
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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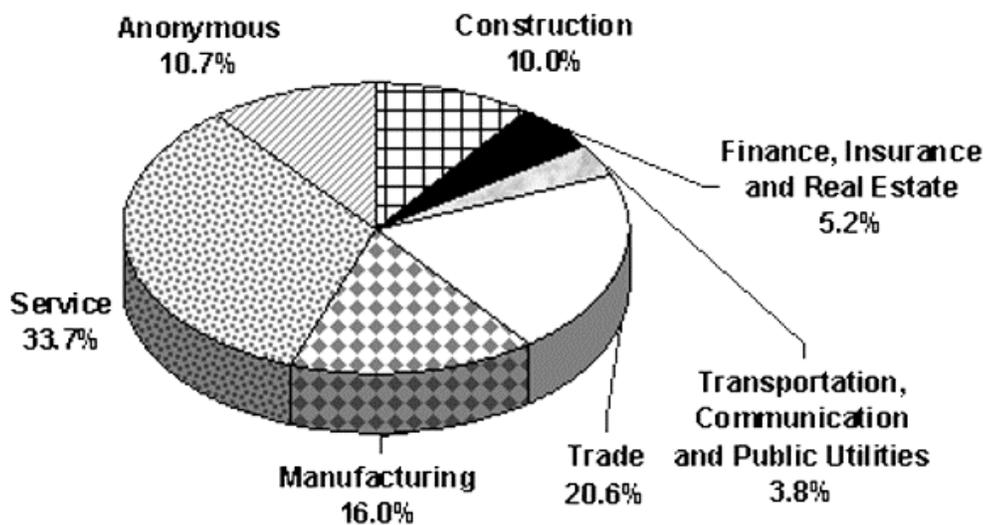


HIGHLIGHTS

- ✓ 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

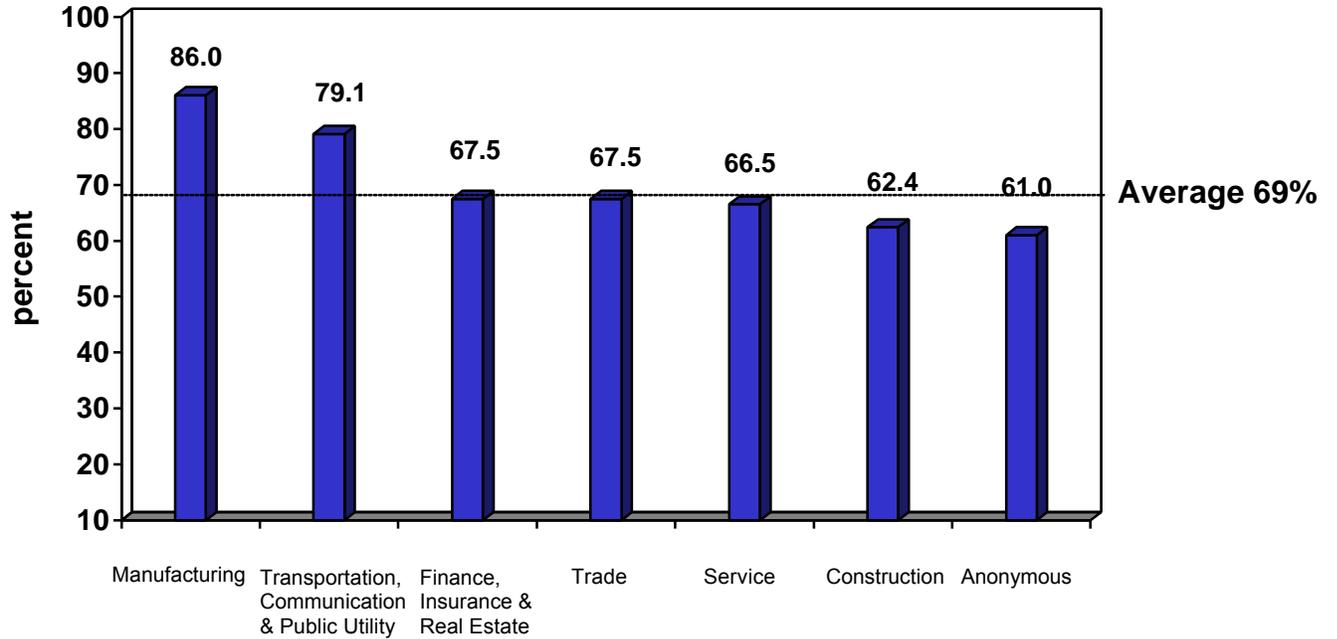


Figure 2. Percentage of Firms With Relocation Reimbursement

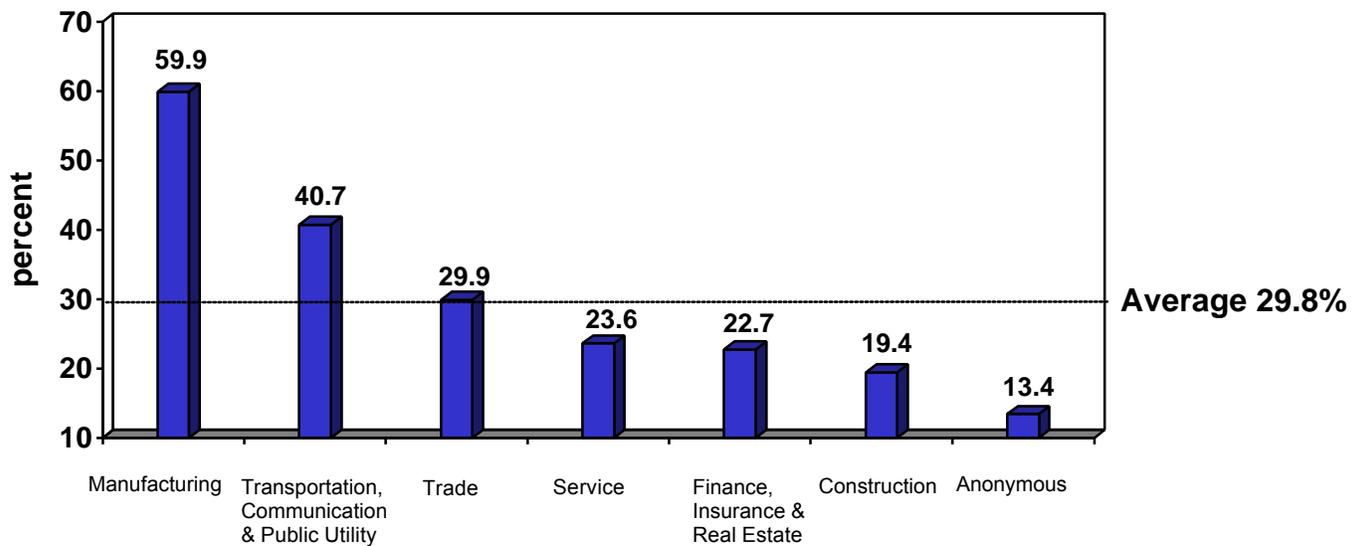


Figure 3. Percentage of Firms With Performance Review

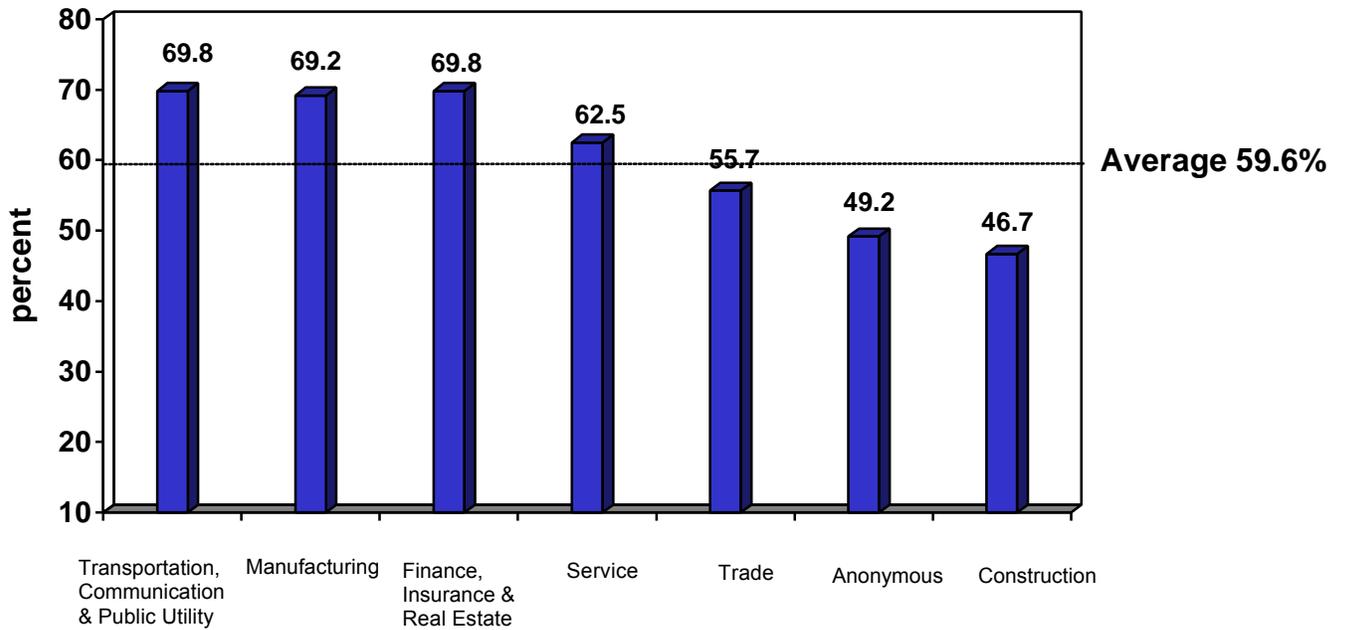


Figure 4. Percentage of Firms With Drug Screening

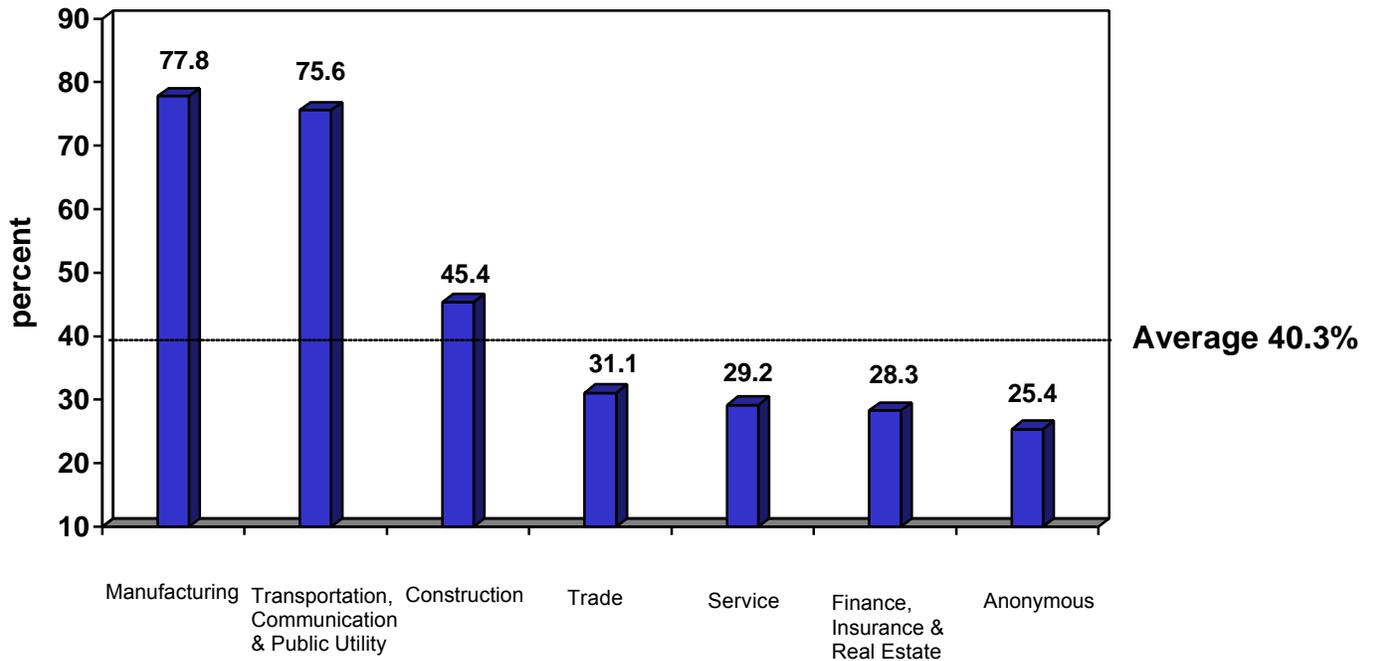


Figure 5. Percentage of Firms With Substance Abuse Testing

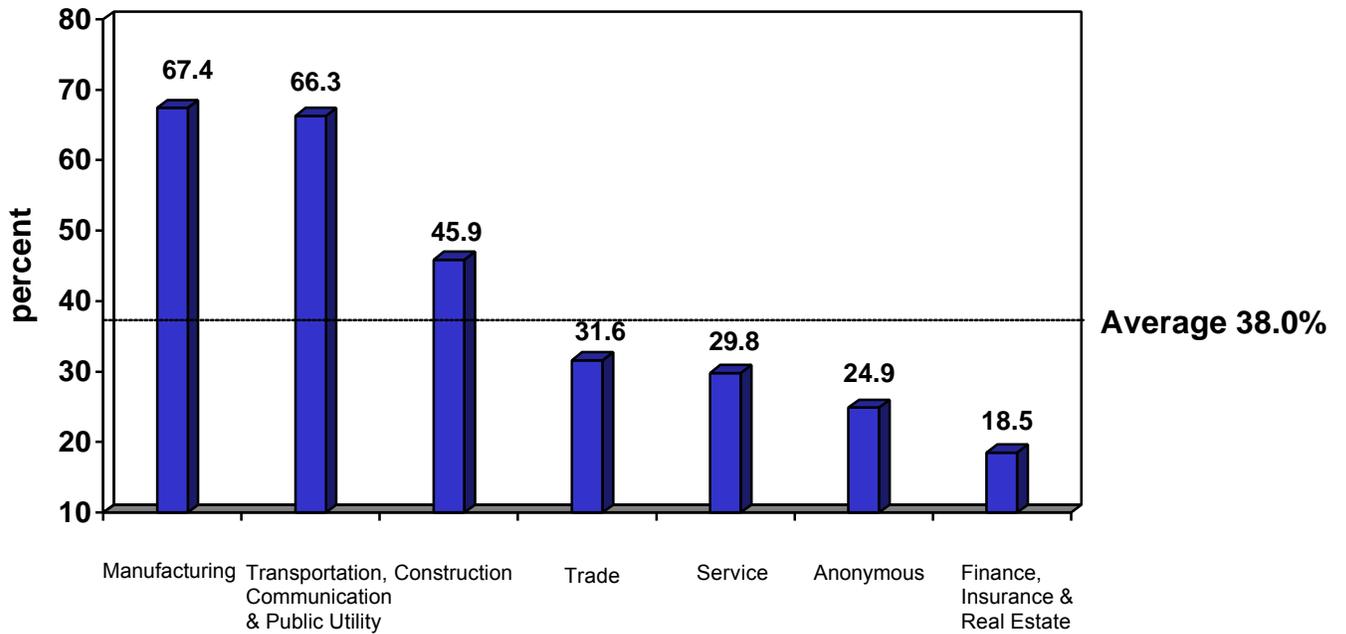


Figure 6. Percentage of Firms With Criminal Conviction Hiring Policy

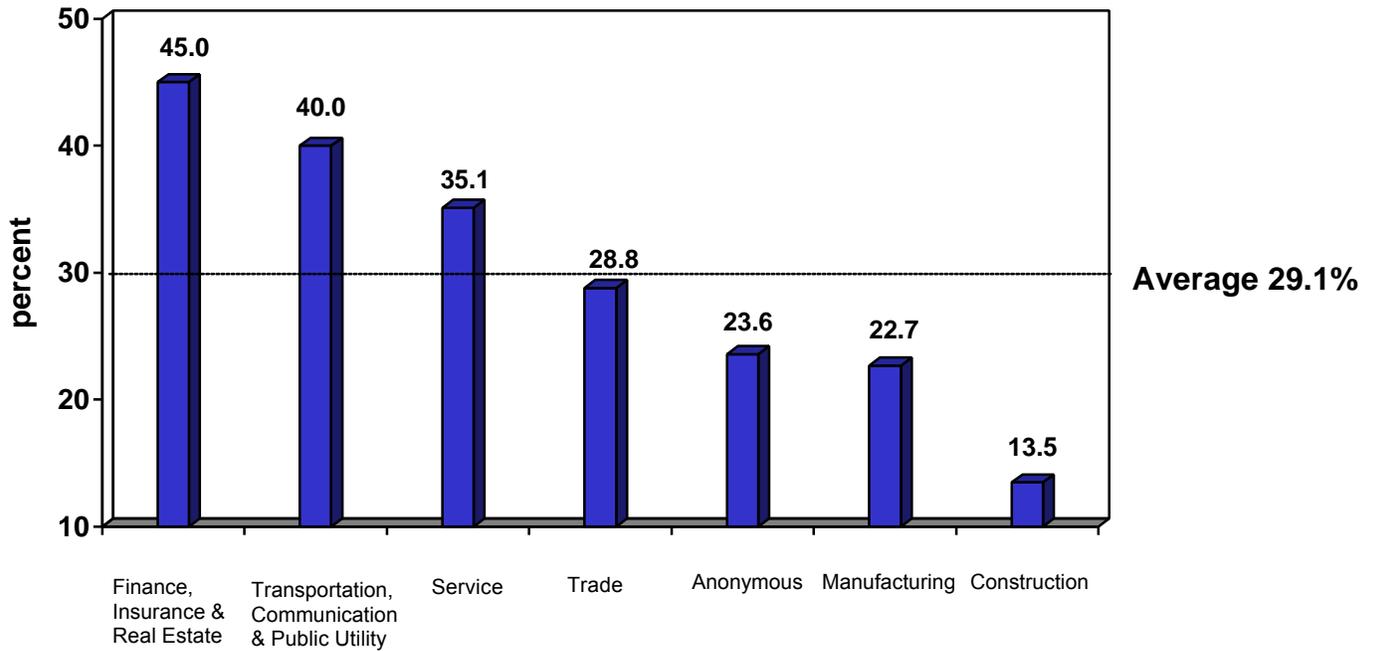


Figure 7. Percentage of Firms Planning to Expand in 2003

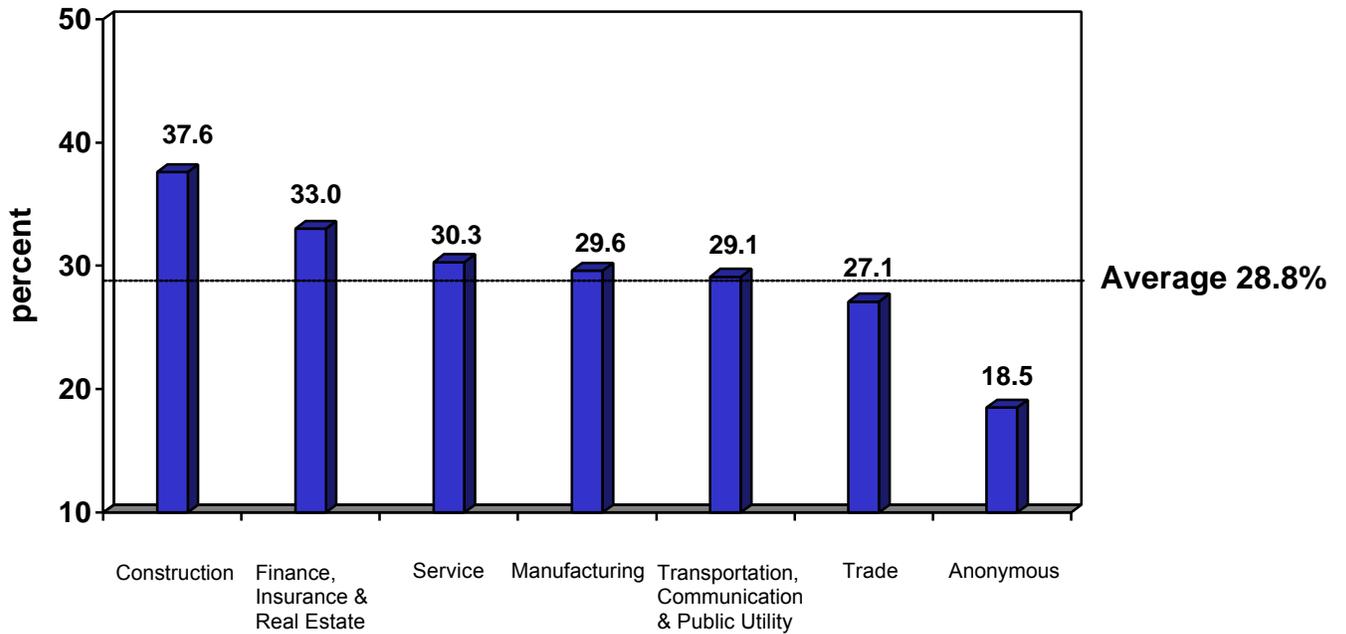
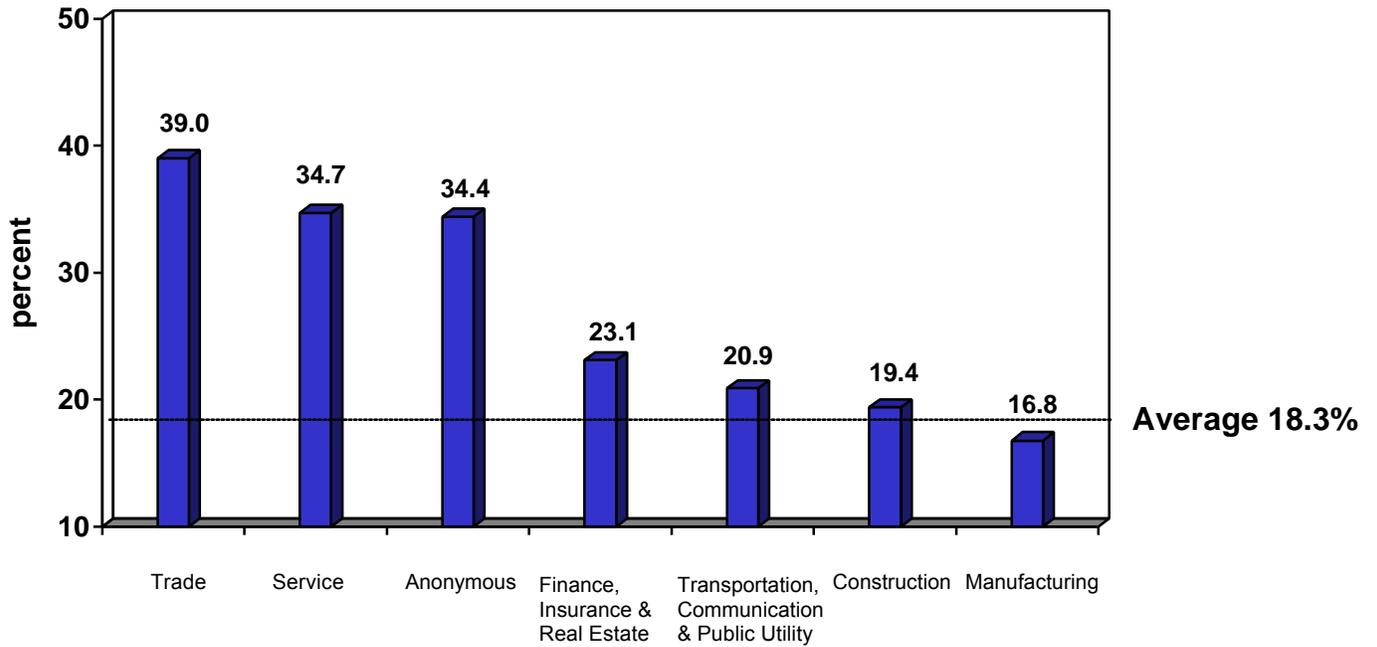


Figure 8. Percentage of Part-time Workers to be Hired



II. WORKFORCE

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

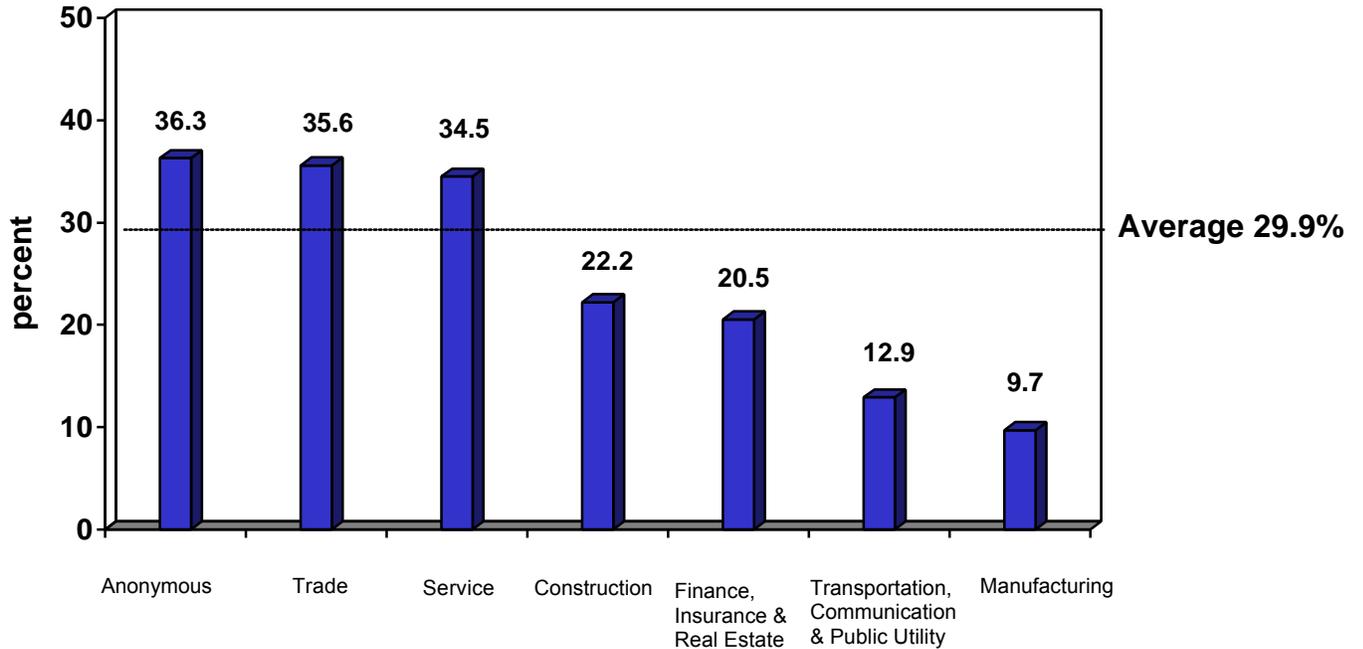


Figure 10. Percentage of Part-time Workers with Benefits

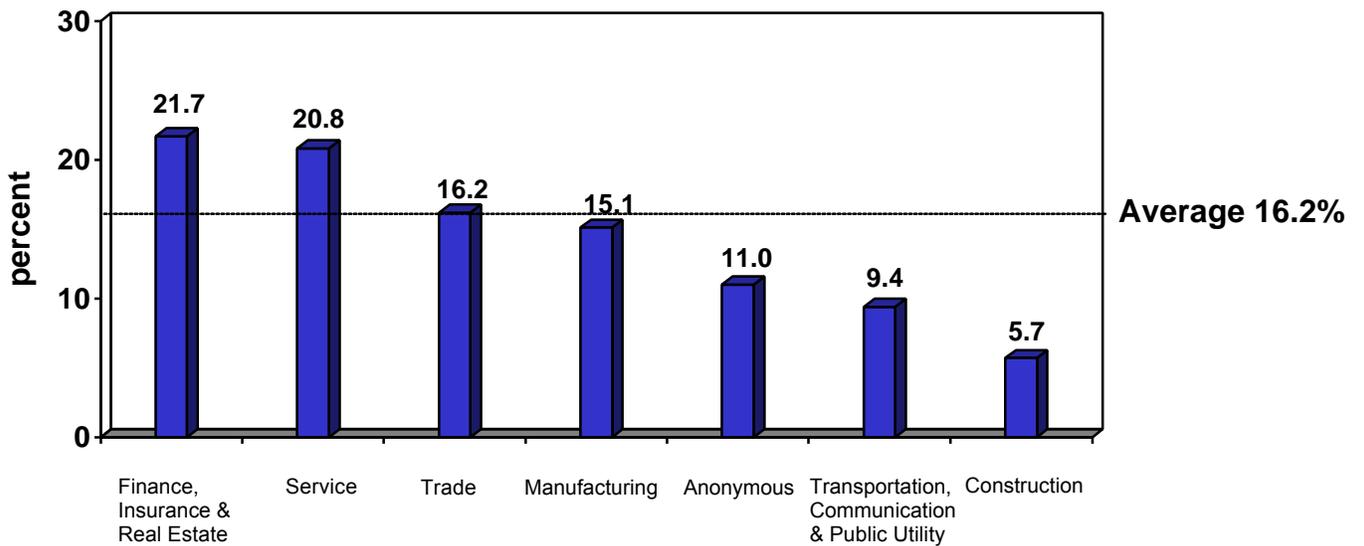


Figure 11. Percentage of Contingent Workers

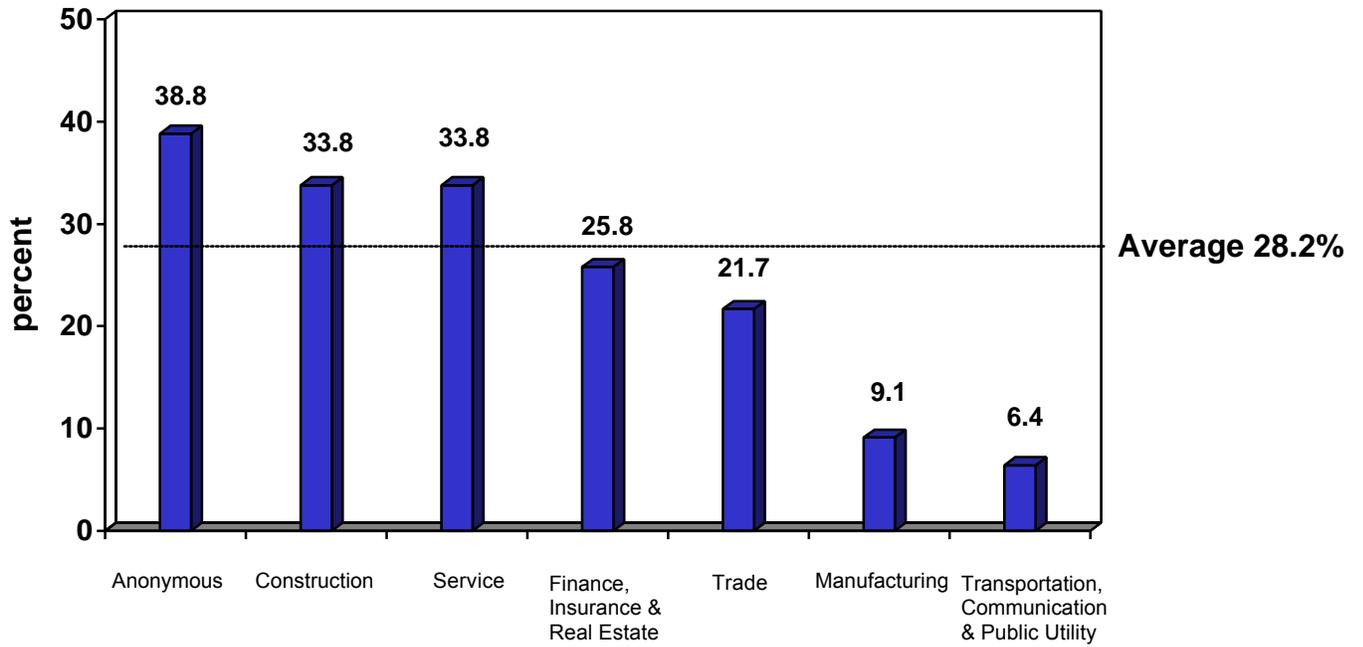


Figure 12. Percentage of Workers Earning Minimum Wage

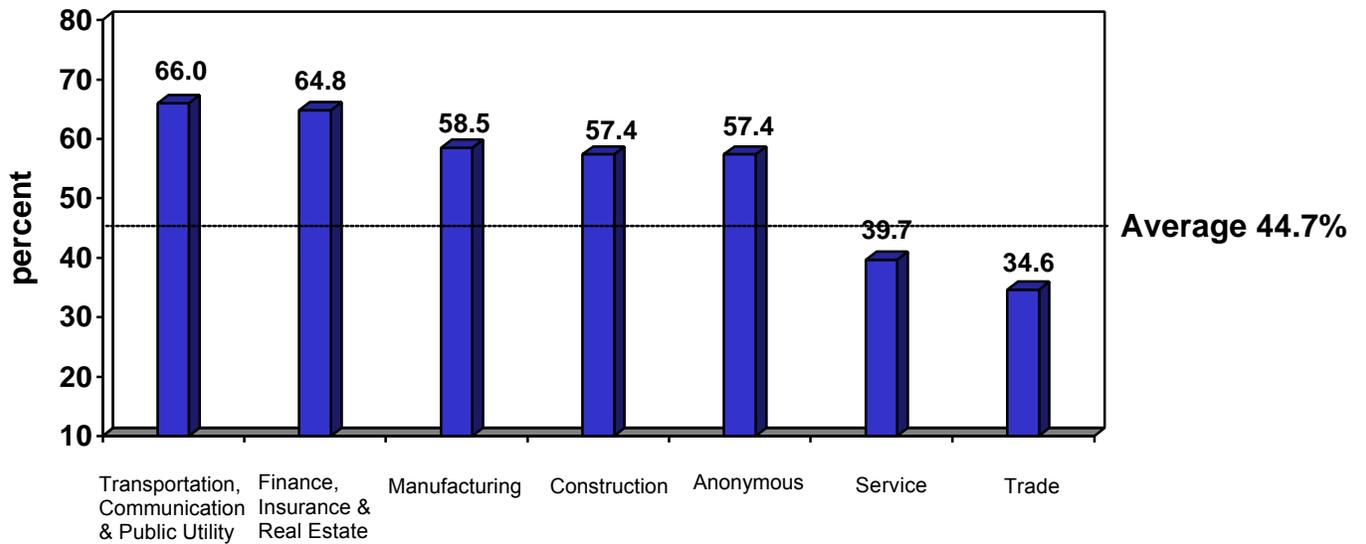


Figure 13. Percentage of Companies Operating Shifts

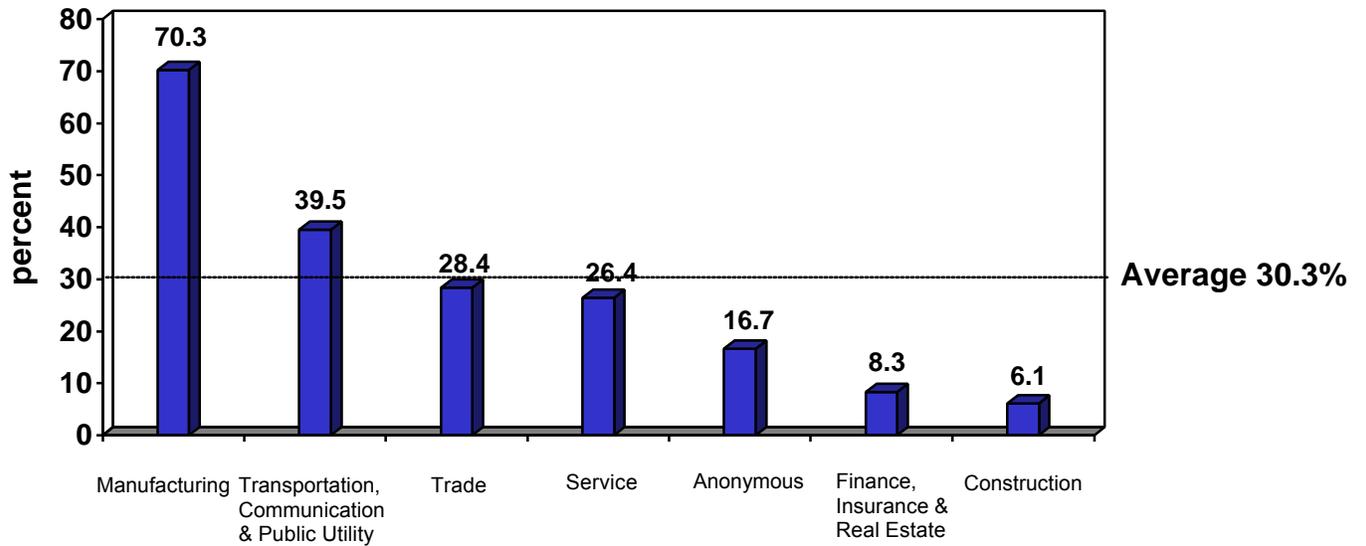


Table 1. Average Percentage of Workers per Shift by Business Sector

<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

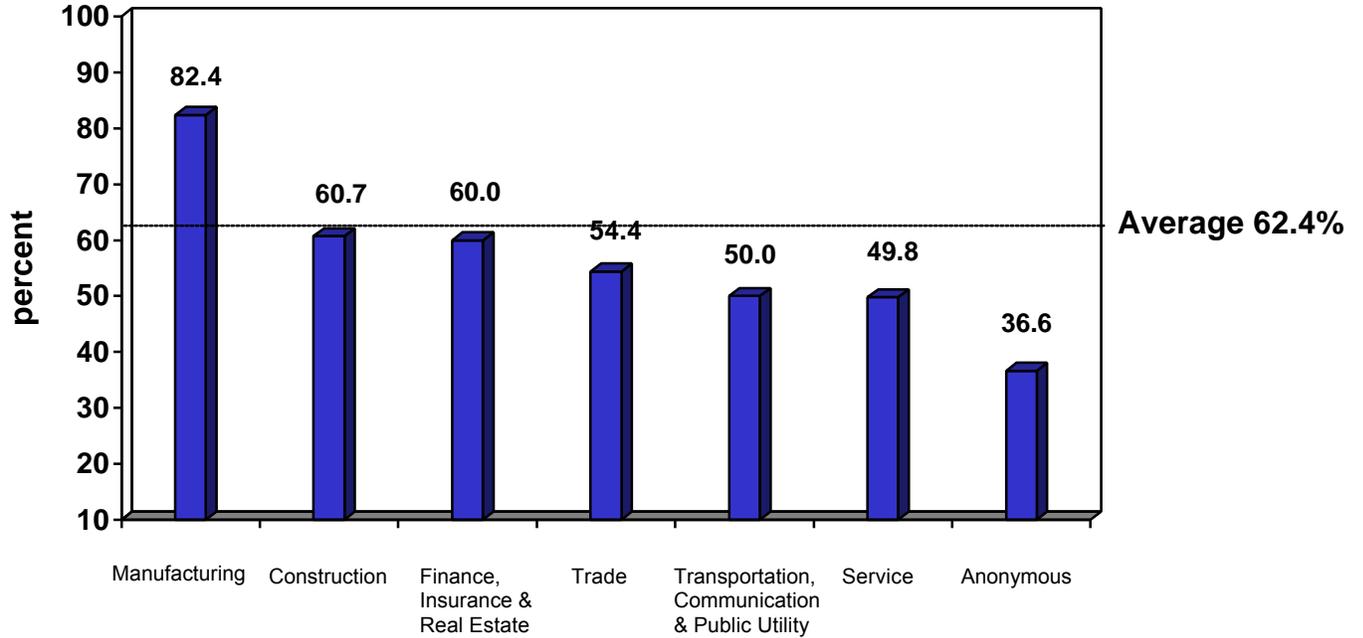
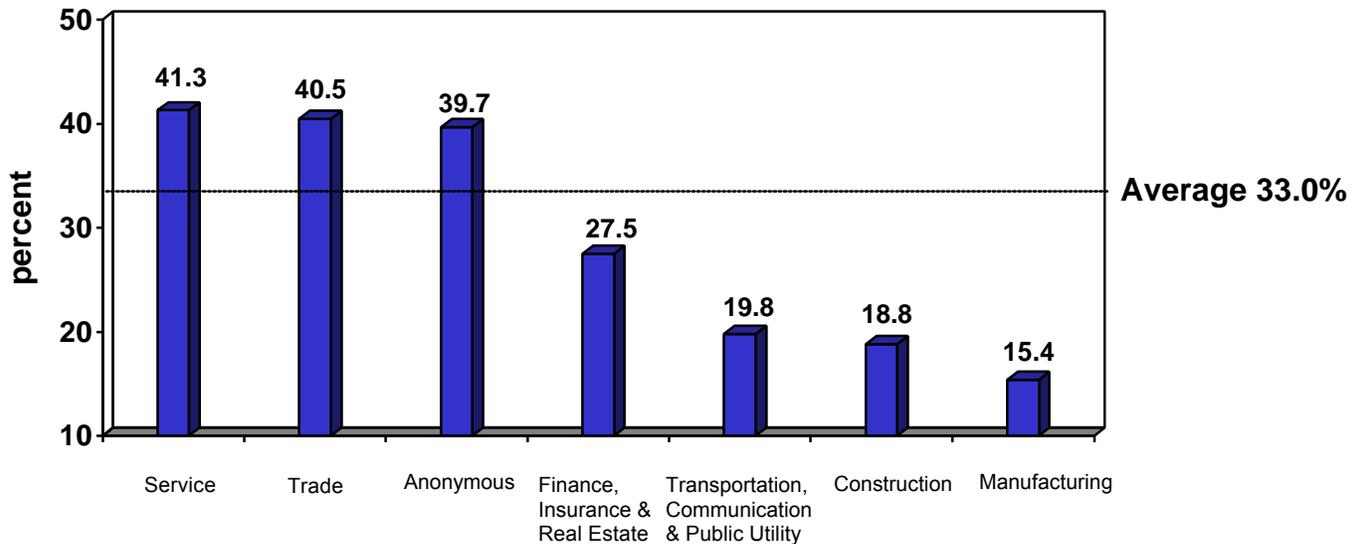


Figure 15. Percentage of Companies with Flexible Work Schedules



III. PAID TIME OFF

Figure 16. Average Number of Annual Paid Holidays

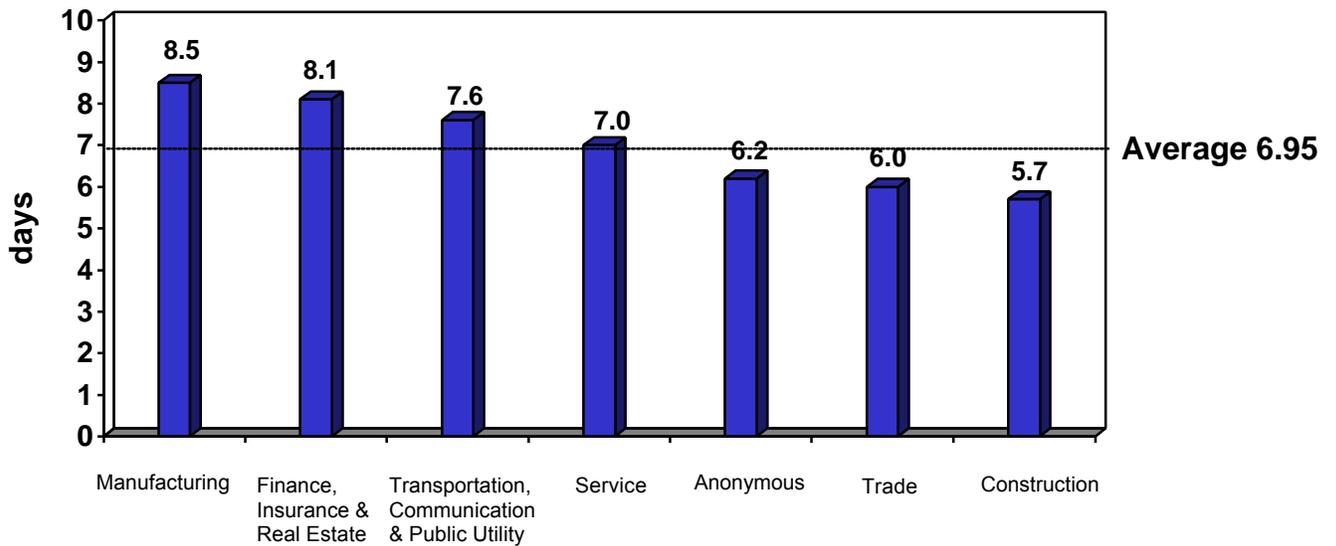


Table 2. Average Paid Vacation Days Companies Offer (for those companies offering paid vacation days)

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)**

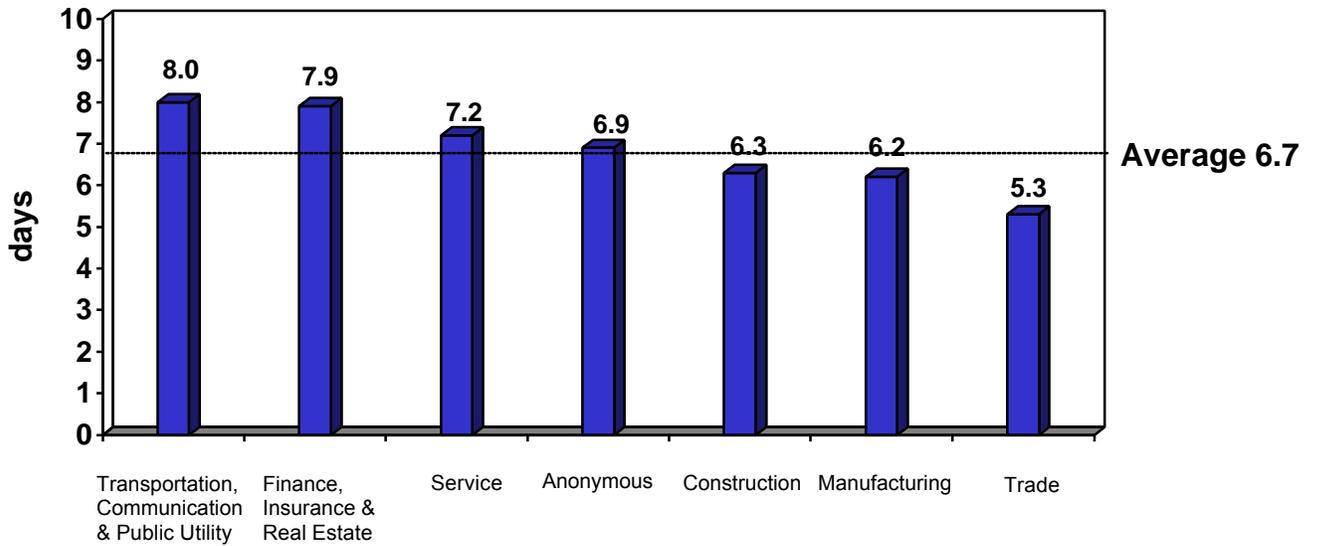


Table 3. Types of Paid Leave Offered by Companies, Ranked by Positive Responses

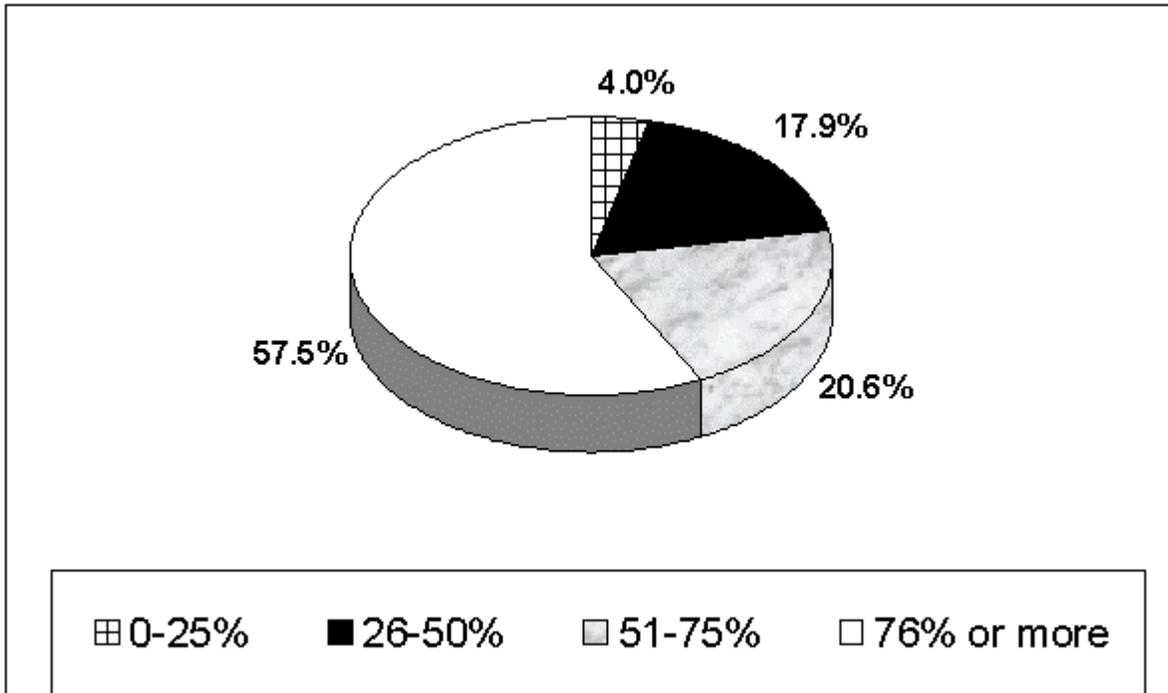
Type of Leave	Avg	Constr	Mfg	TCPU	Trade	FIRE	Serv	ANON
<i>Jury</i>	1	1	1	1	1	1	1	1
<i>Maternity</i>	2	2	3	3	2	2	3	3
<i>Military</i>	3	3	2	2	4	6	4	5
<i>Personal</i>	4	4	6	4	3	4	2	2
<i>Family</i>	5	5	5	5	5	3	5	4
<i>Education</i>	6	6	8	6	6	5	6	6
<i>Paternity</i>	8	8	7	7	8	8	8	7
<i>Other (write-in)</i>	7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

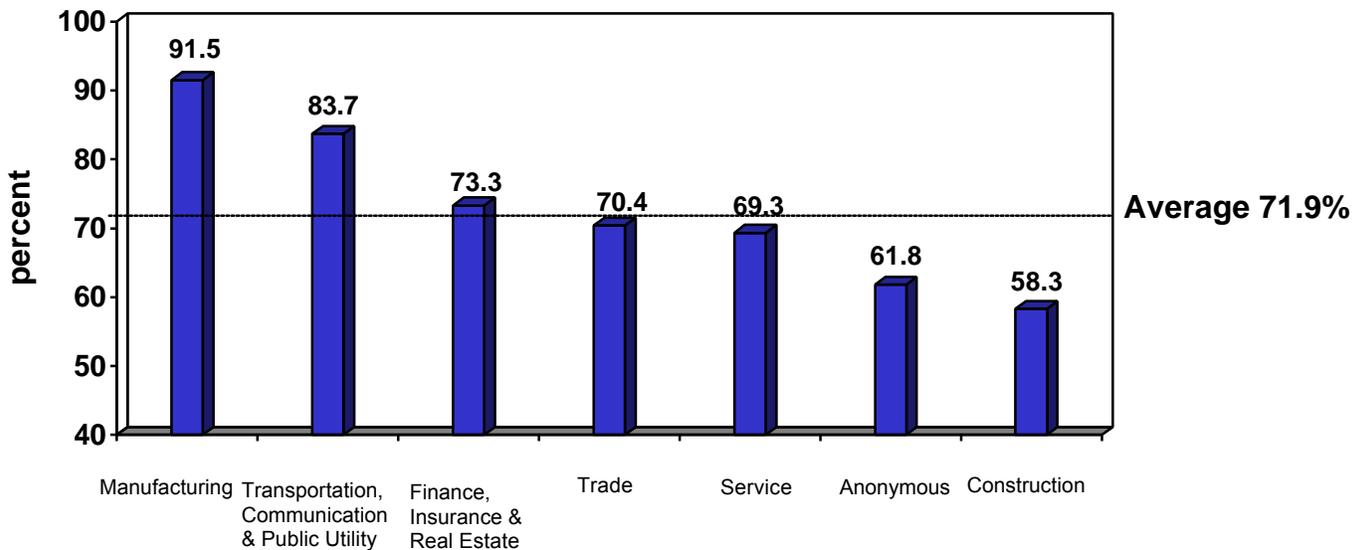


Figure 20. Percentage of Health Insurance Cost Paid by Companies (for those companies offering health insurance)

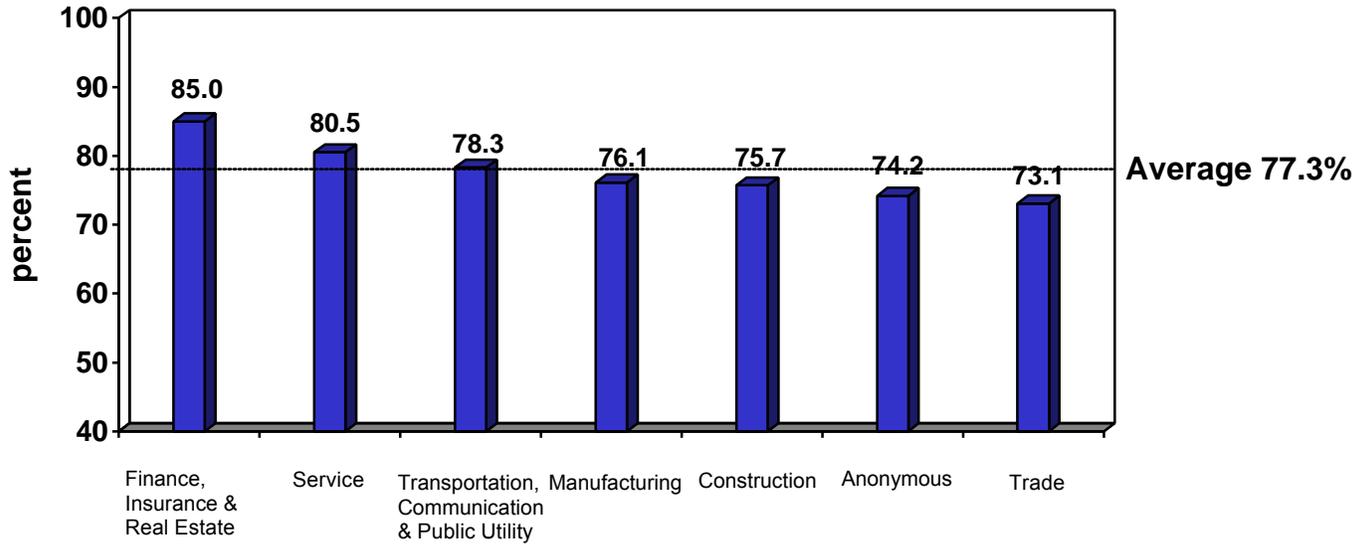


Figure 21. Types of Health Insurance Offered by Employers (based on companies answering "yes")

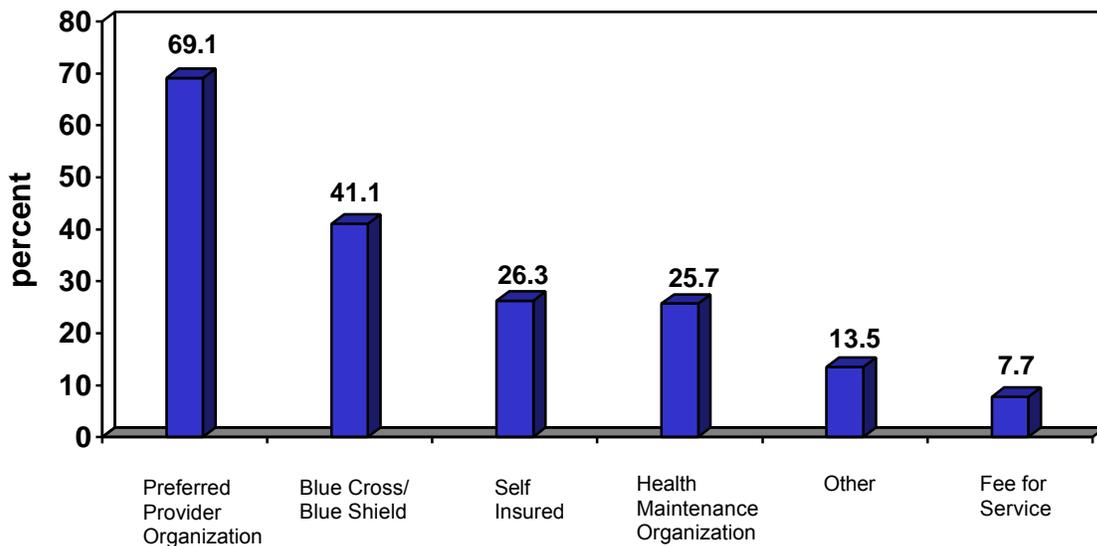


Figure 22. Percentage Offering Dental Coverage with Health Insurance (for those companies offering health insurance)

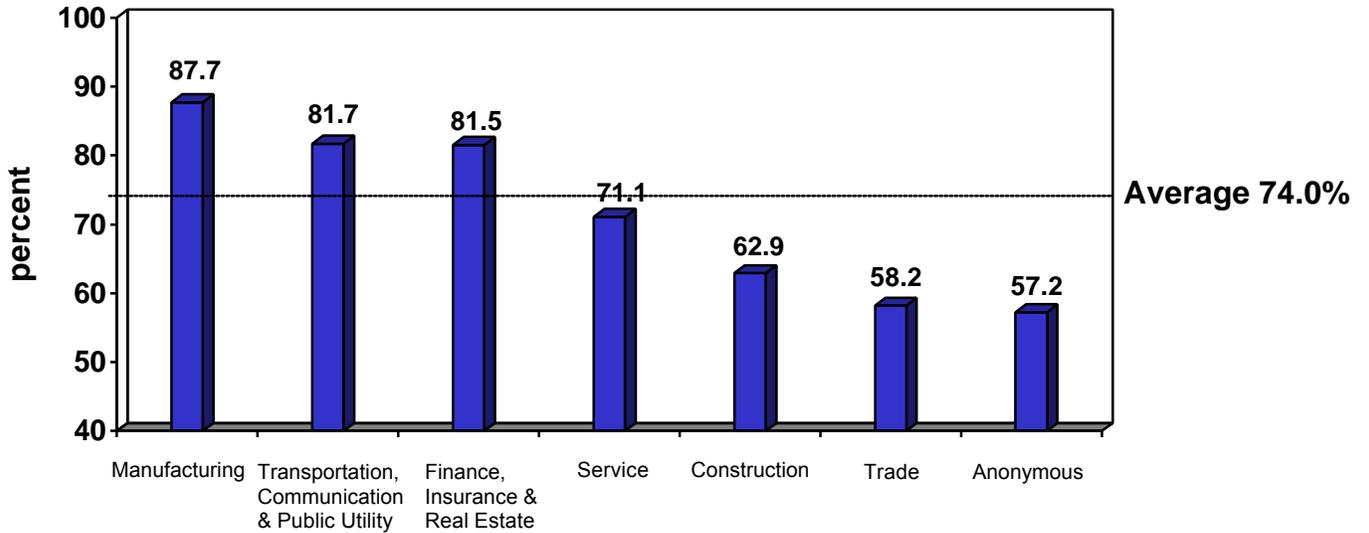
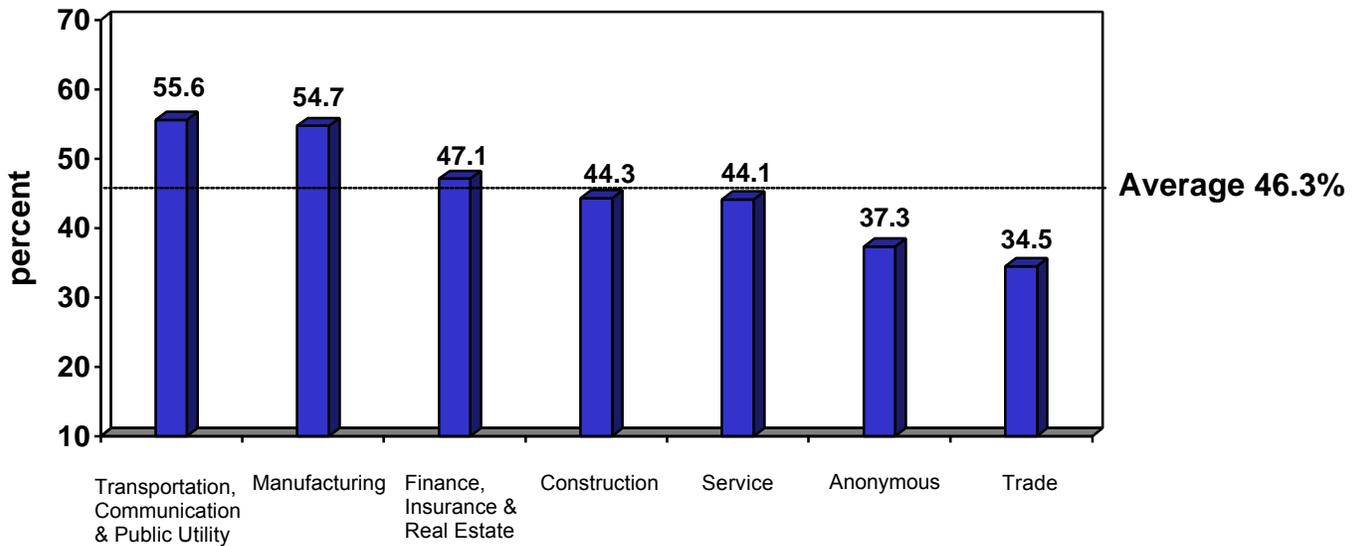


Figure 23. Percentage Offering Vision Coverage with Health Insurance (for those companies offering health insurance)



V. RETIREMENT

Figure 24. Percentage Offering a Formal Pension Plan

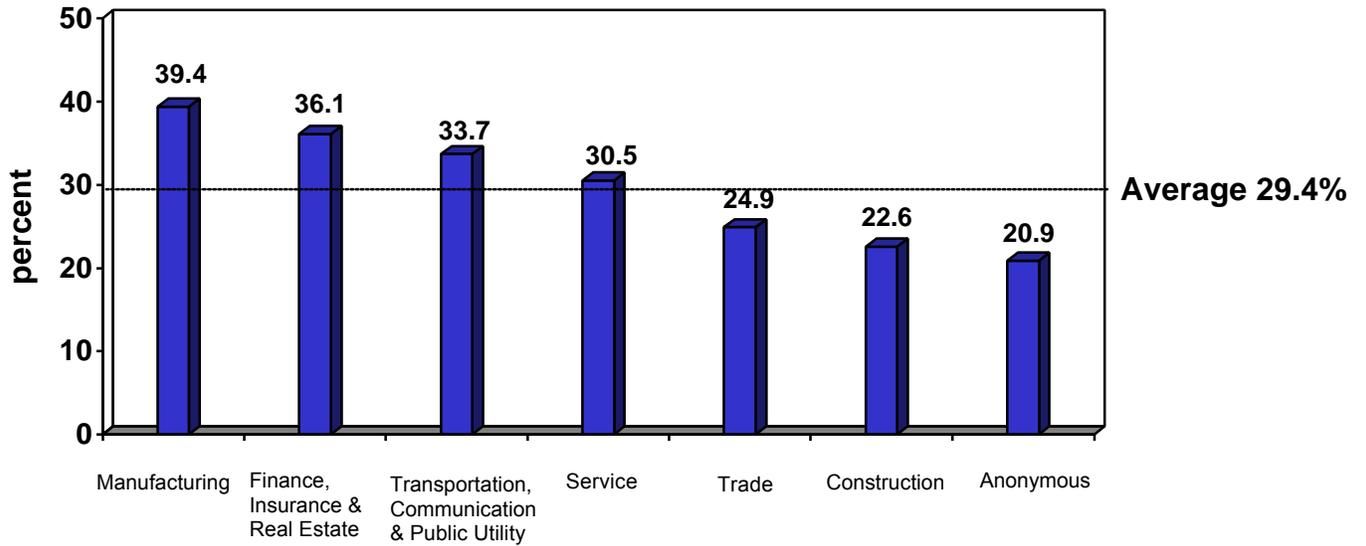


Figure 25. Average Percentage of Employer Contribution to Pension Plan (for those companies offering health pension plans)

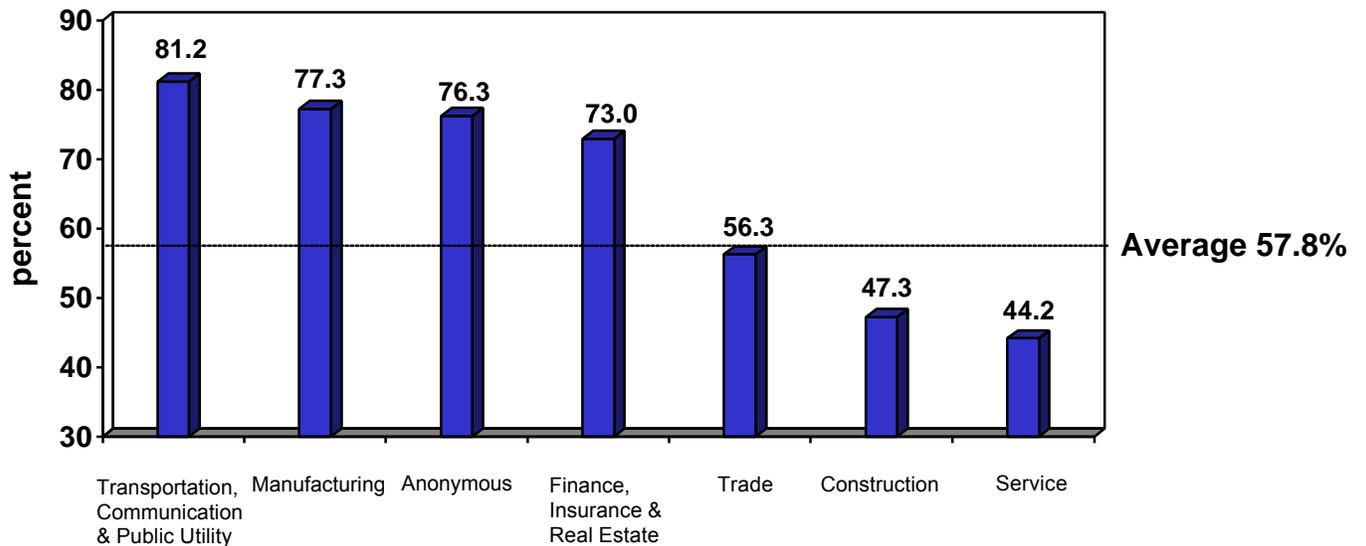


Table 4. Percentage of Companies Offering Retirement Plans

<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>
Defined Benefit	13.5	6.6	32.2	25.3	9.5	19.2	13.2	7.7
401(k) plans	43.5	34.9	72.4	59.8	41.4	51.7	35.4	28.5
Stock Ownership	5.9	7.0	7.7	9.2	7.0	8.3	3.9	4.5
Profit Sharing	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>
Defined Benefit	83.8	68.5	92.6	93.5	79.6	93.5	77.9	75.8
401 (k) plans	58.4	51.9	61.4	66.8	54.3	73.2	57.1	51.2
Stock Ownership	50.2	45.3	59.0	48.4	49.0	38.6	52.2	44.9
Profit Sharing	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

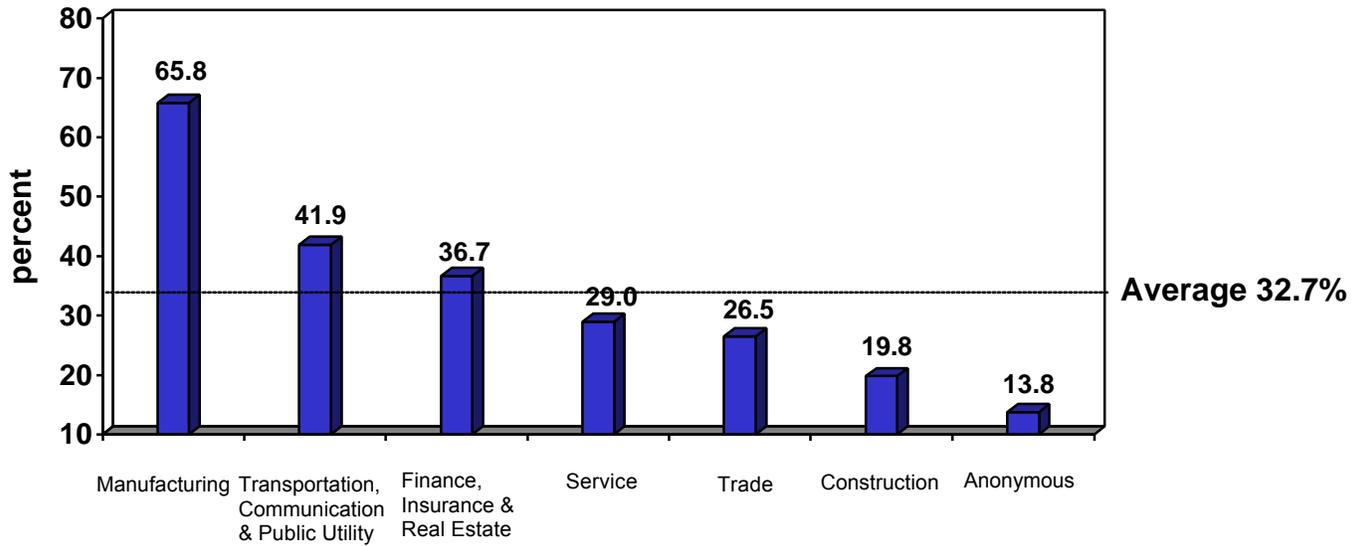


Figure 27. Percentage Offering a Day-care Facility

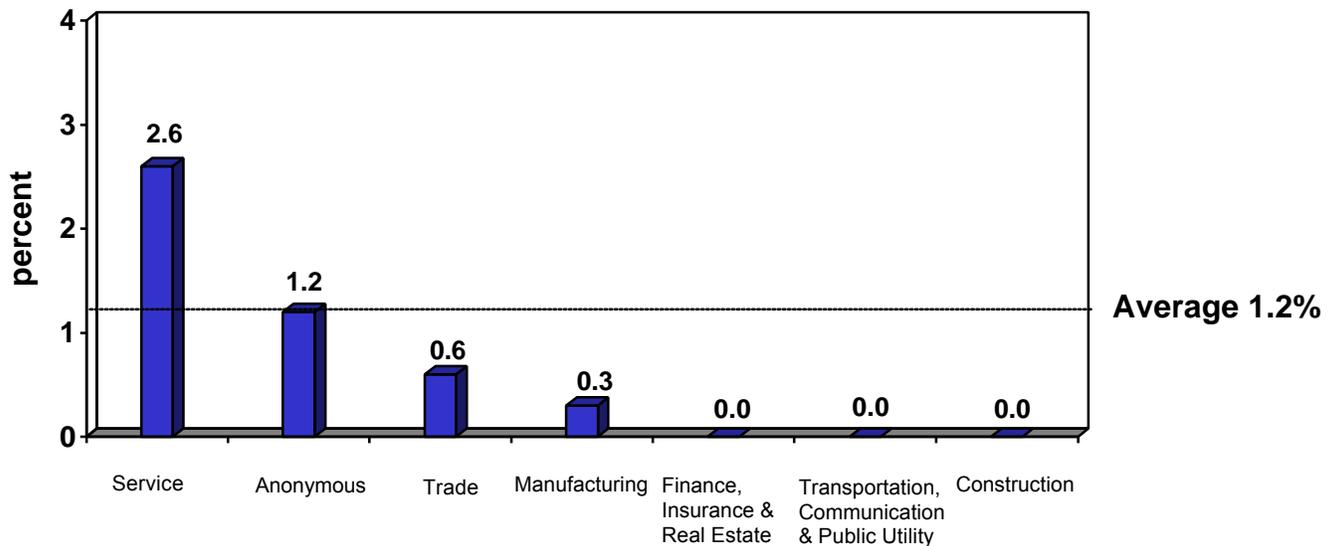


Figure 27. Percentage Offering a Day-care Subsidy

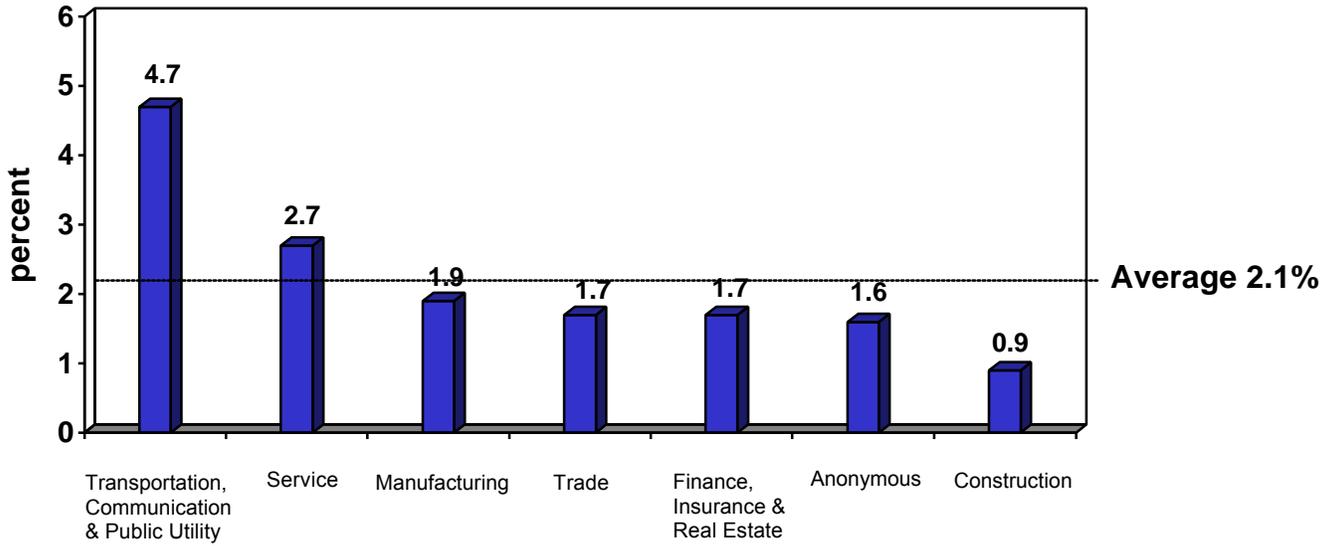
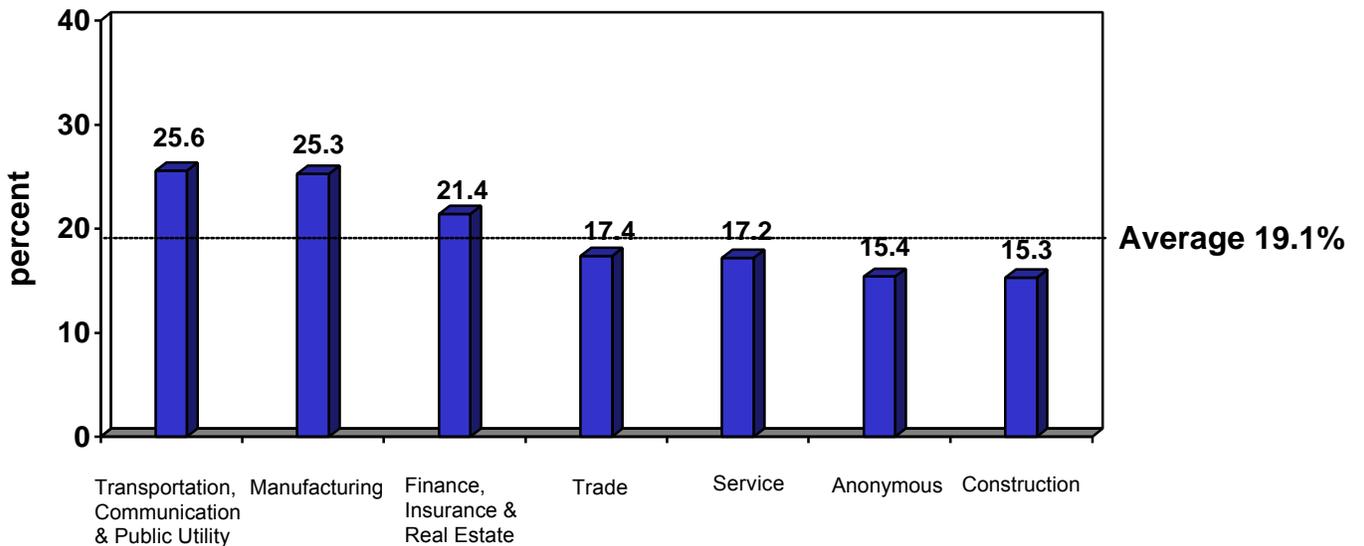


Figure 28. Average Percentage for Total Cost of Fringe Benefits



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%
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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.