

Best Places to Work Employer Benchmark Summary					
Questions	Small companies on list	Medium companies on list	Large companies on list	Major companies on list	All companies that participated
Average years CEO has been in office	13.2	13.9	10.6	9.8	11.3
Bonus to employees who refer new hires	55%	68%	53%	77%	61%
Employee Stock Option Program (ESOP)	9%	14%	29%	36%	20%
Match employee retirement saving contributions	93%	86%	94%	95%	90%
How much of the cost does your organization incur for employee medical coverage?					
Employer pays 100% of premium	31%	7%	18%	14%	13%
Employer pays 75%-99% of premium	50%	57%	71%	62%	63%
Employer pays 50%-74% of premium	16%	36%	12%	24%	23%
What is the date that a new employee becomes eligible for health benefits?					
First day of hire	30%	27%	14%	44%	27%
First day of the following month after hire	19%	27%	50%	33%	30%
30 days after hire	30%	23%	36%	17%	25%
Employees paid time off for community service activities/volunteer work	82%	82%	76%	68%	70%
Telecommuting as a standard practice	58%	39%	65%	50%	48%
Tuition reimbursement	66%	75%	82%	100%	75%
Paternity leave	73%	61%	82%	91%	73%

Source: Best Companies Group