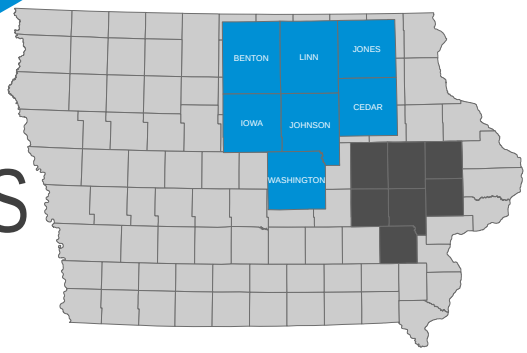
RELEASED

2017 EMPLOYMENT BENEFIT ANALYSIS



REGIONAL ANALYSIS

BENTON, CEDAR, IOWA, JOHNSON, JONES, LINN AND WASHINGTON COUNTIES

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2016 Iowa Employment Benefit Analysis

INTRODUCTION

Data regarding benefits offered by employers was collected within the Workforce Needs Assessment Survey. The results of the survey were analyzed on both an overall and per industry basis.

Beginning in August 2016, 3,745 employers, operating 4,807 locations, in the region were contacted either by mail or email and asked to complete the survey. By the end of the survey period (November 16, 2016), IWD had received 1,451 responses, yielding a 38.7 percent response rate.

OVERALL BENEFITS INFORMATION

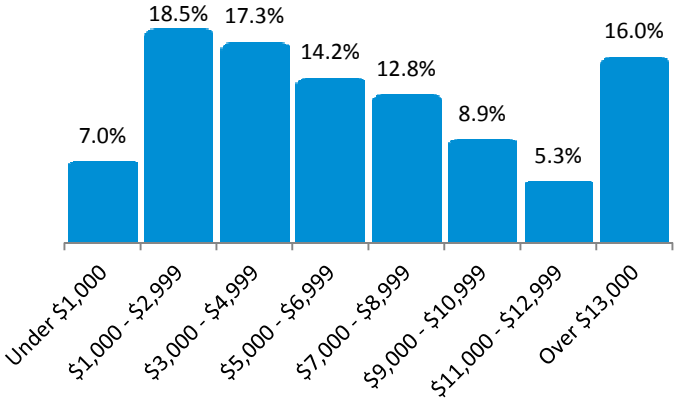
Benefits Offered to Employees

80.8%

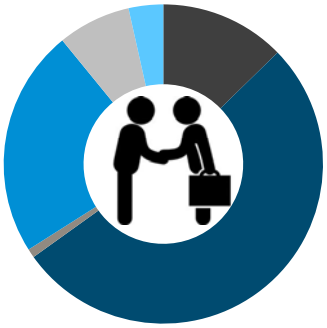
OF THE 1,451 EMPLOYERS WHO RESPONDED PROVIDE BENEFITS TO EMPLOYEES

- Full-time employees (direct offer) 95.8%
- Part-time employees (direct offer) 19.6%
- Provided by 3rd party vendor 1.6%
- Union Negotiated 4.4%

Average Annual Benefit Package Cost Per Employee



How Healthcare Premiums are Paid



- 100% Employer Paid - 12.7%
- Shared Cost (% of Premium) - 52.4% (Average of 59.9% per employee)
- Shared Cost (% of Wage) - 0.9% (Average of 3.4% per employee)
- Shared Cost ($ Amount) - 23.1% (Average of $260.34 per employee)
- 100% Employee Paid - 7.4%
- Other - 3.5%

Employee Healthcare Plan Contribution Change

- No Change - 68.2%
- Increase - 30.6%
- Decrease - 1.2%

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	38.0%	4.5%
Dental Coverage	55.0%	6.4%
Life Insurance	45.7%	5.9%
Long-Term Disability	33.1%	4.4%
Medical Insurance	78.2%	7.4%
Prescription Drug Coverage	61.0%	6.2%
Short-Term Disability	34.0%	4.3%
Vision Coverage	31.8%	4.9%

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	56.9%	8.3%
Maternity/Paternity Leave	24.3%	3.1%
Paid Holidays - 6.9 Days Annually	74.4%	9.3%
Paid Sick Leave - 6.2 Days Annually	37.9%	5.6%
Paid Vacation - 7.4 Days Annually	67.9%	7.5%
Paid-Time-Off (PTO) - 9.4 Days Annually	40.6%	7.4%
Personal Days/Floating Holidays	29.2%	4.0%
Training Leave	16.5%	2.2%

Average Annual Days Off Reported for Full-Time Positions

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.4%	7.8%
Childcare Assistance	2.0%	0.3%
Company Vehicle/Mileage	36.4%	4.8%
Employee Assistance Program	11.4%	3.5%
Flex Spending Account	29.1%	4.6%
Profit Sharing/Stock Options	18.6%	2.5%
Relocation/Moving Expense	5.4%	0.2%
Retirement Package	29.9%	5.5%
Shift Differential Pay	7.4%	1.6%
Tuition Assistance	16.2%	3.5%
Uniform Allowance	27.6%	2.1%
Wellness Program	10.7%	2.9%

INDUSTRY BENEFITS

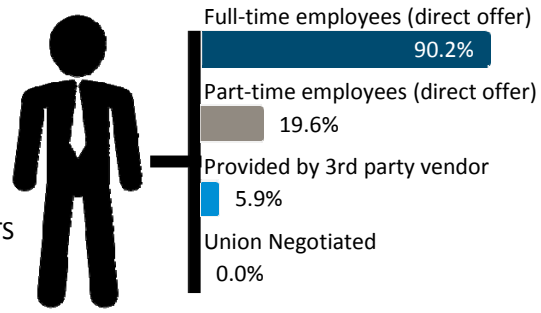
ACCOMMODATION & FOOD SERVICES

In August 2016, 557 employers in the Accommodation & Food Services Industry, operating 698 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 113 responses, yielding a 20.3 percent response rate.

Benefits Offered to Employees

45.1%

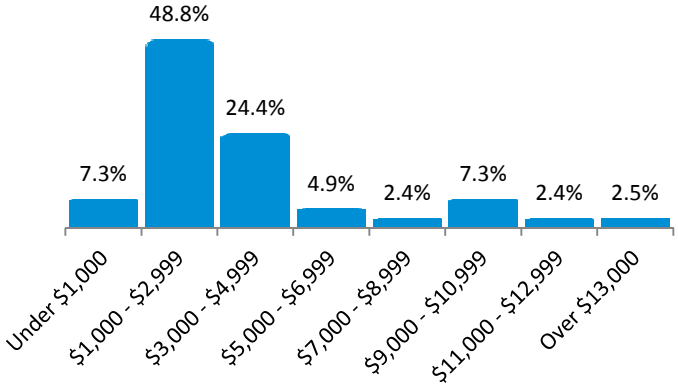
OF THE 113 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	31.4%	2.0%
Dental Coverage	52.9%	3.9%
Life Insurance	33.3%	2.0%
Long-Term Disability	27.5%	2.0%
Medical Insurance	80.4%	3.9%
Prescription Drug Coverage	56.9%	2.0%
Short-Term Disability	17.6%	2.0%
Vision Coverage	25.5%	2.0%

Average Annual Benefit Package Cost Per Employee

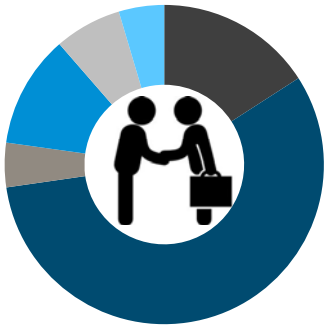


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	43.1%	3.9%
Maternity/Paternity Leave	23.5%	2.0%
Paid Holidays - 4.7 Days Annually	39.2%	5.9%
Paid Sick Leave - 4.8 Days Annually	37.3%	5.9%
Paid Vacation - 7.4 Days Annually	58.8%	3.9%
Paid-Time-Off (PTO) - 5.4 Days Annually	41.2%	5.9%
Personal Days/Floating Holidays	11.8%	0.0%
Training Leave	7.8%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

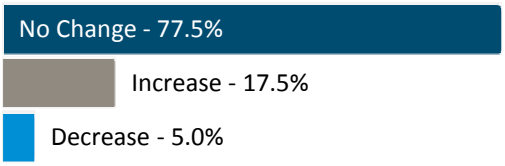


- 100% Employer Paid - 15.9%
- Shared Cost (% of Premium) - 56.8% (Average of 55.4% per employee)
- Shared Cost (% of Wage) - 4.5% (Average of 5.6% per employee)
- Shared Cost ($ Amount) - 11.4% (Average of $615.00 per employee)
- 100% Employee Paid - 6.8%
- Other - 4.6%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.9%	7.8%
Childcare Assistance	2.0%	0.0%
Company Vehicle/Mileage	15.7%	0.0%
Employee Assistance Program	5.9%	3.9%
Flex Spending Account	17.6%	0.0%
Profit Sharing/Stock Options	3.9%	0.0%
Relocation/Moving Expense	5.9%	0.0%
Retirement Package	13.7%	2.0%
Shift Differential Pay	2.0%	2.0%
Tuition Assistance	9.8%	3.9%
Uniform Allowance	9.8%	2.0%
Wellness Program	5.9%	2.0%

Employee Healthcare Plan Contribution Change



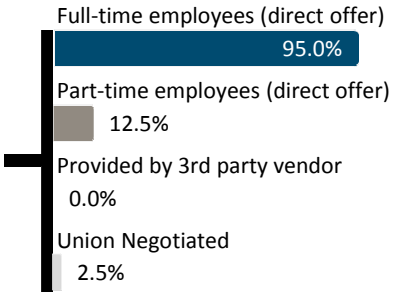
ADMINISTRATIVE & WASTE SERVICES

In August 2016, 191 employers in the Administrative & Waste Services Industry, operating 212 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 56 responses, yielding a 29.3 percent response rate.

Benefits Offered to Employees

71.4%

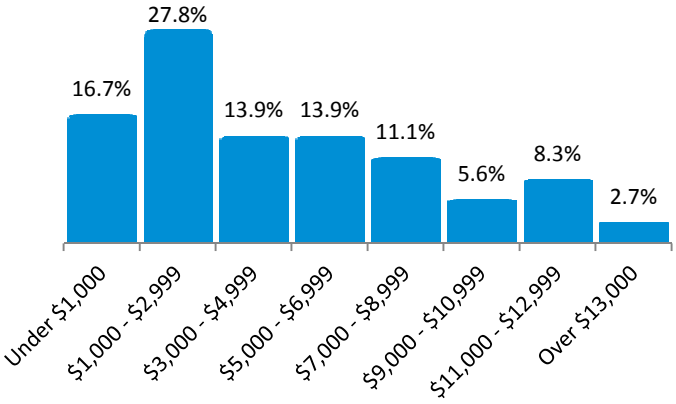
OF THE 56 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	32.5%	0.0%
Dental Coverage	52.5%	0.0%
Life Insurance	40.0%	0.0%
Long-Term Disability	15.0%	0.0%
Medical Insurance	85.0%	5.0%
Prescription Drug Coverage	55.0%	2.5%
Short-Term Disability	17.5%	0.0%
Vision Coverage	20.0%	0.0%

Average Annual Benefit Package Cost Per Employee

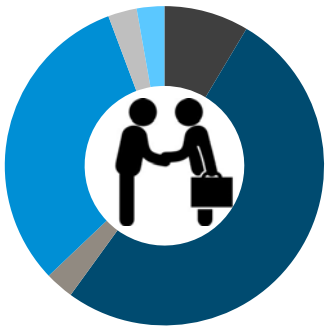


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	45.0%	0.0%
Maternity/Paternity Leave	22.5%	0.0%
Paid Holidays - 7.3 Days Annually	65.0%	0.0%
Paid Sick Leave - 4.8 Days Annually	17.5%	0.0%
Paid Vacation - 6.3 Days Annually	57.5%	2.5%
Paid-Time-Off (PTO) - 7.6 Days Annually	47.5%	0.0%
Personal Days/Floating Holidays	12.5%	0.0%
Training Leave	5.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

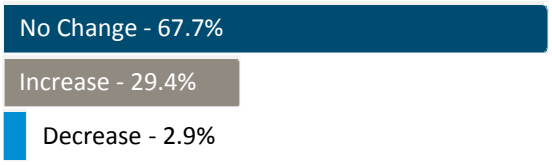


- 100% Employer Paid - 8.6%
- Shared Cost (% of Premium) - 51.4% (Average of 54.2% per employee)
- Shared Cost (% of Wage) - 2.9%
- Shared Cost ($ Amount) - 31.4% (Average of $314.43 per employee)
- 100% Employee Paid - 2.9%
- Other - 2.8%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	55.0%	2.5%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	22.5%	0.0%
Employee Assistance Program	7.5%	0.0%
Flex Spending Account	17.5%	0.0%
Profit Sharing/Stock Options	10.0%	2.5%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	32.5%	0.0%
Shift Differential Pay	2.5%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	32.5%	2.5%
Wellness Program	5.0%	0.0%

Employee Healthcare Plan Contribution Change



In August 2016, 60 employers in the Agriculture, Forestry, Fishing & Mining Industry, operating 66 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 18 responses, yielding a 30.0 percent response rate.

Benefits Offered to Employees

72.2%

OF THE 18 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES

Full-time employees (direct offer) 100%

Part-time employees (direct offer) 7.7%

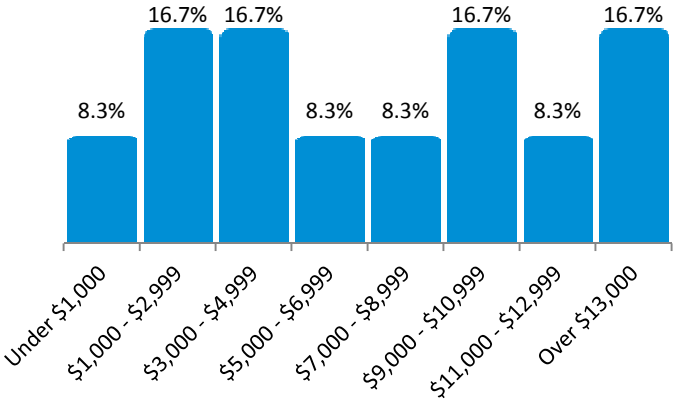
Provided by 3rd party vendor 0.0%

Union Negotiated 0.0%

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	30.8%	0.0%
Dental Coverage	46.2%	0.0%
Life Insurance	46.2%	0.0%
Long-Term Disability	7.7%	0.0%
Medical Insurance	69.2%	0.0%
Prescription Drug Coverage	46.2%	0.0%
Short-Term Disability	38.5%	0.0%
Vision Coverage	38.5%	0.0%

Average Annual Benefit Package Cost Per Employee

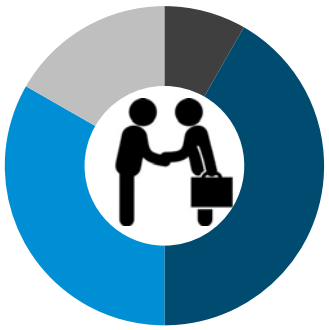


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	69.2%	0.0%
Maternity/Paternity Leave	23.1%	0.0%
Paid Holidays - 6.3 Days Annually	76.9%	0.0%
Paid Sick Leave - 7.5 Days Annually	30.8%	0.0%
Paid Vacation - 8.5 Days Annually	92.3%	0.0%
Paid-Time-Off (PTO) - 5.0 Days Annually	30.8%	0.0%
Personal Days/Floating Holidays	30.8%	0.0%
Training Leave	7.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



- 100% Employer Paid - 8.3%
- Shared Cost (% of Premium) - 41.7% (Average of 71.0% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 33.3% (Average of $414.25 per employee)
- 100% Employee Paid - 16.7%
- Other - 0.0%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	84.6%	7.7%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	69.2%	7.7%
Employee Assistance Program	7.7%	0.0%
Flex Spending Account	30.8%	0.0%
Profit Sharing/Stock Options	15.4%	0.0%
Relocation/Moving Expense	7.7%	0.0%
Retirement Package	30.8%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	15.4%	0.0%
Uniform Allowance	46.2%	7.7%
Wellness Program	38.5%	0.0%

Employee Healthcare Plan Contribution Change

No Change - 55.6%

Increase - 44.4%

Decrease - 0.0%

ARTS, ENTERTAINMENT & RECREATION

In August 2016, 78 employers in the Arts, Entertainment & Recreation Industry, operating 86 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 24 responses, yielding a 30.8 percent response rate.

Benefits Offered to Employees

50.0%

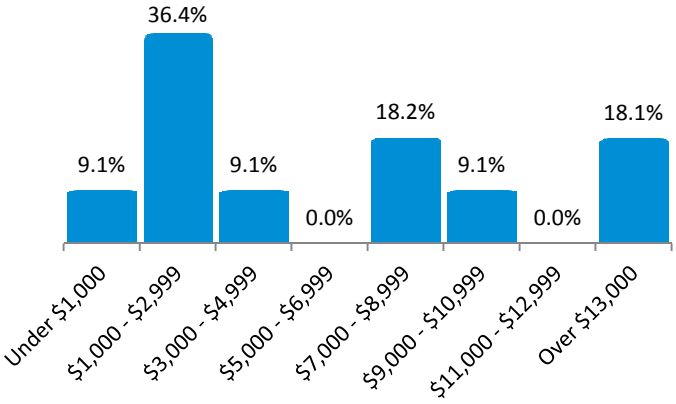
OF THE 24 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES

- Full-time employees (direct offer) 100%
- Part-time employees (direct offer) 8.3%
- Provided by 3rd party vendor 0.0%
- Union Negotiated 0.0%

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	41.7%	0.0%
Dental Coverage	50.0%	8.3%
Life Insurance	50.0%	8.3%
Long-Term Disability	16.7%	0.0%
Medical Insurance	75.0%	0.0%
Prescription Drug Coverage	33.3%	0.0%
Short-Term Disability	25.0%	0.0%
Vision Coverage	8.3%	0.0%

Average Annual Benefit Package Cost Per Employee

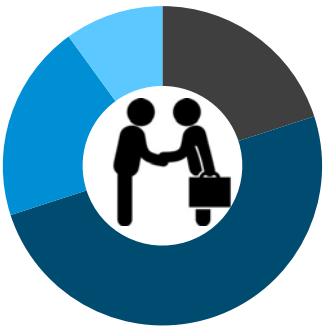


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.0%	0.0%
Maternity/Paternity Leave	41.7%	0.0%
Paid Holidays - 8.1 Days Annually	66.7%	8.3%
Paid Sick Leave - 3.7 Days Annually	33.3%	0.0%
Paid Vacation - 7.0 Days Annually	41.7%	0.0%
Paid-Time-Off (PTO) - 8.8 Days Annually	50.0%	8.3%
Personal Days/Floating Holidays	16.7%	0.0%
Training Leave	16.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



- 100% Employer Paid - 20.0%
- Shared Cost (% of Premium) - 50.0% (Average of 60.0% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 20.0%
- 100% Employee Paid - 0.0%
- Other - 10.0%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	41.7%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	8.3%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	16.7%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	8.3%	0.0%
Retirement Package	16.7%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	8.3%	0.0%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change

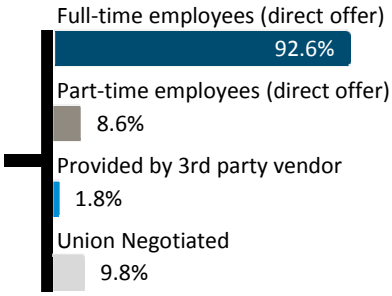
- No Change - 66.7%
- Increase - 33.3%
- Decrease - 0.0%

In August 2016, 441 employers in the Construction Industry, operating 457 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 185 responses, yielding a 42.0 percent response rate.

Benefits Offered to Employees

88.1%

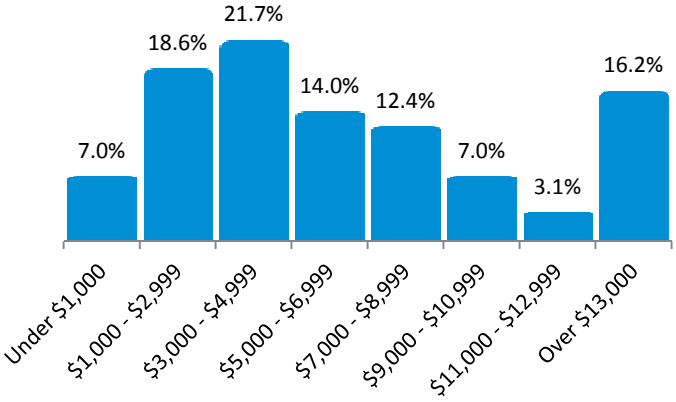
OF THE 185 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.8%	3.7%
Dental Coverage	39.9%	2.5%
Life Insurance	38.7%	3.7%
Long-Term Disability	23.9%	2.5%
Medical Insurance	76.1%	4.3%
Prescription Drug Coverage	60.1%	3.1%
Short-Term Disability	33.7%	3.1%
Vision Coverage	20.9%	1.8%

Average Annual Benefit Package Cost Per Employee

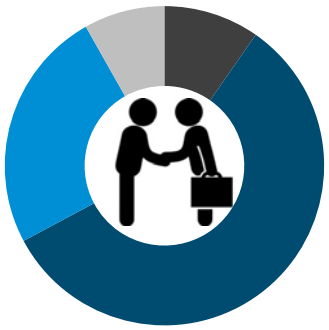


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	37.4%	2.5%
Maternity/Paternity Leave	9.2%	0.6%
Paid Holidays - 6.2 Days Annually	74.2%	4.3%
Paid Sick Leave - 3.9 Days Annually	16.0%	0.6%
Paid Vacation - 6.5 Days Annually	68.7%	2.5%
Paid-Time-Off (PTO) - 6.4 Days Annually	20.9%	3.7%
Personal Days/Floating Holidays	10.4%	0.0%
Training Leave	11.7%	1.2%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

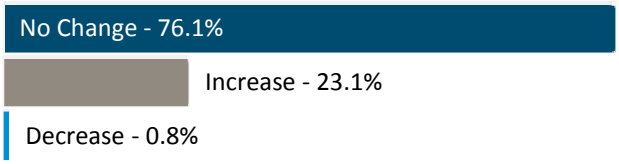


- 100% Employer Paid - 9.7%
- Shared Cost (% of Premium) - 57.5% (Average of 55.3% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 24.6% (Average of $183.87 per employee)
- 100% Employee Paid - 8.2%
- Other - 0.0%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	69.3%	4.9%
Childcare Assistance	1.2%	0.0%
Company Vehicle/Mileage	39.3%	1.8%
Employee Assistance Program	3.7%	0.0%
Flex Spending Account	22.1%	1.2%
Profit Sharing/Stock Options	19.0%	1.8%
Relocation/Moving Expense	2.5%	0.0%
Retirement Package	29.4%	3.7%
Shift Differential Pay	4.9%	0.0%
Tuition Assistance	16.0%	0.6%
Uniform Allowance	26.4%	1.8%
Wellness Program	5.5%	0.0%

Employee Healthcare Plan Contribution Change



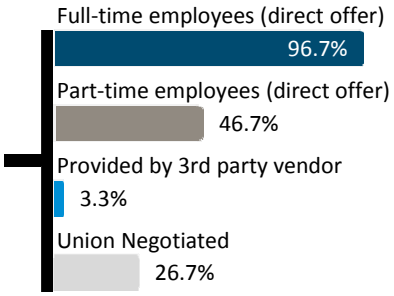
EDUCATIONAL SERVICES

In August 2016, 92 employers in the Educational Services Industry, operating 218 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 31 responses, yielding a 33.7 percent response rate.

Benefits Offered to Employees

96.8%

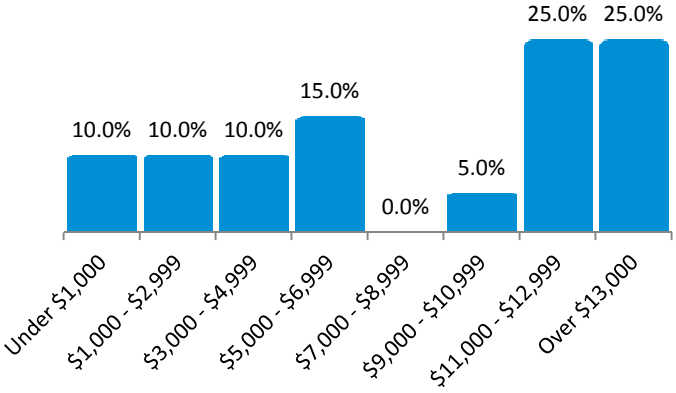
OF THE 31 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	16.7%
Dental Coverage	50.0%	16.7%
Life Insurance	53.3%	16.7%
Long-Term Disability	50.0%	16.7%
Medical Insurance	63.3%	26.7%
Prescription Drug Coverage	63.3%	20.0%
Short-Term Disability	20.0%	10.0%
Vision Coverage	43.3%	20.0%

Average Annual Benefit Package Cost Per Employee

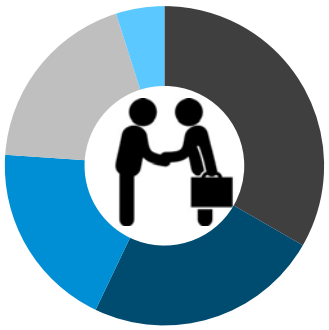


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	50.0%	23.3%
Maternity/Paternity Leave	43.3%	13.3%
Paid Holidays - 7.7 Days Annually	63.3%	23.3%
Paid Sick Leave - 11 Days Annually	53.3%	23.3%
Paid Vacation - 7.0 Days Annually	56.7%	10.0%
Paid-Time-Off (PTO) - 6.4 Days Annually	36.7%	6.7%
Personal Days/Floating Holidays	63.3%	23.3%
Training Leave	40.0%	13.3%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

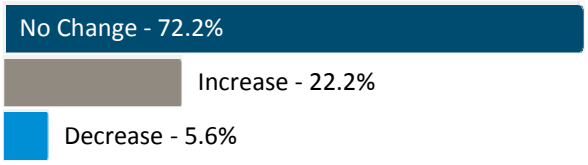


- 100% Employer Paid - 33.3%
- Shared Cost (% of Premium) - 23.8% (Average of 73.0% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 19.0% (Average of $349.00 per employee)
- 100% Employee Paid - 19.0%
- Other - 4.9%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	10.0%	6.7%
Childcare Assistance	3.3%	0.0%
Company Vehicle/Mileage	40.0%	16.7%
Employee Assistance Program	10.0%	3.3%
Flex Spending Account	56.7%	23.3%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	3.3%	0.0%
Retirement Package	43.3%	3.3%
Shift Differential Pay	10.0%	0.0%
Tuition Assistance	16.7%	3.3%
Uniform Allowance	3.3%	0.0%
Wellness Program	16.7%	6.7%

Employee Healthcare Plan Contribution Change



In August 2016, 205 employers in the Finance, Insurance & Real Estate Industry, operating 310 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 100 responses, yielding a 48.8 percent response rate.

Benefits Offered to Employees

88.0%

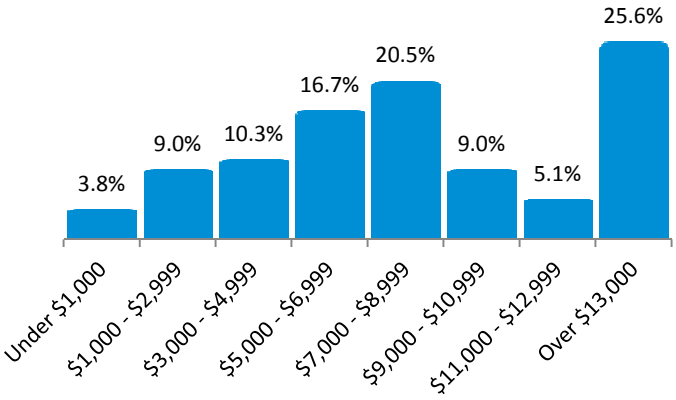
OF THE 100 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES

- Full-time employees (direct offer) 96.6%
- Part-time employees (direct offer) 25.0%
- Provided by 3rd party vendor 0.0%
- Union Negotiated 0.0%

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	53.4%	11.4%
Dental Coverage	64.8%	12.5%
Life Insurance	67.0%	12.5%
Long-Term Disability	60.2%	13.6%
Medical Insurance	86.4%	12.5%
Prescription Drug Coverage	76.1%	11.4%
Short-Term Disability	50.0%	12.5%
Vision Coverage	38.6%	9.1%

Average Annual Benefit Package Cost Per Employee

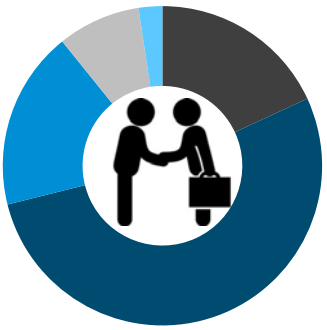


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	72.7%	12.5%
Maternity/Paternity Leave	40.9%	5.7%
Paid Holidays - 7.9 Days Annually	79.5%	10.2%
Paid Sick Leave - 5.5 Days Annually	46.6%	4.5%
Paid Vacation - 7.5 Days Annually	56.8%	10.2%
Paid-Time-Off (PTO) - 11.3 Days Annually	61.4%	12.5%
Personal Days/Floating Holidays	44.3%	4.5%
Training Leave	20.5%	3.4%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



- 100% Employer Paid - 18.1%
- Shared Cost (% of Premium) - 53.0% (Average of 62.8% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 18.1% (Average of $289.96 per employee)
- 100% Employee Paid - 8.4%
- Other - 2.4%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	73.9%	17.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	56.8%	13.6%
Employee Assistance Program	17.0%	6.8%
Flex Spending Account	43.2%	10.2%
Profit Sharing/Stock Options	31.8%	4.5%
Relocation/Moving Expense	2.3%	0.0%
Retirement Package	35.2%	8.0%
Shift Differential Pay	3.4%	1.1%
Tuition Assistance	25.0%	6.8%
Uniform Allowance	14.8%	3.4%
Wellness Program	19.3%	8.0%

Employee Healthcare Plan Contribution Change

- No Change - 74.7%
- Increase - 25.3%
- Decrease - 0.0%

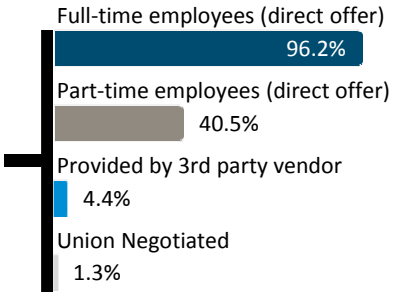
HEALTH CARE & SOCIAL ASSISTANCE

In August 2016, 454 employers in the Health Care & Social Assistance Industry, operating 695 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 188 responses, yielding a 41.4 percent response rate.

Benefits Offered to Employees

84.0%

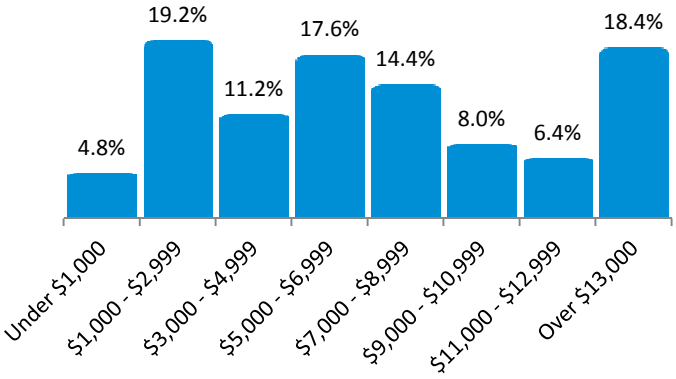
OF THE 188 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	36.7%	9.5%
Dental Coverage	68.4%	19.0%
Life Insurance	45.6%	12.7%
Long-Term Disability	32.3%	8.2%
Medical Insurance	67.7%	14.6%
Prescription Drug Coverage	55.1%	15.2%
Short-Term Disability	35.4%	10.1%
Vision Coverage	42.4%	12.7%

Average Annual Benefit Package Cost Per Employee

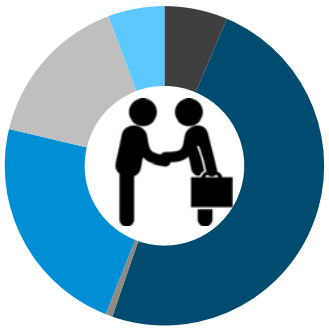


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.1%	23.4%
Maternity/Paternity Leave	29.7%	7.6%
Paid Holidays - 7.0 Days Annually	79.1%	23.4%
Paid Sick Leave - 7.8 Days Annually	47.5%	15.8%
Paid Vacation - 8.8 Days Annually	60.8%	19.6%
Paid-Time-Off (PTO) - 13 Days Annually	56.3%	17.1%
Personal Days/Floating Holidays	34.2%	9.5%
Training Leave	17.7%	4.4%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

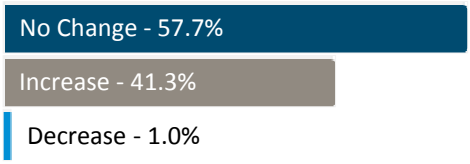


- 100% Employer Paid - 6.4%
- Shared Cost (% of Premium) - 48.9% (Average of 59.9% per employee)
- Shared Cost (% of Wage) - 0.7%
- Shared Cost ($ Amount) - 22.7% (Average of $240.59 per employee)
- 100% Employee Paid - 15.6%
- Other - 5.7%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	54.4%	17.1%
Childcare Assistance	5.7%	1.3%
Company Vehicle/Mileage	35.4%	11.4%
Employee Assistance Program	21.5%	12.0%
Flex Spending Account	38.6%	13.9%
Profit Sharing/Stock Options	21.5%	5.7%
Relocation/Moving Expense	4.4%	1.3%
Retirement Package	36.1%	13.3%
Shift Differential Pay	16.5%	9.5%
Tuition Assistance	24.1%	13.3%
Uniform Allowance	31.6%	3.2%
Wellness Program	17.1%	10.1%

Employee Healthcare Plan Contribution Change

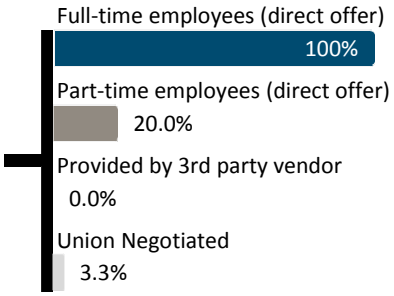


In August 2016, 63 employers in the Information Industry, operating 70 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 32 responses, yielding a 50.8 percent response rate.

Benefits Offered to Employees

93.7%

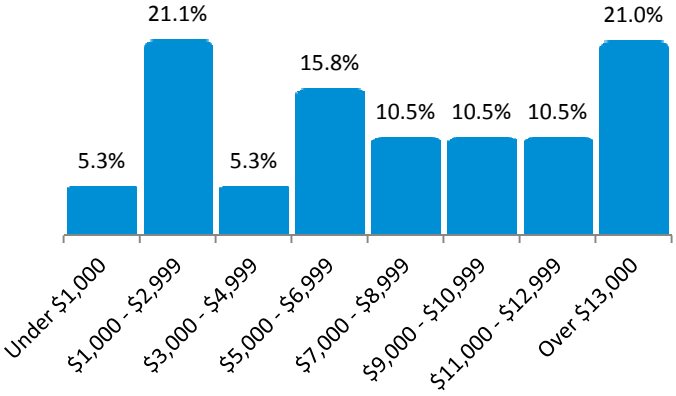
OF THE 32 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	66.7%	0.0%
Dental Coverage	80.0%	0.0%
Life Insurance	70.0%	0.0%
Long-Term Disability	63.3%	0.0%
Medical Insurance	90.0%	0.0%
Prescription Drug Coverage	80.0%	0.0%
Short-Term Disability	53.3%	0.0%
Vision Coverage	56.7%	0.0%

Average Annual Benefit Package Cost Per Employee

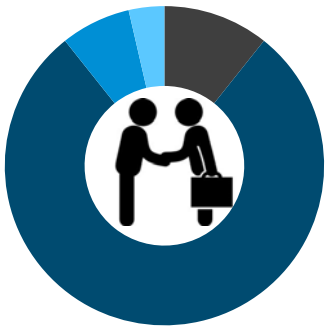


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	86.7%	0.0%
Maternity/Paternity Leave	50.0%	0.0%
Paid Holidays - 7.7 Days Annually	90.0%	6.7%
Paid Sick Leave - 6.7 Days Annually	56.7%	0.0%
Paid Vacation - 7.3 Days Annually	66.7%	0.0%
Paid-Time-Off (PTO) - 9.1 Days Annually	60.0%	6.7%
Personal Days/Floating Holidays	50.0%	0.0%
Training Leave	16.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

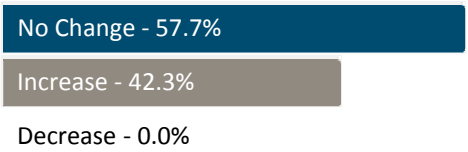


- 100% Employer Paid - 10.7%
- Shared Cost (% of Premium) - 78.6% (Average of 63.1% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 7.1%
- 100% Employee Paid - 0.0%
- Other - 3.6%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	60.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	43.3%	3.3%
Employee Assistance Program	23.3%	0.0%
Flex Spending Account	30.0%	0.0%
Profit Sharing/Stock Options	26.7%	0.0%
Relocation/Moving Expense	23.3%	0.0%
Retirement Package	30.0%	6.7%
Shift Differential Pay	13.3%	0.0%
Tuition Assistance	26.7%	0.0%
Uniform Allowance	26.7%	3.3%
Wellness Program	13.3%	0.0%

Employee Healthcare Plan Contribution Change



Benefits Offered to Employees

0.0%

OF THE EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES

Full-time employees (direct offer) 0.0%

Part-time employees (direct offer) 0.0%

Provided by 3rd party vendor 0.0%

Union Negotiated 0.0%

Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	0.0%	0.0%
Dental Coverage	0.0%	0.0%
Life Insurance	0.0%	0.0%
Long-Term Disability	0.0%	0.0%
Medical Insurance	0.0%	0.0%
Prescription Drug Coverage	0.0%	0.0%
Short-Term Disability	0.0%	0.0%
Vision Coverage	0.0%	0.0%

Average Annual Benefit Package Cost Per Employee

Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	0.0%	0.0%
Maternity/Paternity Leave	0.0%	0.0%
Paid Holidays	0.0%	0.0%
Paid Sick Leave	0.0%	0.0%
Paid Vacation	0.0%	0.0%
Paid-Time-Off (PTO)	0.0%	0.0%
Personal Days/Floating Holidays	0.0%	0.0%
Training Leave	0.0%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

- 100% Employer Paid - 0.0%
- Shared Cost (% of Premium) - 0.0%
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 0.0%
- 100% Employee Paid - 0.0%
- Other - 0.0%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	0.0%	0.0%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	0.0%	0.0%
Employee Assistance Program	0.0%	0.0%
Flex Spending Account	0.0%	0.0%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	0.0%	0.0%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	0.0%	0.0%
Uniform Allowance	0.0%	0.0%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change

No Change - 0.0%

Increase - 0.0%

Decrease - 0.0%

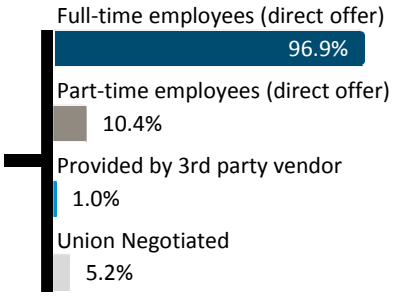
INSUFFICIENT DATA TO REPORT

In August 2016, 250 employers in the Manufacturing Industry, operating 275 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 108 responses, yielding a 43.2 percent response rate.

Benefits Offered to Employees

88.9%

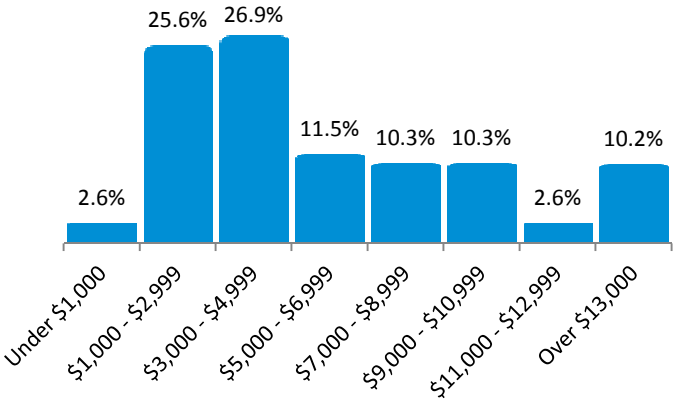
OF THE 108 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	50.0%	2.1%
Dental Coverage	60.4%	2.1%
Life Insurance	58.3%	3.1%
Long-Term Disability	39.6%	1.0%
Medical Insurance	82.3%	2.1%
Prescription Drug Coverage	67.7%	2.1%
Short-Term Disability	49.0%	1.0%
Vision Coverage	43.8%	1.0%

Average Annual Benefit Package Cost Per Employee

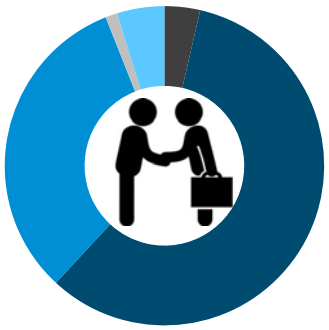


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	64.6%	4.2%
Maternity/Paternity Leave	16.7%	1.0%
Paid Holidays - 7.2 Days Annually	83.3%	5.2%
Paid Sick Leave - 3.3 Days Annually	19.8%	3.1%
Paid Vacation - 7.0 Days Annually	72.9%	5.2%
Paid-Time-Off (PTO) - 5.7 Days Annually	36.5%	3.1%
Personal Days/Floating Holidays	31.3%	2.1%
Training Leave	7.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

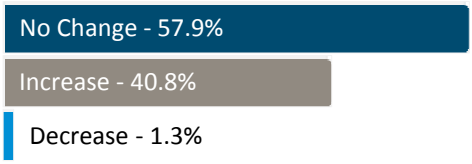


- 100% Employer Paid - 3.6%
- Shared Cost (% of Premium) - 58.3% (Average of 65.0% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 32.1% (Average of $232.87 per employee)
- 100% Employee Paid - 1.2%
- Other - 4.8%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	59.4%	4.2%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	40.6%	2.1%
Employee Assistance Program	18.8%	1.0%
Flex Spending Account	29.2%	1.0%
Profit Sharing/Stock Options	28.1%	2.1%
Relocation/Moving Expense	10.4%	0.0%
Retirement Package	24.0%	3.1%
Shift Differential Pay	26.0%	1.0%
Tuition Assistance	16.7%	1.0%
Uniform Allowance	25.0%	1.0%
Wellness Program	11.5%	0.0%

Employee Healthcare Plan Contribution Change



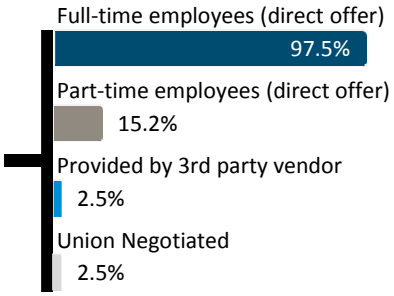
PERSONAL SERVICES

In August 2016, 271 employers in the Personal Services Industry, operating 357 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 106 responses, yielding a 39.1 percent response rate.

Benefits Offered to Employees

74.5%

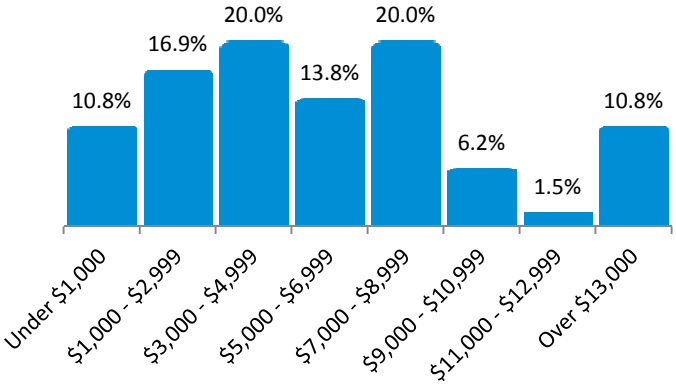
OF THE 106 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	24.1%	3.8%
Dental Coverage	51.9%	2.5%
Life Insurance	34.2%	5.1%
Long-Term Disability	26.6%	3.8%
Medical Insurance	84.8%	5.1%
Prescription Drug Coverage	51.9%	0.0%
Short-Term Disability	34.2%	5.1%
Vision Coverage	22.8%	3.8%

Average Annual Benefit Package Cost Per Employee

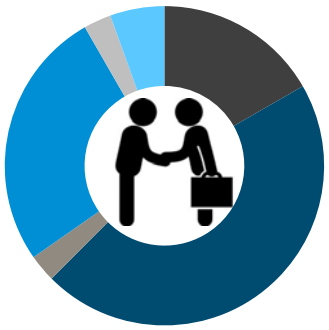


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	49.4%	5.1%
Maternity/Paternity Leave	20.3%	1.3%
Paid Holidays - 6.6 Days Annually	68.4%	3.8%
Paid Sick Leave - 5.8 Days Annually	34.2%	2.5%
Paid Vacation - 7.6 Days Annually	79.7%	5.1%
Paid-Time-Off (PTO) - 7.0 Days Annually	34.2%	2.5%
Personal Days/Floating Holidays	21.5%	2.5%
Training Leave	17.7%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid



- 100% Employer Paid - 16.7%
- Shared Cost (% of Premium) - 45.8% (Average of 63.7% per employee)
- Shared Cost (% of Wage) - 2.8%
- Shared Cost ($ Amount) - 26.4% (Average of $225.03 per employee)
- 100% Employee Paid - 2.8%
- Other - 5.5%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	62.0%	6.3%
Childcare Assistance	3.8%	0.0%
Company Vehicle/Mileage	20.3%	1.3%
Employee Assistance Program	10.1%	1.3%
Flex Spending Account	22.8%	1.3%
Profit Sharing/Stock Options	11.4%	1.3%
Relocation/Moving Expense	0.0%	0.0%
Retirement Package	32.9%	3.8%
Shift Differential Pay	5.1%	1.3%
Tuition Assistance	13.9%	1.3%
Uniform Allowance	34.2%	0.0%
Wellness Program	6.3%	0.0%

Employee Healthcare Plan Contribution Change

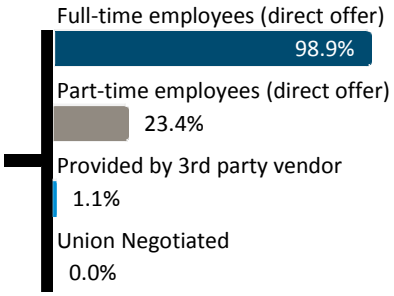
Decrease - 0.0%

In August 2016, 253 employers in the Professional & Technical Services Industry, operating 273 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 110 responses, yielding a 43.5 percent response rate.

Benefits Offered to Employees

85.5%

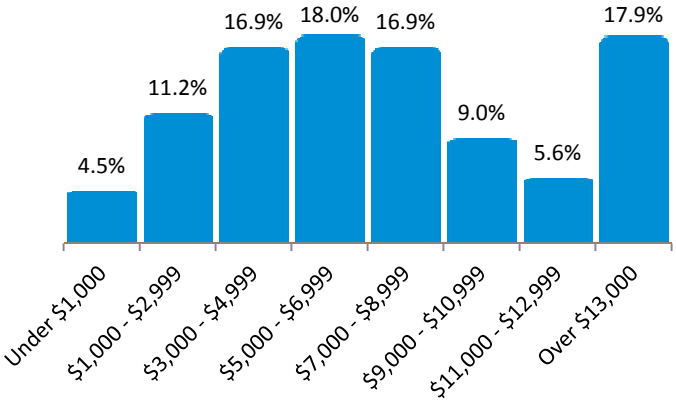
OF THE 110 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	37.2%	5.3%
Dental Coverage	57.4%	10.6%
Life Insurance	44.7%	9.6%
Long-Term Disability	44.7%	6.4%
Medical Insurance	83.0%	13.8%
Prescription Drug Coverage	69.1%	13.8%
Short-Term Disability	30.9%	4.3%
Vision Coverage	34.0%	9.6%

Average Annual Benefit Package Cost Per Employee

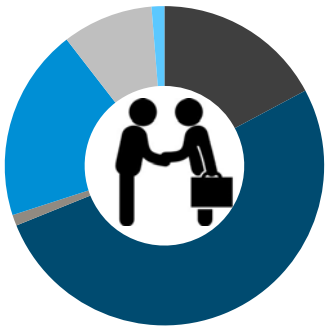


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	67.0%	9.6%
Maternity/Paternity Leave	33.0%	5.3%
Paid Holidays - 7.5 Days Annually	84.0%	12.8%
Paid Sick Leave - 6.6 Days Annually	51.1%	7.4%
Paid Vacation - 9.1 Days Annually	61.7%	10.6%
Paid-Time-Off (PTO) - 10.1 Days Annually	66.0%	14.9%
Personal Days/Floating Holidays	42.6%	6.4%
Training Leave	28.7%	5.3%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

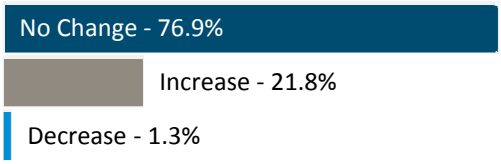


- 100% Employer Paid - 17.2%
- Shared Cost (% of Premium) - 51.7% (Average of 63.1% per employee)
- Shared Cost (% of Wage) - 1.1%
- Shared Cost ($ Amount) - 19.5% (Average of $358.70 per employee)
- 100% Employee Paid - 9.2%
- Other - 1.3%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	70.2%	11.7%
Childcare Assistance	2.1%	0.0%
Company Vehicle/Mileage	44.7%	5.3%
Employee Assistance Program	10.6%	4.3%
Flex Spending Account	35.1%	7.4%
Profit Sharing/Stock Options	24.5%	5.3%
Relocation/Moving Expense	9.6%	0.0%
Retirement Package	37.2%	7.4%
Shift Differential Pay	4.3%	0.0%
Tuition Assistance	21.3%	3.2%
Uniform Allowance	18.1%	2.1%
Wellness Program	12.8%	3.2%

Employee Healthcare Plan Contribution Change



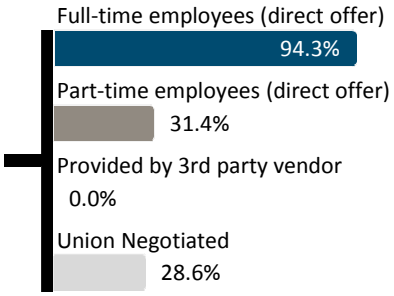
PUBLIC ADMINISTRATION

In August 2016, 67 employers in the Public Administration Industry, operating 73 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 36 responses, yielding a 53.7 percent response rate.

Benefits Offered to Employees

97.2%

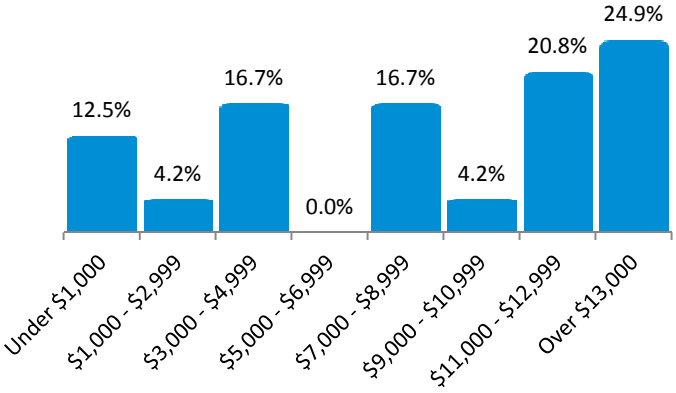
OF THE 36 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	25.7%	2.9%
Dental Coverage	31.4%	2.9%
Life Insurance	28.6%	2.9%
Long-Term Disability	14.3%	2.9%
Medical Insurance	54.3%	2.9%
Prescription Drug Coverage	40.0%	0.0%
Short-Term Disability	8.6%	2.9%
Vision Coverage	14.3%	0.0%

Average Annual Benefit Package Cost Per Employee



Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.1%	11.4%
Maternity/Paternity Leave	22.9%	5.7%
Paid Holidays - 9.1 Days Annually	65.7%	11.4%
Paid Sick Leave - 8.7 Days Annually	57.1%	8.6%
Paid Vacation - 6.9 Days Annually	62.9%	8.6%
Paid-Time-Off (PTO) - 4.7 Days Annually	20.0%	8.6%
Personal Days/Floating Holidays	40.0%	8.6%
Training Leave	25.7%	8.6%

Average Annual Days Off Reported for Full-Time Positions

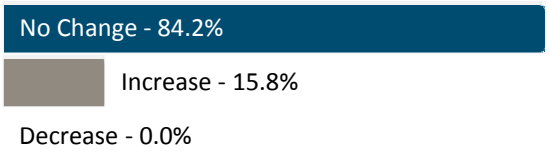
How Healthcare Premiums are Paid

- 100% Employer Paid - 27.3%
- Shared Cost (% of Premium) - 45.5% (Average of 61.0% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 9.1%
- 100% Employee Paid - 0.0%
- Other - 18.1%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	5.7%	2.9%
Childcare Assistance	0.0%	0.0%
Company Vehicle/Mileage	51.4%	5.7%
Employee Assistance Program	5.7%	2.9%
Flex Spending Account	11.4%	2.9%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	5.7%	0.0%
Retirement Package	31.4%	8.6%
Shift Differential Pay	5.7%	0.0%
Tuition Assistance	14.3%	2.9%
Uniform Allowance	42.9%	2.9%
Wellness Program	0.0%	0.0%

Employee Healthcare Plan Contribution Change

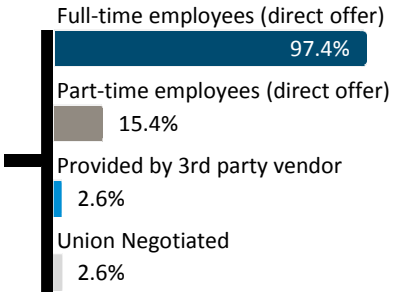


In August 2016, 129 employers in the Transportation & Warehousing Industry, operating 148 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 43 responses, yielding a 33.3 percent response rate.

Benefits Offered to Employees

90.7%

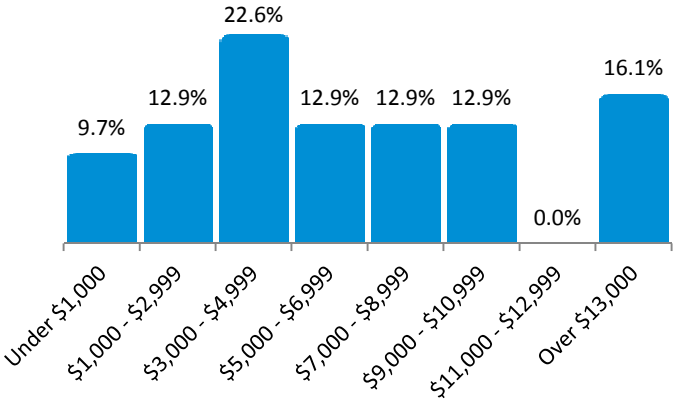
OF THE 43 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	23.1%	2.6%
Dental Coverage	59.0%	2.6%
Life Insurance	38.5%	2.6%
Long-Term Disability	23.1%	2.6%
Medical Insurance	87.2%	7.7%
Prescription Drug Coverage	64.1%	5.1%
Short-Term Disability	33.3%	2.6%
Vision Coverage	46.2%	2.6%

Average Annual Benefit Package Cost Per Employee

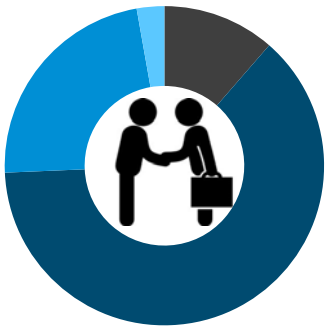


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	41.0%	7.7%
Maternity/Paternity Leave	15.4%	0.0%
Paid Holidays - 6.1 Days Annually	66.7%	7.7%
Paid Sick Leave - 3.8 Days Annually	23.1%	2.6%
Paid Vacation - 4.1 Days Annually	71.8%	2.6%
Paid-Time-Off (PTO) - 11.1 Days Annually	38.5%	5.1%
Personal Days/Floating Holidays	25.6%	2.6%
Training Leave	10.3%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

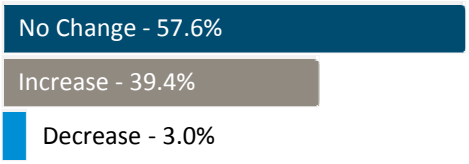


- 100% Employer Paid - 11.4%
- Shared Cost (% of Premium) - 62.9% (Average of 59.4% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 22.9% (Average of $270.07 per employee)
- 100% Employee Paid - 0.0%
- Other - 2.8%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	51.3%	5.1%
Childcare Assistance	2.6%	0.0%
Company Vehicle/Mileage	25.6%	2.6%
Employee Assistance Program	10.3%	5.1%
Flex Spending Account	33.3%	0.0%
Profit Sharing/Stock Options	17.9%	5.1%
Relocation/Moving Expense	5.1%	0.0%
Retirement Package	23.1%	5.1%
Shift Differential Pay	5.1%	0.0%
Tuition Assistance	7.7%	2.6%
Uniform Allowance	25.6%	2.6%
Wellness Program	12.8%	5.1%

Employee Healthcare Plan Contribution Change



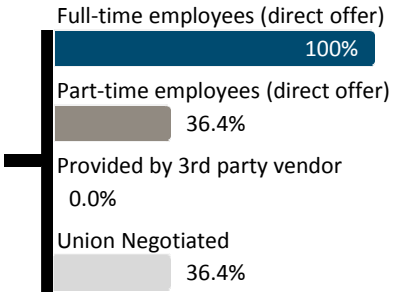
UTILITIES

In August 2016, 11 employers in the Utilities Industry, operating 23 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 11 responses, yielding a 100 percent response rate.

Benefits Offered to Employees

100%

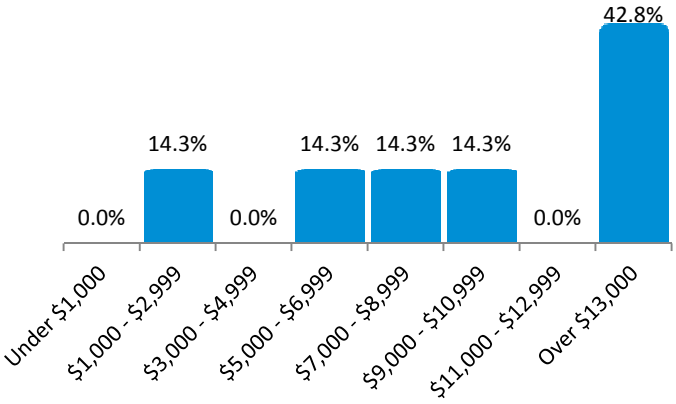
OF THE 11 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	63.6%	9.1%
Dental Coverage	45.5%	9.1%
Life Insurance	63.6%	9.1%
Long-Term Disability	36.4%	9.1%
Medical Insurance	63.6%	18.2%
Prescription Drug Coverage	63.6%	9.1%
Short-Term Disability	36.4%	0.0%
Vision Coverage	36.4%	9.1%

Average Annual Benefit Package Cost Per Employee

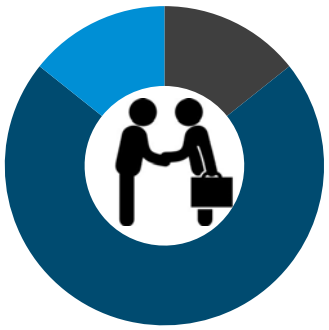


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	54.5%	18.2%
Maternity/Paternity Leave	18.2%	9.1%
Paid Holidays - 9.3 Days Annually	63.6%	18.2%
Paid Sick Leave - 9.2 Days Annually	54.5%	18.2%
Paid Vacation - 5.8 Days Annually	63.6%	18.2%
Paid-Time-Off (PTO)	18.2%	0.0%
Personal Days/Floating Holidays	63.6%	18.2%
Training Leave	9.1%	0.0%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

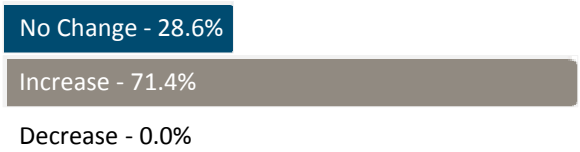


- 100% Employer Paid - 14.3%
- Shared Cost (% of Premium) - 71.4% (Average of 77.5% per employee)
- Shared Cost (% of Wage) - 0.0%
- Shared Cost ($ Amount) - 14.3%
- 100% Employee Paid - 0.0%
- Other - 0.0%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	27.3%	0.0%
Childcare Assistance	9.1%	0.0%
Company Vehicle/Mileage	18.2%	0.0%
Employee Assistance Program	27.3%	18.2%
Flex Spending Account	45.5%	9.1%
Profit Sharing/Stock Options	0.0%	0.0%
Relocation/Moving Expense	9.1%	0.0%
Retirement Package	36.4%	9.1%
Shift Differential Pay	0.0%	0.0%
Tuition Assistance	45.5%	9.1%
Uniform Allowance	54.5%	9.1%
Wellness Program	36.4%	18.2%

Employee Healthcare Plan Contribution Change

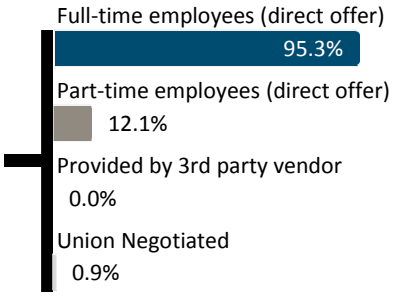


In August 2016, 615 employers in the Wholesale & Retail Trade Industry, operating 817 locations, were contacted to complete the survey. At its close in November 2016, IWD had received 288 responses, yielding a 46.8 percent response rate.

Benefits Offered to Employees

80.6%

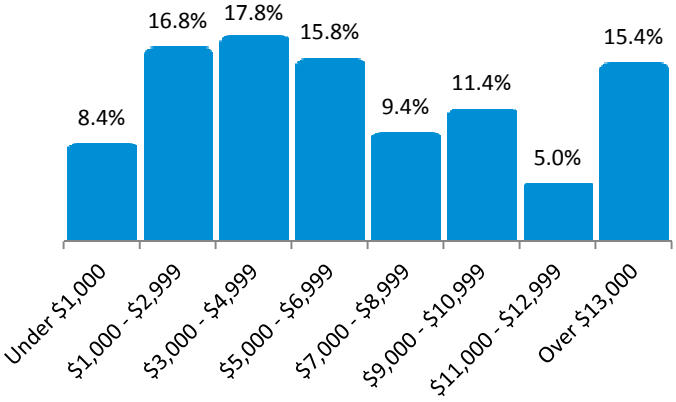
OF THE 288 EMPLOYERS SURVEYED PROVIDE BENEFITS TO EMPLOYEES



Insurance Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Accidental Death & Dismemberment	34.1%	1.3%
Dental Coverage	52.6%	2.2%
Life Insurance	43.5%	2.6%
Long-Term Disability	28.9%	1.7%
Medical Insurance	79.7%	3.9%
Prescription Drug Coverage	60.3%	3.4%
Short-Term Disability	31.9%	1.7%
Vision Coverage	26.3%	1.7%

Average Annual Benefit Package Cost Per Employee

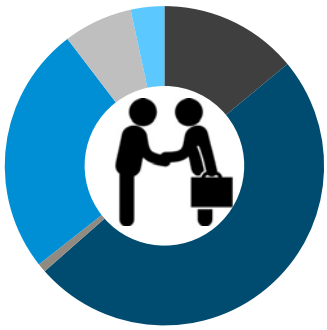


Paid Leave Offered by Employers

	Full-Time Positions	Part-Time Positions
Bereavement/Funeral Leave	57.3%	4.3%
Maternity/Paternity Leave	21.6%	1.3%
Paid Holidays - 6.2 Days Annually	75.9%	6.0%
Paid Sick Leave - 4.6 Days Annually	45.7%	3.4%
Paid Vacation - 7.0 Days Annually	78.9%	5.6%
Paid-Time-Off (PTO) - 8.0 Days Annually	30.6%	4.7%
Personal Days/Floating Holidays	26.7%	2.2%
Training Leave	17.2%	0.9%

Average Annual Days Off Reported for Full-Time Positions

How Healthcare Premiums are Paid

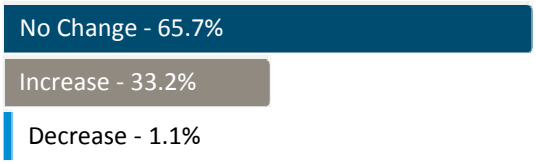


- 100% Employer Paid - 14.0%
- Shared Cost (% of Premium) - 49.5% (Average of 56.3% per employee)
- Shared Cost (% of Wage) - 0.9%
- Shared Cost ($ Amount) - 25.2% (Average of $231.70 per employee)
- 100% Employee Paid - 7.0%
- Other - 3.4%

Other Benefits Offered by Employers

	Full-Time Positions	Part-Time Positions
Bonuses	63.4%	4.7%
Childcare Assistance	1.3%	0.4%
Company Vehicle/Mileage	32.8%	2.2%
Employee Assistance Program	6.9%	0.9%
Flex Spending Account	23.7%	1.3%
Profit Sharing/Stock Options	18.1%	0.9%
Relocation/Moving Expense	5.2%	0.0%
Retirement Package	25.0%	3.0%
Shift Differential Pay	1.3%	0.0%
Tuition Assistance	9.9%	0.9%
Uniform Allowance	36.2%	1.7%
Wellness Program	6.5%	0.4%

Employee Healthcare Plan Contribution Change



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