
2002 South Carolina
Employer Practices and Benefits
Survey

Report of Results



December 2002
South Carolina Employment Security Commission



2002 SOUTH CAROLINA EMPLOYER PRACTICES AND BENEFITS SURVEY December 2002

SOUTH CAROLINA EMPLOYMENT SECURITY COMMISSION

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INTRODUCTION

The 2002 South Carolina Employer Practices and Benefits Survey represents employment conditions and benefits offered among a wide range of employers in various industries across the state. In conjunction with our wage survey, the new Employer Practices and Benefits Survey provides the most comprehensive data available on compensation and benefit practices of employers in the state.

In the first week of April 2002, a three-page survey was developed and sent to over 6,000 employers in South Carolina. A cover letter accompanied the three-page survey explaining the purpose and importance of the survey. This first mailing encouraged participation and many employers responded. During the third week of April, a final mailing went out to those employers who had not responded. In all, the mailing went to 100 percent of the state's employers with 100 or more workers. The balance of the sample was randomly selected from the state's remaining employers until the desired sample size was reached. Government employers were excluded from the sample. There was a statistically acceptable response rate of 40 percent.

The 1999 South Carolina Employment Practices and Benefits Survey analyzed the responses based on the employer's size (number of workers). This document, the 2002 South Carolina Employment Practices and Benefits Survey, endeavors to provide analysis by industry. Those industry representations and the acronyms used are as follows:

- 1) Agriculture, Construction, and Mining (Constr)
- 2) Finance, Insurance and Real Estate (FIRE)
- 3) Manufacturing (Mfg)
- 4) Wholesale and Retail Trade (Trade)
- 5) Services (Serv)
- 6) Transportation, Communications, and Public Utilities (TCPU)
- 7) Anonymous (Anon) - An additional category for those who wished to remain anonymous

The tabulation of the responses for the entire survey as well as each type classification can be found in the last two sections of this publication.

Thank you to each business who took time to participate in the survey. Your efforts are greatly appreciated, and hopefully you will find this report useful.

South Carolina Employment Security Commission



The publication of "South Carolina Employer Practices and Benefits Survey" was made possible by research contributions from the Labor Market Information (LMI) Research Unit (comprised of W. Stephen Gardner, Ralph Lorenz, Melanie M. Cummings, and Richard Day), under the direction of Robert M. Branham, director of Labor Market Information. Should you have any questions pertaining to the material in this document, please contact any of the following LMI analysts at (803) 737-2660.

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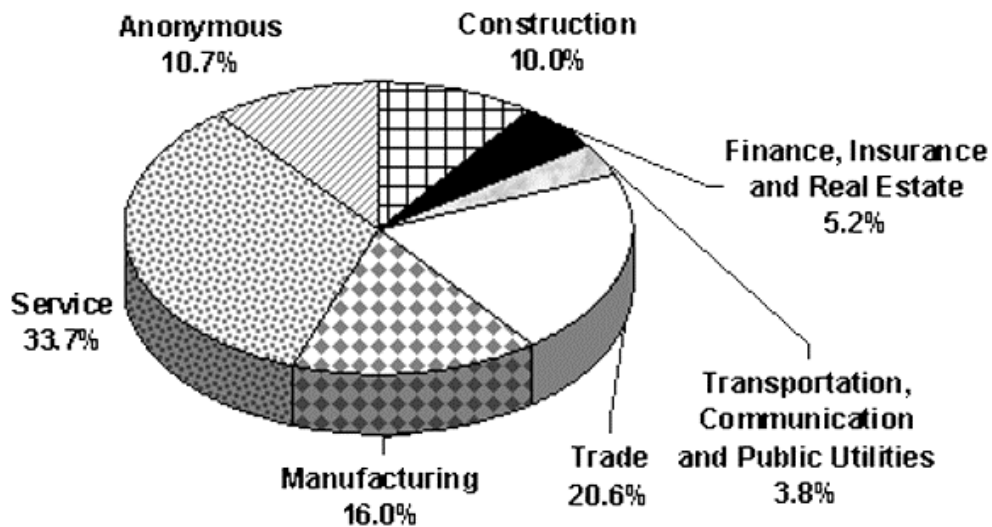


HIGHLIGHTS

- ✓ Nearly 70 percent of respondents have a probationary period for new hires.
- ✓ Almost 60 percent have a formal performance review process.
- ✓ About 60 percent do not require drug screening for new hires or substance-abuse testing for employees.
- ✓ Over 70 percent have no formal policy regarding hiring those with criminal convictions.
- ✓ Nearly 30 percent reimburse relocation expenses.
- ✓ Nearly 30 percent expect to expand next year.
- ✓ Part-time workers comprise 30 percent of the workforce and less than 20 percent of those workers who have benefits offered to them.
- ✓ Less than 30 percent of the workforce are contingent (hired for specific period of time) workers.
- ✓ Almost 45 percent of respondents' workers are earning minimum wage.
- ✓ Over 30 percent operate shifts or offer a flexible work schedule.
- ✓ There are 7 paid holidays as an average. Over half the companies don't differentiate between sick leave and vacation days. Respondents offer an average of 7 vacation days to new hires and 13 days to those with over five years of service.
- ✓ Over 60 percent allow paid leave for jury duty.

- ✓ Nearly 70 percent offer health insurance/medical benefits through a PPO and nearly three-quarters offer dental benefits, but less than half offer vision coverage.
- ✓ More than 70 percent don't have a formal pension plan but, if offering a retirement benefit, it is most likely to be a 401(k) plan (43.5% of responses).
- ✓ Over two thirds do not offer tuition assistance. A day-care facility or day-care subsidy is offered by about 3 percent.
- ✓ If offering any miscellaneous benefits, they're most likely to be uniforms (419 responses) and protective work equipment (378 responses).
- ✓ Just over 19 percent of gross payroll is spent on fringe benefits.

Survey Frequency Distribution by Business Segment



Comparison of 1999 Survey With 2002

- Employers that had 25 percent or fewer part-time workers as part of their workforce: 1999 = 72.3% 2002 = 61.5%
- Employers that had 25 percent or fewer workers who earn minimum wage: 1999 = 81.9% 2002 = 48.2%
- Firms that expected to expand their labor force: 1999 = 36.9% 2002 = 28.8%
- Employers that offered benefits to part-time employees: 1999 = 22.5% 2002 = 16.2%
- Employers that offered flexible work schedules: 1999 = 26.9% 2002 = 33.0%
- Employers that offered health insurance to their employees and for their dependents: 1999 = 69.0% 2002 = 71.9%
- Employers that offered tuition assistance to their employees: 1999 = 32.2% 2002 = 32.7%
- Employers that offered day-care facilities and/or subsidies: 1999 = 3.3% 2002 = 3.3%
- Employers that offered a formal pension plan (excluding 401(k) plans): 1999 = 28.7% 2002 = 29.4%
- Employers that estimated their total benefit cost to be between 11 to 30 percent of their total gross payroll: 1999 = 42.6% 2002 = 51.0%

I. EMPLOYMENT PRACTICES

Figure 1. Percentage of Firms with Probationary Period

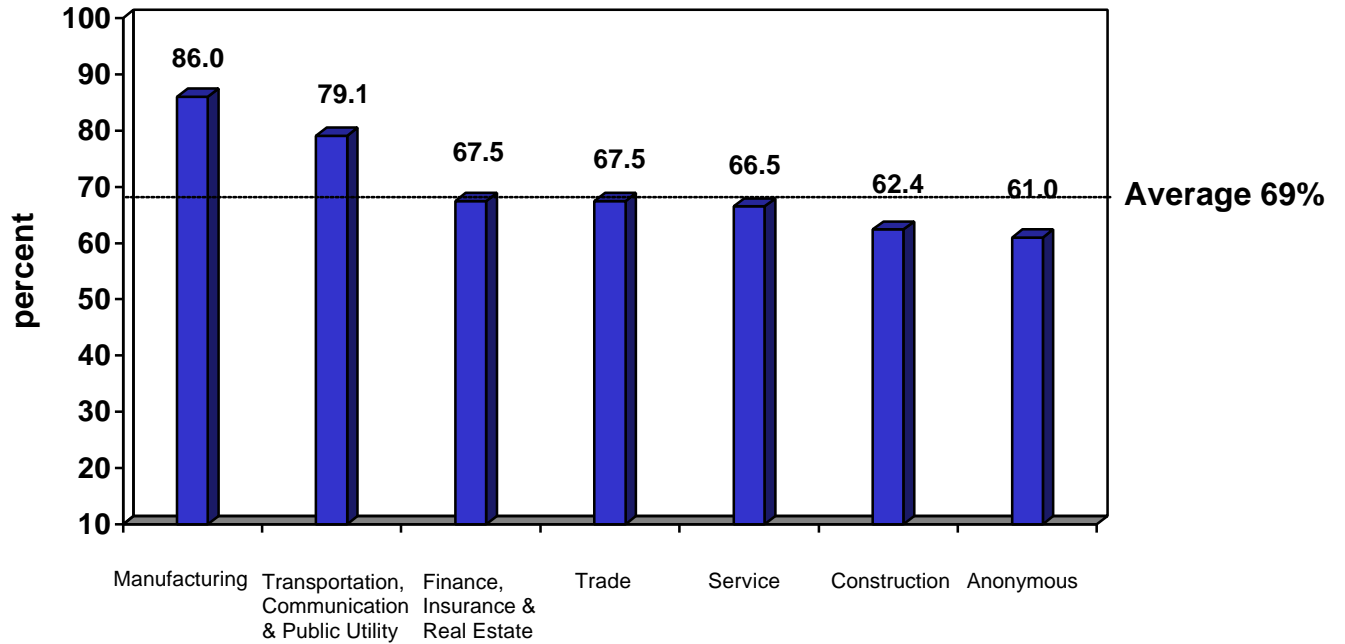


Figure 2. Percentage of Firms With Relocation Reimbursement

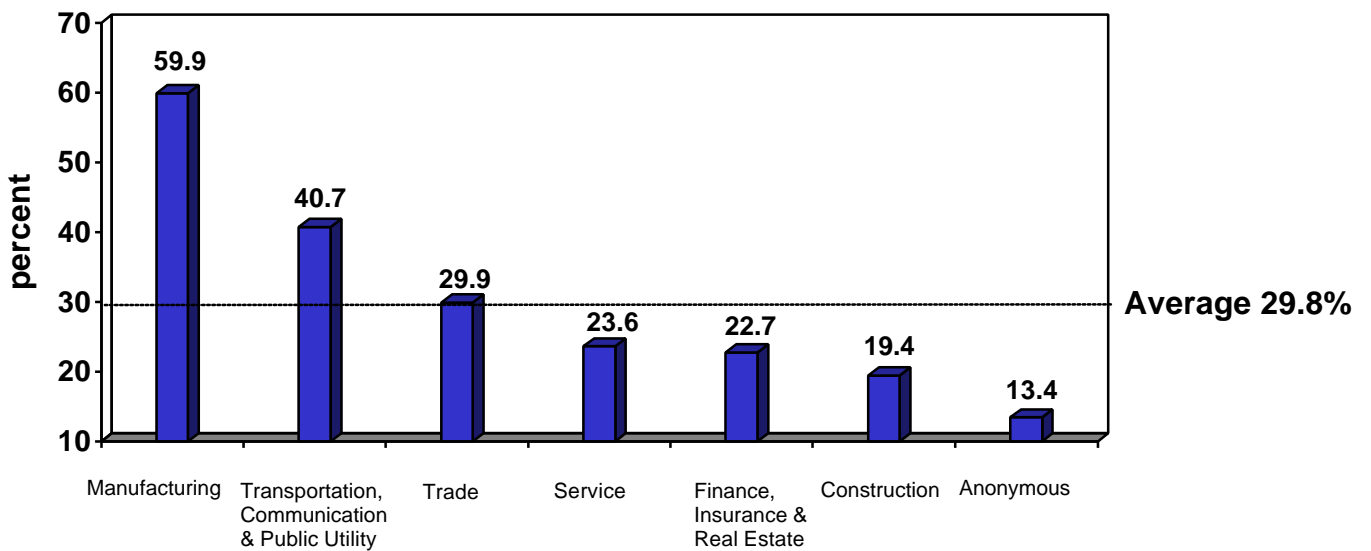


Figure 3. Percentage of Firms With Performance Review

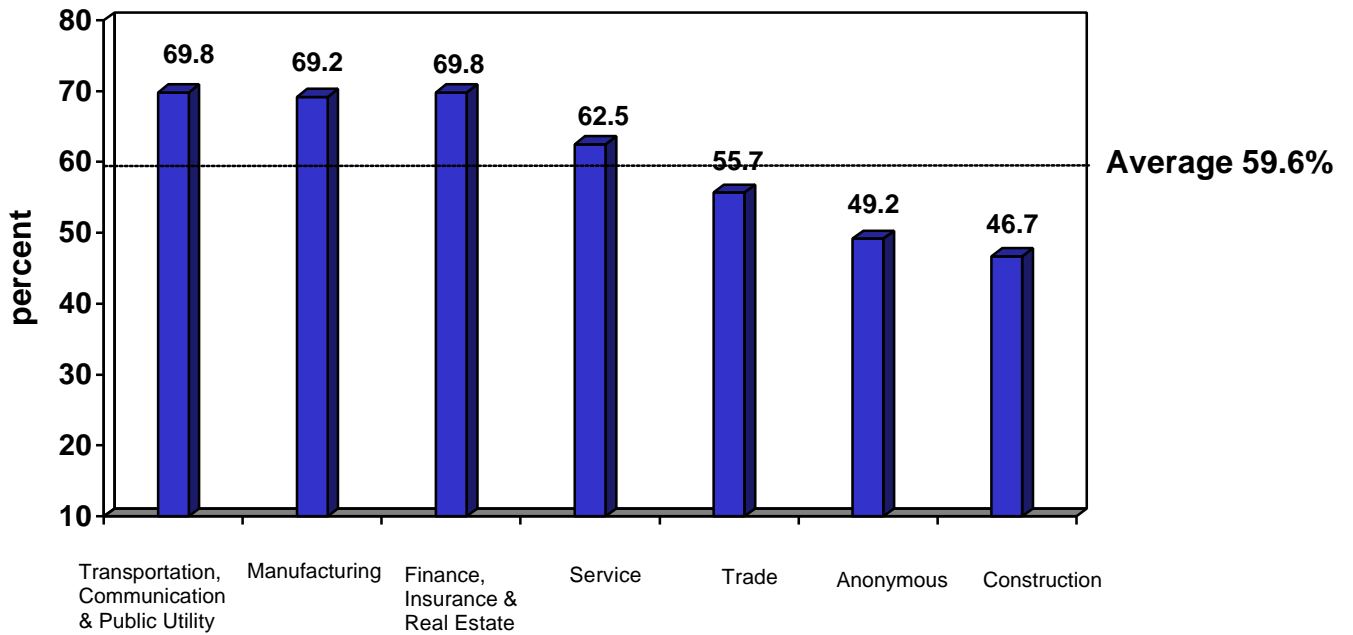


Figure 4. Percentage of Firms With Drug Screening

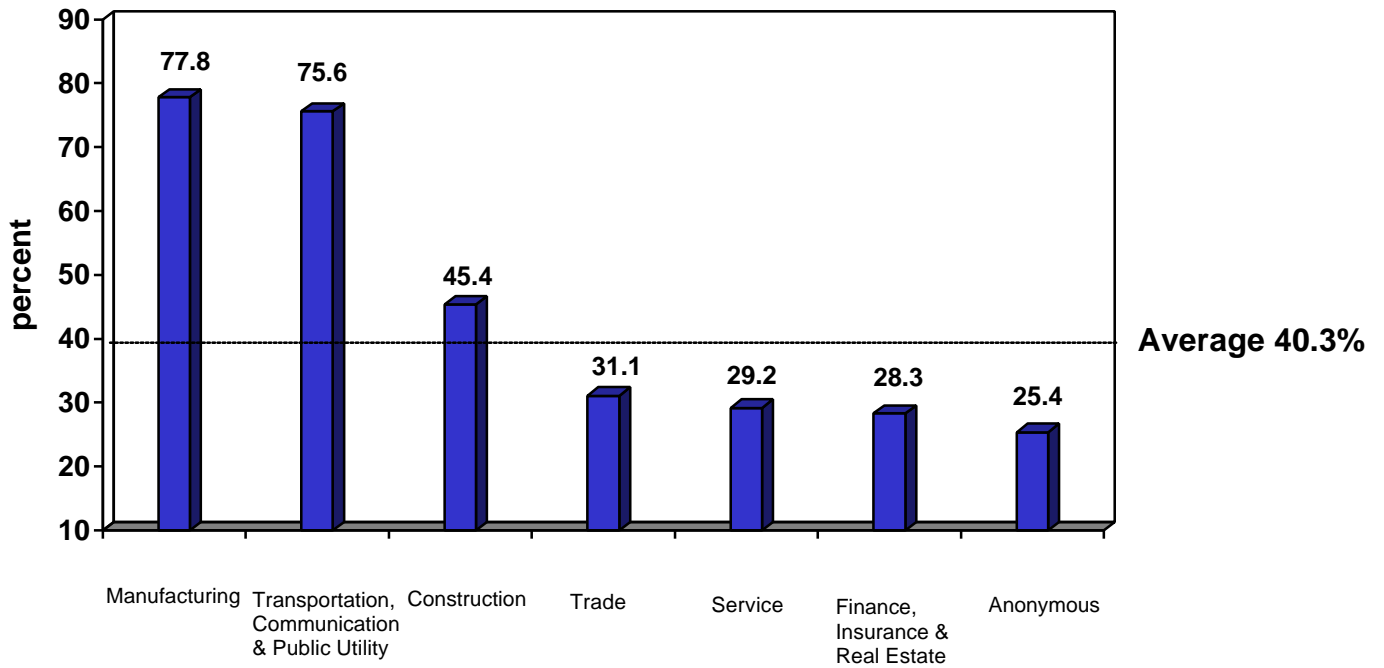


Figure 5. Percentage of Firms With Substance Abuse Testing

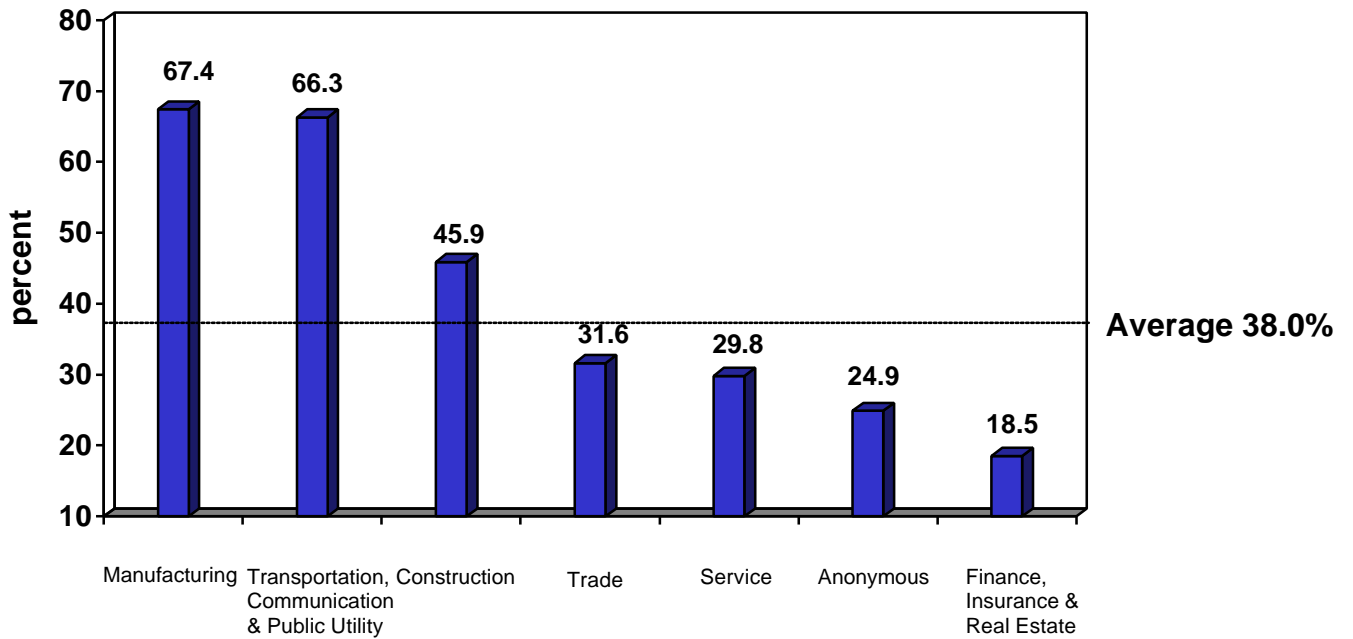


Figure 6. Percentage of Firms With Criminal Conviction Hiring Policy

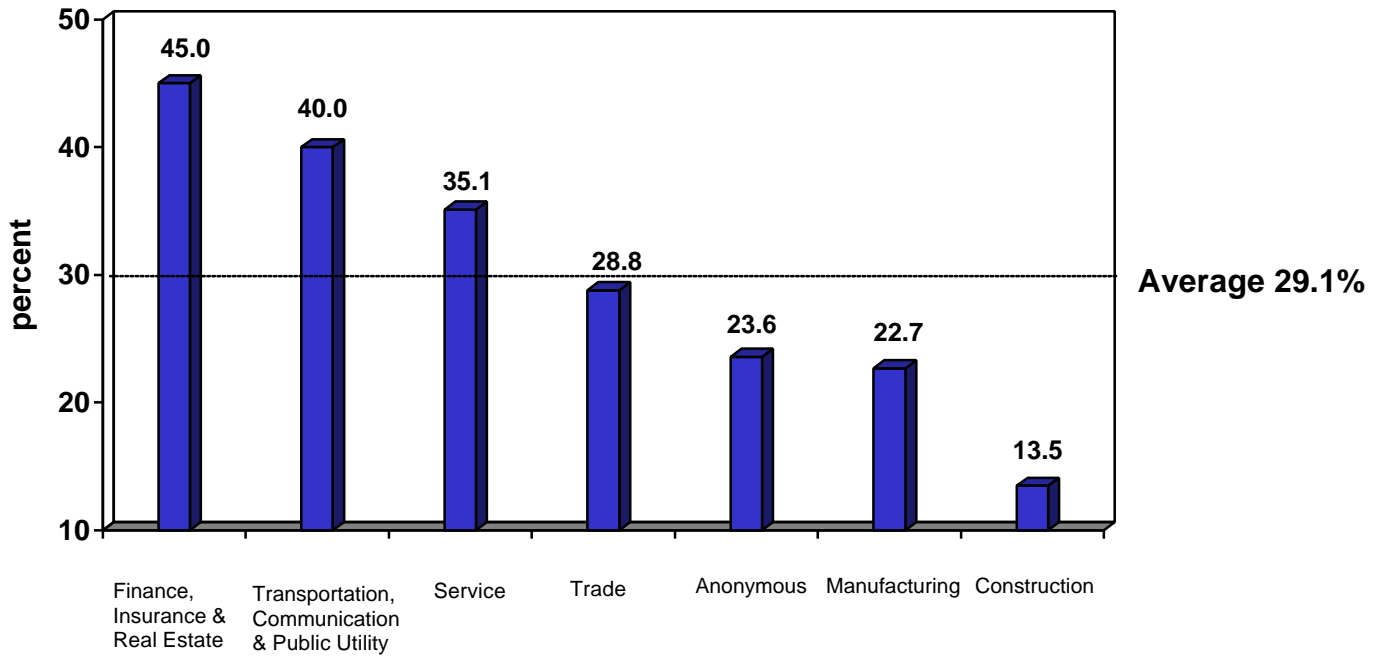


Figure 7. Percentage of Firms Planning to Expand in 2003

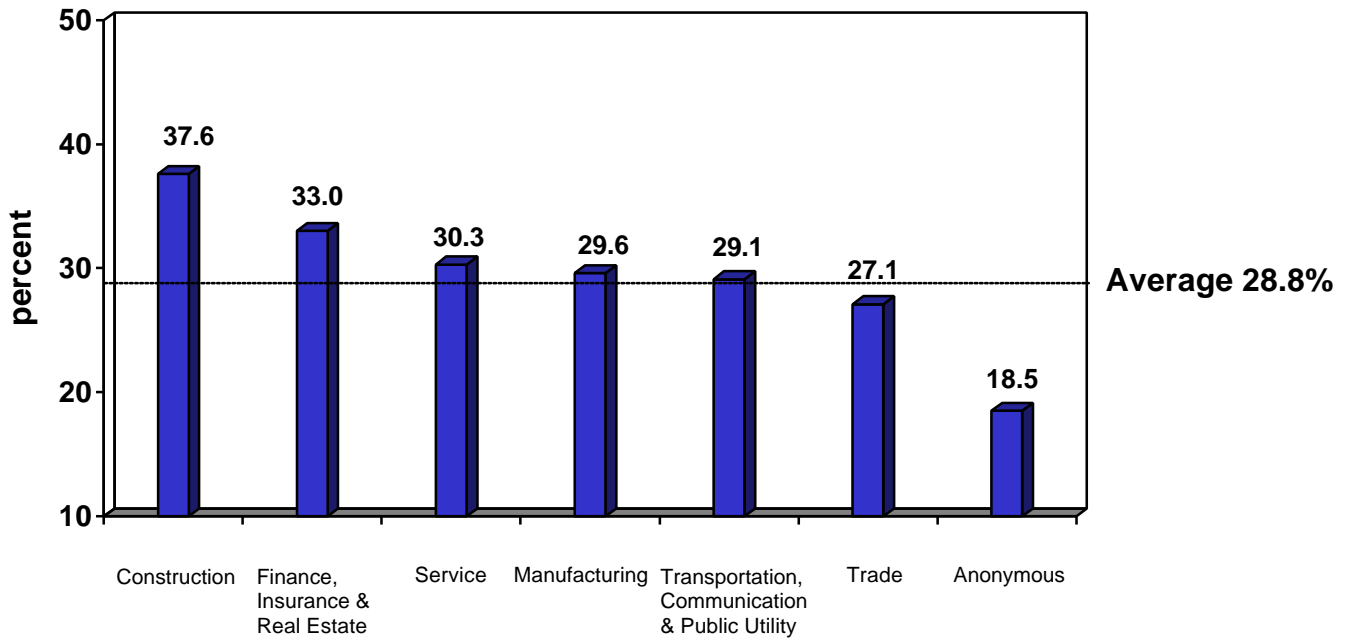
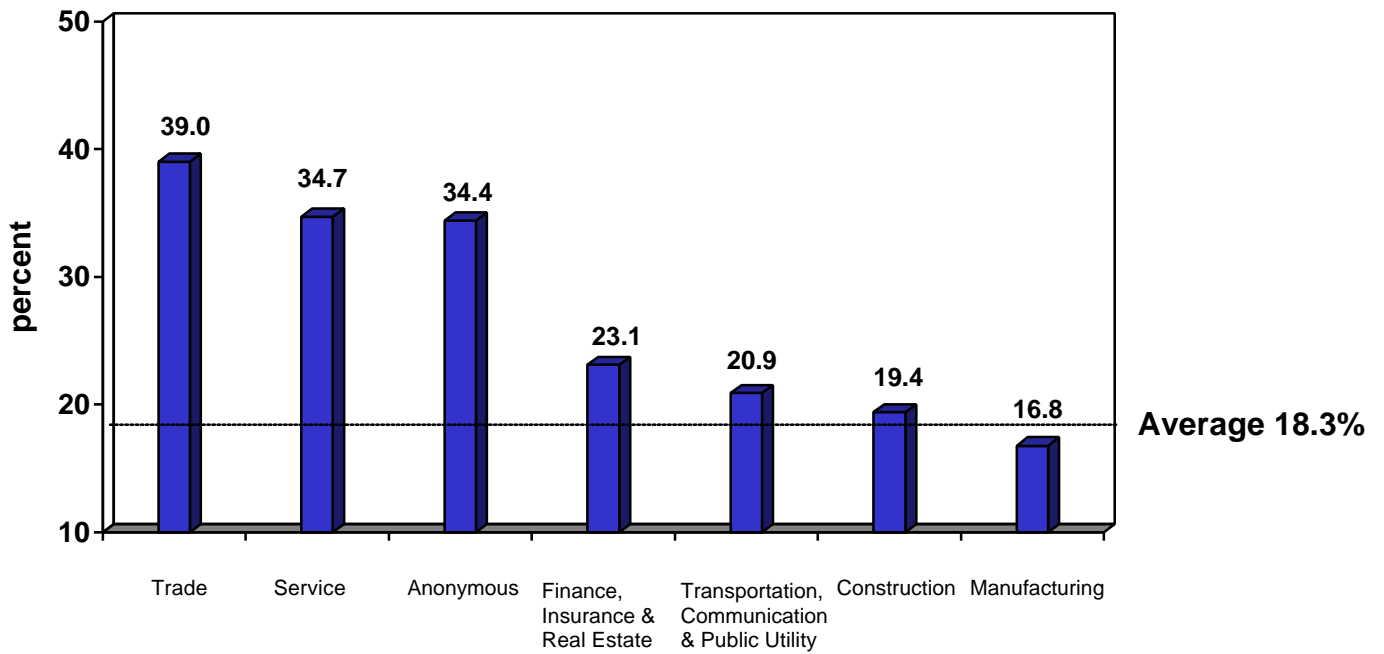


Figure 8. Percentage of Part-time Workers to be Hired



II. WORKFORCE

Figure 9. Percentage of Part-time Workers in the Workforce

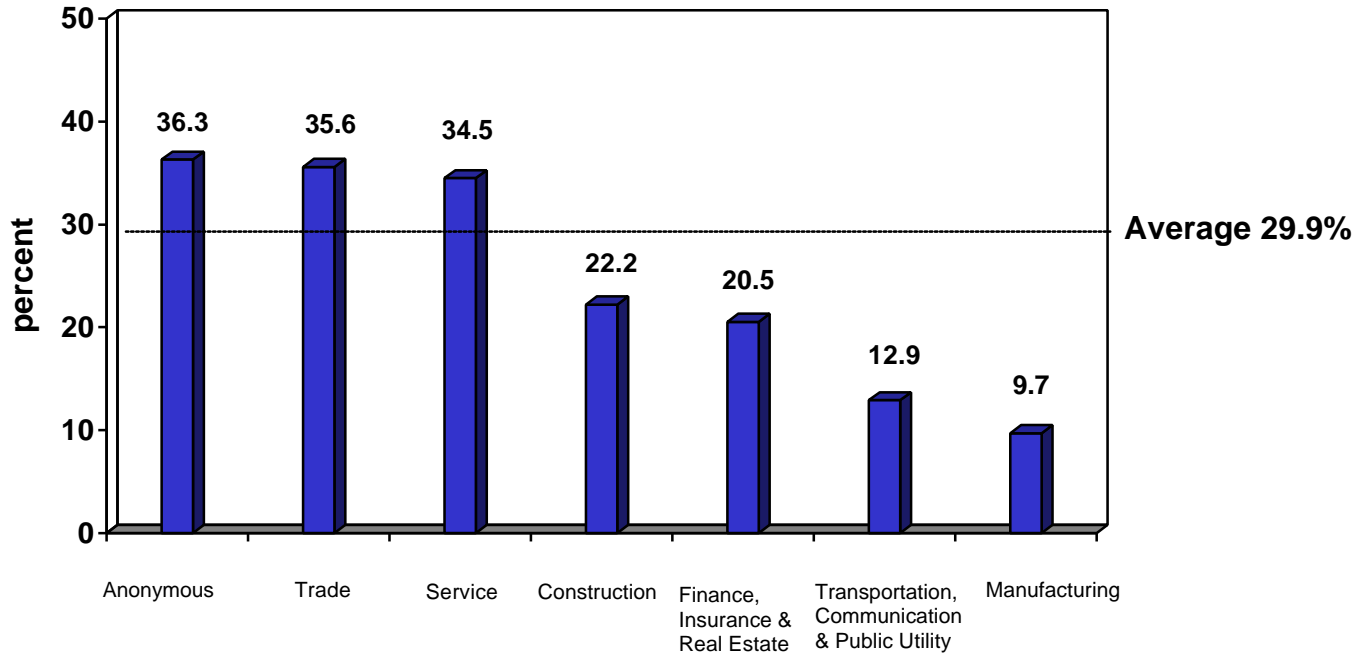


Figure 10. Percentage of Part-time Workers with Benefits

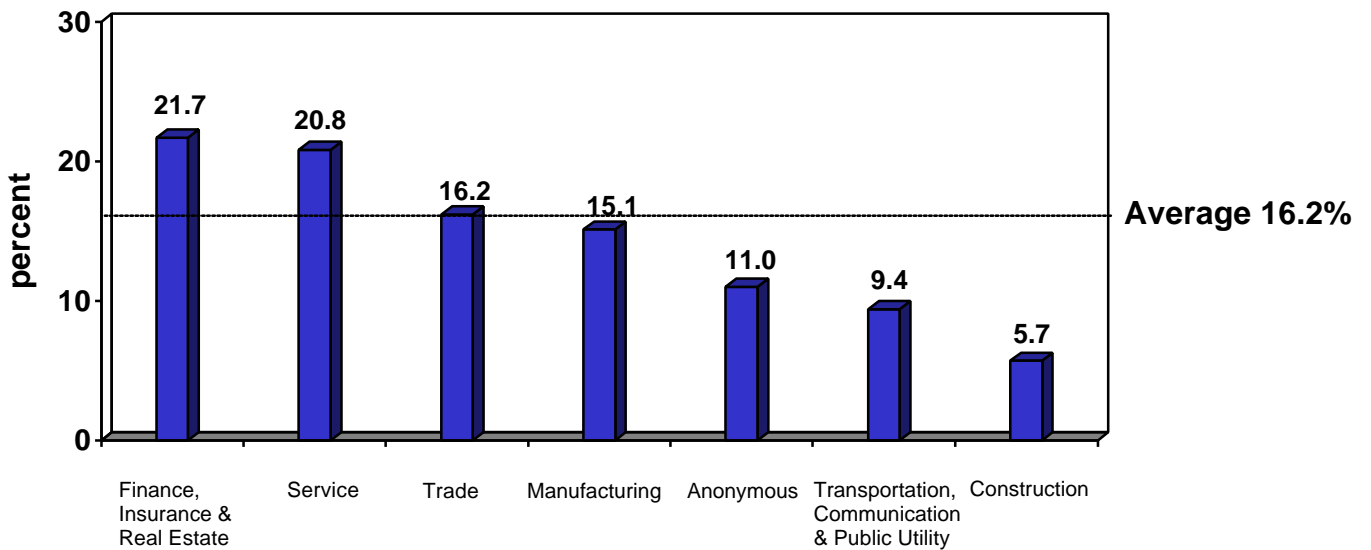


Figure 11. Percentage of Contingent Workers

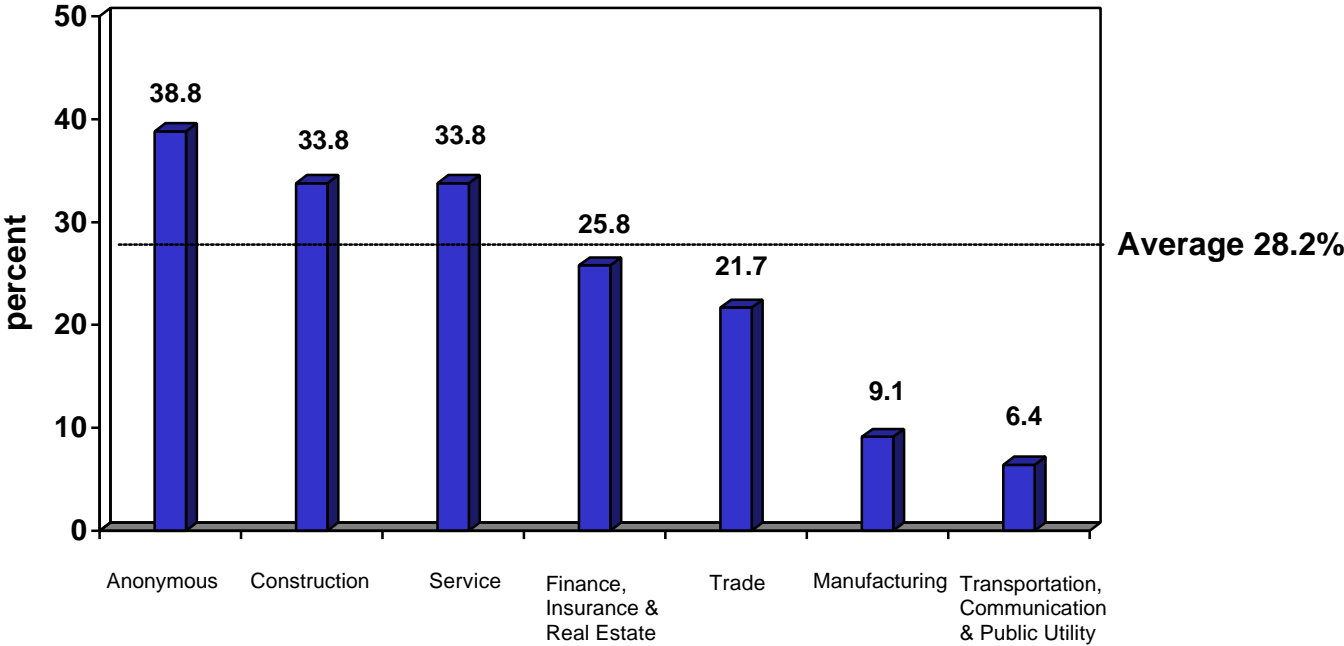


Figure 12. Percentage of Workers Earning Minimum Wage

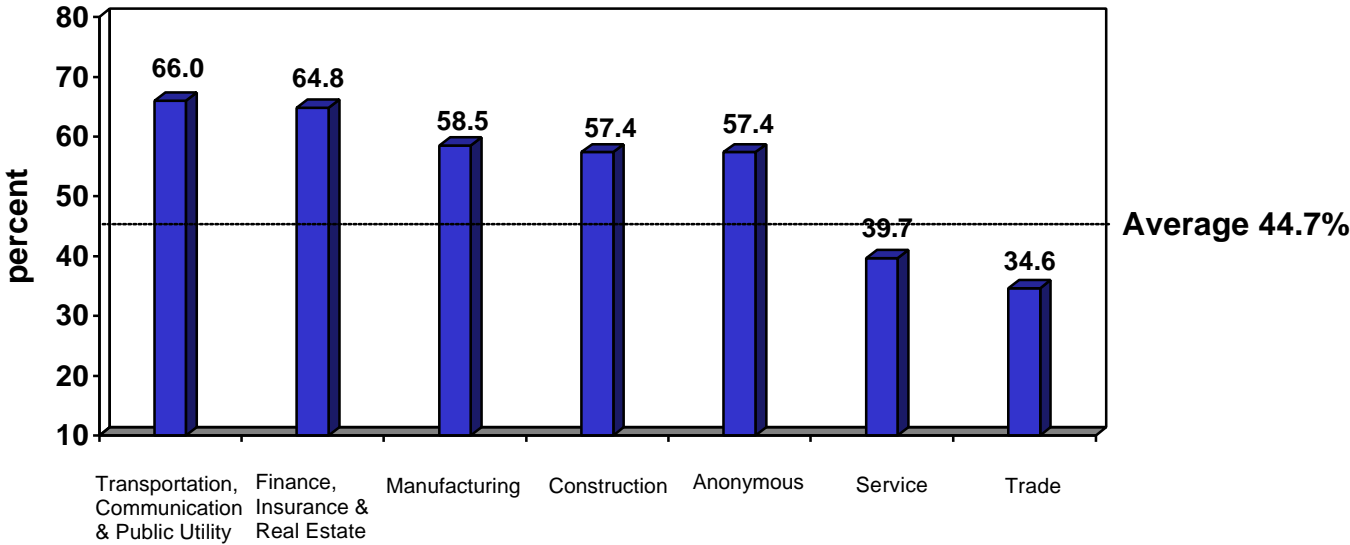


Figure 13. Percentage of Companies Operating Shifts

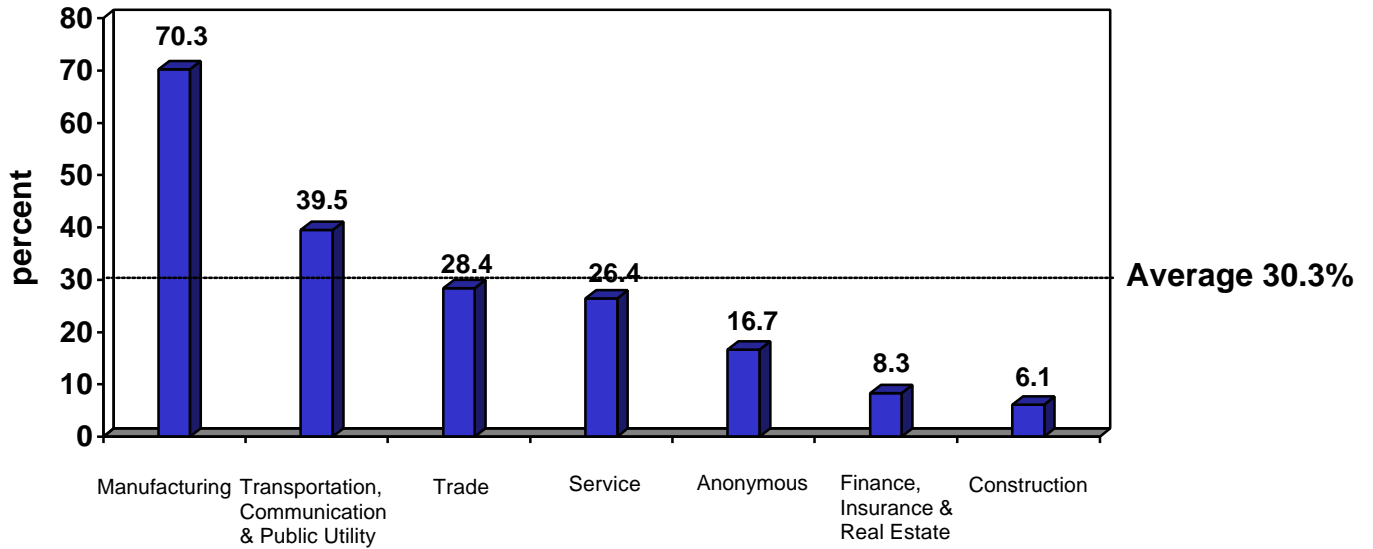


Table 1. Average Percentage of Workers per Shift by Business Sector

| <i>Shift</i> | <i>Avg</i> | <i>Constr</i> | <i>Mfg</i> | <i>TCPU</i> | <i>Trade</i> | <i>FIRE</i> | <i>Serv</i> | <i>ANON</i> |
|-----------------------------|------------|---------------|------------|-------------|--------------|-------------|-------------|-------------|
| 1st Shift | 62.5 | 33.8 | 66.3 | 72.3 | 60.3 | 73.3 | 63.0 | 56.2 |
| 2nd Shift | 27.3 | 18.9 | 23.4 | 18.9 | 31.4 | 18.8 | 29.9 | 35.9 |
| 3rd Shift | 16.3 | 15.7 | 17.2 | 12.2 | 16.3 | 12.6 | 16.3 | 14.9 |

Industry representations and the acronyms used are: Agriculture, Construction, and Mining (Constr); Finance, Insurance and Real Estate (FIRE); Manufacturing (Mfg); Wholesale and Retail Trade (Trade); Services (Serv); Transportation, Communications, and Public Utilities (TCPU); Anonymous (Anon).

Figure 14. Percentage of Companies with Shift-Pay Differentials

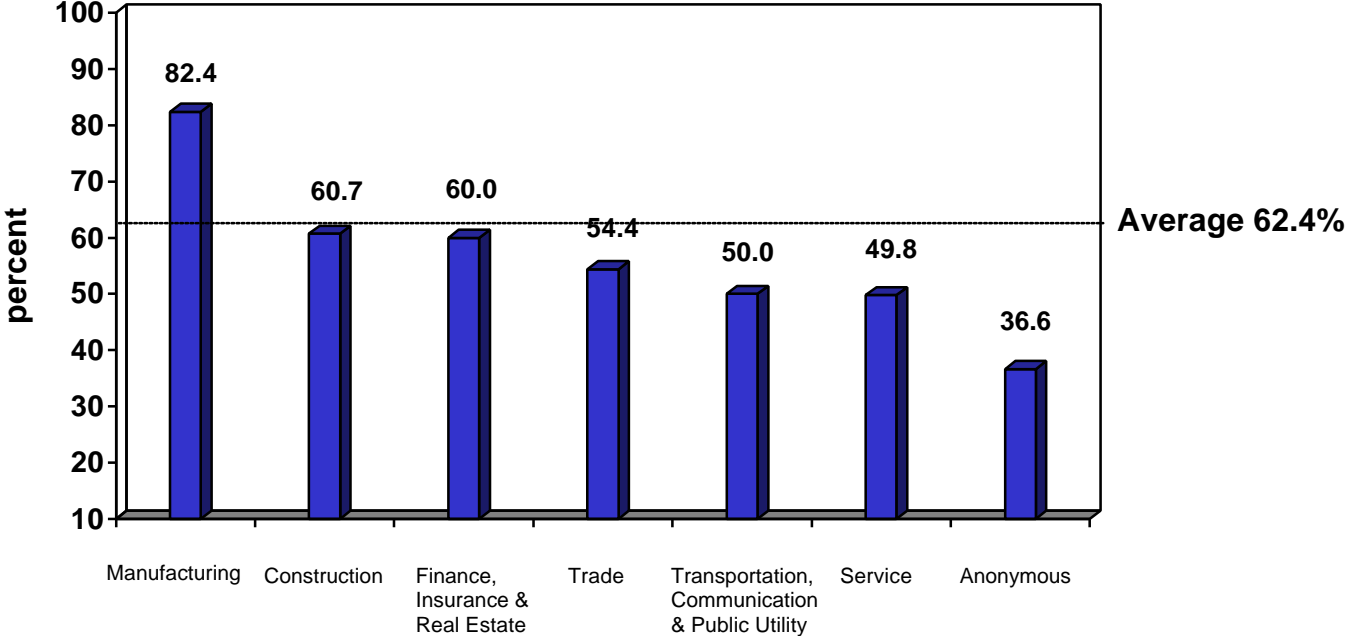
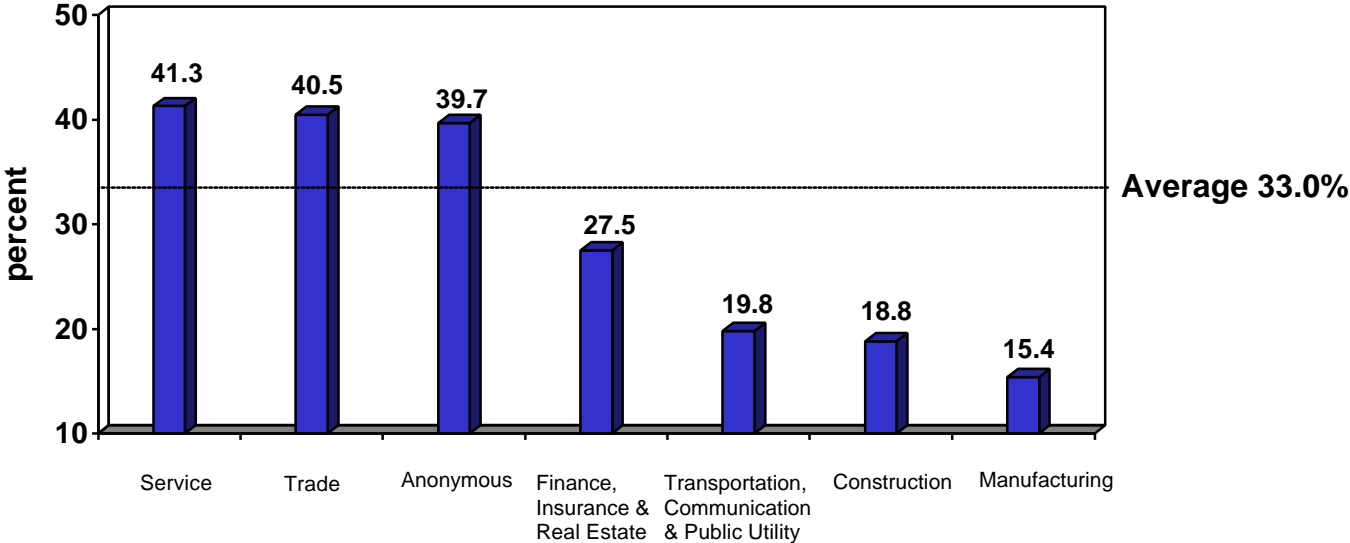


Figure 15. Percentage of Companies with Flexible Work Schedules



III. PAID TIME OFF

Figure 16. Average Number of Annual Paid Holidays

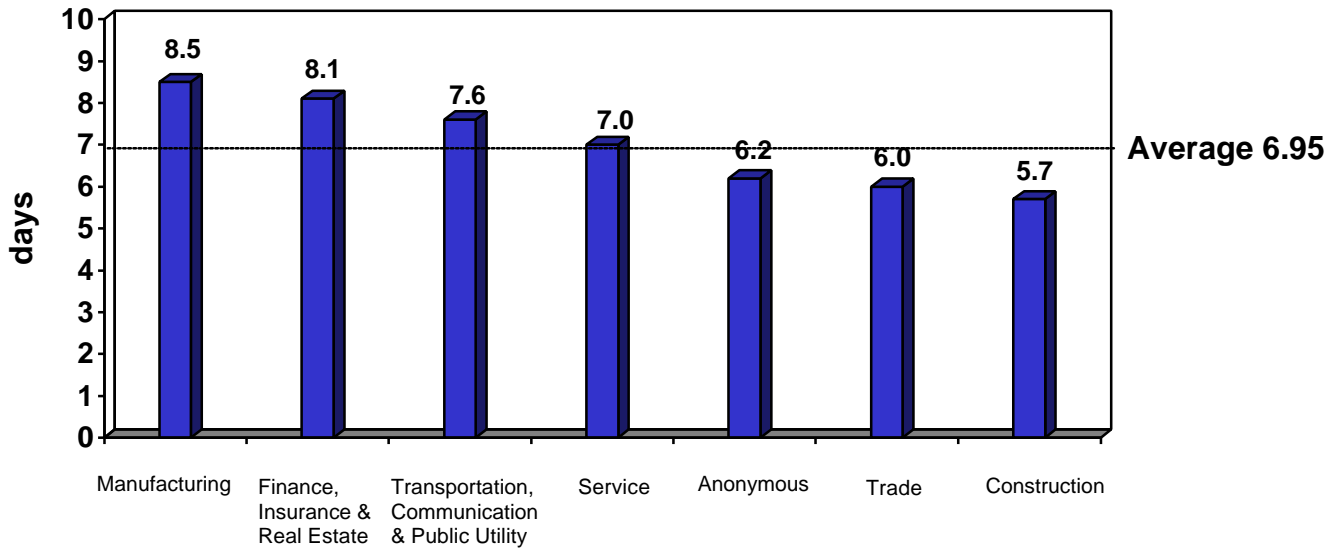


Table 2. Average Paid Vacation Days Companies Offer (for those companies offering paid vacation days)

| Length of Service | Avg | Constr | Mfg | TCPU | Trade | FIRE | Serv | ANON |
|--------------------------|------------|---------------|------------|-------------|--------------|-------------|-------------|-------------|
| Less than 1 year | 7.3 | 6.2 | 6.2 | 7.7 | 6.1 | 7.8 | 8.4 | 7.0 |
| 1 - 2 years | 7.8 | 6.3 | 7.6 | 8.3 | 6.9 | 9.5 | 8.9 | 6.9 |
| 3 - 4 years | 9.4 | 7.8 | 9.0 | 10.4 | 6.9 | 10.7 | 10.5 | 8.5 |
| 4 - 5 years | 10.2 | 8.6 | 9.7 | 11.0 | 9.4 | 11.6 | 11.4 | 9.4 |
| Over 5 years | 12.7 | 10.1 | 13.1 | 13.5 | 11.7 | 14.3 | 13.8 | 11.2 |

**Figure 17. Average Number of Paid Sick Days
(for those companies offering paid sick days)**

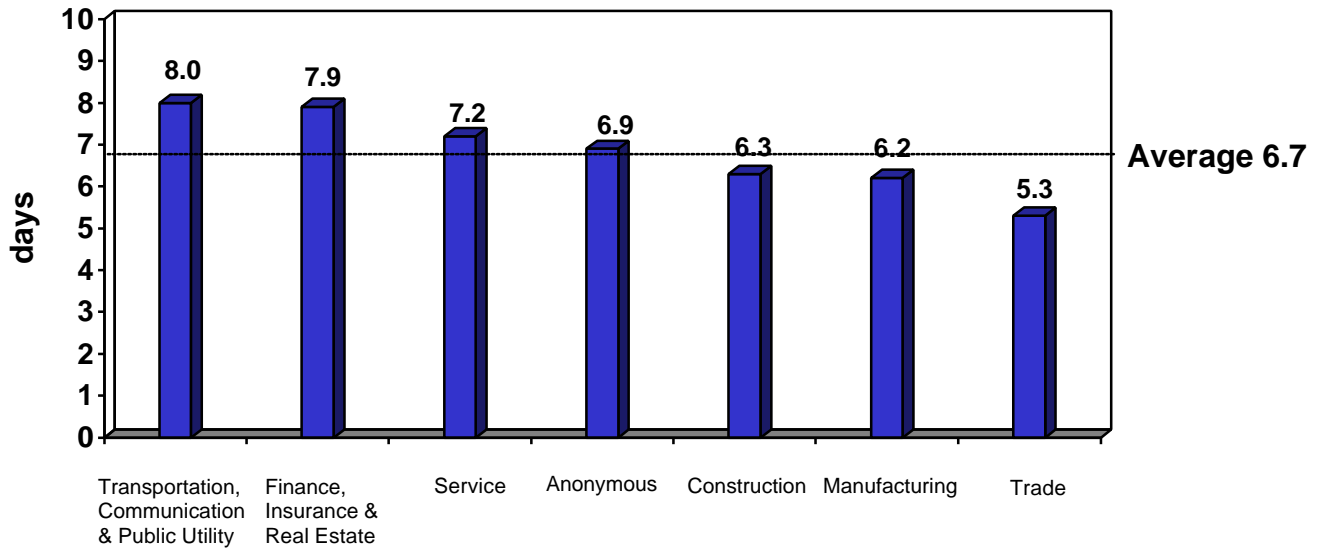


Table 3. Types of Paid Leave Offered by Companies, Ranked by Positive Responses

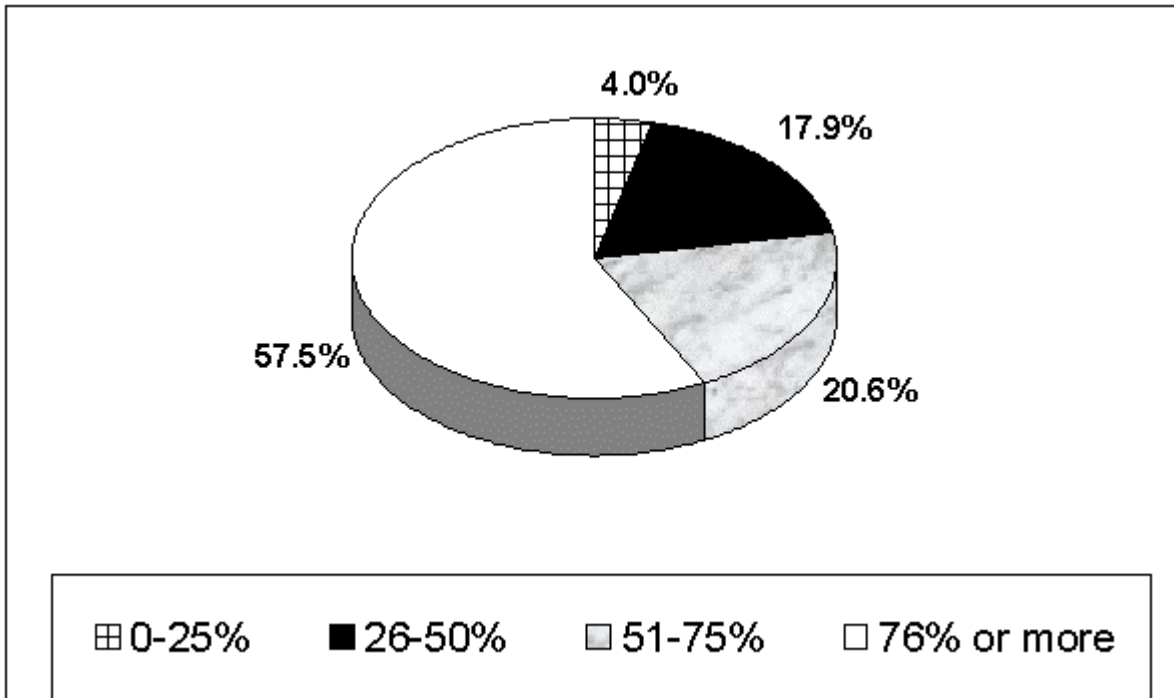
| <i>Type of Leave</i> | <i>Avg</i> | <i>Constr</i> | <i>Mfg</i> | <i>TCPU</i> | <i>Trade</i> | <i>FIRE</i> | <i>Serv</i> | <i>ANON</i> |
|-------------------------|------------|---------------|------------|-------------|--------------|-------------|-------------|-------------|
| <i>Jury</i> | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| <i>Maternity</i> | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 |
| <i>Military</i> | 3 | 3 | 2 | 2 | 4 | 6 | 4 | 5 |
| <i>Personal</i> | 4 | 4 | 6 | 4 | 3 | 4 | 2 | 2 |
| <i>Family</i> | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 |
| <i>Education</i> | 6 | 6 | 8 | 6 | 6 | 5 | 6 | 6 |
| <i>Paternity</i> | 8 | 8 | 7 | 7 | 8 | 8 | 8 | 7 |
| <i>Other (write-in)</i> | 7 | 7 | 4 | 8 | 7 | 7 | 7 | 8 |

1 = Most Likely to be Offered, 8 = Least Likely to be Offered

(See notes on table 2 for acronyms description)

IV. INSURANCE

Figure 18. Amount of Health Insurance Premium Paid by Employers



Note: 107 companies had no response

Figure 19. Percentage of Companies Offering Health Insurance

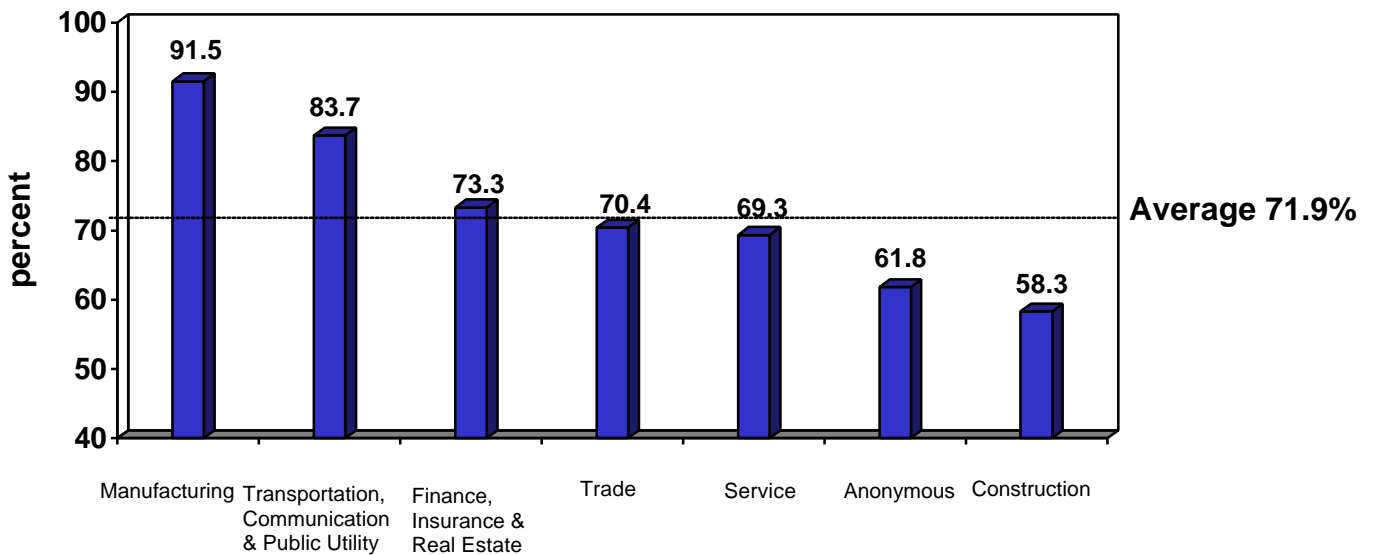


Figure 20. Percentage of Health Insurance Cost Paid by Companies (for those companies offering health insurance)

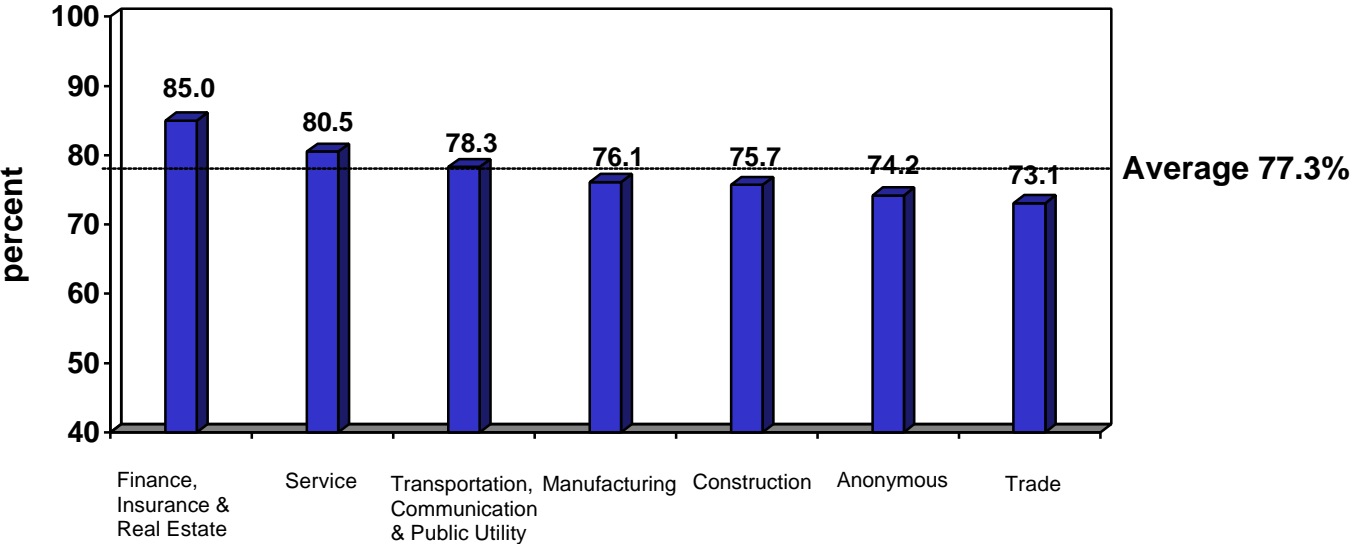


Figure 21. Types of Health Insurance Offered by Employers (based on companies answering “yes”)

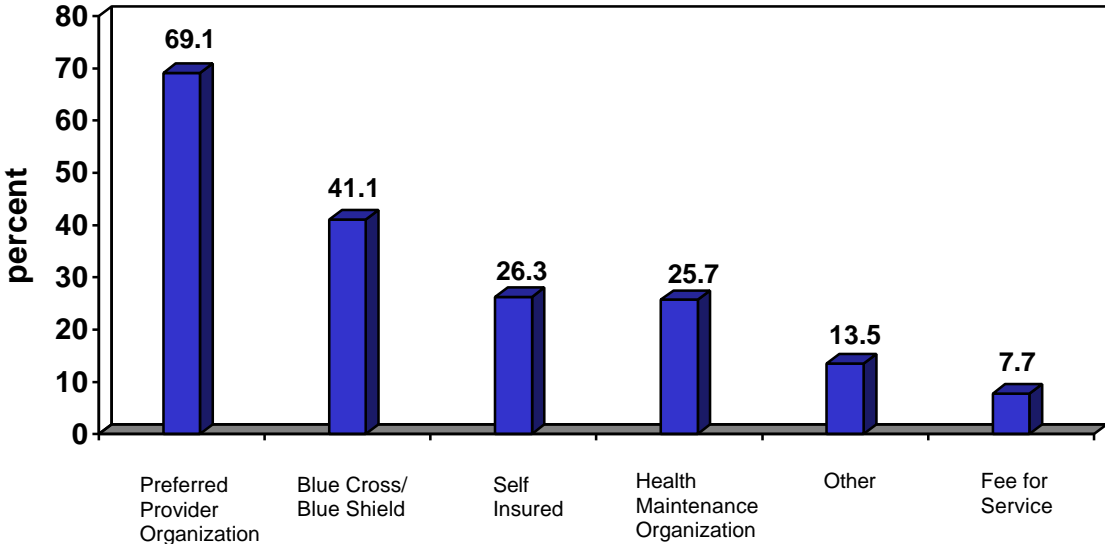


Figure 22. Percentage Offering Dental Coverage with Health Insurance (for those companies offering health insurance)

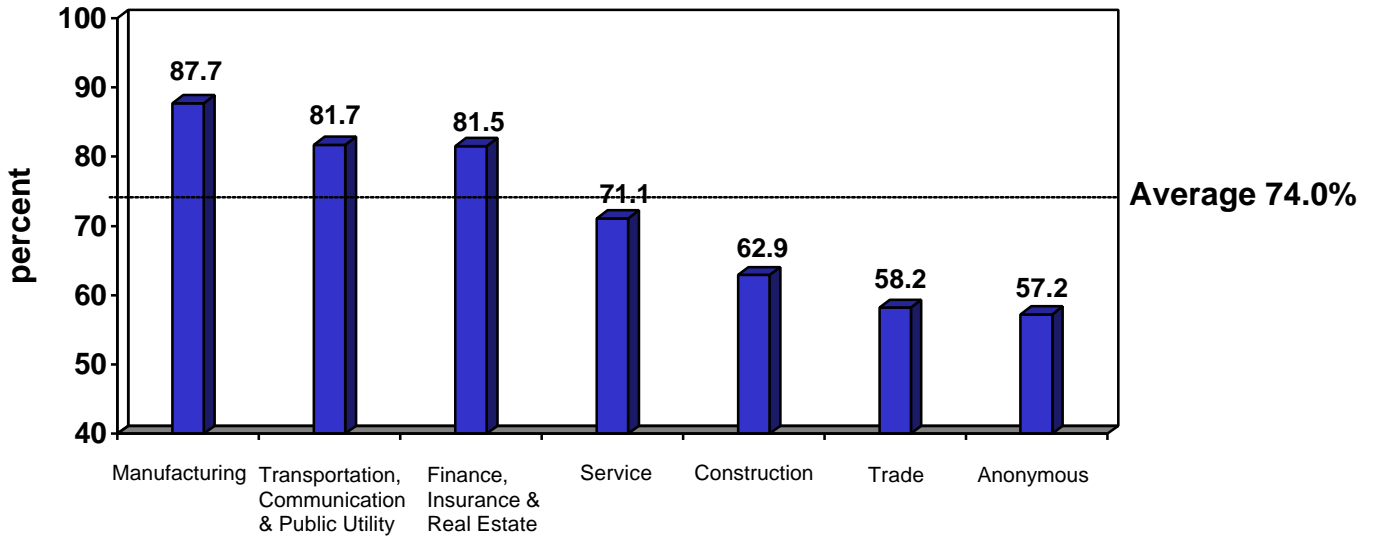
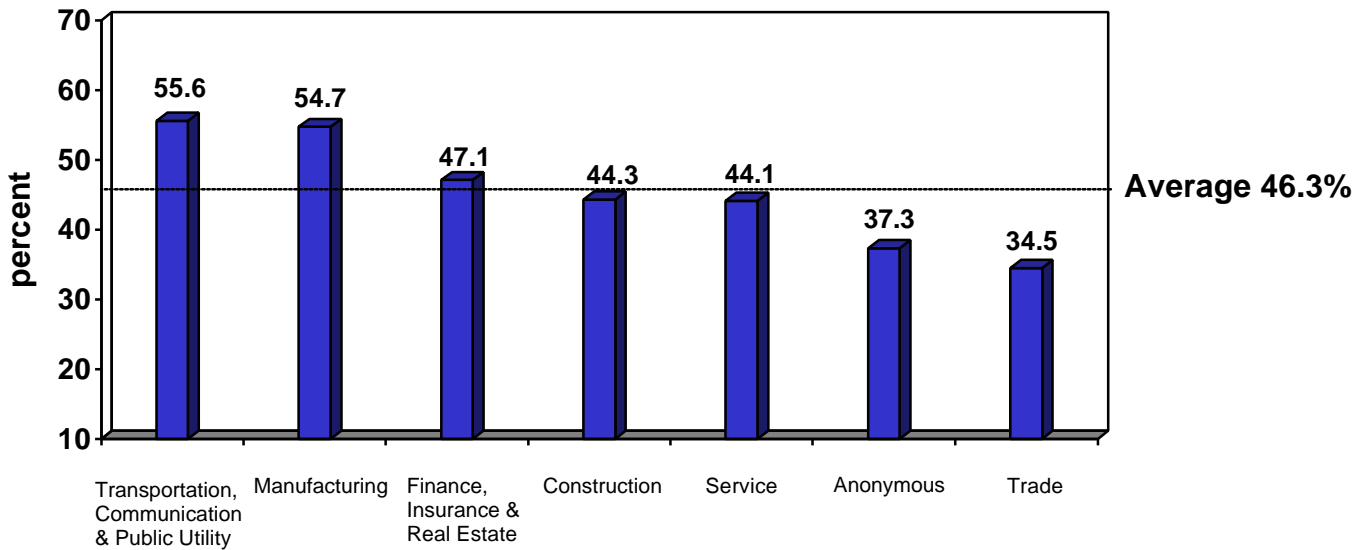


Figure 23. Percentage Offering Vision Coverage with Health Insurance (for those companies offering health insurance)



V. RETIREMENT

Figure 24. Percentage Offering a Formal Pension Plan

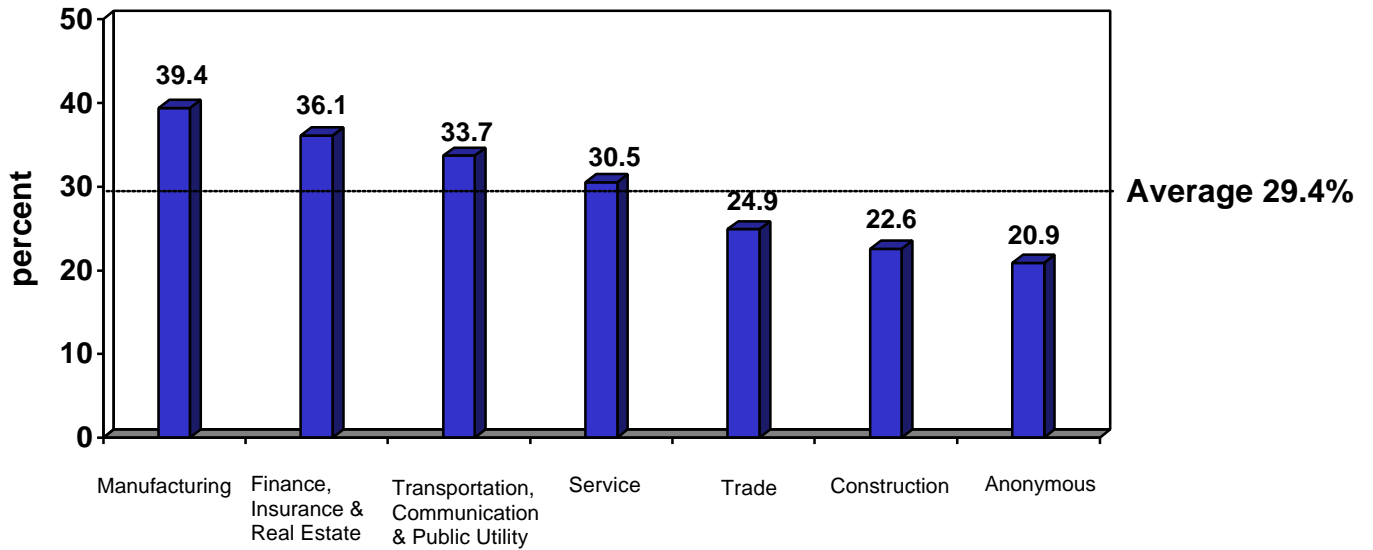


Figure 25. Average Percentage of Employer Contribution to Pension Plan (for those companies offering health pension plans)

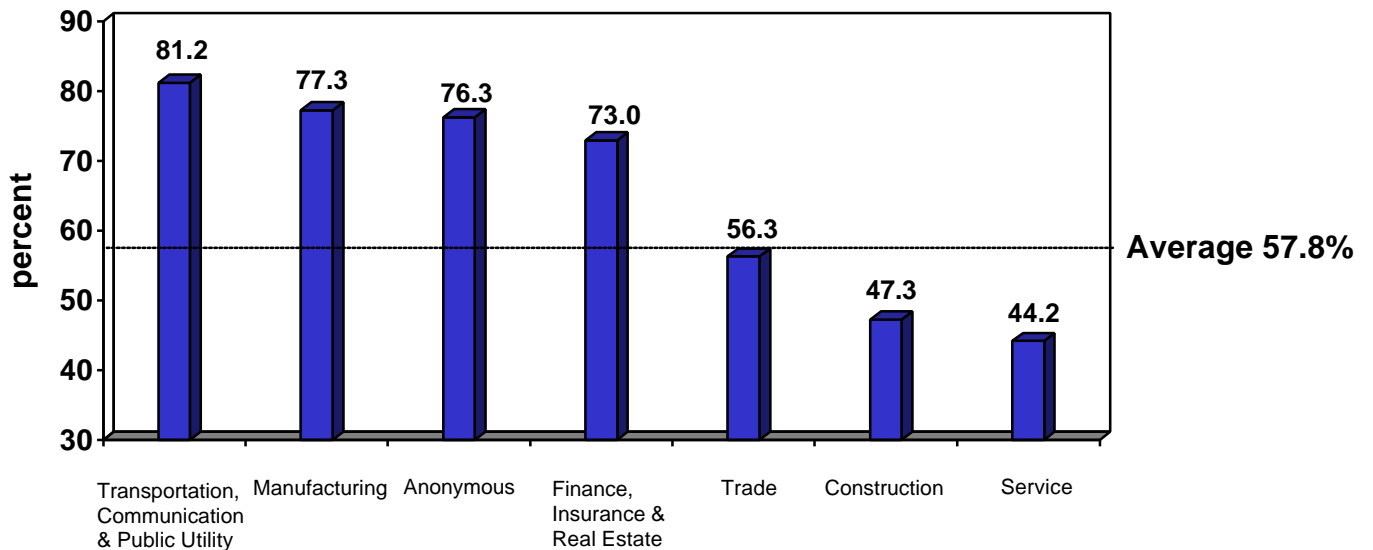


Table 4. Percentage of Companies Offering Retirement Plans

| <i>Type of Plan</i> | <i>Avg</i> | <i>Constr</i> | <i>Mfg</i> | <i>TCPU</i> | <i>Trade</i> | <i>FIRE</i> | <i>Serv</i> | <i>ANON</i> |
|-------------------------------|------------|---------------|------------|-------------|--------------|-------------|-------------|-------------|
| <i>Defined Benefit</i> | 13.5 | 6.6 | 32.2 | 25.3 | 9.5 | 19.2 | 13.2 | 7.7 |
| <i>401(k) plans</i> | 43.5 | 34.9 | 72.4 | 59.8 | 41.4 | 51.7 | 35.4 | 28.5 |
| <i>Stock Ownership</i> | 5.9 | 7.0 | 7.7 | 9.2 | 7.0 | 8.3 | 3.9 | 4.5 |
| <i>Profit Sharing</i> | 6.8 | 8.7 | 8.5 | 5.7 | 8.2 | 7.5 | 5.3 | 4.9 |

Industry representations and the acronyms used are: Agriculture, Construction, and Mining (Constr); Finance, Insurance and Real Estate (FIRE); Manufacturing (Mfg); Wholesale and Retail Trade (Trade); Services (Serv); Transportation, Communications, and Public Utilities (TCPU); Anonymous (Anon).

Table 5. Average Employee Participation in Retirement Plans (for those companies offering the noted plan)

| <i>Type of Plan</i> | <i>Avg</i> | <i>Constr</i> | <i>Mfg</i> | <i>TCPU</i> | <i>Trade</i> | <i>FIRE</i> | <i>Serv</i> | <i>ANON</i> |
|-------------------------------|------------|---------------|------------|-------------|--------------|-------------|-------------|-------------|
| <i>Defined Benefit</i> | 83.8 | 68.5 | 92.6 | 93.5 | 79.6 | 93.5 | 77.9 | 75.8 |
| <i>401 (k) plans</i> | 58.4 | 51.9 | 61.4 | 66.8 | 54.3 | 73.2 | 57.1 | 51.2 |
| <i>Stock Ownership</i> | 50.2 | 45.3 | 59.0 | 48.4 | 49.0 | 38.6 | 52.2 | 44.9 |
| <i>Profit Sharing</i> | 78.7 | 74.4 | 88.3 | 89.8 | 72.6 | 78.3 | 76.3 | 85.4 |

Industry representations and the acronyms used are: Agriculture, Construction, and Mining (Constr); Finance, Insurance and Real Estate (FIRE); Manufacturing (Mfg); Wholesale and Retail Trade (Trade); Services (Serv); Transportation, Communications, and Public Utilities (TCPU); Anonymous (Anon).

VI. OTHER BENEFITS

Figure 26. Percentage Offering Tuition Assistance

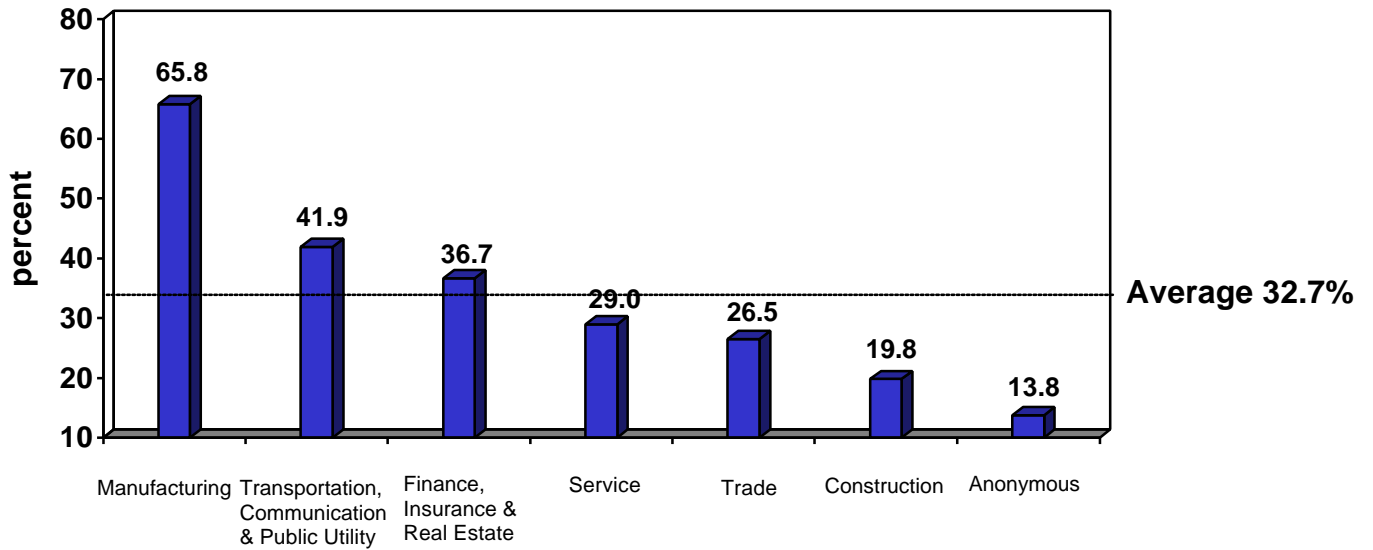


Figure 27. Percentage Offering a Day-care Facility

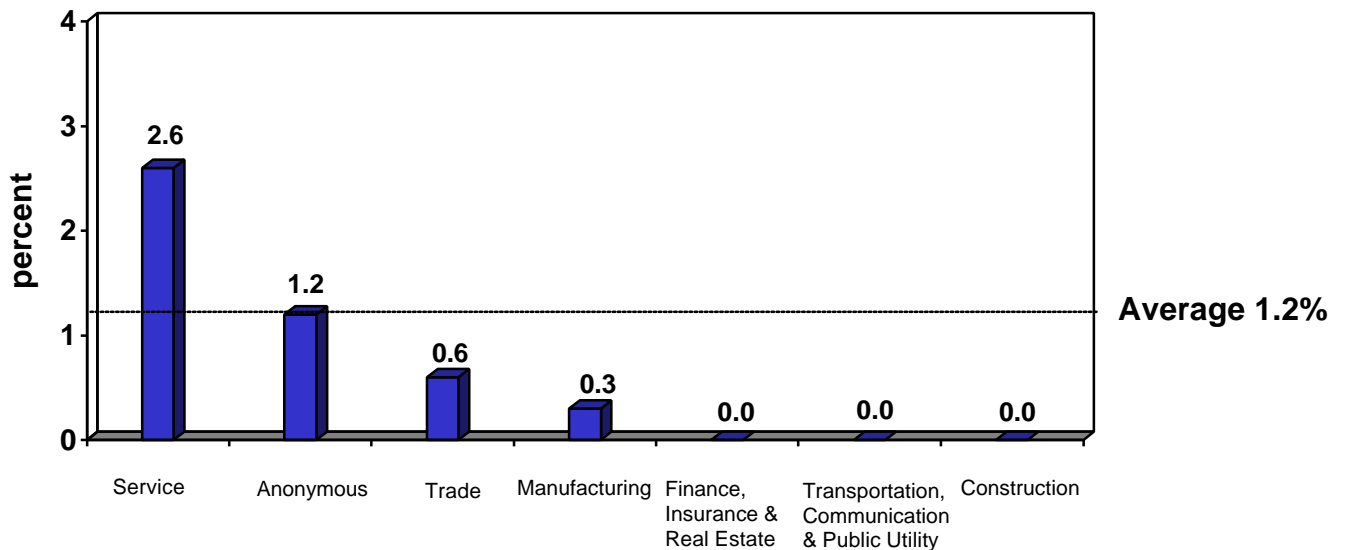


Figure 27. Percentage Offering a Day-care Subsidy

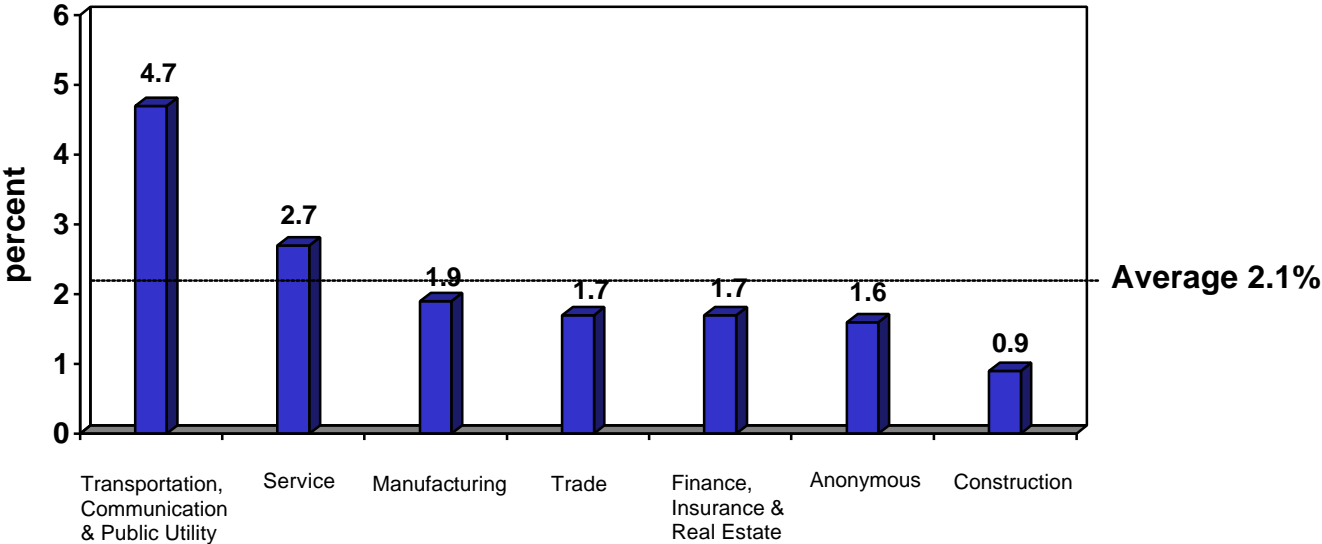
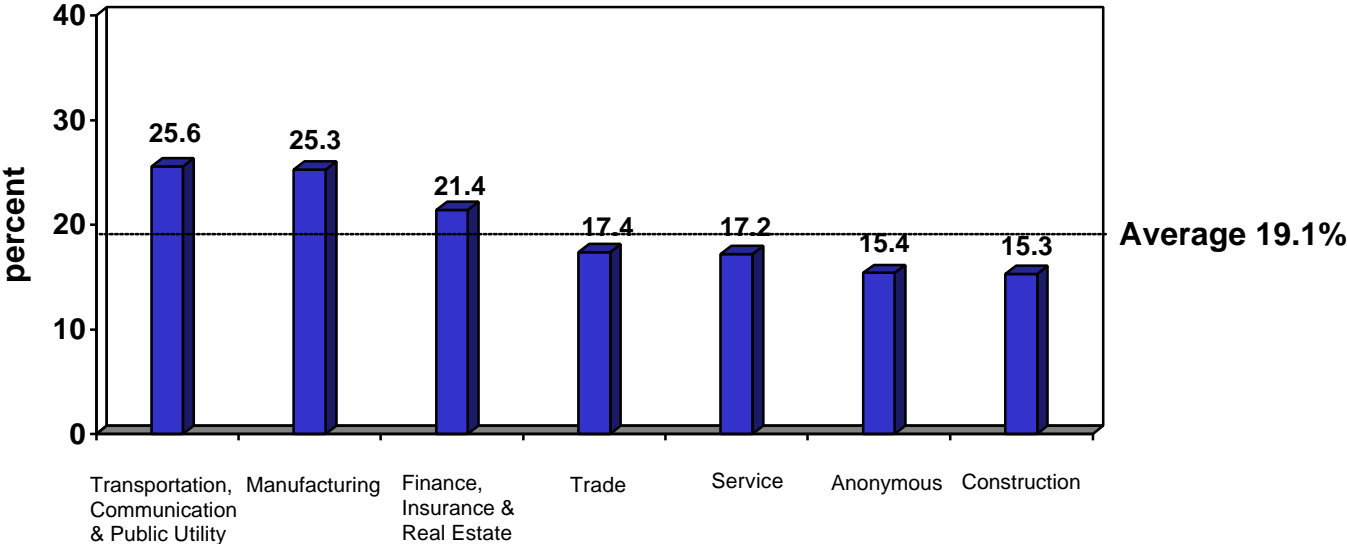


Figure 28. Average Percentage for Total Cost of Fringe Benefits



Survey Results - All Records (2293 responses)

NOTES: Averages (mean) are calculated using positive responses (>=1) only and the responses of zero are noted where appropriate. Null responses are not considered as zero. The mode (most frequently given response) is calculated using the same rationale.

PRACTICES

1. Does your company have a probationary period for new hires?

Yes - 1586 (69.3%)
No - 701 (30.7%)

2. Are company employees reimbursed for relocation expenses?

Yes - 679 (29.8%)
No - 1602 (70.2%)

3. Is employee performance review a formal company policy?

Yes - 1362 (59.6%)
No - 922 (40.4%)

4. Does your company require a drug-screening test as part of the hiring process?

Yes - 921 (40.3%)
No - 1365 (59.7%)

5. Does your company have a substance abuse testing program for employees?

Yes - 865 (38.0%)
No - 1413 (62.0%)

6. Does your company have a formal policy regarding hiring individuals with criminal convictions?

Yes - 665 (29.1%)
No - 1619 (70.9%)

7. Does your firm anticipate expanding its labor force within the next year?

Yes - 655 (28.8%)
No - 1619 (71.2%)

8. What percentage will be part-time employees?

Average: 18.3% Mode: 10%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 215 | 68 | 22 | 47 |
| Percentage | 61.1% | 19.3% | 6.2% | 13.4% |

+ 258 records answered 0%

WORKFORCE

9. What percentage of your employees are part-time workers?

Average: 29.9% Mode: 1%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 813 | 240 | 101 | 165 |
| Percentage | 61.6% | 18.2% | 7.7% | 12.5% |

+ 906 records answered 0%

10. Does your firm offer paid benefits to part-time employees?

Yes - 367 (16.2%)
No - 1903 (83.8%)

11. What percentage of your employees are hired for a specific period of time, usually one year or less?

Average: 28.2% Mode: 1%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 268 | 49 | 27 | 60 |
| Percentage | 66.3% | 12.1% | 6.7% | 14.9% |

+ 1812 records answered 0%

12. What percentage of your employees earn minimum wage?

Average: 44.7% Mode: 100%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 162 | 50 | 19 | 105 |
| Percentage | 48.2% | 14.9% | 5.7% | 31.2% |

+ 1881 records answered 0%

13. Does your company operate on shifts?

Yes - 692 (30.3%)
No - 1594 (69.7%)

14. What percentage of your employees is on each of the following shifts?

1st Shift Average: 62.5% Mode: 50%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 15 | 218 | 188 | 164 |
| Percentage | 2.6% | 37.3% | 32.1% | 28.0% |

2nd Shift Average: **27.3%** Mode: **30%**

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|--------------|--------------|-------------|-------------|
| Records | 298 | 262 | 17 | 6 |
| Percentage | 51.1% | 44.9% | 2.9% | 1.0% |

3rd Shift Average: **16.3%** Mode: **20%**

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|--------------|--------------|-------------|-------------|
| Records | 290 | 71 | 0 | 0 |
| Percentage | 80.3% | 19.7% | 0.0% | 0.0% |

15. **Are your employees offered pay differential for shift work?**

Yes - 439 (**62.4%**)
No - 265 (**37.6%**)

16. **Does your firm offer flexible work schedules to a majority of its employees?**

Mark only one box (x).

Yes - 746 (**33.0%**)
No - 1513 (**67.0%**)

PAID TIME OFF

17. **How many paid holidays does your company observe annually?**

Average: **7.0**

| | 0 | 1-5 | 6-9 | 10+ |
|------------|--------------|--------------|--------------|--------------|
| Records | 290 | 586 | 940 | 381 |
| Percentage | 13.2% | 26.7% | 42.8% | 17.3% |

18. **How many paid vacation days are the following employees offered annually?**

| | Records | Average (days) | Mode (days) |
|------------------|---------|----------------|-------------|
| Less than 1 year | 722 | 7.3 | 5 |
| 1-2 years | 1836 | 7.8 | 10 |
| 3-4 years | 1783 | 9.4 | 10 |
| 4-5 years | 1751 | 10.2 | 10 |
| 5+ years | 1783 | 12.7 | 10 |

19. **Do you differentiate between regular leave and sick leave?**

Yes - 948 (**42.6%**)
No - 1275 (**57.4%**)

▶ 20. **How many paid sick days are offered annually?**

Average: **6.7 days**
Mode: **5 days**

21. **Do employees receive paid time off for?**

| | Yes | | No | |
|-----------------|---------|-------------|---------|-------------|
| | Records | % | Records | % |
| Maternity Leave | 548 | 25.0 | 1644 | 75.0 |
| Paternity Leave | 208 | 9.5 | 1979 | 90.5 |
| Military Leave | 544 | 24.8 | 1650 | 75.2 |
| Personal Leave | 767 | 21.3 | 1726 | 78.7 |
| Jury Duty | 1378 | 61.9 | 848 | 38.1 |
| Family Leave | 388 | 17.7 | 1801 | 82.3 |
| Education | 309 | 14.1 | 1879 | 85.9 |
| *Other | 198 | 11.7 | 1489 | 88.3 |

* For specific examples see Summary Statistics section.

INSURANCE

22. **Do you offer health insurance/medical benefits to employees?**

Yes - 1645 (**71.9%**)
No - 643 (**28.1%**)

▶ 23. **What percentage is paid by the employer?**

Average: **77.3%** Mode: **100%**

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------------|--------------|--------------|--------------|
| Records | 57 | 254 | 292 | 817 |
| Percentage | 4.0% | 17.9% | 20.6% | 57.5% |

+ 107 records answered 0%

24. **What TYPES of health insurance/medical benefit plan does your company offer?**

Mark one box on each line.

| | Yes | | No | |
|----------------|---------|-------------|---------|-------------|
| | Records | % | Records | % |
| HMO | 378 | 25.7 | 1094 | 74.3 |
| PPO | 1064 | 69.1 | 476 | 30.9 |
| Fee or Service | 109 | 7.7 | 1306 | 92.3 |
| Self Insured | 379 | 26.3 | 1061 | 73.7 |
| Blue Cross | 606 | 41.1 | 868 | 58.9 |
| Other | 150 | 13.5 | 964 | 86.5 |

* For specific examples see Summary Statistics section.

25. **Does your firm offer dental benefits?**

Yes - 1218 (**74.0%**)
No - 427 (**26.0%**)

26. **Does your firm offer vision benefits?**

Yes - 760 (**46.3%**)
No - 880 (**53.7%**)

RETIREMENT

27. Does your company provide a formal pension plan to your employees?

Yes - 664 (29.4%)
No - 1596 (70.6%)

28. What percentage is paid by the employer?

Average: 57.8% Mode: 100%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 230 | 39 | 6 | 287 |
| Percentage | 40.9% | 6.9% | 1.1% | 51.1% |

+ 56 records answered 0%

29. Approximately what percentage of the firm's full-time employees participates in the following types of retirement plans?

Defined Benefit Pension

Average: 83.8% Mode: 100%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 30 | 23 | 25 | 231 |
| Percentage | 9.7% | 7.4% | 8.1% | 74.8% |

+1206 records answered 0%

401(k) Plan with Employer Contribution-

Average: 58.4% Mode: 100%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 197 | 238 | 254 | 309 |
| Percentage | 19.7% | 23.8% | 25.5% | 31.0% |

+880 records answered 0%

Employee Stock Ownership-

Average: 50.2% Mode: 100%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 57 | 20 | 12 | 47 |
| Percentage | 41.9% | 14.7% | 8.8% | 34.6% |

+1318 records answered 0%

Deferred Profit Sharing-

Average: 78.7% Mode: 100%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 19 | 14 | 17 | 107 |
| Percentage | 12.1% | 8.9% | 10.8% | 68.2% |

+1301 records answered 0%

OTHER BENEFITS

30. Do you offer tuition assistance?

Yes - 747 (32.7%)
No - 1537 (67.3%)

31. Does your firm provide day-care facilities?

Yes - 27 (1.2%)
No - 2254 (98.8%)

32. Does your firm offer day-care subsidies?

Yes - 48 (2.1%)
No - 2232 (97.9%)

33. List any miscellaneous benefits the company offers that have not been mentioned in the survey, such as uniforms or protective work equipment, wellness program, etc.

For specific examples see Summary Statistics section.

... and FINALLY

34. Please indicate the cost of the total fringe benefits, including health insurance/medical benefits, as a percentage of the gross payroll for your company.

Average: 19.1% Mode: 10%

| | 1-25% | 26-50% | 51-75% | 76-100% |
|------------|-------|--------|--------|---------|
| Records | 986 | 347 | 27 | 3 |
| Percentage | 72.3% | 25.5% | 2.0% | 0.2% |

+ 326 records answered 0%

2002 Employer Practices and Benefits Survey

Summary Statistics by Business Sector:

For explanation of industry representations and the acronyms used, see the INTRODUCTION on page ii.

| | Construction | FIRE | TCPU | Trade | Manufacturing | Service | Anonymous | All Records |
|--|--------------|-------|-------|-------|---------------|---------|-----------|-------------|
| PRACTICES: (responses answering "yes") | | | | | | | | |
| Probationary Period for New Hires: | 143 | 81 | 68 | 318 | 314 | 512 | 150 | 1,586 |
| percent answering "yes" | 62.4% | 67.5% | 79.1% | 67.5% | 86.0% | 66.5% | 61.0% | 69.3% |
| Reimbursement for Relocation Expenses: | 44 | 27 | 35 | 141 | 217 | 182 | 33 | 679 |
| percent answering "yes" | 19.4% | 22.7% | 40.7% | 29.9% | 59.9% | 23.6% | 13.4% | 29.8% |
| Employee Performance Review is Formal Policy: | 107 | 80 | 60 | 261 | 252 | 481 | 121 | 1,362 |
| percent answering "yes" | 46.7% | 66.7% | 69.8% | 55.7% | 69.2% | 62.5% | 49.2% | 59.6% |
| Drug-Screening is Part of the Hiring Process: | 104 | 34 | 65 | 147 | 284 | 225 | 62 | 921 |
| percent answering "yes" | 45.4% | 28.3% | 75.6% | 31.1% | 77.8% | 29.2% | 25.4% | 40.3% |
| Substance Abuse Program for Employees: | 105 | 22 | 57 | 149 | 242 | 229 | 61 | 865 |
| percent answering "yes" | 45.9% | 18.5% | 66.3% | 31.6% | 67.4% | 29.8% | 24.9% | 38.0% |
| Policy Regarding the Hiring of Convicted Criminals: | 31 | 54 | 34 | 136 | 82 | 270 | 58 | 665 |
| percent answering "yes" | 13.5% | 45.0% | 40.0% | 28.8% | 22.7% | 35.1% | 23.6% | 29.1% |
| Expansion Anticipated: | 85 | 33 | 25 | 127 | 107 | 233 | 45 | 655 |
| percent answering "yes" | 37.6% | 27.7% | 29.1% | 27.1% | 29.6% | 30.3% | 18.5% | 28.8% |
| Workers in Expansion to be Part-Time: (% Avg.) | 19.4% | 23.1% | 20.9% | 39.0% | 16.8% | 34.7% | 34.4% | 18.3% |
| WORKFORCE: | | | | | | | | |
| Percentage of Part-Time Employees: (Avg.) | 22.2% | 20.5% | 12.9% | 35.6% | 9.7% | 34.5% | 36.3% | 29.9% |
| Part-Time Employees Get Paid Benefits: | 13 | 26 | 8 | 367 | 54 | 159 | 27 | 654 |
| percent answering "yes" | 5.7% | 21.7% | 9.4% | 16.2% | 15.1% | 20.8% | 11.0% | 16.1% |
| Percentage of Contracted Employees: (Avg.) | 33.8% | 25.8% | 6.4% | 21.7% | 9.1% | 33.8% | 38.8% | 28.2% |
| Percentage of Employees Earning Minimum Wage: (Avg.) | 57.4% | 64.8% | 66.0% | 34.6% | 58.5% | 39.7% | 57.4% | 44.7% |

| | Construction | FIRE | TCPU | Trade | Manufacturing | Service | Anonymous | All Records |
|--|--------------|-------|-------|-------|---------------|---------|-----------|-------------|
| Company Operates on Shifts: | 14 | 10 | 34 | 134 | 256 | 203 | 41 | 692 |
| percent answering "yes" | 6.1% | 8.3% | 39.5% | 28.4% | 70.3% | 26.4% | 16.7% | 30.3% |
| Percentage of Employees on 1st Shift: (Avg.) | 33.8% | 73.3% | 72.3% | 60.3% | 66.3% | 63.0% | 56.2% | 62.5% |
| Percentage of Employees on 2nd Shift: (Avg.) | 18.9% | 18.8% | 18.9% | 31.4% | 23.5% | 29.9% | 35.9% | 27.3% |
| Percentage of Employees on 3rd Shift: (Avg.) | 15.7% | 12.6% | 12.2% | 16.3% | 17.2% | 16.3% | 14.9% | 16.3% |
| Pay Differential for Shift Work: | 17 | 6 | 17 | 80 | 210 | 101 | 15 | 446 |
| percent answering "yes" | 60.7% | 60.0% | 50.0% | 54.4% | 82.4% | 49.8% | 36.6% | 62.1% |
| Flexible Work Schedules for a Majority of Employees: | 42 | 33 | 17 | 190 | 56 | 313 | 95 | 746 |
| percent answering "yes" | 18.8% | 27.5% | 19.8% | 40.5% | 15.4% | 41.3% | 39.7% | 33.0% |
| PAID TIME OFF: | | | | | | | | |
| Number of Paid Holidays Observed: (Avg.) | 5.7 | 8.1 | 7.6 | 6.0 | 8.5 | 7.0 | 6.2 | 7.0 |
| Number of Days Paid Vacation: (Avg.) | | | | | | | | |
| Less Than 1 Year of Service: | 6.2 | 7.8 | 7.7 | 6.1 | 6.2 | 8.4 | 7.0 | 7.3 |
| 1-2 Years of Service: | 6.3 | 9.5 | 8.3 | 6.9 | 7.6 | 8.9 | 6.9 | 7.8 |
| 3-4 Years of Service: | 7.8 | 10.7 | 10.4 | 6.9 | 9.0 | 10.5 | 8.5 | 9.4 |
| 4-5 Years of Service: | 8.6 | 11.6 | 11.0 | 9.4 | 9.7 | 11.4 | 9.4 | 10.2 |
| Over 5 Years of Service: | 10.1 | 14.3 | 13.5 | 11.7 | 13.1 | 13.8 | 11.2 | 12.7 |
| Differential Between Sick Leave and Regular Leave: | 61 | 70 | 44 | 201 | 159 | 333 | 80 | 948 |
| percent answering "yes" | 27.9% | 58.3% | 51.8% | 43.7% | 44.3% | 44.8% | 33.5% | 42.6% |
| Number of Sick Days Offered: (Avg.) | 6.3 | 7.9 | 8.0 | 5.3 | 6.2 | 7.2 | 6.9 | 6.7 |

| | Construction | FIRE | TCPU | Trade | Manufacturing | Service | Anonymous | All Records |
|---|--------------|-------|-------|-------|---------------|---------|-----------|-------------|
| Paid Time Off:** | | | | | | | | |
| Maternity Leave: | 35 | 46 | 24 | 105 | 133 | 168 | 37 | 548 |
| percent answering "yes" | 16.6% | 38.7% | 30.0% | 22.9% | 38.1% | 22.7% | 15.9% | 25.0% |
| Paternity Leave: | 13 | 19 | 9 | 35 | 34 | 82 | 16 | 208 |
| percent answering "yes" | 6.2% | 16.1% | 11.1% | 7.6% | 9.8% | 11.1% | 6.9% | 9.5% |
| Military Leave: | 34 | 35 | 28 | 91 | 159 | 165 | 32 | 544 |
| percent answering "yes" | 16.0% | 29.9% | 33.7% | 19.9% | 45.4% | 22.3% | 13.7% | 24.8% |
| Personal Leave: | 33 | 39 | 16 | 93 | 41 | 201 | 44 | 467 |
| percent answering "yes" | 15.6% | 32.8% | 19.8% | 20.3% | 11.8% | 27.1% | 18.9% | 21.3% |
| Jury Duty: | 97 | 95 | 55 | 255 | 291 | 466 | 119 | 1,378 |
| percent answering "yes" | 44.9% | 79.8% | 66.3% | 54.8% | 81.5% | 62.1% | 50.6% | 61.9% |
| Family Leave: | 30 | 39 | 14 | 77 | 43 | 151 | 34 | 388 |
| percent answering "yes" | 14.1% | 33.3% | 17.1% | 16.8% | 12.4% | 20.4% | 14.7% | 17.7% |
| Education: | 19 | 36 | 10 | 55 | 32 | 137 | 20 | 309 |
| percent answering "yes" | 9.1% | 31.0% | 12.3% | 12.0% | 9.2% | 18.5% | 8.5% | 14.1% |
| Other Leave** (Examples Specified Below): | 14 | 11 | 6 | 34 | 50 | 72 | 11 | 198 |
| percent answering "yes" | 8.9% | 13.1% | 10.0% | 9.8% | 21.9% | 12.4% | 4.8% | 11.7% |
| Bereavement/Funeral/Death: | 10 | 2 | 1 | 11 | 33 | 39 | 6 | 102 |
| Major Medical/LTD/STD: | - | - | 1 | 9 | 15 | 7 | - | 32 |
| Seminars/Training/Testing: | - | - | - | 5 | 1 | 8 | - | 14 |
| Family Illness/Emergency: | - | - | - | - | - | 5 | - | 5 |
| Floating Holiday: | - | - | - | - | - | 2 | - | 2 |
| Community Activities/Special Events: | - | - | - | - | - | - | 1 | 1 |
| Birthday: | - | 1 | - | - | - | - | - | 1 |
| Marriage: | - | - | - | - | - | 1 | - | 1 |
| Voting: | - | - | - | - | - | 1 | - | 1 |

| | Construction | FIRE | TCPU | Trade | Manufacturing | Service | Anonymous | All Records |
|---|--------------|-------|-------|-------|---------------|---------|-----------|-------------|
| INSURANCE: | | | | | | | | |
| Insurance/Medical Benefits for Employees: | 133 | 88 | 72 | 333 | 333 | 534 | 152 | 1,645 |
| percent answering "yes" | 58.3% | 73.3% | 83.7% | 70.4% | 91.5% | 69.3% | 61.8% | 71.9% |
| Percentage of Benefits Paid by Employer: (Avg.) | 75.7% | 85.0% | 78.3% | 73.1% | 76.1% | 80.5% | 74.2% | 77.3% |
| Types of Health Insurance Plans:** | | | | | | | | |
| HMO: | 33 | 21 | 17 | 79 | 76 | 122 | 30 | 378 |
| percent answering "yes" | 21.2% | 25.9% | 24.6% | 21.0% | 25.4% | 25.7% | 20.3% | 23.6% |
| PPO: | 83 | 59 | 48 | 213 | 247 | 332 | 84 | 1,066 |
| percent answering "yes" | 51.6% | 69.4% | 70.6% | 53.9% | 77.7% | 67.2% | 56.4% | 63.8% |
| Fee of Service: | 6 | 7 | 9 | 26 | 23 | 28 | 10 | 109 |
| percent answering "yes" | 4.0% | 8.9% | 13.6% | 7.0% | 8.3% | 6.2% | 6.8% | 7.1% |
| Self Insured: | 17 | 18 | 23 | 81 | 141 | 81 | 21 | 382 |
| percent answering "yes" | 11.1% | 23.1% | 34.8% | 21.5% | 49.1% | 17.6% | 14.1% | 24.3% |
| Blue Cross/Blue Shield: | 47 | 38 | 27 | 132 | 118 | 191 | 53 | 606 |
| percent answering "yes" | 29.7% | 45.8% | 38.6% | 34.1% | 41.0% | 40.8% | 35.6% | 37.8% |
| Other** (Examples Specified Below): | 11 | 7 | 7 | 42 | 25 | 48 | 12 | 152 |
| percent answering "yes" | 8.6% | 10.8% | 14.9% | 14.0% | 13.4% | 13.3% | 8.1% | 12.3% |
| Point of Service: | 1 | - | 1 | 3 | 4 | 9 | 1 | 19 |
| AFLAC: | 1 | - | - | 4 | 1 | 4 | 1 | 11 |
| Carolina Care Plan: | 2 | 1 | - | - | 1 | 4 | 2 | 10 |
| Companion: | - | - | - | - | 1 | 2 | 2 | 5 |
| Cigna | - | - | - | - | 4 | 1 | - | 5 |
| Dental Benefits for Employees: | 83 | 66 | 58 | 245 | 292 | 382 | 87 | 1,213 |
| percent answering "yes" | 62.9% | 75.9% | 81.7% | 58.2% | 87.7% | 71.7% | 57.2% | 70.2% |
| Vision Benefits for Employees: | 58 | 41 | 40 | 145 | 182 | 235 | 56 | 757 |
| percent answering "yes" | 44.3% | 47.1% | 55.6% | 34.5% | 54.7% | 44.1% | 37.3% | 43.9% |

| | Construction | FIRE | TCPU | Trade | Manufacturing | Service | Anonymous | All Records |
|---|--------------|-------|-------|-------|---------------|---------|-----------|-------------|
| RETIREMENT: | | | | | | | | |
| Formal Pension Plan for Employees (Not a 401(k)): | 51 | 43 | 28 | 117 | 142 | 233 | 50 | 664 |
| percent answering "yes" | 22.6% | 36.1% | 33.7% | 24.9% | 39.4% | 30.5% | 20.9% | 29.4% |
| Percentage Paid by Employer: (Avg.) | 47.3% | 73.0% | 81.2% | 56.3% | 77.3% | 44.2% | 76.3% | 57.8% |
| Percentage of Participation in Retirement Plans: (Avg.) | | | | | | | | |
| Defined Benefit Pension: | 68.5% | 93.5% | 93.5% | 79.6% | 92.6% | 77.9% | 75.8% | 83.8% |
| 401(k) Plan with Employer Contribution: | 51.9% | 73.2% | 66.8% | 54.3% | 61.4% | 57.1% | 51.2% | 58.4% |
| Employee Stock Ownership: | 45.3% | 38.6% | 48.4% | 49.0% | 59.0% | 52.2% | 44.9% | 50.2% |
| Deferred Profit Sharing: | 74.4% | 78.3% | 89.8% | 72.6% | 88.3% | 76.3% | 85.4% | 78.7% |
| OTHER BENEFITS: | | | | | | | | |
| Tuition Assistance: | 45 | 44 | 36 | 125 | 240 | 223 | 34 | 747 |
| percent answering "yes" | 19.8% | 36.7% | 41.9% | 26.5% | 65.8% | 29.0% | 13.8% | 32.7% |
| Day-Care Facilities: | - | - | - | 3 | 1 | 20 | 3 | 27 |
| percent answering "yes" | 0.0% | 0.0% | 0.0% | 0.6% | 0.3% | 2.6% | 1.2% | 1.2% |
| Day-Care Subsidies: | 2 | 2 | 4 | 8 | 7 | 21 | 4 | 48 |
| percent answering "yes" | 0.9% | 1.7% | 4.7% | 1.7% | 1.9% | 2.7% | 1.6% | 2.1% |
| Other Benefits** (Example Specified Below): | | | | | | | | |
| Uniform/Clothing | 37 | 6 | 19 | 92 | 110 | 122 | 35 | 421 |
| Personal Protective Equipment/Tools: | 26 | 3 | 11 | 47 | 123 | 50 | 12 | 272 |
| Life/STD/LTD/AD&D Insurance: | 9 | 10 | 9 | 39 | 44 | 63 | 10 | 184 |
| Wellness/Health Program: | 6 | 11 | 9 | 27 | 44 | 21 | 5 | 123 |
| Meals/Discounts/Free Services: | 3 | 5 | 4 | 25 | 12 | 59 | 10 | 118 |
| Bonuses/Awards/Gifts: | 9 | 4 | 3 | 15 | 33 | 24 | 2 | 90 |

| | Construction | FIRE | TCPU | Trade | Manufacturing | Service | Anonymous | All Records |
|-------------------------------|--------------|------|------|-------|---------------|---------|-----------|-------------|
| Employee Assistance Program: | 1 | 2 | 6 | 15 | 26 | 16 | 5 | 71 |
| Flex Spending: | 4 | 4 | 1 | 9 | 17 | 31 | 1 | 67 |
| Vehicle/Travel/Parking: | 11 | 1 | 4 | 2 | 1 | 15 | 4 | 38 |
| Tuition/Training/Scholarship: | 2 | 3 | 3 | 3 | 11 | 20 | 1 | 43 |
| Credit Union/Savings/Loans: | 3 | 1 | 2 | 2 | 13 | 9 | 4 | 34 |
| Dues/Memberships: | 1 | - | 1 | 4 | 9 | 15 | - | 30 |
| Adoption Assistance: | - | - | 2 | 3 | - | 3 | 1 | 9 |
| Company Sponsored Recreation: | - | - | 1 | 1 | 2 | 4 | 1 | 9 |
| Direct Deposit: | - | - | - | 1 | 4 | 1 | - | 6 |
| Housing: | - | - | - | 2 | - | 2 | - | 4 |

TOTAL BENEFITS:

| | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|
| Total Benefits as a Percentage of Gross Payroll: (Avg.) | 15.3% | 21.4% | 25.6% | 17.4% | 25.3% | 17.2% | 15.2% | 19.1% |
|---|-------|-------|-------|-------|-------|-------|-------|-------|

NOTE: Averages (Avg.) and percentages are calculated using positive responses (> 0) or affirmative answers only and the responses of zero or 'no' are noted where appropriate. Null responses are not considered as 'no' or zero.

++Not all affirmative answers to "Other" were explained, so specified examples will not necessarily add to the total number of affirmative answers under "Other."

******Many responded "yes" to more than one choice, therefore, percentages in the column will not equal 100. The percentages given represent only the number of "yes" responses. To calculate the "no", subtract the given number from 100.