



Employee Experience Benchmarking Report

SAMPLER VERSION



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About the Report

Each year Sequoia Consulting Group surveys leaders in finance and human resources about the investments their people-first companies are making to impact the employee experience. The Employee Experience Benchmarking Report dives into best practices and trends in the areas of domestic and global benefits, employee wellbeing, HR policy, and 401(k) retirement plans. Our goal is to provide a valuable tool to inform your strategic decisions around hiring the best talent and building a happier, healthier workforce.

The 2017 report compiles data collected from over 1,000 survey participants at 771 U.S. companies, 82% of which are in the tech sector.

About the Sampler

This sampler gives you a quick glimpse at the types of data and insights available in the full report, which is packed with over 55 pages of competitive goodness. To request a copy of the full 2017 report, please visit: www.sequoia.com/benchmark



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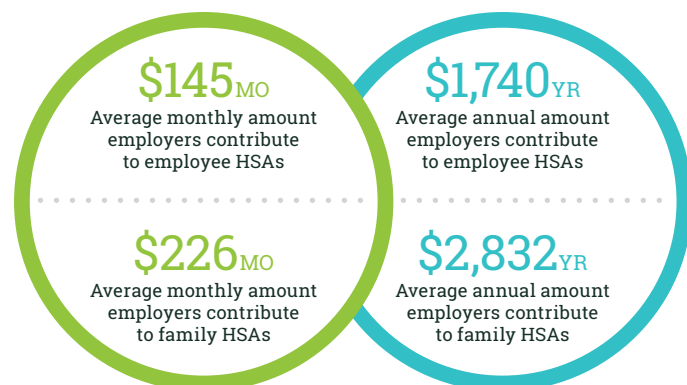
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Domestic Benefits

Employers take on the brunt of medical plan costs

The percentage of employers paying 100% of the employee medical plan cost (as opposed to plan cost for dependents) decreases slightly with company size. However, employers with over 1,000 employees more frequently adopt alternative strategies to manage costs.



Advanced infertility benefits gaining traction

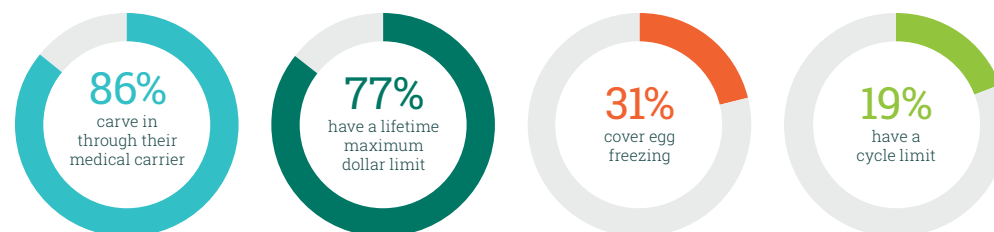
Advanced infertility benefits that cover IVF, GIFT, and ZIFT are offered by 19% of employers surveyed and more commonly offered by companies with over 1,000 employees. The percentages to the right represent some of the more common policy nuances implemented by companies offering this type of coverage to their employees.

	Employer covers 100% of premium for at least one plan	Employer covers percentage of premium for base plan with option to buy up	Employer covers percentage of premium	Other
< 50 employees	► 59%	10%	16%	19%
50-99 employees	► 45%	16%	25%	14%
100-499 employees	► 40%	7%	25%	22%
500-999 employees	► 44%	0%	33%	19%
1000+ employees	28%	6%	22%	► 44%

Employer HSA contributions boost popularity of high-deductible plans

High-Deductible Health Plans (HDHP) have gained popularity especially when paired with Health Savings Accounts (HSA). Along with employees' ability to set aside money in their HSA for a tax break, many employers fund HSAs to offset high deductibles. This trend is on the rise with 76% of employers contributing to employee HSAs.

Of the 19% of employers who offer advanced infertility benefits:



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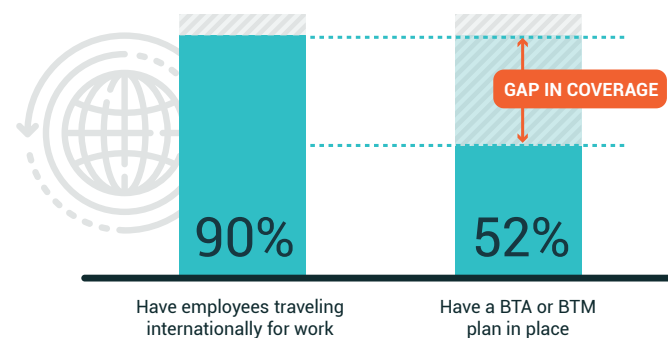
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Global Benefits

Coverage gap for global business travelers

Over 90% of respondents have employees traveling abroad for work, yet nearly half of them have no Business Travel Medical (BTM) or Business Travel Accident (BTA) insurance. This gap in coverage can result in out-of-pocket expenses for employees navigating foreign healthcare systems.



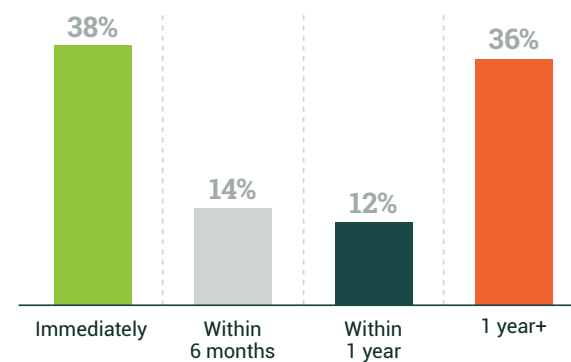
BTM plans are more common than BTA

Though some companies have both, more companies opt for BTM plans than BTA plans. Within Sequoia's client base, 82% of companies have a BTM plan in place while only 7% have a BTA plan. The reason is likely that, as is the case with 85% of Sequoia's global clients, companies can add AD&D riders to their BTM plans.

Localization is common for expats and TCNs

Localization, or the transitioning of employees off of Expat/TCN or home country plans and onto host country local plans, is a common solution for global companies, especially if they anticipate rapid growth in that country. A majority of companies who choose to localize do so within a year, with many of those choosing to do so immediately.

64% localize employees on international assignments within a year



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The Global section of the full report provides 5 pages about coverage for global employees and business travelers: www.sequoia.com/benchmark



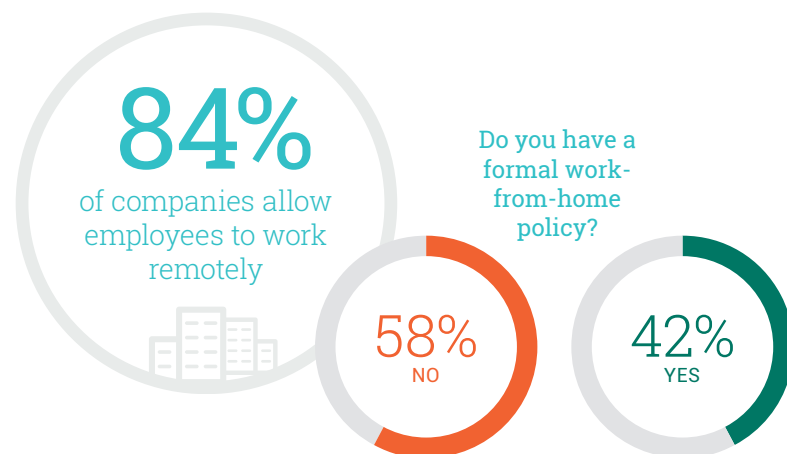
HR Policy

Work-life balance packs a punch in the war for talent

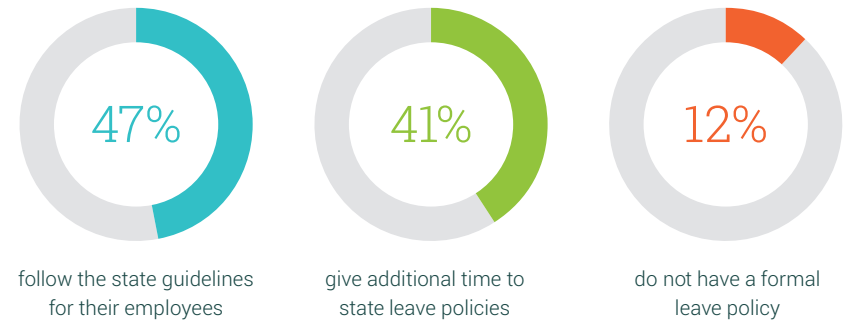
The HR function at companies continues to evolve as competition for talent remains high. Companies must focus on creating unique offerings and programs to attract top talent and win out as the employer of choice.

The tech sector has been a pioneer in changing the way companies handle work-life balance. With an employee's personal and professional lives becoming ever more integrated, providing flexibility within the work environment is a key area of focus.

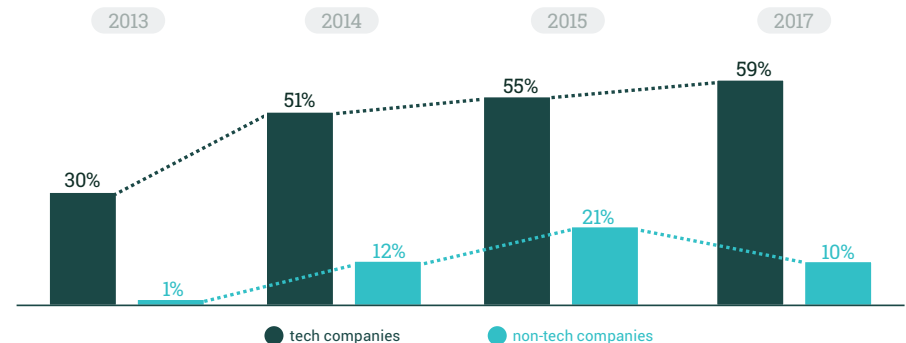
Working from Home



Enhanced Family Leave Policies



Unlimited PTO Driven by Tech Sector



Want the whole picture? Get the report.

The HR section of the full report provides over 10 pages of data and insights to help you make better HR policy decisions: www.sequoia.com/benchmark

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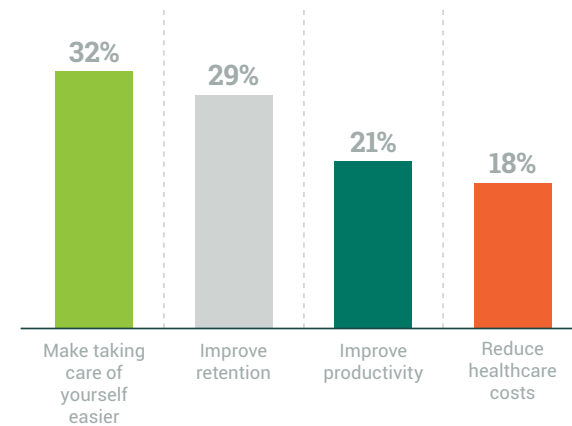
Wellbeing

Expanding the definition of employee wellness

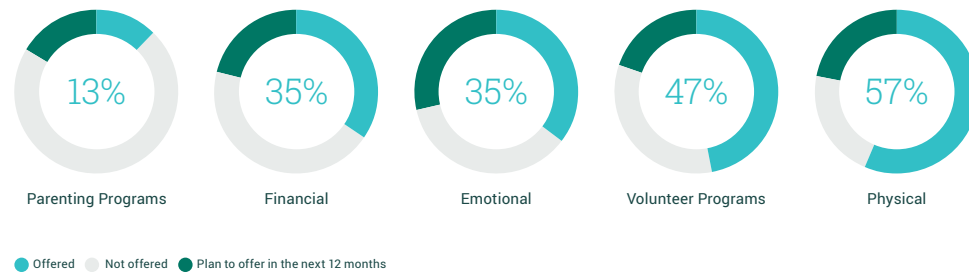
We continue to see employee benefits packages expand beyond competitive core offerings like medical and life insurance to incorporate perks and programs that support the physical, emotional, and financial health of employees and their families.

When asked what the top goal was in relation to employee wellbeing, over 32% of employers agreed that making it easier for employees to take care of themselves was top of mind.

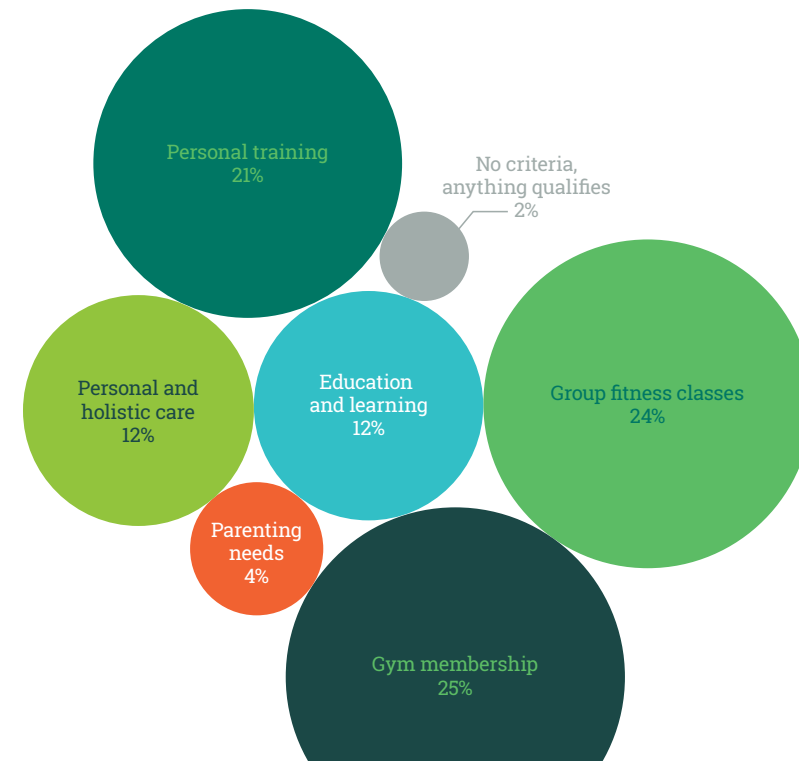
Top Goals of Corporate Wellbeing Programs



Wellbeing Program Focus Areas



Popular Qualified Wellness Reimbursements



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401(k) Retirement

Retirement plans continue to be the silent marquee benefit in employers' arsenal. 401(k) plans have risen as the primary, and sometimes only, savings vehicle used by employees to constructively build adequate financial security for retirement. 401(k) plans have become such an essential component of employees' financial wellbeing that our survey showed that all companies with over 500 employees offer such a retirement vehicle.

The popularity and necessity of 401(k) program has driven up demand for enrichment options like company matching.

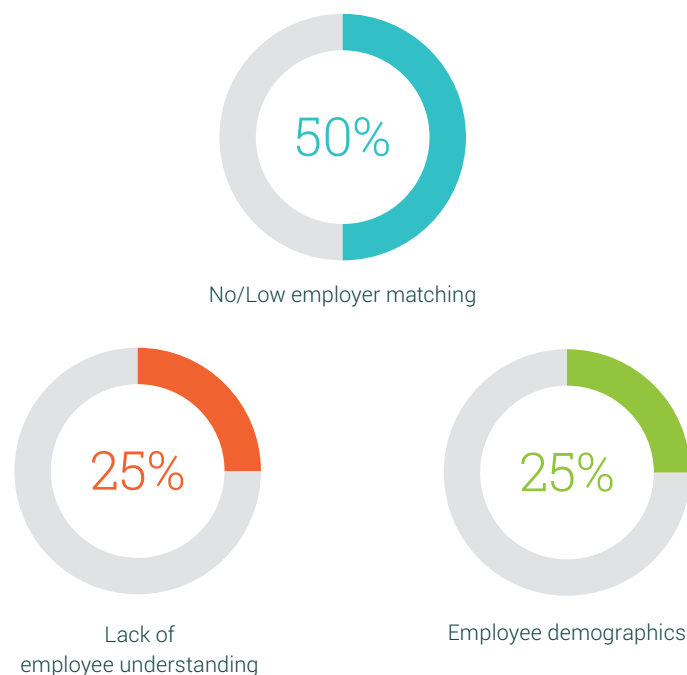
The participation equation

Companies in the technology sector reported lower participation rates compared to their non-tech counterparts. Likely factors leading to this lower participation are average employee age, perceived opportunity costs, and other financial demands such as student loans, consumer debt, and lifestyle.

	non-tech	tech
100% participation	10%	2%
75 – 99% participation	45%	31%
50 – 74% participation	21%	34%
25 – 49% participation	12%	27%
< 25% participation	12%	6%



Perceived Reasons for Lower Plan Participation



Interesting? Get the report.

The 401(k) section of the full report provides 10 pages of data and trends to boost your retirement program:
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About Sequoia

Sequoia Consulting Group provides guidance, service, and technology to people-first companies. Over the past 17 years, we've taken care of the world's market-changing innovators by unifying the benefits, HR, retirement, and insurance services they need to better scale and protect their businesses. Our well-orchestrated team makes it easy for over 900 clients to better focus on their critical mission knowing that Sequoia has their back with the strategic guidance, tactical know-how, and latest technology to face each new growth milestone and deliver a healthier, more engaged employee experience. www.sequoia.com

“Sequoia exists to come through
for people who put their trust in us
– no matter what.”

Greg Golub

CEO & Founder
Sequoia Consulting Group



Taking Care of You

Sequoia unifies the benefits, retirement, HR, and insurance services essential to your business. We not only take care of your strategic and administrative needs, we take care of your people with a better employee experience that makes it easy for them to manage their benefits, get support, and stay on top of things wherever they are.

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You can be a part of making future versions of this report even better. Join the benchmark and get exclusive access to the report.

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