



# Employer survey results

Best Companies Group asked employers and employees about policies and practices in compiling the list of Best Places to Work in Virginia. Here is a sampling of the results from the employer questionnaire. The chart shows what percentage of the companies making the list in each category answered “yes” to each question.

	Small companies	Midsize companies	Large companies
<b>How many years has your highest ranking official/CEO been in this position within the organization?</b>	11.3 yrs.	14.5 yrs.	14.6 yrs.
<b>Does your organization offer any employee bonus or incentive programs?</b>	100%	100%	100%
<b>Do you offer a retirement savings program such as a 401(k), 403(b) or 457 plan?</b>	98	100	100
<b>Do you match employee contributions to an employee's retirement savings plan account?</b>	92	84	80
<b>How much of the cost does your organization incur for employee medical coverage?</b>			
Employer pays 100% of premium	31%	21%	13%
Employer pays 75% - 99% of premium	53	63	65
Employer pays 50% - 74% of premium	14	16	23
Employer pays 25%- 49% of premium	2	0	0
Employer pays less than 25% of premium	0	0	0
This benefit not offered	0	0	0
<b>How much of the cost does your organization incur for dependent medical coverage?</b>			
Employer pays 100% of premium	31%	21%	13%
Employer pays 75% - 99% of premium	53	63	65
Employer pays 50% - 74% of premium	14	16	23
Employer pays 25%- 49% of premium	2	0	0
Employer pays less than 25% of premium	0	0	0
This benefit not offered	0	0	0
<b>Does your organization offer flexible spending accounts (FSA)?</b>	74	95	94
<b>Does your organization offer domestic partner benefits?</b>	39	47	65
<b>Does your organization allow employees additional paid time off for community service activities/volunteer work?</b>	59	63	68
<b>When is a new employee eligible to enroll in the organization's health-care plan?</b>			
First day of hire	30%	16%	19%
First day of the following month after hire	42	58	42
30 days after hire	8	11	19
60 days after hire	4	0	10
90 days after hire	8	11	3
More than 90 days after hire	2	0	0
Other	6	5	6
<b>Does your organization provide any workplace facilities to promote exercise and fitness?</b>	62	68	84
<b>Does your organization provide cafeteria or meal subsidies, free daily snacks or beverages?</b>	80	79	74
<b>Does your organization promote any sustainable or “green” practices?</b>	90	89	87
<b>How often does your organization conduct employee performance reviews for all staff?</b>			
As needed	4	0	0
Once per year	66	74	80
Twice per year	22	21	10
More than twice per year	8	5	10
<b>Do you offer tuition reimbursement?</b>	84	81	81
<b>As a standard practice, does your organization offer telecommuting options to your employees?</b>	66	53	61
<b>As a standard year-round practice, does your organization offer employees the option to work flexible hours or a compressed work week?</b>	64	53	65
<b>Does your organization have any formalized programs/practices for succession planning?</b>	48	63	71
<b>Does your organization offer paternity leave (either paid or unpaid) for the birth or adoption of a child?</b>	74	79	74
<b>Does your organization provide adoption assistance, such as reimbursement of agency fees, travel fees, legal assistance, paid time off before or after adoption, etc.?</b>	8	32	35
<b>Does your organization pay all or part of an employee's full- or part-time childcare costs either on a regular basis or only during busy seasons?</b>	2	5	6
<b>Does your organization provide employer-sponsored eldercare assistance for employees with aging family members?</b>	14	26	32
<b>Does your organization offer an employee assistance program (EAP) ?</b>	70	89	94

SOURCE: Best Companies Group