



## Key Participants

3Com  
 Akamai Technologies  
 Affymetrix  
 Altera  
 Apple  
 Autodesk  
 Brocade  
 Clontech  
 Cricket Communications  
 Edwards Lifesciences  
 Electronic Arts  
 Fairchild Semiconductor  
 FormFactor  
 Gilead Sciences  
 Human Genome Sciences  
 JDS Uniphase  
 Juniper Networks  
 Lam Research  
 Marvell  
 McAfee  
 Mentor Graphics  
 Monster Worldwide  
 National Instruments  
 National Semiconductor  
 Novellus Systems  
 NVIDIA  
 Polycom  
 SAS Institute  
 Seagate Technology  
 Silver Spring Networks  
 STMicroelectronics  
 Sunesis  
 Pharmaceuticals  
 Sun Power  
 Teradyne  
 Texas Instruments  
 The Scripps Research Institute  
 VMware  
 Xilinx  
 XOMA  
 Yahoo!

# RADFORD US BENEFITS SURVEY

## Introduction

The Radford Benefits Survey offers the most current plan design and competitive cost data on the market today. Survey results provide verified benefits data from nearly 300 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 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 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

### Asia-Pacific Benefits Data

Access country-specific benefits data via the Aon Asia-Pacific Benefits Survey & Insights

### 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

*“Radford has been my **primary survey source** for close to 25 years. After heading compensation for three Fortune 500 companies, I can honestly say I could probably live on **Radford survey data** alone. That coupled with your continued **great customer service** makes it a pleasure to do business with you.”*

**Robert Furge**  
Lead Comp. Consultant  
Qwest Communications

## Contact Information

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

## Locations

Atlanta, Austin, Boston,  
Chicago, DC Metro,  
Denver, Hong Kong,  
London, New York,  
Philadelphia, San Diego,  
San Francisco,  
San Jose, 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
Health and Welfare Plans						
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
Government Mandated Benefits						
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
Retirement/Capital Accumulation Plans						
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