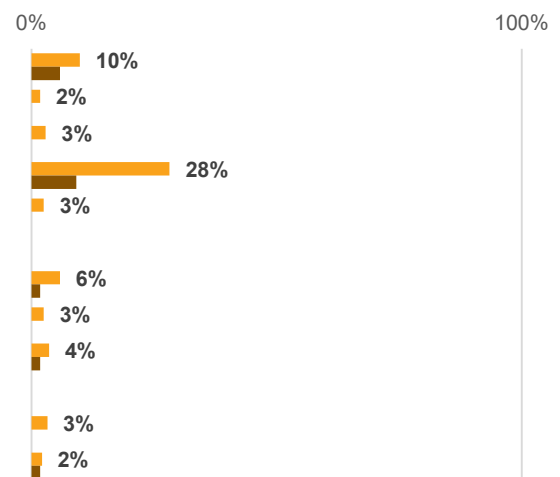
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Agriculture, Forestry, Fishing and Hunting co.*

OTHER	FT	PT
Flex-Time Scheduling	10%	6%
Telecommuting	2%	***
Tuition Reimbursement	3%	***
Monetary Bonus	28%	9%
Flexible Spending Account	3%	***
Child Care Benefit	***	***
Housing/Relocation Assistance	6%	2%
Financial Planning Assistance	3%	***
Employee Discounts	4%	2%
Stock Ownership	***	***
Profit Sharing Plan	3%	***
Other	2%	2%

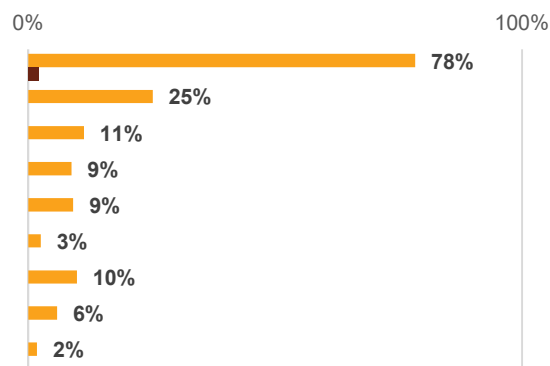
*** Data not available due to confidentiality restrictions



AGRICULTURE, FORESTRY, FISHING AND HUNTING

INSURANCE *offered by Agriculture, Forestry, Fishing and Hunting companies*

INSURANCE	FT	PT
Single Medical	78%	2%
Family Medical	25%	***
Dental	11%	***
Vision	9%	***
Life	9%	***
Long-Term Care	3%	***
Disability	10%	***
Health Savings Account	6%	***
Other	2%	***



*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	78%	79%	58%	86%
Family	25%	80%	37%	61%
Total Med	79%	78%	69%	82%
Dental	11%	88%	82%	80%
Vision	9%	85%	78%	82%

Plan	Offered	Eligible	Enrolled	Paid
Single	2%	58%	23%	64%
Family	***	***	***	***
Total Med	2%	56%	37%	60%
Dental	***	***	***	***
Vision	***	***	***	***

RETIREMENT *offered by Agriculture, Forestry, Fishing and Hunting companies*

RETIREMENT	FT	PT
Defined Benefit Plan	***	***
Defined Contribution Plan	7%	2%
SEP*	3%	***
SIMPLE IRA**	7%	***
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

3.4%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.5%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

MINING, QUARRYING, AND OIL AND GAS EXTRACTION

PAY RAISES *offered by Mining, Quarrying, and Oil and Gas Extraction companies*

FULL-TIME EMPLOYEES

88% average percent of companies that gave a raise in the **past 12 months**

3.3% average pay raise given by companies in the **past 12 months**

88% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

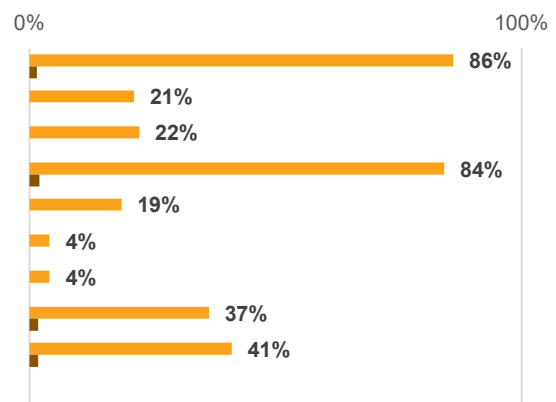
6% average percent of companies that gave a raise in the **past 12 months**

3.1% average pay raise given by companies in the **past 12 months**

6% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by Mining, Quarrying, and Oil and Gas Extraction companies*

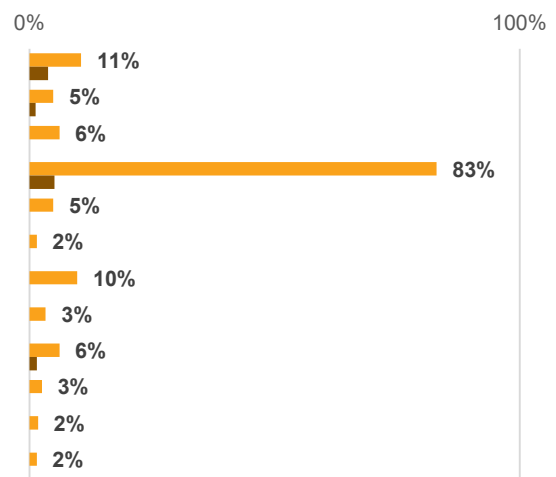
LEAVE	FT	PT
Vacation	86%	2%
Sick	21%	***
General (PTO)	22%	***
Holiday	84%	2%
Maternity	19%	***
Paternity	4%	***
Charity Work	4%	***
Funeral	37%	2%
Jury Duty	41%	2%
Other	***	***



*** Data not available due to confidentiality restrictions

FRINGE BENEFITS *offered by Mining, Quarrying, and Oil and Gas Extraction co.*

OTHER	FT	PT
Flex-Time Scheduling	11%	4%
Telecommuting	5%	1%
Tuition Reimbursement	6%	***
Monetary Bonus	83%	5%
Flexible Spending Account	5%	***
Child Care Benefit	2%	***
Housing/Relocation Assistance	10%	***
Financial Planning Assistance	3%	***
Employee Discounts	6%	2%
Stock Ownership	3%	***
Profit Sharing Plan	2%	***
Other	2%	***

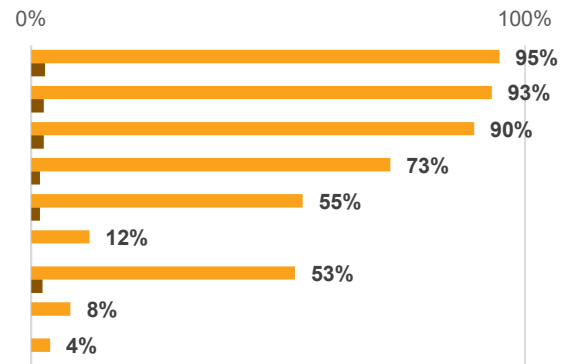


*** Data not available due to confidentiality restrictions

MINING, QUARRYING, AND OIL AND GAS EXTRACTION

INSURANCE *offered by Mining, Quarrying, and Oil and Gas Extraction companies*

INSURANCE	FT	PT
Single Medical	95%	3%
Family Medical	93%	3%
Dental	90%	3%
Vision	73%	2%
Life	55%	2%
Long-Term Care	12%	***
Disability	53%	2%
Health Savings Account	8%	***
Other	4%	***



*** Data not available due to confidentiality restrictions

"Other" types of insurance offered included: Accident insurance and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	95%	91%	49%	83%
Family	93%	88%	46%	63%
Total Med	95%	90%	94%	73%
Dental	90%	95%	77%	66%
Vision	73%	94%	75%	58%

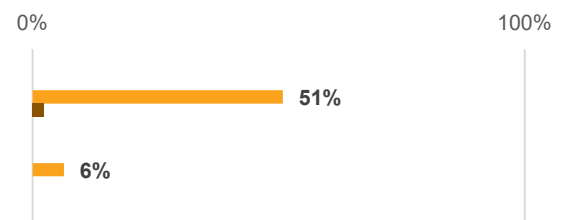
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	97%	33%	68%
Family	3%	91%	27%	37%
Total Med	3%	93%	57%	55%
Dental	3%	76%	59%	72%
Vision	2%	80%	58%	59%

RETIREMENT *offered by Mining, Quarrying, and Oil and Gas Extraction companies*

RETIREMENT	FT	PT
Defined Benefit Plan	***	***
Defined Contribution Plan	51%	2%
SEP*	***	***
SIMPLE IRA**	6%	***
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

*** average percent share of **defined benefit plans** paid by companies

3.7% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

*** average percent share of **defined benefit plans** paid by companies

2.2% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

UTILITIES

PAY RAISES *offered by Utilities companies*

FULL-TIME EMPLOYEES

95% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

95% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

56% average percent of companies that gave a raise in the *past 12 months*

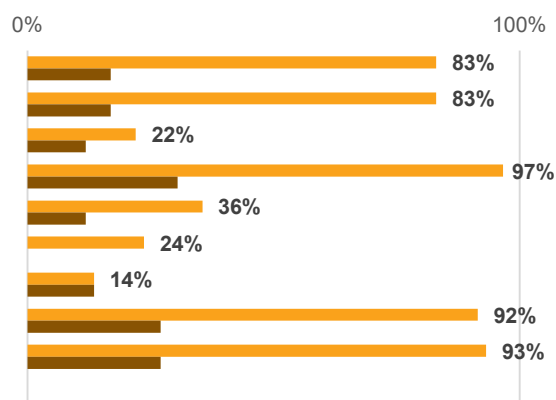
3.0% average pay raise given by companies in the *past 12 months*

51% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Utilities companies*

LEAVE	FT	PT
Vacation	83%	17%
Sick	83%	17%
General (PTO)	22%	12%
Holiday	97%	31%
Maternity	36%	12%
Paternity	24%	***
Charity Work	14%	14%
Funeral	92%	27%
Jury Duty	93%	27%
Other	***	***

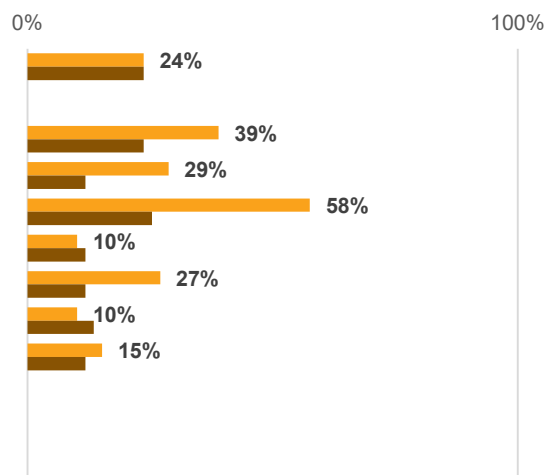
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Utilities companies*

OTHER	FT	PT
Flex-Time Scheduling	24%	24%
Telecommuting	***	***
Tuition Reimbursement	39%	24%
Monetary Bonus	29%	12%
Flexible Spending Account	58%	25%
Child Care Benefit	10%	12%
Housing/Relocation Assistance	27%	12%
Financial Planning Assistance	10%	14%
Employee Discounts	15%	12%
Stock Ownership	***	***
Profit Sharing Plan	***	***
Other	***	***

*** Data not available due to confidentiality restrictions

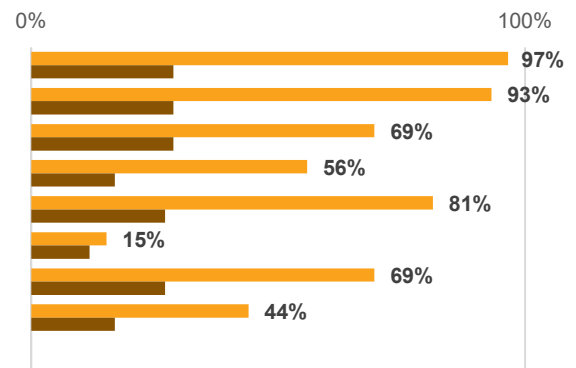


UTILITIES

INSURANCE *offered by Utilities companies*

INSURANCE	FT	PT
Single Medical	97%	29%
Family Medical	93%	29%
Dental	69%	29%
Vision	56%	17%
Life	81%	27%
Long-Term Care	15%	12%
Disability	69%	27%
Health Savings Account	44%	17%
Other	***	***

*** Data not available due to confidentiality restrictions



FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	97%	91%	46%	90%
Family	93%	94%	52%	81%
Total Med	97%	92%	96%	86%
Dental	69%	95%	82%	75%
Vision	56%	90%	78%	62%

PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	29%	71%	42%	69%
Family	29%	59%	42%	69%
Total Med	29%	65%	85%	69%
Dental	29%	71%	70%	70%
Vision	17%	76%	72%	53%

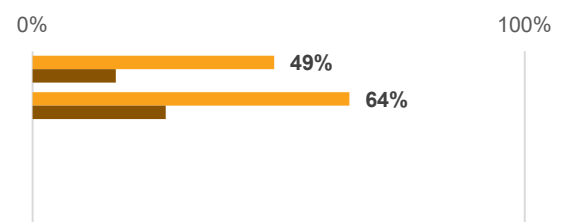
RETIREMENT *offered by Utilities companies*

RETIREMENT	FT	PT
Defined Benefit Plan	49%	17%
Defined Contribution Plan	64%	27%
SEP*	***	***
SIMPLE IRA**	***	***
Other	***	***

* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions



FULL-TIME EMPLOYEES

91% average percent share of **defined benefit plans** paid by companies

4.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

96% average percent share of **defined benefit plans** paid by companies

4.6% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

CONSTRUCTION

PAY RAISES *offered by Construction companies*

FULL-TIME EMPLOYEES

89% average percent of companies that gave a raise in the *past 12 months*

3.3% average pay raise given by companies in the *past 12 months*

88% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

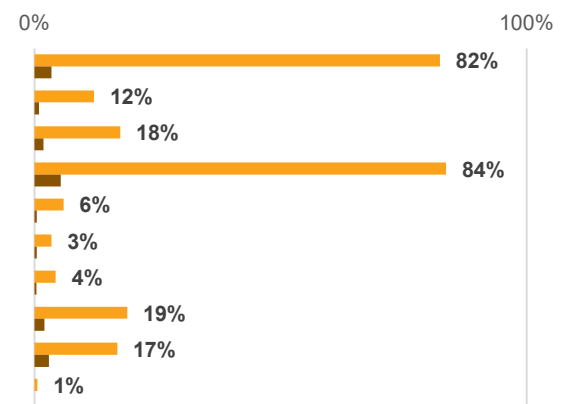
18% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

16% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Construction companies*

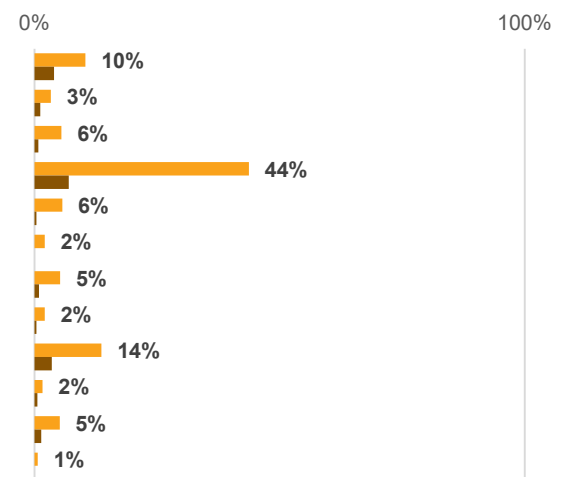
LEAVE	FT	PT
Vacation	82%	3%
Sick	12%	1%
General (PTO)	18%	2%
Holiday	84%	5%
Maternity	6%	1%
Paternity	3%	1%
Charity Work	4%	0%
Funeral	19%	2%
Jury Duty	17%	3%
Other	1%	***



*** Data not available due to confidentiality restrictions

FRINGE BENEFITS *offered by Construction companies*

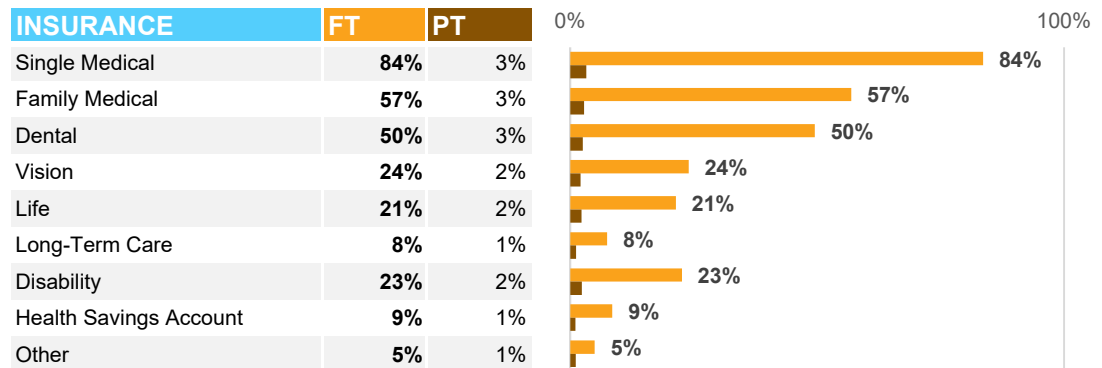
OTHER	FT	PT
Flex-Time Scheduling	10%	4%
Telecommuting	3%	1%
Tuition Reimbursement	6%	1%
Monetary Bonus	44%	7%
Flexible Spending Account	6%	0%
Child Care Benefit	2%	***
Housing/Relocation Assistance	5%	1%
Financial Planning Assistance	2%	0%
Employee Discounts	14%	4%
Stock Ownership	2%	1%
Profit Sharing Plan	5%	1%
Other	1%	***



*** Data not available due to confidentiality restrictions

CONSTRUCTION

INSURANCE *offered by Construction companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

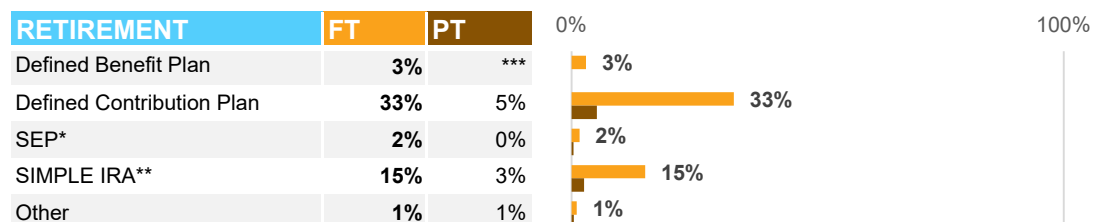
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	84%	87%	52%	80%
Family	57%	86%	31%	46%
Total Med	84%	87%	72%	68%
Dental	50%	90%	60%	52%
Vision	24%	92%	58%	44%

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	64%	23%	58%
Family	3%	63%	18%	37%
Total Med	3%	61%	37%	49%
Dental	3%	64%	34%	29%
Vision	2%	68%	28%	20%

RETIREMENT *offered by Construction companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
75%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

MANUFACTURING

PAY RAISES *offered by Manufacturing companies*

FULL-TIME EMPLOYEES

90% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

88% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

45% average percent of companies that gave a raise in the *past 12 months*

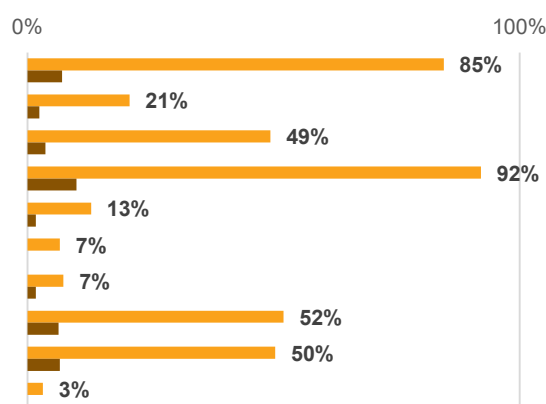
3.1% average pay raise given by companies in the *past 12 months*

44% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Manufacturing companies*

LEAVE	FT	PT
Vacation	85%	7%
Sick	21%	2%
General (PTO)	49%	4%
Holiday	92%	10%
Maternity	13%	2%
Paternity	7%	***
Charity Work	7%	2%
Funeral	52%	6%
Jury Duty	50%	7%
Other	3%	***

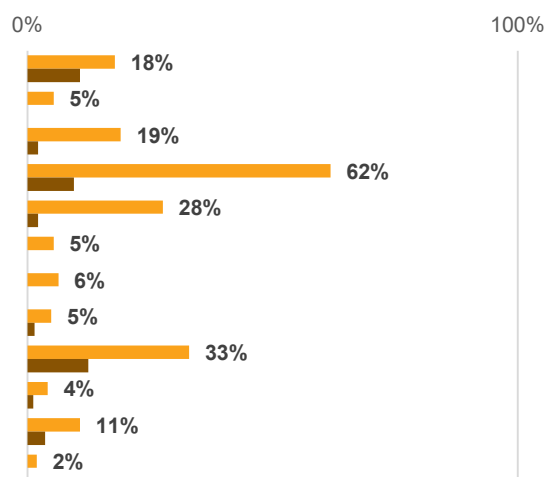
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Manufacturing companies*

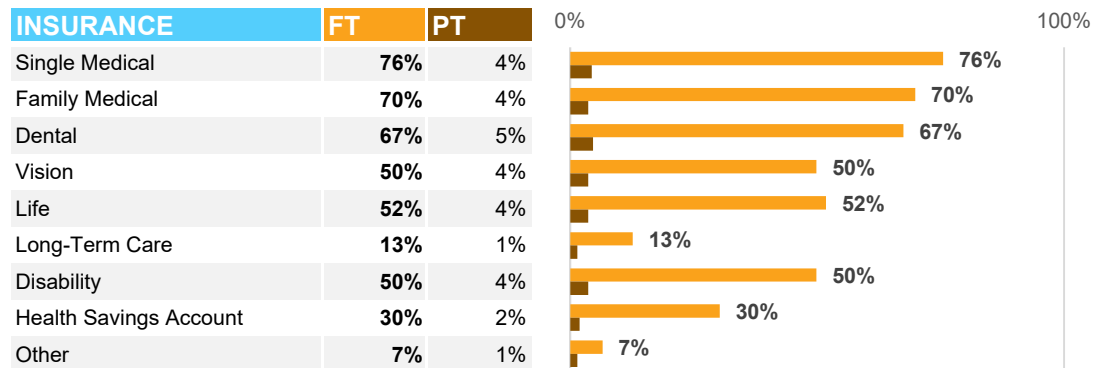
OTHER	FT	PT
Flex-Time Scheduling	18%	11%
Telecommuting	5%	***
Tuition Reimbursement	19%	2%
Monetary Bonus	62%	10%
Flexible Spending Account	28%	2%
Child Care Benefit	5%	***
Housing/Relocation Assistance	6%	***
Financial Planning Assistance	5%	1%
Employee Discounts	33%	12%
Stock Ownership	4%	1%
Profit Sharing Plan	11%	4%
Other	2%	***

*** Data not available due to confidentiality restrictions



MANUFACTURING

INSURANCE *offered by Manufacturing companies*



"Other" types of insurance offered included: Accident insurance and Non-specified Supplemental insurance.

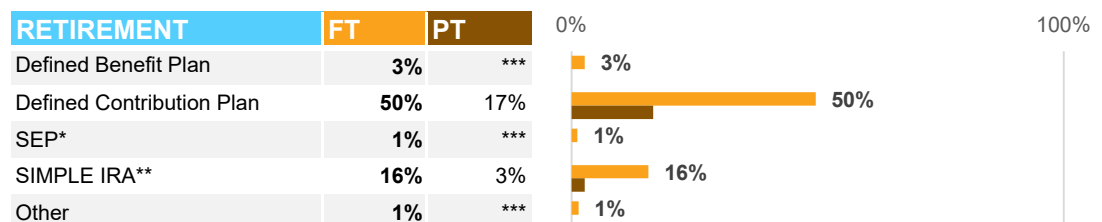
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	76%	87%	55%	78%
Family	70%	87%	31%	52%
Total Med	76%	87%	84%	66%
Dental	67%	92%	62%	51%
Vision	50%	93%	57%	41%

Plan	Offered	Eligible	Enrolled	Paid
Single	4%	61%	33%	60%
Family	4%	66%	18%	38%
Total Med	4%	61%	48%	50%
Dental	5%	72%	41%	41%
Vision	4%	74%	36%	41%

RETIREMENT *offered by Manufacturing companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
63%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

3.2%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.4%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

WHOLESALE TRADE

PAY RAISES *offered by Wholesale Trade companies*

FULL-TIME EMPLOYEES

89% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

90% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

49% average percent of companies that gave a raise in the *past 12 months*

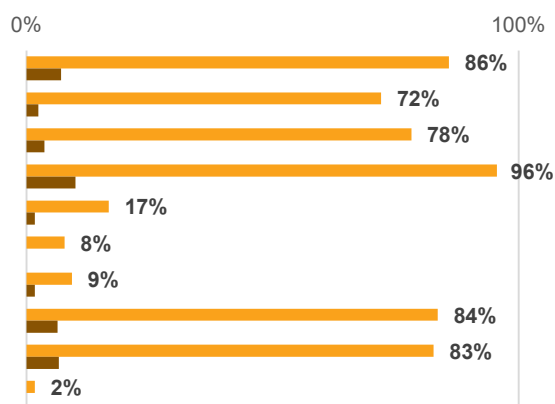
2.8% average pay raise given by companies in the *past 12 months*

36% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Wholesale Trade companies*

LEAVE	FT	PT
Vacation	86%	4%
Sick	72%	4%
General (PTO)	78%	4%
Holiday	96%	9%
Maternity	17%	1%
Paternity	8%	1%
Charity Work	9%	1%
Funeral	84%	6%
Jury Duty	83%	7%
Other	2%	***

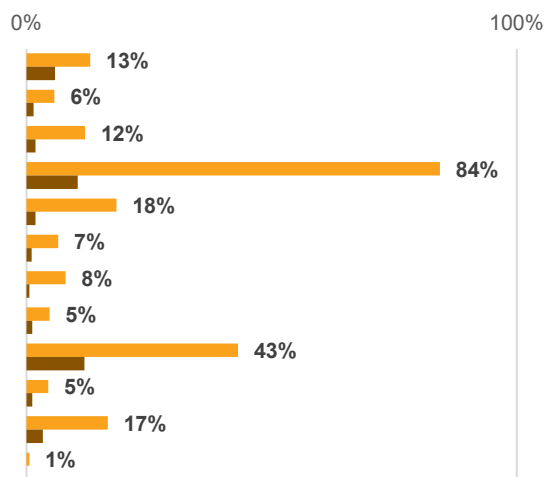
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Wholesale Trade companies*

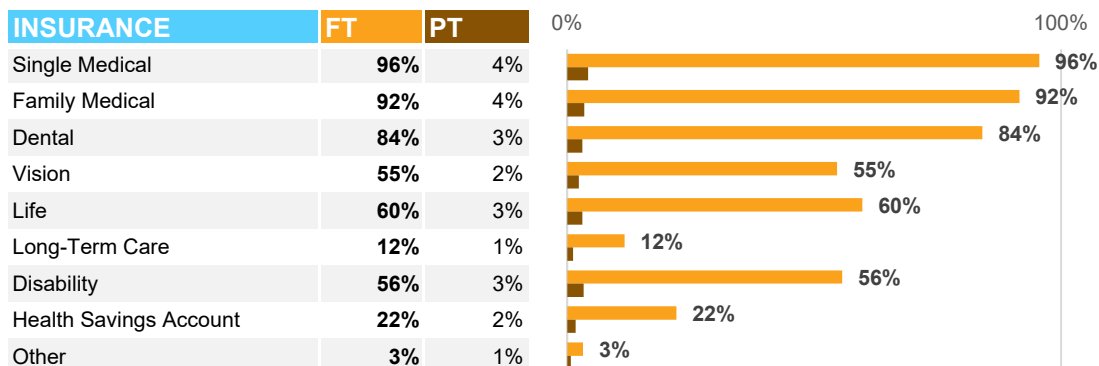
OTHER	FT	PT
Flex-Time Scheduling	13%	6%
Telecommuting	6%	2%
Tuition Reimbursement	12%	2%
Monetary Bonus	84%	11%
Flexible Spending Account	18%	2%
Child Care Benefit	7%	1%
Housing/Relocation Assistance	8%	1%
Financial Planning Assistance	5%	1%
Employee Discounts	43%	12%
Stock Ownership	5%	1%
Profit Sharing Plan	17%	3%
Other	1%	***

*** Data not available due to confidentiality restrictions



WHOLESALE TRADE

INSURANCE *offered by Wholesale Trade companies*



"Other" types of insurance offered included: Non-specified Supplemental insurance.

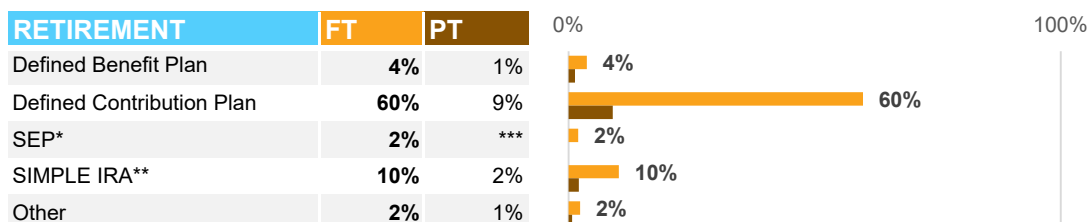
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	96%	87%	48%	82%
Family	92%	88%	44%	64%
Total Med	96%	88%	90%	74%
Dental	84%	94%	74%	60%
Vision	55%	94%	64%	44%

Plan	Offered	Eligible	Enrolled	Paid
Single	4%	65%	30%	74%
Family	4%	62%	24%	59%
Total Med	4%	62%	49%	67%
Dental	3%	57%	25%	54%
Vision	2%	54%	10%	28%

RETIREMENT *offered by Wholesale Trade companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Profit Sharing plan and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
53%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
42%	average percent share of defined benefit plans paid by companies

3.2%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.3%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

RETAIL TRADE

PAY RAISES *offered by Retail Trade companies*

FULL-TIME EMPLOYEES

85% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

85% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

76% average percent of companies that gave a raise in the *past 12 months*

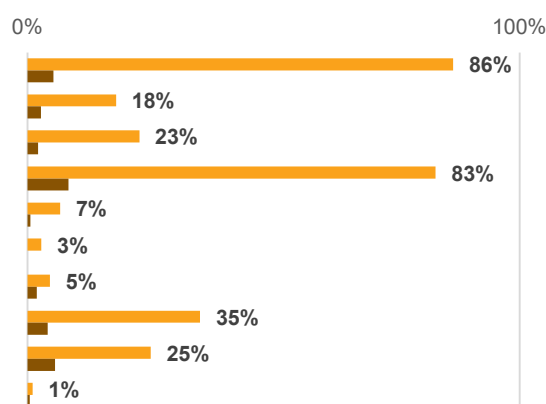
2.9% average pay raise given by companies in the *past 12 months*

79% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Retail Trade companies*

LEAVE	FT	PT
Vacation	86%	5%
Sick	18%	3%
General (PTO)	23%	2%
Holiday	83%	8%
Maternity	7%	1%
Paternity	3%	***
Charity Work	5%	2%
Funeral	35%	4%
Jury Duty	25%	6%
Other	1%	0%

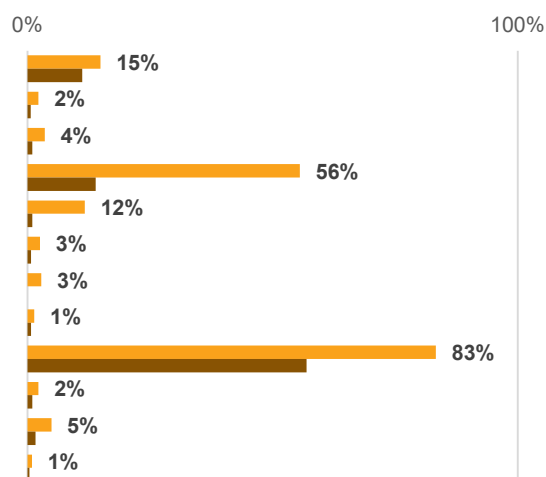
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Retail Trade companies*

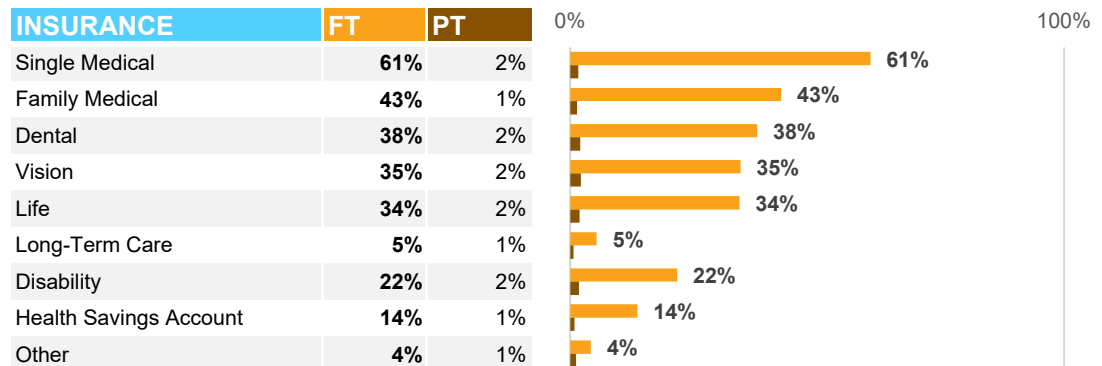
OTHER	FT	PT
Flex-Time Scheduling	15%	11%
Telecommuting	2%	1%
Tuition Reimbursement	4%	1%
Monetary Bonus	56%	14%
Flexible Spending Account	12%	1%
Child Care Benefit	3%	1%
Housing/Relocation Assistance	3%	***
Financial Planning Assistance	1%	1%
Employee Discounts	83%	57%
Stock Ownership	2%	1%
Profit Sharing Plan	5%	2%
Other	1%	0%

*** Data not available due to confidentiality restrictions



RETAIL TRADE

INSURANCE *offered by Retail Trade companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

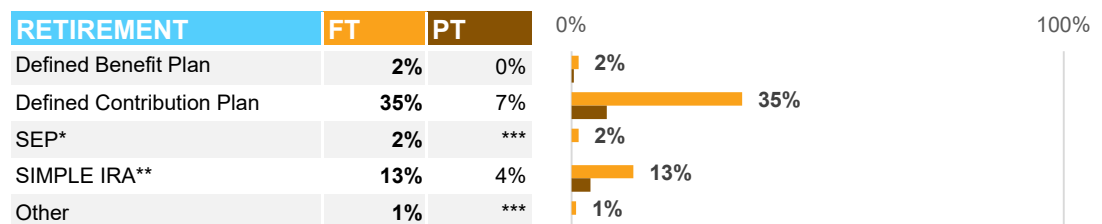
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	61%	72%	47%	73%
Family	43%	72%	30%	49%
Total Med	61%	71%	67%	65%
Dental	38%	82%	58%	47%
Vision	35%	84%	49%	34%

Plan	Offered	Eligible	Enrolled	Paid
Single	2%	50%	17%	49%
Family	1%	59%	7%	44%
Total Med	2%	51%	23%	47%
Dental	2%	58%	17%	31%
Vision	2%	71%	14%	23%

RETIREMENT *offered by Retail Trade companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
55%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
77%	average percent share of defined benefit plans paid by companies

2.9%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

2.8%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

TRANSPORTATION AND WAREHOUSING

PAY RAISES *offered by Transportation and Warehousing companies*

FULL-TIME EMPLOYEES

89% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

83% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

47% average percent of companies that gave a raise in the *past 12 months*

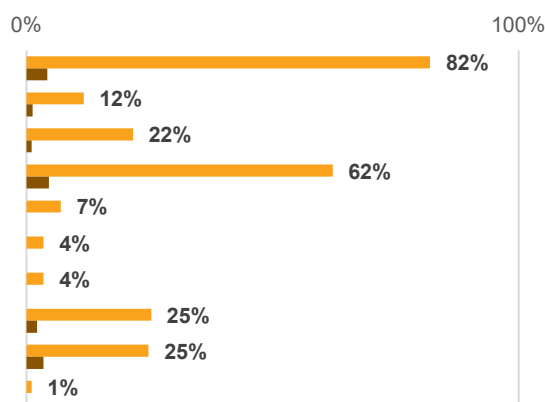
2.9% average pay raise given by companies in the *past 12 months*

33% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Transportation and Warehousing companies*

LEAVE	FT	PT
Vacation	82%	4%
Sick	12%	1%
General (PTO)	22%	1%
Holiday	62%	5%
Maternity	7%	***
Paternity	4%	***
Charity Work	4%	***
Funeral	25%	2%
Jury Duty	25%	4%
Other	1%	***

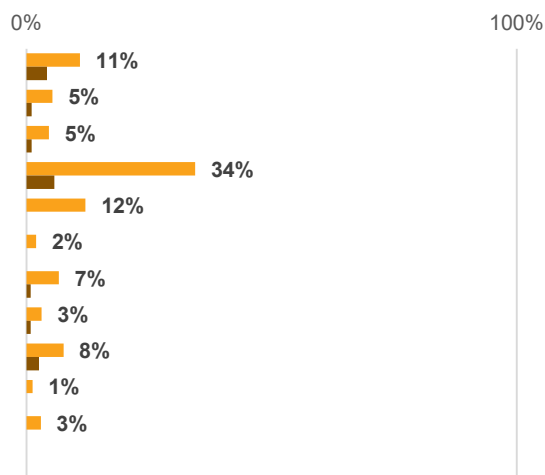
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Transportation and Warehousing companies*

OTHER	FT	PT
Flex-Time Scheduling	11%	4%
Telecommuting	5%	1%
Tuition Reimbursement	5%	1%
Monetary Bonus	34%	6%
Flexible Spending Account	12%	***
Child Care Benefit	2%	***
Housing/Relocation Assistance	7%	1%
Financial Planning Assistance	3%	1%
Employee Discounts	8%	3%
Stock Ownership	1%	***
Profit Sharing Plan	3%	***
Other	***	***

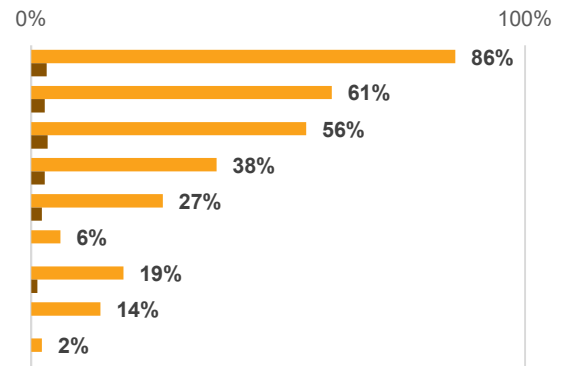
*** Data not available due to confidentiality restrictions



TRANSPORTATION AND WAREHOUSING

INSURANCE *offered by Transportation and Warehousing companies*

INSURANCE	FT	PT
Single Medical	86%	3%
Family Medical	61%	3%
Dental	56%	3%
Vision	38%	3%
Life	27%	2%
Long-Term Care	6%	***
Disability	19%	1%
Health Savings Account	14%	***
Other	2%	***



*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	86%	86%	48%	76%
Family	61%	87%	32%	49%
Total Med	86%	85%	70%	66%
Dental	56%	92%	66%	46%
Vision	38%	92%	64%	39%

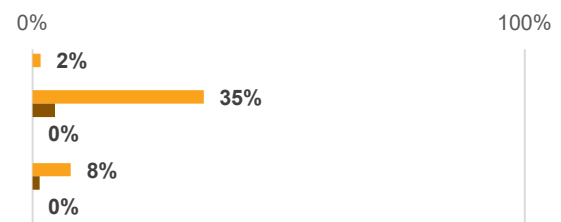
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	68%	15%	51%
Family	3%	78%	11%	38%
Total Med	3%	69%	25%	45%
Dental	3%	68%	32%	33%
Vision	3%	76%	32%	43%

RETIREMENT *offered by Transportation and Warehousing companies*

RETIREMENT	FT	PT
Defined Benefit Plan	2%	***
Defined Contribution Plan	35%	5%
SEP*	***	***
SIMPLE IRA**	8%	1%
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

35% average percent share of **defined benefit plans** paid by companies

2.9% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

******* average percent share of **defined benefit plans** paid by companies

3.1% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

INFORMATION

PAY RAISES *offered by Information companies*

FULL-TIME EMPLOYEES

78% average percent of companies that gave a raise in the *past 12 months*

2.9% average pay raise given by companies in the *past 12 months*

67% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

45% average percent of companies that gave a raise in the *past 12 months*

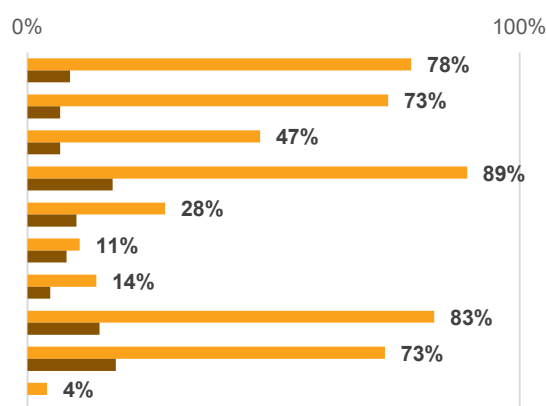
2.8% average pay raise given by companies in the *past 12 months*

35% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Information companies*

LEAVE	FT	PT
Vacation	78%	9%
Sick	73%	7%
General (PTO)	47%	7%
Holiday	89%	17%
Maternity	28%	10%
Paternity	11%	8%
Charity Work	14%	5%
Funeral	83%	15%
Jury Duty	73%	18%
Other	4%	***

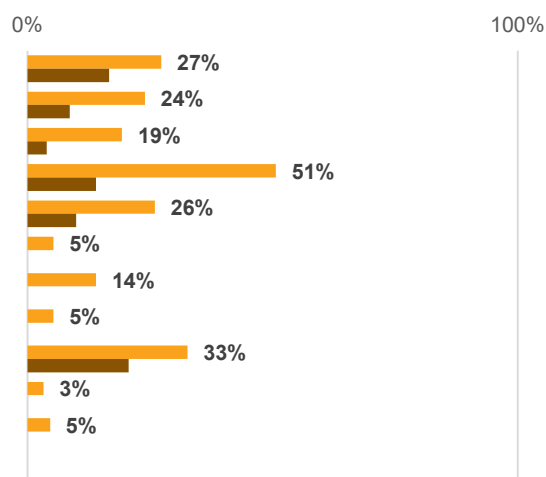
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Information companies*

OTHER	FT	PT
Flex-Time Scheduling	27%	17%
Telecommuting	24%	9%
Tuition Reimbursement	19%	4%
Monetary Bonus	51%	14%
Flexible Spending Account	26%	10%
Child Care Benefit	5%	***
Housing/Relocation Assistance	14%	***
Financial Planning Assistance	5%	***
Employee Discounts	33%	21%
Stock Ownership	3%	***
Profit Sharing Plan	5%	***
Other	***	***

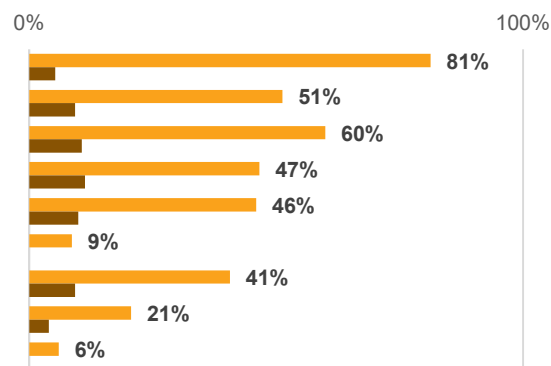
*** Data not available due to confidentiality restrictions



INFORMATION

INSURANCE *offered by Information companies*

INSURANCE	FT	PT
Single Medical	81%	5%
Family Medical	51%	9%
Dental	60%	11%
Vision	47%	11%
Life	46%	10%
Long-Term Care	9%	***
Disability	41%	9%
Health Savings Account	21%	4%
Other	6%	***



*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	81%	82%	45%	81%
Family	51%	83%	41%	63%
Total Med	82%	81%	70%	75%
Dental	60%	89%	70%	57%
Vision	47%	90%	70%	62%

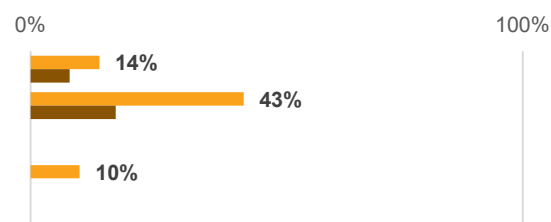
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	5%	64%	32%	88%
Family	9%	73%	31%	72%
Total Med	10%	74%	46%	80%
Dental	11%	75%	54%	67%
Vision	11%	72%	52%	67%

RETIREMENT *offered by Information companies*

RETIREMENT	FT	PT
Defined Benefit Plan	14%	8%
Defined Contribution Plan	43%	17%
SEP*	***	***
SIMPLE IRA**	10%	***
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

46% average percent share of **defined benefit plans** paid by companies

2.9% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

39% average percent share of **defined benefit plans** paid by companies

3.7% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

FINANCE AND INSURANCE

PAY RAISES *offered by Finance and Insurance companies*

FULL-TIME EMPLOYEES

94% average percent of companies that gave a raise in the **past 12 months**

3.2% average pay raise given by companies in the **past 12 months**

94% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

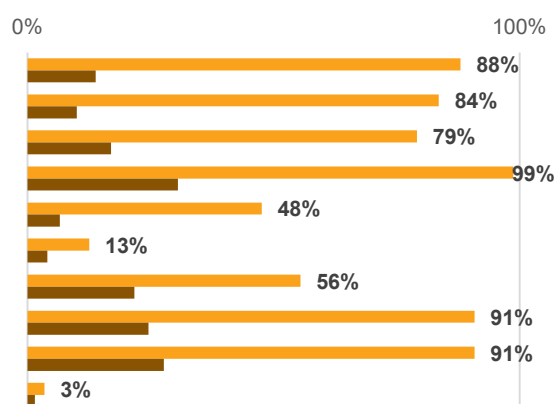
74% average percent of companies that gave a raise in the **past 12 months**

3.0% average pay raise given by companies in the **past 12 months**

77% average percent of companies that plan to give a raise in the **next 12 months**

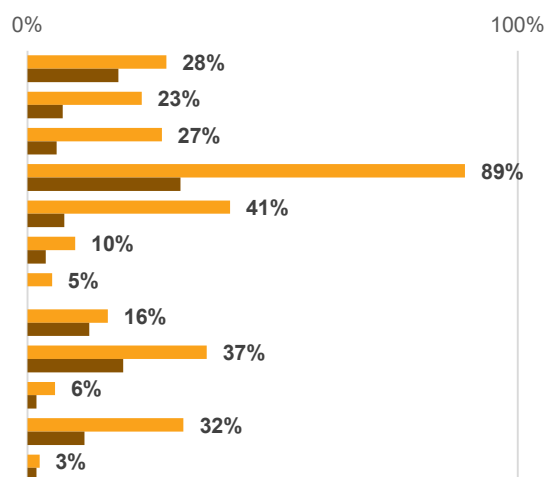
PAID LEAVE *offered by Finance and Insurance companies*

LEAVE	FT	PT
Vacation	88%	14%
Sick	84%	10%
General (PTO)	79%	17%
Holiday	99%	31%
Maternity	48%	7%
Paternity	13%	4%
Charity Work	56%	22%
Funeral	91%	25%
Jury Duty	91%	28%
Other	3%	2%



FRINGE BENEFITS *offered by Finance and Insurance companies*

OTHER	FT	PT
Flex-Time Scheduling	28%	19%
Telecommuting	23%	7%
Tuition Reimbursement	27%	6%
Monetary Bonus	89%	31%
Flexible Spending Account	41%	8%
Child Care Benefit	10%	4%
Housing/Relocation Assistance	5%	***
Financial Planning Assistance	16%	13%
Employee Discounts	37%	20%
Stock Ownership	6%	2%
Profit Sharing Plan	32%	12%
Other	3%	2%



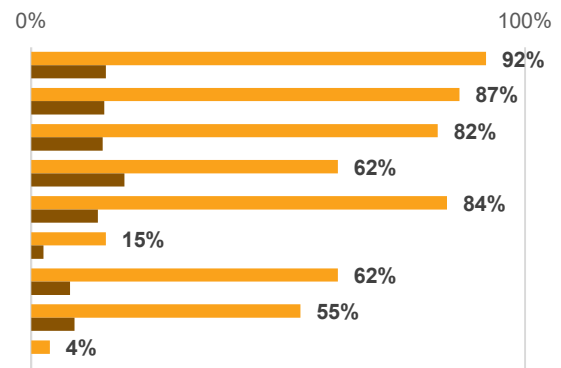
*** Data not available due to confidentiality restrictions

"Other" fringe benefits offered included: Employee Assistance Program (EAP).

FINANCE AND INSURANCE

INSURANCE *offered by Finance and Insurance companies*

INSURANCE	FT	PT
Single Medical	92%	15%
Family Medical	87%	15%
Dental	82%	15%
Vision	62%	19%
Life	84%	14%
Long-Term Care	15%	3%
Disability	62%	8%
Health Savings Account	55%	9%
Other	4%	***



*** Data not available due to confidentiality restrictions

"Other" types of insurance offered included: Accident insurance and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

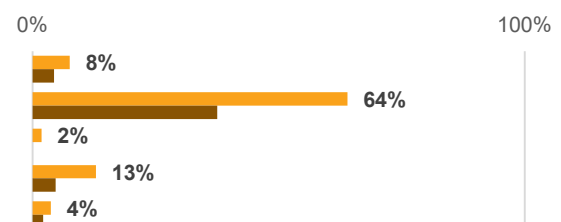
PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	92%	88%	48%	85%
Family	87%	89%	46%	65%
Total Med	93%	89%	91%	76%
Dental	82%	93%	75%	69%
Vision	62%	94%	72%	61%

Plan	Offered	Eligible	Enrolled	Paid
Single	15%	65%	19%	70%
Family	15%	65%	25%	57%
Total Med	15%	65%	42%	65%
Dental	15%	64%	44%	45%
Vision	19%	66%	45%	47%

RETIREMENT *offered by Finance and Insurance companies*

RETIREMENT	FT	PT
Defined Benefit Plan	8%	4%
Defined Contribution Plan	64%	38%
SEP*	2%	***
SIMPLE IRA**	13%	5%
Other	4%	2%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Profit Sharing plan

FULL-TIME EMPLOYEES	
59%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
58%	average percent share of defined benefit plans paid by companies

3.5%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.6%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

REAL ESTATE AND RENTAL AND LEASING

PAY RAISES *offered by Real Estate and Rental and Leasing companies*

FULL-TIME EMPLOYEES

88% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

88% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

45% average percent of companies that gave a raise in the *past 12 months*

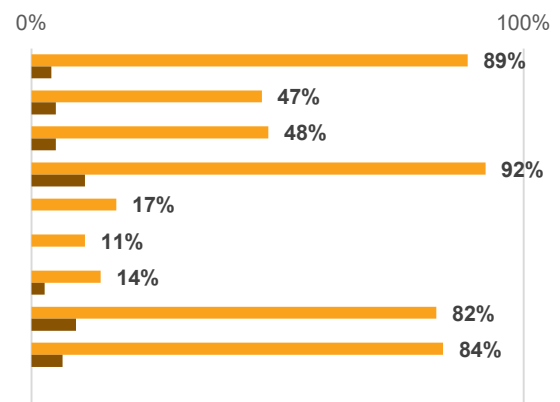
2.8% average pay raise given by companies in the *past 12 months*

68% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Real Estate and Rental and Leasing companies*

LEAVE	FT	PT
Vacation	89%	4%
Sick	47%	5%
General (PTO)	48%	5%
Holiday	92%	11%
Maternity	17%	***
Paternity	11%	***
Charity Work	14%	3%
Funeral	82%	9%
Jury Duty	84%	6%
Other	***	***

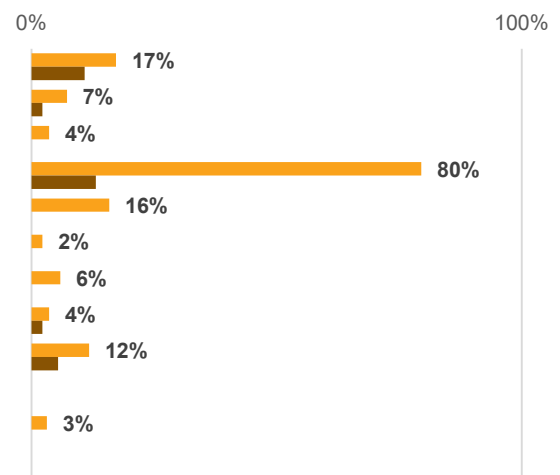
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Real Estate and Rental and Leasing companies*

OTHER	FT	PT
Flex-Time Scheduling	17%	11%
Telecommuting	7%	2%
Tuition Reimbursement	4%	***
Monetary Bonus	80%	13%
Flexible Spending Account	16%	***
Child Care Benefit	2%	***
Housing/Relocation Assistance	6%	***
Financial Planning Assistance	4%	2%
Employee Discounts	12%	5%
Stock Ownership	***	***
Profit Sharing Plan	3%	***
Other	***	***

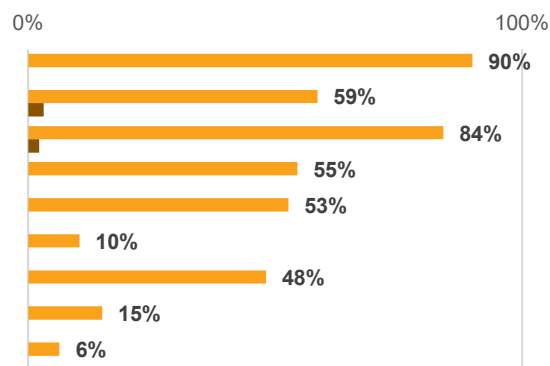
*** Data not available due to confidentiality restrictions



REAL ESTATE AND RENTAL AND LEASING

INSURANCE *offered by Real Estate and Rental and Leasing companies*

INSURANCE	FT	PT
Single Medical	90%	***
Family Medical	59%	3%
Dental	84%	2%
Vision	55%	***
Life	53%	***
Long-Term Care	10%	***
Disability	48%	***
Health Savings Account	15%	***
Other	6%	***



*** Data not available due to confidentiality restrictions

"Other" types of insurance offered included: Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	90%	84%	52%	79%
Family	59%	84%	30%	49%
Total Med	90%	83%	72%	69%
Dental	84%	86%	66%	56%
Vision	55%	86%	63%	42%

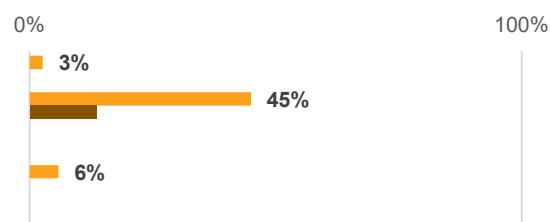
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	***	***	***	***
Family	3%	62%	14%	45%
Total Med	3%	62%	25%	48%
Dental	2%	12%	7%	0%
Vision	***	***	***	***

RETIREMENT *offered by Real Estate and Rental and Leasing companies*

RETIREMENT	FT	PT
Defined Benefit Plan	3%	***
Defined Contribution Plan	45%	14%
SEP*	***	***
SIMPLE IRA**	6%	***
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

49% average percent share of **defined benefit plans** paid by companies

3.2% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

******* average percent share of **defined benefit plans** paid by companies

3.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PROFESSIONAL AND TECHNICAL SERVICES

PAY RAISES *offered by Professional and Technical companies*

FULL-TIME EMPLOYEES

93% average percent of companies that gave a raise in the *past 12 months*

3.3% average pay raise given by companies in the *past 12 months*

91% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

76% average percent of companies that gave a raise in the *past 12 months*

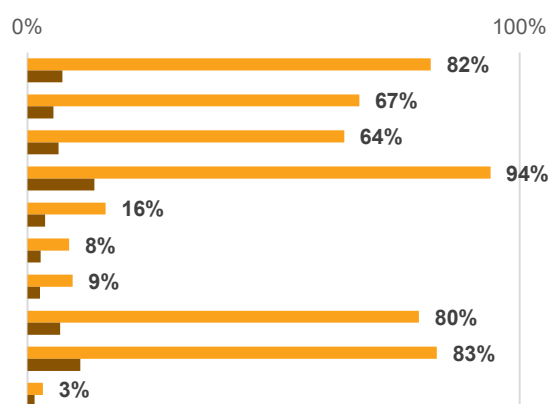
3.1% average pay raise given by companies in the *past 12 months*

77% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Professional and Technical companies*

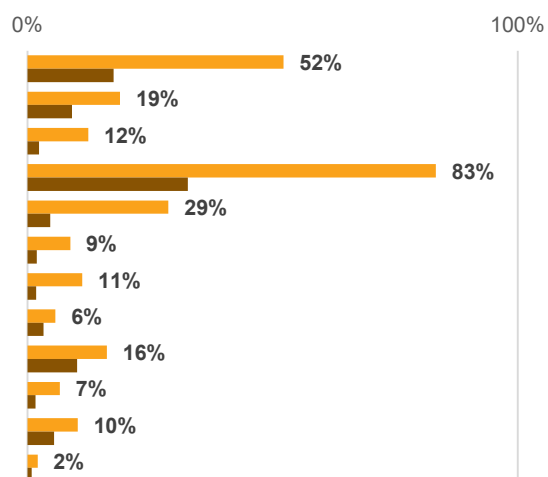
LEAVE	FT	PT
Vacation	82%	7%
Sick	67%	5%
General (PTO)	64%	6%
Holiday	94%	14%
Maternity	16%	4%
Paternity	8%	3%
Charity Work	9%	3%
Funeral	80%	7%
Jury Duty	83%	11%
Other	3%	2%

"Other" types of paid leave offered included: Military leave.



FRINGE BENEFITS *offered by Professional and Technical companies*

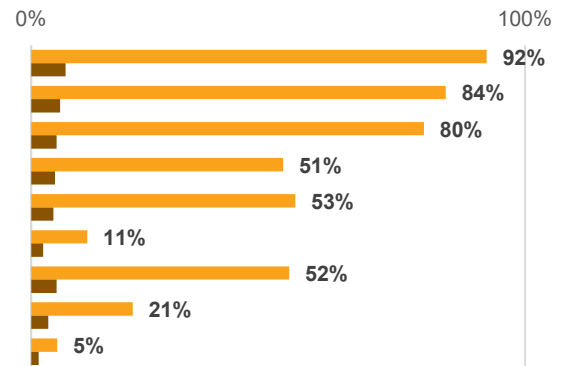
OTHER	FT	PT
Flex-Time Scheduling	52%	18%
Telecommuting	19%	9%
Tuition Reimbursement	12%	2%
Monetary Bonus	83%	33%
Flexible Spending Account	29%	5%
Child Care Benefit	9%	2%
Housing/Relocation Assistance	11%	2%
Financial Planning Assistance	6%	3%
Employee Discounts	16%	10%
Stock Ownership	7%	2%
Profit Sharing Plan	10%	5%
Other	2%	1%



PROFESSIONAL AND TECHNICAL SERVICES

INSURANCE *offered by Professional and Technical companies*

INSURANCE	FT	PT
Single Medical	92%	7%
Family Medical	84%	6%
Dental	80%	5%
Vision	51%	5%
Life	53%	5%
Long-Term Care	11%	2%
Disability	52%	5%
Health Savings Account	21%	3%
Other	5%	2%



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	92%	88%	50%	85%
Family	84%	85%	38%	51%
Total Med	92%	87%	84%	69%
Dental	80%	94%	70%	60%
Vision	51%	94%	61%	46%

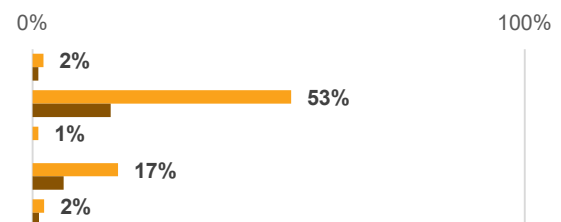
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	7%	63%	26%	58%
Family	6%	59%	27%	47%
Total Med	7%	61%	47%	53%
Dental	5%	62%	36%	26%
Vision	5%	60%	25%	17%

RETIREMENT *offered by Professional and Technical companies*

RETIREMENT	FT	PT
Defined Benefit Plan	2%	1%
Defined Contribution Plan	53%	16%
SEP*	1%	***
SIMPLE IRA**	17%	6%
Other	2%	1%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Employee Stock Ownership Plan (ESOP) and Profit Sharing plan.

FULL-TIME EMPLOYEES

54% average percent share of **defined benefit plans** paid by companies

3.1% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

45% average percent share of **defined benefit plans** paid by companies

3.3% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

MANAGEMENT OF COMPANIES AND ENTERPRISES

PAY RAISES *offered by Management of Companies and Enterprises companies*

FULL-TIME EMPLOYEES

81% average percent of companies that gave a raise in the **past 12 months**

3.0% average pay raise given by companies in the **past 12 months**

62% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

42% average percent of companies that gave a raise in the **past 12 months**

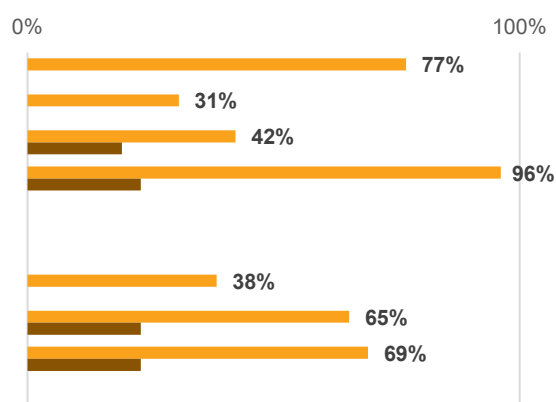
2.8% average pay raise given by companies in the **past 12 months**

38% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by Management of Companies and Enterprises companies*

LEAVE	FT	PT
Vacation	77%	***
Sick	31%	***
General (PTO)	42%	19%
Holiday	96%	23%
Maternity	***	***
Paternity	***	***
Charity Work	38%	***
Funeral	65%	23%
Jury Duty	69%	23%
Other	***	***

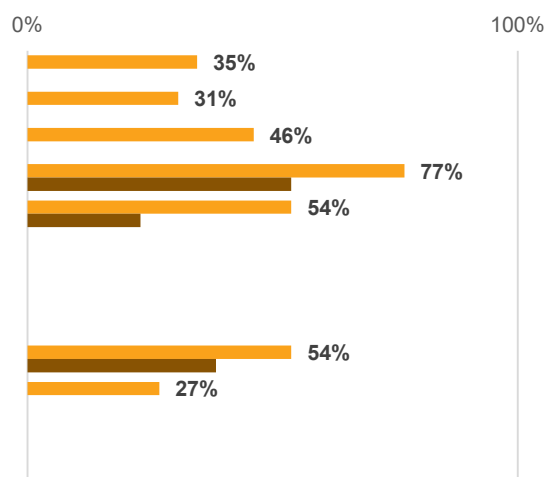
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Management of Companies and Enterprises co.*

OTHER	FT	PT
Flex-Time Scheduling	35%	***
Telecommuting	31%	***
Tuition Reimbursement	46%	***
Monetary Bonus	77%	54%
Flexible Spending Account	54%	23%
Child Care Benefit	***	***
Housing/Relocation Assistance	***	***
Financial Planning Assistance	***	***
Employee Discounts	54%	38%
Stock Ownership	27%	***
Profit Sharing Plan	***	***
Other	***	***

*** Data not available due to confidentiality restrictions

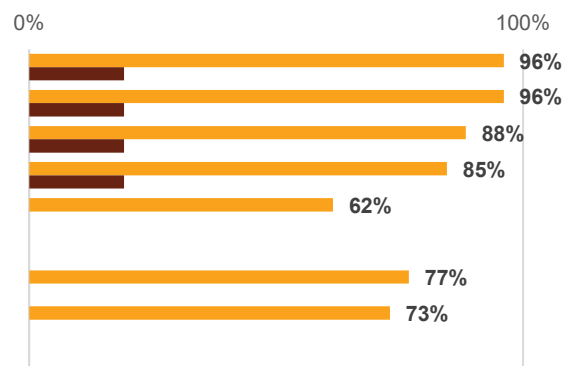


MANAGEMENT OF COMPANIES AND ENTERPRISES

INSURANCE *offered by Management of Companies and Enterprises companies*

INSURANCE	FT	PT
Single Medical	96%	19%
Family Medical	96%	19%
Dental	88%	19%
Vision	85%	19%
Life	62%	***
Long-Term Care	***	***
Disability	77%	***
Health Savings Account	73%	***
Other	***	***

*** Data not available due to confidentiality restrictions



FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	96%	78%	34%	82%
Family	96%	90%	47%	68%
Total Med	96%	84%	80%	75%
Dental	88%	95%	78%	52%
Vision	85%	98%	73%	47%

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	19%	92%	7%	62%
Family	19%	92%	12%	62%
Total Med	19%	92%	19%	62%
Dental	19%	92%	7%	0%
Vision	19%	92%	7%	0%

RETIREMENT *offered by Management of Companies and Enterprises companies*

RETIREMENT	FT	PT
Defined Benefit Plan	***	***
Defined Contribution Plan	88%	23%
SEP*	***	***
SIMPLE IRA**	***	***
Other	***	***

* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions



FULL-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

3.4%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

PART-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

4.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

ADMINISTRATIVE AND WASTE SERVICES

PAY RAISES *offered by Administrative and Waste Services companies*

FULL-TIME EMPLOYEES

88% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

88% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

76% average percent of companies that gave a raise in the *past 12 months*

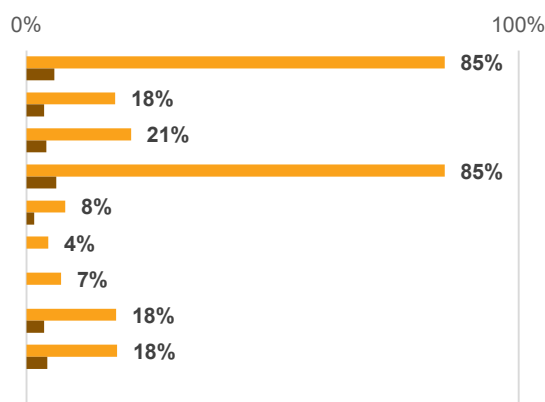
3.3% average pay raise given by companies in the *past 12 months*

49% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Administrative and Waste Services companies*

LEAVE	FT	PT
Vacation	85%	6%
Sick	18%	4%
General (PTO)	21%	4%
Holiday	85%	6%
Maternity	8%	2%
Paternity	4%	***
Charity Work	7%	***
Funeral	18%	4%
Jury Duty	18%	4%
Other	***	***

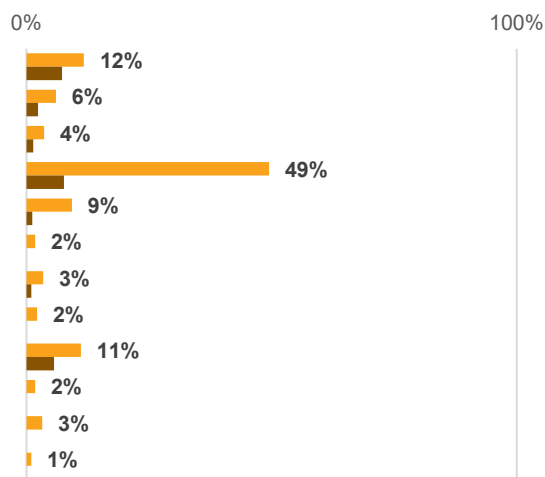
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Administrative and Waste Services companies*

OTHER	FT	PT
Flex-Time Scheduling	12%	7%
Telecommuting	6%	2%
Tuition Reimbursement	4%	1%
Monetary Bonus	49%	8%
Flexible Spending Account	9%	1%
Child Care Benefit	2%	***
Housing/Relocation Assistance	3%	1%
Financial Planning Assistance	2%	***
Employee Discounts	11%	6%
Stock Ownership	2%	***
Profit Sharing Plan	3%	***
Other	1%	***

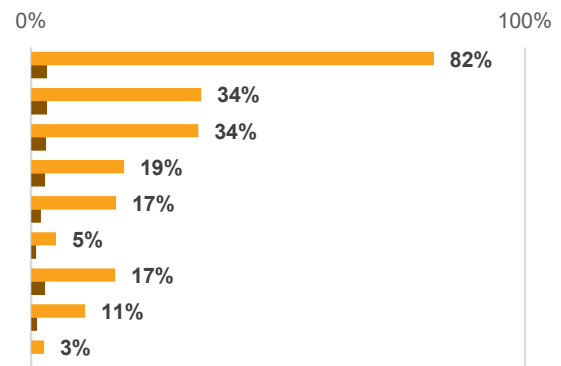
*** Data not available due to confidentiality restrictions



ADMINISTRATIVE AND WASTE SERVICES

INSURANCE *offered by Administrative and Waste Services companies*

INSURANCE	FT	PT
Single Medical	82%	3%
Family Medical	34%	3%
Dental	34%	3%
Vision	19%	3%
Life	17%	2%
Long-Term Care	5%	1%
Disability	17%	3%
Health Savings Account	11%	1%
Other	3%	***



*** Data not available due to confidentiality restrictions

"Other" types of insurance offered included: Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

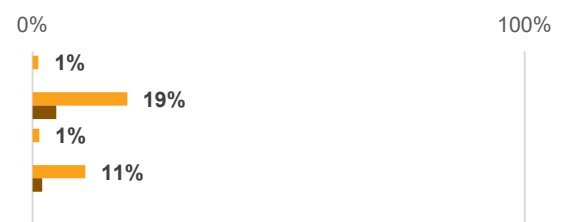
PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	82%	83%	51%	77%
Family	34%	78%	26%	45%
Total Med	82%	83%	62%	71%
Dental	34%	80%	59%	54%
Vision	19%	85%	59%	41%

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	52%	12%	43%
Family	3%	54%	16%	22%
Total Med	3%	53%	28%	33%
Dental	3%	66%	30%	38%
Vision	3%	81%	43%	30%

RETIREMENT *offered by Administrative and Waste Services companies*

RETIREMENT	FT	PT
Defined Benefit Plan	1%	***
Defined Contribution Plan	19%	5%
SEP*	1%	***
SIMPLE IRA**	11%	2%
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
38%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

EDUCATIONAL SERVICES

PAY RAISES *offered by Educational Services companies*

FULL-TIME EMPLOYEES

91% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

78% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

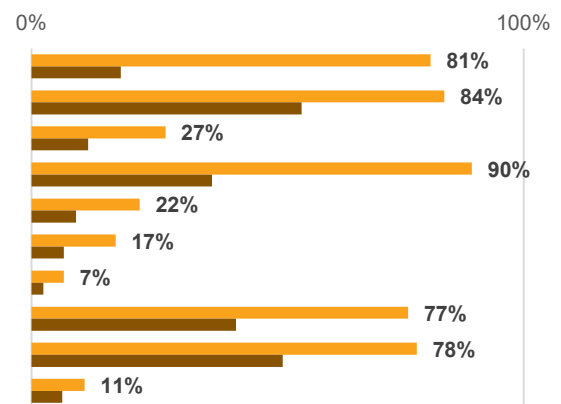
80% average percent of companies that gave a raise in the *past 12 months*

2.8% average pay raise given by companies in the *past 12 months*

73% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Educational Services companies*

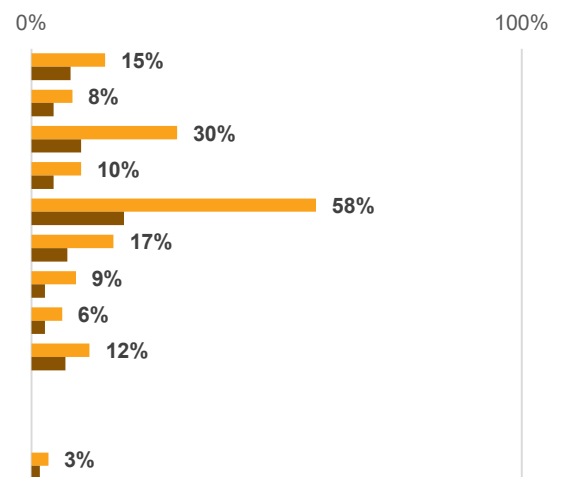
LEAVE	FT	PT
Vacation	81%	18%
Sick	84%	55%
General (PTO)	27%	12%
Holiday	90%	37%
Maternity	22%	9%
Paternity	17%	7%
Charity Work	7%	2%
Funeral	77%	42%
Jury Duty	78%	51%
Other	11%	6%



"Other" types of paid leave offered included: Personal leave and Military leave.

FRINGE BENEFITS *offered by Educational Services companies*

OTHER	FT	PT
Flex-Time Scheduling	15%	8%
Telecommuting	8%	5%
Tuition Reimbursement	30%	10%
Monetary Bonus	10%	5%
Flexible Spending Account	58%	19%
Child Care Benefit	17%	7%
Housing/Relocation Assistance	9%	3%
Financial Planning Assistance	6%	3%
Employee Discounts	12%	7%
Stock Ownership	***	***
Profit Sharing Plan	***	***
Other	3%	2%



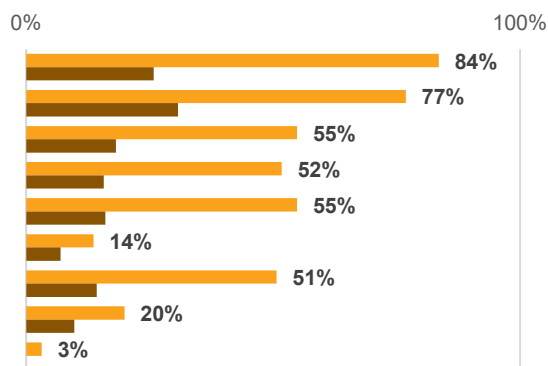
*** Data not available due to confidentiality restrictions

"Other" fringe benefits offered included: Employee Assistance Program (EAP).

EDUCATIONAL SERVICES

INSURANCE *offered by Educational Services companies*

INSURANCE	FT	PT
Single Medical	84%	26%
Family Medical	77%	31%
Dental	55%	18%
Vision	52%	16%
Life	55%	16%
Long-Term Care	14%	7%
Disability	51%	14%
Health Savings Account	20%	10%
Other	3%	***



*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

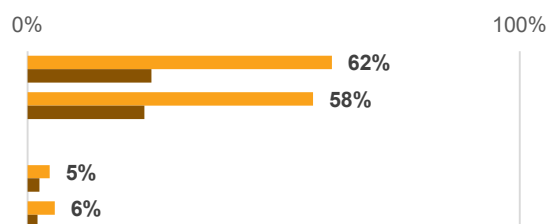
PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	84%	86%	52%	93%
Family	77%	79%	32%	56%
Total Med	84%	83%	81%	76%
Dental	55%	90%	56%	49%
Vision	52%	91%	54%	42%

Plan	Offered	Eligible	Enrolled	Paid
Single	26%	66%	29%	65%
Family	31%	66%	13%	34%
Total Med	35%	63%	33%	48%
Dental	18%	67%	28%	27%
Vision	16%	69%	28%	23%

RETIREMENT *offered by Educational Services companies*

RETIREMENT	FT	PT
Defined Benefit Plan	62%	25%
Defined Contribution Plan	58%	24%
SEP*	***	***
SIMPLE IRA**	5%	2%
Other	6%	2%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
55%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
43%	average percent share of defined benefit plans paid by companies

2.3%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

1.9%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

HEALTH CARE AND SOCIAL ASSISTANCE

PAY RAISES *offered by Health Care and Social Assistance companies*

FULL-TIME EMPLOYEES

87% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

87% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

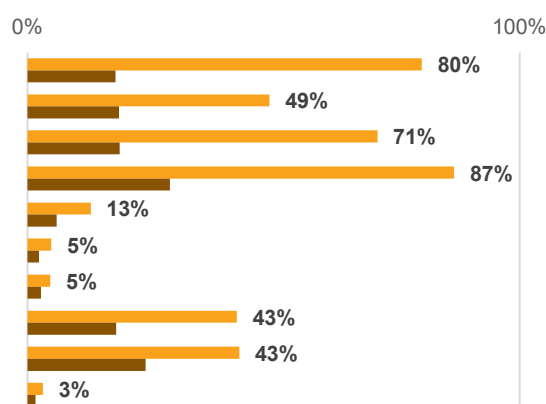
78% average percent of companies that gave a raise in the *past 12 months*

2.9% average pay raise given by companies in the *past 12 months*

80% average percent of companies that plan to give a raise in the *next 12 months*

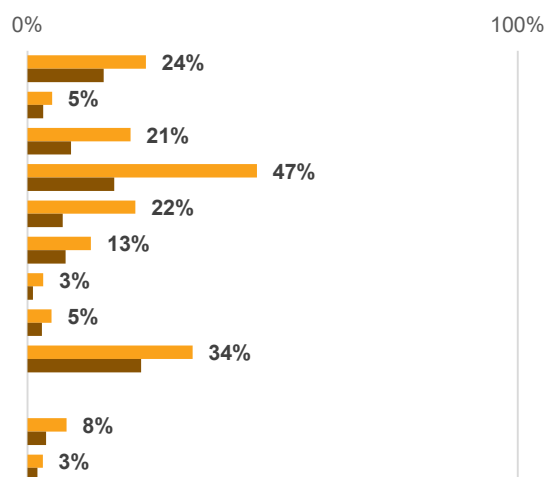
PAID LEAVE *offered by Health Care and Social Assistance companies*

LEAVE	FT	PT
Vacation	80%	18%
Sick	49%	19%
General (PTO)	71%	19%
Holiday	87%	29%
Maternity	13%	6%
Paternity	5%	2%
Charity Work	5%	3%
Funeral	43%	18%
Jury Duty	43%	24%
Other	3%	2%



FRINGE BENEFITS *offered by Health Care and Social Assistance companies*

OTHER	FT	PT
Flex-Time Scheduling	24%	16%
Telecommuting	5%	3%
Tuition Reimbursement	21%	9%
Monetary Bonus	47%	18%
Flexible Spending Account	22%	7%
Child Care Benefit	13%	8%
Housing/Relocation Assistance	3%	1%
Financial Planning Assistance	5%	3%
Employee Discounts	34%	23%
Stock Ownership	***	***
Profit Sharing Plan	8%	4%
Other	3%	2%

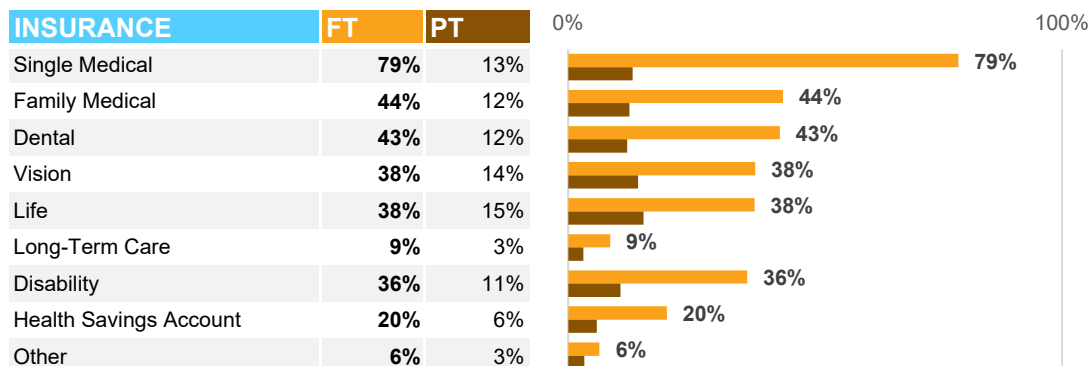


*** Data not available due to confidentiality restrictions

"Other" fringe benefits offered included: Employee Assistance Program (EAP), Continuing Education, and Free Services for employees (e.g. free dental care at dental offices).

HEALTH CARE AND SOCIAL ASSISTANCE

INSURANCE *offered by Health Care and Social Assistance companies*



"Other" types of insurance offered included: Cancer/Critical Illness insurance and Non-specified Supplemental insurance.

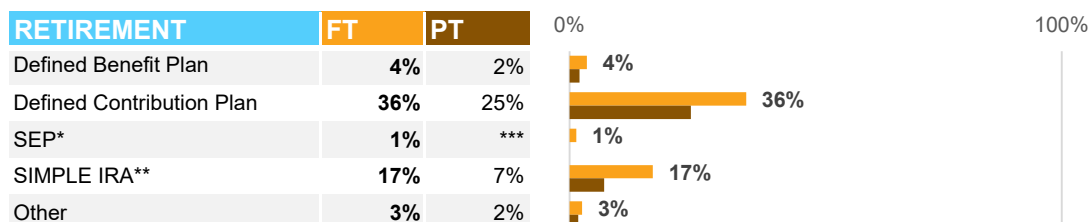
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	79%	81%	48%	77%
Family	44%	79%	28%	44%
Total Med	80%	81%	62%	68%
Dental	43%	84%	62%	56%
Vision	38%	83%	54%	38%

Plan	Offered	Eligible	Enrolled	Paid
Single	13%	60%	25%	62%
Family	12%	58%	20%	41%
Total Med	14%	60%	43%	52%
Dental	12%	67%	44%	42%
Vision	14%	62%	31%	23%

RETIREMENT *offered by Health Care and Social Assistance companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
49%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
48%	average percent share of defined benefit plans paid by companies

3.1%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.2%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

ARTS, ENTERTAINMENT, AND RECREATION

PAY RAISES *offered by Arts, Entertainment, and Recreation companies*

FULL-TIME EMPLOYEES

74% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

56% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

46% average percent of companies that gave a raise in the *past 12 months*

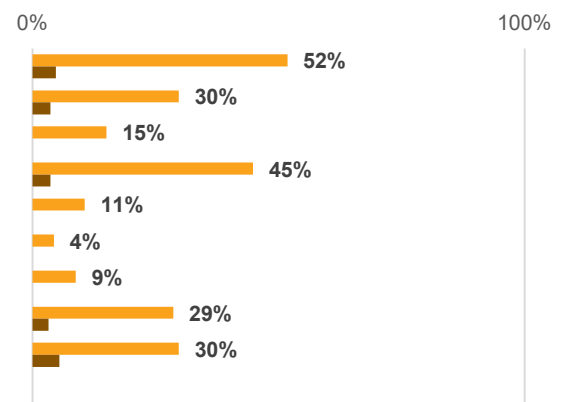
2.8% average pay raise given by companies in the *past 12 months*

42% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Arts, Entertainment, and Recreation companies*

LEAVE	FT	PT
Vacation	52%	5%
Sick	30%	4%
General (PTO)	15%	***
Holiday	45%	4%
Maternity	11%	***
Paternity	4%	***
Charity Work	9%	***
Funeral	29%	3%
Jury Duty	30%	6%
Other	***	***

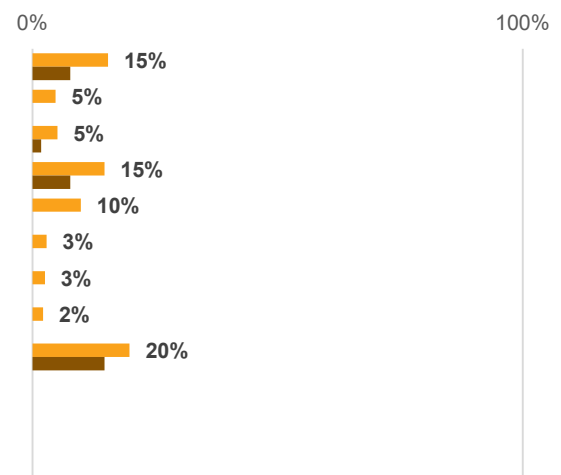
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Arts, Entertainment, and Recreation companies*

OTHER	FT	PT
Flex-Time Scheduling	15%	8%
Telecommuting	5%	***
Tuition Reimbursement	5%	2%
Monetary Bonus	15%	8%
Flexible Spending Account	10%	***
Child Care Benefit	3%	***
Housing/Relocation Assistance	3%	***
Financial Planning Assistance	2%	***
Employee Discounts	20%	15%
Stock Ownership	***	***
Profit Sharing Plan	***	***
Other	***	***

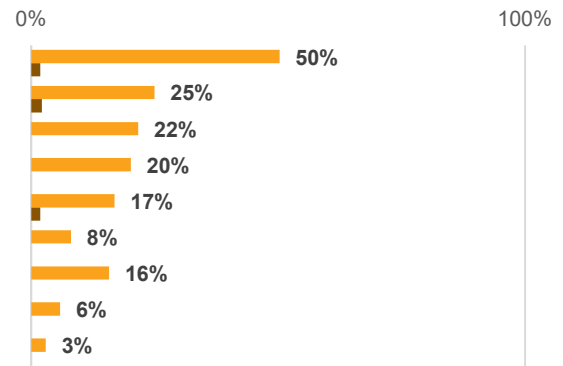
*** Data not available due to confidentiality restrictions



ARTS, ENTERTAINMENT, AND RECREATION

INSURANCE *offered by Arts, Entertainment, and Recreation companies*

INSURANCE	FT	PT
Single Medical	50%	2%
Family Medical	25%	2%
Dental	22%	***
Vision	20%	***
Life	17%	2%
Long-Term Care	8%	***
Disability	16%	***
Health Savings Account	6%	***
Other	3%	***



*** Data not available due to confidentiality restrictions

"Other" types of insurance offered included: Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	50%	65%	38%	75%
Family	25%	72%	35%	64%
Total Med	51%	64%	55%	72%
Dental	22%	79%	56%	51%
Vision	20%	81%	54%	50%

Plan	Offered	Eligible	Enrolled	Paid
Single	2%	42%	17%	70%
Family	2%	46%	18%	59%
Total Med	2%	45%	32%	62%
Dental	***	***	***	***
Vision	***	***	***	***

RETIREMENT *offered by Arts, Entertainment, and Recreation companies*

RETIREMENT	FT	PT
Defined Benefit Plan	9%	3%
Defined Contribution Plan	14%	6%
SEP*	***	***
SIMPLE IRA**	6%	***
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
46%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
38%	average percent share of defined benefit plans paid by companies

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

ACCOMMODATION AND FOOD SERVICES

PAY RAISES *offered by Accommodation and Food Services companies*

FULL-TIME EMPLOYEES

84% average percent of companies that gave a raise in the *past 12 months*

3.3% average pay raise given by companies in the *past 12 months*

66% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

83% average percent of companies that gave a raise in the *past 12 months*

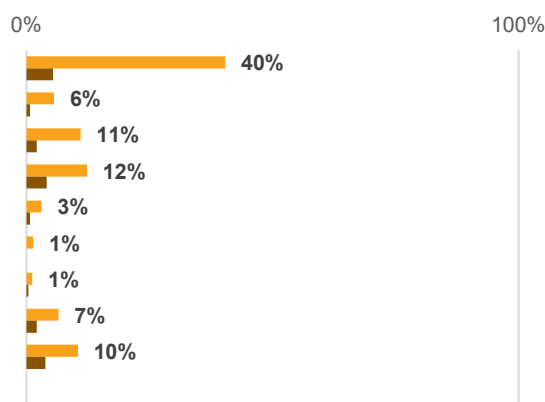
3.2% average pay raise given by companies in the *past 12 months*

61% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Accommodation and Food Services companies*

LEAVE	FT	PT
Vacation	40%	5%
Sick	6%	1%
General (PTO)	11%	2%
Holiday	12%	4%
Maternity	3%	1%
Paternity	1%	***
Charity Work	1%	0%
Funeral	7%	2%
Jury Duty	10%	4%
Other	***	***

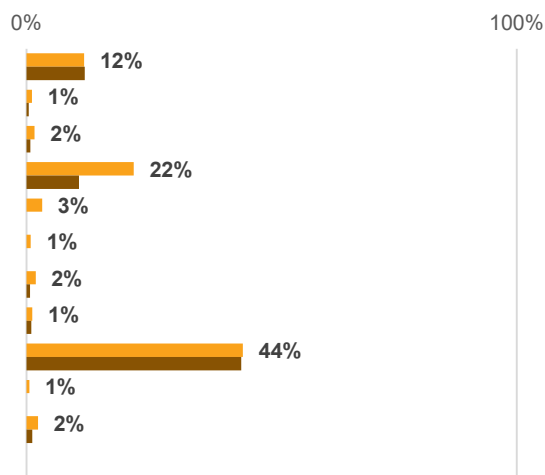
*** Data not available due to confidentiality restrictions



FRINGE BENEFITS *offered by Accommodation and Food Services companies*

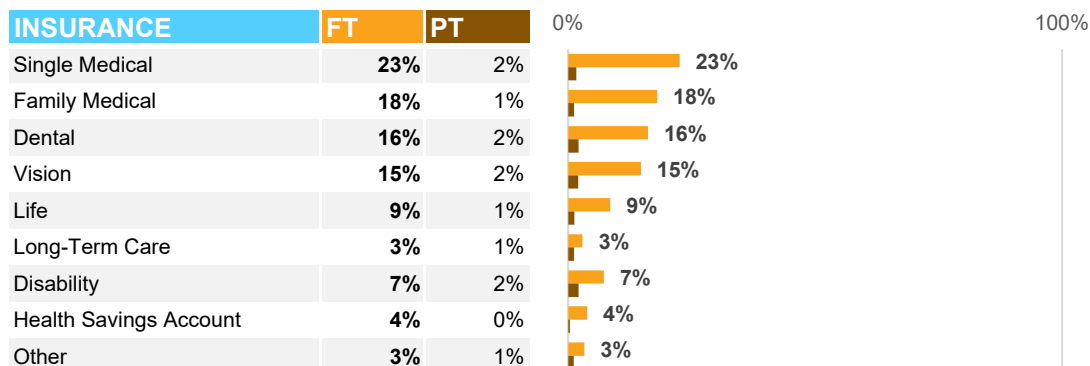
OTHER	FT	PT
Flex-Time Scheduling	12%	12%
Telecommuting	1%	1%
Tuition Reimbursement	2%	1%
Monetary Bonus	22%	11%
Flexible Spending Account	3%	***
Child Care Benefit	1%	***
Housing/Relocation Assistance	2%	1%
Financial Planning Assistance	1%	1%
Employee Discounts	44%	44%
Stock Ownership	1%	***
Profit Sharing Plan	2%	1%
Other	***	***

*** Data not available due to confidentiality restrictions



ACCOMMODATION AND FOOD SERVICES

INSURANCE *offered by Accommodation and Food Services companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

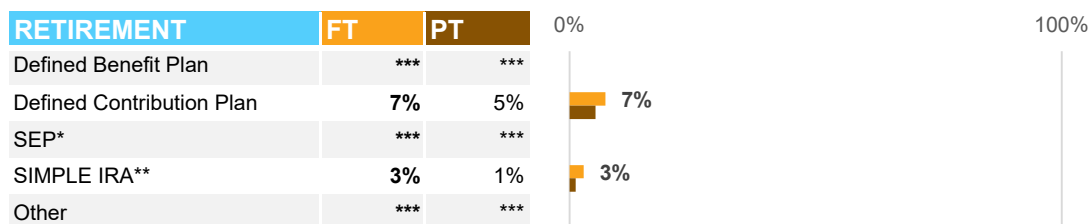
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	23%	44%	31%	67%
Family	18%	42%	18%	38%
Total Med	23%	41%	45%	57%
Dental	16%	47%	31%	36%
Vision	15%	48%	25%	30%

Plan	Offered	Eligible	Enrolled	Paid
Single	2%	29%	8%	32%
Family	1%	32%	8%	26%
Total Med	2%	28%	13%	27%
Dental	2%	44%	15%	23%
Vision	2%	45%	15%	24%

RETIREMENT *offered by Accommodation and Food Services companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
***	average percent share of defined benefit plans paid by companies

2.7%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

2.8%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

OTHER SERVICES

PAY RAISES *offered by Other Services companies*

FULL-TIME EMPLOYEES

84% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

80% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

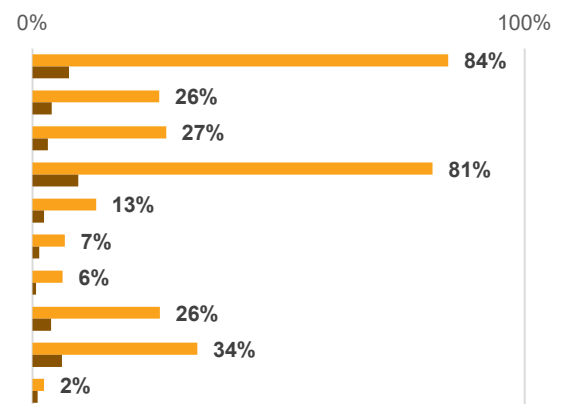
43% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

41% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Other Services companies*

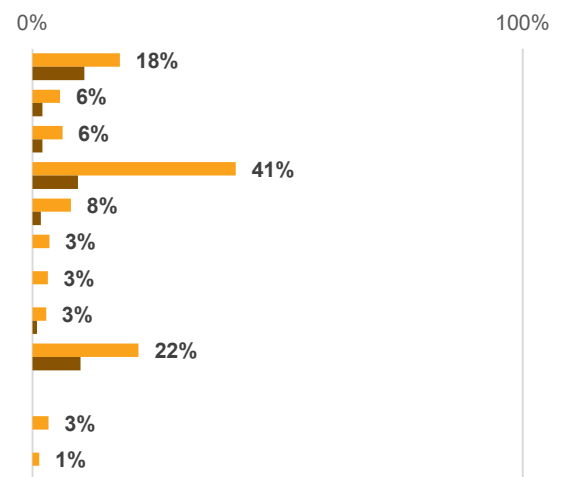
LEAVE	FT	PT
Vacation	84%	7%
Sick	26%	4%
General (PTO)	27%	3%
Holiday	81%	9%
Maternity	13%	2%
Paternity	7%	1%
Charity Work	6%	1%
Funeral	26%	4%
Jury Duty	34%	6%
Other	2%	1%



*** Data not available due to confidentiality restrictions

FRINGE BENEFITS *offered by Other Services companies*

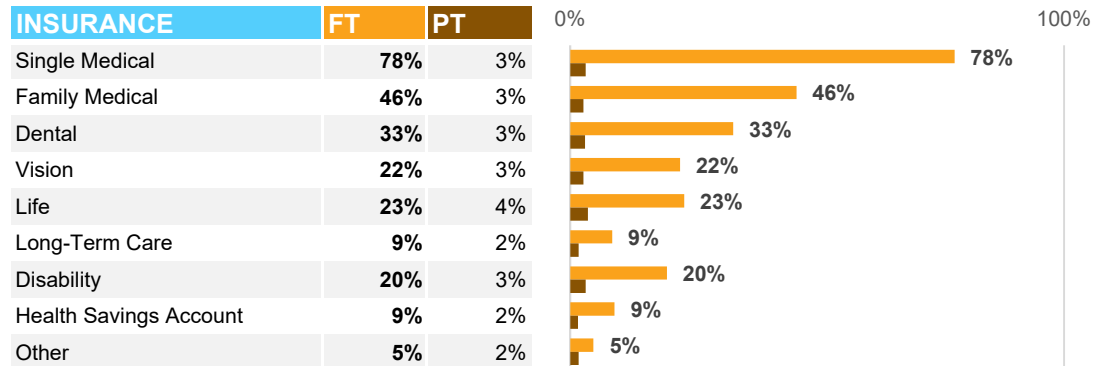
OTHER	FT	PT
Flex-Time Scheduling	18%	11%
Telecommuting	6%	2%
Tuition Reimbursement	6%	2%
Monetary Bonus	41%	9%
Flexible Spending Account	8%	2%
Child Care Benefit	3%	***
Housing/Relocation Assistance	3%	***
Financial Planning Assistance	3%	1%
Employee Discounts	22%	10%
Stock Ownership	***	***
Profit Sharing Plan	3%	***
Other	1%	***



*** Data not available due to confidentiality restrictions

OTHER SERVICES

INSURANCE *offered by Other Services companies*



"Other" types of insurance offered included: Non-specified Supplemental insurance.

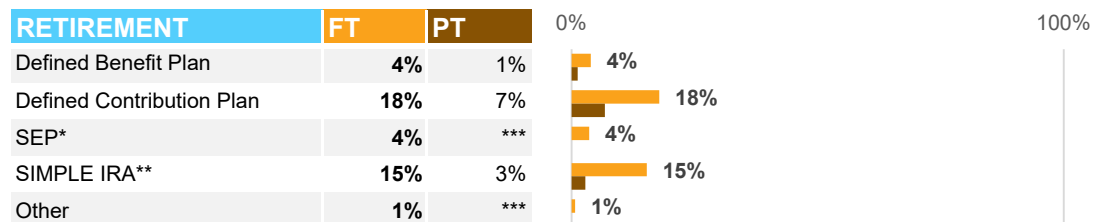
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	78%	80%	52%	80%
Family	46%	78%	32%	50%
Total Med	79%	80%	69%	71%
Dental	33%	80%	60%	56%
Vision	22%	79%	62%	54%

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	70%	22%	52%
Family	3%	60%	38%	52%
Total Med	3%	71%	50%	55%
Dental	3%	60%	30%	35%
Vision	3%	54%	32%	33%

RETIREMENT *offered by Other Services companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
52%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
56%	average percent share of defined benefit plans paid by companies

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

2.7%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

PUBLIC ADMINISTRATION

PAY RAISES *offered by Public Administration companies*

FULL-TIME EMPLOYEES

83% average percent of companies that gave a raise in the *past 12 months*

2.7% average pay raise given by companies in the *past 12 months*

84% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

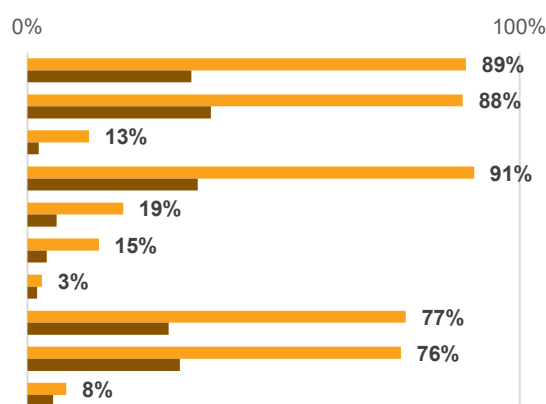
70% average percent of companies that gave a raise in the *past 12 months*

2.7% average pay raise given by companies in the *past 12 months*

66% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Public Administration companies*

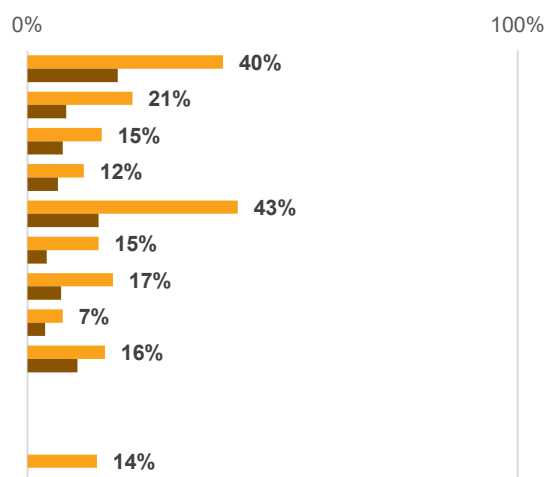
LEAVE	FT	PT
Vacation	89%	33%
Sick	88%	37%
General (PTO)	13%	2%
Holiday	91%	35%
Maternity	19%	6%
Paternity	15%	4%
Charity Work	3%	2%
Funeral	77%	29%
Jury Duty	76%	31%
Other	8%	5%



"Other" types of paid leave offered included: Military leave and Personal leave.

FRINGE BENEFITS *offered by Public Administration companies*

OTHER	FT	PT
Flex-Time Scheduling	40%	18%
Telecommuting	21%	8%
Tuition Reimbursement	15%	7%
Monetary Bonus	12%	6%
Flexible Spending Account	43%	15%
Child Care Benefit	15%	4%
Housing/Relocation Assistance	17%	7%
Financial Planning Assistance	7%	4%
Employee Discounts	16%	10%
Stock Ownership	***	***
Profit Sharing Plan	***	***
Other	14%	***

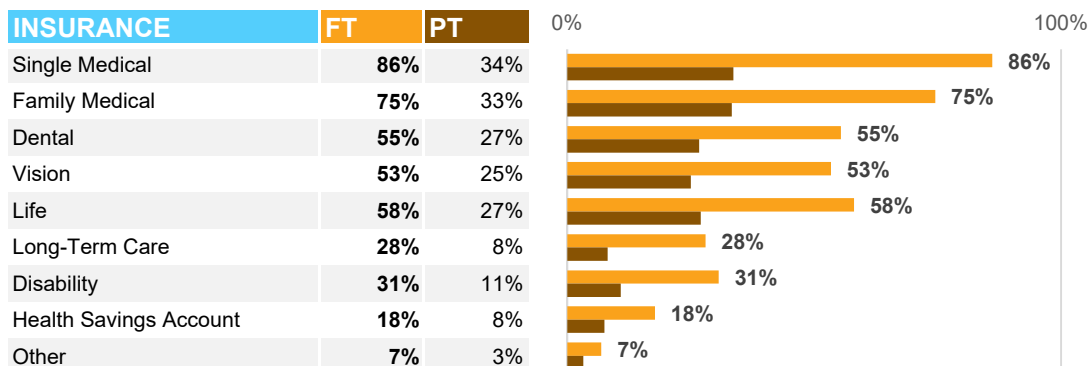


*** Data not available due to confidentiality restrictions

"Other" fringe benefits offered included: Employee Assistance Program (EAP).

PUBLIC ADMINISTRATION

INSURANCE *offered by Public Administration companies*



"Other" types of insurance offered included: Cancer/Critical Illness insurance and Non-specified Supplemental insurance.

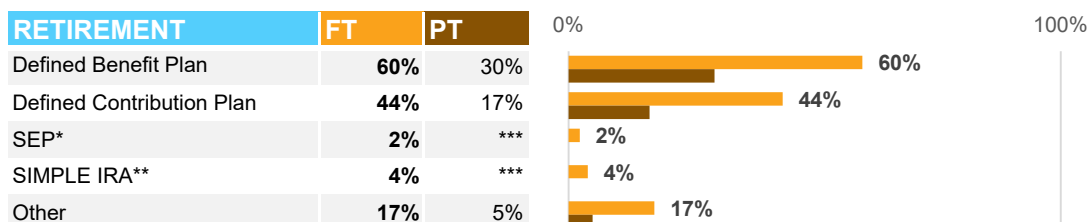
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	86%	85%	44%	91%
Family	75%	88%	48%	80%
Total Med	87%	85%	85%	86%
Dental	55%	92%	59%	33%
Vision	53%	92%	58%	29%

Plan	Offered	Eligible	Enrolled	Paid
Single	34%	63%	26%	60%
Family	33%	64%	28%	49%
Total Med	36%	64%	51%	56%
Dental	27%	71%	28%	13%
Vision	25%	72%	27%	7%

RETIREMENT *offered by Public Administration companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

"Other" types of retirement plans offered included: Deferred Compensation plan (e.g. 457b).

FULL-TIME EMPLOYEES	
58%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
56%	average percent share of defined benefit plans paid by companies

2.9%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

2.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

BREAKOUTS BY GEOGRAPHY

OVERVIEW

The following pages break out the survey data by geography (using the Governor's planning regions). Due to the exclusion of companies in Size Class 1 (1-4 employees), the ratios of companies surveyed in each region to the total number of companies in each region vary. For example, 33 percent of companies in Region 2 were surveyed because only 1,065 of the total 3,204 companies met the average employment threshold. For more on Size Class, please refer to either page 7 (Breakouts by Company Size) or page 114 (Methodology).

Overall, the results are similar across all regions. The most-offered benefits for full-time employees are the same for all regions, though the percent of companies that offered them varied slightly, depending on the region.

SURVEY PROFILE BY GEOGRAPHY

GEO CODE	GEOGRAPHIC REGION	TOTAL	SURVEY 2019	SURVEY TOTAL	SURVEY RESP	RESP RATE
1	Region 1	2,741	555	991	530	53%
2	Region 2	3,204	595	1,065	626	59%
3	Region 3	1,022	188	372	258	69%
4	Region 4	2,712	556	1,044	599	57%
5	Region 5	7,755	1,527	2,776	1,503	54%
6	Region 6	1,997	384	708	476	67%
7	Region 7	5,155	914	1,737	1,012	58%
8	Region 8	1,888	371	688	422	61%
999	Statewide or Unknown locations*	1,804	587	1,130	495	44%
ALL	ALL REGIONS	28,278	5,677	10,511	5,921	56%

TOTAL the total number of active businesses that belonged to each given region using 2018 data

SURVEY 2019 the number of businesses that were surveyed in 2019

SURVEY TOTAL the total number of businesses surveyed in either 2018 or 2019

SURVEY RESP the number of responses collected from businesses surveyed in either 2018 or 2019

RESP RATE the response rate, or the number of responses collected from businesses surveyed in either 2018 or 2019 as a percentage of total businesses surveyed

* Statewide or Unknown locations refer to companies that are classified either as "Statewide," meaning workers are active in several parts of the state without a permanent location (e.g. remote workers), or "Unknown," meaning there is insufficient information on file to assign a proper county code.

REGION 1 *Divide, McKenzie, Williams*

PAY RAISES *offered by Region 1 companies*

FULL-TIME EMPLOYEES

86% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

81% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

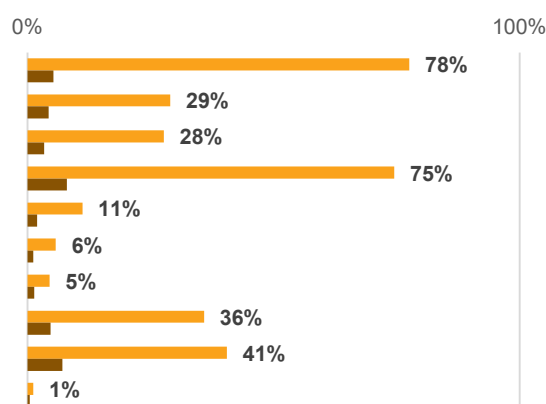
42% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

36% average percent of companies that plan to give a raise in the *next 12 months*

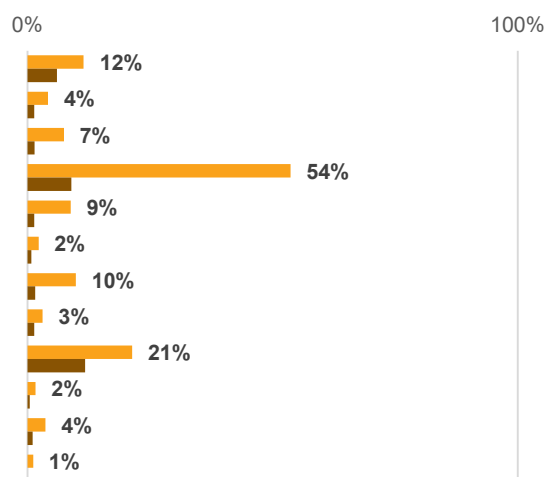
PAID LEAVE *offered by Region 1 companies*

LEAVE	FT	PT
Vacation	78%	5%
Sick	29%	4%
General (PTO)	28%	3%
Holiday	75%	8%
Maternity	11%	2%
Paternity	6%	1%
Charity Work	5%	1%
Funeral	36%	5%
Jury Duty	41%	7%
Other	1%	1%



FRINGE BENEFITS *offered by Region 1 companies*

OTHER	FT	PT
Flex-Time Scheduling	12%	6%
Telecommuting	4%	1%
Tuition Reimbursement	7%	2%
Monetary Bonus	54%	9%
Flexible Spending Account	9%	1%
Child Care Benefit	2%	1%
Housing/Relocation Assistance	10%	2%
Financial Planning Assistance	3%	1%
Employee Discounts	21%	12%
Stock Ownership	2%	1%
Profit Sharing Plan	4%	1%
Other	1%	***

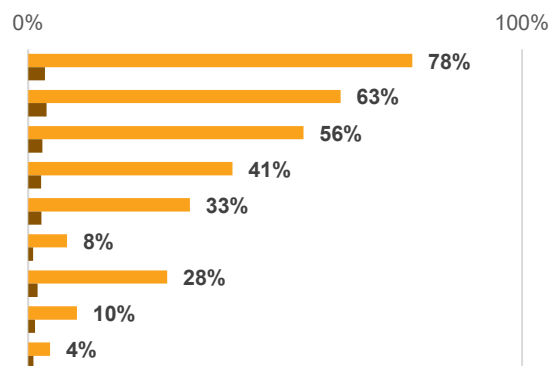


*** Data not available due to confidentiality restrictions

REGION 1 *Divide, McKenzie, Williams*

INSURANCE *offered by Region 1 companies*

INSURANCE	FT	PT
Single Medical	78%	3%
Family Medical	63%	4%
Dental	56%	3%
Vision	41%	3%
Life	33%	3%
Long-Term Care	8%	1%
Disability	28%	2%
Health Savings Account	10%	1%
Other	4%	1%



"Other" types of insurance offered included: Cancer/Critical Illness insurance, Health Reimbursement Account, and Non-specified supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	78%	86%	48%	81%
Family	63%	85%	39%	55%
Total Med	78%	85%	80%	70%
Dental	56%	91%	71%	60%
Vision	41%	90%	69%	53%

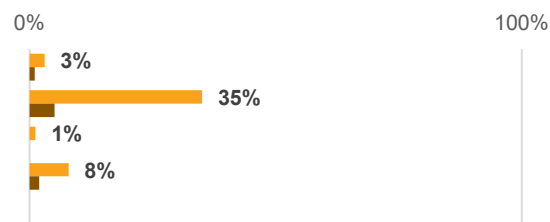
PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	3%	73%	30%	66%
Family	4%	69%	22%	44%
Total Med	4%	69%	49%	53%
Dental	3%	71%	51%	52%
Vision	3%	70%	43%	43%

RETIREMENT *offered by Region 1 companies*

RETIREMENT	FT	PT
Defined Benefit Plan	3%	1%
Defined Contribution Plan	35%	5%
SEP*	1%	***
SIMPLE IRA**	8%	2%
Other	***	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

49% average percent share of **defined benefit plans** paid by companies

3.2% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

35% average percent share of **defined benefit plans** paid by companies

3.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

REGION 2 *Bottineau, Burke, McHenry, Mountrail, Pierce, Renville, Ward*

PAY RAISES *offered by Region 2 companies*

FULL-TIME EMPLOYEES

83% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

79% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

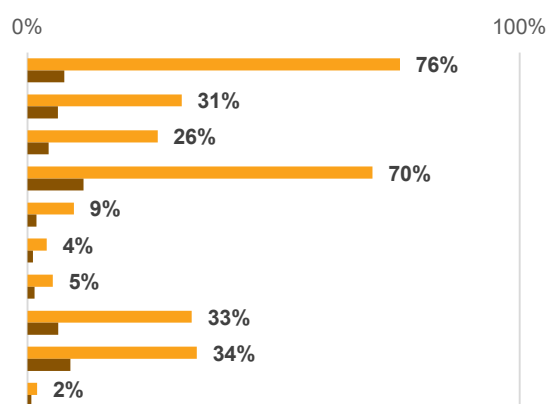
52% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

47% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Region 2 companies*

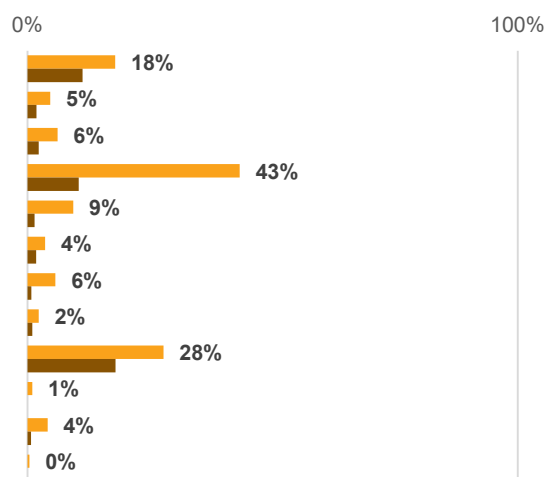
LEAVE	FT	PT
Vacation	76%	8%
Sick	31%	6%
General (PTO)	26%	4%
Holiday	70%	11%
Maternity	9%	2%
Paternity	4%	1%
Charity Work	5%	2%
Funeral	33%	6%
Jury Duty	34%	9%
Other	2%	1%



"Other" types of paid leave offered included: Personal leave and Military leave.

FRINGE BENEFITS *offered by Region 2 companies*

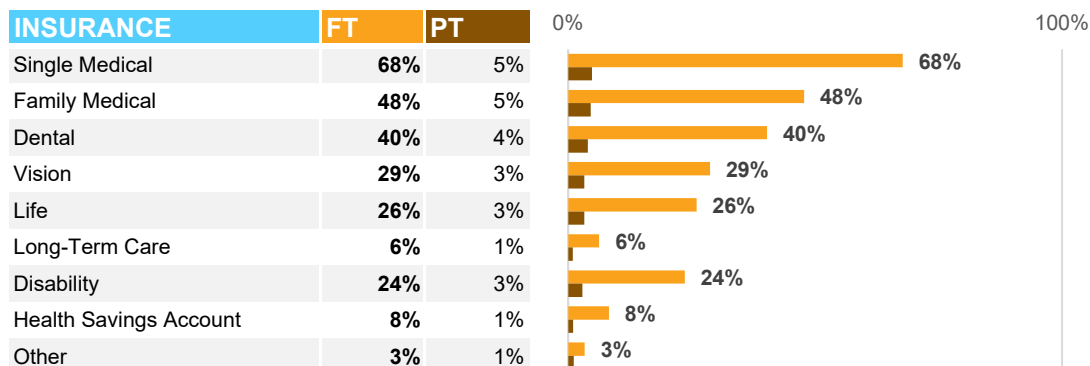
OTHER	FT	PT
Flex-Time Scheduling	18%	11%
Telecommuting	5%	2%
Tuition Reimbursement	6%	2%
Monetary Bonus	43%	11%
Flexible Spending Account	9%	2%
Child Care Benefit	4%	2%
Housing/Relocation Assistance	6%	1%
Financial Planning Assistance	2%	1%
Employee Discounts	28%	18%
Stock Ownership	1%	***
Profit Sharing Plan	4%	1%
Other	0%	***



*** Data not available due to confidentiality restrictions

REGION 2 *Bottineau, Burke, McHenry, Mountrail, Pierce, Renville, Ward*

INSURANCE *offered by Region 2 companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

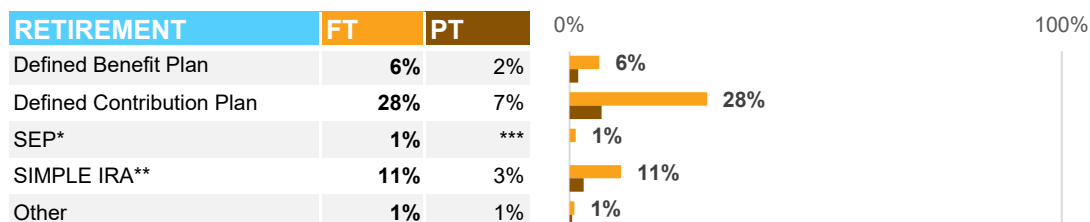
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	68%	83%	49%	80%
Family	48%	83%	35%	55%
Total Med	68%	82%	73%	71%
Dental	40%	90%	66%	58%
Vision	29%	89%	61%	50%

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	5%	66%	22%	70%
Family	5%	68%	19%	55%
Total Med	5%	66%	37%	61%
Dental	4%	64%	33%	46%
Vision	3%	68%	26%	35%

RETIREMENT *offered by Region 2 companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
60%	average percent share of defined benefit plans paid by companies

3.2%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

PART-TIME EMPLOYEES	
35%	average percent share of defined benefit plans paid by companies

2.9%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

REGION 3 *Benson, Cavalier, Eddy, Ramsey, Rolette, Towner*

PAY RAISES *offered by Region 3 companies*

FULL-TIME EMPLOYEES

79% average percent of companies that gave a raise in the **past 12 months**

3.1% average pay raise given by companies in the **past 12 months**

72% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

60% average percent of companies that gave a raise in the **past 12 months**

3.0% average pay raise given by companies in the **past 12 months**

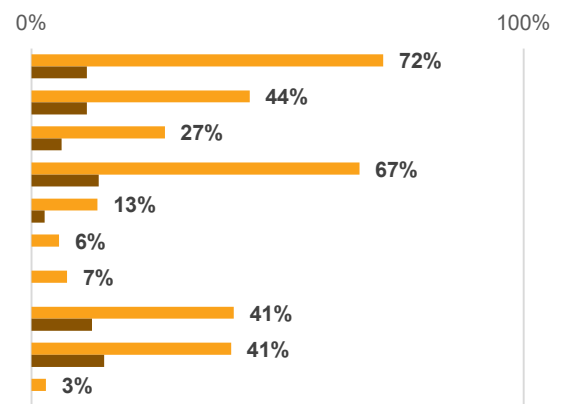
56% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by Region 3 companies*

LEAVE	FT	PT
Vacation	72%	11%
Sick	44%	11%
General (PTO)	27%	6%
Holiday	67%	14%
Maternity	13%	3%
Paternity	6%	***
Charity Work	7%	***
Funeral	41%	12%
Jury Duty	41%	15%
Other	3%	***

*** Data not available due to confidentiality restrictions

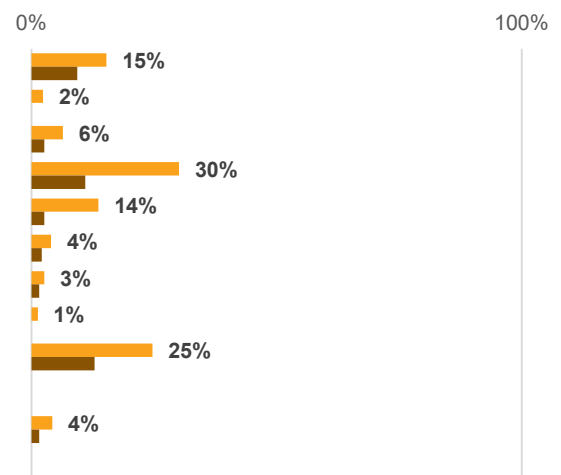
"Other" types of paid leave offered included: Personal leave.



FRINGE BENEFITS *offered by Region 3 companies*

OTHER	FT	PT
Flex-Time Scheduling	15%	9%
Telecommuting	2%	***
Tuition Reimbursement	6%	3%
Monetary Bonus	30%	11%
Flexible Spending Account	14%	3%
Child Care Benefit	4%	2%
Housing/Relocation Assistance	3%	2%
Financial Planning Assistance	1%	***
Employee Discounts	25%	13%
Stock Ownership	***	***
Profit Sharing Plan	4%	2%
Other	***	***

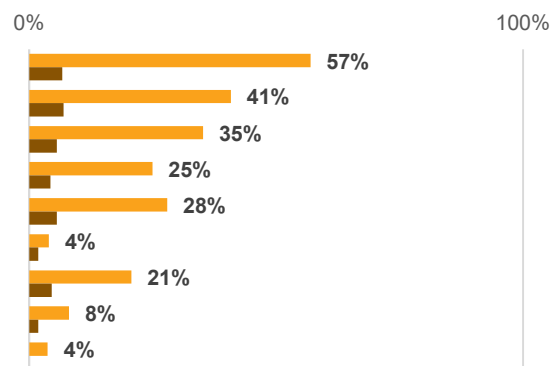
*** Data not available due to confidentiality restrictions



REGION 3 *Benson, Cavalier, Eddy, Ramsey, Rolette, Towner*

INSURANCE *offered by Region 3 companies*

INSURANCE	FT	PT
Single Medical	57%	7%
Family Medical	41%	7%
Dental	35%	6%
Vision	25%	4%
Life	28%	6%
Long-Term Care	4%	2%
Disability	21%	5%
Health Savings Account	8%	2%
Other	4%	***



*** Data not available due to confidentiality restrictions

"Other" types of insurance offered included: Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

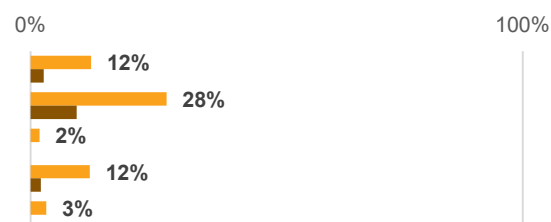
PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	57%	82%	49%	84%
Family	41%	81%	36%	60%
Total Med	58%	81%	73%	75%
Dental	35%	89%	68%	65%
Vision	25%	89%	63%	58%

Plan	Offered	Eligible	Enrolled	Paid
Single	7%	64%	33%	76%
Family	7%	62%	29%	43%
Total Med	8%	62%	53%	59%
Dental	6%	62%	47%	53%
Vision	4%	71%	47%	50%

RETIREMENT *offered by Region 3 companies*

RETIREMENT	FT	PT
Defined Benefit Plan	12%	3%
Defined Contribution Plan	28%	9%
SEP*	2%	***
SIMPLE IRA**	12%	2%
Other	3%	***



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

57% average percent share of **defined benefit plans** paid by companies

56% average percent share of **defined benefit plans** paid by companies

3.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

3.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

REGION 4 *Grand Forks, Nelson, Pembina, Walsh*

PAY RAISES *offered by Region 4 companies*

FULL-TIME EMPLOYEES

89% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

82% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

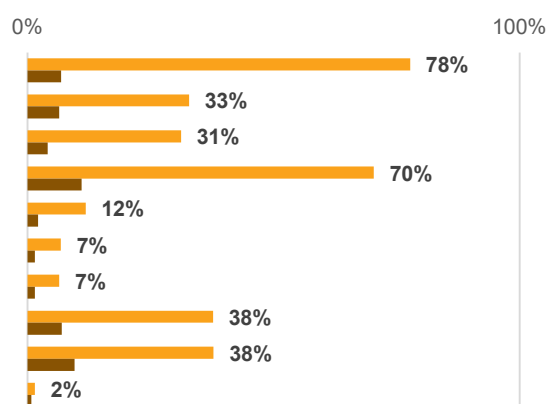
62% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

53% average percent of companies that plan to give a raise in the *next 12 months*

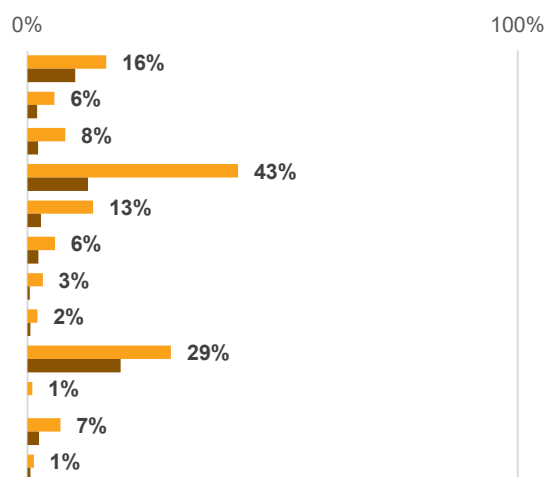
PAID LEAVE *offered by Region 4 companies*

LEAVE	FT	PT
Vacation	78%	7%
Sick	33%	7%
General (PTO)	31%	4%
Holiday	70%	11%
Maternity	12%	2%
Paternity	7%	2%
Charity Work	7%	2%
Funeral	38%	7%
Jury Duty	38%	10%
Other	2%	1%



FRINGE BENEFITS *offered by Region 4 companies*

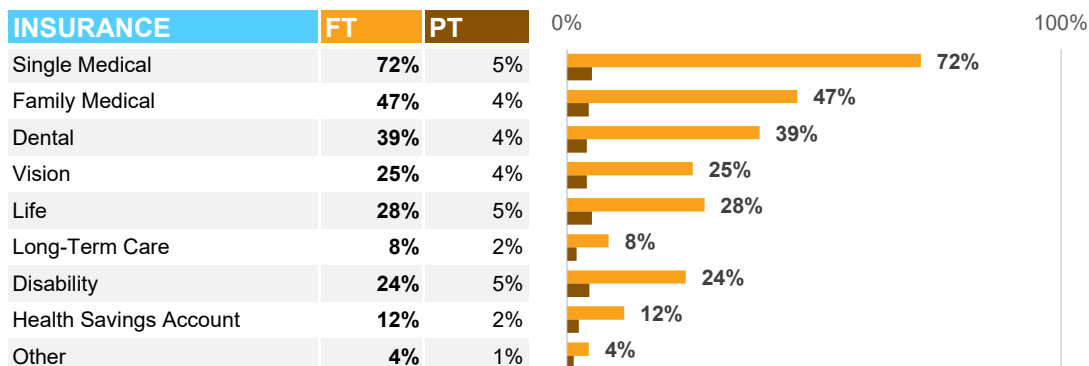
OTHER	FT	PT
Flex-Time Scheduling	16%	10%
Telecommuting	6%	2%
Tuition Reimbursement	8%	2%
Monetary Bonus	43%	12%
Flexible Spending Account	13%	3%
Child Care Benefit	6%	2%
Housing/Relocation Assistance	3%	0%
Financial Planning Assistance	2%	1%
Employee Discounts	29%	19%
Stock Ownership	1%	***
Profit Sharing Plan	7%	2%
Other	1%	1%



*** Data not available due to confidentiality restrictions

REGION 4 *Grand Forks, Nelson, Pembina, Walsh*

INSURANCE *offered by Region 4 companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

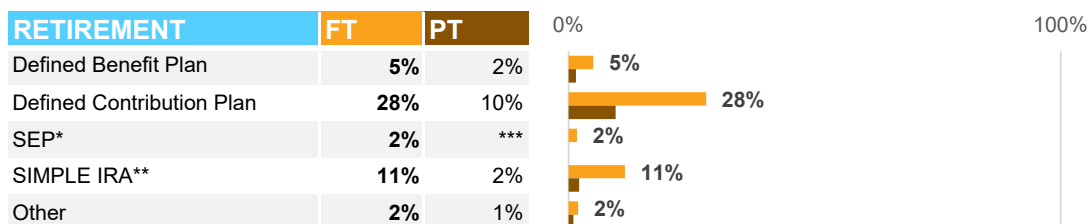
Plan	Offered	Eligible	Enrolled	Paid
Single	72%	79%	49%	79%
Family	47%	79%	34%	55%
Total Med	72%	79%	71%	71%
Dental	39%	85%	63%	55%
Vision	25%	85%	57%	46%

PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	5%	59%	24%	62%
Family	4%	60%	16%	43%
Total Med	6%	59%	34%	53%
Dental	4%	61%	29%	34%
Vision	4%	60%	26%	32%

RETIREMENT *offered by Region 4 companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES

48% average percent share of **defined benefit plans** paid by companies

2.9% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

40% average percent share of **defined benefit plans** paid by companies

3.0% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

REGION 5 *Cass, Ransom, Richland, Sargent, Steele, Traill*

PAY RAISES *offered by Region 5 companies*

FULL-TIME EMPLOYEES

90% average percent of companies that gave a raise in the *past 12 months*

3.2% average pay raise given by companies in the *past 12 months*

86% average percent of companies that plan to give a raise in the *next 12 months*

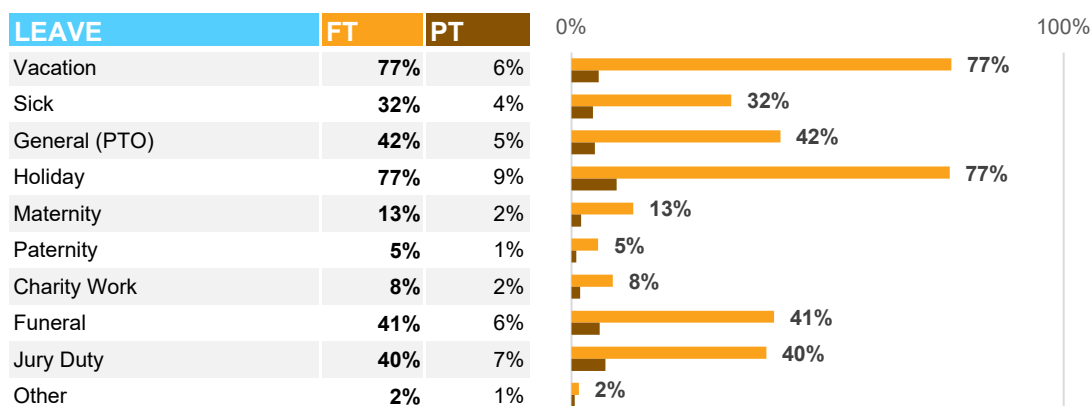
PART-TIME EMPLOYEES

63% average percent of companies that gave a raise in the *past 12 months*

3.0% average pay raise given by companies in the *past 12 months*

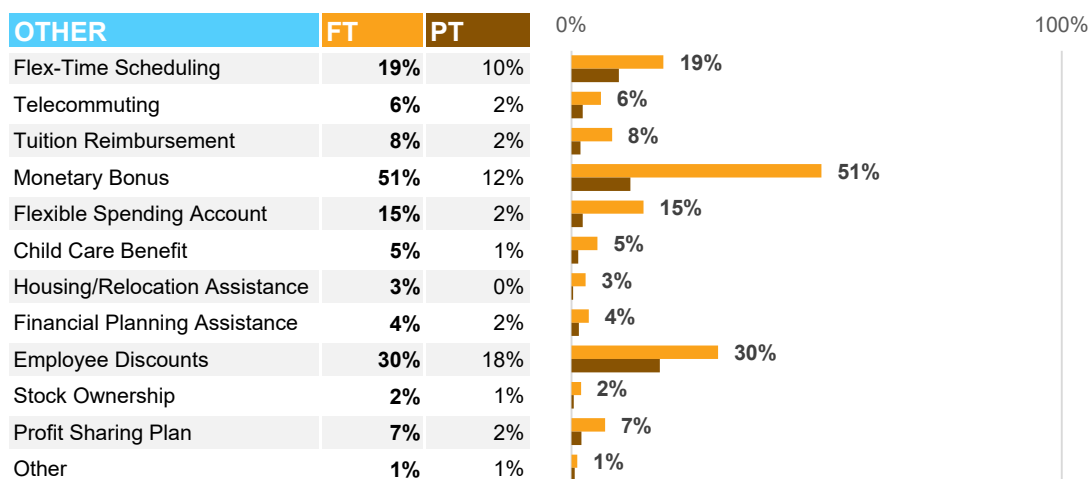
55% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Region 5 companies*



"Other" types of paid leave offered included: Military leave and Personal leave.

FRINGE BENEFITS *offered by Region 5 companies*

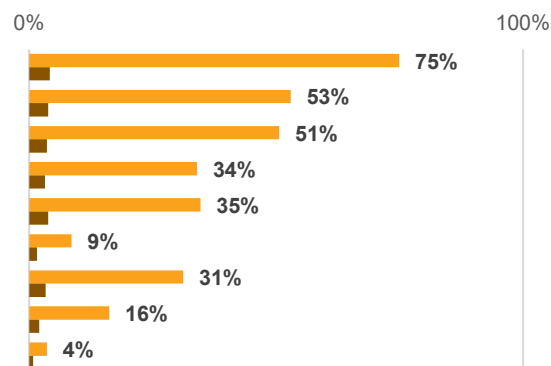


"Other" fringe benefits offered included: Employee Assistance Program (EAP).

REGION 5 *Cass, Ransom, Richland, Sargent, Steele, Traill*

INSURANCE *offered by Region 5 companies*

INSURANCE	FT	PT
Single Medical	75%	4%
Family Medical	53%	4%
Dental	51%	4%
Vision	34%	3%
Life	35%	4%
Long-Term Care	9%	2%
Disability	31%	3%
Health Savings Account	16%	2%
Other	4%	1%



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, Accidental Death & Dismemberment insurance, Hospital insurance, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

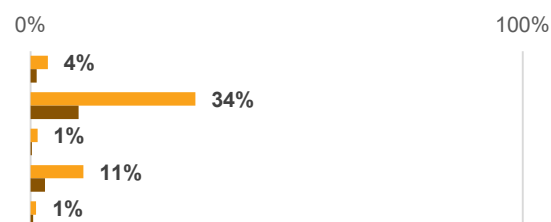
PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	75%	82%	50%	79%
Family	53%	82%	33%	48%
Total Med	75%	81%	73%	68%
Dental	51%	87%	65%	56%
Vision	34%	87%	58%	44%

Plan	Offered	Eligible	Enrolled	Paid
Single	4%	60%	27%	61%
Family	4%	57%	16%	42%
Total Med	5%	58%	38%	53%
Dental	4%	61%	37%	38%
Vision	3%	61%	29%	28%

RETIREMENT *offered by Region 5 companies*

RETIREMENT	FT	PT
Defined Benefit Plan	4%	1%
Defined Contribution Plan	34%	10%
SEP*	1%	0%
SIMPLE IRA**	11%	3%
Other	1%	1%



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

"Other" types of retirement plans offered included: Profit Sharing plan and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES	
56%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
53%	average percent share of defined benefit plans paid by companies

3.1%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.0%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

REGION 6 *Barnes, Dickey, Foster, Griggs, LaMoure, Logan, McIntosh, Stutsman, Wells*

PAY RAISES *offered by Region 6 companies*

FULL-TIME EMPLOYEES

81% average percent of companies that gave a raise in the **past 12 months**

3.0% average pay raise given by companies in the **past 12 months**

74% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

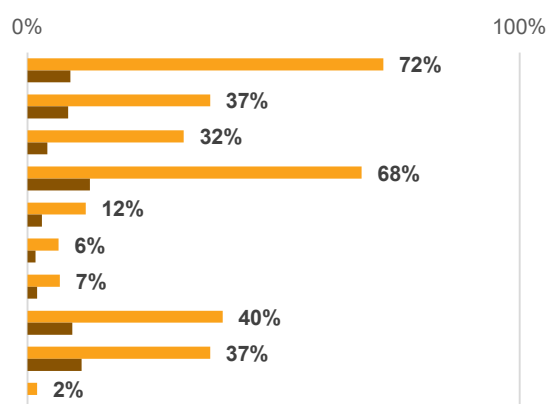
57% average percent of companies that gave a raise in the **past 12 months**

2.9% average pay raise given by companies in the **past 12 months**

48% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by Region 6 companies*

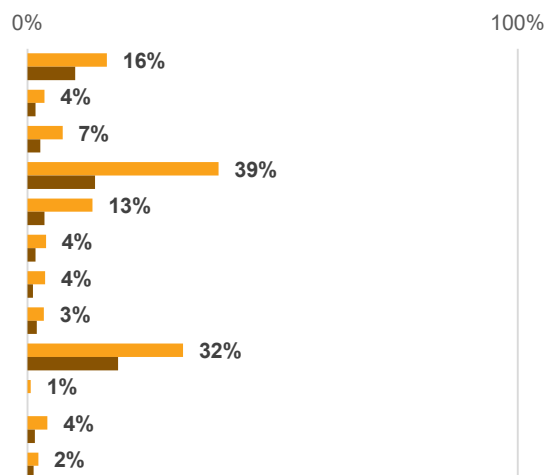
LEAVE	FT	PT
Vacation	72%	9%
Sick	37%	8%
General (PTO)	32%	4%
Holiday	68%	13%
Maternity	12%	3%
Paternity	6%	2%
Charity Work	7%	2%
Funeral	40%	9%
Jury Duty	37%	11%
Other	2%	***



*** Data not available due to confidentiality restrictions

FRINGE BENEFITS *offered by Region 6 companies*

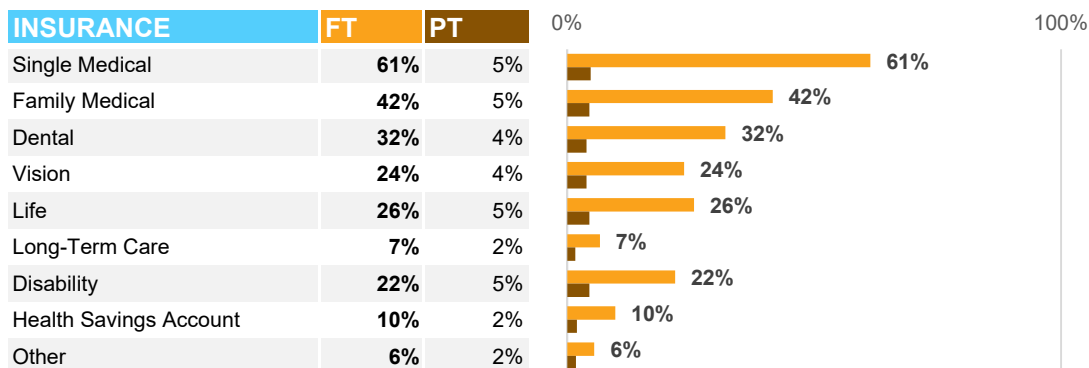
OTHER	FT	PT
Flex-Time Scheduling	16%	10%
Telecommuting	4%	2%
Tuition Reimbursement	7%	3%
Monetary Bonus	39%	14%
Flexible Spending Account	13%	4%
Child Care Benefit	4%	2%
Housing/Relocation Assistance	4%	1%
Financial Planning Assistance	3%	2%
Employee Discounts	32%	19%
Stock Ownership	1%	***
Profit Sharing Plan	4%	2%
Other	2%	1%



*** Data not available due to confidentiality restrictions

REGION 6 *Barnes, Dickey, Foster, Griggs, LaMoure, Logan, McIntosh, Stutsman, Wells*

INSURANCE *offered by Region 6 companies*



"Other" types of insurance offered included: Accident insurance and Non-specified Supplemental insurance.

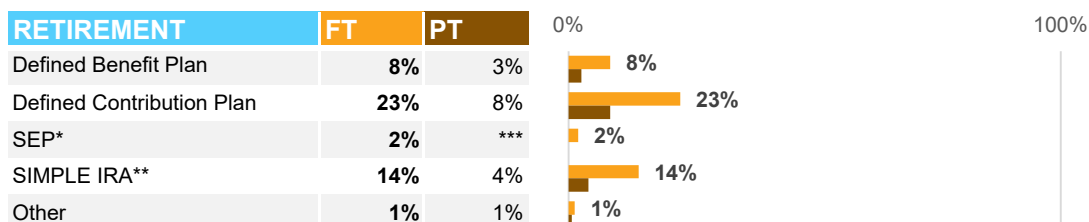
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	61%	81%	50%	82%
Family	42%	80%	38%	59%
Total Med	62%	80%	75%	74%
Dental	32%	90%	66%	56%
Vision	24%	90%	61%	47%

Plan	Offered	Eligible	Enrolled	Paid
Single	5%	68%	29%	61%
Family	5%	62%	22%	42%
Total Med	5%	66%	44%	52%
Dental	4%	76%	27%	33%
Vision	4%	72%	28%	29%

RETIREMENT *offered by Region 6 companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
50%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
29%	average percent share of defined benefit plans paid by companies

2.8%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

2.7%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

REGION 7 *Burleigh, Emmons, Grant, Kidder, McLean, Mercer, Morton, Oliver, Sheridan, Sioux*

PAY RAISES *offered by Region 7 companies*

FULL-TIME EMPLOYEES

86% average percent of companies that gave a raise in the **past 12 months**

3.1% average pay raise given by companies in the **past 12 months**

83% average percent of companies that plan to give a raise in the **next 12 months**

PART-TIME EMPLOYEES

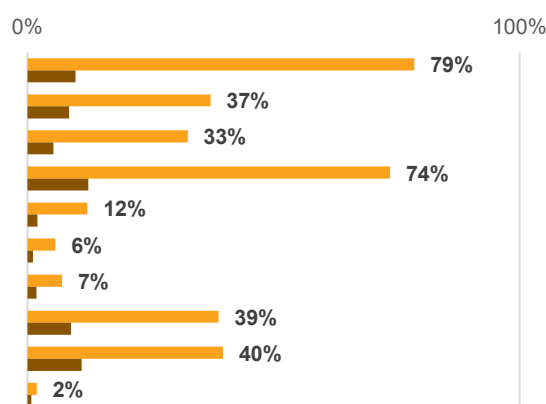
59% average percent of companies that gave a raise in the **past 12 months**

3.0% average pay raise given by companies in the **past 12 months**

54% average percent of companies that plan to give a raise in the **next 12 months**

PAID LEAVE *offered by Region 7 companies*

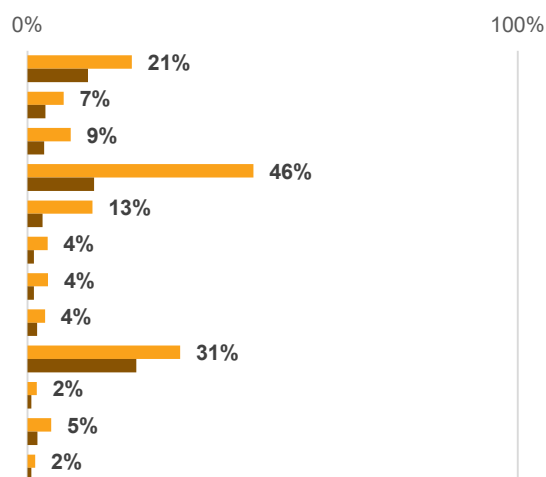
LEAVE	FT	PT
Vacation	79%	10%
Sick	37%	9%
General (PTO)	33%	5%
Holiday	74%	12%
Maternity	12%	2%
Paternity	6%	1%
Charity Work	7%	2%
Funeral	39%	9%
Jury Duty	40%	11%
Other	2%	1%



"Other" types of paid leave offered included: Military leave.

FRINGE BENEFITS *offered by Region 7 companies*

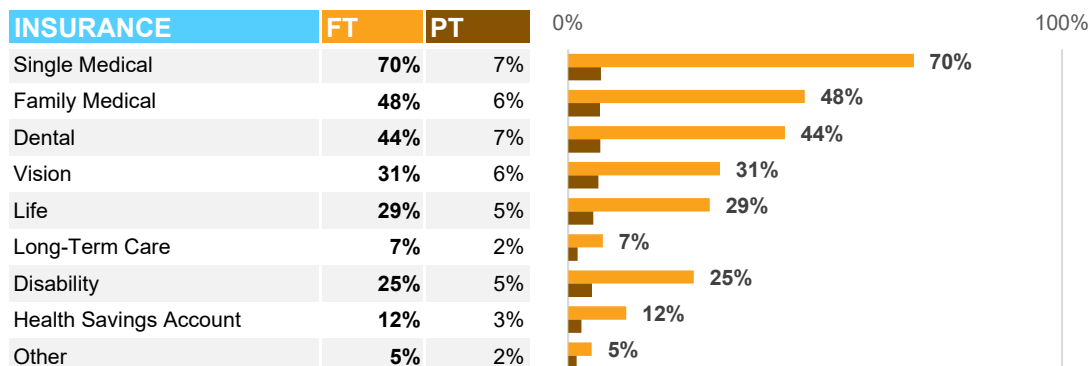
OTHER	FT	PT
Flex-Time Scheduling	21%	12%
Telecommuting	7%	4%
Tuition Reimbursement	9%	3%
Monetary Bonus	46%	14%
Flexible Spending Account	13%	3%
Child Care Benefit	4%	1%
Housing/Relocation Assistance	4%	1%
Financial Planning Assistance	4%	2%
Employee Discounts	31%	22%
Stock Ownership	2%	1%
Profit Sharing Plan	5%	2%
Other	2%	1%



"Other" fringe benefits offered included: Employee Assistance Program (EAP).

REGION 7 *Burleigh, Emmons, Grant, Kidder, McLean, Mercer, Morton, Oliver, Sheridan, Sioux*

INSURANCE *offered by Region 7 companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, Health Reimbursement Account, and Non-specified Supplemental insurance.

FULL-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

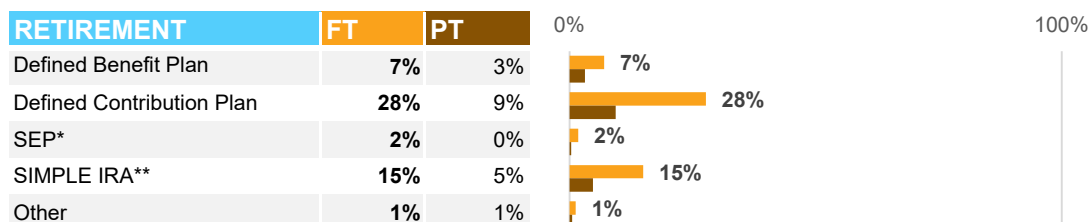
Plan	Offered	Eligible	Enrolled	Paid
Single	70%	81%	48%	81%
Family	48%	81%	36%	54%
Total Med	71%	81%	72%	71%
Dental	44%	88%	62%	53%
Vision	31%	88%	56%	42%

PART-TIME EMPLOYEES

Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	7%	63%	23%	61%
Family	6%	63%	24%	44%
Total Med	7%	64%	44%	54%
Dental	7%	66%	34%	30%
Vision	6%	65%	27%	21%

RETIREMENT *offered by Region 7 companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

"Other" types of retirement plans offered included: Deferred Compensation plan (e.g. 457b) and Employee Stock Ownership Plan (ESOP).

FULL-TIME EMPLOYEES

54% average percent share of **defined benefit plans** paid by companies

3.1% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

PART-TIME EMPLOYEES

45% average percent share of **defined benefit plans** paid by companies

2.9% average maximum contribution matched by companies for **defined contribution** or **SIMPLE IRA plans**

REGION 8 *Adams, Billings, Bowman, Dunn, Golden Valley, Hettinger, Slope, Stark*

PAY RAISES *offered by Region 8 companies*

FULL-TIME EMPLOYEES

82% average percent of companies that gave a raise in the *past 12 months*

3.1% average pay raise given by companies in the *past 12 months*

78% average percent of companies that plan to give a raise in the *next 12 months*

PART-TIME EMPLOYEES

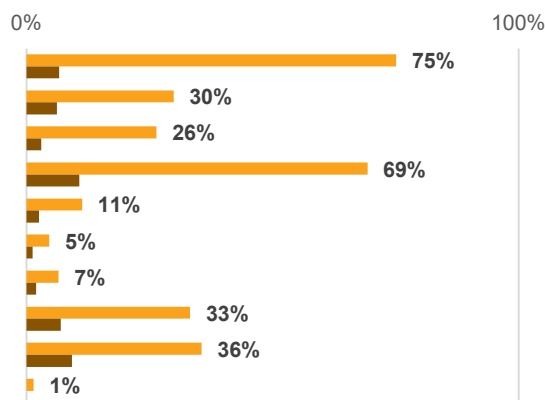
49% average percent of companies that gave a raise in the *past 12 months*

2.9% average pay raise given by companies in the *past 12 months*

42% average percent of companies that plan to give a raise in the *next 12 months*

PAID LEAVE *offered by Region 8 companies*

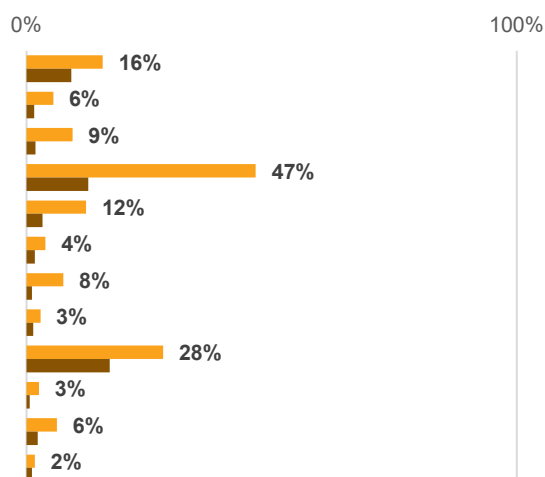
LEAVE	FT	PT
Vacation	75%	7%
Sick	30%	6%
General (PTO)	26%	3%
Holiday	69%	11%
Maternity	11%	3%
Paternity	5%	1%
Charity Work	7%	2%
Funeral	33%	7%
Jury Duty	36%	9%
Other	1%	***



*** Data not available due to confidentiality restrictions
 "Other" types of paid leave offered included: Personal leave.

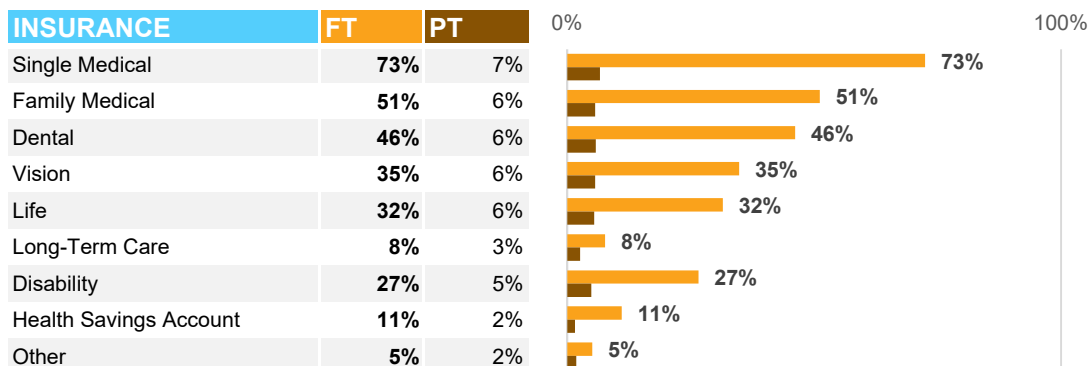
FRINGE BENEFITS *offered by Region 8 companies*

OTHER	FT	PT
Flex-Time Scheduling	16%	9%
Telecommuting	6%	2%
Tuition Reimbursement	9%	2%
Monetary Bonus	47%	13%
Flexible Spending Account	12%	3%
Child Care Benefit	4%	2%
Housing/Relocation Assistance	8%	1%
Financial Planning Assistance	3%	1%
Employee Discounts	28%	17%
Stock Ownership	3%	1%
Profit Sharing Plan	6%	2%
Other	2%	1%



REGION 8 *Adams, Billings, Bowman, Dunn, Golden Valley, Hettinger, Slope, Stark*

INSURANCE *offered by Region 8 companies*



"Other" types of insurance offered included: Accident insurance, Cancer/Critical Illness insurance, and Non-specified Supplemental insurance.

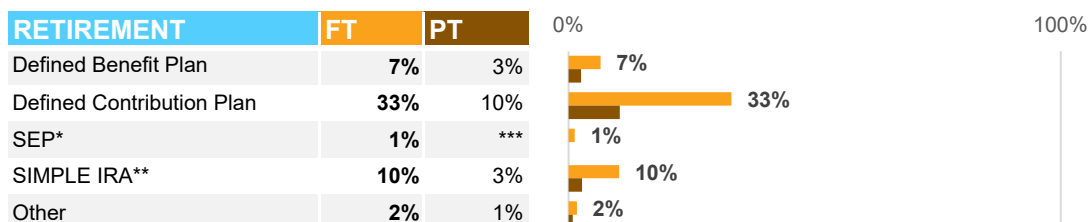
FULL-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

PART-TIME EMPLOYEES				
Plan	Offered	Eligible	Enrolled	Paid
Type of insurance plan	Percent of companies that offered plan	Average percent of employees eligible for plan	Average percent of eligible employees enrolled in plan	Average share of plan paid by company

Plan	Offered	Eligible	Enrolled	Paid
Single	73%	84%	49%	81%
Family	51%	84%	38%	58%
Total Med	73%	83%	76%	73%
Dental	46%	90%	68%	58%
Vision	35%	91%	63%	48%

Plan	Offered	Eligible	Enrolled	Paid
Single	7%	60%	20%	63%
Family	6%	63%	23%	52%
Total Med	8%	61%	34%	60%
Dental	6%	60%	25%	30%
Vision	6%	61%	25%	27%

RETIREMENT *offered by Region 8 companies*



* Simplified Employee Pension

** Savings Incentive Match Plan for Employees Individual Retirement Arrangement

*** Data not available due to confidentiality restrictions

FULL-TIME EMPLOYEES	
62%	average percent share of defined benefit plans paid by companies

PART-TIME EMPLOYEES	
66%	average percent share of defined benefit plans paid by companies

3.2%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

3.2%	average maximum contribution matched by companies for defined contribution or SIMPLE IRA plans
-------------	--

RESULTS BY QUESTION

OVERVIEW

The following pages break out the survey data results by selected questions. The questions were selected based on which benefits were offered to full-time employees by at least 10 percent of all companies surveyed. The results are broken out by industry, size class, and geography. Data was suppressed for questions with less than 5 positive responses to ensure the reliability of the data and the confidentiality of the companies in the survey.

Additionally, each page contains both the response rate and imputation rate by question. These rates vary slightly depending on how many surveys were completed for each question. Imputed values were used to populate all responses for non-respondents and to supplement data from partially completed surveys. For most questions, higher imputation rates indicate that more partially completed surveys had left that particular question blank, thus needing to supplement the response with imputed values.

The questions featured in the following pages are listed below:

CATEGORY	PAGE	QUESTION	PCT OFFERED	
			FT	PT
PAY RAISES	77	Pay increase provided in past 12 months	87%	59%
	78	Average pay increase provided in past 12 months	---	---
	79	Pay increase planned in next 12 months	83%	53%
PAID LEAVE	80	Paid Vacation offered	77%	8%
	81	Paid Sick Leave offered	34%	7%
	82	Paid General Leave offered	35%	5%
	83	Paid Holidays offered	75%	12%
	84	Paid Maternity Leave offered	12%	2%
	85	Paid Funeral leave offered	41%	8%
	86	Paid Jury Duty leave offered	41%	10%
INSURANCE	87	Single Medical insurance offered	74%	6%
	88	Single Medical insurance follow-up questions	---	---
	91	Family Medical insurance offered	54%	6%
	92	Family Medical insurance follow-up questions	---	---
	95	Dental insurance offered	49%	5%
	96	Dental insurance follow-up questions	---	---
	99	Vision insurance offered	36%	5%
	100	Vision insurance follow-up questions	---	---
	103	Life insurance offered	35%	5%
	104	Disability insurance offered	31%	4%
RETIREMENT	105	Health Savings Account offered	15%	2%
	106	Defined Contribution plan offered	35%	11%
	107	SIMPLE IRA offered	11%	3%
FRINGE BENEFITS	108	Percent match for retirement plans	---	---
	109	Flex-time Scheduling offered	18%	10%
	110	Tuition Reimbursement offered	10%	3%
	111	Monetary Bonus offered	49%	12%
	112	Flexible Spending Account offered	16%	3%
	113	Employee Discounts offered	32%	20%

--- Follow-up questions were included if their primary question indicated a benefit was offered by at least 10 percent of companies surveyed. The "percent offered" is used in the table to identify primary questions that met the 10 percent threshold.

RESULTS BY QUESTION: PAY RAISES

PAY INCREASE PROVIDED IN PAST 12 MONTHS

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	87%	59%		
11	Agriculture, Forestry, Fishing and Hunting	89%	78%		
21	Mining, Quarrying, and Oil and Gas Extraction	88%	6%		
22	Utilities	95%	56%		
23	Construction	89%	18%		
31-33	Manufacturing	90%	45%		
42	Wholesale Trade	89%	49%		
44-45	Retail Trade	85%	76%		
48-49	Transportation and Warehousing	89%	47%		
51	Information	78%	45%		
52	Finance and Insurance	94%	74%		
53	Real Estate and Rental and Leasing	88%	45%		
54	Professional and Technical Services	93%	76%		
55	Management of Companies and Enterprises	81%	42%		
56	Administrative and Waste Services	88%	76%		
61	Educational Services	91%	80%		
62	Health Care and Social Assistance	87%	78%		
71	Arts, Entertainment, and Recreation	74%	46%		
72	Accommodation and Food Services	84%	83%		
81	Other Services	84%	43%		
92	Public Administration	83%	70%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	83%	46%		
3	10-19 Employees	87%	62%		
4	20-49 Employees	91%	71%		
5	50-99 Employees	94%	77%		
6	100+ Employees	95%	81%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	86%	42%		
2	Region 2	83%	52%		
3	Region 3	79%	60%		
4	Region 4	89%	62%		
5	Region 5	90%	63%		
6	Region 6	81%	57%		
7	Region 7	86%	59%		
8	Region 8	82%	49%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Did your company provide a pay increase in the <i>past 12 months</i> ? (Yes/No)	55%	45%	53%	47%
	resp rate	imputed	resp rate	imputed

RESULTS BY QUESTION: PAY RAISES

AVERAGE PAY INCREASE PROVIDED IN PAST 12 MONTHS

NAICS	INDUSTRY	FT	PT	0%	5%
ALL	ALL INDUSTRIES	3.1%	3.0%		
11	Agriculture, Forestry, Fishing and Hunting	3.1%	2.9%		
21	Mining, Quarrying, and Oil and Gas Extraction	3.3%	3.1%		
22	Utilities	3.2%	3.0%		
23	Construction	3.3%	3.0%		
31-33	Manufacturing	3.2%	3.1%		
42	Wholesale Trade	3.1%	2.8%		
44-45	Retail Trade	3.0%	2.9%		
48-49	Transportation and Warehousing	3.0%	2.9%		
51	Information	2.9%	2.8%		
52	Finance and Insurance	3.2%	3.0%		
53	Real Estate and Rental and Leasing	3.1%	2.8%		
54	Professional and Technical Services	3.3%	3.1%		
55	Management of Companies and Enterprises	3.0%	2.8%		
56	Administrative and Waste Services	3.2%	3.3%		
61	Educational Services	3.0%	2.8%		
62	Health Care and Social Assistance	3.0%	2.9%		
71	Arts, Entertainment, and Recreation	3.1%	2.8%		
72	Accommodation and Food Services	3.3%	3.2%		
81	Other Services	3.2%	3.0%		
92	Public Administration	2.7%	2.7%		

CLASS	COMPANY SIZE	FT	PT	0%	5%
2	5-9 Employees	3.2%	3.1%		
3	10-19 Employees	3.2%	3.1%		
4	20-49 Employees	3.0%	2.8%		
5	50-99 Employees	2.9%	2.7%		
6	100+ Employees	2.9%	2.8%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	5%
1	Region 1	3.2%	3.0%		
2	Region 2	3.2%	3.0%		
3	Region 3	3.1%	3.0%		
4	Region 4	3.2%	3.1%		
5	Region 5	3.2%	3.0%		
6	Region 6	3.0%	2.9%		
7	Region 7	3.1%	3.0%		
8	Region 8	3.1%	2.9%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
If provided, what was the average pay increase to the nearest percent? (1%, 2%, 3%, 4%, 5%+)	53% resp rate	47% imputed	52% resp rate	48% imputed

RESULTS BY QUESTION: PAY RAISES

PAY INCREASE PLANNED IN NEXT 12 MONTHS

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	83%	53%		
11	Agriculture, Forestry, Fishing and Hunting	82%	24%		
21	Mining, Quarrying, and Oil and Gas Extraction	88%	6%		
22	Utilities	95%	51%		
23	Construction	88%	16%		
31-33	Manufacturing	88%	44%		
42	Wholesale Trade	90%	36%		
44-45	Retail Trade	85%	79%		
48-49	Transportation and Warehousing	83%	33%		
51	Information	67%	35%		
52	Finance and Insurance	94%	77%		
53	Real Estate and Rental and Leasing	88%	68%		
54	Professional and Technical Services	91%	77%		
55	Management of Companies and Enterprises	62%	38%		
56	Administrative and Waste Services	88%	49%		
61	Educational Services	78%	73%		
62	Health Care and Social Assistance	87%	80%		
71	Arts, Entertainment, and Recreation	56%	42%		
72	Accommodation and Food Services	66%	61%		
81	Other Services	80%	41%		
92	Public Administration	84%	66%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	75%	37%		
3	10-19 Employees	84%	53%		
4	20-49 Employees	90%	70%		
5	50-99 Employees	94%	68%		
6	100+ Employees	96%	83%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	81%	36%		
2	Region 2	79%	47%		
3	Region 3	72%	56%		
4	Region 4	82%	53%		
5	Region 5	86%	55%		
6	Region 6	74%	48%		
7	Region 7	83%	54%		
8	Region 8	78%	42%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Does your company plan to provide a pay increase in the next 12 months ? (Yes/No)	52% resp rate	48% imputed	50% resp rate	50% imputed

RESULTS BY QUESTION: PAID LEAVE

PAID VACATION OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	77%	8%		
11	Agriculture, Forestry, Fishing and Hunting	71%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	86%	2%		
22	Utilities	83%	17%		
23	Construction	82%	3%		
31-33	Manufacturing	85%	7%		
42	Wholesale Trade	86%	4%		
44-45	Retail Trade	86%	5%		
48-49	Transportation and Warehousing	82%	4%		
51	Information	78%	9%		
52	Finance and Insurance	88%	14%		
53	Real Estate and Rental and Leasing	89%	4%		
54	Professional and Technical Services	82%	7%		
55	Management of Companies and Enterprises	77%	***		
56	Administrative and Waste Services	85%	6%		
61	Educational Services	81%	18%		
62	Health Care and Social Assistance	80%	18%		
71	Arts, Entertainment, and Recreation	52%	5%		
72	Accommodation and Food Services	40%	5%		
81	Other Services	84%	7%		
92	Public Administration	89%	33%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	74%	6%		
3	10-19 Employees	76%	7%		
4	20-49 Employees	84%	9%		
5	50-99 Employees	87%	12%		
6	100+ Employees	81%	18%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	78%	5%		
2	Region 2	76%	8%		
3	Region 3	72%	11%		
4	Region 4	78%	7%		
5	Region 5	77%	6%		
6	Region 6	72%	9%		
7	Region 7	79%	10%		
8	Region 8	75%	7%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid Vacation (Yes/No)	54%	46%	54%	46%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: PAID LEAVE

PAID SICK LEAVE OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	34%	7%		
11	Agriculture, Forestry, Fishing and Hunting	16%	2%		
21	Mining, Quarrying, and Oil and Gas Extraction	21%	***		
22	Utilities	83%	17%		
23	Construction	12%	1%		
31-33	Manufacturing	21%	2%		
42	Wholesale Trade	72%	4%		
44-45	Retail Trade	18%	3%		
48-49	Transportation and Warehousing	12%	1%		
51	Information	73%	7%		
52	Finance and Insurance	84%	10%		
53	Real Estate and Rental and Leasing	47%	5%		
54	Professional and Technical Services	67%	5%		
55	Management of Companies and Enterprises	31%	***		
56	Administrative and Waste Services	18%	4%		
61	Educational Services	84%	55%		
62	Health Care and Social Assistance	49%	19%		
71	Arts, Entertainment, and Recreation	30%	4%		
72	Accommodation and Food Services	6%	1%		
81	Other Services	26%	4%		
92	Public Administration	88%	37%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	30%	4%		
3	10-19 Employees	36%	4%		
4	20-49 Employees	32%	8%		
5	50-99 Employees	43%	17%		
6	100+ Employees	52%	26%		

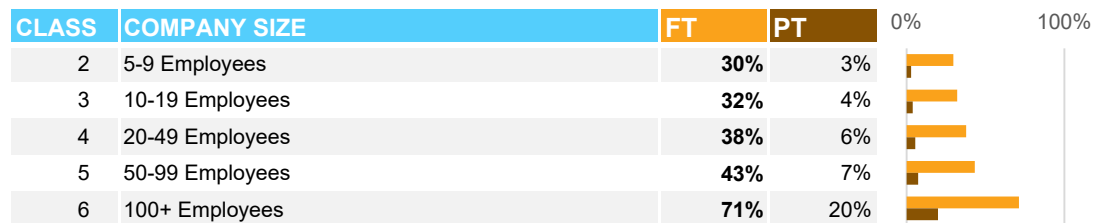
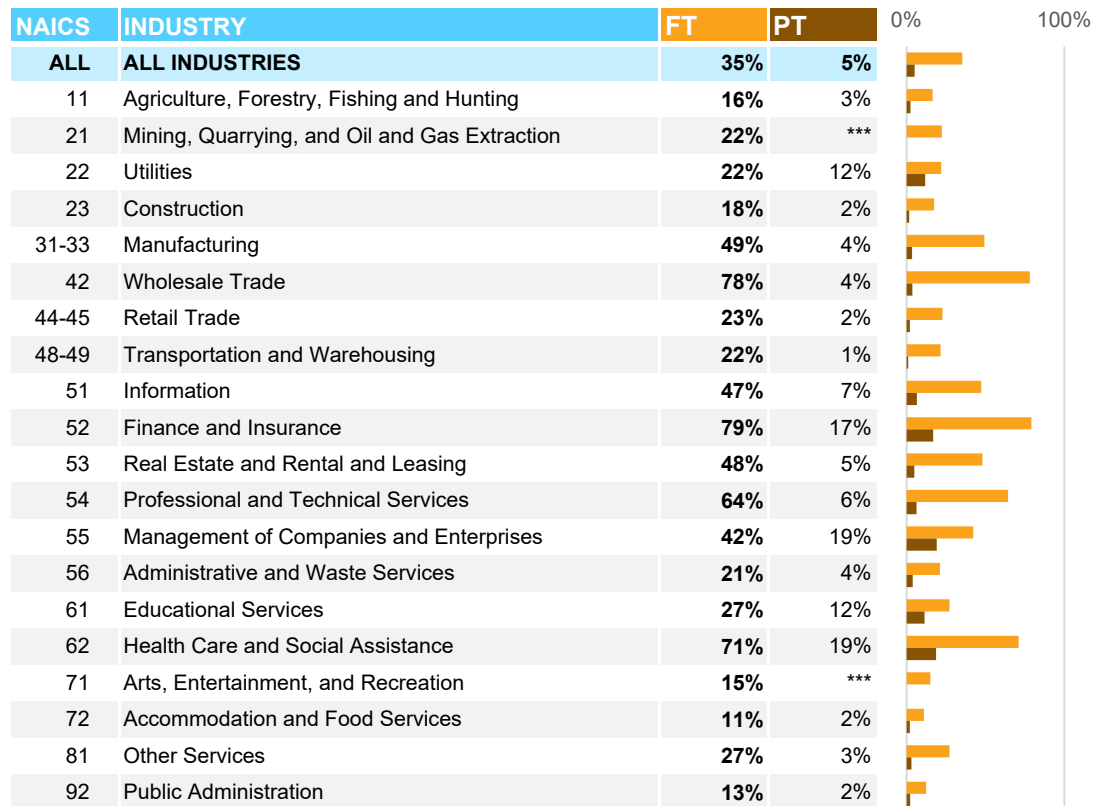
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	29%	4%		
2	Region 2	31%	6%		
3	Region 3	44%	11%		
4	Region 4	33%	7%		
5	Region 5	32%	4%		
6	Region 6	37%	8%		
7	Region 7	37%	9%		
8	Region 8	30%	6%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid Sick Leave (Yes/No)	53% resp rate	47% imputed	54% resp rate	46% imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: PAID LEAVE

PAID GENERAL LEAVE OFFERED



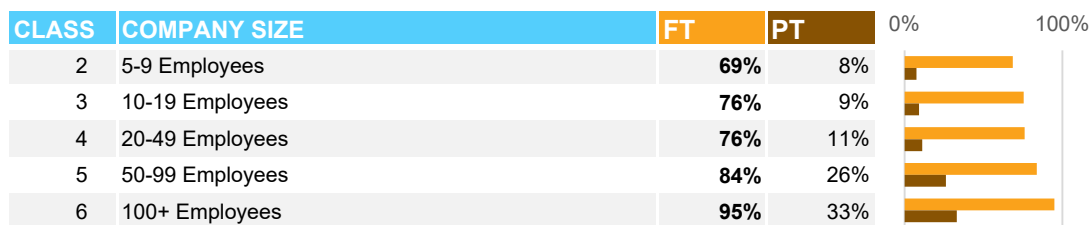
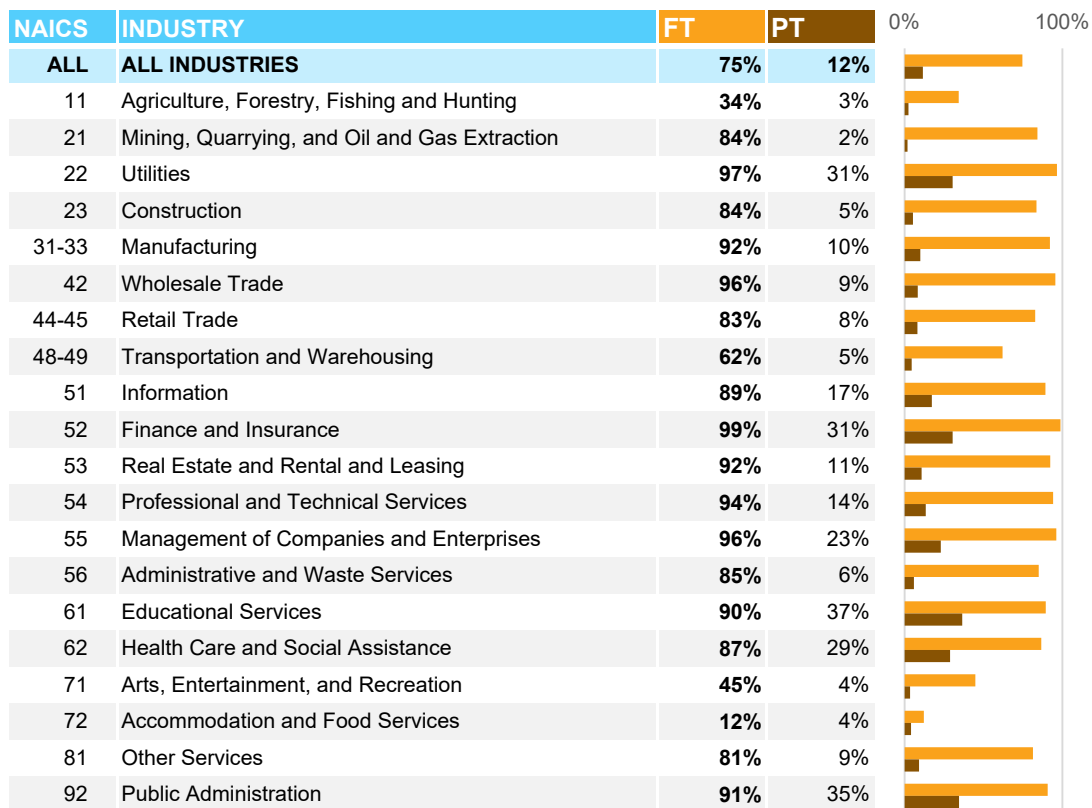
SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid General Leave* (Yes/No)	52% resp rate	48% imputed	54% resp rate	46% imputed

* **General Leave** refers to Paid Time Off (PTO) that is offered in place of or in addition to Vacation and Sick Leave.

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: PAID LEAVE

PAID HOLIDAYS OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid Holidays (Yes/No)	54%	46%	54%	46%
	resp rate	imputed	resp rate	imputed

RESULTS BY QUESTION: PAID LEAVE

PAID MATERNITY LEAVE OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	12%	2%		
11	Agriculture, Forestry, Fishing and Hunting	6%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	19%	***		
22	Utilities	36%	12%		
23	Construction	6%	1%		
31-33	Manufacturing	13%	2%		
42	Wholesale Trade	17%	1%		
44-45	Retail Trade	7%	1%		
48-49	Transportation and Warehousing	7%	***		
51	Information	28%	10%		
52	Finance and Insurance	48%	7%		
53	Real Estate and Rental and Leasing	17%	***		
54	Professional and Technical Services	16%	4%		
55	Management of Companies and Enterprises	***	***		
56	Administrative and Waste Services	8%	2%		
61	Educational Services	22%	9%		
62	Health Care and Social Assistance	13%	6%		
71	Arts, Entertainment, and Recreation	11%	***		
72	Accommodation and Food Services	3%	1%		
81	Other Services	13%	2%		
92	Public Administration	19%	6%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	10%	2%		
3	10-19 Employees	11%	2%		
4	20-49 Employees	12%	2%		
5	50-99 Employees	14%	4%		
6	100+ Employees	26%	8%		

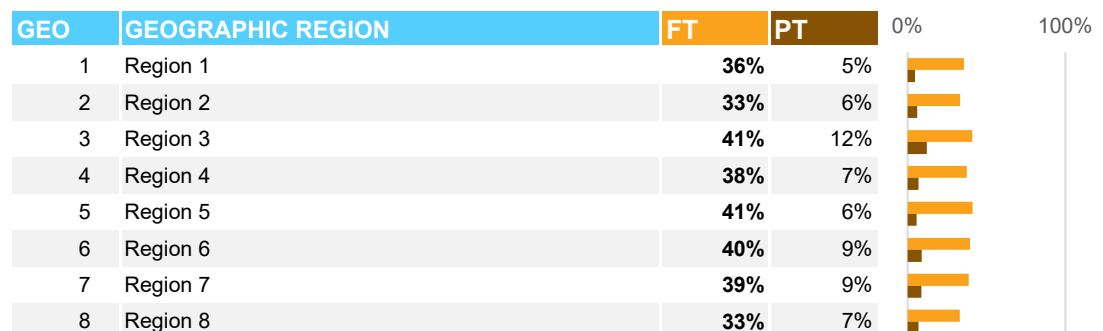
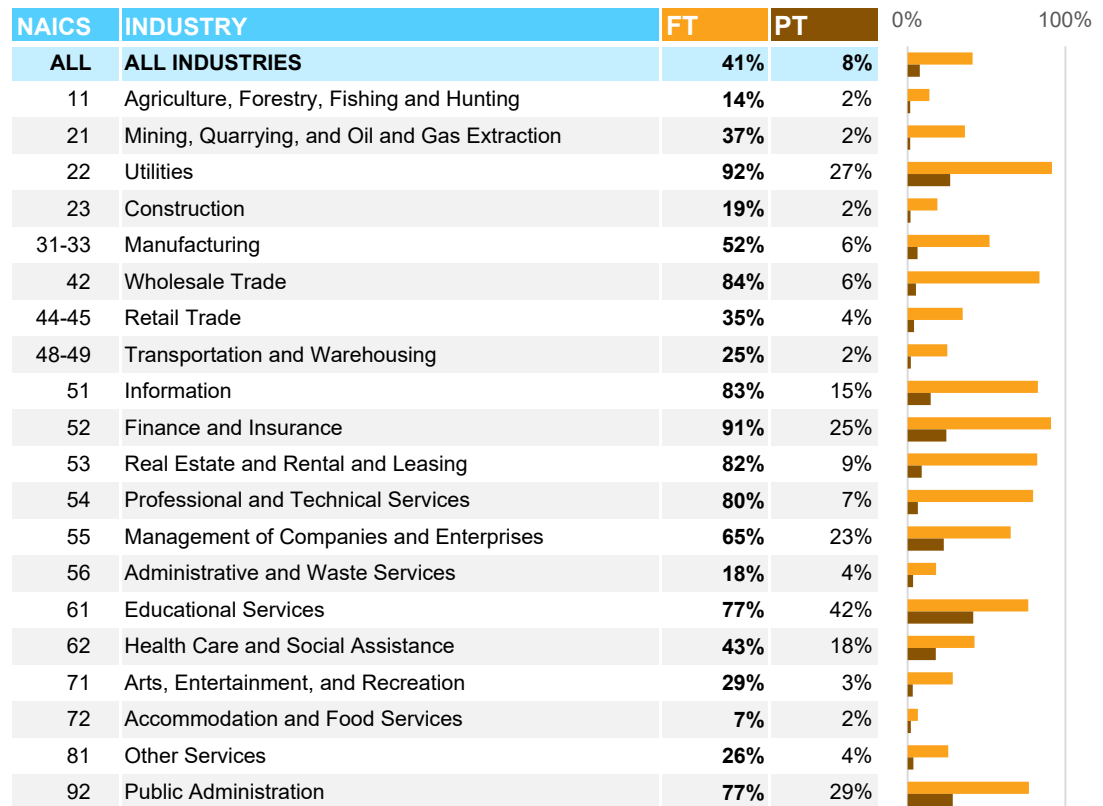
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	11%	2%		
2	Region 2	9%	2%		
3	Region 3	13%	3%		
4	Region 4	12%	2%		
5	Region 5	13%	2%		
6	Region 6	12%	3%		
7	Region 7	12%	2%		
8	Region 8	11%	3%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid Maternity Leave (Yes/No)	51% resp rate	49% imputed	53% resp rate	47% imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: PAID LEAVE

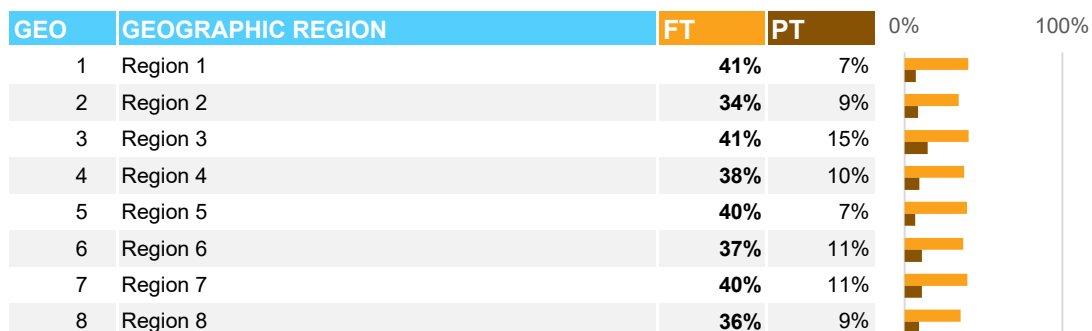
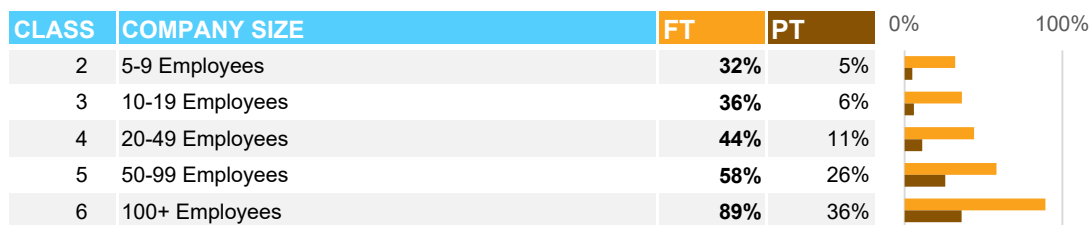
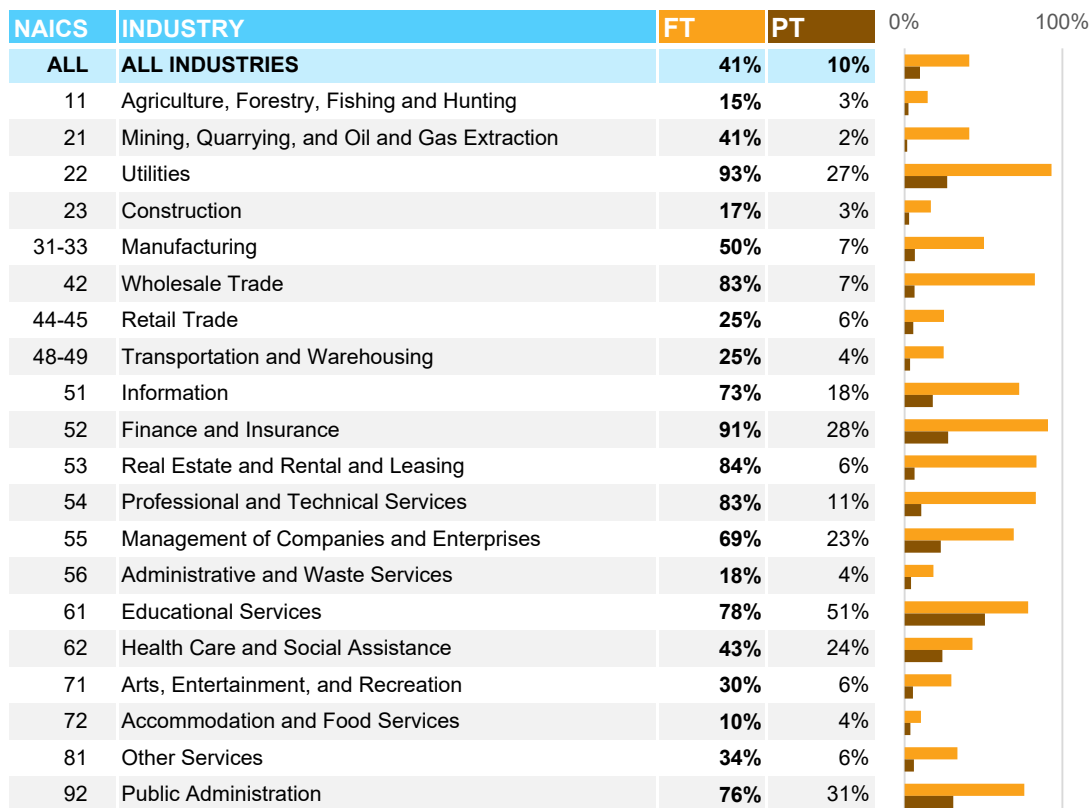
PAID FUNERAL LEAVE OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid Funeral Leave (Yes/No)	53% resp rate	47% imputed	54% resp rate	46% imputed

RESULTS BY QUESTION: PAID LEAVE

PAID JURY DUTY LEAVE OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of paid leave offered to employees at your company: paid Jury Duty Leave (Yes/No)	53% resp rate	47% imputed	54% resp rate	46% imputed

RESULTS BY QUESTION: INSURANCE

SINGLE MEDICAL INSURANCE OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	74%	6%		
11	Agriculture, Forestry, Fishing and Hunting	78%	2%		
21	Mining, Quarrying, and Oil and Gas Extraction	95%	3%		
22	Utilities	97%	29%		
23	Construction	84%	3%		
31-33	Manufacturing	76%	4%		
42	Wholesale Trade	96%	4%		
44-45	Retail Trade	61%	2%		
48-49	Transportation and Warehousing	86%	3%		
51	Information	81%	5%		
52	Finance and Insurance	92%	15%		
53	Real Estate and Rental and Leasing	90%	***		
54	Professional and Technical Services	92%	7%		
55	Management of Companies and Enterprises	96%	19%		
56	Administrative and Waste Services	82%	3%		
61	Educational Services	84%	26%		
62	Health Care and Social Assistance	79%	13%		
71	Arts, Entertainment, and Recreation	50%	2%		
72	Accommodation and Food Services	23%	2%		
81	Other Services	78%	3%		
92	Public Administration	86%	34%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	62%	3%		
3	10-19 Employees	75%	4%		
4	20-49 Employees	80%	7%		
5	50-99 Employees	98%	14%		
6	100+ Employees	99%	26%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	78%	3%		
2	Region 2	68%	5%		
3	Region 3	57%	7%		
4	Region 4	72%	5%		
5	Region 5	75%	4%		
6	Region 6	61%	5%		
7	Region 7	70%	7%		
8	Region 8	73%	7%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of insurance offered to employees at your company: Single medical insurance coverage (Yes/No)	55%	45%	55%	45%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

SINGLE MEDICAL INSURANCE ELIGIBILITY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	82%	62%		
11	Agriculture, Forestry, Fishing and Hunting	79%	58%		
21	Mining, Quarrying, and Oil and Gas Extraction	91%	97%		
22	Utilities	91%	71%		
23	Construction	87%	64%		
31-33	Manufacturing	87%	61%		
42	Wholesale Trade	87%	65%		
44-45	Retail Trade	72%	50%		
48-49	Transportation and Warehousing	86%	68%		
51	Information	82%	64%		
52	Finance and Insurance	88%	65%		
53	Real Estate and Rental and Leasing	84%	***		
54	Professional and Technical Services	88%	63%		
55	Management of Companies and Enterprises	78%	92%		
56	Administrative and Waste Services	83%	52%		
61	Educational Services	86%	66%		
62	Health Care and Social Assistance	81%	60%		
71	Arts, Entertainment, and Recreation	65%	42%		
72	Accommodation and Food Services	44%	29%		
81	Other Services	80%	70%		
92	Public Administration	85%	63%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	84%	66%		
3	10-19 Employees	81%	62%		
4	20-49 Employees	82%	63%		
5	50-99 Employees	78%	62%		
6	100+ Employees	86%	61%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	86%	73%		
2	Region 2	83%	66%		
3	Region 3	82%	64%		
4	Region 4	79%	59%		
5	Region 5	82%	60%		
6	Region 6	81%	68%		
7	Region 7	81%	63%		
8	Region 8	84%	60%		

SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent of employees that are <u>eligible</u> to enroll in your company's: Single medical insurance coverage	54%	46%	55%	45%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

SINGLE MEDICAL INSURANCE ENROLLMENT

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	49%	25%		
11	Agriculture, Forestry, Fishing and Hunting	58%	23%		
21	Mining, Quarrying, and Oil and Gas Extraction	49%	33%		
22	Utilities	46%	42%		
23	Construction	52%	23%		
31-33	Manufacturing	55%	33%		
42	Wholesale Trade	48%	30%		
44-45	Retail Trade	47%	17%		
48-49	Transportation and Warehousing	48%	15%		
51	Information	45%	32%		
52	Finance and Insurance	48%	19%		
53	Real Estate and Rental and Leasing	52%	***		
54	Professional and Technical Services	50%	26%		
55	Management of Companies and Enterprises	34%	7%		
56	Administrative and Waste Services	51%	12%		
61	Educational Services	52%	29%		
62	Health Care and Social Assistance	48%	25%		
71	Arts, Entertainment, and Recreation	38%	17%		
72	Accommodation and Food Services	31%	8%		
81	Other Services	52%	22%		
92	Public Administration	44%	26%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	51%	23%		
3	10-19 Employees	49%	22%		
4	20-49 Employees	48%	26%		
5	50-99 Employees	46%	23%		
6	100+ Employees	46%	27%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	48%	30%		
2	Region 2	49%	22%		
3	Region 3	49%	33%		
4	Region 4	49%	24%		
5	Region 5	50%	27%		
6	Region 6	50%	29%		
7	Region 7	48%	23%		
8	Region 8	49%	20%		

SURVEY QUESTION*	FULL-TIME EMP	PART-TIME EMP
Of those eligible, indicate the percent of employees enrolled in your company's: Single medical insurance coverage	54% resp rate	46% imputed
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	54% resp rate	46% imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

SINGLE MEDICAL INSURANCE SHARE PAID BY COMPANY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	80%	61%		
11	Agriculture, Forestry, Fishing and Hunting	86%	64%		
21	Mining, Quarrying, and Oil and Gas Extraction	83%	68%		
22	Utilities	90%	69%		
23	Construction	80%	58%		
31-33	Manufacturing	78%	60%		
42	Wholesale Trade	82%	74%		
44-45	Retail Trade	73%	49%		
48-49	Transportation and Warehousing	76%	51%		
51	Information	81%	88%		
52	Finance and Insurance	85%	70%		
53	Real Estate and Rental and Leasing	79%	***		
54	Professional and Technical Services	85%	58%		
55	Management of Companies and Enterprises	82%	62%		
56	Administrative and Waste Services	77%	43%		
61	Educational Services	93%	65%		
62	Health Care and Social Assistance	77%	62%		
71	Arts, Entertainment, and Recreation	75%	70%		
72	Accommodation and Food Services	67%	32%		
81	Other Services	80%	52%		
92	Public Administration	91%	60%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	80%	59%		
3	10-19 Employees	80%	58%		
4	20-49 Employees	80%	63%		
5	50-99 Employees	77%	58%		
6	100+ Employees	81%	63%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	81%	66%		
2	Region 2	80%	70%		
3	Region 3	84%	76%		
4	Region 4	79%	62%		
5	Region 5	79%	61%		
6	Region 6	82%	61%		
7	Region 7	81%	61%		
8	Region 8	81%	63%		

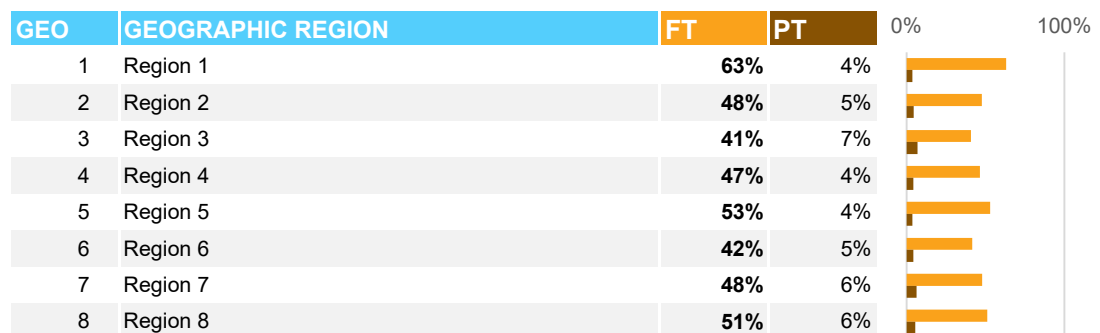
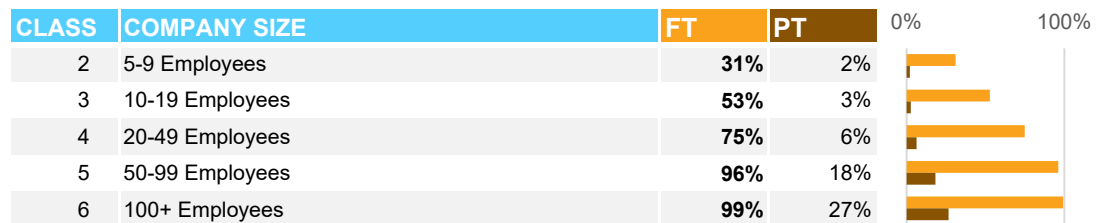
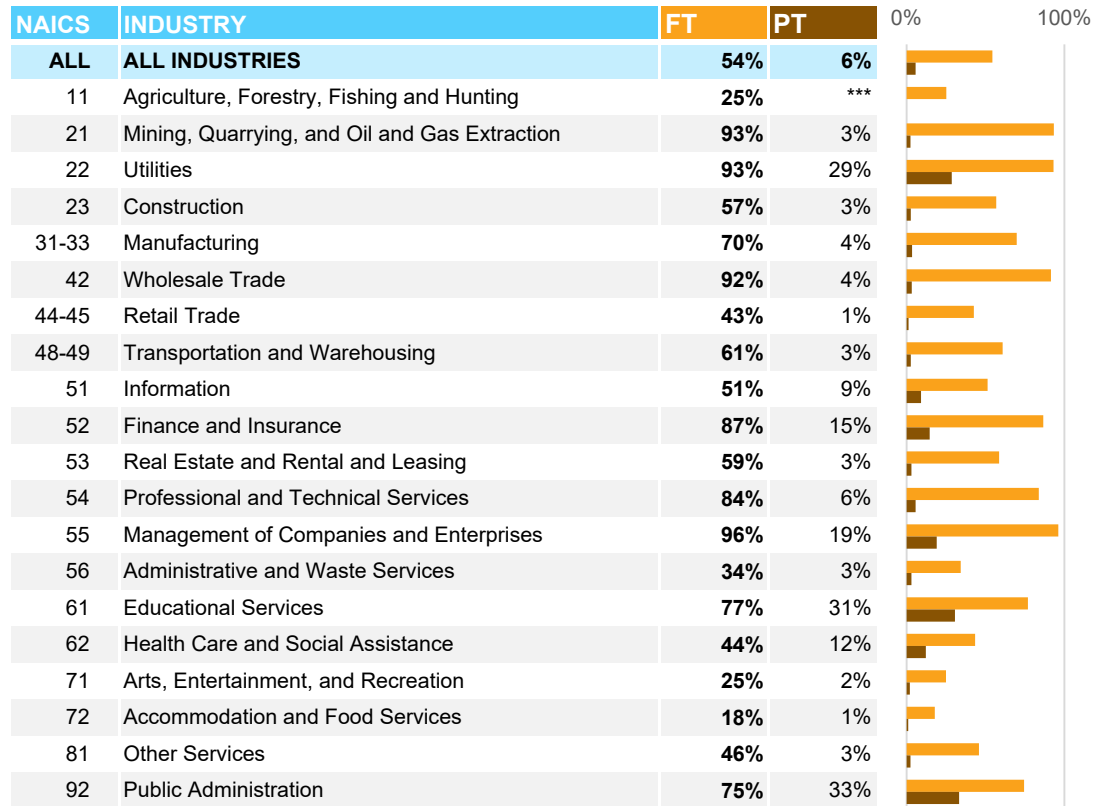
SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent share your company pays of: Single medical insurance coverage	54%	46%	54%	46%
	resp rate	imputed	resp rate	imputed

(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

FAMILY MEDICAL INSURANCE OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of insurance offered to employees at your company: Family* medical insurance coverage (Yes/No)	55% resp rate	45% imputed	55% resp rate	45% imputed

* Family coverage is defined as employee plus other(s) such as spouse, children, dependents, etc.

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

FAMILY MEDICAL INSURANCE ELIGIBILITY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	82%	62%		
11	Agriculture, Forestry, Fishing and Hunting	80%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	88%	91%		
22	Utilities	94%	59%		
23	Construction	86%	63%		
31-33	Manufacturing	87%	66%		
42	Wholesale Trade	88%	62%		
44-45	Retail Trade	72%	59%		
48-49	Transportation and Warehousing	87%	78%		
51	Information	83%	73%		
52	Finance and Insurance	89%	65%		
53	Real Estate and Rental and Leasing	84%	62%		
54	Professional and Technical Services	85%	59%		
55	Management of Companies and Enterprises	90%	92%		
56	Administrative and Waste Services	78%	54%		
61	Educational Services	79%	66%		
62	Health Care and Social Assistance	79%	58%		
71	Arts, Entertainment, and Recreation	72%	46%		
72	Accommodation and Food Services	42%	32%		
81	Other Services	78%	60%		
92	Public Administration	88%	64%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	83%	66%		
3	10-19 Employees	84%	59%		
4	20-49 Employees	80%	64%		
5	50-99 Employees	77%	59%		
6	100+ Employees	84%	63%		

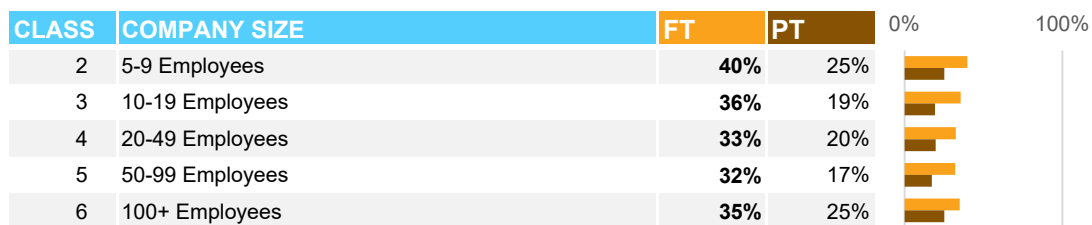
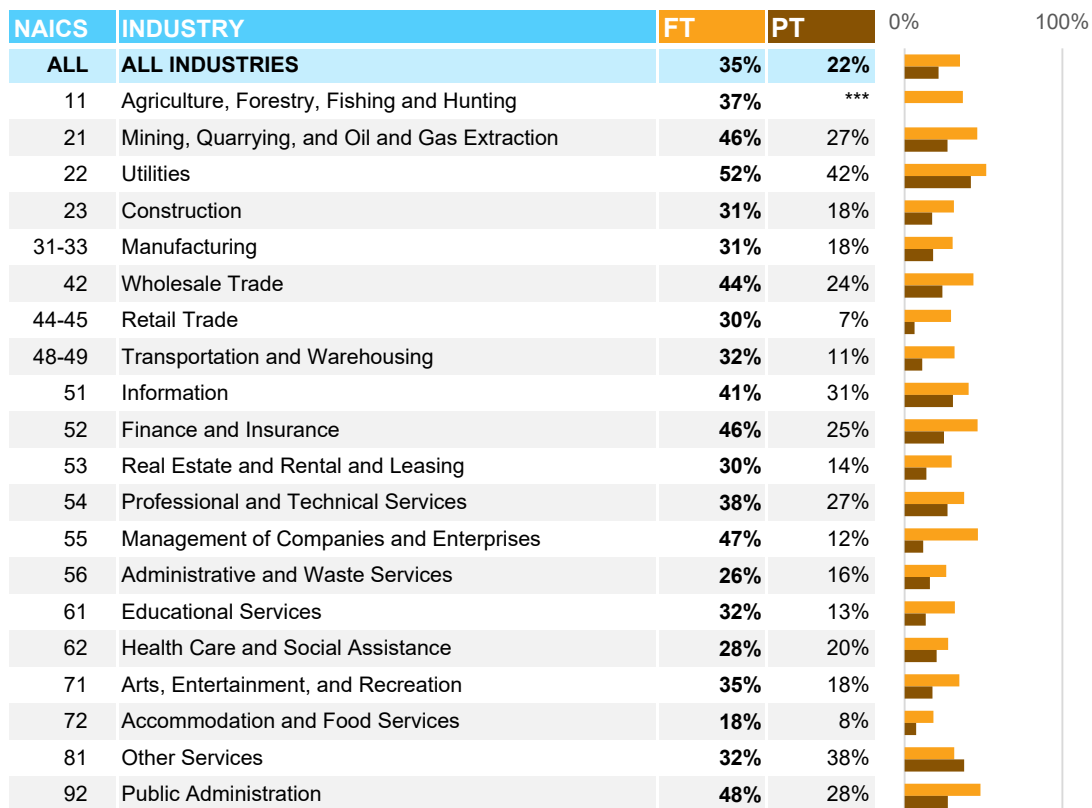
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	85%	69%		
2	Region 2	83%	68%		
3	Region 3	81%	62%		
4	Region 4	79%	60%		
5	Region 5	82%	57%		
6	Region 6	80%	62%		
7	Region 7	81%	63%		
8	Region 8	84%	63%		

SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent of employees that are <u>eligible</u> to enroll in your company's: Family medical insurance coverage	54%	46%	55%	45%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

FAMILY MEDICAL INSURANCE ENROLLMENT



SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
Of those eligible, indicate the percent of employees enrolled in your company's: Family medical insurance coverage	54%	46%	54%	46%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

FAMILY MEDICAL INSURANCE SHARE PAID BY COMPANY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	54%	45%		
11	Agriculture, Forestry, Fishing and Hunting	61%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	63%	37%		
22	Utilities	81%	69%		
23	Construction	46%	37%		
31-33	Manufacturing	52%	38%		
42	Wholesale Trade	64%	59%		
44-45	Retail Trade	49%	44%		
48-49	Transportation and Warehousing	49%	38%		
51	Information	63%	72%		
52	Finance and Insurance	65%	57%		
53	Real Estate and Rental and Leasing	49%	45%		
54	Professional and Technical Services	51%	47%		
55	Management of Companies and Enterprises	68%	62%		
56	Administrative and Waste Services	45%	22%		
61	Educational Services	56%	34%		
62	Health Care and Social Assistance	44%	41%		
71	Arts, Entertainment, and Recreation	64%	59%		
72	Accommodation and Food Services	38%	26%		
81	Other Services	50%	52%		
92	Public Administration	80%	49%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	56%	49%		
3	10-19 Employees	53%	42%		
4	20-49 Employees	51%	46%		
5	50-99 Employees	53%	37%		
6	100+ Employees	63%	49%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	55%	44%		
2	Region 2	55%	55%		
3	Region 3	60%	43%		
4	Region 4	55%	43%		
5	Region 5	48%	42%		
6	Region 6	59%	42%		
7	Region 7	54%	44%		
8	Region 8	58%	52%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent share your company pays of: Family medical insurance coverage	53%	47%	54%	46%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

DENTAL INSURANCE OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	49%	5%		
11	Agriculture, Forestry, Fishing and Hunting	11%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	90%	3%		
22	Utilities	69%	29%		
23	Construction	50%	3%		
31-33	Manufacturing	67%	5%		
42	Wholesale Trade	84%	3%		
44-45	Retail Trade	38%	2%		
48-49	Transportation and Warehousing	56%	3%		
51	Information	60%	11%		
52	Finance and Insurance	82%	15%		
53	Real Estate and Rental and Leasing	84%	2%		
54	Professional and Technical Services	80%	5%		
55	Management of Companies and Enterprises	88%	19%		
56	Administrative and Waste Services	34%	3%		
61	Educational Services	55%	18%		
62	Health Care and Social Assistance	43%	12%		
71	Arts, Entertainment, and Recreation	22%	***		
72	Accommodation and Food Services	16%	2%		
81	Other Services	33%	3%		
92	Public Administration	55%	27%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	28%	2%		
3	10-19 Employees	45%	4%		
4	20-49 Employees	68%	7%		
5	50-99 Employees	90%	14%		
6	100+ Employees	97%	21%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	56%	3%		
2	Region 2	40%	4%		
3	Region 3	35%	6%		
4	Region 4	39%	4%		
5	Region 5	51%	4%		
6	Region 6	32%	4%		
7	Region 7	44%	7%		
8	Region 8	46%	6%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of insurance offered to employees at your company: Dental insurance coverage (Yes/No)	55%	45%	55%	45%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

DENTAL INSURANCE ELIGIBILITY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	88%	65%		
11	Agriculture, Forestry, Fishing and Hunting	88%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	95%	76%		
22	Utilities	95%	71%		
23	Construction	90%	64%		
31-33	Manufacturing	92%	72%		
42	Wholesale Trade	94%	57%		
44-45	Retail Trade	82%	58%		
48-49	Transportation and Warehousing	92%	68%		
51	Information	89%	75%		
52	Finance and Insurance	93%	64%		
53	Real Estate and Rental and Leasing	86%	12%		
54	Professional and Technical Services	94%	62%		
55	Management of Companies and Enterprises	95%	92%		
56	Administrative and Waste Services	80%	66%		
61	Educational Services	90%	67%		
62	Health Care and Social Assistance	84%	67%		
71	Arts, Entertainment, and Recreation	79%	***		
72	Accommodation and Food Services	47%	44%		
81	Other Services	80%	60%		
92	Public Administration	92%	71%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	91%	64%		
3	10-19 Employees	90%	66%		
4	20-49 Employees	86%	62%		
5	50-99 Employees	81%	61%		
6	100+ Employees	87%	70%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	91%	71%		
2	Region 2	90%	64%		
3	Region 3	89%	62%		
4	Region 4	85%	61%		
5	Region 5	87%	61%		
6	Region 6	90%	76%		
7	Region 7	88%	66%		
8	Region 8	90%	60%		

SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent of employees that are eligible to enroll in your company's: Dental insurance coverage	54%	46%	54%	46%
	resp rate	imputed	resp rate	imputed

(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

DENTAL INSURANCE ENROLLMENT

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	65%	35%		
11	Agriculture, Forestry, Fishing and Hunting	82%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	77%	59%		
22	Utilities	82%	70%		
23	Construction	60%	34%		
31-33	Manufacturing	62%	41%		
42	Wholesale Trade	74%	25%		
44-45	Retail Trade	58%	17%		
48-49	Transportation and Warehousing	66%	32%		
51	Information	70%	54%		
52	Finance and Insurance	75%	44%		
53	Real Estate and Rental and Leasing	66%	7%		
54	Professional and Technical Services	70%	36%		
55	Management of Companies and Enterprises	78%	7%		
56	Administrative and Waste Services	59%	30%		
61	Educational Services	56%	28%		
62	Health Care and Social Assistance	62%	44%		
71	Arts, Entertainment, and Recreation	56%	***		
72	Accommodation and Food Services	31%	15%		
81	Other Services	60%	30%		
92	Public Administration	59%	28%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	73%	40%		
3	10-19 Employees	66%	40%		
4	20-49 Employees	61%	29%		
5	50-99 Employees	55%	28%		
6	100+ Employees	63%	39%		

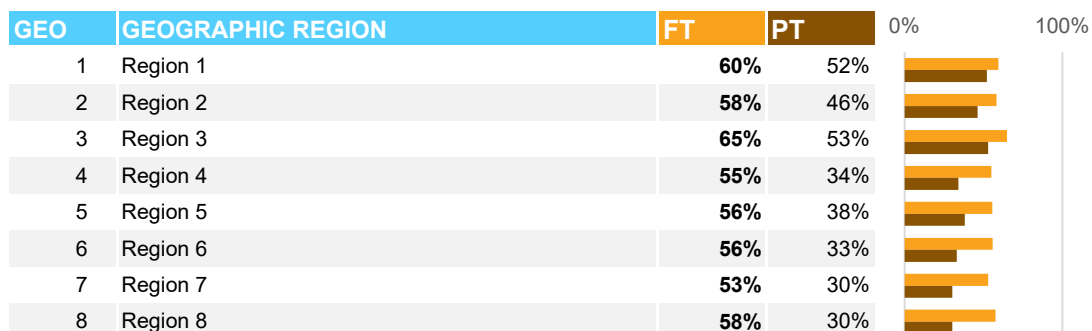
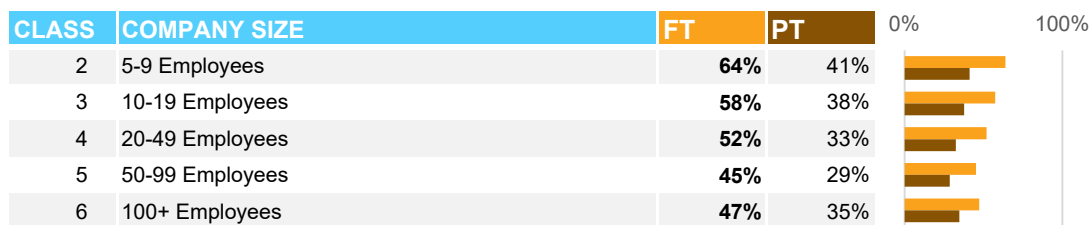
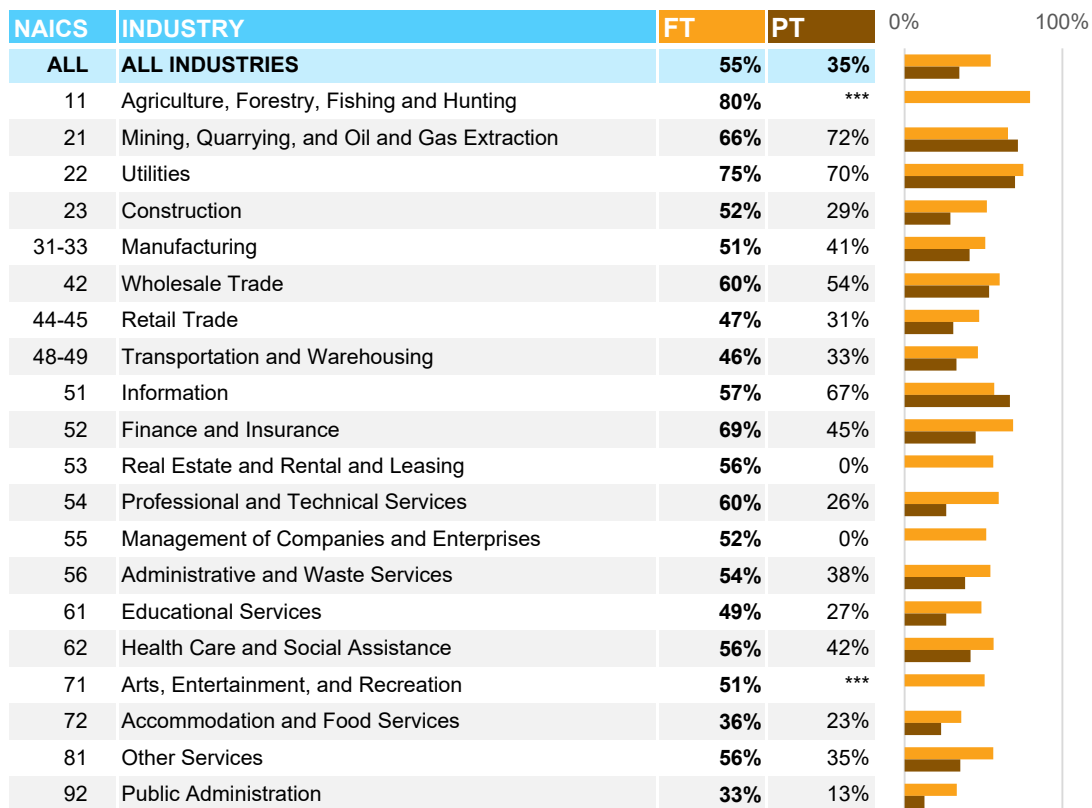
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	71%	51%		
2	Region 2	66%	33%		
3	Region 3	68%	47%		
4	Region 4	63%	29%		
5	Region 5	65%	37%		
6	Region 6	66%	27%		
7	Region 7	62%	34%		
8	Region 8	68%	25%		

SURVEY QUESTION*	FULL-TIME EMP	PART-TIME EMP
Of those eligible, indicate the percent of employees enrolled in your company's: Dental insurance coverage	54% resp rate	46% imputed
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	54% resp rate	46% imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

DENTAL INSURANCE SHARE PAID BY COMPANY

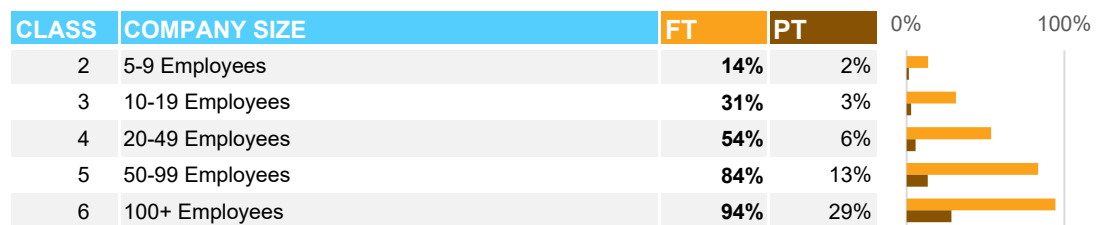
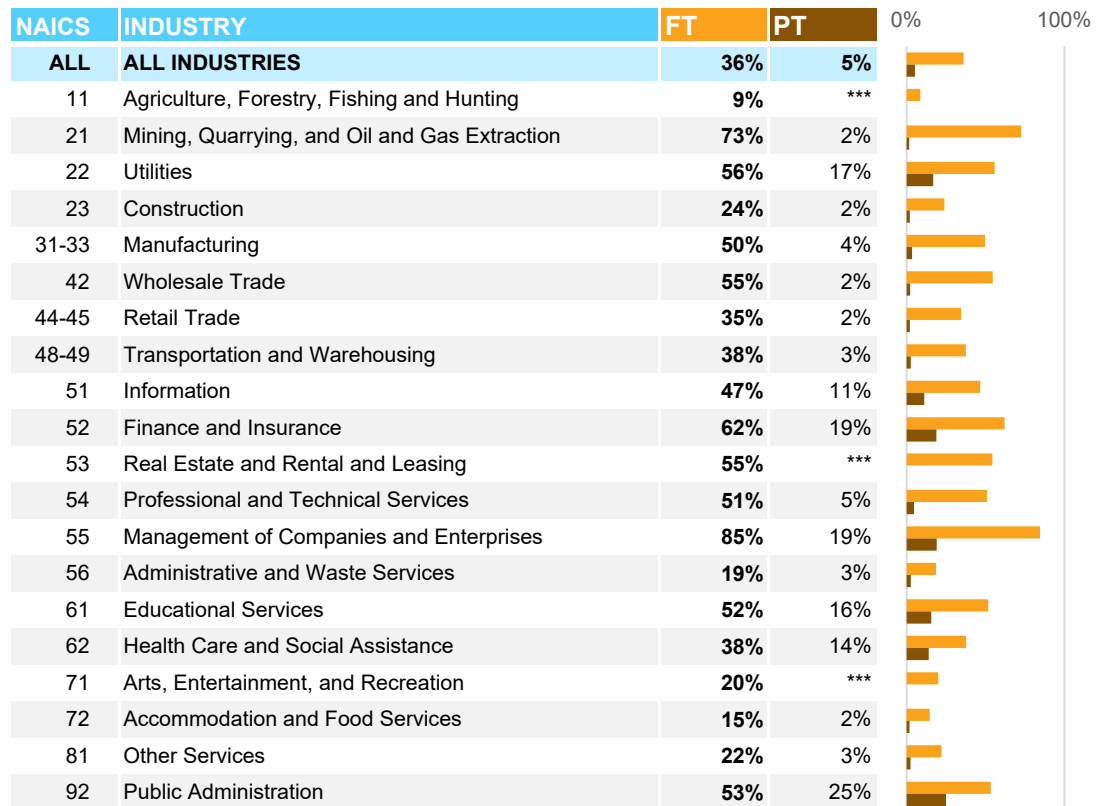


SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent share your company pays of: Dental insurance coverage	54%	46%	54%	46%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

VISION INSURANCE OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of insurance offered to employees at your company: Vision insurance coverage (Yes/No)	54%	46%	54%	46%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

VISION INSURANCE ELIGIBILITY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	88%	65%		
11	Agriculture, Forestry, Fishing and Hunting	85%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	94%	80%		
22	Utilities	90%	76%		
23	Construction	92%	68%		
31-33	Manufacturing	93%	74%		
42	Wholesale Trade	94%	54%		
44-45	Retail Trade	84%	71%		
48-49	Transportation and Warehousing	92%	76%		
51	Information	90%	72%		
52	Finance and Insurance	94%	66%		
53	Real Estate and Rental and Leasing	86%	***		
54	Professional and Technical Services	94%	60%		
55	Management of Companies and Enterprises	98%	92%		
56	Administrative and Waste Services	85%	81%		
61	Educational Services	91%	69%		
62	Health Care and Social Assistance	83%	62%		
71	Arts, Entertainment, and Recreation	81%	***		
72	Accommodation and Food Services	48%	45%		
81	Other Services	79%	54%		
92	Public Administration	92%	72%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	90%	66%		
3	10-19 Employees	90%	63%		
4	20-49 Employees	88%	62%		
5	50-99 Employees	81%	65%		
6	100+ Employees	87%	69%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	90%	70%		
2	Region 2	89%	68%		
3	Region 3	89%	71%		
4	Region 4	85%	60%		
5	Region 5	87%	61%		
6	Region 6	90%	72%		
7	Region 7	88%	65%		
8	Region 8	91%	61%		

SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent of employees that are <u>eligible</u> to enroll in your company's: Vision insurance coverage	54%	46%	54%	46%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

VISION INSURANCE ENROLLMENT

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	59%	31%		
11	Agriculture, Forestry, Fishing and Hunting	78%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	75%	58%		
22	Utilities	78%	72%		
23	Construction	58%	28%		
31-33	Manufacturing	57%	36%		
42	Wholesale Trade	64%	10%		
44-45	Retail Trade	49%	14%		
48-49	Transportation and Warehousing	64%	32%		
51	Information	70%	52%		
52	Finance and Insurance	72%	45%		
53	Real Estate and Rental and Leasing	63%	***		
54	Professional and Technical Services	61%	25%		
55	Management of Companies and Enterprises	73%	7%		
56	Administrative and Waste Services	59%	43%		
61	Educational Services	54%	28%		
62	Health Care and Social Assistance	54%	31%		
71	Arts, Entertainment, and Recreation	54%	***		
72	Accommodation and Food Services	25%	15%		
81	Other Services	62%	32%		
92	Public Administration	58%	27%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	69%	34%		
3	10-19 Employees	63%	29%		
4	20-49 Employees	56%	27%		
5	50-99 Employees	50%	25%		
6	100+ Employees	57%	36%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	69%	43%		
2	Region 2	61%	26%		
3	Region 3	63%	47%		
4	Region 4	57%	26%		
5	Region 5	58%	29%		
6	Region 6	61%	28%		
7	Region 7	56%	27%		
8	Region 8	63%	25%		

SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
Of those eligible, indicate the percent of employees enrolled in your company's: Vision insurance coverage	54%	46%	54%	46%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

VISION INSURANCE SHARE PAID BY COMPANY

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	44%	26%		
11	Agriculture, Forestry, Fishing and Hunting	82%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	58%	59%		
22	Utilities	62%	53%		
23	Construction	44%	20%		
31-33	Manufacturing	41%	41%		
42	Wholesale Trade	44%	28%		
44-45	Retail Trade	34%	23%		
48-49	Transportation and Warehousing	39%	43%		
51	Information	62%	67%		
52	Finance and Insurance	61%	47%		
53	Real Estate and Rental and Leasing	42%	***		
54	Professional and Technical Services	46%	17%		
55	Management of Companies and Enterprises	47%	0%		
56	Administrative and Waste Services	41%	30%		
61	Educational Services	42%	23%		
62	Health Care and Social Assistance	38%	23%		
71	Arts, Entertainment, and Recreation	50%	***		
72	Accommodation and Food Services	30%	24%		
81	Other Services	54%	33%		
92	Public Administration	29%	7%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	58%	41%		
3	10-19 Employees	49%	29%		
4	20-49 Employees	41%	25%		
5	50-99 Employees	36%	22%		
6	100+ Employees	33%	23%		

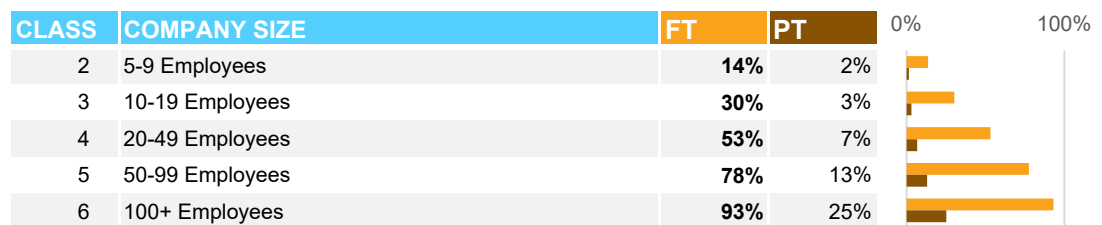
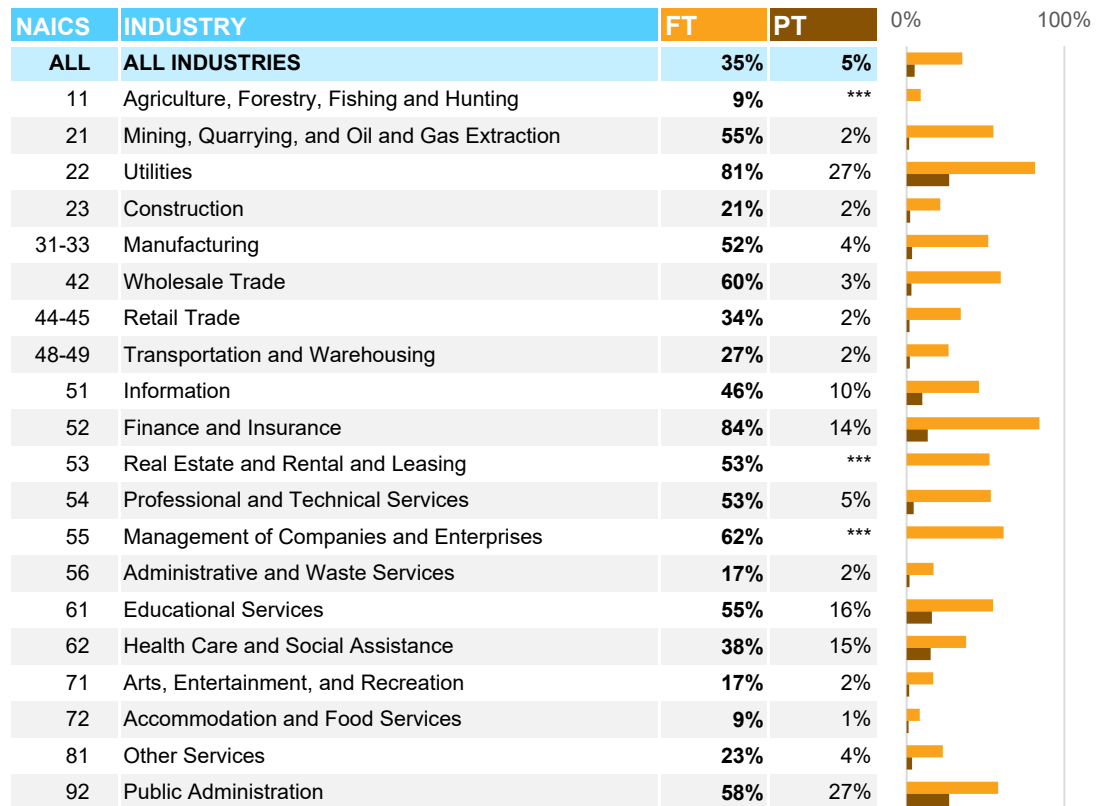
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	53%	43%		
2	Region 2	50%	35%		
3	Region 3	58%	50%		
4	Region 4	46%	32%		
5	Region 5	44%	28%		
6	Region 6	47%	29%		
7	Region 7	42%	21%		
8	Region 8	48%	27%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
If offered, indicate the percent share your company pays of: Vision insurance coverage	54%	46%	54%	46%
(0%, 1-24%, 25-49%, 50-74%, 75-99%, 100%)	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

LIFE INSURANCE OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate any other types of insurance offered to employees at your company: Life insurance coverage (Yes/No)	52%	48%	53%	47%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

DISABILITY INSURANCE OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	31%	4%		
11	Agriculture, Forestry, Fishing and Hunting	10%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	53%	2%		
22	Utilities	69%	27%		
23	Construction	23%	2%		
31-33	Manufacturing	50%	4%		
42	Wholesale Trade	56%	3%		
44-45	Retail Trade	22%	2%		
48-49	Transportation and Warehousing	19%	1%		
51	Information	41%	9%		
52	Finance and Insurance	62%	8%		
53	Real Estate and Rental and Leasing	48%	***		
54	Professional and Technical Services	52%	5%		
55	Management of Companies and Enterprises	77%	***		
56	Administrative and Waste Services	17%	3%		
61	Educational Services	51%	14%		
62	Health Care and Social Assistance	36%	11%		
71	Arts, Entertainment, and Recreation	16%	***		
72	Accommodation and Food Services	7%	2%		
81	Other Services	20%	3%		
92	Public Administration	31%	11%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	12%	2%		
3	10-19 Employees	28%	3%		
4	20-49 Employees	42%	6%		
5	50-99 Employees	71%	9%		
6	100+ Employees	87%	15%		

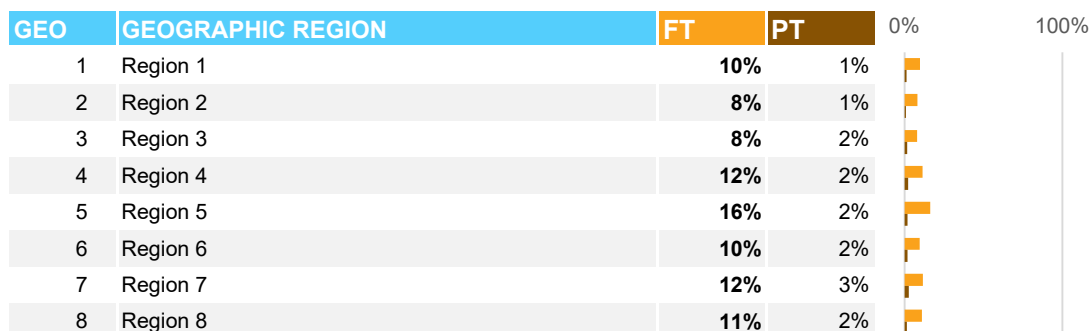
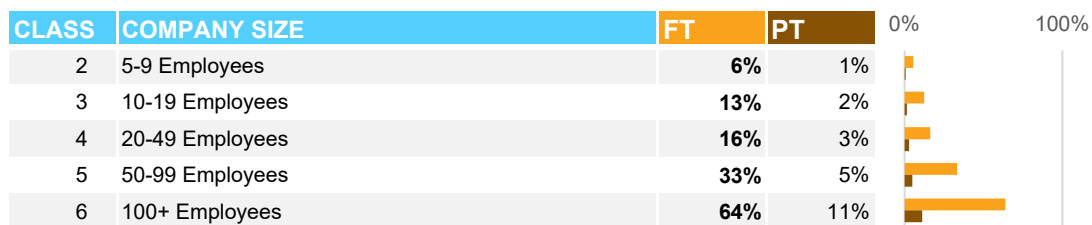
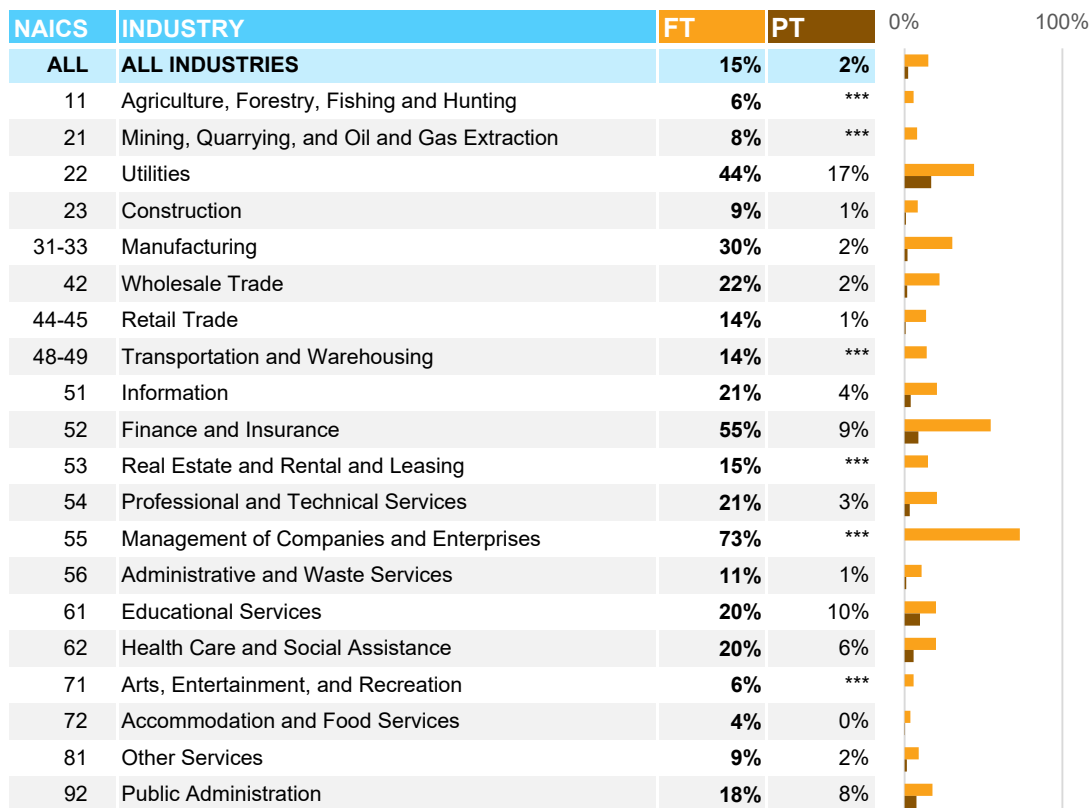
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	28%	2%		
2	Region 2	24%	3%		
3	Region 3	21%	5%		
4	Region 4	24%	5%		
5	Region 5	31%	3%		
6	Region 6	22%	5%		
7	Region 7	25%	5%		
8	Region 8	27%	5%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate any other types of insurance offered to employees at your company: Disability insurance coverage (Yes/No)	51%	49%	53%	47%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: INSURANCE

HEALTH SAVINGS ACCOUNT OFFERED

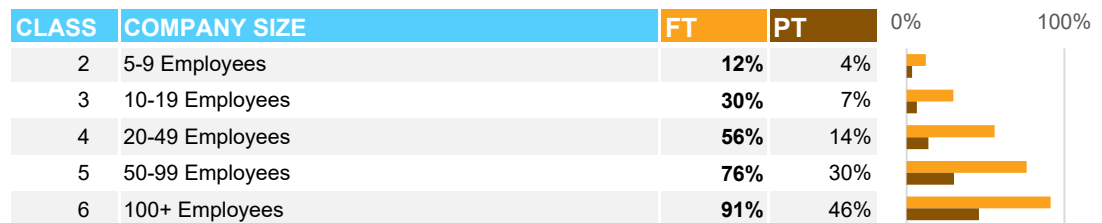
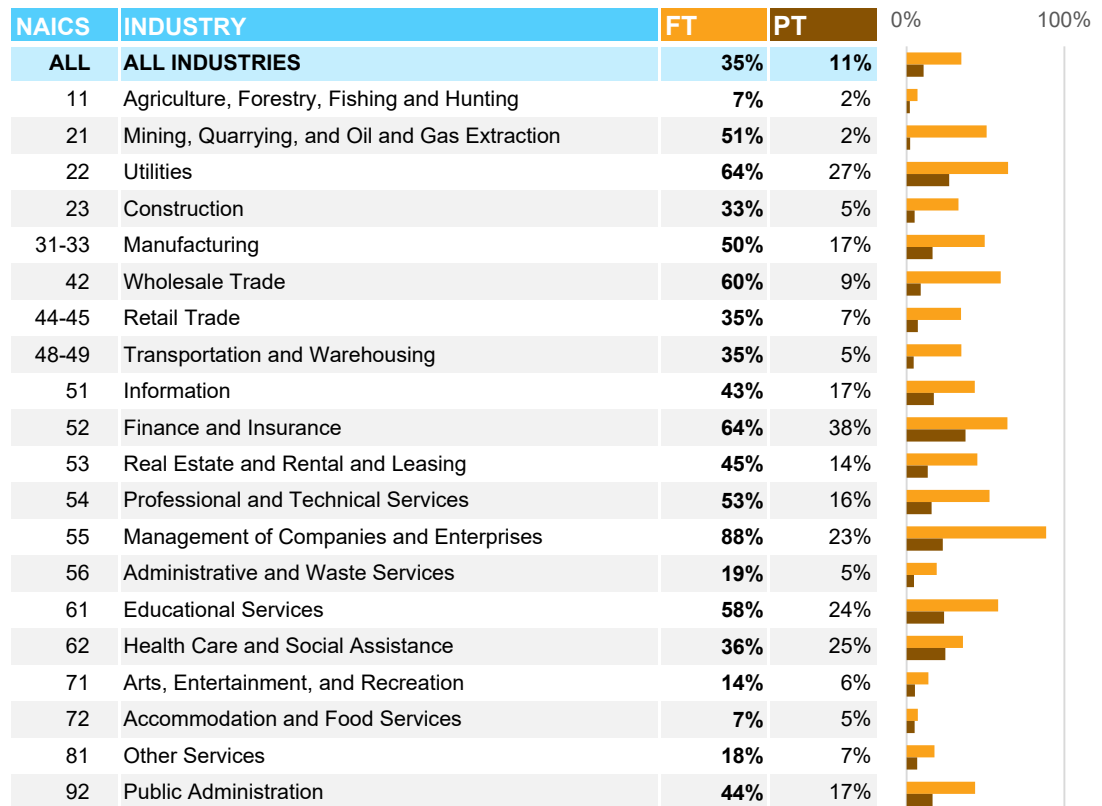


SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
Indicate any other types of insurance offered to employees at your company: Health Savings Account (Yes/No)	51%	49%	53%	47%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: RETIREMENT

DEFINED CONTRIBUTION PLAN OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate all types of retirement plan options that your company offers: Defined Contribution Plan (401k, 403b, etc.) (Yes/No)	54% resp rate	46% imputed	54% resp rate	46% imputed

RESULTS BY QUESTION: RETIREMENT

SIMPLE IRA OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	11%	3%		
11	Agriculture, Forestry, Fishing and Hunting	7%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	6%	***		
22	Utilities	***	***		
23	Construction	15%	3%		
31-33	Manufacturing	16%	3%		
42	Wholesale Trade	10%	2%		
44-45	Retail Trade	13%	4%		
48-49	Transportation and Warehousing	8%	1%		
51	Information	10%	***		
52	Finance and Insurance	13%	5%		
53	Real Estate and Rental and Leasing	6%	***		
54	Professional and Technical Services	17%	6%		
55	Management of Companies and Enterprises	***	***		
56	Administrative and Waste Services	11%	2%		
61	Educational Services	5%	2%		
62	Health Care and Social Assistance	17%	7%		
71	Arts, Entertainment, and Recreation	6%	***		
72	Accommodation and Food Services	3%	1%		
81	Other Services	15%	3%		
92	Public Administration	4%	***		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	12%	3%		
3	10-19 Employees	13%	4%		
4	20-49 Employees	9%	3%		
5	50-99 Employees	6%	2%		
6	100+ Employees	4%	2%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	8%	2%		
2	Region 2	11%	3%		
3	Region 3	12%	2%		
4	Region 4	11%	2%		
5	Region 5	11%	3%		
6	Region 6	14%	4%		
7	Region 7	15%	5%		
8	Region 8	10%	3%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate all types of retirement plan options that your company offers: SIMPLE IRA (Savings Incentive Match Plan for Employees) (Yes/No)	54%	46%	54%	46%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: RETIREMENT

PERCENT MATCH FOR RETIREMENT PLANS

NAICS	INDUSTRY	FT	PT	0%	5%
ALL	ALL INDUSTRIES	3.1%	3.1%		
11	Agriculture, Forestry, Fishing and Hunting	3.4%	3.5%		
21	Mining, Quarrying, and Oil and Gas Extraction	3.7%	2.2%		
22	Utilities	4.0%	4.6%		
23	Construction	3.0%	3.0%		
31-33	Manufacturing	3.2%	3.4%		
42	Wholesale Trade	3.2%	3.3%		
44-45	Retail Trade	2.9%	2.8%		
48-49	Transportation and Warehousing	2.9%	3.1%		
51	Information	2.9%	3.7%		
52	Finance and Insurance	3.5%	3.6%		
53	Real Estate and Rental and Leasing	3.2%	3.0%		
54	Professional and Technical Services	3.1%	3.3%		
55	Management of Companies and Enterprises	3.4%	4.0%		
56	Administrative and Waste Services	3.0%	3.0%		
61	Educational Services	2.3%	1.9%		
62	Health Care and Social Assistance	3.1%	3.2%		
71	Arts, Entertainment, and Recreation	3.0%	3.0%		
72	Accommodation and Food Services	2.7%	2.8%		
81	Other Services	3.0%	2.7%		
92	Public Administration	2.9%	2.0%		

CLASS	COMPANY SIZE	FT	PT	0%	5%
2	5-9 Employees	3.0%	3.1%		
3	10-19 Employees	3.1%	3.0%		
4	20-49 Employees	3.0%	2.8%		
5	50-99 Employees	2.9%	2.9%		
6	100+ Employees	3.4%	3.5%		

GEO	GEOGRAPHIC REGION	FT	PT	0%	5%
1	Region 1	3.2%	3.0%		
2	Region 2	3.2%	2.9%		
3	Region 3	3.0%	3.0%		
4	Region 4	2.9%	3.0%		
5	Region 5	3.1%	3.0%		
6	Region 6	2.8%	2.7%		
7	Region 7	3.1%	2.9%		
8	Region 8	3.2%	3.2%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
If offered, what is the maximum contribution to the defined contribution or SIMPLE plan that your company matches, to the nearest percent? (1%, 2%, 3%, 4%, 5%+)	50%	50%	52%	48%
	resp rate	imputed	resp rate	imputed

RESULTS BY QUESTION: FRINGE BENEFITS

FLEX-TIME SCHEDULING OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	18%	10%		
11	Agriculture, Forestry, Fishing and Hunting	10%	6%		
21	Mining, Quarrying, and Oil and Gas Extraction	11%	4%		
22	Utilities	24%	24%		
23	Construction	10%	4%		
31-33	Manufacturing	18%	11%		
42	Wholesale Trade	13%	6%		
44-45	Retail Trade	15%	11%		
48-49	Transportation and Warehousing	11%	4%		
51	Information	27%	17%		
52	Finance and Insurance	28%	19%		
53	Real Estate and Rental and Leasing	17%	11%		
54	Professional and Technical Services	52%	18%		
55	Management of Companies and Enterprises	35%	***		
56	Administrative and Waste Services	12%	7%		
61	Educational Services	15%	8%		
62	Health Care and Social Assistance	24%	16%		
71	Arts, Entertainment, and Recreation	15%	8%		
72	Accommodation and Food Services	12%	12%		
81	Other Services	18%	11%		
92	Public Administration	40%	18%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	18%	9%		
3	10-19 Employees	16%	10%		
4	20-49 Employees	16%	10%		
5	50-99 Employees	18%	11%		
6	100+ Employees	36%	19%		

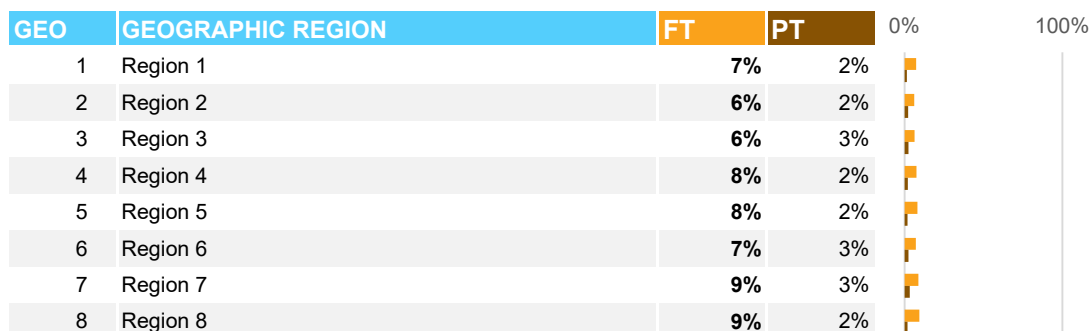
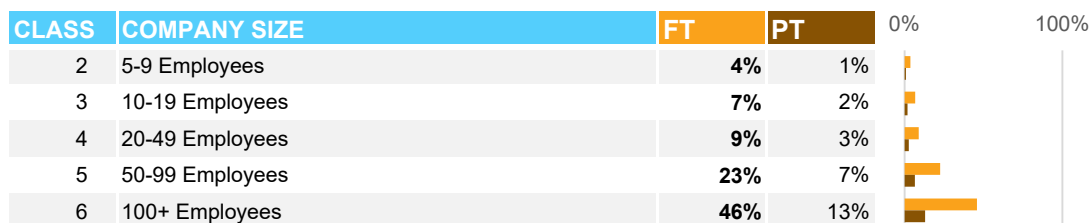
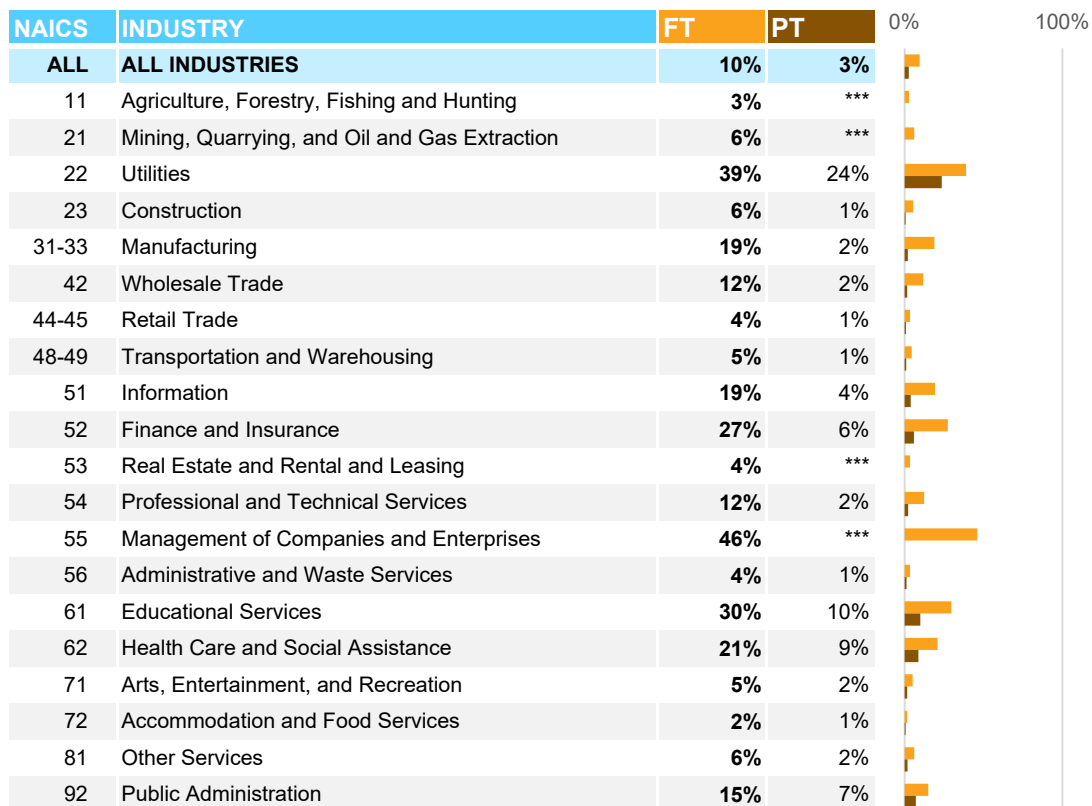
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	12%	6%		
2	Region 2	18%	11%		
3	Region 3	15%	9%		
4	Region 4	16%	10%		
5	Region 5	19%	10%		
6	Region 6	16%	10%		
7	Region 7	21%	12%		
8	Region 8	16%	9%		

SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of benefits offered to employees at your company: Flex-time Scheduling (Yes/No)	52% resp rate	48% imputed	54% resp rate	46% imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: FRINGE BENEFITS

TUITION REIMBURSEMENT OFFERED

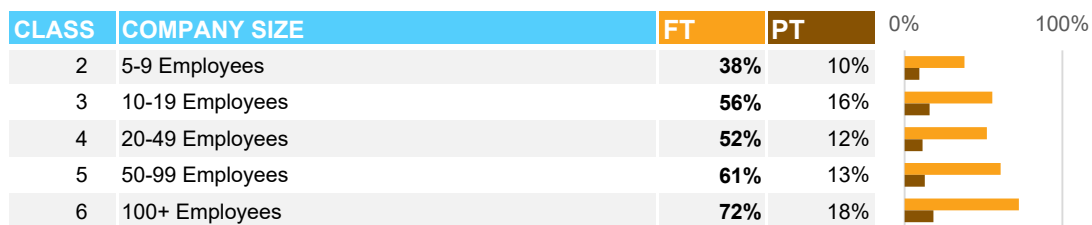
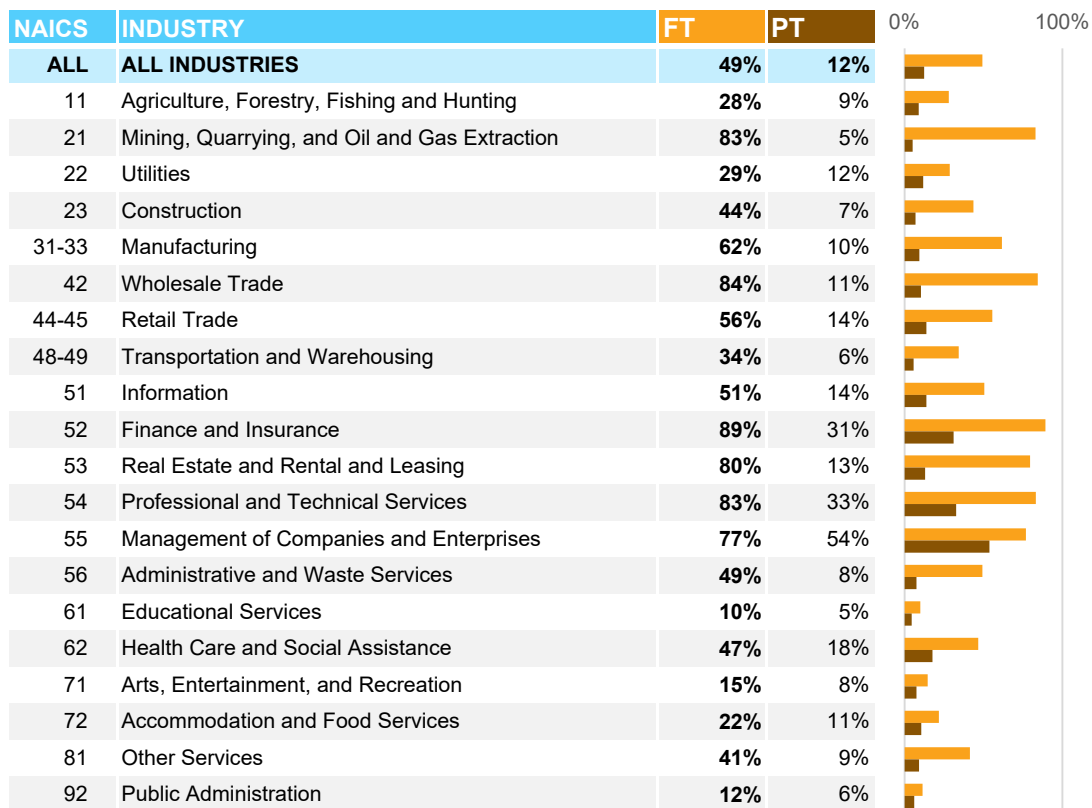


SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of benefits offered to employees at your company: Tuition Reimbursement (Yes/No)	52% resp rate	48% imputed	53% resp rate	47% imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: FRINGE BENEFITS

MONETARY BONUS OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of benefits offered to employees at your company: Monetary Bonus (Production, Year-End, Hiring, etc.) (Yes/No)	53% resp rate	47% imputed	54% resp rate	46% imputed

RESULTS BY QUESTION: FRINGE BENEFITS

FLEXIBLE SPENDING ACCOUNT OFFERED

NAICS	INDUSTRY	FT	PT	0%	100%
ALL	ALL INDUSTRIES	16%	3%		
11	Agriculture, Forestry, Fishing and Hunting	3%	***		
21	Mining, Quarrying, and Oil and Gas Extraction	5%	***		
22	Utilities	58%	25%		
23	Construction	6%	0%		
31-33	Manufacturing	28%	2%		
42	Wholesale Trade	18%	2%		
44-45	Retail Trade	12%	1%		
48-49	Transportation and Warehousing	12%	***		
51	Information	26%	10%		
52	Finance and Insurance	41%	8%		
53	Real Estate and Rental and Leasing	16%	***		
54	Professional and Technical Services	29%	5%		
55	Management of Companies and Enterprises	54%	23%		
56	Administrative and Waste Services	9%	1%		
61	Educational Services	58%	19%		
62	Health Care and Social Assistance	22%	7%		
71	Arts, Entertainment, and Recreation	10%	***		
72	Accommodation and Food Services	3%	***		
81	Other Services	8%	2%		
92	Public Administration	43%	15%		

CLASS	COMPANY SIZE	FT	PT	0%	100%
2	5-9 Employees	5%	1%		
3	10-19 Employees	9%	2%		
4	20-49 Employees	21%	4%		
5	50-99 Employees	42%	9%		
6	100+ Employees	76%	16%		

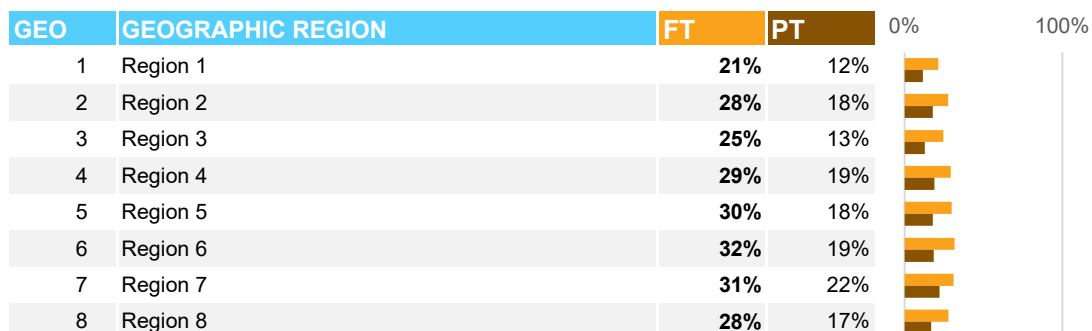
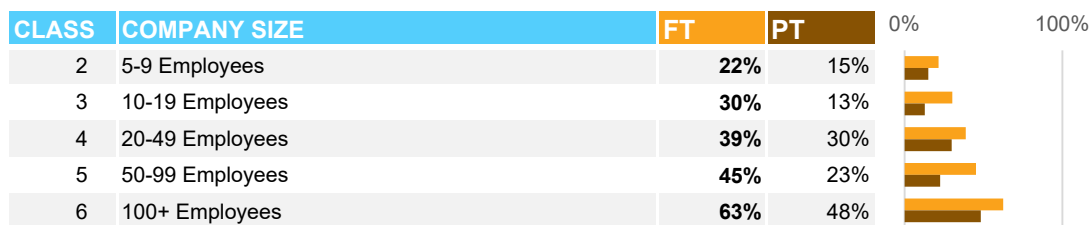
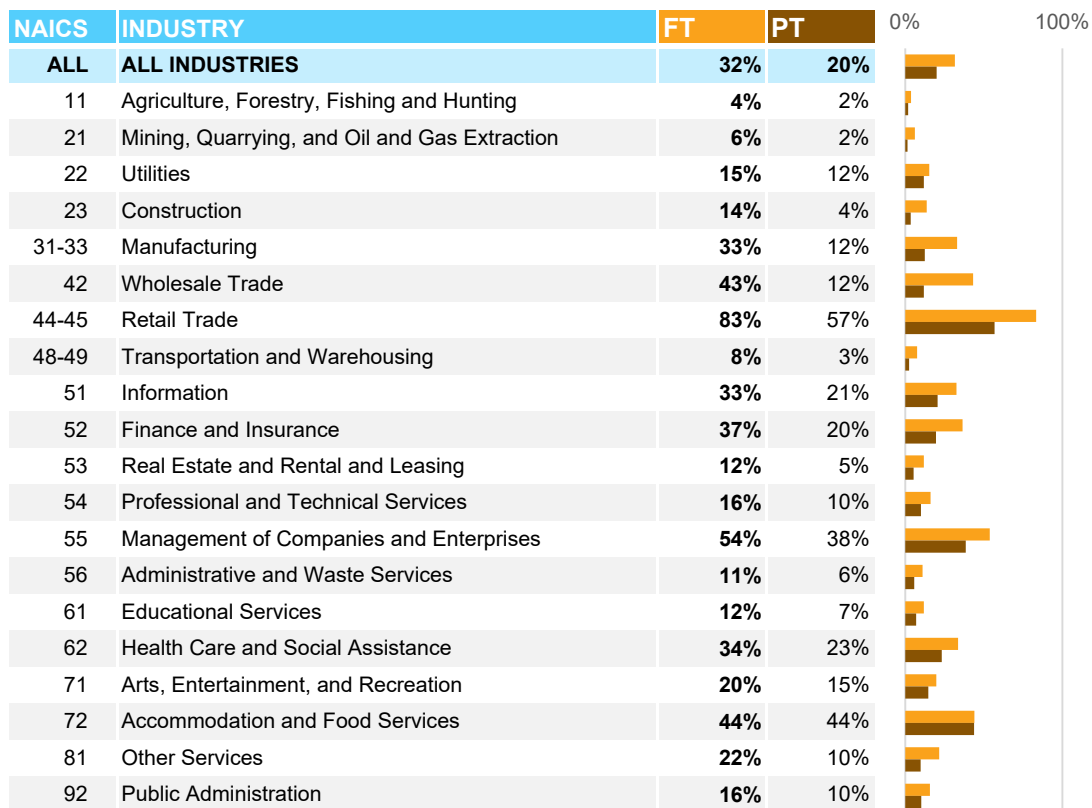
GEO	GEOGRAPHIC REGION	FT	PT	0%	100%
1	Region 1	9%	1%		
2	Region 2	9%	2%		
3	Region 3	14%	3%		
4	Region 4	13%	3%		
5	Region 5	15%	2%		
6	Region 6	13%	4%		
7	Region 7	13%	3%		
8	Region 8	12%	3%		

SURVEY QUESTION*	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of benefits offered to employees at your company: Flexible Spending Account (Yes/No)	52%	48%	53%	47%
	resp rate	imputed	resp rate	imputed

*** Data not available due to confidentiality restrictions

RESULTS BY QUESTION: FRINGE BENEFITS

EMPLOYEE DISCOUNTS OFFERED



SURVEY QUESTION	FULL-TIME EMP		PART-TIME EMP	
Indicate the types of benefits offered to employees at your company: Employee Discounts (Yes/No)	53% resp rate	47% imputed	54% resp rate	46% imputed

METHODOLOGY

This publication was produced either in whole or in part with Department of Labor-funded Workforce Information Grants (WIGS).

SURVEY

To obtain the data provided in the Benefits Guide, the Labor Market Information Center of Job Service North Dakota surveyed employers to regarding company-offered benefits. In 2016, the survey was modified from previous versions to simplify the format of the questions for the dual purpose of increasing the reliability of the results and increasing the response rate. Questions were removed or condensed, and the survey form was reduced from 4 pages on 2 sheets of paper to 2 pages on a single sheet of paper. Each year, roughly half of all in-scope businesses are surveyed. The 2019 survey pool was created by gathering the in-scope businesses that were not surveyed the previous year (2018), and combining those with all new or newly in-scope businesses. As a result, the 2019 Benefits Guide represents the combined data collected from surveys administered in 2018 and 2019.

For 2019, the Labor Market Information Center created the survey pool using 2018 establishment data from the Quarterly Census of Employment and Wages (QCEW). Establishment data from 2018 was used because that was the latest year of complete annual data available at the time of the survey. The total establishment count was 34,069 for 2018. For the survey, this total count was reduced to 28,278 establishments. The reduced count was derived by treating each Unemployment Insurance account as a single entity, which converted companies with active employment in multiple locations in North Dakota to a single employment average in a single location (i.e. using the "master" account employment and location).

Establishments were considered "in-scope" for the survey if their annual average employment was 5 or more. Of the 28,278 establishment total, 10,511 establishments were considered in-scope for this survey.

In the initial 2016 survey, the survey pool was stratified by industry (NAICS) code, size class, and geographic code. This was done to ensure equal representation across those three categories. Each establishment received a code for each category and a concatenated code to represent all three identifiers (e.g. a Utilities establishment of Size Class 2 in Region 1 would be 22.2.1). The category codes used were as follows:

NAICS CODES

11 Agriculture, Forestry, Fishing and Hunting	53 Real Estate and Rental and Leasing
21 Mining, Quarrying, and Oil and Gas Extraction	54 Professional and Technical Services
22 Utilities	55 Management of Companies and Enterprises
23 Construction	56 Administrative and Waste Services
31-33 Manufacturing	61 Educational Services
42 Wholesale Trade	62 Health Care and Social Assistance
44-45 Retail Trade	71 Arts, Entertainment, and Recreation
48-49 Transportation and Warehousing	72 Accommodation and Food Services
51 Information	81 Other Services
52 Finance and Insurance	92 Public Administration

SIZE CLASSES

1 1-4 Employees	5 50-99 Employees
2 5-9 Employees	6 100-249 Employees
3 10-19 Employees	7 250+ Employees
4 20-49 Employees	

GEOGRAPHIC CODES

1 Region 1 counties: Divide, McKenzie, Williams
2 Region 2 counties: Bottineau, Burke, McHenry, Mountrail, Pierce, Renville, Ward
3 Region 3 counties: Benson, Cavalier, Eddy, Ramsey, Rolette, Towner
4 Region 4 counties: Grand Forks, Nelson, Pembina, Walsh
5 Region 5 counties: Cass, Ransom, Richland, Sargent, Steele, Traill
6 Region 6 counties: Barnes, Dickey, Foster, Griggs, LaMoure, Logan, McIntosh, Stutsman, Wells
7 Region 7 counties: Burleigh, Emmons, Grant, Kidder, McLean, Mercer, Morton, Oliver, Sheridan, Sioux
8 Region 8 counties: Adams, Billings, Bowman, Dunn, Golden Valley, Hettinger, Slope, Stark
999 Companies with statewide or unknown locations

METHODOLOGY

SURVEY *(continued)*

The concatenated codes combined industry, size, and geography for each establishment. In 2016, these in-scope establishments were divided into two pools, split evenly by concatenated codes to ensure proportional stratification, and one of the pools was surveyed. In 2017, the remaining unsurveyed establishments were surveyed as well as all new or newly in-scope establishments. In all subsequent years, the survey pool was created following the same process as 2017. Of the 10,511 establishments that were in-scope in 2019, 5,677 were surveyed.

Job Service North Dakota sent Benefits Surveys to 5,677 in-scope establishments via three mailings. In 2019, a total of 2,917 out of 5,677 surveyed businesses responded (a response rate of 51.4%). For 2018 and 2019 combined, a total of 5,921 out of 10,511 surveyed businesses responded (a response rate of 56.3%). The remaining 4,592 establishments (43.6%) were imputed.

IMPUTATIONS

OWNERSHIP	TOTAL	IN SCOPE	RESP	IMPUTE	RESP RATE	IMP RATE
Private	27,168	9,827	5,429	4,398	55%	45%
Government	1,110	684	492	192	72%	28%
Federal Government	41	37	2	35	5%	95%
State Government	104	72	51	21	71%	29%
Local Government	965	575	439	136	76%	24%
Total (All Ownership)	28,278	10,511	5,921	4,590	56%	44%

Imputed values were used to populate all responses for non-respondents and for any missing responses from partially-completed surveys. Imputations for each question were created for each concatenated code (e.g. Utilities establishments in Size Class 2 in Region 1 (22.2.1), etc.).

For privately-owned establishments, the concatenated codes were used for imputed responses. Overall, 45% of the 9,827 privately-owned establishments were completely imputed.

For government establishments, a different set of codes were used to conduct the imputations to preserve the differences between government and private establishments. For federal accounts, only responses from federal establishments are used to create the imputations to use for non-respondent federal establishments. In 2019, because nearly all federal establishments required imputation, a combination of research and imputations from other government entities was used to approximate the imputed responses.

For state accounts, only responses from state establishments are used to create imputations to use for non-respondent state establishments. For local accounts, five codes are used to create different imputations based on the responses from local establishments (split by size class) for non-respondent local establishments.

RESULTS

Results are displayed in this guide for questions that have at least 5 positive responses. Data is suppressed for questions with less than 5 positive responses to ensure the reliability of the data and confidentiality of the companies in the survey. Results for yes/no questions are presented by using the percentage of "yes" responses (e.g. 77% of establishments offered paid Vacation to full-time employees). Results for percent range questions are presented by using the average of percentages (e.g. 3.1% was the average pay increase provided to full-time employees).

For this report, Size Class 7 was combined with Size Class 6 because of the negligible difference between the two categories, as they collectively represent 1% of companies in North Dakota.

METHODOLOGY

OTHER NOTES

PERCENTAGES

For the questions about employment composition, insurance eligibility/enrollment/share paid by company, and share of the defined benefit plan paid by company, percent ranges were used. The recorded response was the mid-point of the percent range indicated. For example, if an establishment reported 50-74% for a question, the value 62 was assigned as a response.



For the questions about average pay increases and maximum contributions to defined contribution/SIMPLE IRA plans, the percent answers available ranged from 0 to 5+ percent. As such, the results shown in the Benefits Guide are likely lower than reality. Establishments that indicated 5+% as a response to either question were assigned the value 5 as their response.



EXCLUSION OF SIZE CLASS 1

Establishments with an annual average employment less than 5 were excluded from this survey. The purpose of this requirement was to prevent potential confidentiality restrictions, to ensure the reliability of the data, and to reduce burden on small employers.