



## Key Participants

Advanced Micro Devices  
Affymetrix  
Akamai Technologies  
Altera  
Autodesk  
Brocade  
Clontech  
Cricket Communications  
Electronic Arts  
Fairchild Semiconductor  
Gilead Sciences  
Hewlett-Packard  
Human Genome Sciences  
JDS Uniphase  
Juniper Networks  
Lam Research  
Marvell  
Mentor Graphics  
Monster Worldwide  
National Instruments  
Novellus Systems  
NVIDIA  
Polycom  
Quantum  
SAS Institute  
Seagate Technology  
STMicroelectronics  
Sunesis  
Pharmaceuticals  
SunPower  
Teradyne  
Texas Instruments  
The Scripps Research Institute  
Vmware  
XOMA  
Yahoo!

# RADFORD US BENEFITS SURVEY

## Introduction

The Radford US Benefits Survey offers the most current plan design and competitive cost data on the market today. Survey results provide verified benefits data from nearly 350 companies in eight major benefits categories. Survey participants can also order one complimentary Custom Report, which provides competitive insight into industry practices and those of your peers.

Participation in the US Benefits Survey includes:

- > Online Access to Results
- > Executive Summary
- > Custom Report (Industry or Company Select)
- > Annual survey publication
- > Unlimited Radford Network® users
- > Designated Survey Consultant

## Key Features

### Comprehensive Practices Report

Provides US data on cost of benefits, health and welfare plans, flexible benefits, retirement plans, paid time off, HR practices, relocation practices and other benefits

### Data Presentation

Survey Totals summarized by five employee size groups - under 200, 200-749, 750-1999, 2000-5000 and over 5000 - to provide a specific framework for data interpretation

### Extensive Executive Summary

Highlights key findings, trends and data in each major benefits category

### Flexible Custom Reports

Create and order a free Custom Company Select or Industry Report to gain competitive insight into industry and peer practices; Company Select provides aggregate data for selected companies as well as your company's data for immediate comparison. Industry Reports also provide aggregate data, broken out by specific industries

### Global Benefits Data

Access to country-specific benefits data via Aon global benefits surveys

### Dedicated Customer Service

Contact your Survey Consultant for assistance with survey input and data interpretation

## What Clients Say About Radford

*“Oracle’s fast-paced environment requires Radford as a **business partner**: to be available to our staff, provide useful data, or engage in a lively **problem-solving** discussion at a moment’s noticed. Our working relationship with our Radford Survey Consultant consistently **exceeds our expectations.**”*

**Sue Charley**  
VP, Compensation  
Oracle

## Contact Information

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[www.radford.com](http://www.radford.com)

## Locations

Bangalore, Beijing,  
Boston, Brussels,  
Chicago, Frankfurt,  
Hong Kong, London,  
New York, Philadelphia,  
San Francisco,  
Shanghai and  
Singapore

## Data Sample

The data samples below are for illustrative purposes only.

### COST OF BENEFITS

### SURVEY TOTALS SAMPLE DATA

TOTAL BENEFIT COSTS COST TO COMPANY	Under 200 Employees	200-749 Employees	750-1999 Employees	2000-5000 Employees	Over 5000 Employees	TOTAL SURVEY
Total Cost of Benefits as a % of Payroll	29.8% 28	31.5% 52	31.8% 35	31.6% 15	34.0% 4	31.3% 134
Total Dollar Cost Last Year Per Full-Time Employee	\$27650 25	\$25277 51	\$25213 35	\$23850 14	\$20946 4	\$25430 129
Average Base Salary Per Full-Time Employee for Last Year	\$91752 70	\$80949 120	\$78791 66	\$75912 32	\$73886 10	\$82231 298
<b>Health and Welfare Plans</b>						
Health benefits (i.e., medical, dental, vision, prescription, EAP)	8.1% 29	9.7% 56	9.9% 48	9.8% 20	10.6% 5	9.5% 158
Life, AD&D benefits	0.3% 29	0.4% 55	0.3% 47	0.3% 21	0.2% 5	0.3% 157
Disability benefits (employer paid short term disability and/or long term disability)	0.4% 27	0.4% 53	0.4% 48	0.4% 20	0.4% 5	0.4% 153
Total health and welfare benefits (for companies unable to breakout)	9.6% 22	10.6% 30	10.1% 9	9.7% 3	12.7% 1	10.2% 65
<b>Government Mandated Benefits</b>						
Workers' Compensation benefits	0.9% 37	0.9% 72	0.5% 44	0.5% 17	0.2% 3	0.7% 173
Unemployment benefits	0.7% 37	0.8% 68	0.8% 46	0.7% 20	1.0% 4	0.8% 175
Social Security (FICA)	6.6% 40	7.0% 73	7.2% 50	7.1% 21	6.6% 4	7.0% 188
Total mandated benefits (for companies unable to break out)	8.5% 10	8.7% 16	8.0% 4	7.8% 2	8.1% 1	8.5% 33
<b>Retirement/Capital Accumulation Plans</b>						
Defined benefit plans	4.4% 1	4.6% 3	4.7% 3	3.0% 2	0.0% 0	4.3% 9
Defined contribution plans	2.8% 29	3.0% 58	2.7% 52	3.1% 19	3.4% 6	2.9% 164
Total retirement (combined defined benefit/defined contribution for companies unable to break out)	7.4% 1	4.4% 1	4.8% 2	0.0% 0	0.0% 0	5.4% 4
Paid Time Off (includes accrued vacation, holidays, sick pay, salary continuation, sabbaticals)	10.4% 35	10.1% 64	9.3% 44	9.6% 19	9.3% 6	9.9% 168
Other Benefits (i.e., tuition reimbursement, professional organizations, subsidized cafeteria, etc.)	0.7% 42	0.6% 76	0.5% 53	0.3% 19	0.7% 6	0.6% 196

TOTAL BENEFIT COSTS EMPLOYEE CONTRIBUTION COSTS	Under 200 Employees	200-749 Employees	750-1999 Employees	2000-5000 Employees	Over 5000 Employees	TOTAL SURVEY
Total Cost of Employee Contributions* as a percent of Payroll	7.9% 40	8.7% 79	9.1% 49	9.1% 18	8.7% 5	8.7% 191
Health Benefits (i.e., medical, dental, etc.)	1.4% 40	1.8% 79	2.0% 49	2.1% 18	2.2% 5	1.8% 191
Total Dollar Cost for Employee Contributions Per Full-Time Employee	\$6855 34	\$6693 75	\$7089 47	\$6976 17	\$5309 5	\$6817 178

\*Excluding voluntary contributions