Best Companies Group's SWOT Analysis Report

The SWOT Analysis Report from Best Companies Group offers a detailed examination of your employee engagement data, breaking it down into new categories such as Movable Middle, Net Agreement, and score-specific categorization. By comparing your scores to the most relevant benchmarks, the report identifies areas where your organization meets, exceeds, is near, or falls farthest from these benchmarks.

A Culture Expert layers a new level of insight onto your results, helping you uncover your Strengths, Weaknesses, Opportunities, and Threats. This comprehensive analysis provides actionable insights to drive organizational improvement and enhance overall employee engagement.

SWOT Summary

Strengths: Green Cells - highest net agreement scores & highest scores compared to benchmark Opportunities: Yellow Cells - highest movable middle scores & highest improvement from last year

Weaknesses: Red Cells - highest disagreement scores & lowest net agreement scores

Threats: Purple Cells - lowest scores compared to benchmark & highest setbacks from last year

Employee Demographic Report 2024

Prepared for: Sample Company

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rganization treats me like a person, not a number	100 0		0 100 (95 -		2	0 x	100 100	X X	X X	X X		100 100 0 89 100 0	x	0 0	100	0 0	0 0	x 1	00 0		0 0	X X	100	x 0	100	X X	X	0 0	0 0	0 0	+
rganization gives me enough recognition for work that is well done g levels are adequate to provide quality products/services	94 6 94 0	6 88			7	0 x	83 100	X X	х х	x x	0	89 100 0		0 0	93	0 0	0 0		94 0		0 0	X X	100	x 0	100	X X	x	0 0	0 0	0 0	+
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ve there is a spirit of cooperation within this organization uployer enables a culture of diversity	94 6	0 94	95 -	1 93	1	0 x	83 100	x x	X X	x x	ő	89 100 0	X	0 0	93	0 0	0 0		94 0	94	0 0	x x	100	x 0	83	x x	x	0 0	0 0	0 0	士
ganization makes a strong effort to minimize discrimination	94 6		91 3	3 95	-1	0 x	83 100	X X	хх	x x	0	89 100 (х	0 0	93	0 0	0 0		94 0	94	0 0	х х	100	x 0	83	х х	х	0 0	0 (0 0	#
e people I work with at this organization organization, employees have fun at work	94 6 88 12		100 -	6 98 7 94	-4 -5	0 x 0 x	83 83	X X	X X	x x		89 100 0 89 83 0		0 0	93	0 0	0 0		94 0 38 0		0 0	x x	100	x 0	83	X X	X	0 0	0 0	0 0	+
can express my honest opinions without fear of negative consequences	100 0	0 100	0 95 5	5 91	9	0 x	100 100	x x	x x	x x	0	100 100 (×	0 0	100	0 0	0 0	х 1	00 0	100	0 0	x x	100	x 0	100	х х	х	0 0	0 0	0 0	土
s that may affect me are communicated to me prior to implementation	100 0		0 95 5		13		100 100			X X		100 100 0				0 0			00 0		0 0	X X					х		0 (
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e type of work that I do ren enough authority to make decisions I need to make	94 6						83 100			X X		100 100 0		0 0		0 0	0 0		94 0		0 0	X X		x 0	100	X X		0 0	0 0	0 0	+
e my job is secure		0 100			5				X X	x x	0	100 100 (0 0				100	0 0	x x	100	x 0	100	x x	х	0 0	0 (0 0	土
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am valued in this organization art of a team working toward a shared goal	100 0	0 100	0 100 0	95	5	0 x	100 100	X X	x x	x x	0	100 100 0	x	0 0	100	0 0	0 0		00 0	100	0 0	X X	100	x 0	100	X X	x	0 0	0 0	0 0	+
ole to maintain a reasonable balance between work and my personal life	82 12	6 76	95 -1	13 93	-11	0 x	67 83	х х	х х	x x	0	78 100 (X	0 0	93	0 0	0 0	х (32 0	82	0 0	х х	60	x 0	100	х х	х	0 0	0 (0 0	工
makes good use of my skills and abilities	94 6 100 0	0 94	100 -	6 94 0 96	0	0 x	100 100	X X	X X	x x	0	100 100 0	X	0 0	100	0 0	0 0	x :	00 0	100	0 0	X X	100	x 0	100	X X	X	0 0	0 0	0 0	+
a clear understanding of my job role stand the importance of my role to the success of the organization	100 0		0 100 0			0 x	100 100	X X		X X		100 100 0		0 0	100	0 0	0 0		00 0		0 0	X X		x 0			x	0 0	0 0	0 0	+
ays, I feel I have made progress at work	100 0		0 100 0		4		100 100	x x		хх		100 100 (0 0			00 0		0 0	x x					х				
Role Satisfaction - AVERAGE	96 3	1 96	99 -	3 95	2	0 x	91 98	X X	хх	X X	0	97 100 (X	0 0	99	0 0	0 0	x !	96 0	96	0 0	x x	91	x 0	98	X X	x	0 0	0 (0 0	4
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rsical working conditions are good heral work area is adequately heated/cooled	94 6	0 94	95 -	1 93	1	0 x	83 100	X X	X X	X X	0	100 100 0	×	0 0	100	0 0	0 0	x :	94 0	94	0 0	x x	80	x 0	100	x x	×	0 0	0 0	0 0	+
s adequate noise control to allow me to focus on my work	100 0		0 95 5		6	0 x	100 100	х х	x x	х х	0	100 100 (х	0 0	100	0 0	0 0		00 0	100	0 0	x x	100	x 0	100	х х	х	0 0	0 (0 0	I
kspace has adequate privacy for me to do my job	82 12 100 0		86 -4 0 100 0		-10 1		83 67 100 100	X X	X X			89 100 0		0 0		0 0	0 0		32 0 00 0		0 0	X X		x 0			X		0 (0 0	+
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ervisor handles my work-related issues satisfactorily ervisor handles my personal issues satisfactorily	100 0	0 100	0 100 C	0 95 0 97	5	0 x 0 x	100 100	X X	X X	X X	0	100 100 0		0 0	100	0 0	0 0	x 1	00 0		0 0	X X	100	x 0	100	X X	X	0 0	0 0	0 0	+
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ervisor tells me when my work needs improvement	94 6		95 -	1 96	-2	0 x	100 83	X X	X X	X X	0	88 100 (x	0 0	100	0 0	0 0		00 0	94	0 0	X X	80	x 0	100	x x	X	0 0	0 0	0 0	4
ervisor is open to hearing my opinion or feedback ervisor wants me to develop to my fullest potential	94 6	0 94	90 3	3 95	-1	0 x	100 83	X X	X X	x x	0	88 100 (X	0 0	100	0 0	0 0		94 0		0 0	X X	100 80	x 0	100	X X			0 0	0 0	+
an trust what my supervisor tells me	94 6	0 94				0 x	100 83	х х	х х	x x	0	100 100 (92	0 0	0 0	х !	94 0	94	0 0	x x	100	x 0	83	x x	х	0 0		0 0	
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anization provides the technology, equipment and resources I need to do my job well	100 0	0 100	0 100 0		3	0 x	100 100	x x	x x	X X		100 100 (100	0 0	0 0	x 1	00 0	100	0 0	X X		x 0	100	x x	x	0 0	0 0	0 0	#
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Employee Demographic Report 2024

Prepared for: Sample Company

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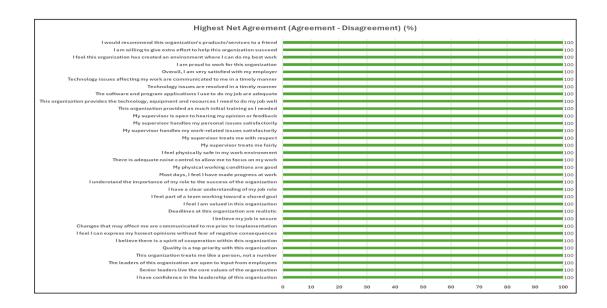
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Pay and Benefits - AVERAGE	77 10	6 6	71	80 -3	89	-12	0 x	80	83	x x	х	х	х	x 0	70	0 87	0	х	0	75	0	0	0	х	77	0	77	0 (D :	x x	78	х	0	65	x	x 2	x 0	0	0	0	0	0 70	6
OVERALL ENGAGEMENT																																	í l										
Overall, I am very satisfied with my employer	100 0	0 0	100	100 0	98	2	0 x	100	100	x x	Х	х	х	x 0	10	0 100	0	х	0	100	0	0	0 0	х	100	0	100	0 (0 :	x x	100	х	0	100	х	х ,	x 0	0	0	0	0	0 10	JO
Most days, I look forward to going to work	88 12	2 0	88	95 -7	94	-6	0 x	83	100	x x	Х	Х	х	x 0	78	8 100	0	Х	0	86	0	0	0 0	х	88	0	88	0 (0 :	x x	100	х	0	67	х	х,	x 0	0	0	0	0	0 8	.3
My job provides me with a sense of meaning and purpose	88 12	2 0	88	95 -7	94	-6	0 x	100	67	x x	X	X	х	x 0	89	9 83	0	х	0	93	0	0	0 0	х	88	0	88	0 (0 :	x x	80	X	0	83	X	х ;	x 0	0	0	0	0	0 9	.2
I am proud to work for this organization	100 0	0 0	100	100 0	98	2	0 x	100	100	x x	Х	Х	х	x 0	10	0 100	0	Х	0	100	0	0	0 0	х	100	0	100	0 (0 :	x x	100	х	0	100	х	х,	x 0	0	0	0	0	0 10	٥ر
I feel this organization has created an environment where I can do my best work	100 0	0 0	100	100 0	95	5	0 x	100	100	x x	X	X	х	x 0	10	0 100	0	х	0	100	0	0	0 0	х	100	0	100	0 (0 :	x x	100	X	0	100	X	х ;	x 0	0	0	0	0	0 10	J0
I am willing to give extra effort to help this organization succeed	100 0	0	100	100 0	98	2	0 x	100	100	X X	Х	Х	Х	x 0	10	0 100	0	Х	0	100	0	0	0	Х	100	0	100	0 (0 :	х х	100	Х	0	100	Х	х ,	x 0	. 0	0	0	0	0 10	JO
I plan to continue my career with this organization for at least two more years	88 12	2 0	88	95 -7	94	-6	0 x	83	100	x x	X	X	х	x 0	89	9 83	0	х	0	86	0	0	0 0	х	88	0	88	0 (0 :	x x	80	X	0	100	X	х ;	x 0	0	0	0	0	0 9	.2
I would recommend this organization's products/services to a friend	100 0	0 0	100	100 0	98	2	0 x	100	100	x x	Х	X	Х	x 0	10	0 100	0	х	0	100	0	0	0 0	х	100	0	100	0 (0 :	x x	100	х	0	100	X	х ;	x 0	0	0	0	0	0 10	0
I would recommend working here to a friend	94 0	6	88	100 -6	95	0	0 x	83	100	x x	х	х	х	x 0	10	0 100	0	х	0	100	0	0	0 0	х	94	0	94	0 (0 :	x x	80	х	0	100	х	х ,	x 0	0	0	0	0	0 9	2
Overall Engagement - AVERAGE	95 4	1 1	95	98 -3	96	-1	0 x	94	96	х х	х	х	х	x 0	9:	5 96	0	х	0	96	0	0	0	х	95	0	95	0 (0 :	х х	93	х	0	94	х	x :	x 0	0	0	0	0	0 9	5
																																	\Box										
SURVEY AVERAGE	93 5	5 1	92	95 -1	94	-1	0 x	91	94	v v	v	Y	Y	v 0	Q.	1 97	0	Y	0	94	0	0	0	v	93	0	93	0 (1	v v	91	Y	0	91	Y	ν	v 0	0	0	0	0	n q	3

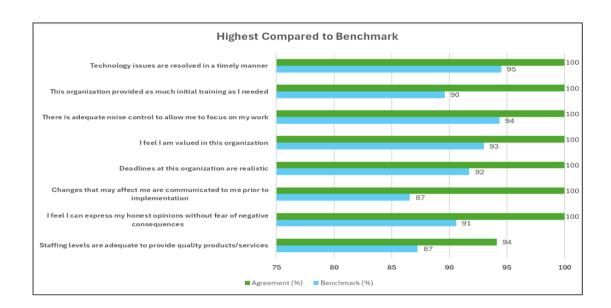
Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column)

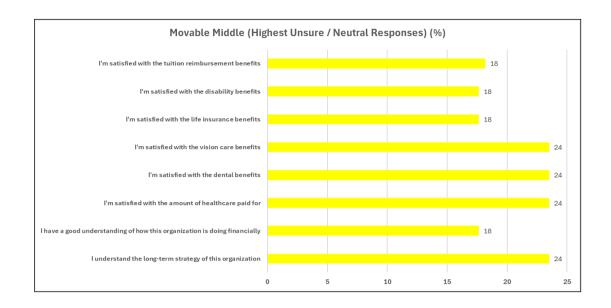
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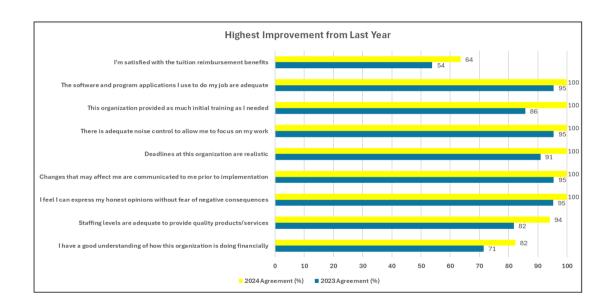
x - For confidentiality reasons, demographic categories with less than 5 responses are not included

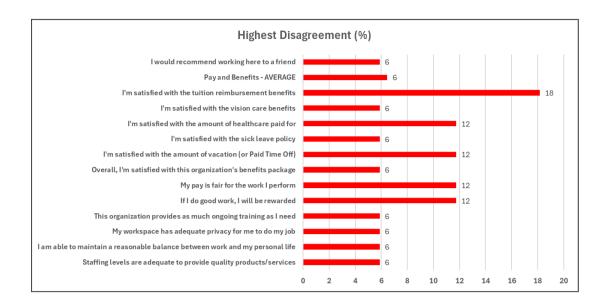
^{*} Denotes no data available in 2023

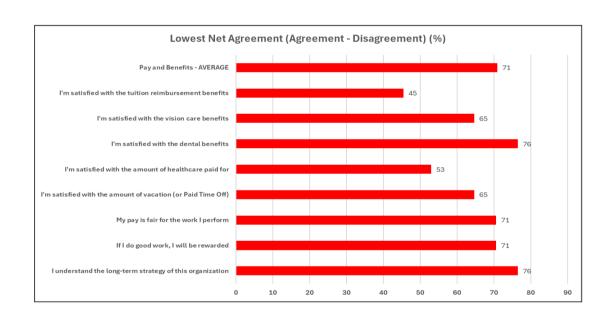


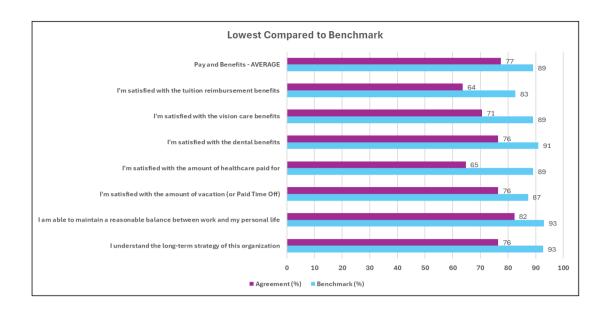


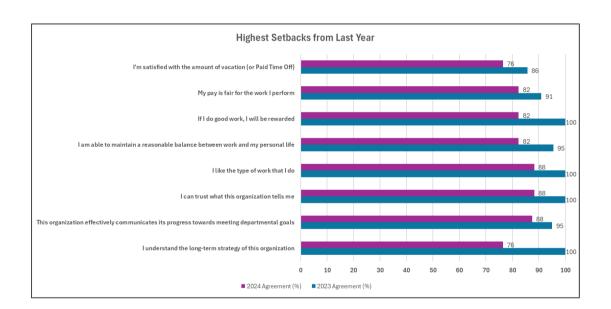














Employer pays less than 25% of premium

Averaged Responses

Small Employers (15-49 RI Employees)
Small Employers

Employer Benchmark Summary

	(15-49 RI Employees)
Best Companies Group >>>>	Small Employers that made the list
How many years has the highest ranking official/CEO been in this position within your organization?	16.3
Ooes your organization employ any formal programs and/or practices to actively recruit and/or retain employees of varying ethnic and cultural backgrounds?	38%
Does your organization employ any formal programs and/or practices to actively recruit and/or retain employees who may require accommodations for their mental or physical limitations?	31%
Does your organization employ any formal programs and/or practices to actively recruit and/or retain an aging workforce?	54%
Does your organization employ any formal programs and/or practices to actively recruit and/or retain veterans and retired military?	38%
What formal programs has your organization implemented to enable a culture of diversity? (Select all that apply)	
Ongoing Diversity Training	50%
Frequent Seminars and Workshops	33%
Celebrations of Cultural Holidays	67%
Established a Diversity and Inclusion Task Force/Committee	8%
Other	8%
None	25%
our organization offers the option to enroll in health benefits to full-time and part-time employees.	38%
/hen is a new employee eligible to enroll in the organization's healthcare plan?	
First day of hire	31%
First day of the next month after hire	38%
30 days after hire	15%
60 days after hire	15%
90 days after hire	0%
	0%
More than 90 days after hire Other	0%
or each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the imployee) Employer pays 100% of premium	31%
Employer pays 75% - 99% of premium	38%
Employer pays 50% - 74% of premium	15%
Employer pays 25% - 49% of premium	15%
Employer pays less than 25% of premium	0%
This benefit not offered	0%
or each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the lependents)	e employer: Medical coverage
Employer pays 100% of premium	8%
Employer pays 75% - 99% of premium	38%
Employer pays 50% - 74% of premium	23%
Employer pays 25% - 49% of premium	23%
Employer pays less than 25% of premium	8%
This benefit not offered	0%
or each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the mployee)	
Employer pays 100% of premium	38%
Employer pays 75% - 99% of premium	23%
Employer pays 50% - 74% of premium	8%
Employer pays 25% - 49% of premium	8%
Employer pays less than 25% of premium	23%
This benefit not offered	0%
or each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the	
Employee) Employer pays 100% of premium	23%
Employer pays 75% - 99% of premium	23%
Employer pays 50% - 74% of premium	8%
Employer pays 25% - 49% of premium	0%
Employer pays 25% - 49% of premium	0%

This benefit not offered	0%
Does your organization offer a Flexible Spending Account (FSA)?	92%
What is the number of paid holidays your organization offers per year?	10.8
Does your organization provide time off as PTO (one bank of time) or as vacation/sick/personal days (separate	hanks)?
, , , , , , , , , , , , , , , , , , , ,	,
PTO	46%
Vacation / Sick / Personal	54%
Does your organization offer any employee bonus or incentive programs?	92%
Do you offer bonuses to employees who refer new hires?	100%
Does your organization offer an employee retirement plan? (Select all that apply)	
401(k), 403(b) or 457	85%
Pension Plan (SIMPLE, SEP and/or SARSEP)	15%
Defined benefit plan	0%
Profit-sharing plan	8%
Employee Stock Ownership Plan (ESOP)	8%
Other	0%
My organization does not offer a retirement plan	0%
Does your organization match employee contributions to an employee's retirement plan?	92%
Does your organization allow employees additional paid time off for community service activities/volunteer	
work?	69%
As a standard practice, does your organization offer telecommuting options to your employees?	92%
Prior to start of the COVID-19 pandemic (March 2020), what percentage of your permanent full-time and	17%
part-time employees were telecommuting?	11.75
After the COVID-19 pandemic began (March 2020), what percentage of your permanent full-time and part-time employees were telecommuting?	79%
What percentage of your current permanent full-time and part-time employees are still telecommuting?	50%
As a standard year-round practice, does your organization offer employees the option to work flexible hours or a compressed work week?	62%
Does your organization provide any workplace facilities to promote exercise and fitness?	54%
Does your organization provide any fitness and/or wellness programs or practices within the workplace?	92%
Does your organization provide cafeteria or meal subsidies, free daily snacks or beverages?	100%
How often does your organization conduct Employee Performance Reviews for all staff?	
As needed	0%
Once per year	69%
Twice per year	15%
More than twice a year	8%
	0,0
What form(s) of tuition reimbursement/assistance does your organization offer? (Select all that apply)	
Advanced or post-graduate degree	54%
Certifications	77%
Business education workshops and/or conferences	77%
Other	23%
My organization does not offer tuition reimbursement and/or assistance.	23%
Ooes your organization have any formalized programs/practices for succession planning?	69%
Please describe any family-friendly benefits or practices your organization provides to its employees. (Select a	II that apply)
Fully or partially paid parantal logge for the high as adention of a shild	
Fully or partially paid parental leave for the birth or adoption of a child	69%
Fully or partially paid parental leave for the birth or adoption of a child Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc.	
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or	69%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc.	69% 15%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons	69% 15% 38% 0%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers	69% 15% 38%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc.	69% 15% 38% 0% 92%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees	69% 15% 38% 0% 92% 0%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available	69% 15% 38% 0% 92% 0%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress	69% 15% 38% 0% 92% 0% 0% 0%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events	69% 15% 38% 0% 92% 0% 0% 0% 62%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events Free or discounted tickets to local family entertainment or sporting events	69% 15% 38% 0% 92% 0% 0% 0% 62% 69%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events Free or discounted tickets to local family entertainment or sporting events Other	69% 15% 38% 0% 92% 0% 0% 0% 62% 69% 8%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events Free or discounted tickets to local family entertainment or sporting events Other My organization does not offer any family-friendly benefits or practices	69% 15% 38% 0% 92% 0% 0% 0% 0% 62% 69% 8% 8%
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events Free or discounted tickets to local family entertainment or sporting events Other My organization does not offer any family-friendly benefits or practices	69% 15% 38% 0% 92% 0% 0% 0% 62% 69% 8% 8% 8% (Select all that apply)
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events Free or discounted tickets to local family entertainment or sporting events Other My organization does not offer any family-friendly benefits or practices Please describe any programs or practices your organization provides to promote a healthy work/life balance. No overtime, or overtime kept at a minimum	69% 15% 38% 0% 92% 0% 0% 0% 62% 69% 8% 8% (Select all that apply)
Adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc. Lactation facilities for breastfeeding mothers All or part of an employees' full- or part-time childcare paid, either on a regular basis or only during busy seasons Flexible hours to accommodate school events, taking a family member to the doctor, etc. Back-up child or elder care if an employee's regular caregiver is suddenly not available After-school or summer programs for school-aged children of employees Employer-sponsored Eldercare Assistance for employees with aging family members, such as transportation to medical appointments or meal delivery; securing of proper care and/or assistance facilities; information about financial resources; or counseling support for caregiver stress Immediate families invited to corporate events Free or discounted tickets to local family entertainment or sporting events Other My organization does not offer any family-friendly benefits or practices Please describe any programs or practices your organization provides to promote a healthy work/life balance.	69% 15% 38% 0% 92% 0% 0% 0% 62% 69% 8% 8% (Select all that apply)

An employer-sponsored Employee Assistance Program (EAP) which may provide counseling for marital, parental or financial problems, and/or assistance for specific conditions such as substance abuse, smoking and gambling	69%
Productivity or time management workshops, seminars or classes	54%
On-site personal development and/or stress management workshops, seminars, or classes	69%
Paid sabbaticals	0%
Financial Education workshops, seminars or classes	69%
Concierge service (employer coordinates or offers services such as dry cleaning, meal catering, childcare arrangements or automobile services)	15%
Other	31%
My organization does not offer any work/life balance programs nor practices.	0%
Does your company provide any special services and/or accommodations for active duty military families?	31%