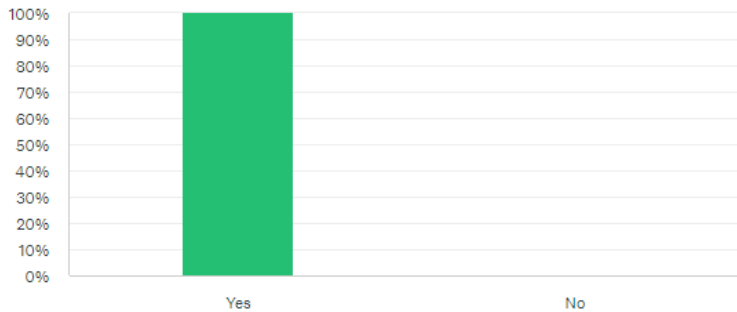




Employee Benefits
May 17th, 2023

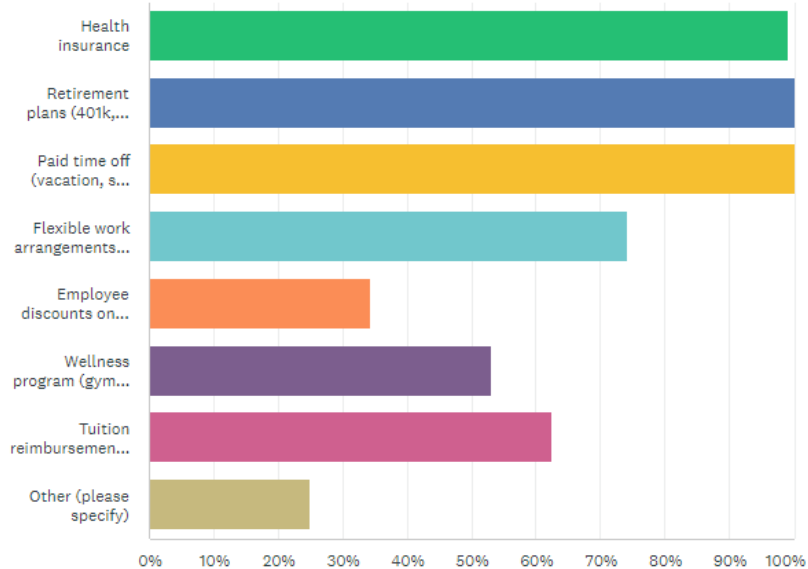
Total Participants: 129 participants in Missouri, Illinois, and Indiana Areas

1. Does your company offer employee perks or benefits to its employees?



| Answer Choices | | Responses | |
|----------------|--|-----------------|------------|
| Yes | | 100.00% | 129 |
| No | | 0.00% | 0 |
| | | Answered | 129 |
| | | Skipped | 0 |

2. Which of the following employee perks/benefits does your company offer to its employees? Select all that apply.

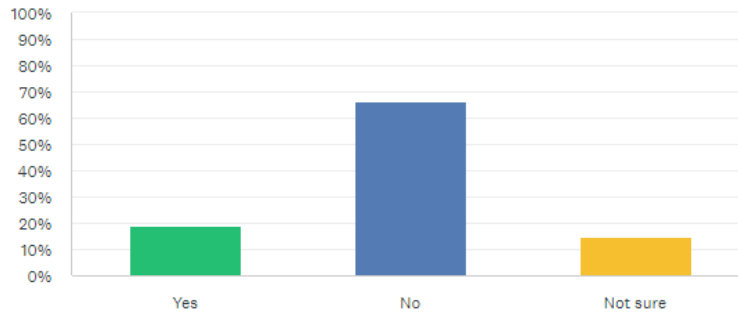


| Answer Choices | Responses | |
|---|-----------------|------------|
| Health Insurance | 99.22% | 127 |
| Retirement plans (401k, IRA, etc.) | 100.00% | 128 |
| Paid time off (vacation, sick days, etc.) | 100.00% | 128 |
| Flexible work arrangements (remote work, flexible hours, etc.) | 74.22% | 95 |
| Employee discounts on products/services | 34.38% | 44 |
| Wellness program (gym memberships, mental health support, etc.) | 53.13% | 68 |
| Tuition reimbursement or continuing education programs | 62.50% | 80 |
| Other (listed below) | 25.00% | 32 |
| | Answered | 128 |
| | Skipped | 1 |

- Employee Choice Benefit that reimburses for AAA, pet insurance, specific education or wellness items
- Life/AD&D Insurance, Short Term Disability
- Employee Compensation Program, HRA, HSA, Long Term Disability, Life Insurance, Paid Uniforms, Weekly lunches, Attendance Incentive Program
- Free uniform
- Parking
- EAP
- paid holidays, paid life insurance, uniforms
- Life insurance, dental, vision, legal, identity theft, accident, critical illness, hospital insurance coverage.
- holiday pay, life insurance
- STD, LTD, Life Insurance

- Volunteer time off, birthday holiday (day off), 1 week paid parental leave, Term life, STD, LTD, Critical Illness, Accident and Whole Life
- Long-term care insurance, paid life-long term & short term disability insurance, reimbursement for professional testing, testing material, and paid professional memberships, a Growth fund for passion pursuits that include money & pto hours each year
- Long-term disability, Long-term Care, 24 hour accident, and Life insurance
- HSA contribution, EAP, clothing allowance,
- Accident, Cancer Insurance
- Other benefits and fitness challenges to obtain awards.
- Parental Leave
- Referrals, life insurance, birthday holiday
- 1 massage per month, snacks and coffee every day
- EAP program
- concert tickets, hockey tickets, food trucks, sabbatical
- Dental, vision, life, various ancillary plans
- Free Access to most City Facilities
- quarterly engagement activity w lunch, Wellness Fruit Cup Fridays every 1-2 months; Wellness Wednesdays every other week, holiday party, free flu vaccination clinic, free wellness annual biometric screening, free wellness challenges with awards.
- Fertility services
- In addition to health insurance, we offer dental and vision insurance. We also offer life insurance and long- and short-term disability, at no cost to the employee.
- disability, 2 weeks paid parental leave, 1 week jury duty leave,
- dental insurance, vision insurance, life and AD&D insurance, STD/LTD insurance, identity theft protection coverage.
- dental, vision, profit bonus,
- Equity, Bonuses
- maternity and parental leave; community service leave
- half day Fridays

3. Are there any industry-specific perks or benefits that your company offers to its employees?



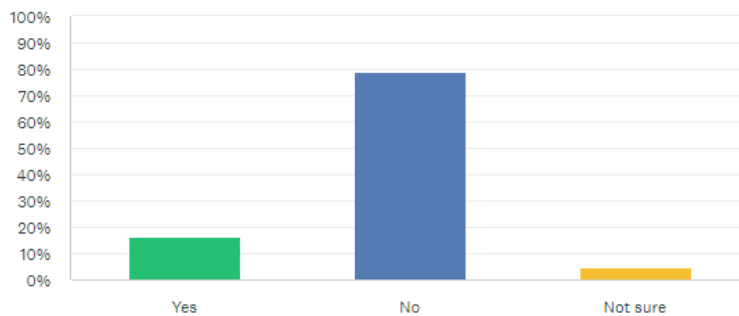
| Answer Choices | Responses | |
|-----------------|-----------|------------|
| Yes | 18.90% | 24 |
| No | 66.14% | 84 |
| Not sure | 14.96% | 19 |
| Answered | | 127 |
| Skipped | | 2 |

4. If so, please specify the industry and the perks/benefits offered.

- Safety Footwear & Eyewear Reimbursement
- Attend Conferences, Continuing Education, Member of industry association
- We often have unused inventory, so employees can get furniture for their homes at very discounted prices
- unlimited snacks during our busy time
- Safety shoe reimbursement
- Finance industry: Mortgage loans at cost of funds (generally .34% to .50%), car loans at 1% interest.
- some employees have company owned vehicles.
- Discount Memberships
- We offer all employee to use the amenities offer to our Property Owners
- eye exams related to our specialty.
- Time to pray
- Professional membership reimbursement, reimbursement on passed professional testing, provide all testing material
- Defined benefit pension plan
- Discounts on sample apparel and items through our promo venders.
- NHL tickets, concert tickets, family shows, comedians
- Automobile discounts
- Travel premium and recovery days.
- paid time off for a Christian Mission Trip

- We are a gym so our full time staff automatically receive a household membership.
- Hotel discounts
- Annual reimbursement for purchase of steel toe boots (required PPE)
- Discounts on purchases or equipment rentals
- All Field Professionals (Plumbing, HVAC, Electrical, and Appliance) receive an additional 4% profit share in their 401k.
- free checks, safety deposit box, atm

5. Does your company partner with any local businesses or service providers to offer employee discounts or exclusive discounts?



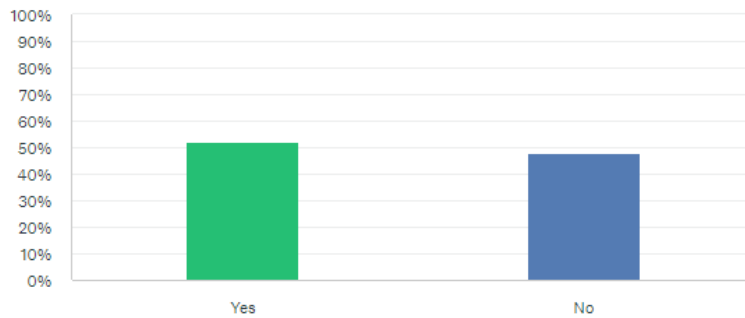
| Answer Choices | Responses | |
|----------------|-----------------|------------|
| Yes | 16.13% | 20 |
| No | 79.03% | 98 |
| Not sure | 4.84% | 6 |
| | Answered | 124 |
| | Skipped | 5 |

6. If so, please specify the businesses/service providers and the discounts/benefits they offer.

- CIRTA: commuter services
- Local YMCA, employees receive a 10% discount on a membership.
- Partnered with local business for safety shoes and glasses that the employees can purchase and charge to our company account if they present a voucher.
- gym memberships
- CoxHealth Fitness Center (discounted membership), Nectar HR (various discounts on memberships, hotels, entertainment, attractions, theme parks, sporting events, etc.), Magellan Health EAP (5 free counseling sessions plus a lot of other free resources and 24/7/365 help line))
- Special medical treatment program for reduced or even free to employee services like MRI. orthopedic procedures/surgeries, gastro and more.
- ADP, AAIM
- YMCA and Club Fitness - no registration fees and first month free
- Local fitness centers

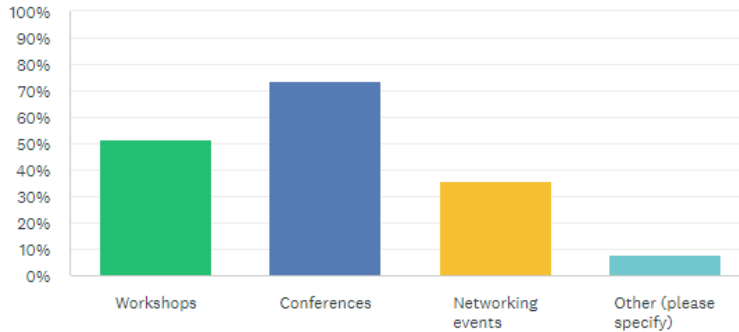
- We use a company called Access Perks
- Hotel Engine; PAS
- Benefits through our PEO
- We pay for a service called AccessPerks in which our employees can received discounts on vendors such as food, travel, rental cars, etc.
- Rank & Rally - Blues merchandise and discounts on f&b
- Gym memberships
- Verizon, AT & T and others offer discounts to hotel employees
- discount for oil changes for employees' vehicles; Verizon cell phone discounts; ATT cell phone discounts
- H&H Health Services for EAP; local gyms for discounts; etc.
- YMCA
- gym memberships

7. Have you attended any events, workshops, or networking opportunities related to employee benefits or human resources in the past year?



| Answer Choices | | Responses | |
|-----------------|--|-----------|------------|
| Yes | | 52.00% | 65 |
| No | | 48.00% | 60 |
| Answered | | | 125 |
| Skipped | | | 4 |

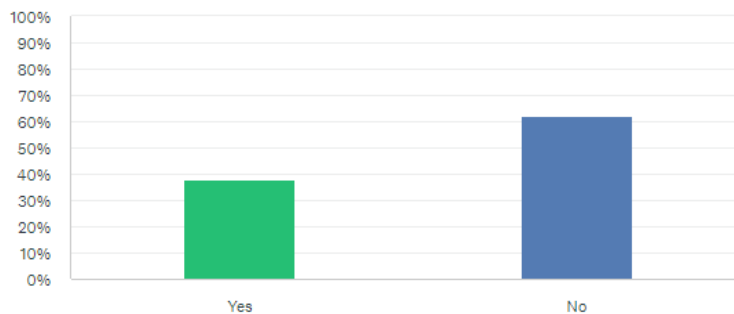
8. If so, which of the following types of events have you attended? Select all that apply.



| Answer Choices | Responses | |
|----------------------|-----------|-----------|
| Workshops | 51.56% | 33 |
| Conferences | 73.44% | 47 |
| Networking events | 35.94% | 23 |
| Other (listed below) | 7.81% | 5 |
| Answered | | 64 |
| Skipped | | 65 |

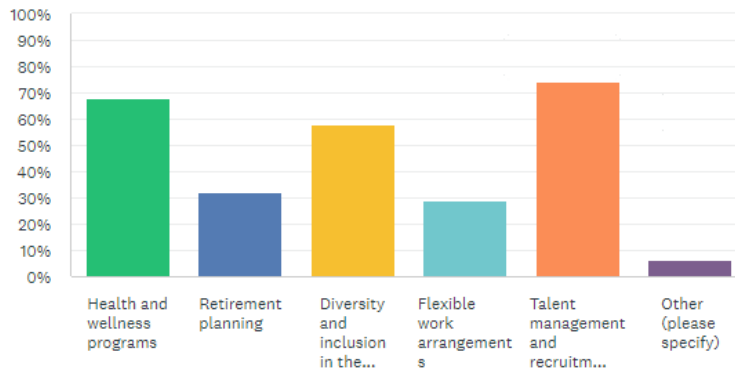
- Employment law seminar from a local law office.
- SHRM STL meetings
- Webinar
- AAIM WOW sessions
- Webinars

9. Are there any upcoming events, workshops, or networking opportunities related to employee benefits or human resources that you are planning to attend or would like to attend?



| Answer Choices | Responses | |
|-----------------|-----------|------------|
| Yes | 37.82% | 45 |
| No | 62.18% | 74 |
| Answered | | 119 |
| Skipped | | 10 |

10. If so, which of the following topics would you be interested in learning more about? Select all that apply.



| Answer Choices | Responses | |
|--|-----------------|-----------|
| Health and wellness programs | 67.74% | 42 |
| Retirement planning | 32.26% | 20 |
| Diversity and inclusion in the workplace | 58.06% | 36 |
| Flexible work arrangements | 29.03% | 18 |
| Talent management and recruitment strategies | 74.19% | 46 |
| Other (listed below) | 6.45% | 4 |
| | Answered | 62 |
| | Skipped | 67 |

- Leadership
- Performance measurement and evaluations
- Technology & Innovation
- Employee law & retention

Let us know the HR questions you would like surveyed by emailing your question to solutions.team@aaimea.org. It is a great way to benchmark your company with other area companies!