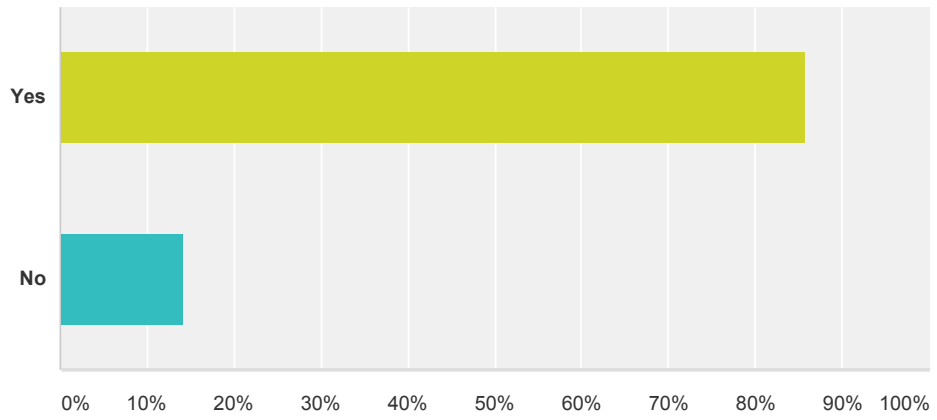


Benchmark on Payroll and Benefits

Q1 Do you offer health insurance benefits to your employees?

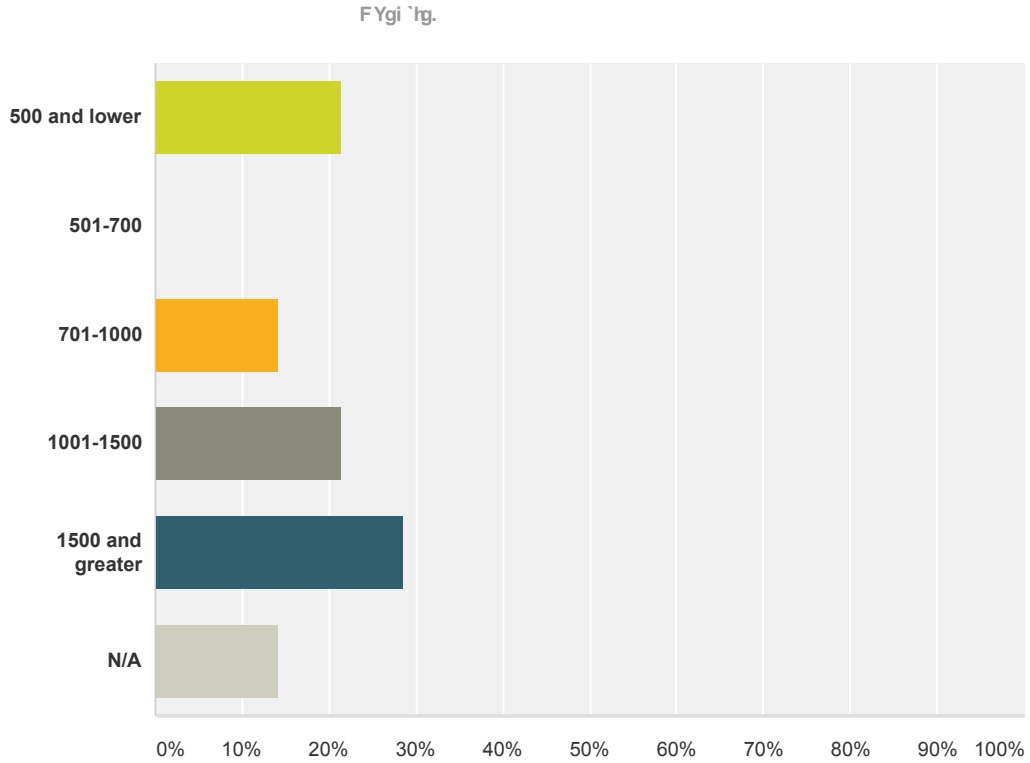
FYgi `tg.



Answer Choices	Responses
Yes	85.71%
No	14.29%

Benchmark on Payroll and Benefits

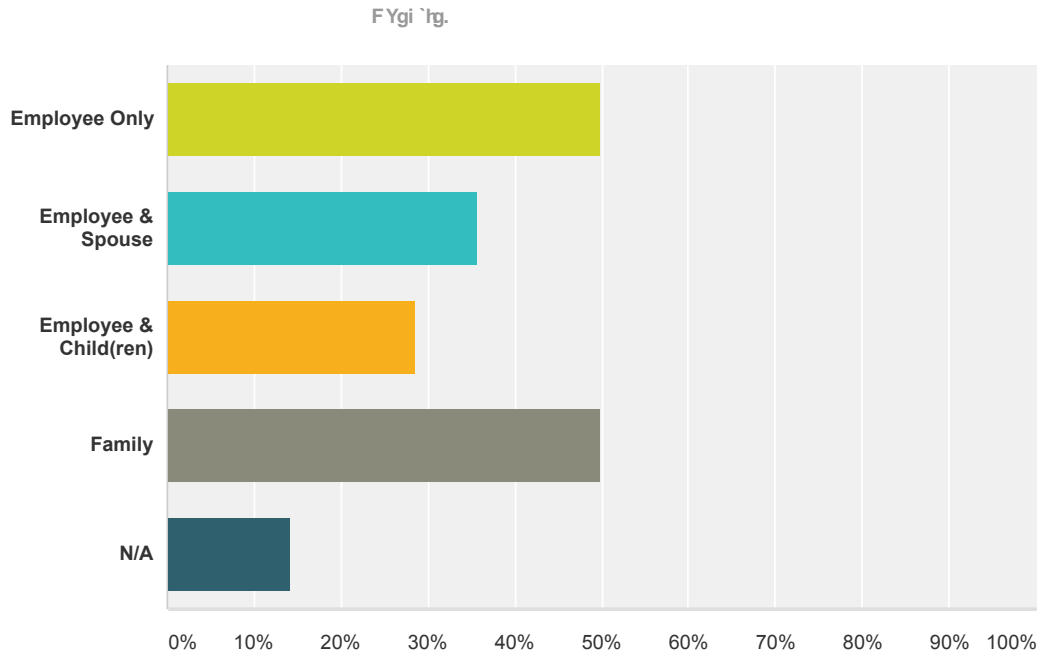
Q2 If yes, please select the deductible range(s) for your health insurance policy.



Answer Choices	Responses
500 and lower	21.43%
501-700	0.00%
701-1000	14.29%
1001-1500	21.43%
1500 and greater	28.57%
N/A	14.29%

Benchmark on Payroll and Benefits

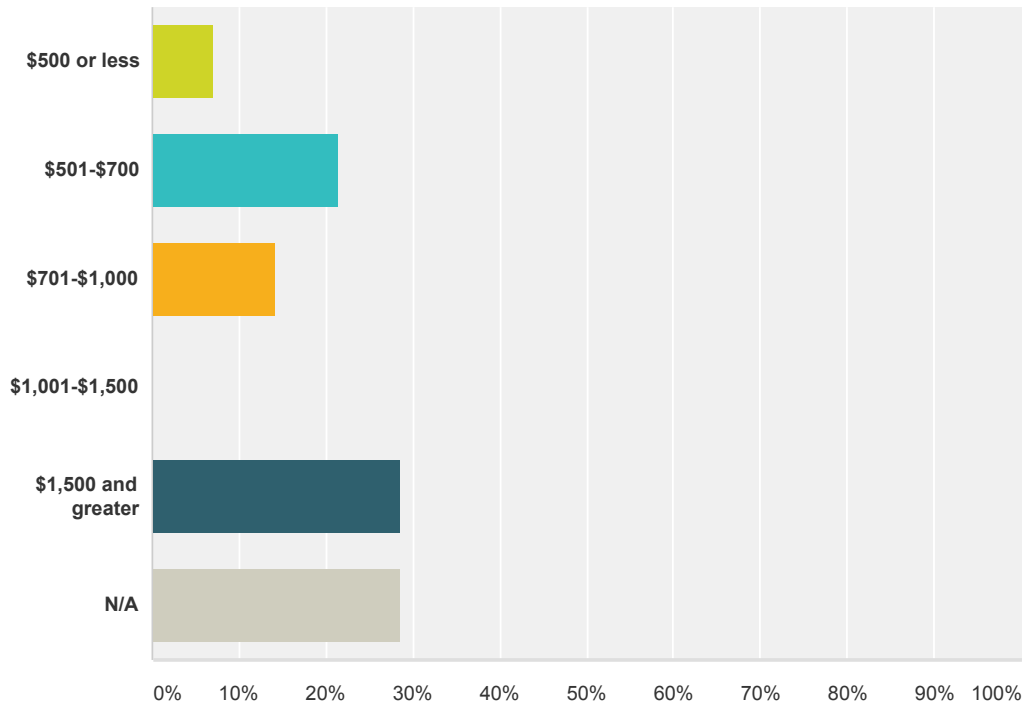
Q3 If applicable, please select the following enrollment options you offer.



Answer Choices	Responses
Employee Only	50.00%
Employee & Spouse	35.71%
Employee & Child(ren)	28.57%
Family	50.00%
N/A	14.29%

Q4 What is your total premium cost range for Employee Only?

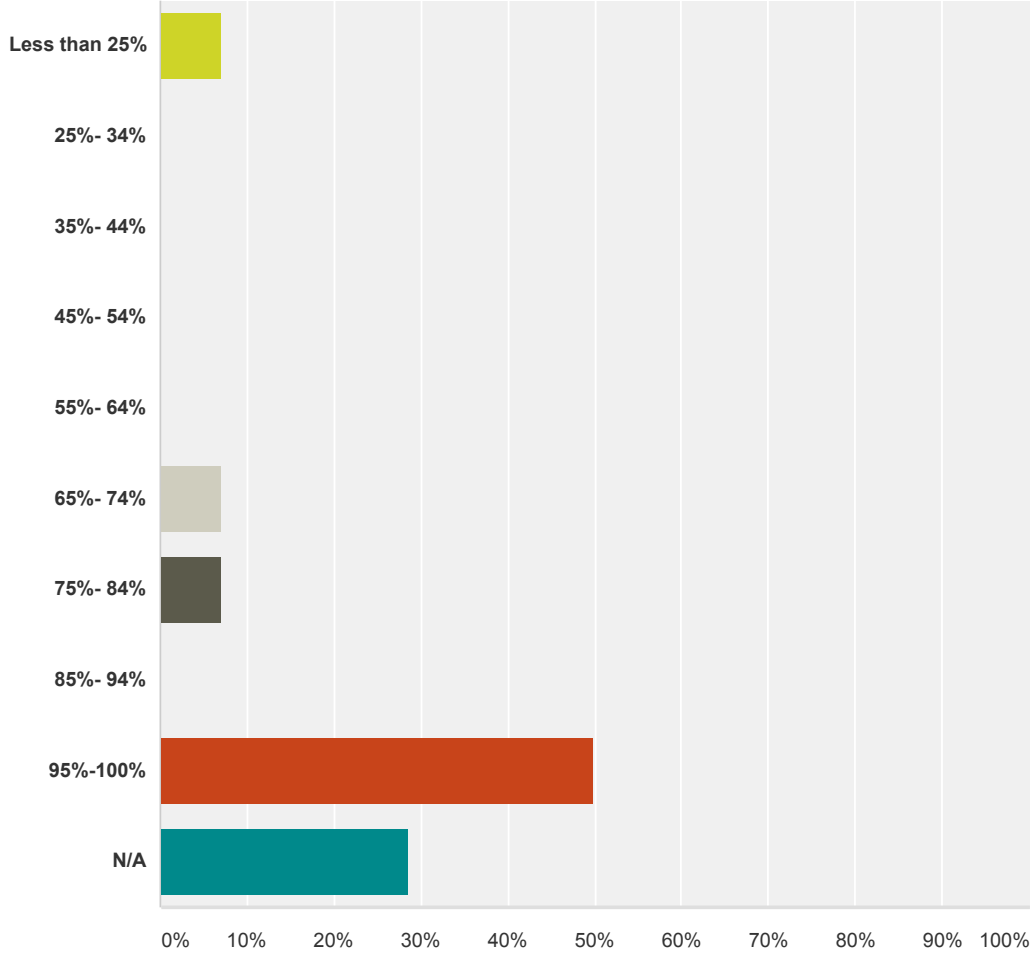
FYgi %



Answer Choices	Responses
\$500 or less	7.14%
\$501-\$700	21.43%
\$701-\$1,000	14.29%
\$1,001-\$1,500	0.00%
\$1,500 and greater	28.57%
N/A	28.57%

Q5 What percentage do you as the employer cover for the Employee Only plan?

FYgi %fg.



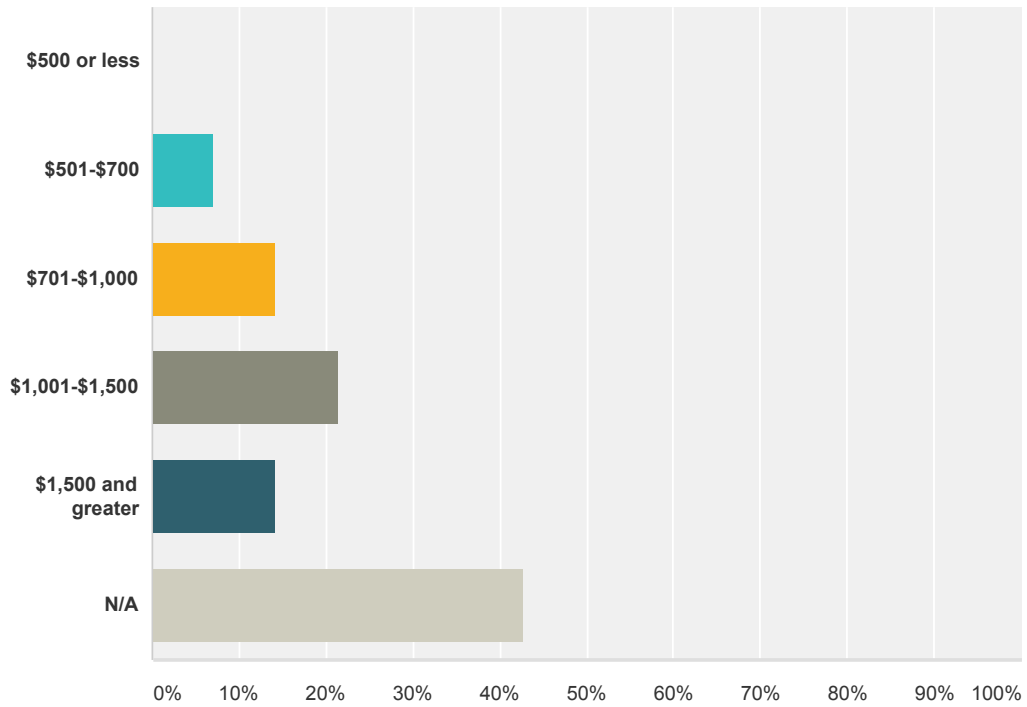
Answer Choices	Responses
Less than 25%	7.14%
25%- 34%	0.00%
35%- 44%	0.00%
45%- 54%	0.00%
55%- 64%	0.00%
65%- 74%	7.14%
75%- 84%	7.14%
85%- 94%	0.00%
95%-100%	50.00%

Benchmark on Payroll and Benefits

N/A	28.57%

Q6 What is your total premium cost range for Employee & Spouse?

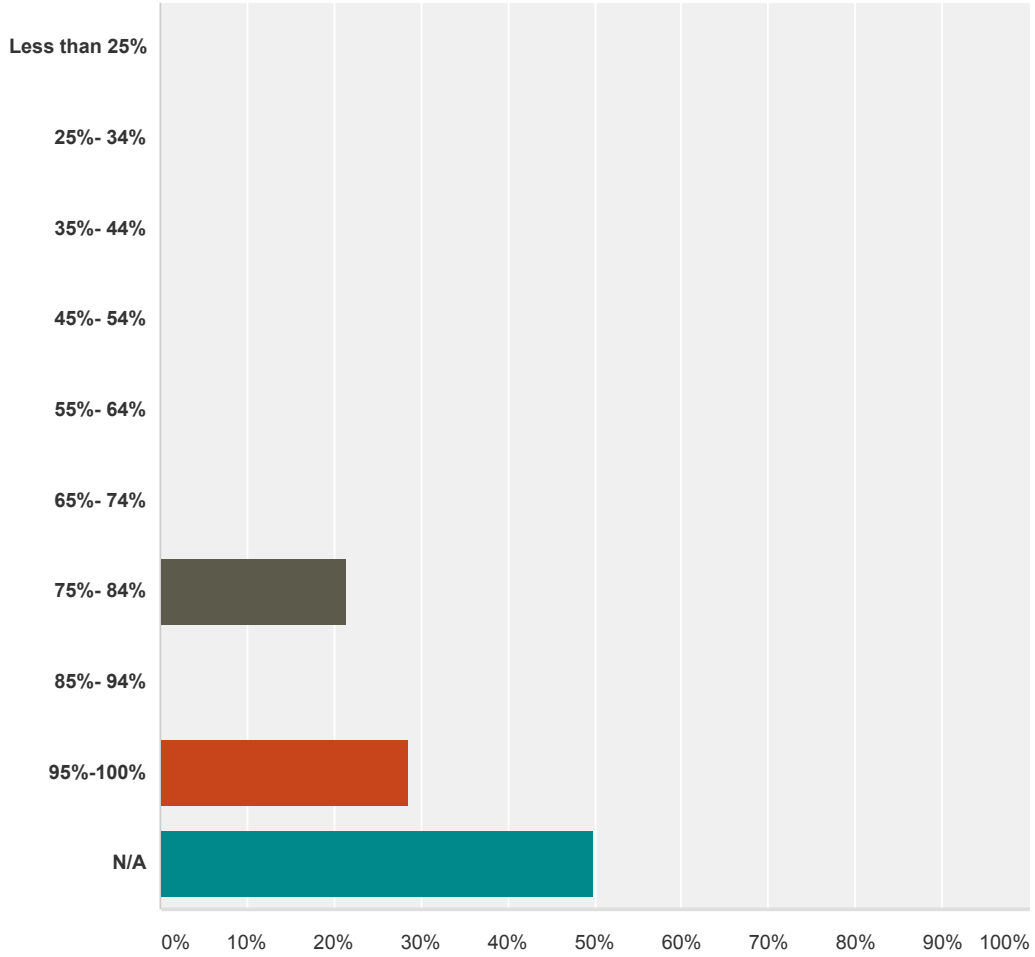
FYgi %



Answer Choices	Responses
\$500 or less	0.00%
\$501-\$700	7.14%
\$701-\$1,000	14.29%
\$1,001-\$1,500	21.43%
\$1,500 and greater	14.29%
N/A	42.86%

Q7 What percentage do you as the employer cover for the Employee & Spouse plan?

FYgi %



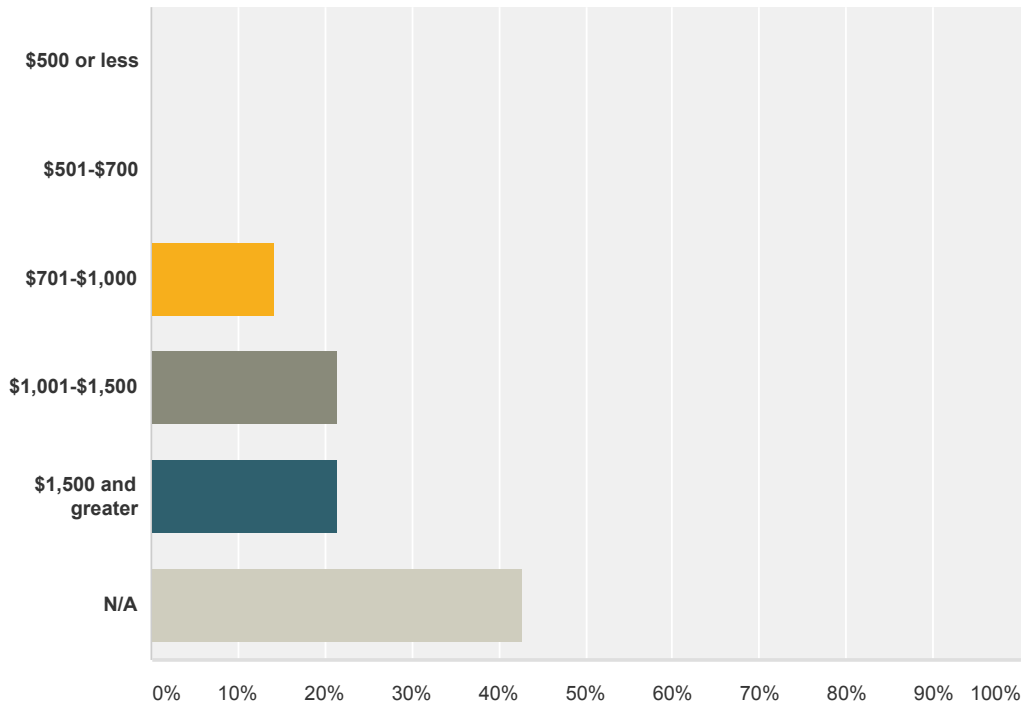
Answer Choices	Responses
Less than 25%	0.00%
25%- 34%	0.00%
35%- 44%	0.00%
45%- 54%	0.00%
55%- 64%	0.00%
65%- 74%	0.00%
75%- 84%	21.43%
85%- 94%	0.00%
95%-100%	28.57%

Benchmark on Payroll and Benefits

N/A	50.00%

Q8 What is the total premium cost range for Employee & Child(ren)?

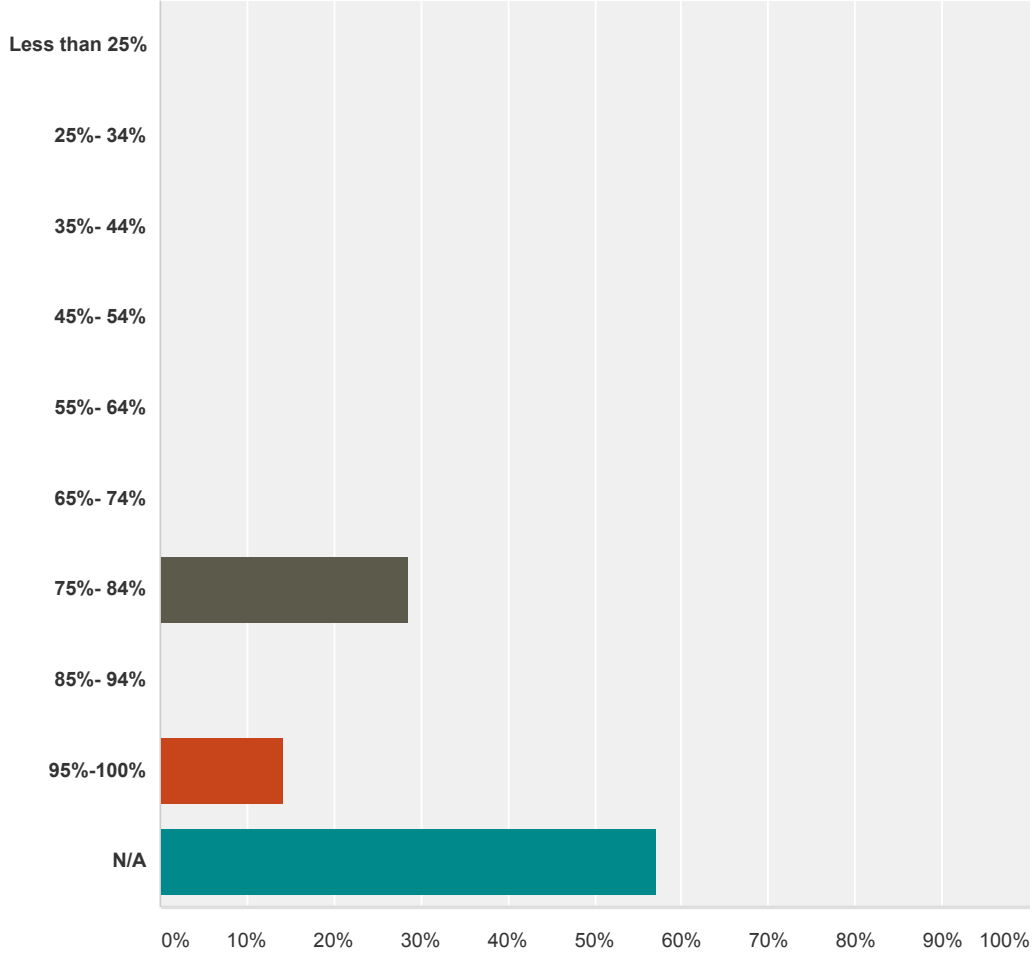
FYgi `tg.



Answer Choices	Responses
\$500 or less	0.00%
\$501-\$700	0.00%
\$701-\$1,000	14.29%
\$1,001-\$1,500	21.43%
\$1,500 and greater	21.43%
N/A	42.86%

Q9 What percentage do you as the employer cover for the Employee & Child(ren) plan?

FYgi `tg.



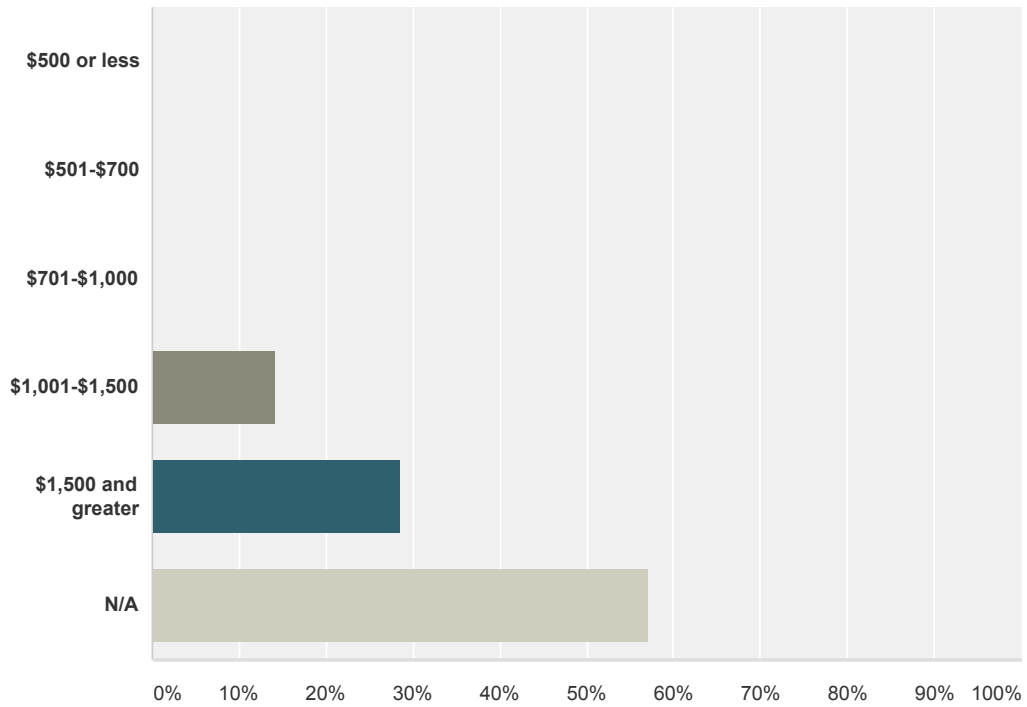
Answer Choices	Responses
Less than 25%	0.00%
25%- 34%	0.00%
35%- 44%	0.00%
45%- 54%	0.00%
55%- 64%	0.00%
65%- 74%	0.00%
75%- 84%	28.57%
85%- 94%	0.00%
95%-100%	14.29%

Benchmark on Payroll and Benefits

N/A	57.14%

Q10 What is the total premium cost range for Family plan?

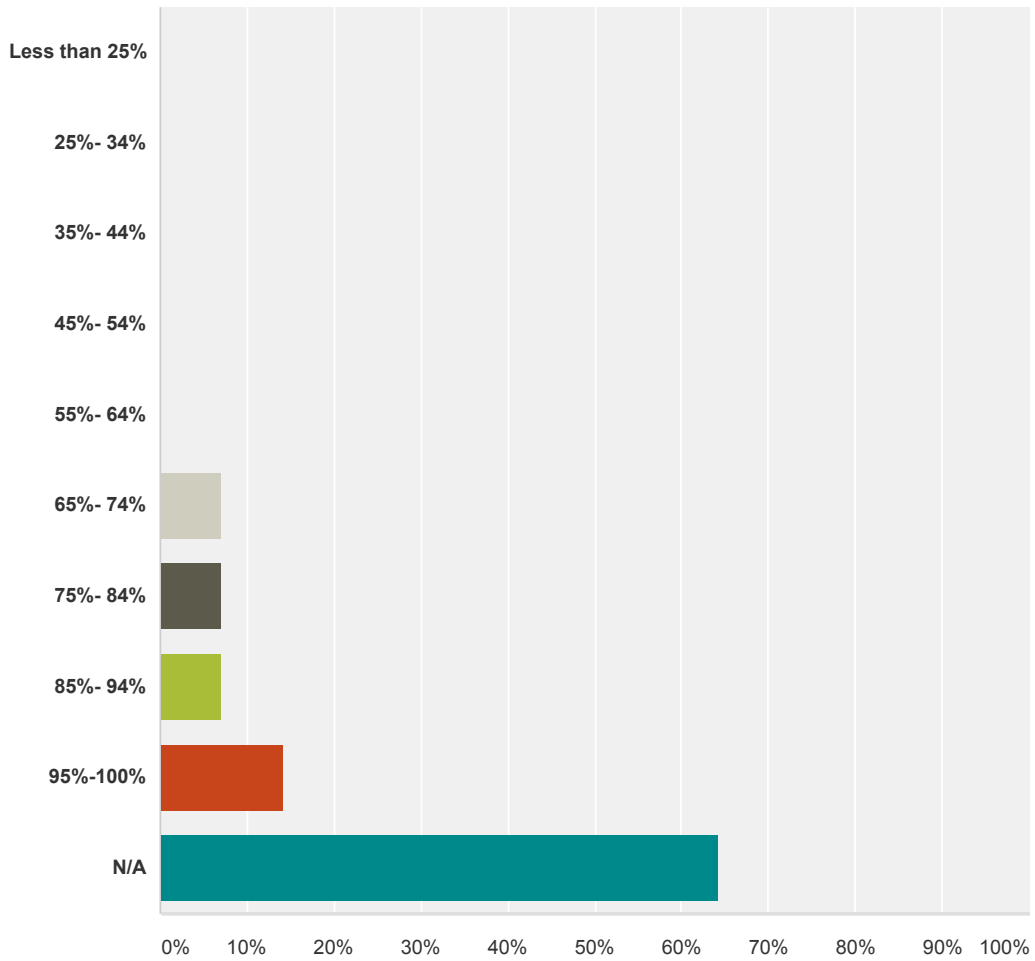
FYgi `tg.



Answer Choices	Responses
\$500 or less	0.00%
\$501-\$700	0.00%
\$701-\$1,000	0.00%
\$1,001-\$1,500	14.29%
\$1,500 and greater	28.57%
N/A	57.14%

Q11 What percentage do you as the employer cover for the Family plan?

FYgi %g.



Answer Choices	Responses
Less than 25%	0.00%
25%- 34%	0.00%
35%- 44%	0.00%
45%- 54%	0.00%
55%- 64%	0.00%
65%- 74%	7.14%
75%- 84%	7.14%
85%- 94%	7.14%
95%-100%	14.29%

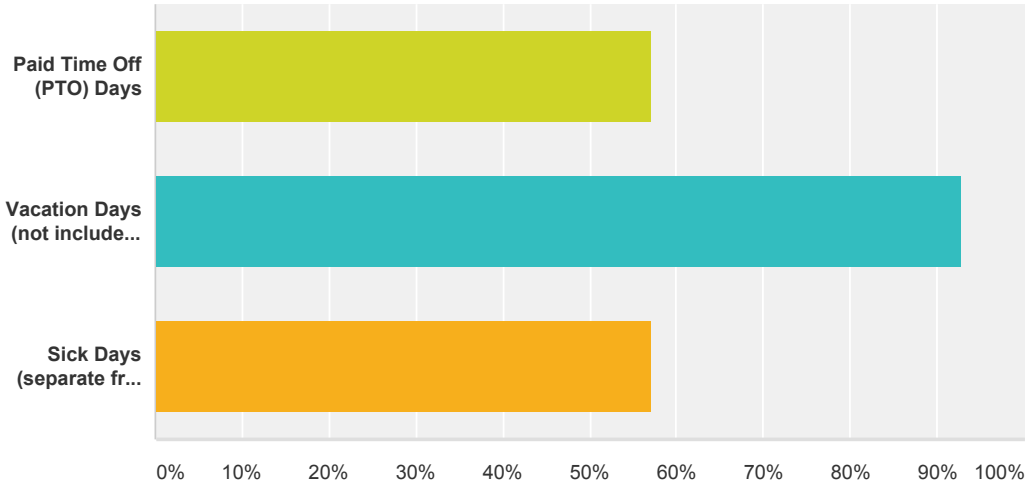
Benchmark on Payroll and Benefits

N/A	64.29%

Benchmark on Payroll and Benefits

Q12 As an employer, do you offer PTO, Vacation Days, Sick Days? Please select all that apply. Only select multiple answers if offered separately.

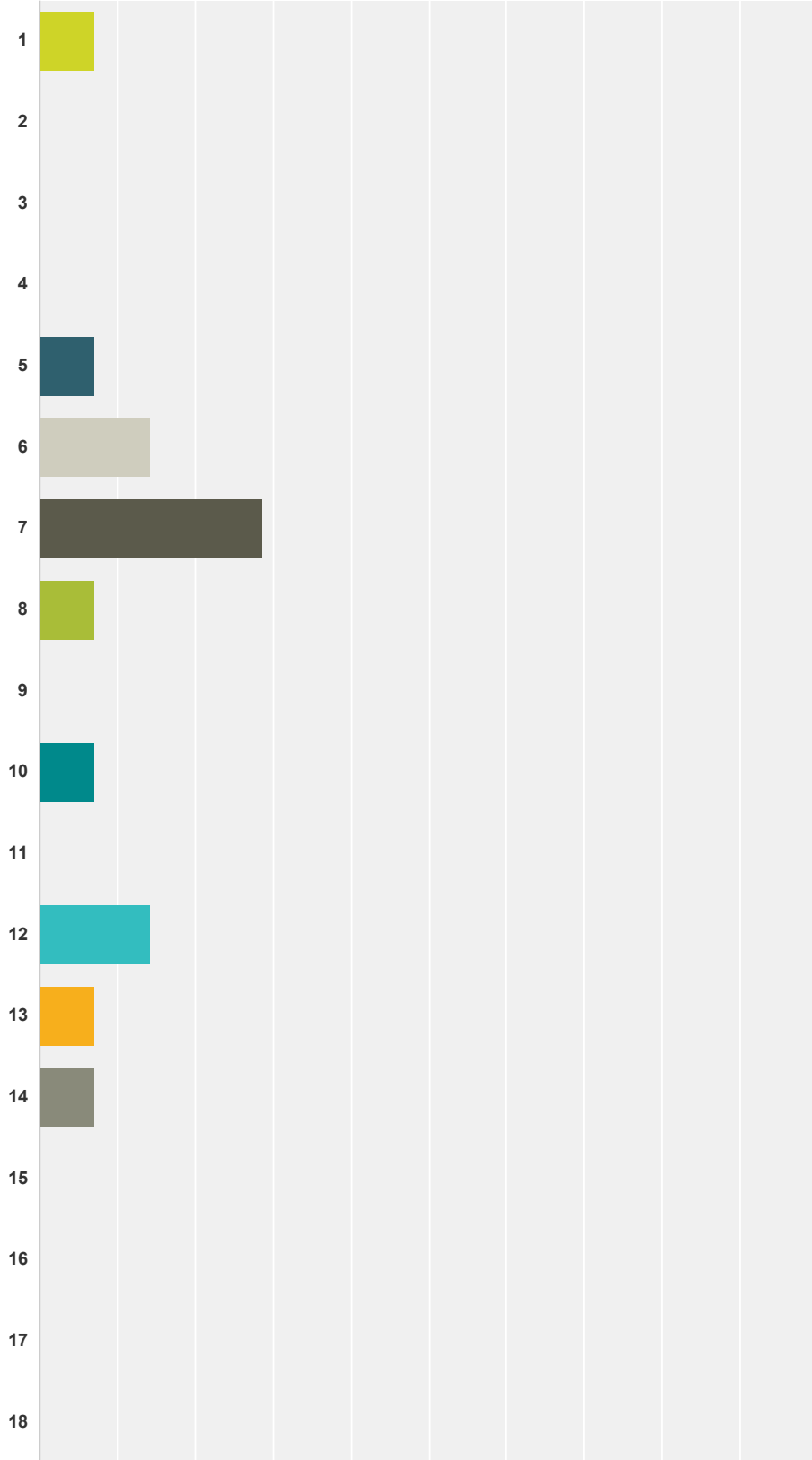
FYgi `tg.



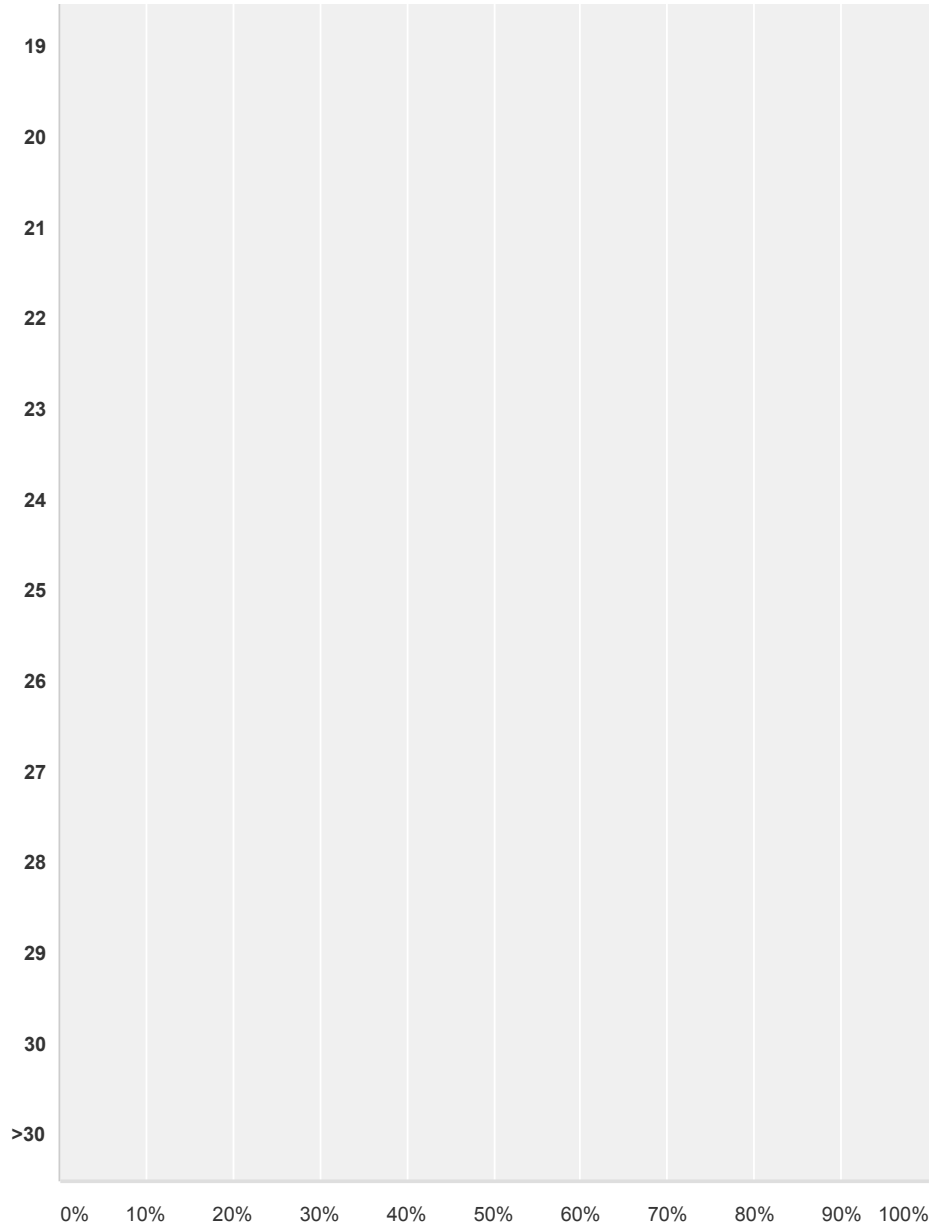
Answer Choices	Responses
Paid Time Off (PTO) Days	57.14%
Vacation Days (not included in PTO classification)	92.86%
Sick Days (separate from paid or vacation)	57.14%

Q13 How many days off during the first year of employment do you offer to your employees?

FYgi `tg.



Benchmark on Payroll and Benefits



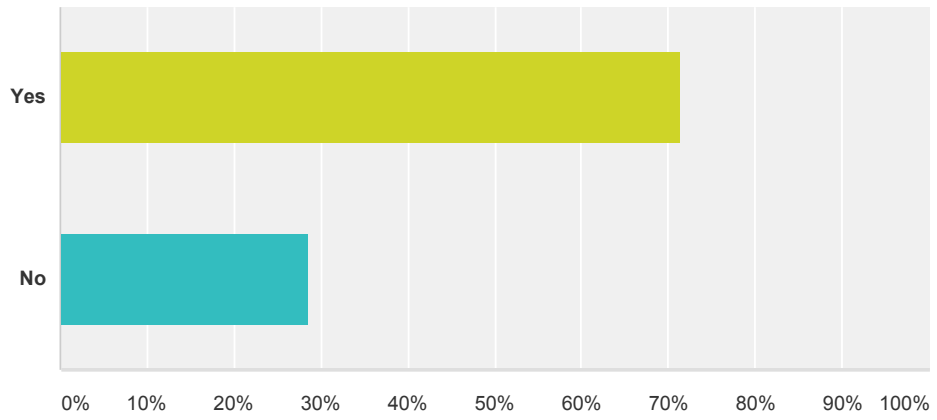
Answer Choices	Responses
1	7.14%
2	0.00%
3	0.00%
4	0.00%
5	7.14%
6	14.29%
7	28.57%
8	7.14%

Benchmark on Payroll and Benefits

9	0.00%
10	7.14%
11	0.00%
12	14.29%
13	7.14%
14	7.14%
15	0.00%
16	0.00%
17	0.00%
18	0.00%
19	0.00%
20	0.00%
21	0.00%
22	0.00%
23	0.00%
24	0.00%
25	0.00%
26	0.00%
27	0.00%
28	0.00%
29	0.00%
30	0.00%
>30	0.00%

Q14 Do your employees earn more time off with tenure?

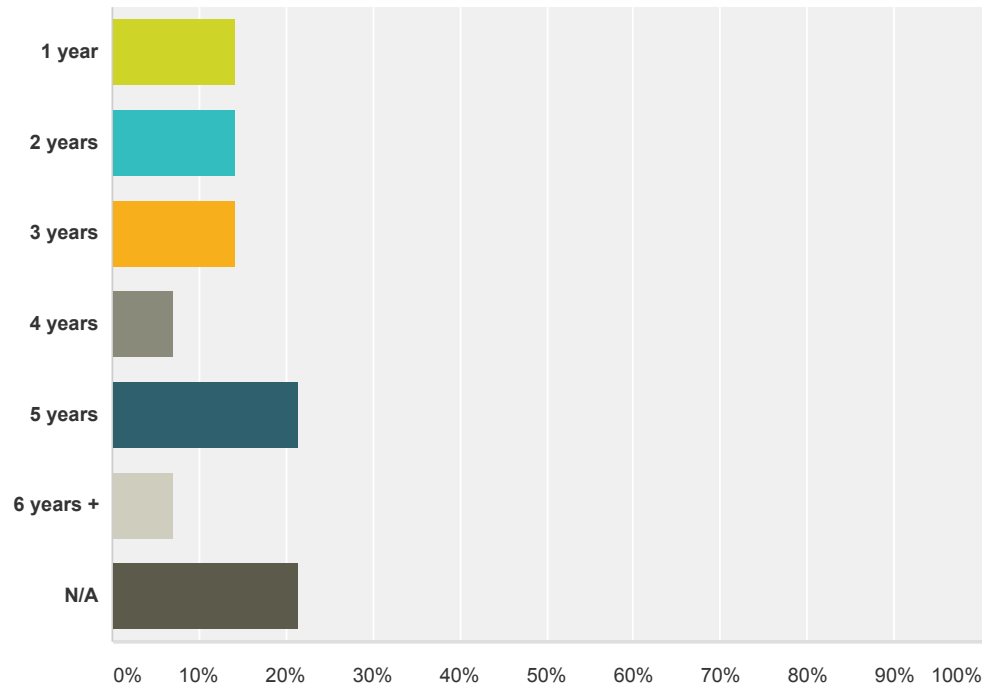
FYgi %g.



Answer Choices	Responses
Yes	71.43%
No	28.57%

Q15 If applicable, when can your employees earn more days off?

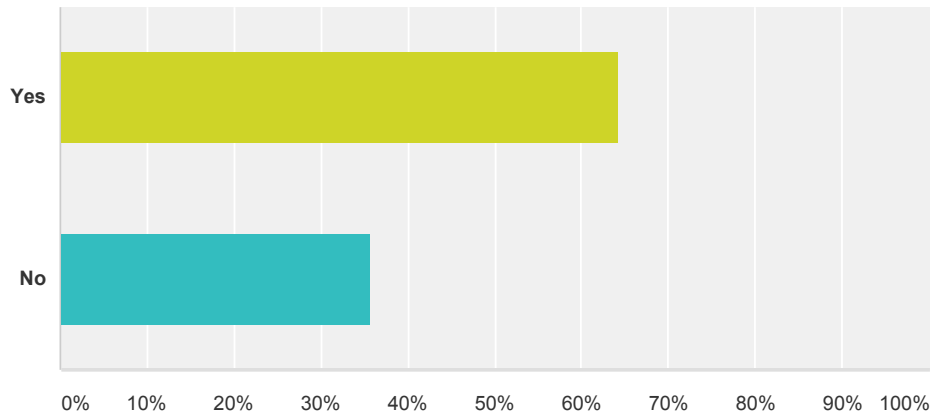
FYgi %g.



Answer Choices	Responses
1 year	14.29%
2 years	14.29%
3 years	14.29%
4 years	7.14%
5 years	21.43%
6 years +	7.14%
N/A	21.43%

Q16 Do you offer a 401K or other retirement plan?

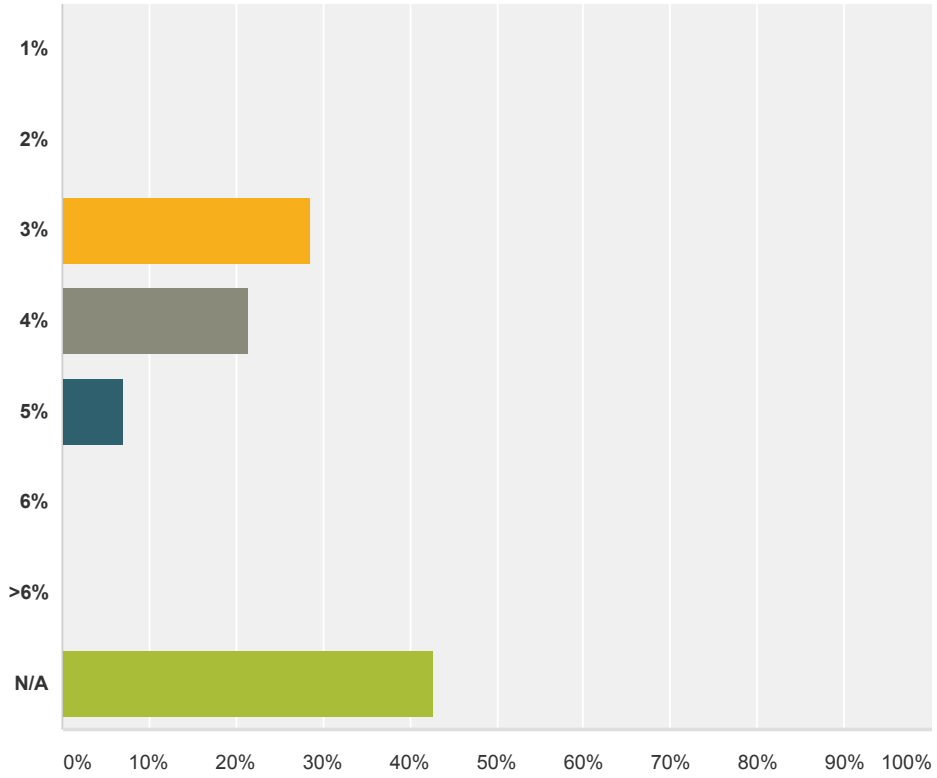
FYgi `tg.



Answer Choices	Responses
Yes	64.29%
No	35.71%

Q17 What percentage is your employer 401K match?

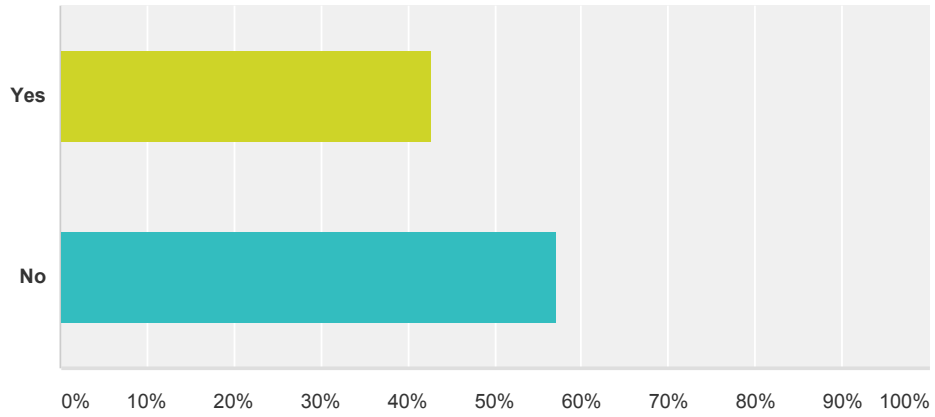
FYgi %g.



Answer Choices	Responses
1%	0.00%
2%	0.00%
3%	28.57%
4%	21.43%
5%	7.14%
6%	0.00%
>6%	0.00%
N/A	42.86%

Q18 Do you offer a profit sharing plan?

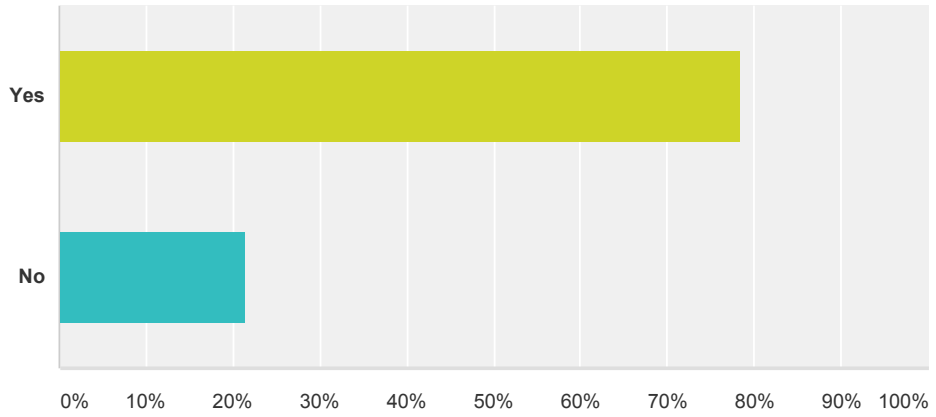
FYgi`tg.



Answer Choices	Responses
Yes	42.86%
No	57.14%

Q19 Do you pay discretionary bonuses?

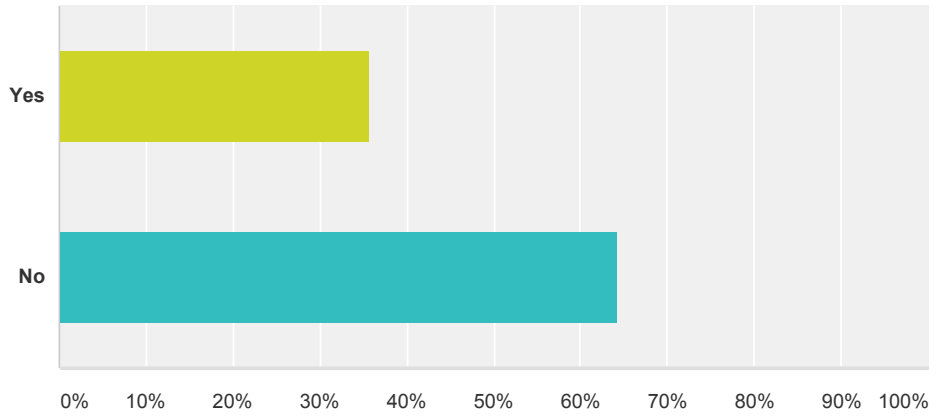
FYgi`tg.



Answer Choices	Responses
Yes	78.57%
No	21.43%

Q20 Do you have an incentive/bonus plan?

FYgi`tg.

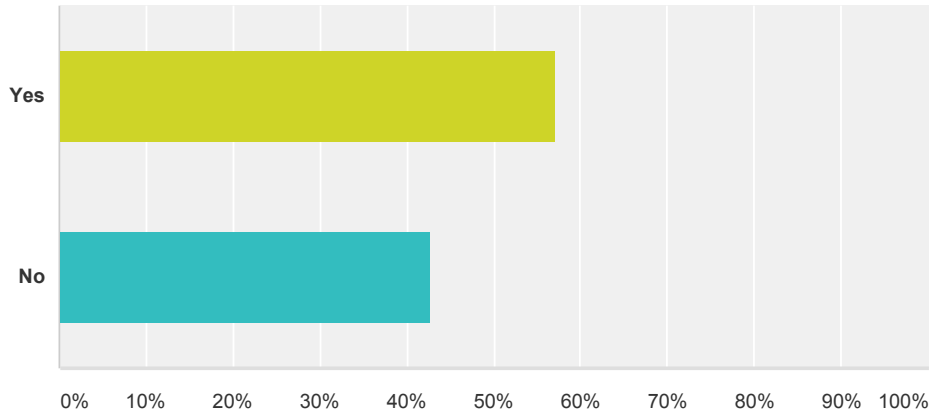


Answer Choices	Responses
Yes	35.71%
No	64.29%

Benchmark on Payroll and Benefits

Q21 Do you offer life insurance benefits?

FYgi`tg.



Answer Choices	Responses
Yes	57.14%
No	42.86%