

The Corporate Executive Board: *What the Best Companies Do*

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High-Quality Insight

Research and Analysis



Identify Proven Solutions

- Best Practices
- On-Demand Research
- Quantitative Analysis

Intelligent Networking

Executive Forums




Frame Thoughts and Stimulate Ideas

- Senior Executive Retreats
- Member-Hosted Forums
- Leadership Briefings

Execution Support

Implementation Tools and Diagnostics



Save Time and Reduce Risk

- Employee Survey and Analysis Tool
- HIPO Identification Diagnostic
- Implementation Toolkits


Benchmarking and Data



Make Better-Informed Decisions

- Budget and Spend Benchmarks
- Workforce Benchmarks
- Emerging Issue Surveys


Peer-to-Peer Networking



Get Answers Quickly

- Practitioner Teleconferences
- Emerging Issues Cohorts
- Executive Productivity Network™ (EPN™)

Online Resources



Execute Faster

- Decision Support Centers
- Workforce Planning Templates
- Vendor Profile and HR Policies Databases

Human Resources Practice

Corporate Leadership Council
Benefits Roundtable
Compensation Roundtable

Learning and Development Roundtable
Recruiting Roundtable



KEY FINDINGS

Voluntary Benefit Offerings

To help benefits executives understand the breadth of available voluntary benefits offerings, the Roundtable has compiled a list of over 150 voluntary benefits that benefits executives consider offering to employees.

This list has been organized into seven major sections: family benefits, health care and wellness benefits, personal and concierge services, financial and compensation benefits, leave benefits, housing and relocation benefits, and other benefits.¹

Family Benefits

- Dependent care flexible spending account
- Childcare referral service
- 24/7 childcare
- Emergency/sick childcare
- Subsidized cost of childcare
- Paid childcare
- On-site childcare center (not necessarily company-supported)
- Company-supported childcare center
- Adoption assistance
- Foster care assistance
- Eldercare referral service
- Emergency eldercare
- Subsidized cost of eldercare
- Paid eldercare
- On-site eldercare center (not necessarily company-supported)
- Company-supported eldercare center
- Domestic partner benefits (opposite-sex and same-sex partners)
- Paid family leave
- Family leave above and beyond required state and federal FMLA
- Parental leave above and beyond state and federal FMLA
- Eldercare leave above and beyond state and federal FMLA
- Scholarships for members of employees' families
- Educational loans for members of employees' families
- Health care benefits for foster children
- Health care benefits for dependent grandchildren
- Life insurance for dependents

Health Care and Wellness Benefits

- Infertility treatment coverage
- Experimental/elective drug coverage
- Alternative/complementary medical coverage
- Acupressure/acupuncture medical coverage
- Long-term care insurance
- Supplemental insurance (i.e., cancer, critical illnesses)
- Supplemental health accident insurance
- Hospital indemnity insurance
- Intensive care insurance
- Chiropractic insurance
- Elective procedures (e.g., Lasik surgery)
- Medical flexible spending accounts

¹ All information contained within this document was obtained through Benefits Roundtable research, the 2005 Benefits Survey Report from the Society for Human Resource Management (SHRM), and <http://www.benefitnews.com>.

- Health wellness program
- Smoking cessation program
- Health screening programs
- Weight loss program
- Rehabilitation assistance
- Stress reduction program
- Employee assistance program
- Nutritional therapy
- On-site medical care
- Grief recovery program
- Support groups
- CPR/first aid training
- Prenatal program
- Well-baby program
- Vaccinations on site
- On-site fitness center
- Fitness center membership subsidy/reimbursement
- Work/life newsletter/column

Personal and Concierge Services

- Professional development opportunities
- Formal mentoring program
- Career counseling
- Cross-training to develop skills not directly related to the job
- Professional memberships
- Executive club memberships
- Organization-sponsored sports teams
- Self-defense training
- Food services/subsidized cafeteria
- Prepared take-home meals
- Legal assistance/services
- Identity theft protection
- Massage therapy services at work
- Concierge services
- Dry cleaning services
- Travel planning services
- Postal services for employees
- Free/discounted uniforms
- Pet health insurance
- Foreign (non-English) language classes
- ESL (English as a second language) classes

Financial and Compensation Benefits

- Undergraduate education assistance
- Graduate education assistance
- Individual investment advice
- Incentive bonus plan
- Sign-on bonus
- Stock options
- New-hire referral bonus
- Boomerang bonus (employee rehire bonus)
- Spot bonus (unscheduled bonus for good performance)
- Shift premiums
- Stock purchase plan
- Direct deposit
- Credit union
- On-site check cashing
- Loans to employees/emergency assistance

- Employee discounts on company services
- Employee computer purchase assistance or discounts
- Free computers to employees for personal use
- Laptop for travel/personal use
- Loans for employees to purchase personal computers
- Free or discounted Internet services
- Auto insurance program
- Company-owned car for employee use
- Automobile allowance/expenses
- Private vehicle purchasing discount program
- Qualified transportation spending accounts
- On-site parking
- Parking subsidy
- Transit subsidy
- Car-pooling subsidy
- Cell phone, page and/or handheld device for personal use
- Matching charitable contributions
- Profit sharing
- Accident insurance
- Financial planning services
- Retirement planning services
- Low-/no-interest loans to employees
- Personal tax services
- Life insurance
- Accelerated death benefits (for terminal illnesses)
- Retention bonus

Leave Benefits

- Time bank of vacation leave (donate vacation leave to other employees)
- Vacation purchase plan (payroll deduction)
- Paid holidays
- Floating holidays (other than personal days)
- Paid sick leave
- Time bank of sick leave (donate sick leave to other employees)
- Paid personal day(s)
- Sabbatical program (unpaid)
- Sabbatical program (paid)
- Paid bereavement leave
- Paid jury duty
- Long-term disability
- Short-term disability
- Paid military leave (beyond what may be required by law)
- Paid maternity leave (beyond what is covered by short-term disability)
- Paid paternity leave
- Paid adoption leave
- Paid release time for volunteering
- Paid day off for employee's birthday

Housing and Relocation Benefits

- Down payment assistance
- Mortgage assistance
- Mortgage insurance
- Home insurance program
- Rental assistance
- Location visit assistance (house-hunting trips)
- Temporary relocation benefits
- Spouse relocation assistance
- Cost-of-living differential

- Assistance selling previous home
- Overall relocation fee

Other Benefits

- Holiday parties
- Company-purchased tickets for sporting events or cultural events
- Discounted movie tickets
- Pets at work
- Company picnic
- Company-paid group vacation
- Noncash, companywide performance awards (e.g., gift certificate, extra day off)
- Milestone awards (e.g., birthday party, gift certificate recognizing years of service)
- Take your child to work day

Professional Services Note

The Benefits Roundtable (BR) has worked to ensure the accuracy of the information it provides to its members. This project relies upon data obtained from many sources, however, and the BR cannot guarantee the accuracy of the information or its analysis in all cases. Furthermore, the BR is not engaged in rendering legal, accounting, or other professional services. Its projects should not be construed as professional advice on any particular set of facts or circumstances. Members requiring such services are advised to consult an appropriate professional. Neither Corporate Executive Board nor its programs are responsible for any claims or losses that may arise from any errors or omissions in their reports, whether caused by Corporate Executive Board or its sources.