



PPI Nonprofit Employee Benefits Benchmark Report

Comparison of Small and Large Groups in the Northeast

Benefits. Technology. Heart

PPI Benefit Solutions Nonprofit Employee Benefits Benchmark Report

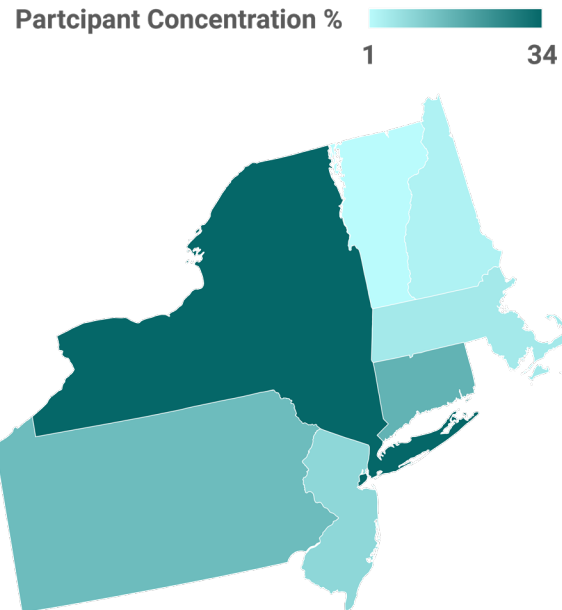
Comparison of Small and Large Groups in the Northeast

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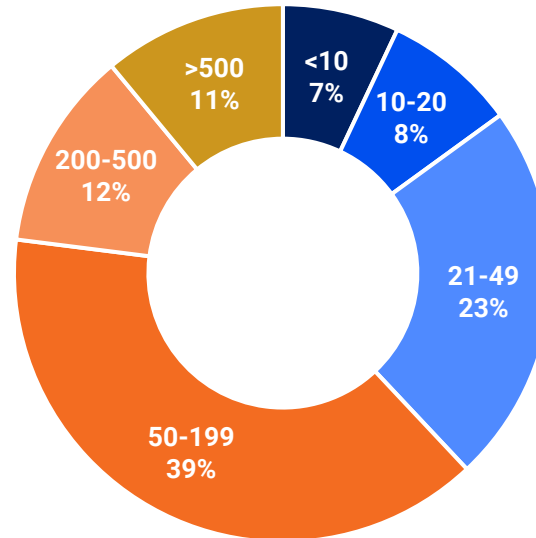
About this Report

The data from this report were collected from Nonprofit Employers over six weeks, between August 16, 2021, and September 3, 2021. There was a total of 468 participating nonprofit organizations nationally. This cross tabulation of small (1-49 employees) and large (50-500) groups in the Northeast (CT, NY, NJ, PA, MA, VT, NH, and ME), represents fifty-four large nonprofits and twenty-three small nonprofits.

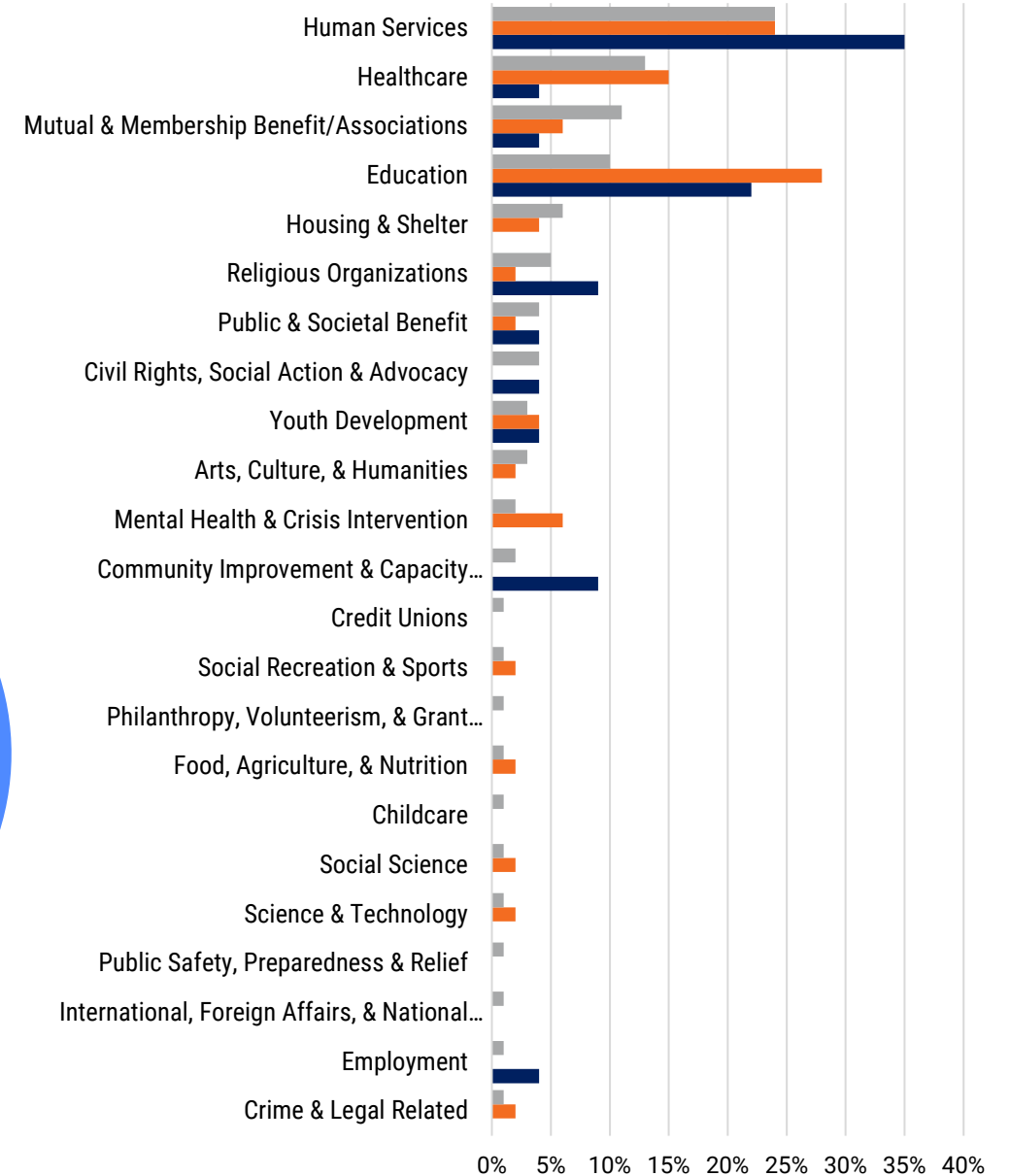
Participating Nonprofit Locations



Nonprofit Participant Size (Full-time employees)



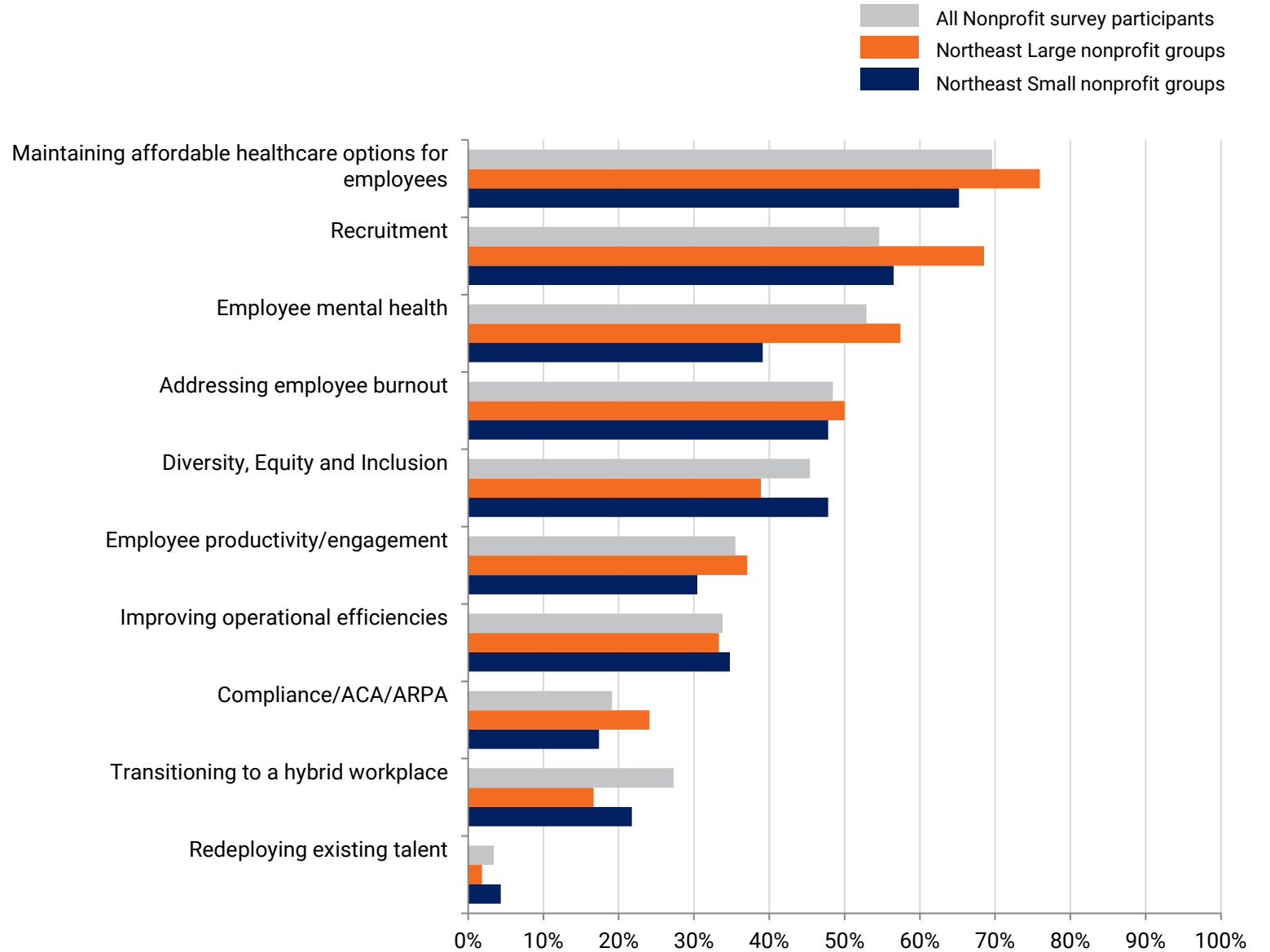
Participating Nonprofit Sectors



Benefits Management

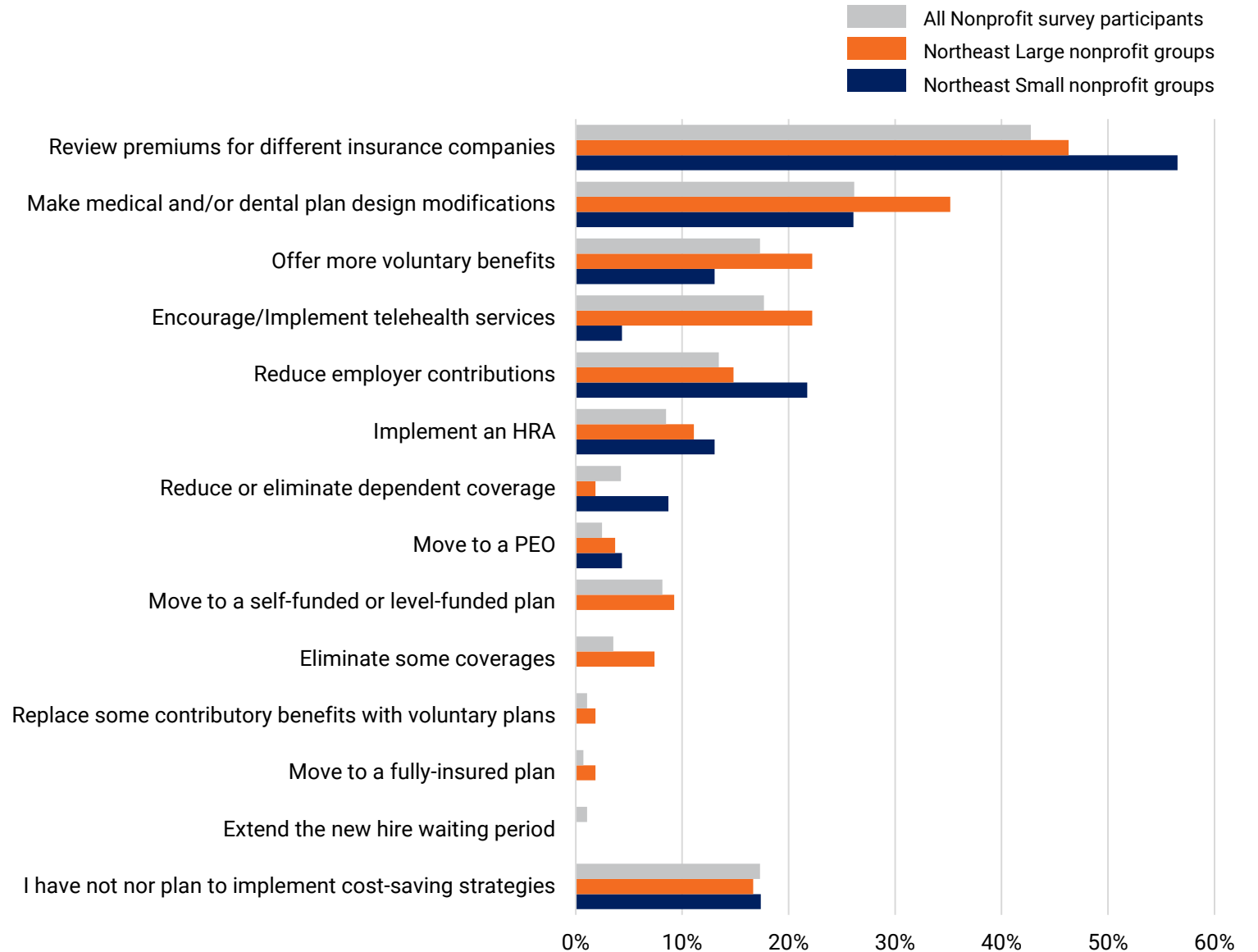
Challenges with Managing Benefits

Maintaining affordable healthcare options and Recruitment were the top two concerns for all group sizes nationally. Employee mental health was the third most challenging overall and for large Northeast groups, while Addressing Employee Burnout and Diversity Equity and Inclusion tied for third among small groups in the Northeast.



Planned or Implemented Cost-Saving Strategies

Shopping carriers for lower premiums and making plan design modifications were the top two cost-saving strategies planned or used by all groups nationally and in the Northeast. In the third spot for large groups in the Northeast is adding more voluntary and telehealth options, while smaller groups were more likely to Reduce employer contributions.

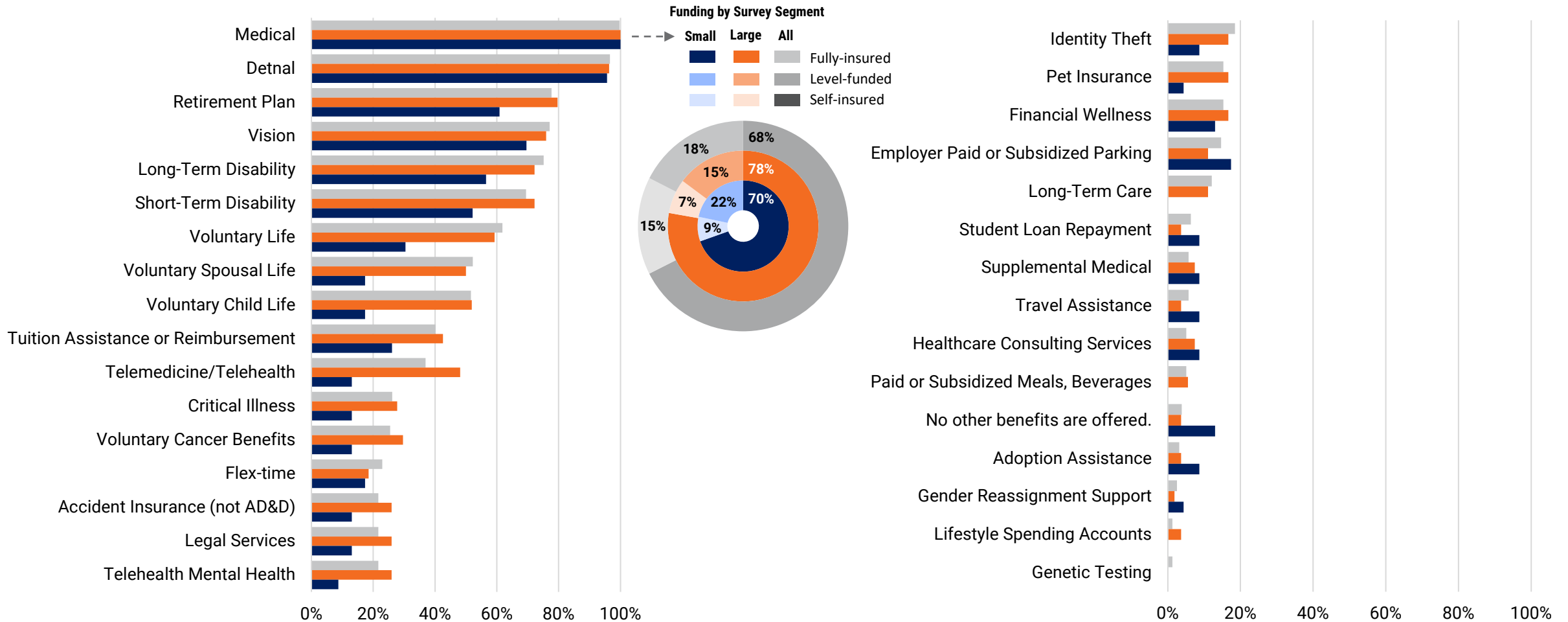


Nonprofit Benefits

Prevalence of Benefits

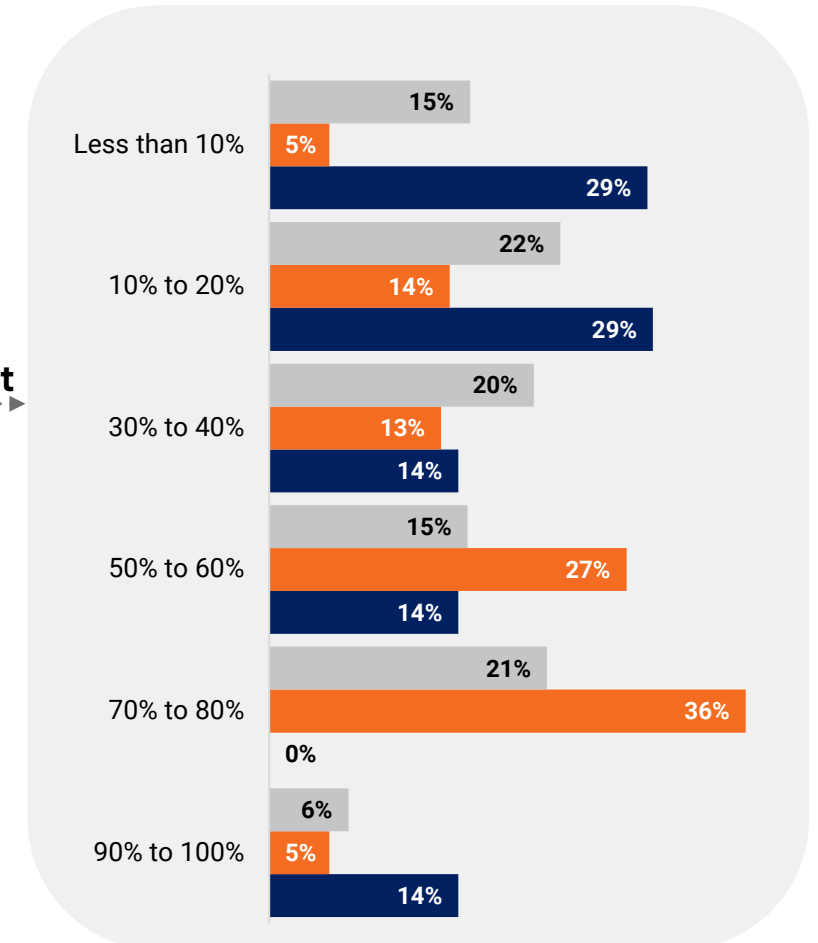
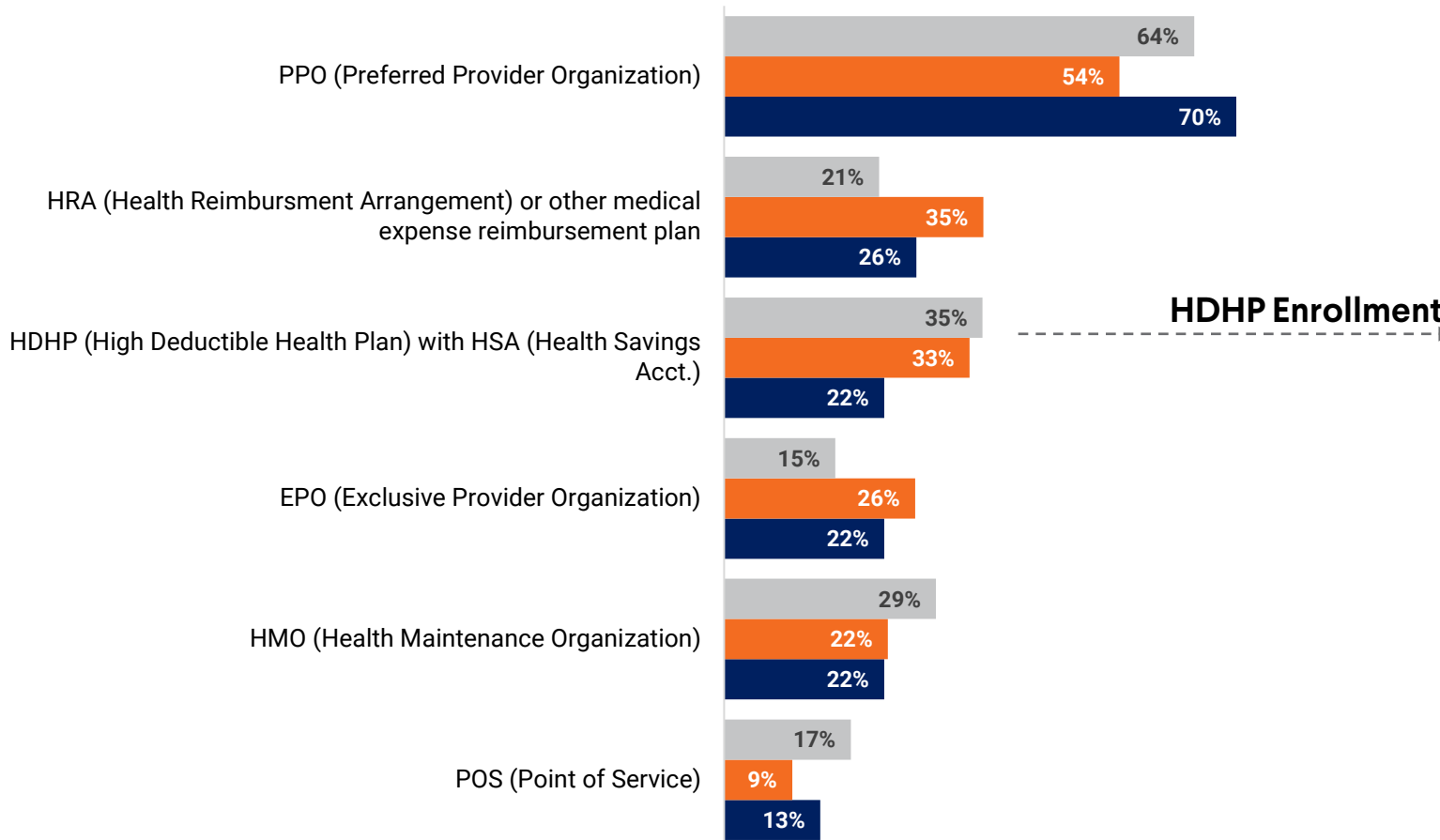
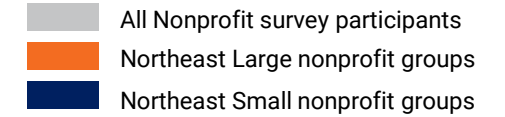
Traditional benefits (medical, dental, vision, and disability) are highly prevalent among large and small groups nationally and in the Northeast. Although common among large groups, Voluntary Life is offered by fewer than half of small groups in the Northeast. A similar trend follows for most worksite products, although the delta between large and small groups is much smaller.

All Nonprofit survey participants
 Northeast Large nonprofit groups
 Northeast Small nonprofit groups



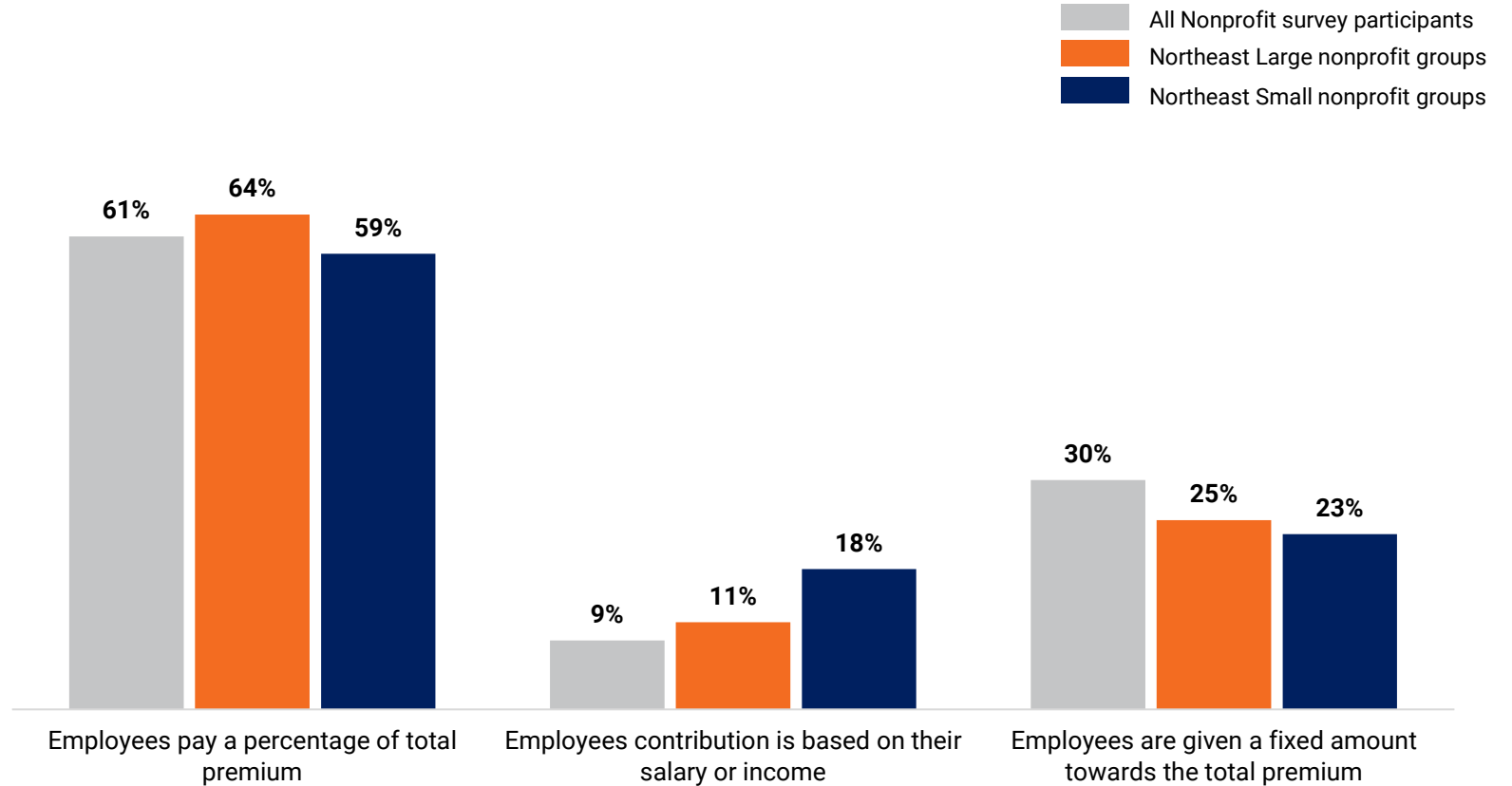
Medical Plans Offered

PPO plans are the most prevalent among all small and large groups. HRAs are more prevalent in the Northeast, particularly in the larger group market. Enrollment in an HDHP is high among large groups in the Northeast (over 60% have between 50% and 80% enrolled), but considerably lower among small groups (nearly 60% have fewer than 20% enrollment).



Medical Plan Contribution Strategies

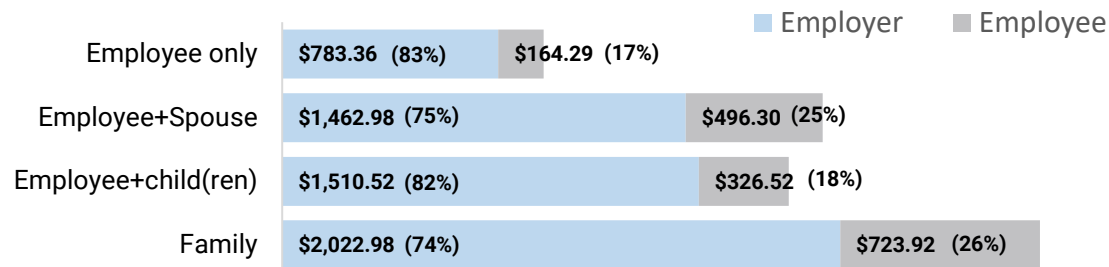
Most nonprofit participants use percentage of premium to structure medical contributions. Compared to small groups in the Northeast, a slightly greater number of large Northeast groups use salary- or income-based contributions, while the number of groups using a fixed dollar contribution is virtually the same for large and small groups.



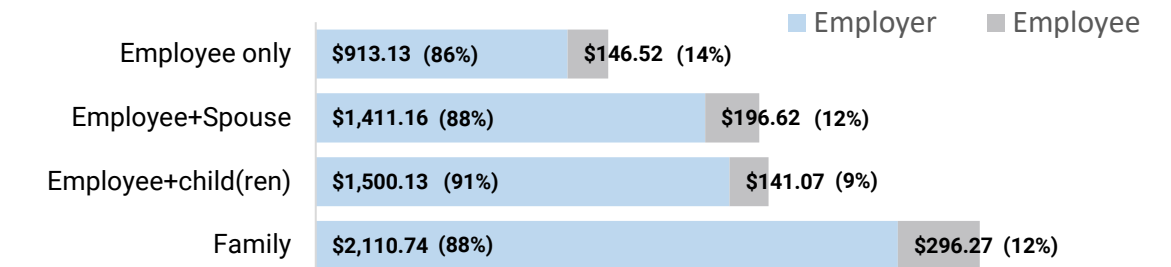
Average Medical Plan Employer and Employee PPO and HMO Plan Contributions

On average, both small and large nonprofit survey participants pay a higher percentage of **Employee Only** PPO and HMO plan premiums and a lesser percent for dependent tiers. *Although included here, small group HMO data represent few responses and are not statistically significant.

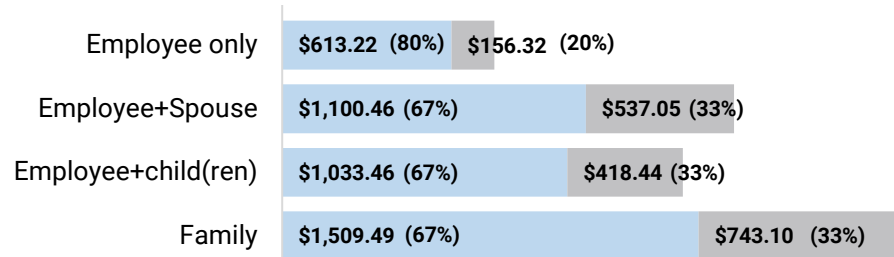
Small Group PPO contributions



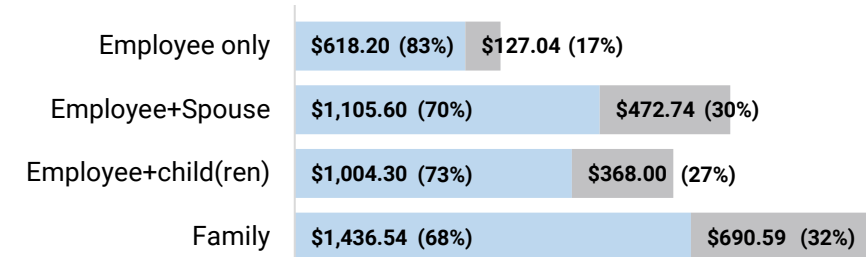
Small Group* HMO contributions



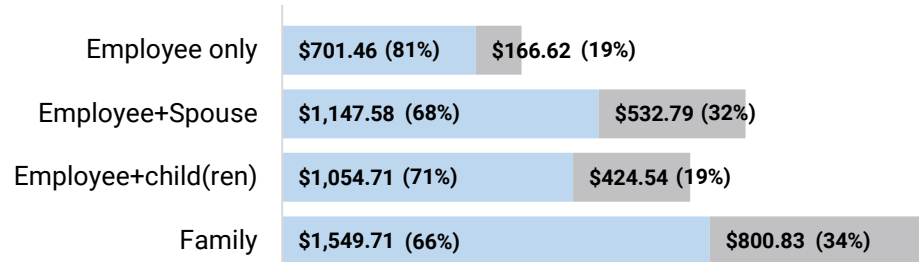
Large Group PPO contributions



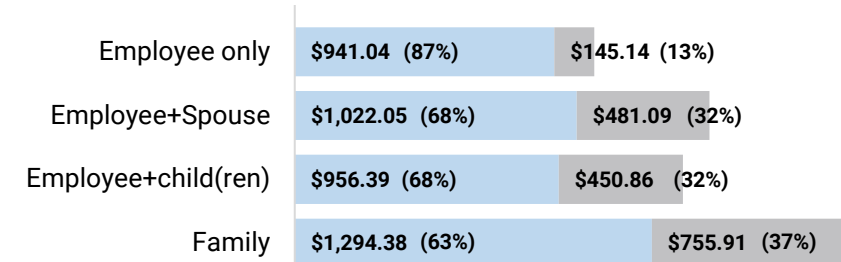
Large Group HMO contributions



All PPO contributions



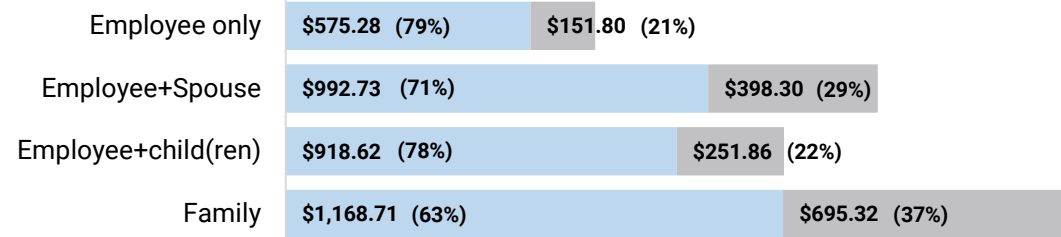
All HMO contributions



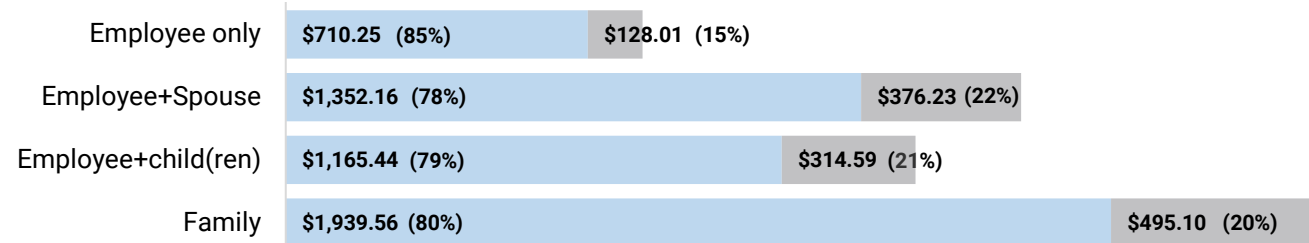
Average Medical Plan Employer and Employee EPO Plan Contributions

On average, both small and large nonprofit employer survey participants pay a slightly higher percentage of **Employee Only** EPO plan premiums and a lesser percent for dependent tiers.
 *Although included here, small group EPO data represent few responses and are statistically significant.

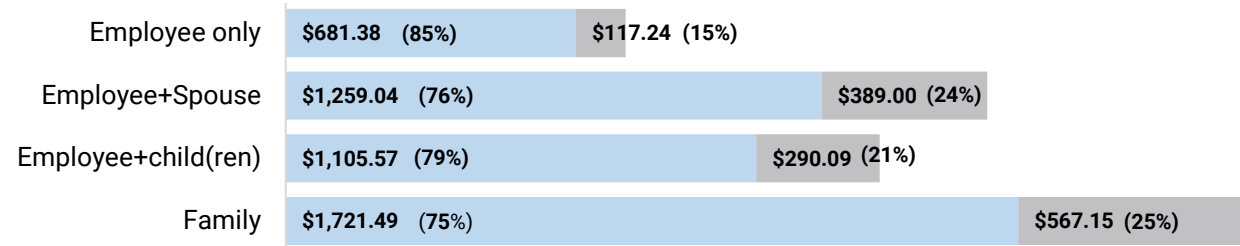
Small Group EPO contributions



Large Group EPO contributions



All EPO contributions



Medical Plan In-Network Copayment Amounts

Reported copayment amounts for most enrolled members, from survey participants offering copayment-based medical plans. Small and large group survey participants in the Northeast reported similar copay amounts across benefits, except for the \$0 copays for in-patient hospitalizations and out-patient surgery, reported by 38% of large group nonprofits. Copay amounts were also similar compared to all nonprofit survey participants.

Small Group In-Network Copays	\$0	\$1 to \$20	\$20 to \$25	\$30 to \$35	\$40 to \$45	\$50 to \$55	\$60 to \$75	\$80 to \$100	More than \$100
Primary Care (non-preventive care)	16%	16%	21%	32%	16%	0%	0%	0%	0%
Specialist	11%	11%	0%	26%	16%	26%	5%	5%	0%
Chiropractic	12%	12%	0%	24%	24%	18%	6%	6%	0%
Physical Therapy	12%	12%	0%	35%	12%	12%	12%	6%	0%
Urgent Care	11%	0%	6%	11%	0%	17%	39%	17%	0%
Emergency Room	11%	0%	0%	5%	0%	11%	11%	11%	53%
In-patient Hospital	17%	0%	0%	6%	0%	0%	0%	0%	78%
Out-patient Surgery	17%	0%	0%	6%	0%	0%	0%	11%	67%

Large Group In-Network Copays	\$0	\$1 to \$20	\$20 to \$25	\$30 to \$35	\$40 to \$45	\$50 to \$55	\$60 to \$75	\$80 to \$100	More than \$100
Primary Care (non-preventive care)	20%	10%	32%	32%	2%	2%	0%	0%	2%
Specialist	10%	5%	2%	10%	34%	24%	12%	0%	2%
Chiropractic	16%	8%	5%	14%	32%	14%	5%	0%	5%
Physical Therapy	17%	6%	6%	11%	31%	17%	8%	0%	6%
Urgent Care	13%	5%	0%	8%	16%	26%	18%	8%	5%
Emergency Room	13%	3%	0%	0%	0%	5%	0%	13%	67%
In-patient Hospital	38%	5%	0%	3%	0%	5%	0%	0%	49%
Out-patient Surgery	38%	5%	0%	3%	3%	5%	0%	0%	46%

Medical Plan In-Network Coinsurance Amounts

Most small and large group nonprofit survey participants in the Northeast reported no coinsurance amounts for the benefits listed, which tracked slightly higher compared to all survey participants.

Small Group In-Network Coinsurance	0	1% to 10%	10% to 15%	20% to 25%	30% to 35%	40% to 45%	50% to 55%	60% to 65%	70% or more
Primary Care (non-preventive care)	65%	0%	0%	18%	6%	6%	6%	0%	0%
Specialist	65%	0%	0%	18%	6%	6%	6%	0%	0%
Chiropractic	59%	0%	0%	24%	6%	6%	6%	0%	0%
Physical Therapy	59%	0%	0%	24%	6%	6%	6%	0%	0%
Urgent Care	65%	0%	0%	18%	6%	6%	6%	0%	0%
Emergency Room	53%	0%	0%	24%	11.76%	6%	6%	0%	0%
Hospital In-patient	47%	0%	0%	30%	11.76%	6%	6%	0%	0%
Outpatient Surgery	47%	0%	0%	30%	11.76%	6%	6%	0%	0%

Large Group In-Network Coinsurance	\$0	1 to 10%	10% to 15%	20% to 25%	30% to 35%	40% to 45%	50% to 55%	60% to 65%	70% or more
Primary Care (non-preventive care)	62%	6%	3%	12%	9%	0%	3%	0%	6%
Specialist	64%	6%	3%	12%	6%	0%	3%	0%	6%
Chiropractic	64%	6%	3%	12%	6%	0%	3%	0%	6%
Physical Therapy	64%	6%	3%	12%	6%	0%	3%	0%	6%
Urgent Care	64%	6%	3%	12%	6%	0%	3%	0%	6%
Emergency Room	61%	6%	3%	15%	6%	0%	3%	0%	6%
Hospital In-patient	58%	6%	6%	18%	6%	0%	0%	0%	6%
Outpatient Surgery	55%	6%	6%	18%	6%	0%	3%	0%	6%

PPO/POS Medical Plan Deductibles

Survey participants were asked to provide annual deductible amounts for the PPO or POS medical plan with the most enrollees. Apart from in-network family deductibles, small group PPO/POS deductibles in the Northeast are higher than both large groups in the Northeast and for all surveyed nonprofits nationally.

Small Group PPO/POS Deductibles	\$0	\$1 to \$999	\$1,000 to \$2,499	\$2,500 to \$3,999	\$4,000 to \$5,499	\$5,500 to \$6,999	\$7,000 to \$8,999*	\$9,000 to \$14,999*	\$15,000 to \$19,999*	\$20,000 or more*
Individual In-Network Deductible	22%	22%	6%	28%	11%	6%	6%	0%	0%	0%
Individual Out-of-Network Deductible	6%	22%	11%	11%	39%	0%	6%	0%	0%	6%
Family In-Network Deductible	22%	22%	0%	6%	22%	11%	11%	6%	0%	0%
Family Out-of-Network Deductible	6%	17%	11%	6%	16%	6%	28%	6%	0%	6%

Large Group PPO/POS Deductibles	\$0	\$1 to \$999	\$1,000 to \$2,499	\$2,500 to \$3,999	\$4,000 to \$5,499	\$5,500 to \$6,999	\$7,000 to \$8,999*	\$9,000 to \$14,999*	\$15,000 to \$19,999*	\$20,000 or more*
Individual In-Network Deductible	20%	10%	47%	17%	3%	3%	0%	0%	0%	0%
Individual Out-of-Network Deductible	4%	15%	26%	26%	11%	11%	7%	0%	0%	0%
Family In-Network Deductible	20%	7%	23%	13%	20%	3%	10%	3%	0%	0%
Family Out-of-Network Deductible	0%	7%	22%	15%	11%	15%	4%	19%	7%	0%

All PPO/POS Deductibles	\$0	\$1 to \$999	\$1,000 to \$2,499	\$2,500 to \$3,999	\$4,000 to \$5,499	\$5,500 to \$6,999	\$7,000 to \$8,999*	\$9,000 to \$14,999*	\$15,000 to \$19,999*	\$20,000 or more*
Individual In-Network Deductible	14%	25%	34%	16%	6%	4%	2%	0%	0%	1%
Individual Out-of-Network Deductible	4%	13%	29%	19%	18%	5%	5%	3%	1%	2%
Family In-Network Deductible	12%	10%	23%	16%	20%	7%	4%	7%	0%	1%
Family Out-of-Network Deductible	3%	7%	17%	14%	12%	9%	12%	17%	4%	5%

* The 2021 out-of-pocket maximum for non-grandfathered plans under the ACA was \$8,550 for an individual and \$17,100 for a family.

HMO/EPO Medical Plan Deductibles

As expected, small and large group nonprofit survey participants in the Northeast have no deductible on HMO and EPO plans, as is consistent with the entire survey participant group.

Small Group HMO/EPO Deductibles	\$0	\$1 to \$999	\$1,000 to \$2,499	\$2,500 to \$3,999	\$4,000 to \$5,499	\$5,500 to \$6,999	\$7,000 to \$8,999*	\$9,000 to \$14,999*	\$15,000 to \$19,999*	\$20,000 or more*
Individual In-Network Deductible	38%	13%	13%	13%	0%	13%	0%	0%	13%	0%
Individual Out-of-Network Deductible	60%	0%	0%	20%	0%	0%	0%	0%	20%	0%
Family In-Network Deductible	25%	13%	13%	13%	13%	0%	0%	13%	13%	0%
Family Out-of-Network Deductible	60%	0%	0%	20%	0%	0%	0%	20%	0%	0%

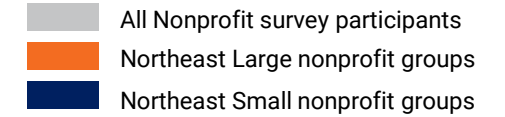
Large Group PPO/POS Deductibles	\$0	\$1 to \$999	\$1,000 to \$2,499	\$2,500 to \$3,999	\$4,000 to \$5,499	\$5,500 to \$6,999	\$7,000 to \$8,999*	\$9,000 to \$14,999*	\$15,000 to \$19,999*	\$20,000 or more*
Individual In-Network Deductible	32%	5%	18%	23%	14%	5%	5%	0%	0%	0%
Individual Out-of-Network Deductible	43%	7%	7%	36%	7%	0%	0%	0%	0%	0%
Family In-Network Deductible	32%	5%	5%	5%	23%	14%	0%	18%	0%	0%
Family Out-of-Network Deductible	43%	7%	0%	14%	14%	14%	0%	7%	0%	0%

All HMO/EPO Deductibles	\$0	\$1 to \$999	\$1,000 to \$2,499	\$2,500 to \$3,999	\$4,000 to \$5,499	\$5,500 to \$6,999	\$7,000 to \$8,999*	\$9,000 to \$14,999*	\$15,000 to \$19,999*	\$20,000 or more*
Individual In-Network Deductible	32%	21%	19%	12%	9%	4%	2%	0.00%	2%	0%
Individual Out-of-Network Deductible	41%	8%	16%	19%	5%	3%	0%	5%	3%	0%
Family In-Network Deductible	30%	7%	20%	7%	15%	9%	0%	9%	2%	0%
Family Out-of-Network Deductible	42%	8%	6%	8%	14%	6%	3%	11%	0%	3%

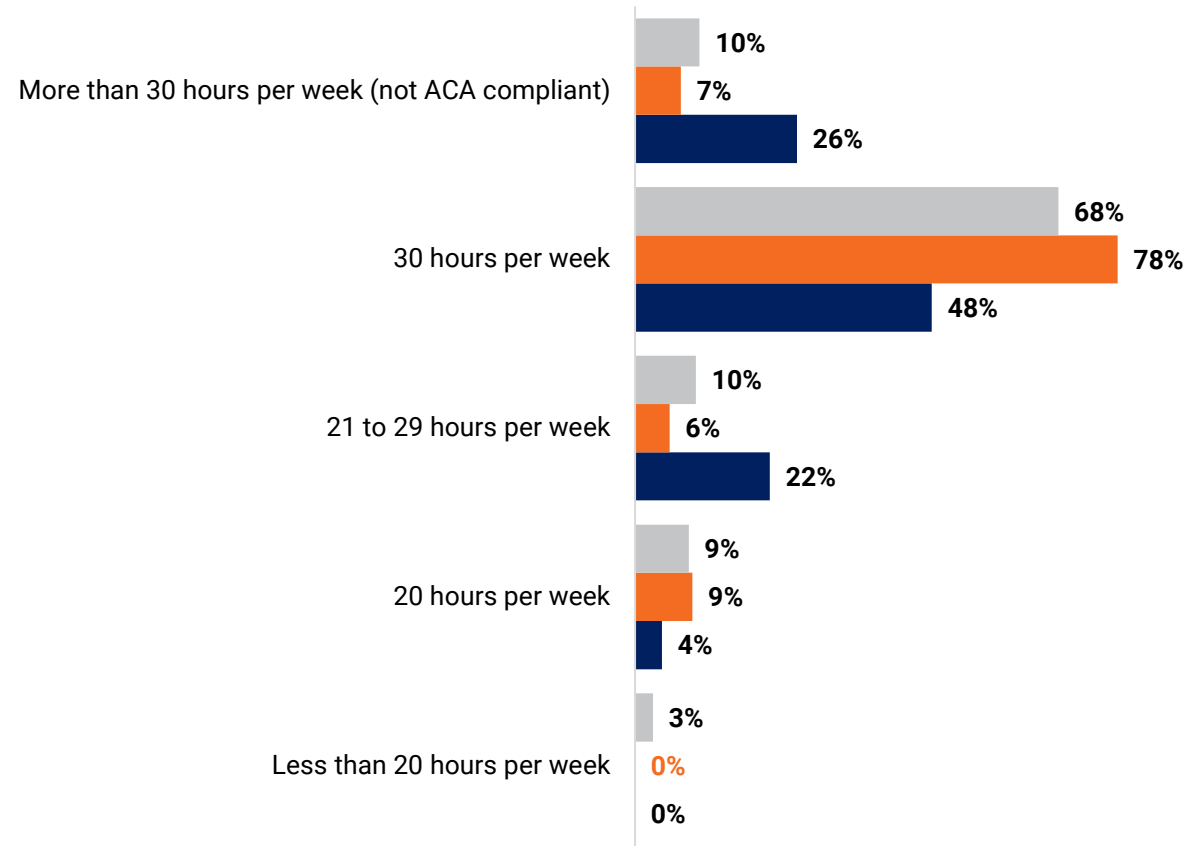
* The 2021 out-of-pocket maximum for non-grandfathered plans under the ACA was \$8,550 for an individual and \$17,100 for a family.

Medical Plan Eligibility Rules

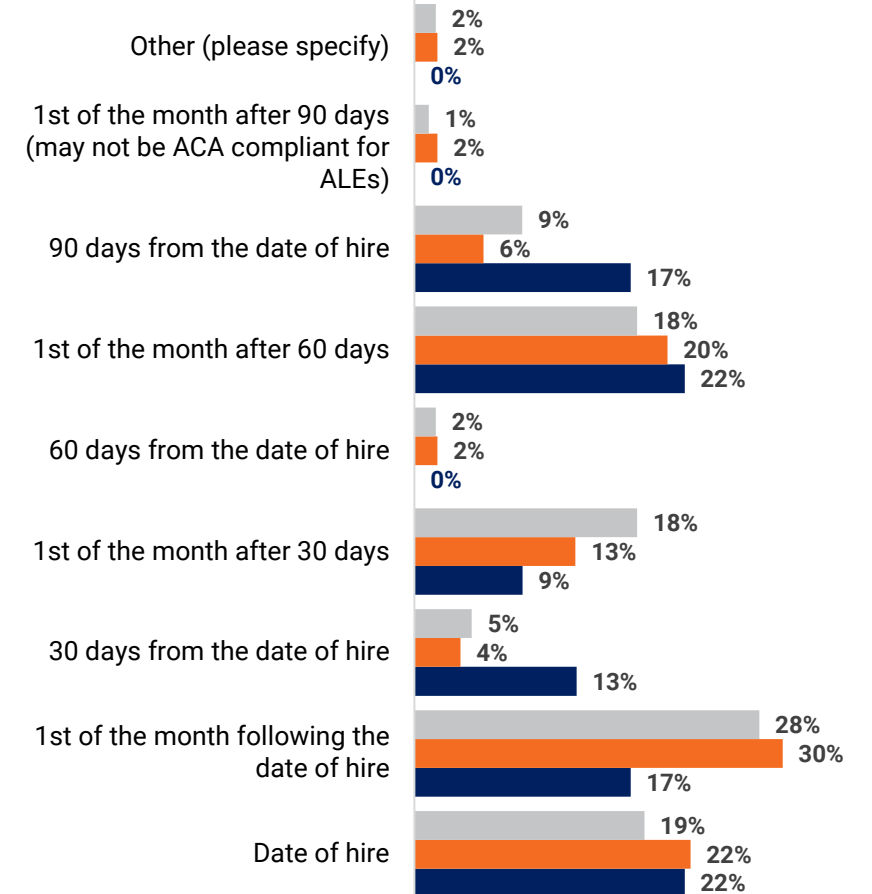
Most small and large group survey participants in the Northeast consider employees working at least 30 hours per week to be eligible for medical benefits. Interestingly, seven percent of large employers require over 30 hours per week, which is not compliant with the Affordable Care Act (ACA).



Required hours per week



Waiting period



Reimbursement Account Contributions

Three quarters of small nonprofits in the Northeast contribute more than \$1,500 per year to HRA accounts. Virtually none of these survey participants reported contributions to an HRP or ICHRA and only a third contribute to an HSA at \$700 – \$999 per year. Slightly fewer than three quarters of large nonprofits in the Northeast contribute more than \$1,500 to HRA accounts, and very few make contributions to HRPs or ICHRAs.

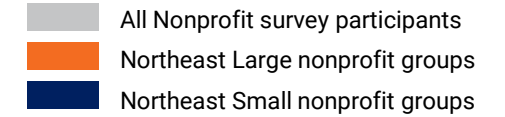
Small group contributions	\$0	\$1 to \$49	\$50 to \$99	\$100 to \$199	\$200 to \$499	\$500 to \$699	\$700 to \$999	\$1,000 to \$1,500	More than \$1,500
Health Savings Account (HSA)	67%	0%	0%	0%	0%	0%	33%	0%	0%
Health Reimbursement Arrangement (HRA)	25%	0%	0%	0%	0%	0%	0%	0%	75%
Health Reimbursement Plan (HRP)	100%	0%	0%	0%	0%	0%	0%	0%	0%
Individual coverage health reimbursement arrangement (ICHRA)	100%	0%	0%	0%	0%	0%	0%	0%	0%

Large group contributions	\$0	\$1 to \$49	\$50 to \$99	\$100 to \$199	\$200 to \$499	\$500 to \$699	\$700 to \$999	\$1,000 to \$1,500	More than \$1,500
Health Savings Account (HSA)	31%	0%	0%	8%	0%	0%	0%	0%	8%
Health Reimbursement Arrangement (HRA)	6%	0%	0%	6%	0%	6%	0%	6%	71%
Health Reimbursement Plan (HRP)	31%	0%	0%	8%	0%	0%	0%	0%	0%
Individual coverage health reimbursement arrangement (ICHRA)	31%	0%	0%	8%	0%	0%	0%	0%	0%

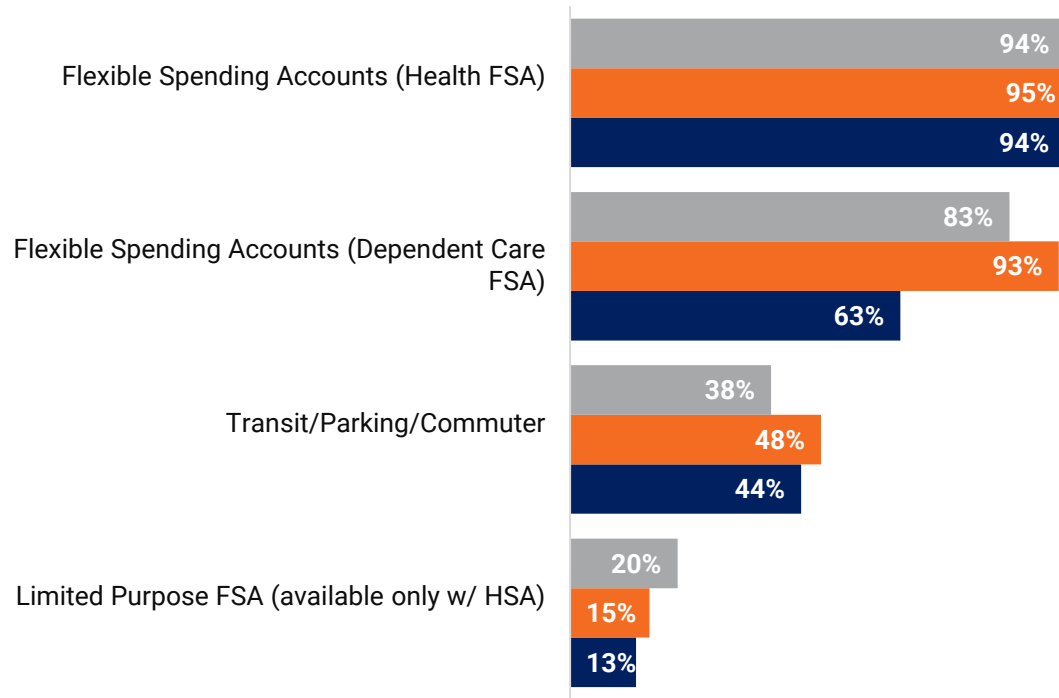
All Groups	\$0	\$1 to \$49	\$50 to \$99	\$100 to \$199	\$200 to \$499	\$500 to \$699	\$700 to \$999	\$1,000 to \$1,500	More than \$1,500
Health Savings Account (HSA)	31%	0%	0%	5%	0%	7%	7%	10%	7%
Health Reimbursement Arrangement (HRA)	13%	0%	2%	2%	4%	2%	0%	10%	52%
Health Reimbursement Plan (HRP)	36%	0%	0%	3%	0%	0%	0%	0%	3%
Individual coverage health reimbursement arrangement (ICHRA)	33%	0%	0%	3%	0%	0%	0%	0%	0%

Consumer Spending Accounts Offered

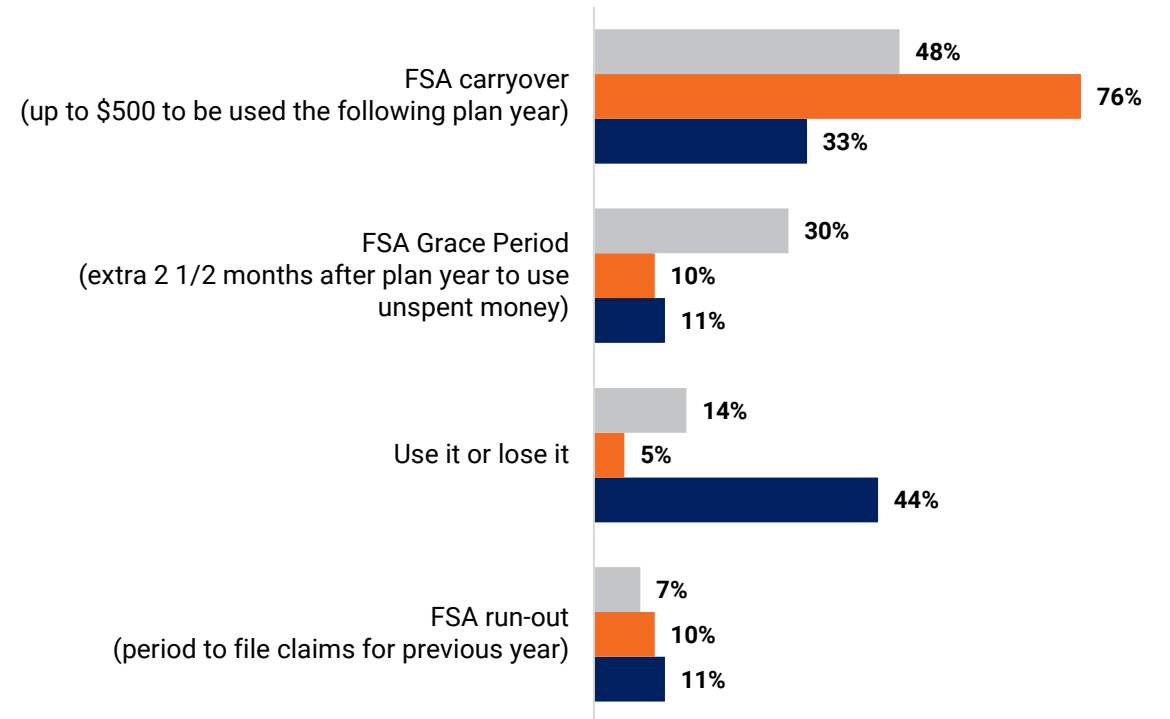
Few small, large, and nonprofit survey participants overall offer a limited purpose FSA (compatible with an HSA plan), but most offer a health FSA. Most large groups in the Northeast and more than half of small groups offer a dependent care account. Nearly half of both groups offer a transit/parking/commuter benefit, which is higher than all surveyed nonprofits nationally. FSA carryover is more popular in among large nonprofits in the Northeast, while most small groups use a “Use it or lose it” approach.



Spending accounts offered

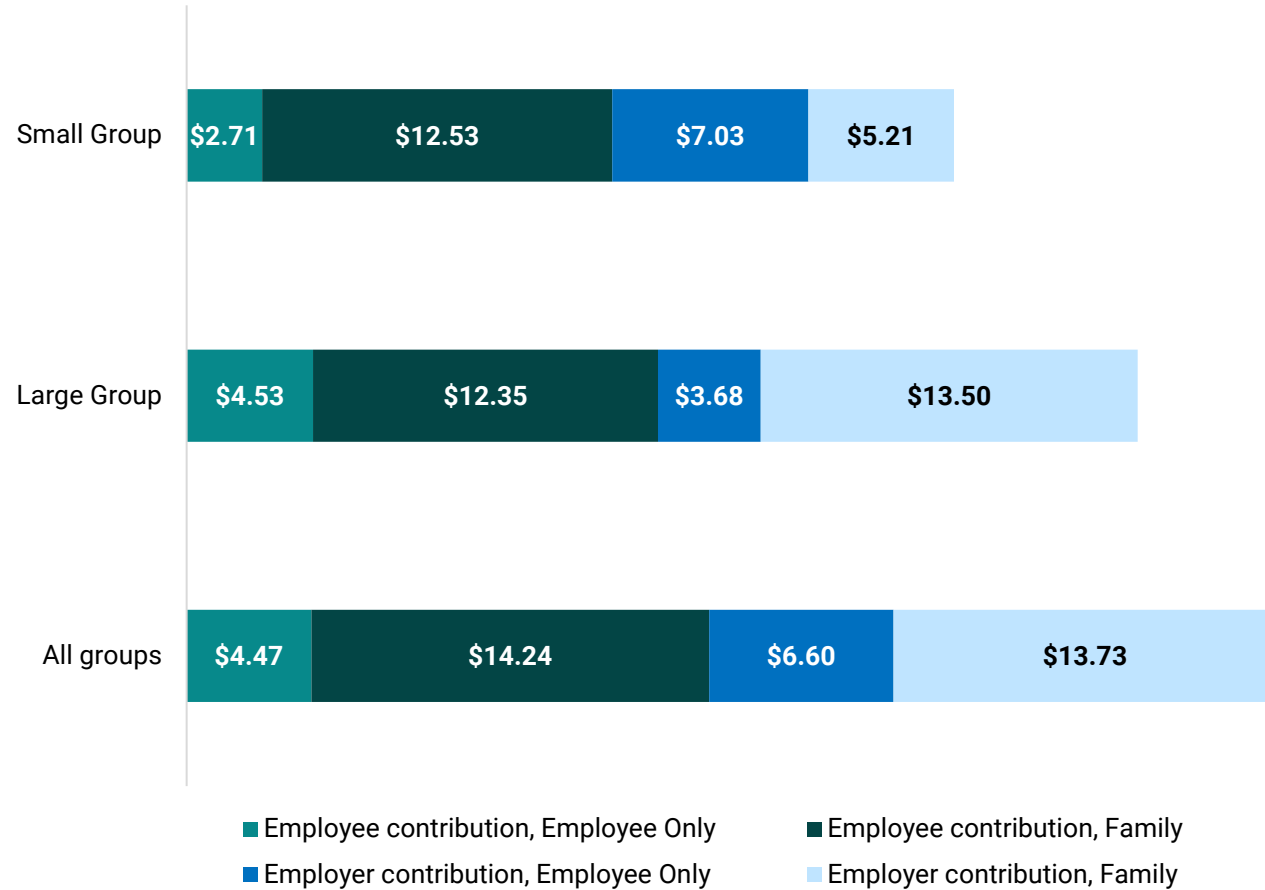


Unused FSA balance options



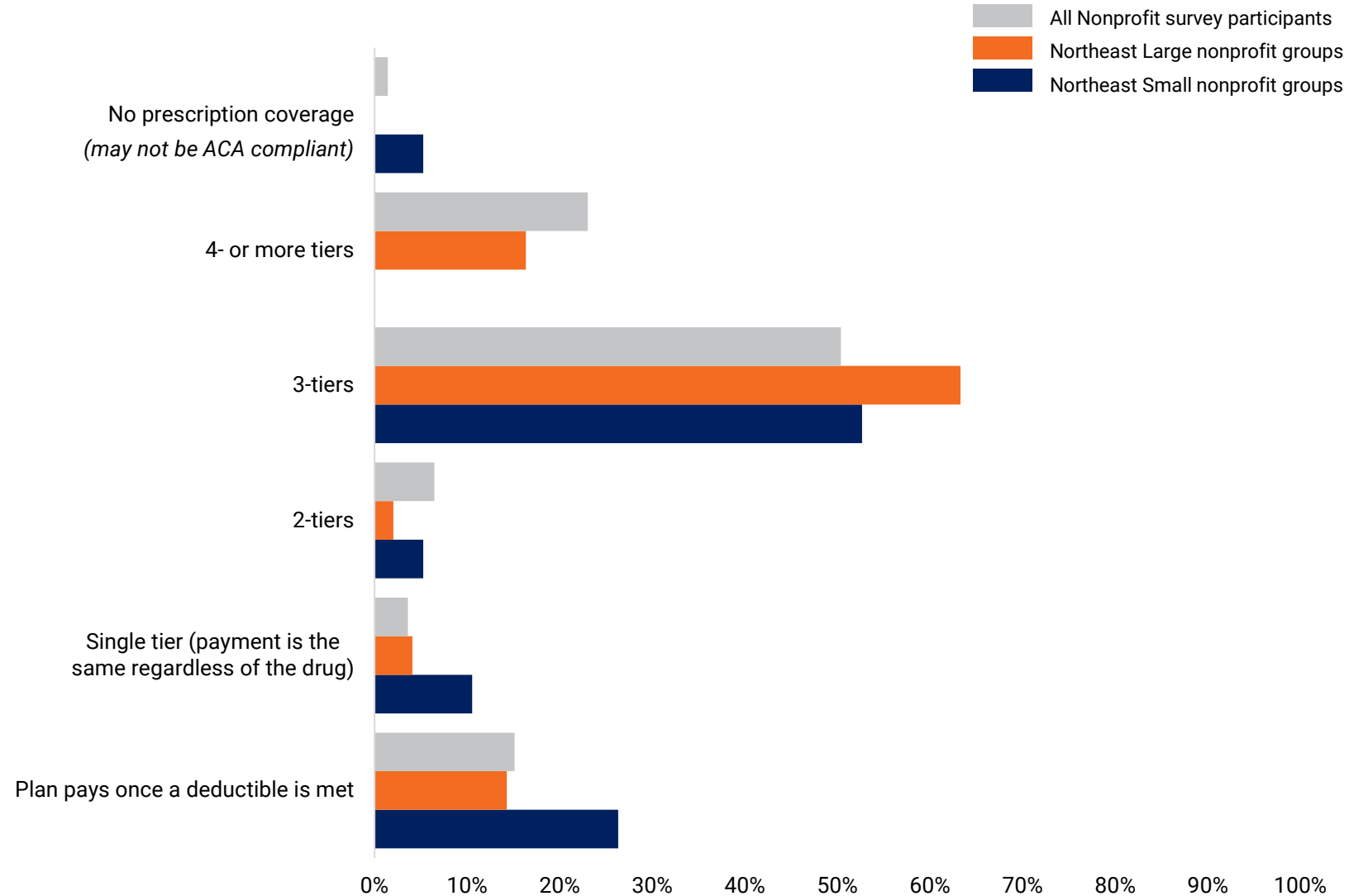
Vision Contributions

Monthly contributions toward vision coverage are relatively consistent among small and large nonprofits surveyed in the Northeast and all groups nationally. Note that this analysis consolidates premium for voluntary, contributory, and employer-paid plans.



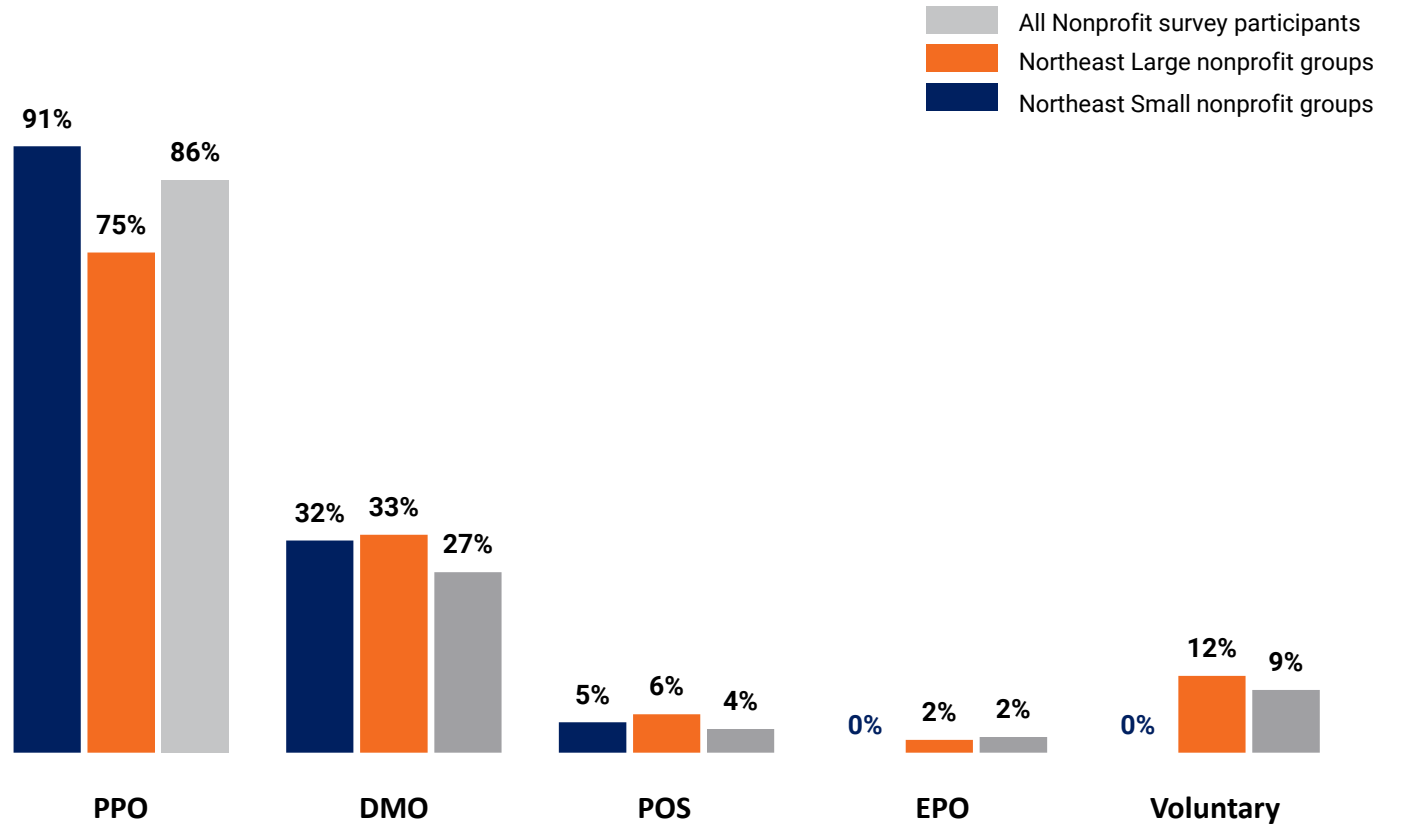
Prescription Drug Coverage

Survey participants were asked to describe the Prescription Drug plan offered to most employees. A 3-tiered benefit is the most common among all groups surveyed, including small and large nonprofits in the Northeast. Over a quarter of small nonprofits in the Northeast require a deductible; given the small number of HSAs offered and few employees enrolled in HDHPs, one might conclude that a plan type with a prescription drug deductible is in play here.



Dental Plans Offered

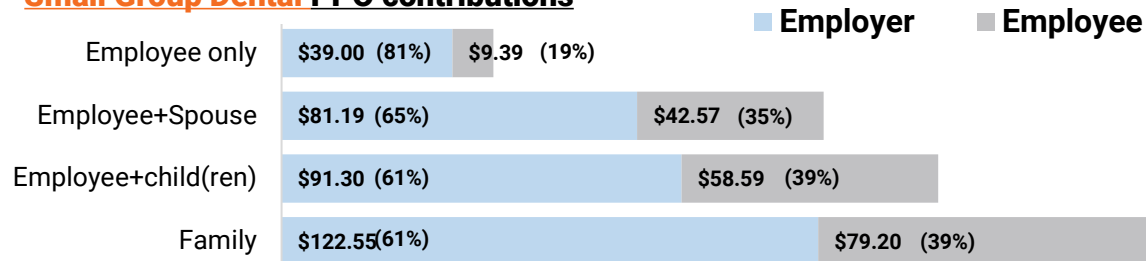
96% of both small and large group nonprofits surveyed in the Northeast offer a dental plan. The most common dental plan type in both groups is the PPO, with DMO/DHMO plans favored by about a third. Few small and large groups in the Northeast offer a POS plan, with voluntary dental offered by a greater number of large groups but no small groups.



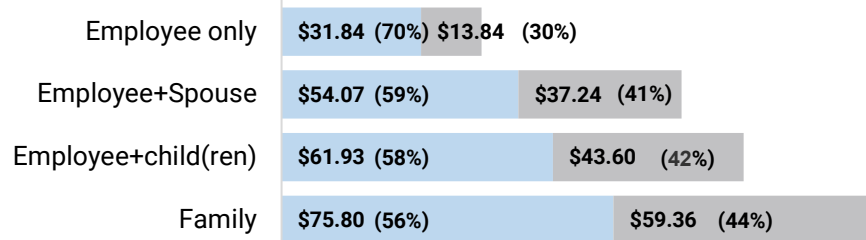
Average PPO and DHMO/HMO Dental Plan Employer and Employee Contributions

Contributions for both Dental PPO and DHMO/HMO plans are statistically the same for small and large group nonprofits in the Northeast, and as compared to nonprofit survey participants overall. Likewise, the employer contribution percentage for the employee only tier in both plans is much higher than for other tiers.

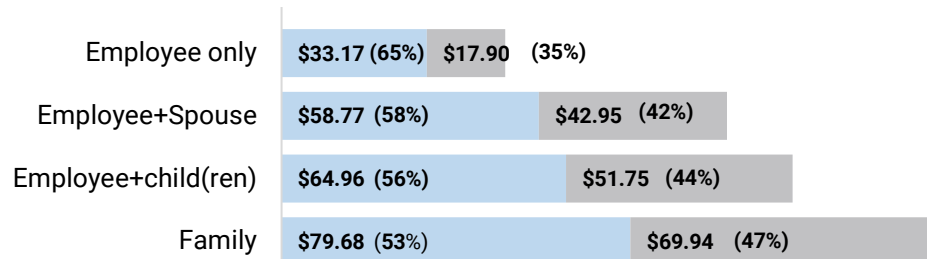
Small Group Dental PPO contributions



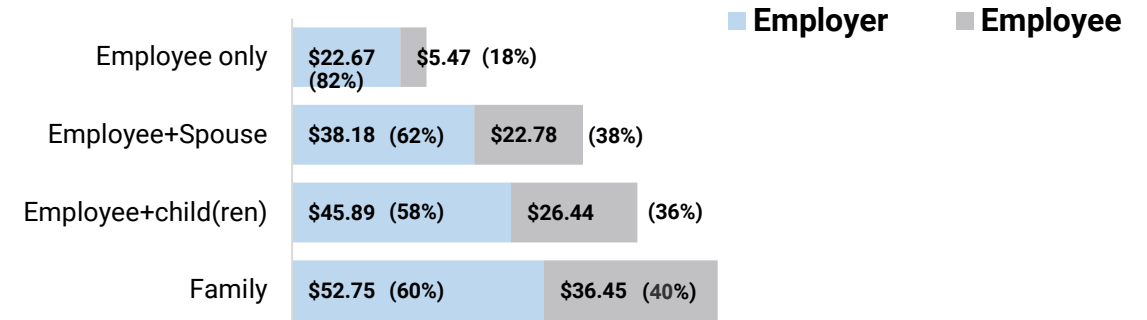
Large Group Dental PPO contributions



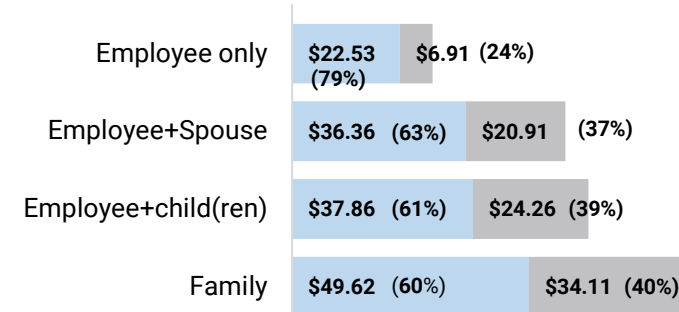
All Dental PPO contributions



Large Group Dental DHMO contributions



All Dental DHMO contributions



Dental Plan Deductibles

Of those surveyed nonprofits offering dental benefits, including small and large group nonprofits in the Northeast, most have a plan with an individual in- and out-of-network deductible of \$50 to \$49. A higher percentage of surveyed small groups have a \$50-\$99 out-of-network family deductible, while most large nonprofit groups in the Northeast and nationally have \$150-\$199 out-of-network family deductible.

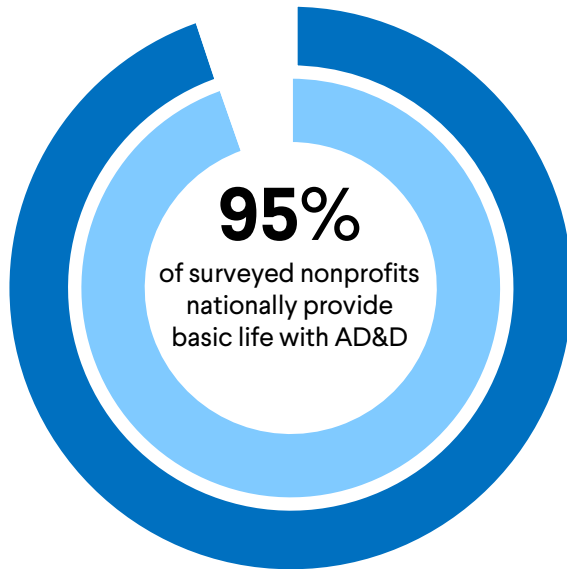
Small Group Nonprofits in the Northeast	\$0	\$1 to \$24	\$25 to \$49	\$50 to \$99	\$100 to \$149	\$150 to \$199	\$200 to \$249	\$250 to \$299	\$300 or more
Individual In-network	26%	5%	16%	42%	5%	0%	0%	0%	5%
Individual Out-of-network (if covered)	0%	0%	24%	53%	12%	6%	0%	0%	6%
Family In-network	21%	5%	11%	21%	11%	26%	0%	0%	5%
Family Out-of-network (if covered)	0%	0%	12%	35%	18%	29%	0%	0%	6%

Large Group Nonprofits in the Northeast	\$0	\$1 to \$24	\$25 to \$49	\$50 to \$99	\$100 to \$149	\$150 to \$199	\$200 to \$249	\$250 to \$299	\$300 or more
Individual In-network	22%	0%	16%	53%	4%	2%	0%	0%	2%
Individual Out-of-network (if covered)	11%	0%	14%	54%	6%	6%	0%	0%	9%
Family In-network	20%	0%	2%	20%	11%	44%	0%	0%	2%
Family Out-of-network (if covered)	14%	0%	3%	14%	11%	49%	0%	0%	9%

All Surveyed Nonprofits Nationally	\$0	\$1 to \$24	\$25 to \$49	\$50 to \$99	\$100 to \$149	\$150 to \$199	\$200 to \$249	\$250 to \$299	\$300 or more
Individual In-network	23%	1%	12%	54%	5%	1%	1%	0%	4%
Individual Out-of-network (if covered)	13%	0%	15%	52%	9%	4%	0%	0%	7%
Family In-network	20%	1%	3%	16%	11%	41%	2%	1%	5%
Family Out-of-network (if covered)	14%	0%	5%	17%	12%	39%	1%	2%	10%

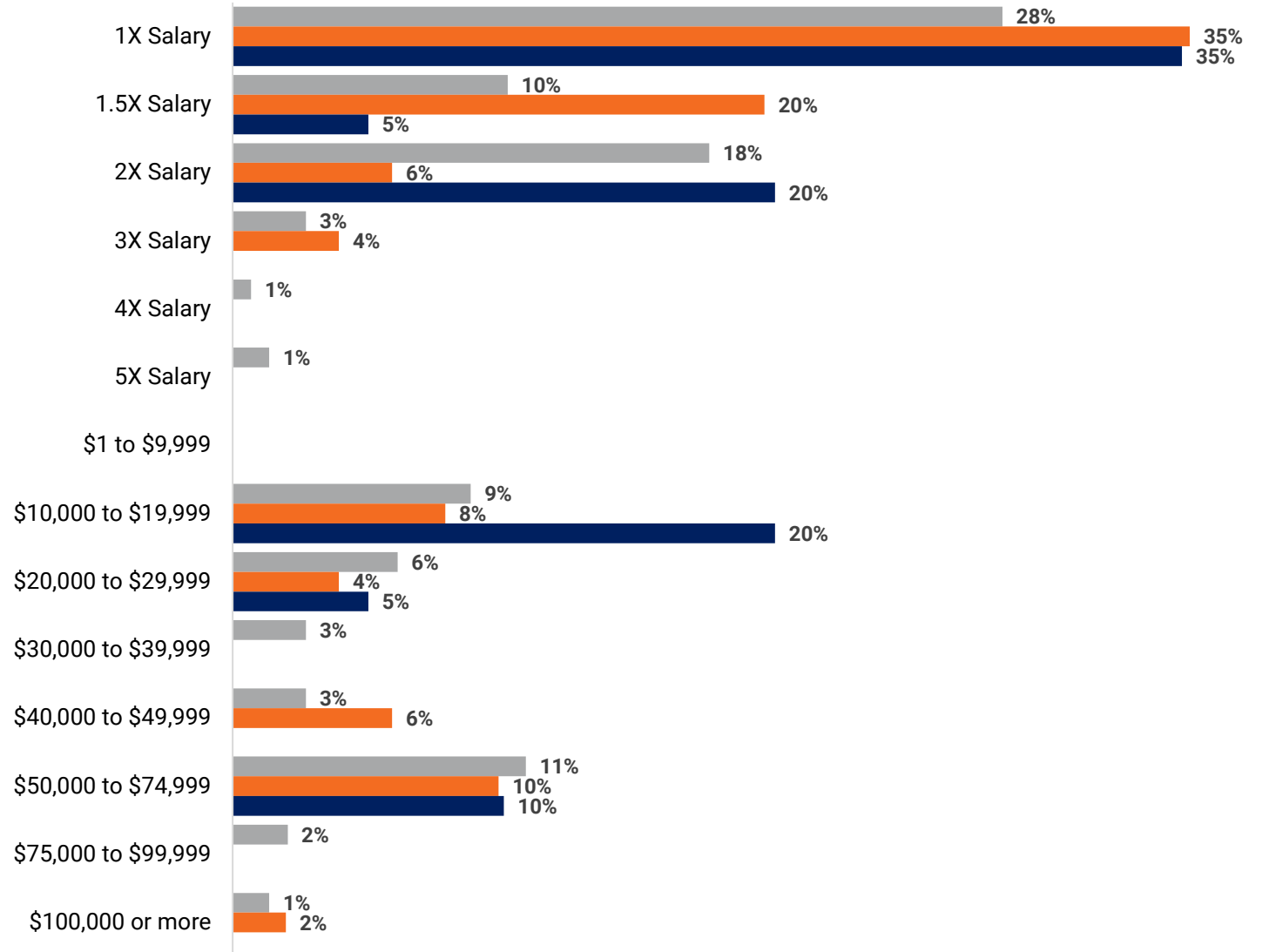
Basic Life

95% of all survey participants, including small and large group nonprofits in the Northeast, provide Basic Life with AD&D. Most respondents provide a benefit of 1X Salary, and some nonprofits reported a multiple of salary with a cap.



Basic Life AD&D

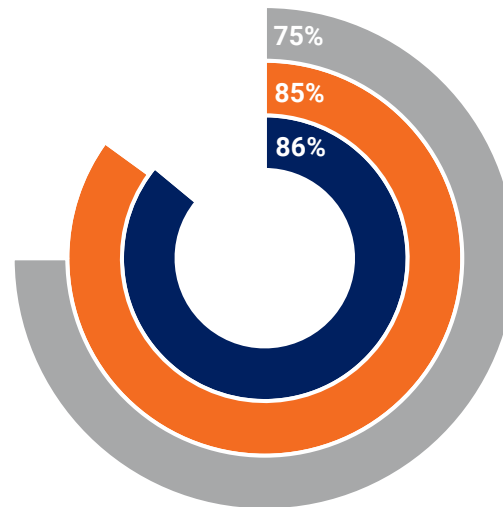
Basic Life Benefits



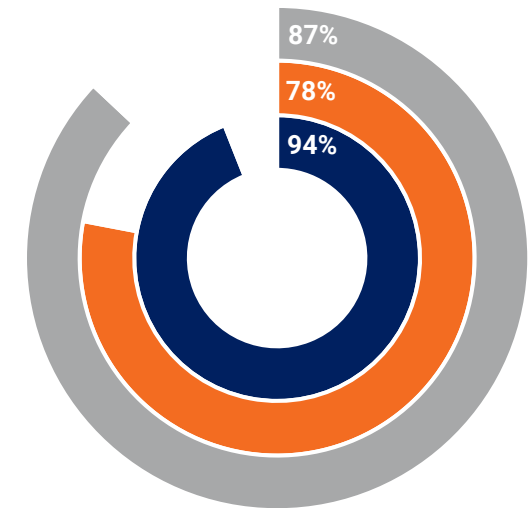
Disability

A high percentage of surveyed small and large nonprofits in the Northeast provide both employer-paid long- and short-term disability, as do surveyed nonprofits nationally. Most survey participants indicated that contributions vary by years of service, age, or position.

Percentage offering 100% Employer-Paid STD



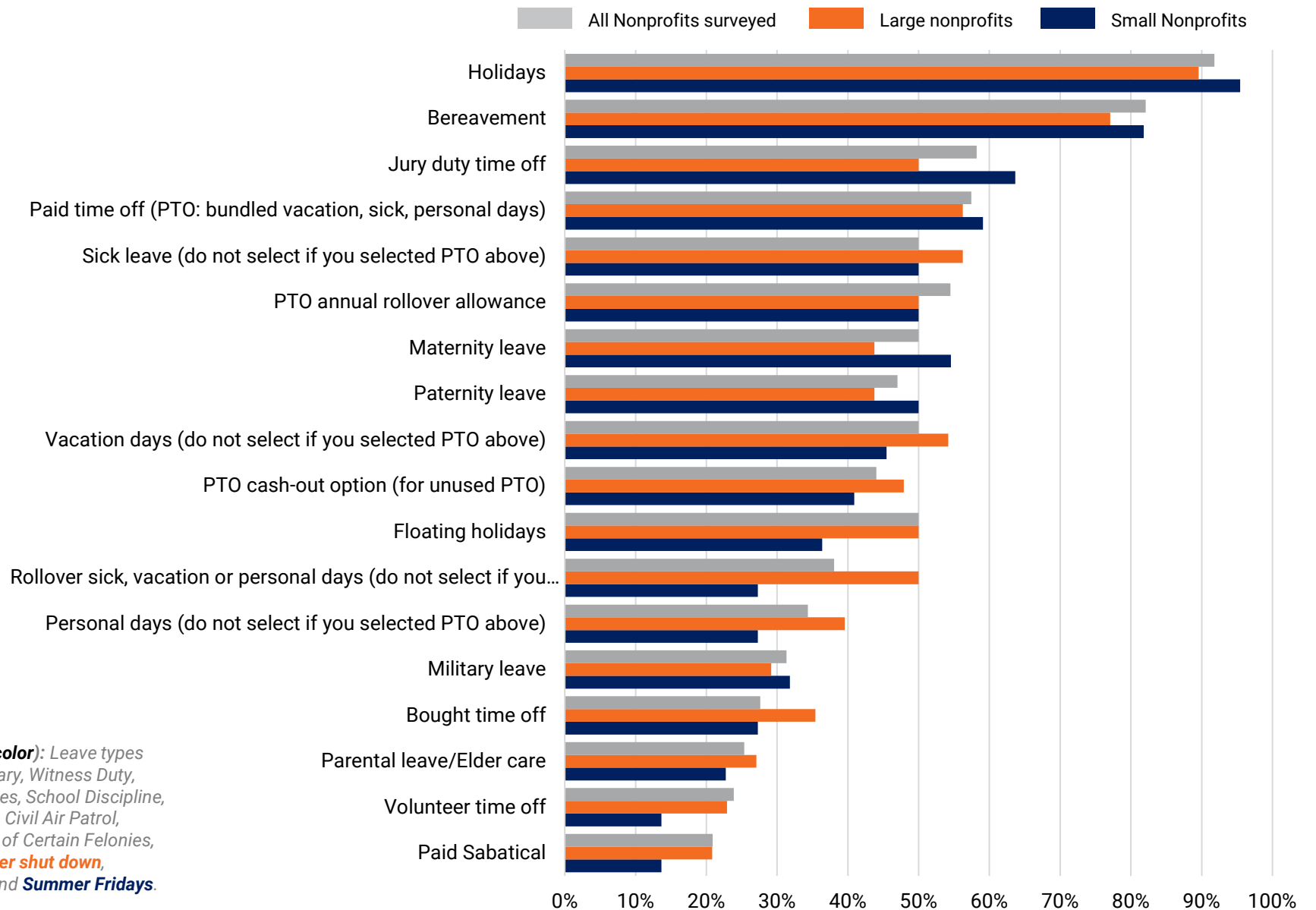
Percentage offering 100% Employer-Paid LTD



Paid Time Off

Paid Leave Types

Survey participants were asked to select all Paid Leave types available to employees, not including FMLA, PFL, or state-mandated sick leave. Among all groups surveyed, including both small and large group nonprofits in the Northeast, days off for Holidays and Bereavement are the most prevalent.

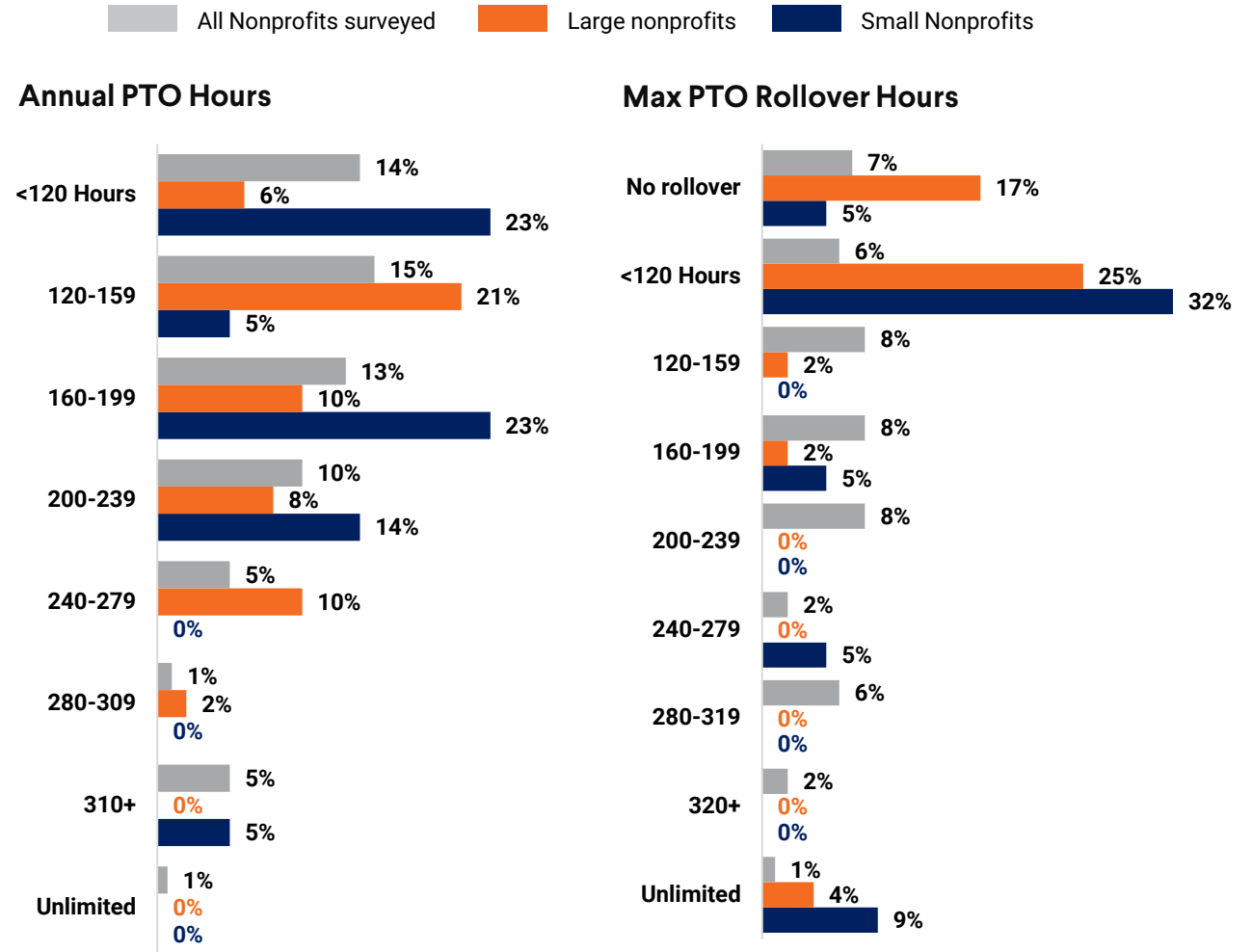
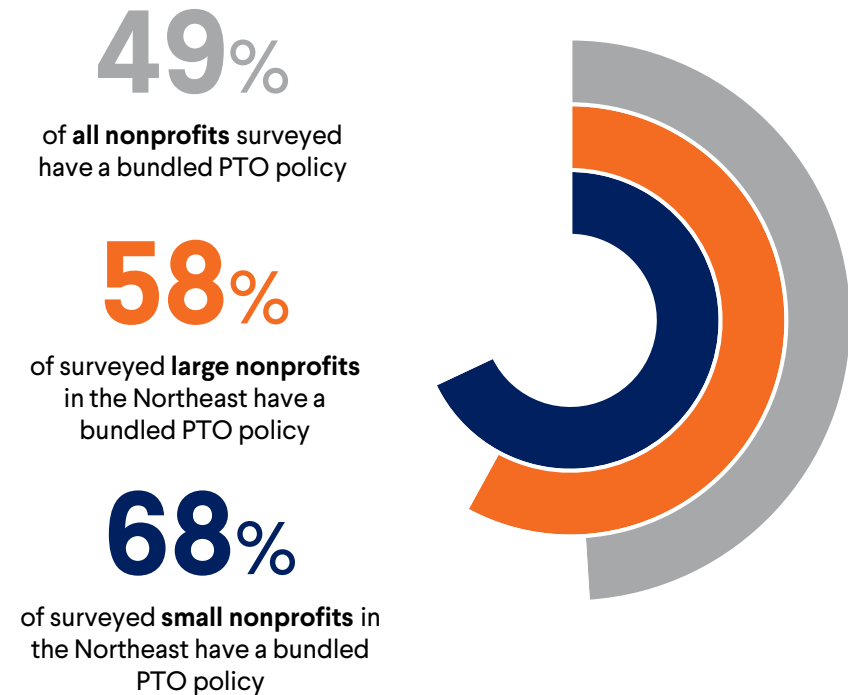


Other (Northeast small and large nonprofits indicated in color): Leave types reported but not prevalent include time off for Family Military, Witness Duty, Time to Vote, Election Officer, School or Child Care Activities, School Discipline, Bone Marrow Donor, Organ Donor, Emergency Responder, Civil Air Patrol, Domestic Violence/Sexual Assault/Stalking Victim, Victim of Certain Felonies, and Attending Court Proceedings for Serious Crimes, **Winter shut down**, Professional Development, **Marriage, Moving**, Birthdays, and **Summer Fridays**.

PTO amounts do not include FMLA, PFL, or state-mandated sick leave.

Bundled PTO

A greater number of nonprofits in the Northeast use a bundled PTO policy, compared to surveyed nonprofits overall. A majority (21%) of surveyed large nonprofits in the Northeast reported annual PTO amounts between 120 to 159 hours, while most small nonprofits (23%) reported amounts either less than 120 hours or between 160 to 199 hours. Several nonprofits provide a base amount of PTO upon hire that increases after some number of years of service.



PTO amounts do not include FMLA, PFL, or state-mandated sick leave.

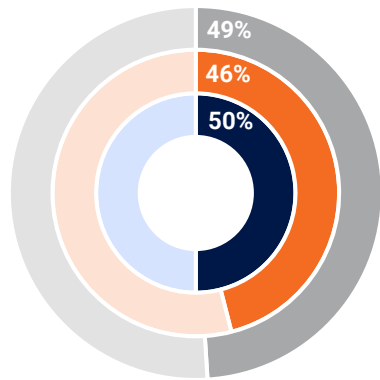
Under-reported leave amounts were omitted

Unbundled Sick, Vacation, and Personal Days

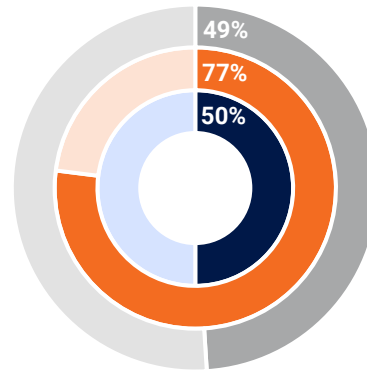
About half of surveyed small nonprofits in the Northeast use unbundled sick and vacation time and a third use unbundled personal, similar to all surveyed nonprofits nationally. Comparatively, a higher number of large nonprofits in the Northeast use unbundled PTO, particularly vacation time, and many indicated that rollover amounts vary by years of service and/or are different for sick, vacation, and personal time.

■ All Nonprofit survey participants
■ Northeast Large nonprofit groups
■ Northeast Small nonprofit groups

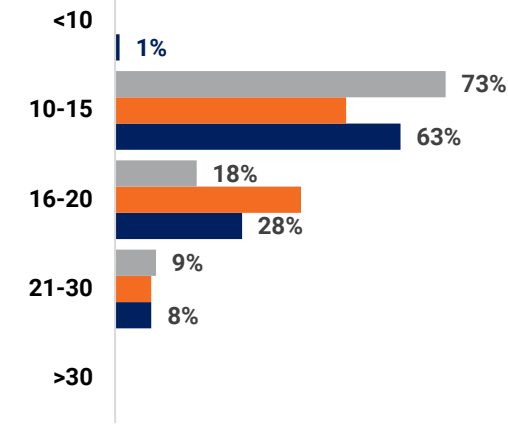
Unbundled sick time



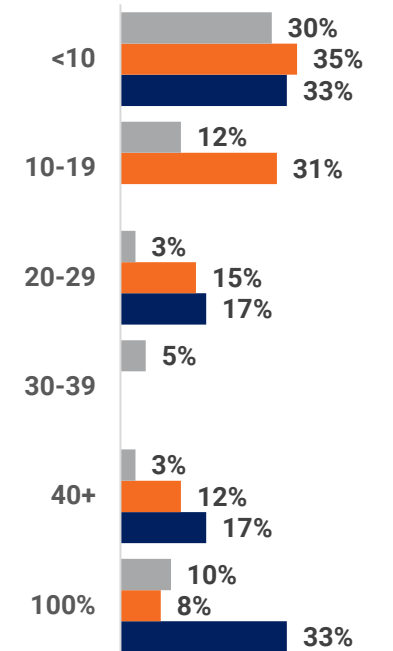
Unbundled vacation



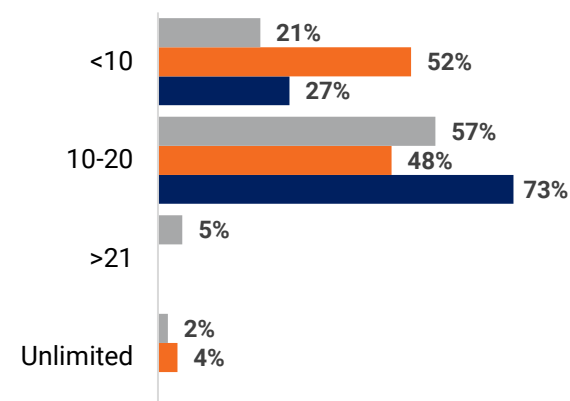
Days offered



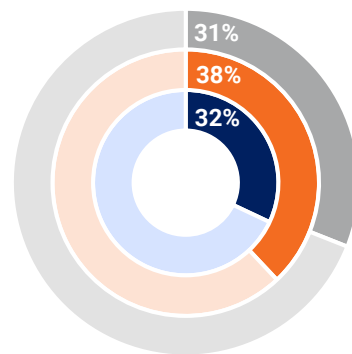
Rollover Days Allowed



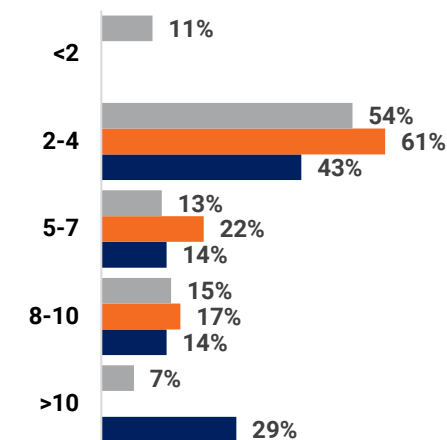
Days offered



Unbundled personal time



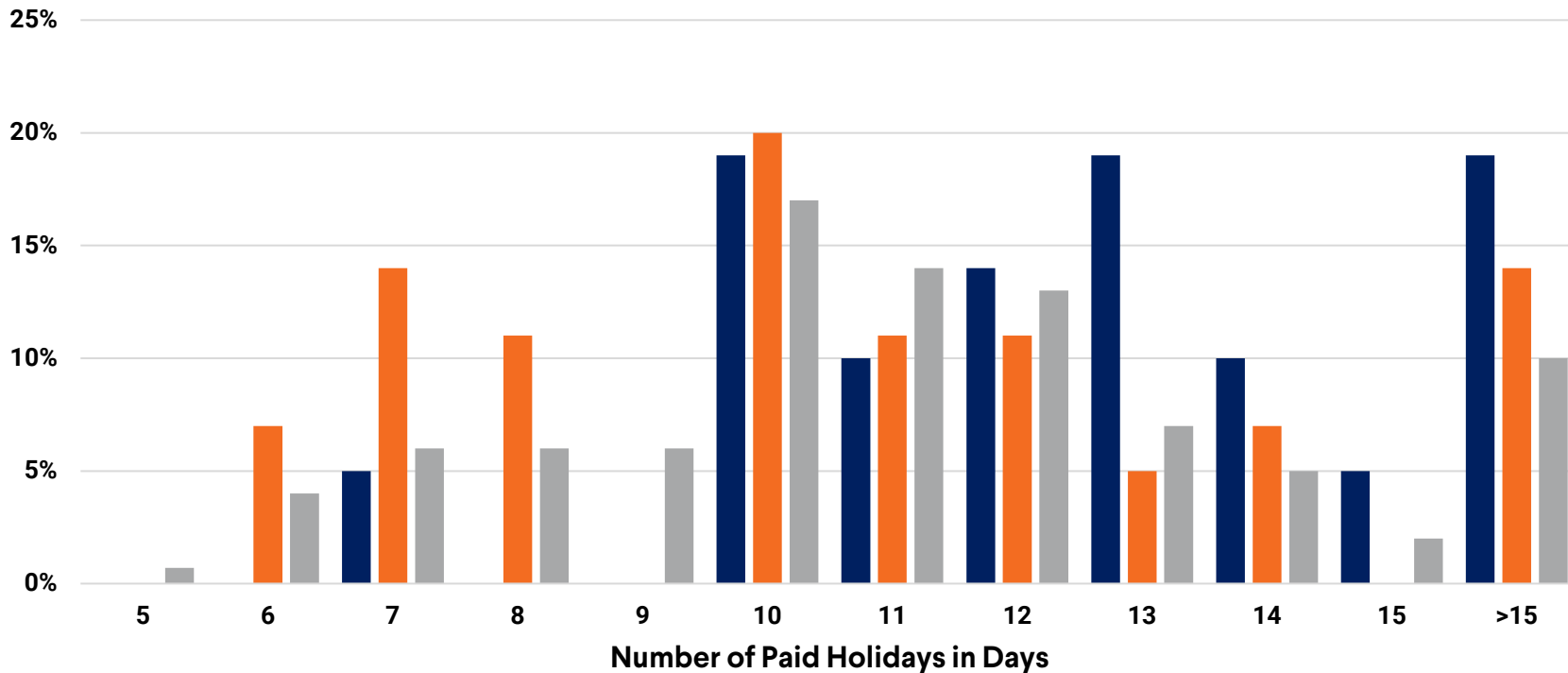
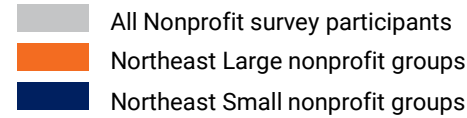
Days offered



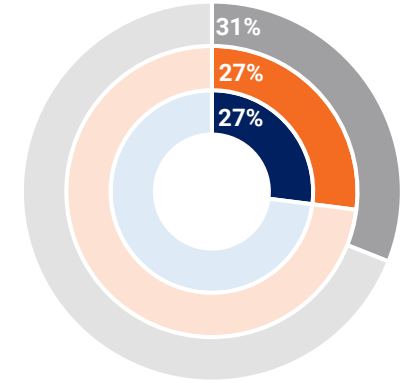
Under-reported leave amounts were omitted

Paid Holidays

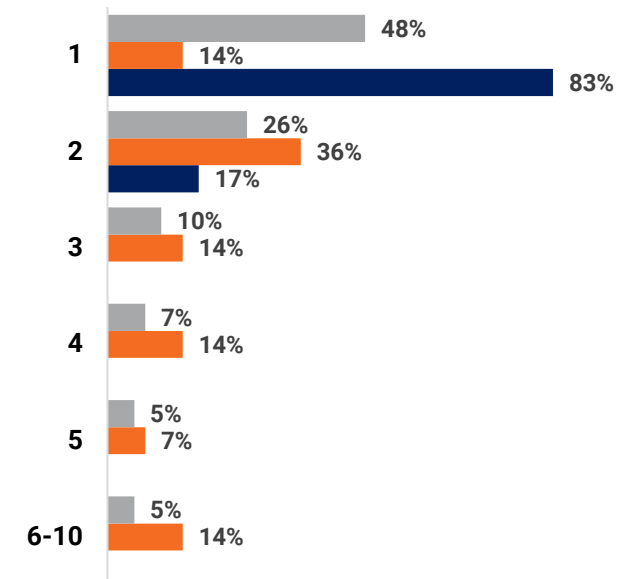
The number of paid holidays observed by surveyed nonprofits varies somewhat, but most reported between 10 and 12 paid holidays. Compared to all surveyed nonprofits nationally (10%), a greater number of small (19%) and large (14%) nonprofits in the Northeast reported over 15 paid holidays. A significant number of smaller nonprofits in the Northeast also reported having 14 days, while a greater number of large nonprofits in the Northeast reported 8 or fewer paid holidays days.



Surveyed nonprofits offering Floating Holidays



Number of floating holidays in days

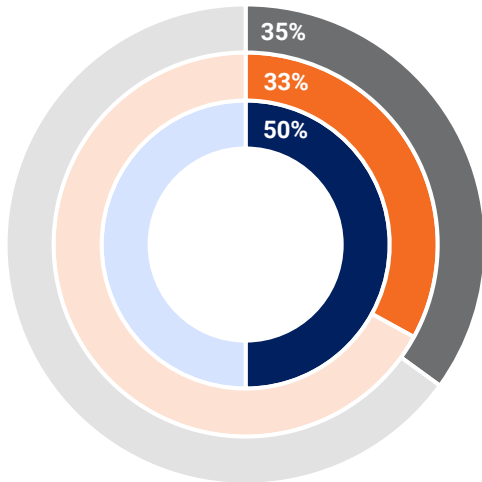


Paid Maternity and Paternity Time

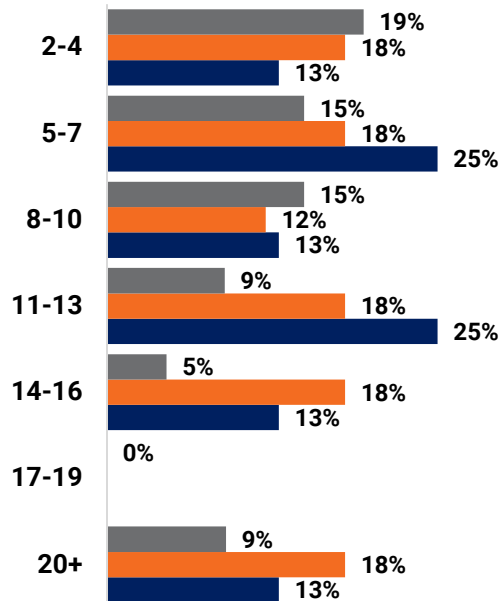
About one-third of surveyed nonprofits nationally and large nonprofits in the Northeast provide paid maternity leave, and only slightly fewer in both groups offer paid paternity leave. While half of surveyed small nonprofits in the Northeast offer paid maternity leave, only 9% offer paid paternity leave (while the survey asked respondents not to include FMLA or PFL, the high percentage of small groups offering paid maternity may indicate that the request was missed).

All Nonprofits surveyed
 Large nonprofits
 Small Nonprofits

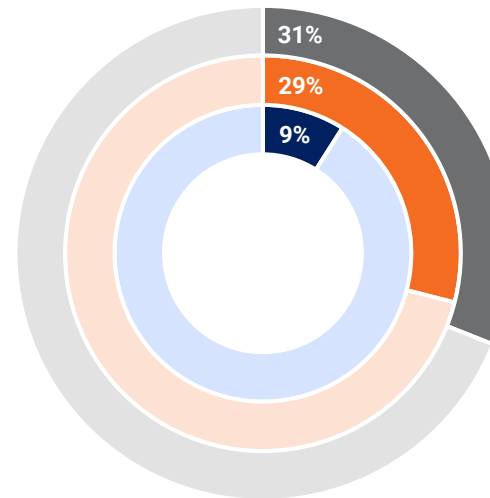
Percentage of surveyed nonprofits providing paid maternity leave



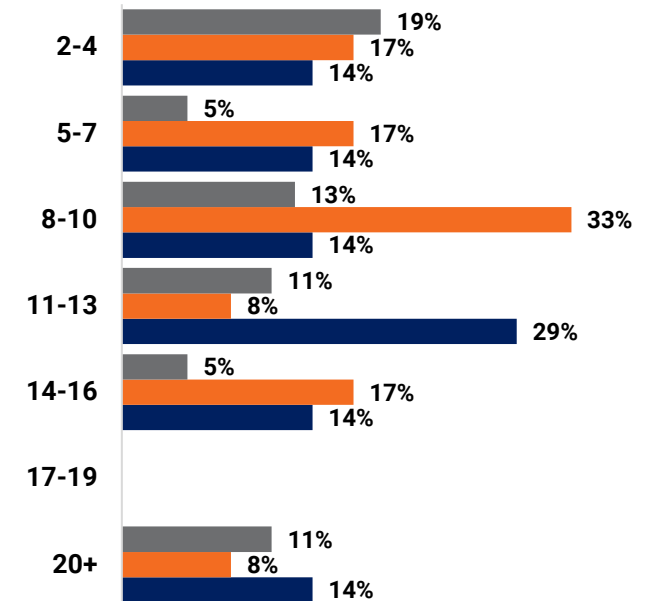
Provided maternity leave in weeks



Percentage of surveyed nonprofits providing paid paternity leave



Provided paternity leave in weeks

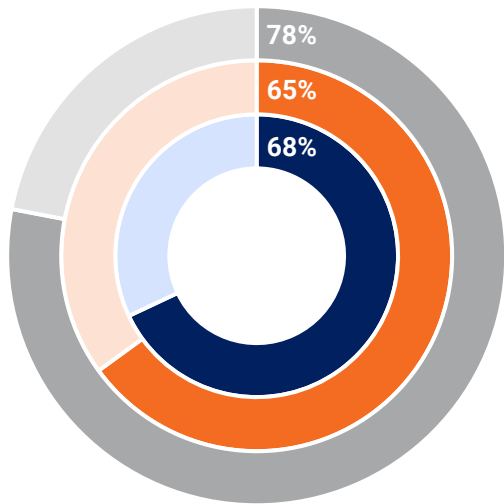


NOTE: The EEOC has indicated that the practice of offering mothers more paid leave than fathers is likely sex discrimination. This applies to leave related to baby bonding. It would not apply to leave related to pregnancy disability.

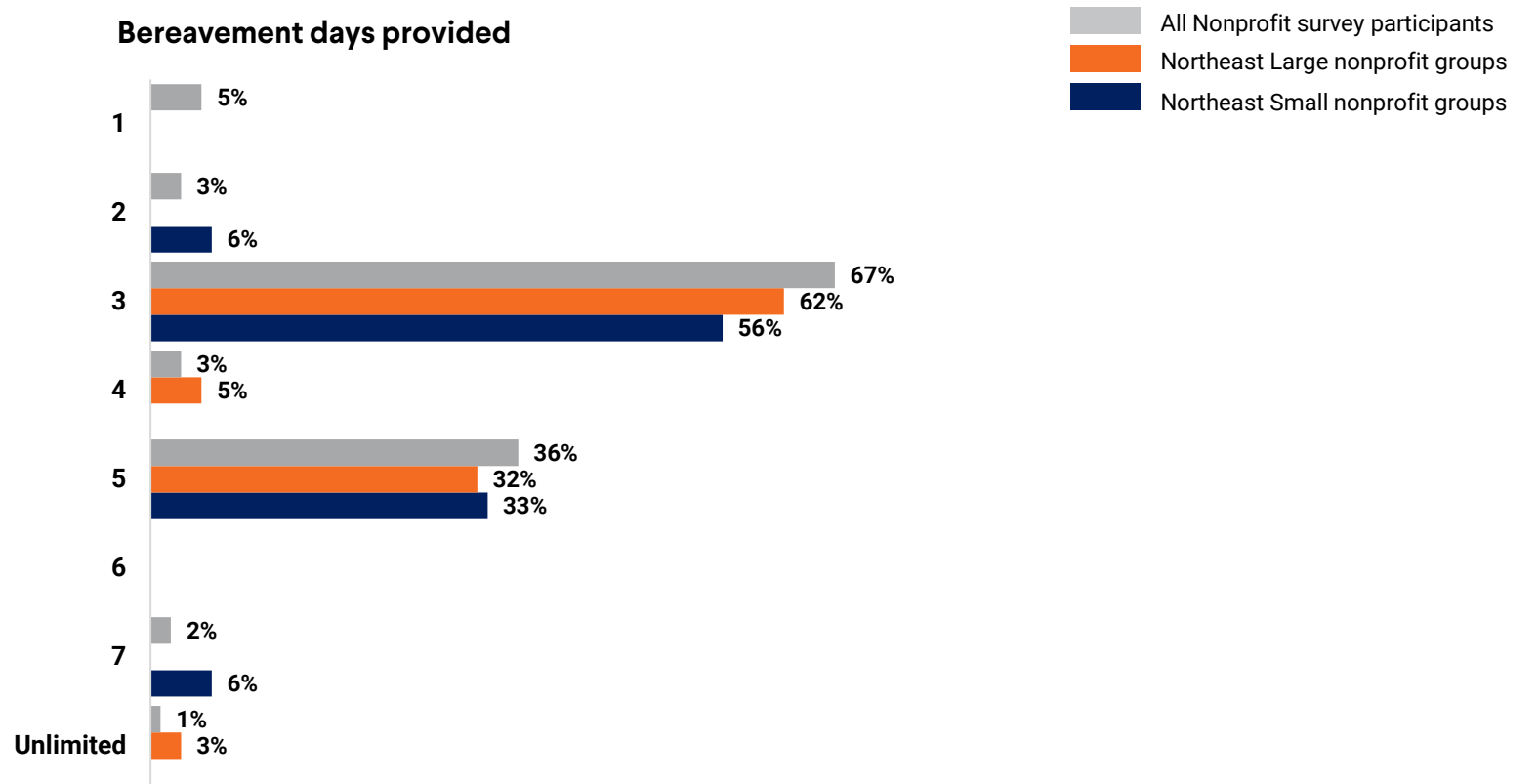
Bereavement

Surveyed small and large nonprofits in the Northeast provide slightly fewer bereavement days than all nonprofits surveyed nationally. However, the three to five days provided is consistent across all nonprofits, and small and large nonprofits in the Northeast.

Percentage of surveyed nonprofits that provide bereavement time



Bereavement days provided

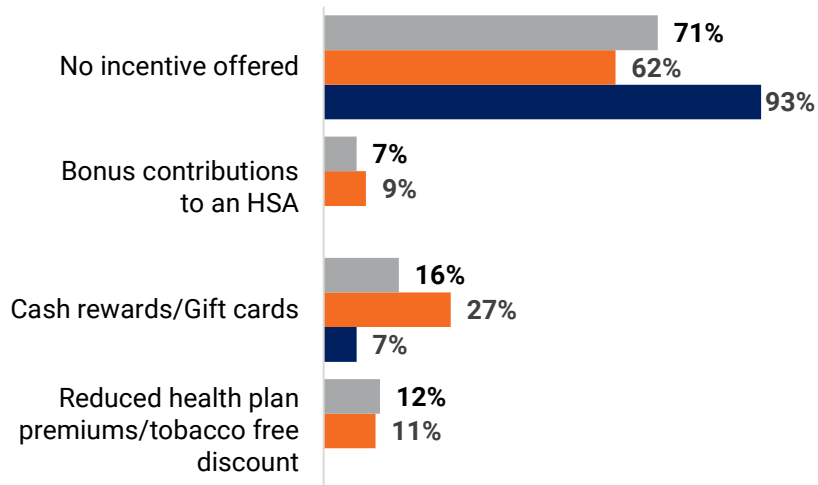


Wellness Programs

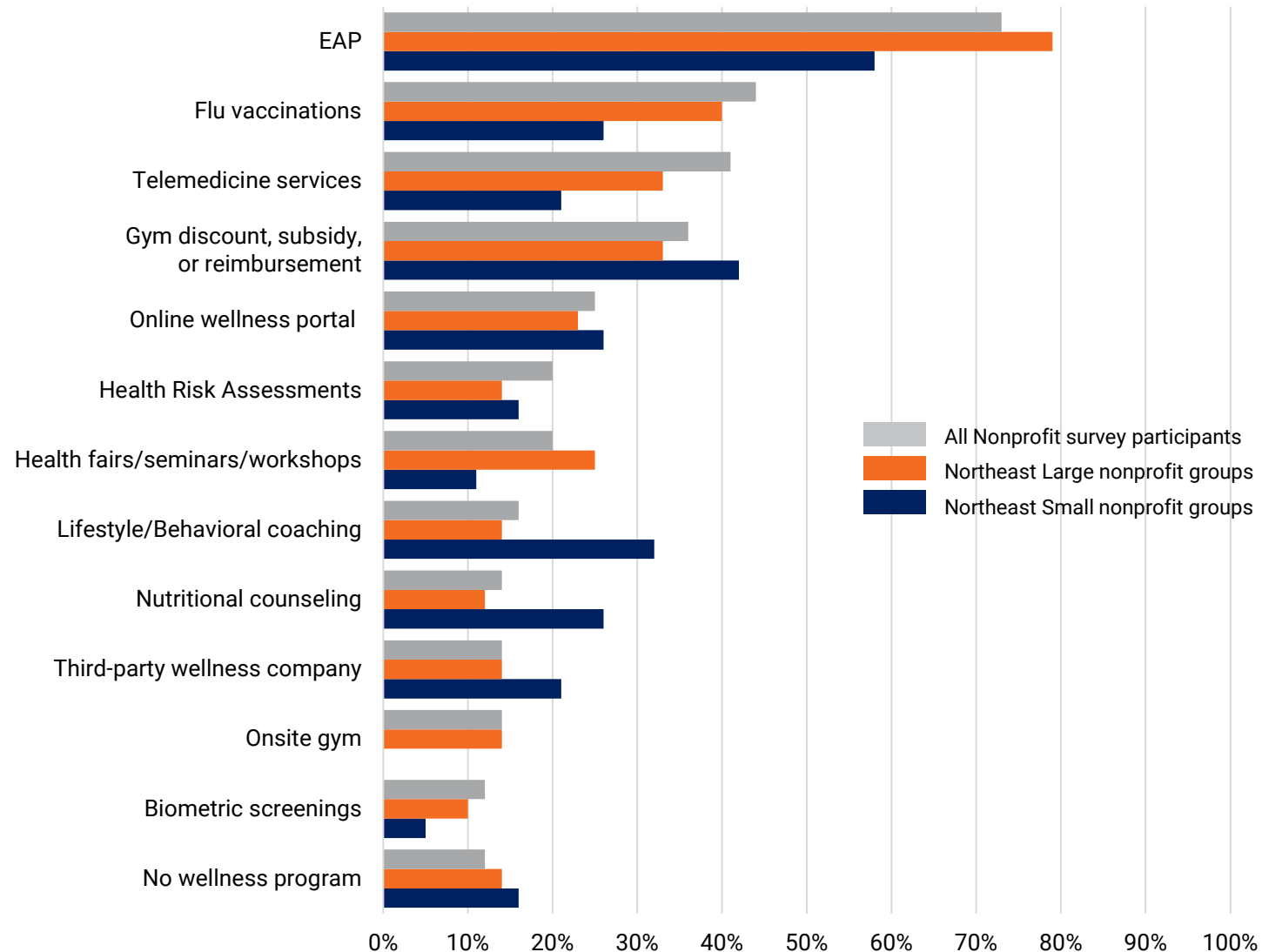
Wellness Programs

Nearly 30% of participating nonprofits offer wellness services, and one-third provide incentives for participation. The EAP aside, surveyed small nonprofits in the Northeast prefer gym discounts, subsidies, and reimbursements, compared to surveyed large nonprofits in the Northeast that preferred Flu vaccinations. Wellness incentives among large and small groups in the Northeast were consistent with those offered by all surveyed nonprofits nationally.

Wellness incentive offered



Percentage of nonprofits offering wellness benefits

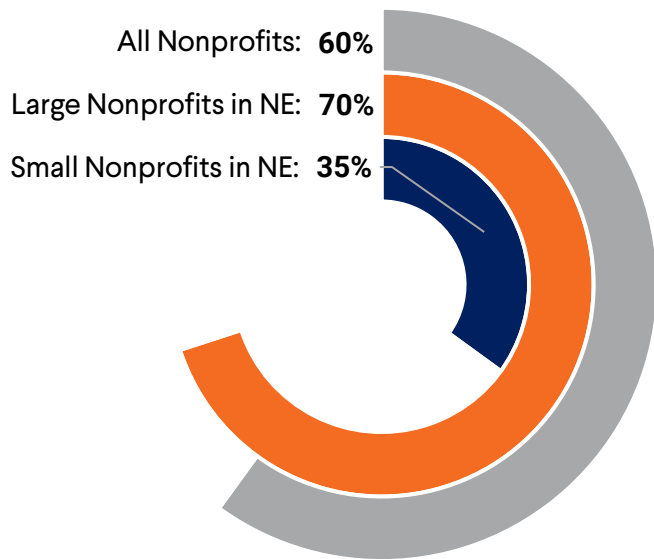


Benefits Technology

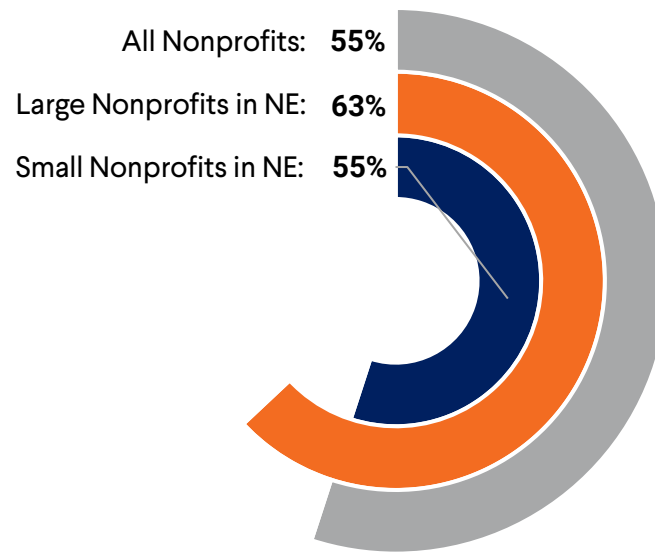
Benefits Administration

More than half of surveyed nonprofits nationally use a benefits administration platform to manage benefits. However, while nearly three quarters of large nonprofits in the Northeast do so, only 35% of surveyed small nonprofits in the Northeast use one. Of all surveyed nonprofits and small and large organizations in the Northeast using an online platform, a little over half of all groups make the platform available to employees to elect their benefits. And while all nonprofits surveyed and large nonprofits in the Northeast plan to give employees access in the next year, smaller nonprofits in the Northeast plan to do so in the next two years.

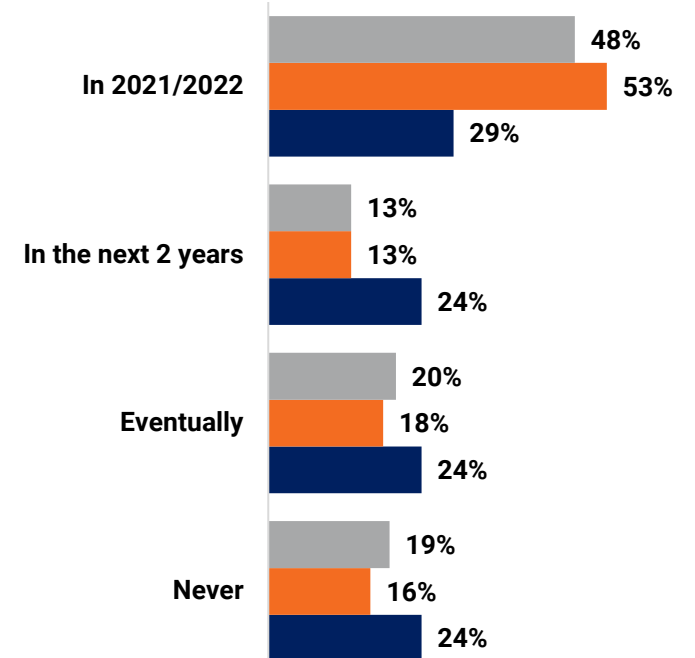
Percentage of surveyed nonprofits using an online benefits administration platform



Of those using an online benefits platform, percentage with employee self-service enrollment



Nonprofits currently not providing employee self-service enrollment, plan to offer:





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