

Professional Services

79.0% offer a benefit package in addition to wage compensation

- 3.1% offer a benefit package that is union negotiated

Insurance:

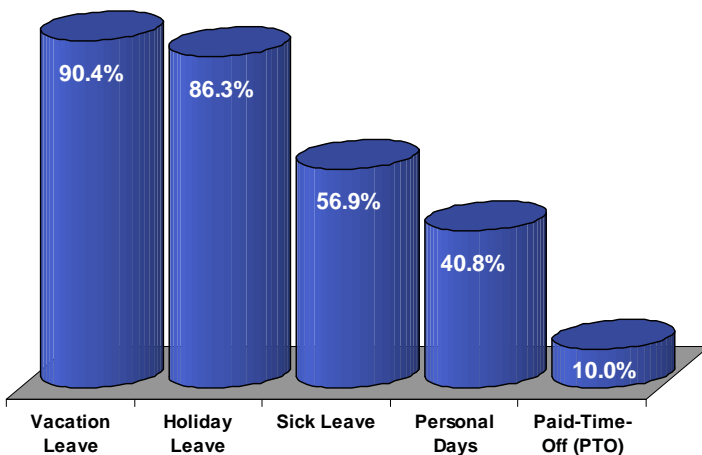
- 82.4% offer health/medical insurance in their total compensation packages
 - Some employers in this industry offer higher wages in lieu of health/medical insurance while some feel the cost of providing insurance is an obstacle to providing health/medical insurance
- 2.0% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Life Insurance	66.7%
Prescription Drugs	49.0%
AD&D	58.0%
Long-Term Disability	43.1%
Dental Coverage	51.0%
Short-Term Disability	34.0%
Vision Insurance	15.7%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Fringe Benefit	% Offered to Employees
Retirement	68.0%
Incentive/Reward Programs	33.3%
Tuition Assistance	15.5%
Childcare Assistance	3.1%
Flex Spending Accounts	1.5%
Hiring Bonuses	1.5%

Financial & Insurance Services

All of the businesses in this industry offer a benefit package in addition to wage compensation

- Very few offer a benefit package that is union negotiated

Insurance:

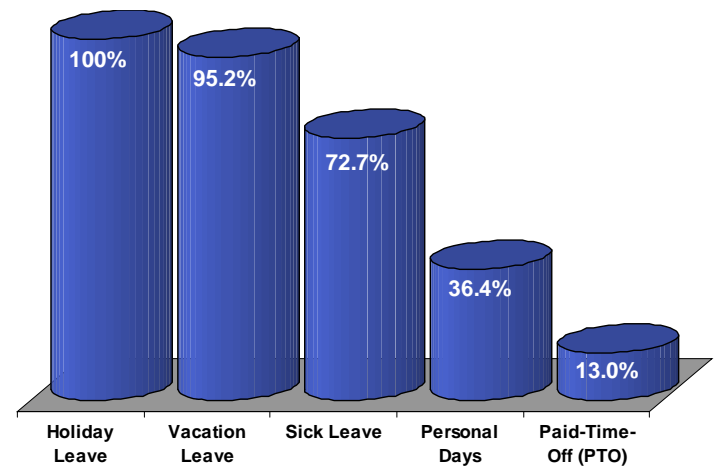
- 95.7% offer health/medical insurance in their total compensation packages
 - Primary reason businesses in this industry do not offer health/medical insurance is a majority of employees are covered under another policy through spouse/significant other
- 50.0% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Dental Coverage	73.9%
Life Insurance	61.9%
Long-Term Disability	56.5%
AD&D	50.0%
Prescription Drugs	47.8%
Short-Term Disability	38.1%
Vision Insurance	9.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Fringe Benefit	% Offered to Employees
Flex Spending Accounts	100%
Retirement	91.9%
Tuition Assistance	63.6%
Childcare Assistance	20.8%
Incentive/Reward Programs	20.0%
Hiring Bonuses	18.2%
Shift Differential	18.2%
Concierge Service	9.4%
Fitness Club Membership	9.1%

Warehousing & Transportation

88.9% offer a benefit package in addition to wage compensation

- Very few offer a benefit package that is union negotiated

Insurance:

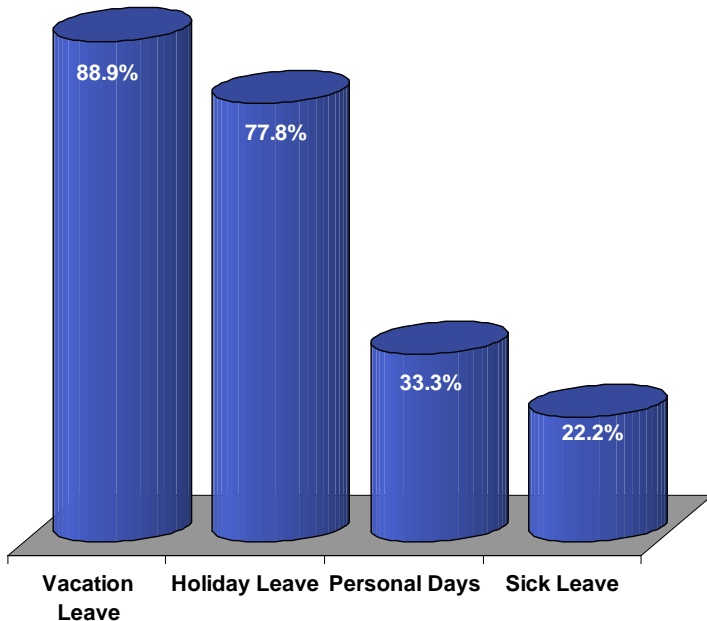
- 87.5% offer health/medical insurance in their total compensation packages
 - Cost of providing insurance is primary obstacle to providing health/medical insurance
- None of the businesses surveyed offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Life Insurance	71.4%
Short-Term Disability	57.1%
Dental Coverage	55.6%
Prescription Drugs	44.4%
Vision Insurance	44.4%
AD&D	44.4%
Long-Term Disability	33.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

44.4% of the businesses in this industry classification offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few businesses in this industry classification.

Construction

84.2% offer a benefit package in addition to wage compensation

- 22.4% offer a benefit package that is union negotiated

Insurance:

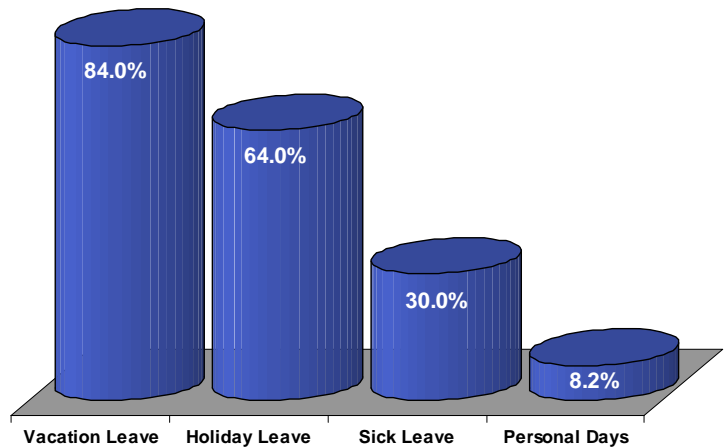
- 83.7% offer health/medical insurance in their total compensation packages
 - Insurance provided by local union organization is primary reason companies in this industry are not offering a company policy for health/medical insurance
- 6.8% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered by Employers
Prescription Drugs	57.1%
Dental Coverage	51.0%
Life Insurance	45.5%
AD&D	34.0%
Short-Term Disability	28.6%
Vision Insurance	12.8%
Long-Term Disability	10.6%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

52.1% of the businesses in this industry classification offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few businesses surveyed in this industry classification.

Food Service/Entertainment

81.4% offer a benefit package in addition to wage compensation

- 9.8% offer a benefit package that is union negotiated

Insurance:

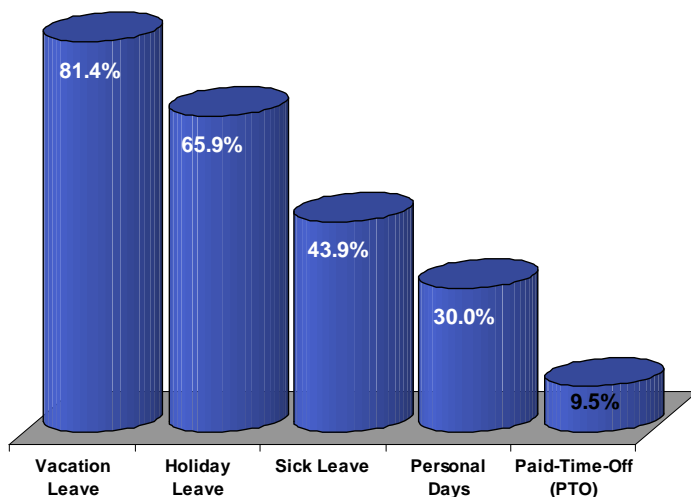
- 79.1% offer health/medical insurance in their total compensation packages
 - Cost of providing insurance and primarily part-time employment are the primary obstacles to providing health/medical insurance
- 7.5% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Dental Coverage	64.3%
Life Insurance	52.6%
Prescription Drugs	50.0%
AD&D	39.0%
Short-Term Disability	27.5%
Long-Term Disability	24.4%
Vision Insurance	9.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

34.1% of the businesses in this industry classification offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few businesses in this industry classification.

Government

All offer a benefit package in addition to wage compensation

- 50.0% offer a benefit package that is union negotiated

Insurance:

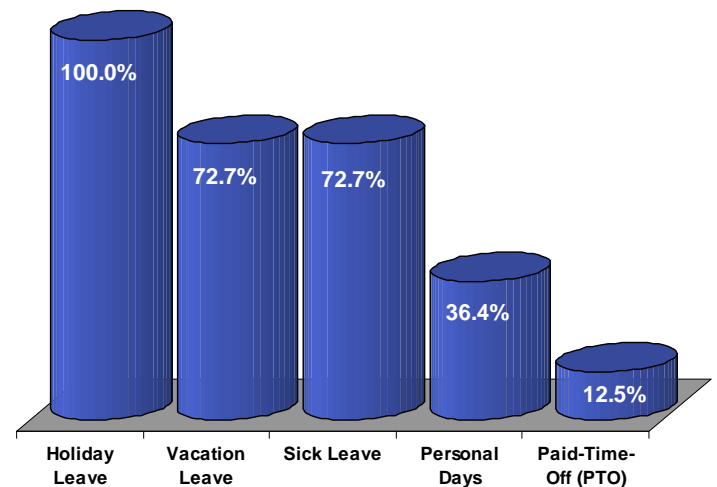
- All responding organizations offer health/medical insurance in their total compensation packages
- 57.1% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Prescription Drugs	87.5%
AD&D	75.0%
Life Insurance	62.5%
Dental Coverage	37.5%
Long-Term Disability	37.5%
Vision Insurance	25.0%
Short-Term Disability	12.5%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

All businesses in this industry classification offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few in this industry classification.

Industry Clusters

Advanced Manufacturing

95.0% offer a benefit package in addition to wage compensation

- Very few of the responding businesses offer benefit packages that are union negotiated

Insurance:

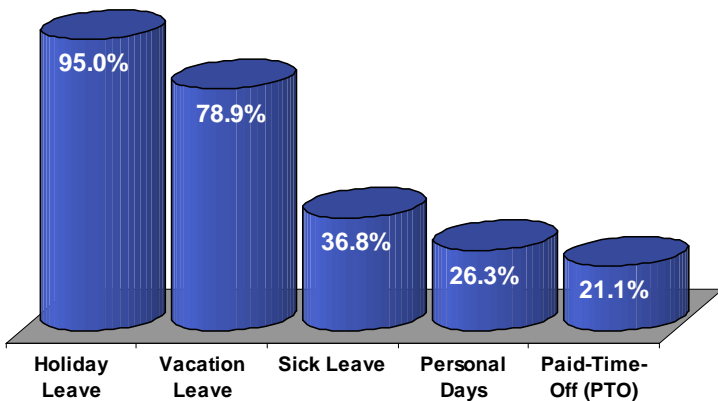
- 88.9% offer health/medical insurance in their total compensation packages
 - Cost of providing health/medical insurance is primary obstacle
- 11.1% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered by Employers
Life Insurance	83.3%
AD&D	72.2%
Dental Coverage	72.2%
Short-Term Disability	72.2%
Long-Term Disability	61.1%
Prescription Drugs	58.8%
Vision Insurance	11.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

42.1% offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few in this industry classification.

BioScience

90.9% offer a benefit package in addition to wage compensation

- 10.0% offer benefit packages that are union negotiated

Insurance:

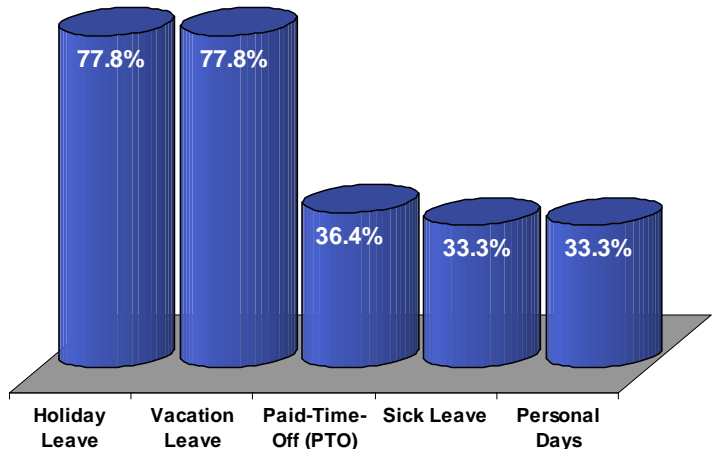
- 70.0% offer health/medical insurance in their total compensation packages
 - Cost of providing health/medical insurance is primary obstacle
- 10.0% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered by Employers
Life Insurance	77.8%
Vision Insurance	77.8%
Short-Term Disability	66.7%
AD&D	66.7%
Long-Term Disability	60.0%
Dental Coverage	60.0%
Prescription Drugs	33.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

70.0% offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few in this industry classification.

Information Technology

100% offer a benefit package in addition to wage compensation

- Very few of the responding businesses offer benefit packages that are union negotiated

Insurance:

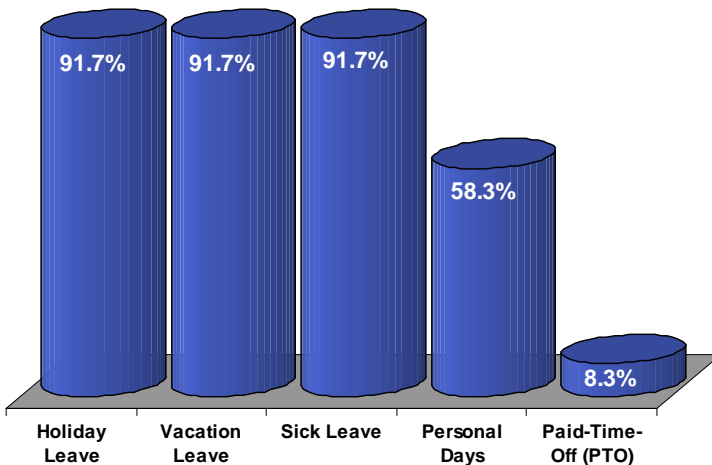
- 100% offer health/medical insurance in their total compensation packages
- 8.3% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered by Employers
Life Insurance	81.8%
Dental Coverage	75.0%
AD&D	75.0%
Prescription Drugs	75.0%
Long-Term Disability	58.3%
Short-Term Disability	45.5%
Vision Insurance	25.0%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	72.7%
Incentive/Reward Programs	11.1%
Flex Spending Accounts	7.7%
Tuition Assistance	7.7%
Hiring Bonuses	7.7%
Childcare Assistance	7.7%

Employment Range - All Industries

1 - 24 Employees

78.4% offer a benefit package in addition to wage compensation

- 3.9% offer a benefit package that is union negotiated

Insurance:

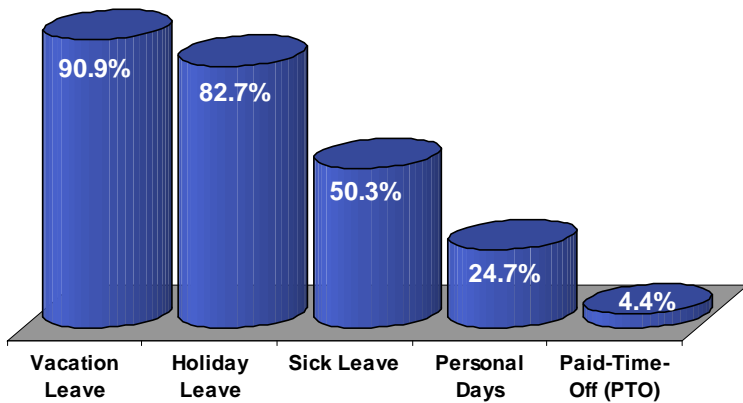
- 79.1% offer health/medical insurance in their total compensation packages
 - Cost of providing insurance and employees covered by other plans are the primary obstacles to providing health/medical insurance
- 7.5% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered by Employers
Prescription Drugs	47.5%
Dental Coverage	46.7%
Life Insurance	42.0%
AD&D	31.3%
Short-Term Disability	21.9%
Long-Term Disability	21.2%
Vision Insurance	6.1%

Paid Leave:

Percent of Employers



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered by Employers
Hiring Bonuses	66.7%
Incentive/Reward Programs	53.8%
Retirement	45.6%
Flex Spending Accounts	28.6%
Childcare Assistance	4.4%
Tuition Assistance	1.3%

25 - 49 Employees

86.3% offer a benefit package in addition to wage compensation

- 9.5% offer a benefit package that is union negotiated

Insurance:

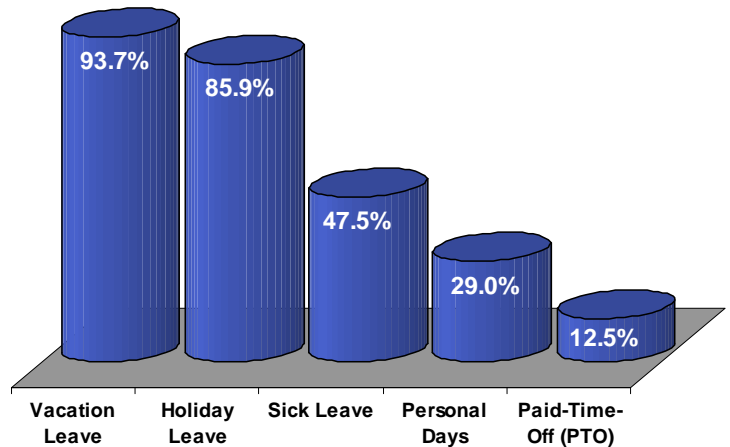
- 95.2% offer health/medical insurance in their total compensation packages
 - Cost of providing insurance is the primary obstacles
- 14.9% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Life Insurance	72.1%
AD&D	61.9%
Dental Coverage	60.9%
Prescription Drugs	57.1%
Short-Term Disability	45.8%
Long-Term Disability	41.5%
Vision Insurance	10.9%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

62.5% of the businesses in this classification offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few businesses surveyed in this classification.

50 - 99 Employees

96.3% offer a benefit package in addition to wage compensation

- 11.8% offer a benefit package that is union negotiated

Insurance:

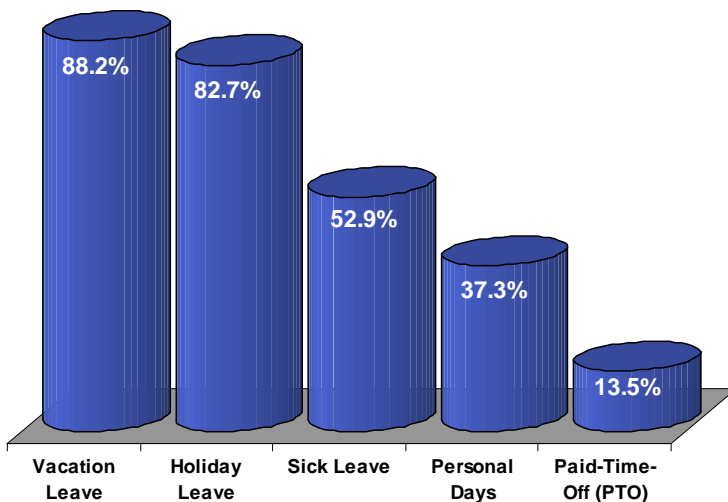
- 96.2% offer health/medical insurance in their total compensation packages
 - Cost of insurance is the primary obstacle to providing health/medical insurance
- 4.1% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Life Insurance	84.3%
AD&D	73.1%
Dental Coverage	69.2%
Prescription Drugs	56.9%
Long-Term Disability	55.8%
Short-Term Disability	49.0%
Vision Insurance	23.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

57.7% of the businesses in this classification offer retirement plans

Childcare assistance, tuition assistance, flex spending accounts, hiring bonuses, fitness club memberships and shift differentials are offered by very few businesses surveyed in this classification.

100 - 249 Employees

97.1% offer a benefit package in addition to wage compensation

- 20.6% offer a benefit package that is union negotiated

Insurance:

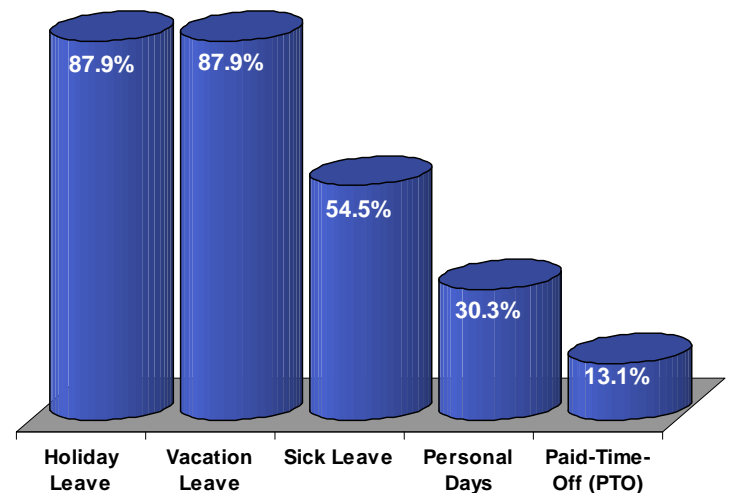
- 97.1% offer health/medical insurance in their total compensation packages
 - Cost of insurance is the primary obstacle to providing health/medical insurance
- 24.2% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Dental Coverage	85.3%
Life Insurance	75.0%
AD&D	71.9%
Prescription Drugs	61.8%
Short-Term Disability	53.1%
Long-Term Disability	47.1%
Vision Insurance	31.3%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Percent of Employers Offering Additional Benefits

Fringe Benefit	% Offered to Employees
Retirement	97.1%
Flex Spending Accounts	80.4%
Tuition Assistance	58.8%
Hiring Bonuses	26.5%
Childcare Assistance	14.3%
Incentive/Reward Programs	8.6%

250 + Employees

95.0% offer a benefit package in addition to wage compensation

- 30.0% offer a benefit package that is union negotiated

Insurance:

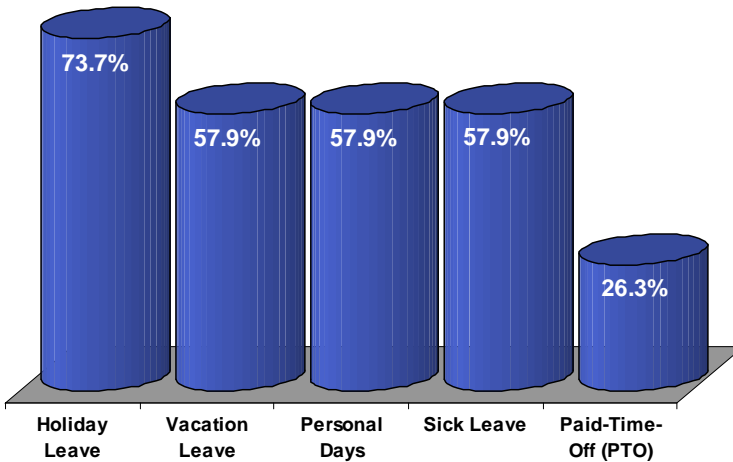
- 89.5% offer health/medical insurance in their total compensation packages
- 42.1% offer health/medical insurance benefits to retired employees

Percent of Employers Offering Insurance Options

Fringe Benefit	% Offered to Employees
Life Insurance	89.5%
Dental Coverage	89.5%
AD&D	89.5%
Long-Term Disability	78.9%
Prescription Drugs	57.9%
Short-Term Disability	47.4%
Vision Insurance	21.1%

Paid Leave:

Percent of Employers Offering Paid Leave



Additional Benefit Offerings:

Fringe Benefit	% Offered to Employees
Retirement	73.7%
Incentive/Reward Programs	15.0%
Flex Spending Accounts	87.8%
Tuition Assistance	62.5%
Shift Differential	78.7%
Hiring Bonuses	10.0%
Concierge Service	12.1%
Childcare Assistance	29.4%

A Project of:

CEDAR RAPIDS IOWA CITY
TECHNOLOGY CORRIDOR™



Iowa City Area
Development
Group



Community partner



For more information regarding the Technology Corridor Fringe Benefit Profile, contact:

Priority One
Economic Development Division
Cedar Rapids Area of Commerce
424 First Avenue NE
Cedar Rapids, Iowa 52401
Phone: 319-398-5317
Fax: 319-398-5228
E-mail: djordan@cedar-rapids.org
www.priority1.com

Iowa City Area Development Group
325 East Washington Street, Ste. 101
Iowa City, IA 52240
Phone: 319-354-3939
Fax: 319-338-9958
E-mail: jraso@iowacityarea.com
E-mail: dwilliamson@iowacityarea.com
www.iowacityareadevelopment.com

www.tech-corridor.com