

## Best Places to Work Employer Benchmark Summary

Questions	Percentage of Positive Responses		
	Small/medium companies on list	Large companies on list	All Indiana companies participating
Average years highest ranking official/CEO has been in office	11.2	8.8	11.3
Do you offer a bonus to employees who refer new hires?	77%	74%	67%
Do you offer an Employee Stock Option Program (ESOP)?	11%	35%	21%
Do you match employee retirement saving contributions?	92%	97%	88%
How much of the cost does your organization incur for employee medical coverage?			
Employer pays 100% of premium	18%	16%	11%
Employer pays 75%-99% of premium	59%	58%	61%
Employer pays 50%-74% of premium	21%	26%	27%
What is the date that a new employee becomes eligible for health benefits?			
First day of hire	32%	36%	30%
First day of the following month after hire	26%	36%	28%
30 days after hire	23%	24%	21%
Do you allow employees paid time off for community service activities/volunteer work?	79%	74%	71%
Do you offer telecommuting as a standard practice?	54%	58%	54%
How often do you conduct employee performance appraisals?			
Once per year	56%	65%	66%
Twice per year	21%	23%	21%
More than twice per year	15%	10%	9%
Do you offer tuition reimbursement?	72%	90%	77%
Do you offer paternity leave?	64%	77%	70%

Source: Best Companies Group

## Best Places to Work Employee Benchmark Report

Categories	Percentage of Positive Responses*		
	Small/medium companies on list	Large companies on list	All Indiana companies participating
Leadership and Planning	91%	90%	83%
Corporate Culture/Communications	91%	90%	84%
Role Satisfaction	92%	91%	87%
Work Environment	95%	95%	92%
Relationship With Supervisor	92%	91%	88%
Training/Development	81%	83%	75%
Pay/Benefits	87%	87%	81%
Overall Employee Engagement	94%	94%	90%
<i>Satisfaction with employer</i>	90%	91%	84%
<i>Willingness to give extra effort</i>	97%	98%	96%
<i>Continue with company at least two more years</i>	92%	93%	89%
<i>Recommend company's products/services</i>	97%	96%	93%
<i>Recommend employment at company</i>	93%	93%	88%

\*averages; reflect percentages that answered "agree somewhat" and "agree strongly" with individual questions in these categories

Source: Best Companies Group