



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
 McAfee
 Mentor Graphics
 Monster Worldwide
 National Instruments
 National Semiconductor
 Novellus Systems
 NVIDIA
 Polycom
 Quantum
 SAS Institute
 Seagate Technology
 Silver Spring Networks
 STMicroelectronics
 Sunesis
 Pharmaceuticals
 SunPower
 Teradyne
 Texas Instruments
 The Scripps Research Institute
 Vmware
 Xilinx
 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 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 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

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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+1 (866) 431.4796
sales@radford.com
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
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 breakout)	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 breakout)	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