



# Keeping Up With Total Rewards Trends

**Breaking Down Xenium's 2023  
Beyond Compensation Survey Results**

xenium 

# Overview

45 minute live session

Enter your questions in the Q&A

Slides and recording available after session



# speakers



**Brandon Laws**  
Sr. Director of Marketing & Product



**Tyler Meuwissen**  
Compensation & HR Analyst



# introduction

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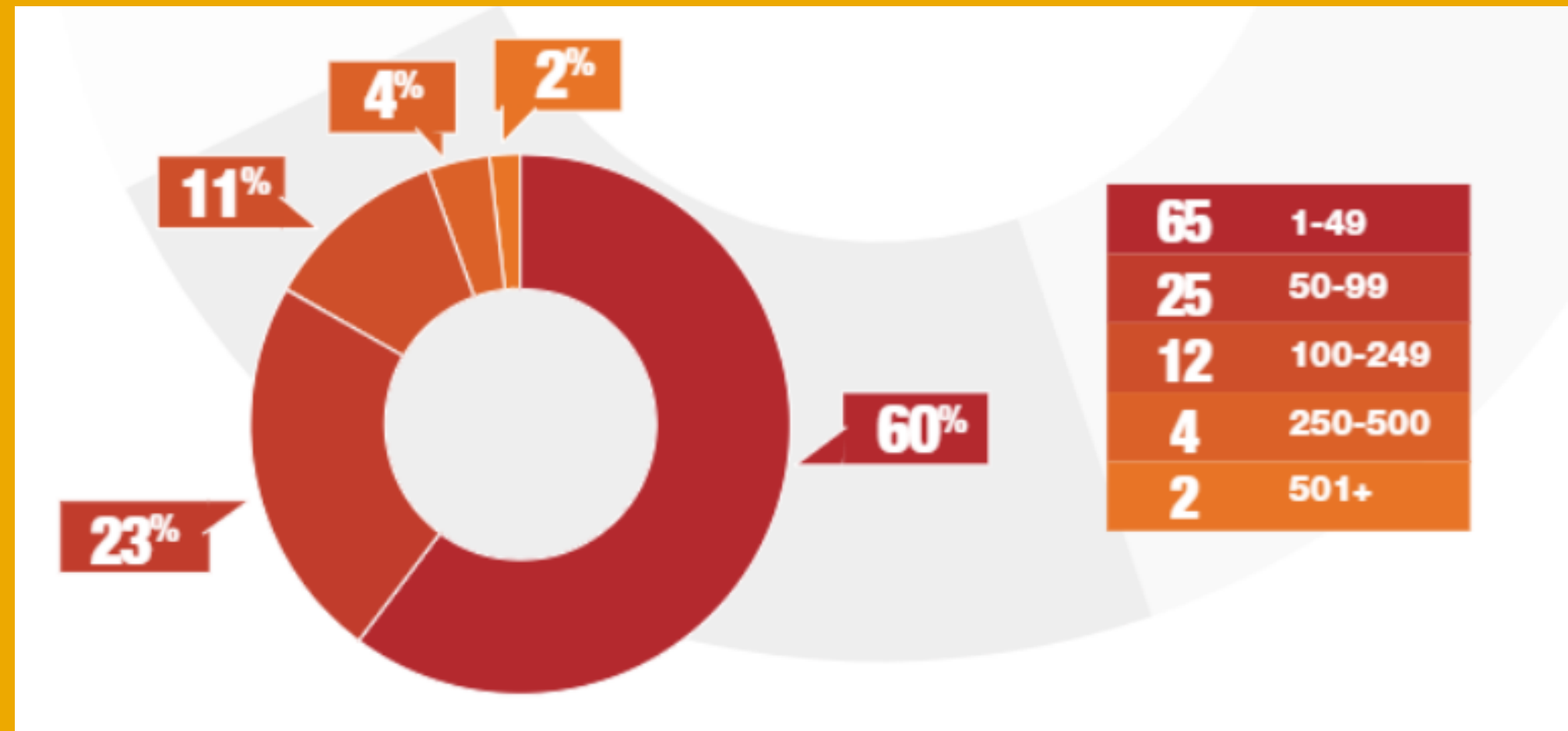
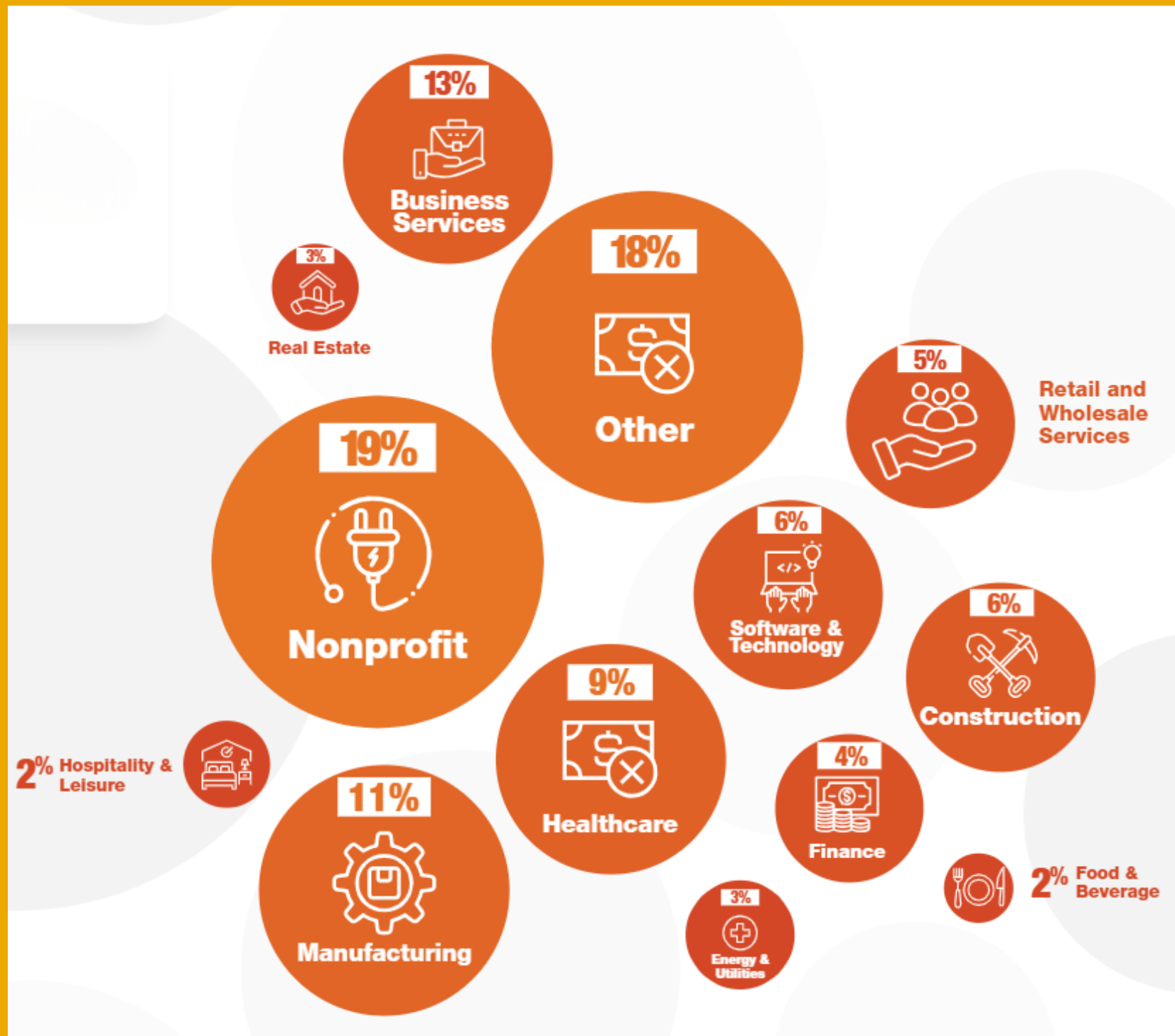
**Survey  
conducted  
every 2  
years**

**Last  
conducted  
Summer  
2023**

**108  
organizations;  
60% have  
fewer than 50  
employees**

**Survey asks  
questions about  
perks, benefits,  
and other  
rewards**

## % OF ORGANIZATIONS BY INDUSTRY

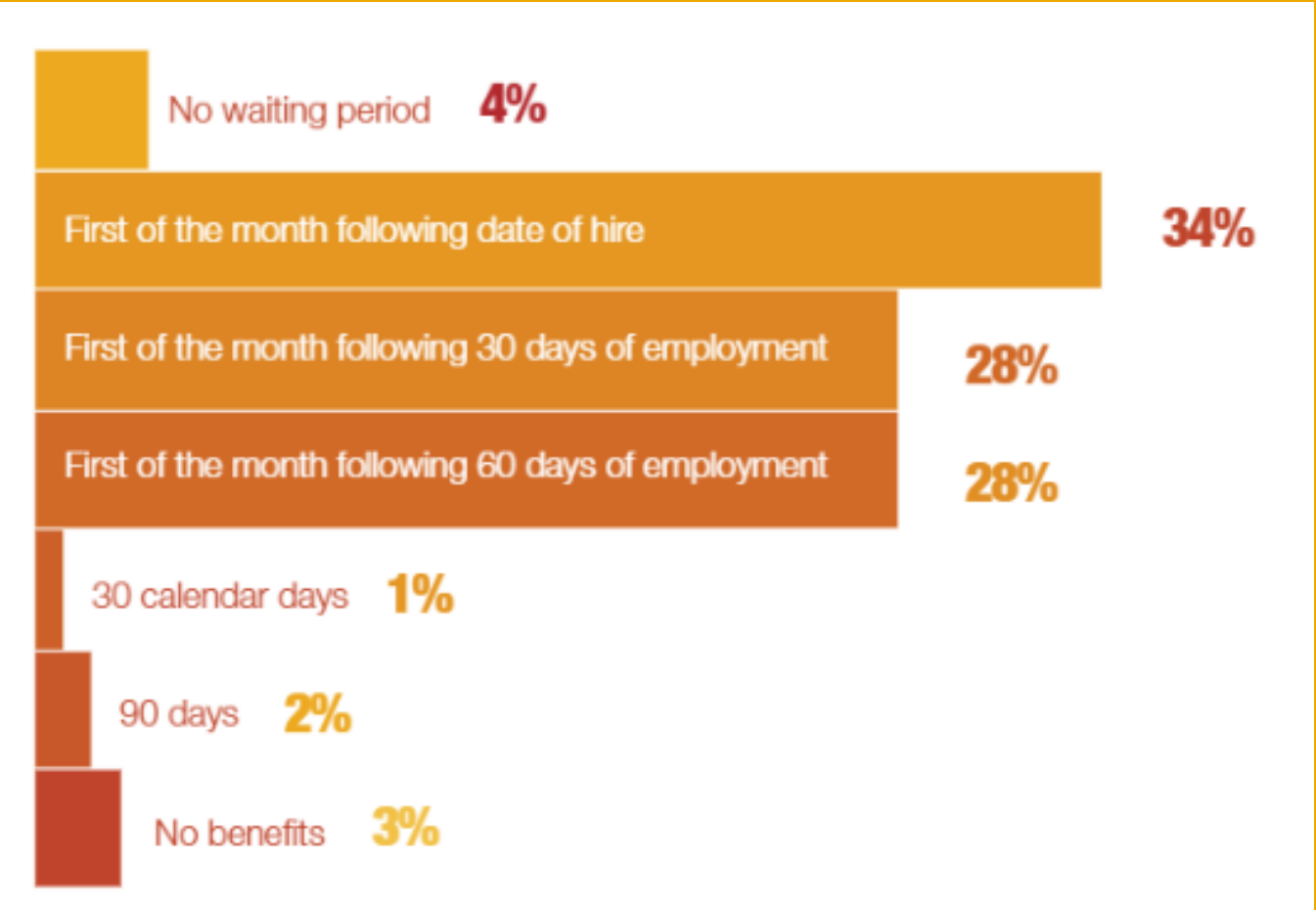


## SIZE OF ORGANIZATION

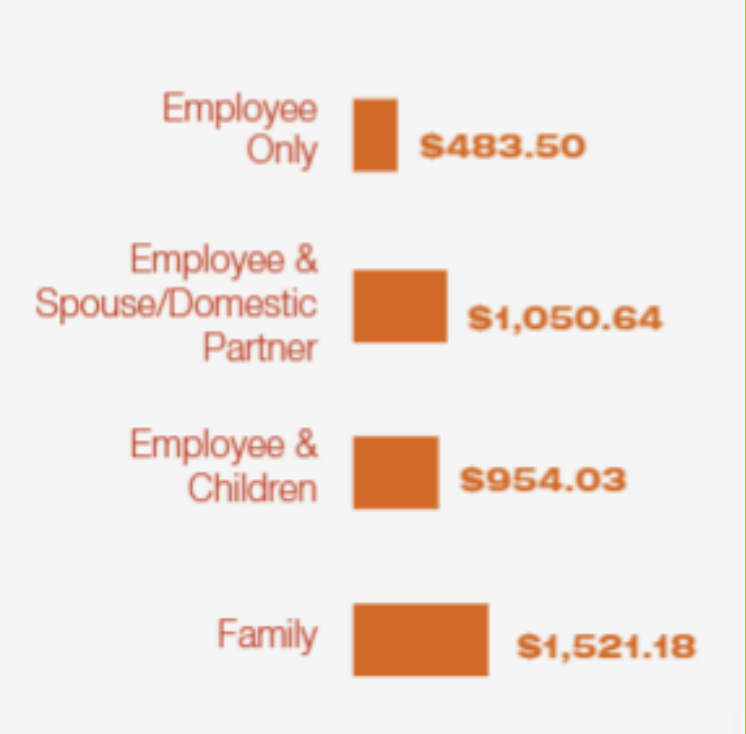
# Organizations that participated

# Medical Insurance

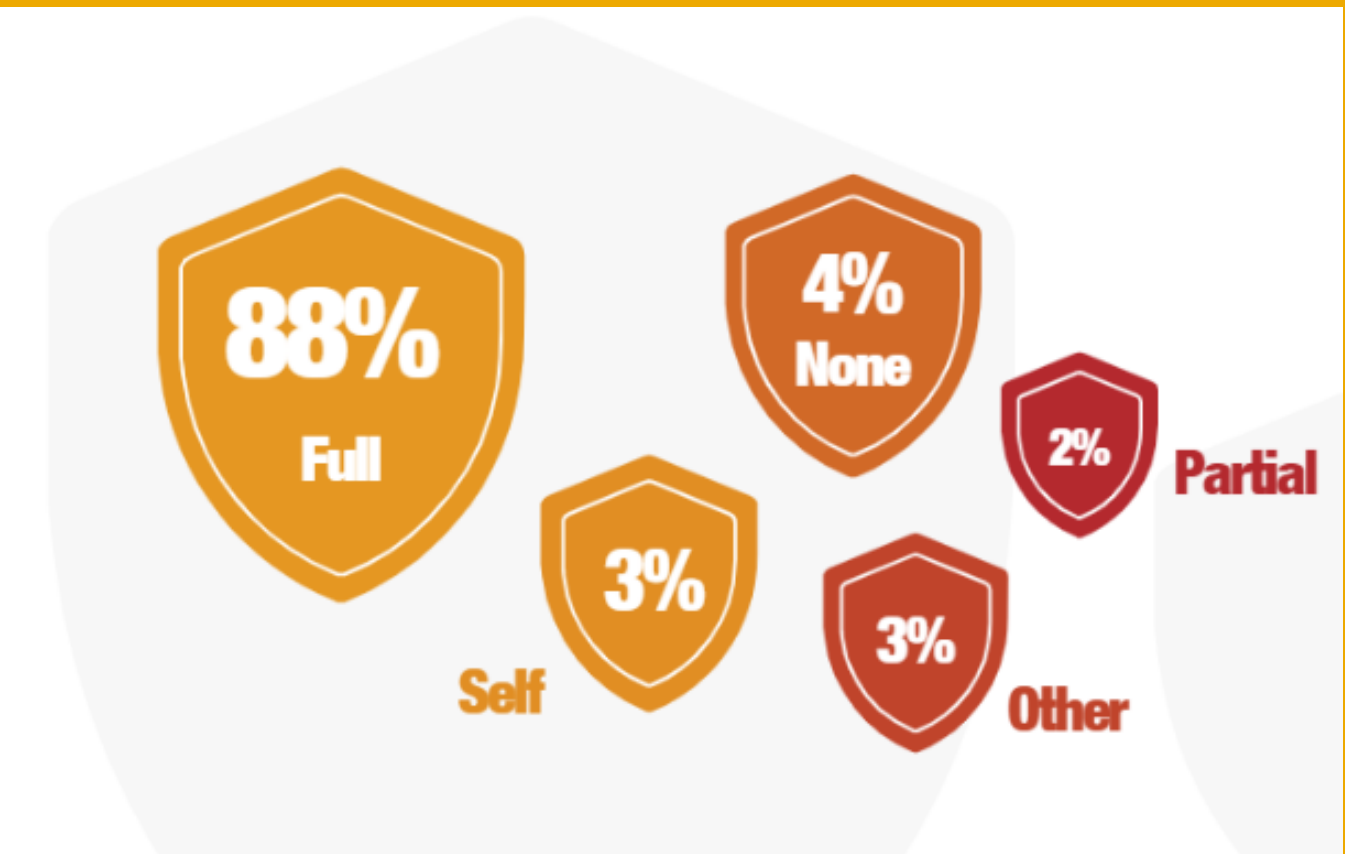
75% of employers pay at least 90% of their employee's medical premiums. In 2021, it was 67%



WAITING PERIOD

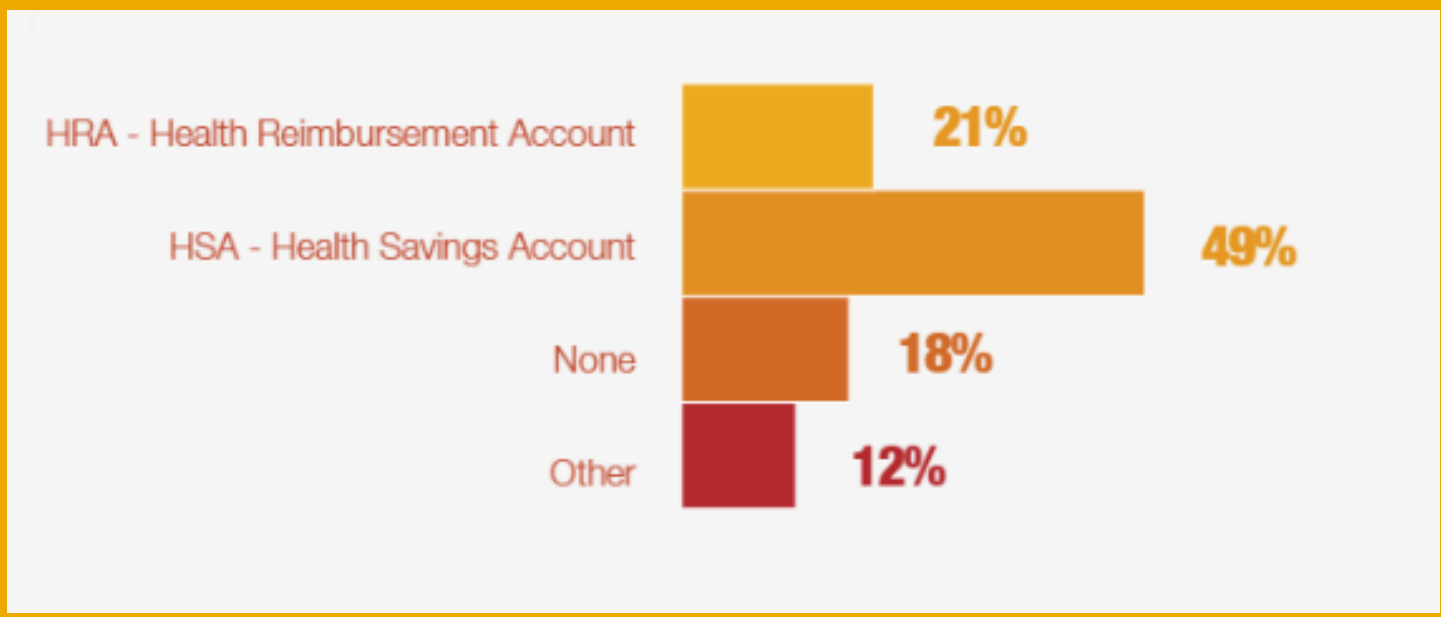


AVERAGE PPO PREMIUMS



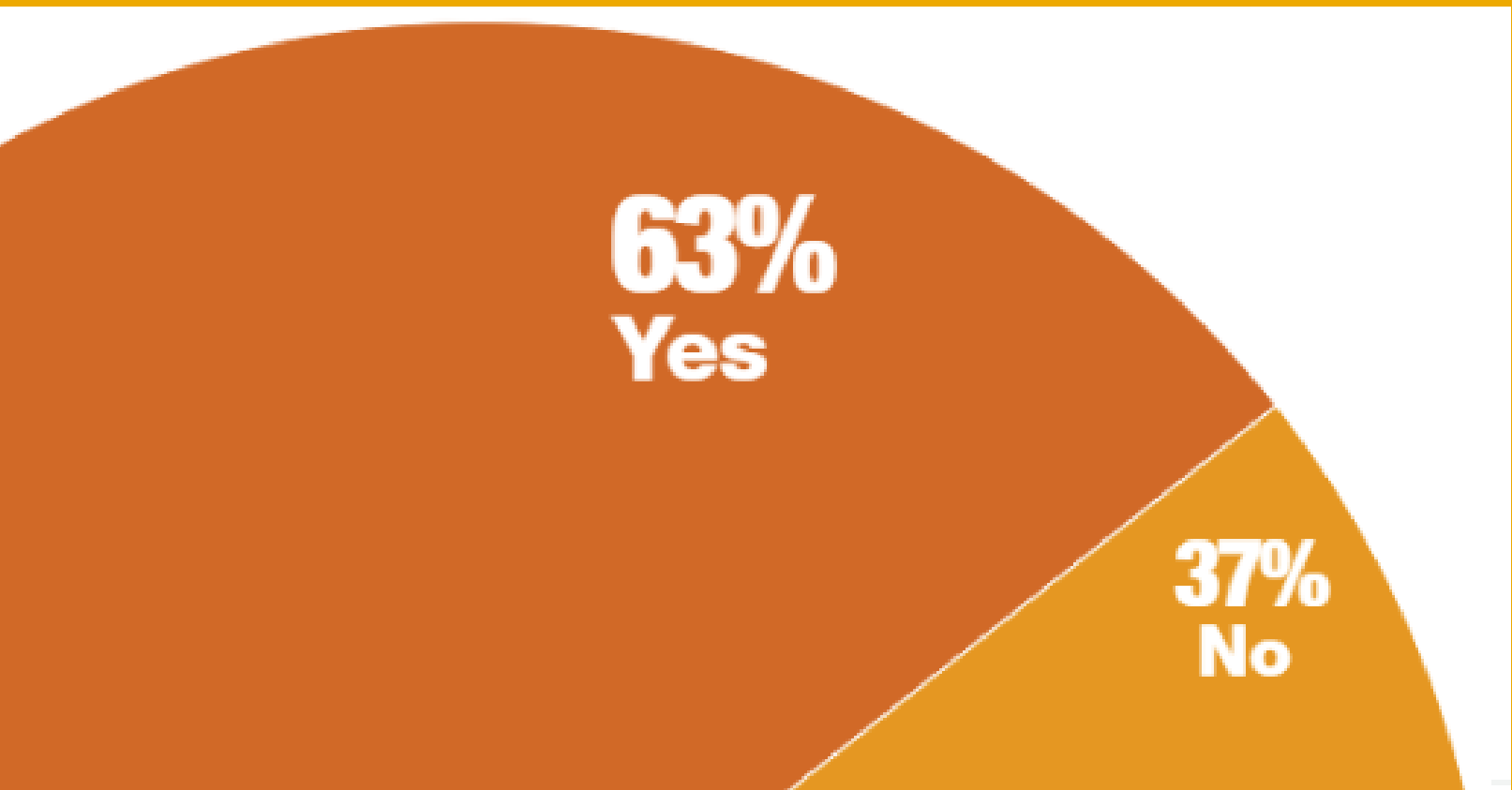
HOW THEY'RE INSURED

# Medical Insurance



HELPING TO FUND COSTS

## EMPLOYERS THAT OFFER A S125 PLAN



## DENTAL INSURANCE



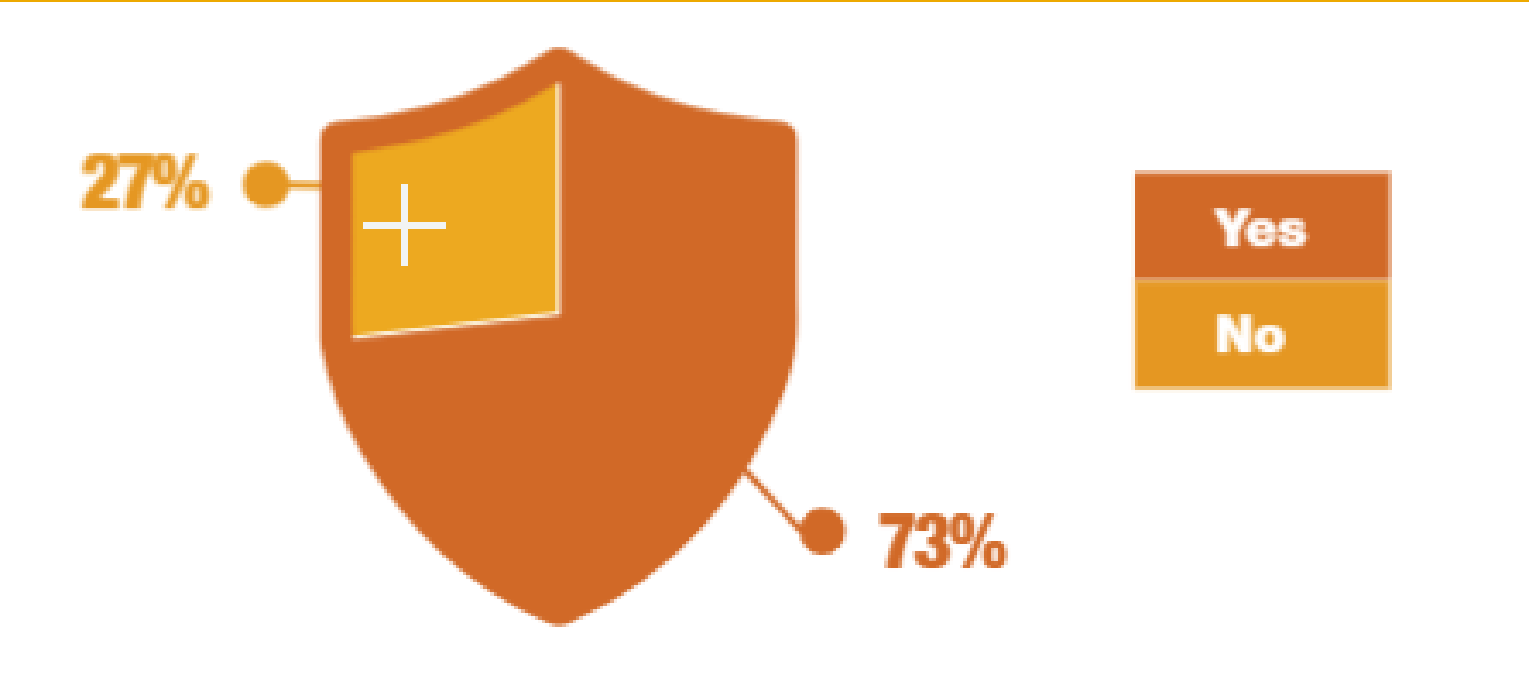
## VISION INSURANCE

49% employers have \$1500 annual limit;  
24% \$1,000 limit

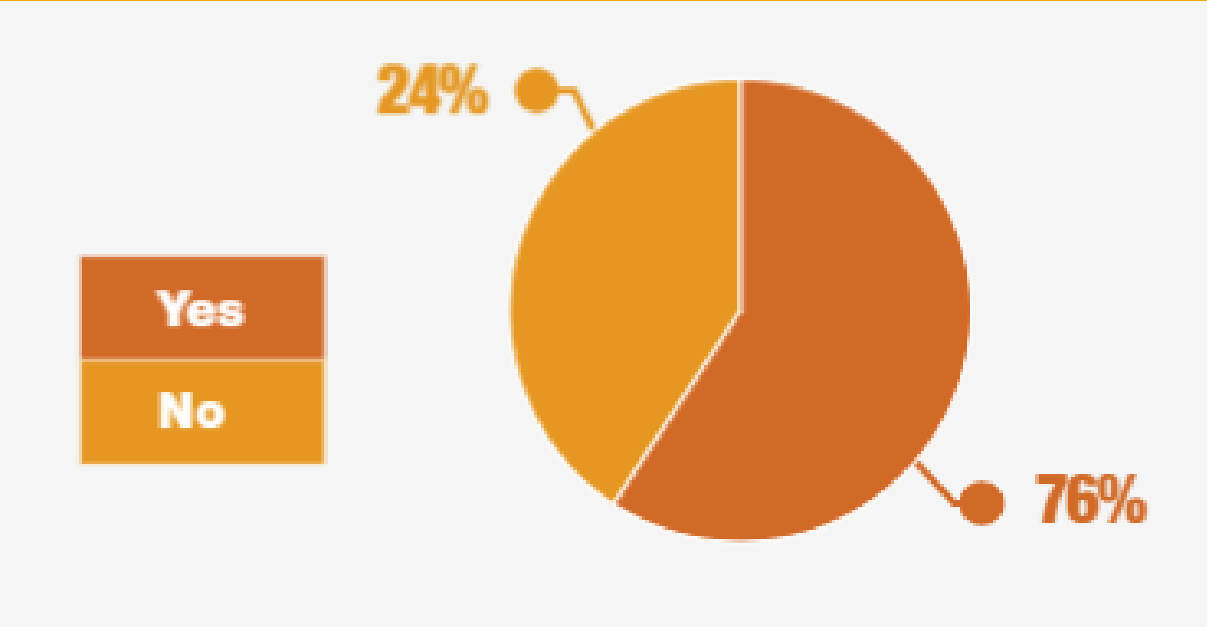
# Other Insurance

## % OF EMPLOYERS THAT OFFER LIFE INSURANCE

92% PAY 100% OF PREMIUMS

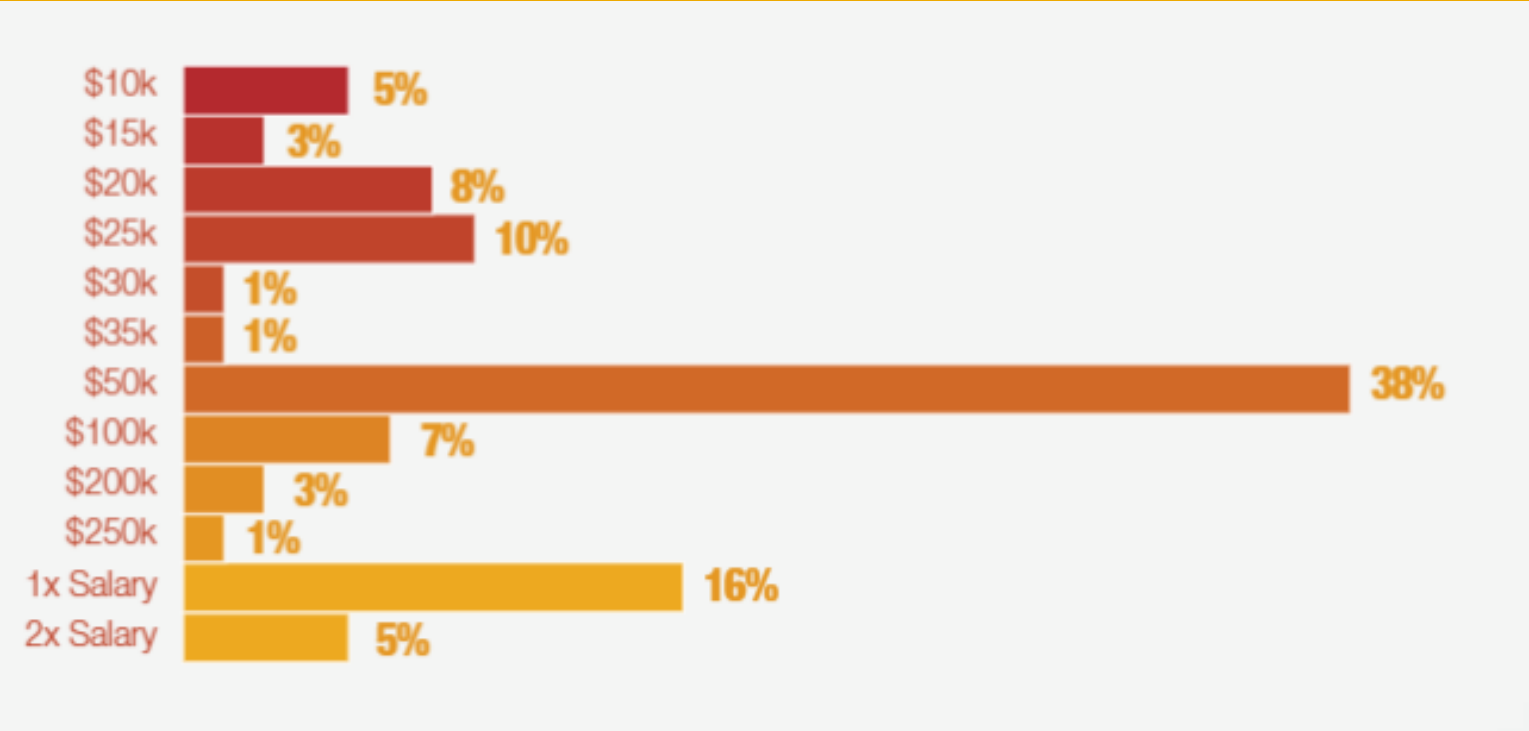


## % OF EMPLOYERS OFFERING LONG TERM DISABILITY INSURANCE



70% OF EMPLOYERS OFFER 67% OF SALARY AS BENEFIT

## COVERAGE PROVIDED



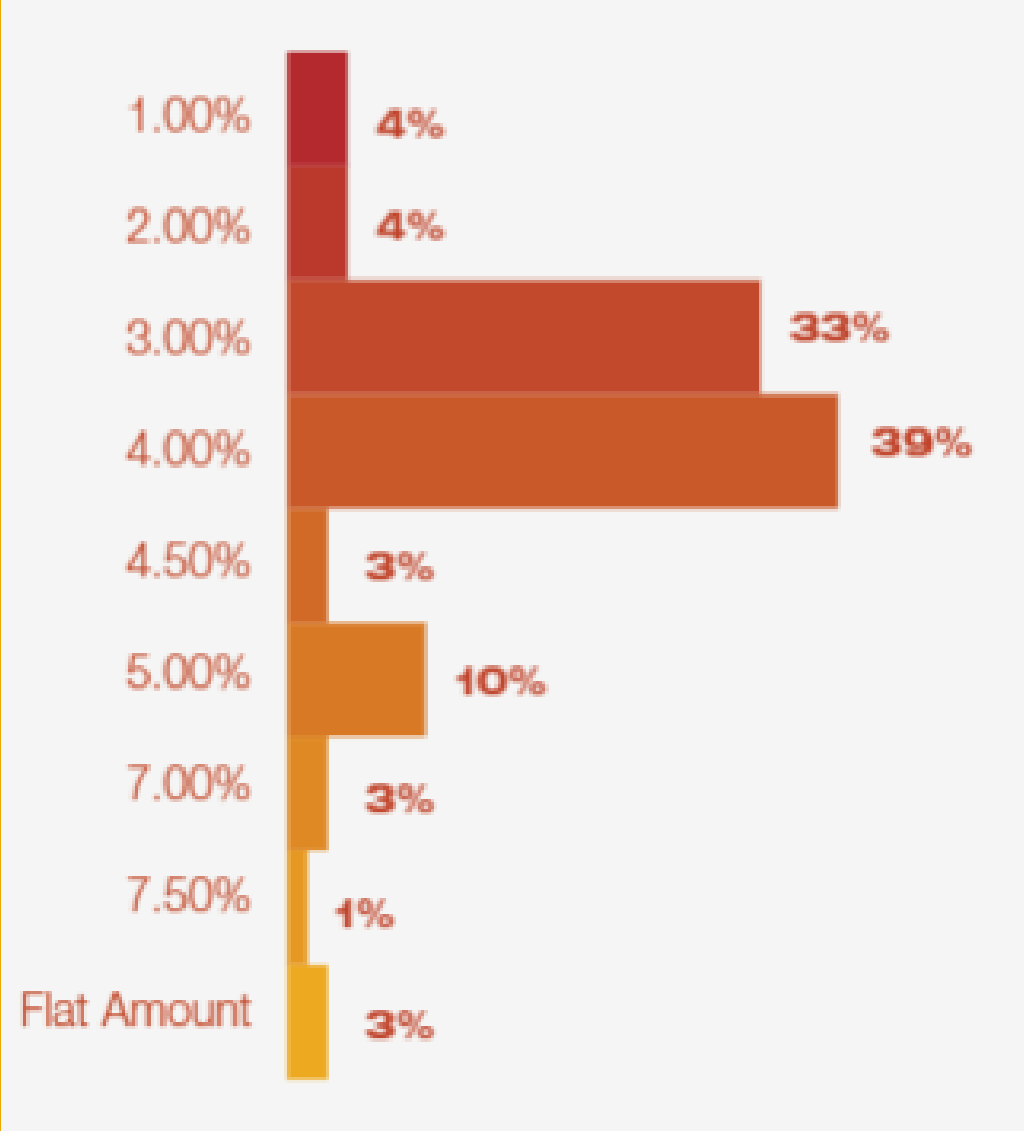
# RETIREMENT

**61% of the organizations offer a 401(k) retirement plan**

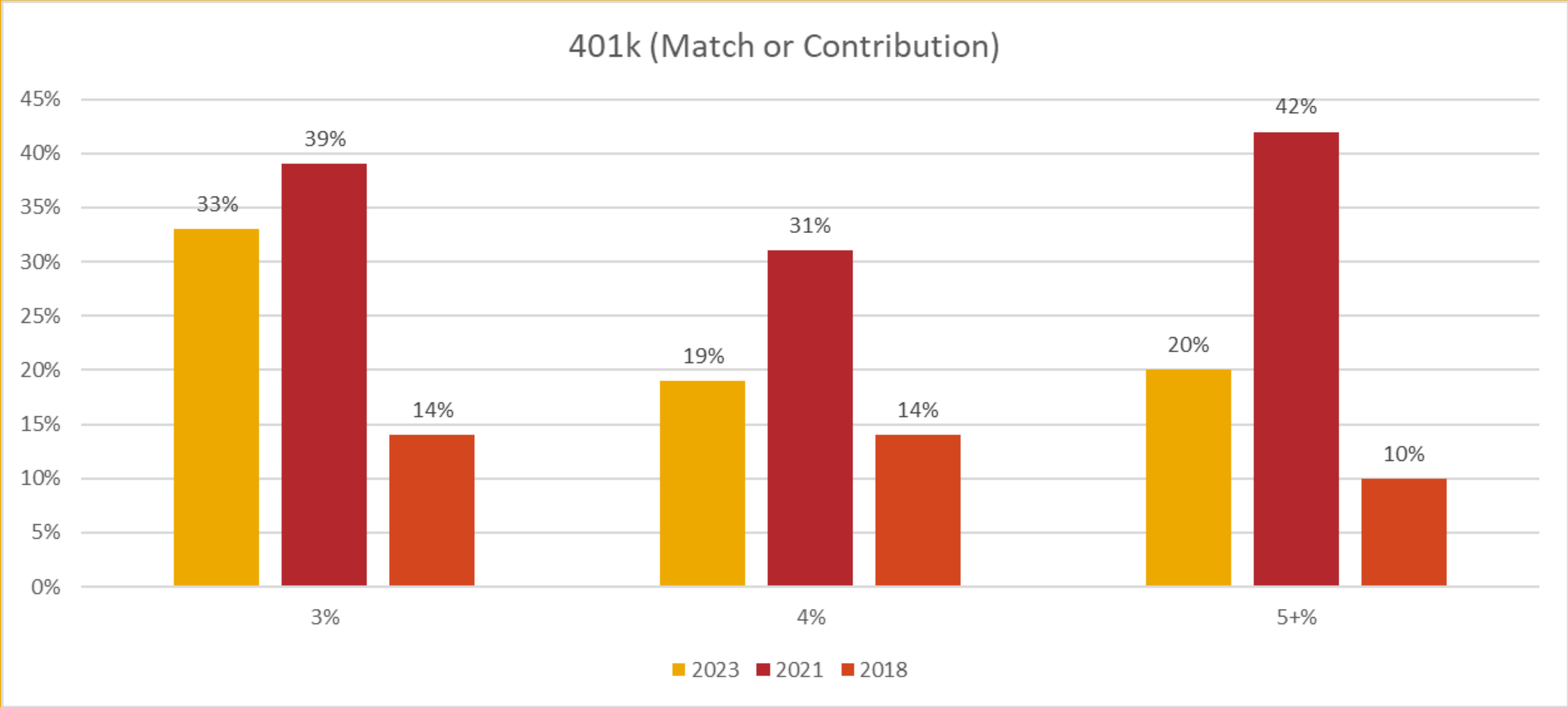
**19% offer a Roth IRA**

**Only 3% do not offer a retirement plan**

**OF ORGANIZATIONS THAT MATCH RETIREMENT CONTRIBUTIONS**

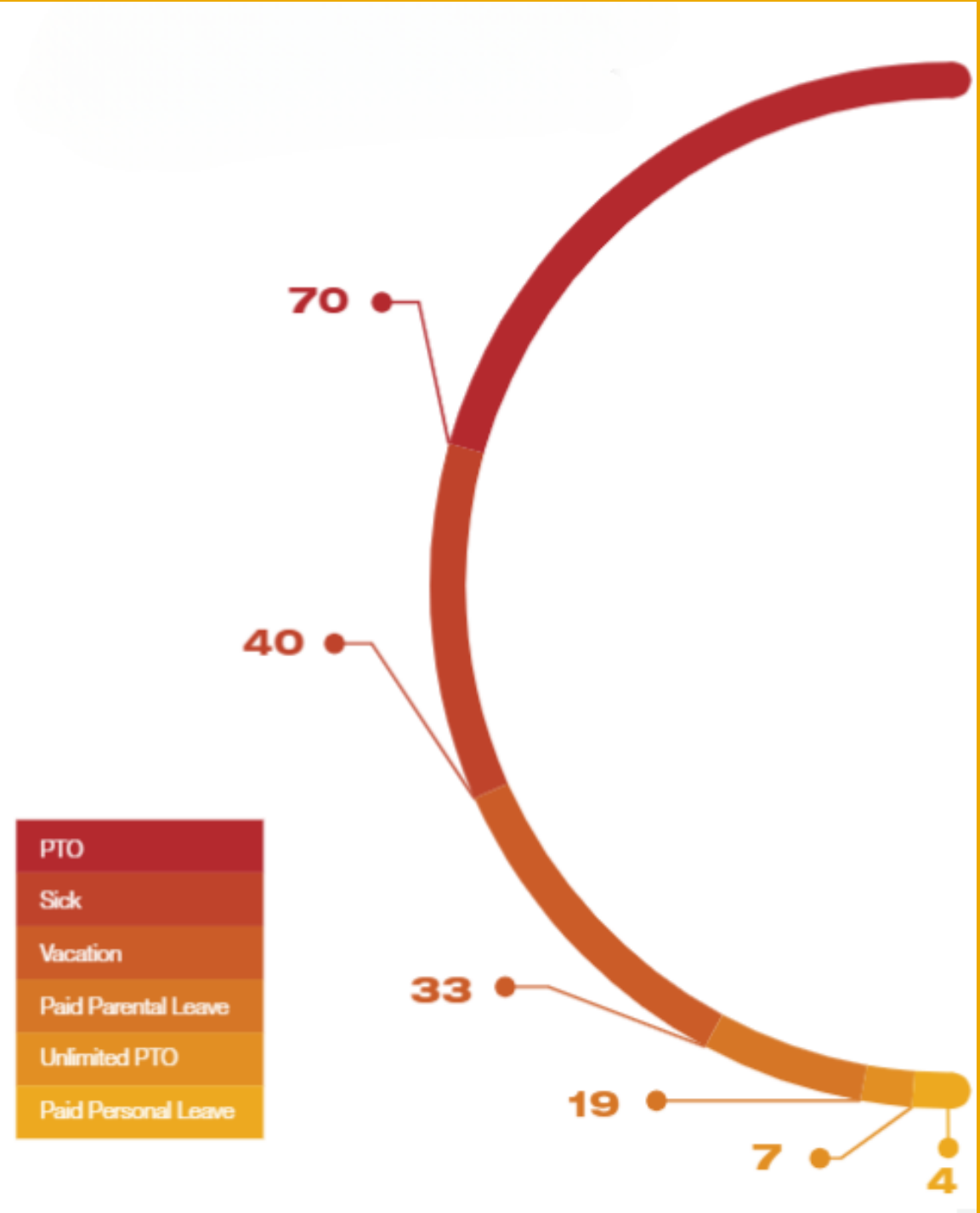


# RETIREMENT

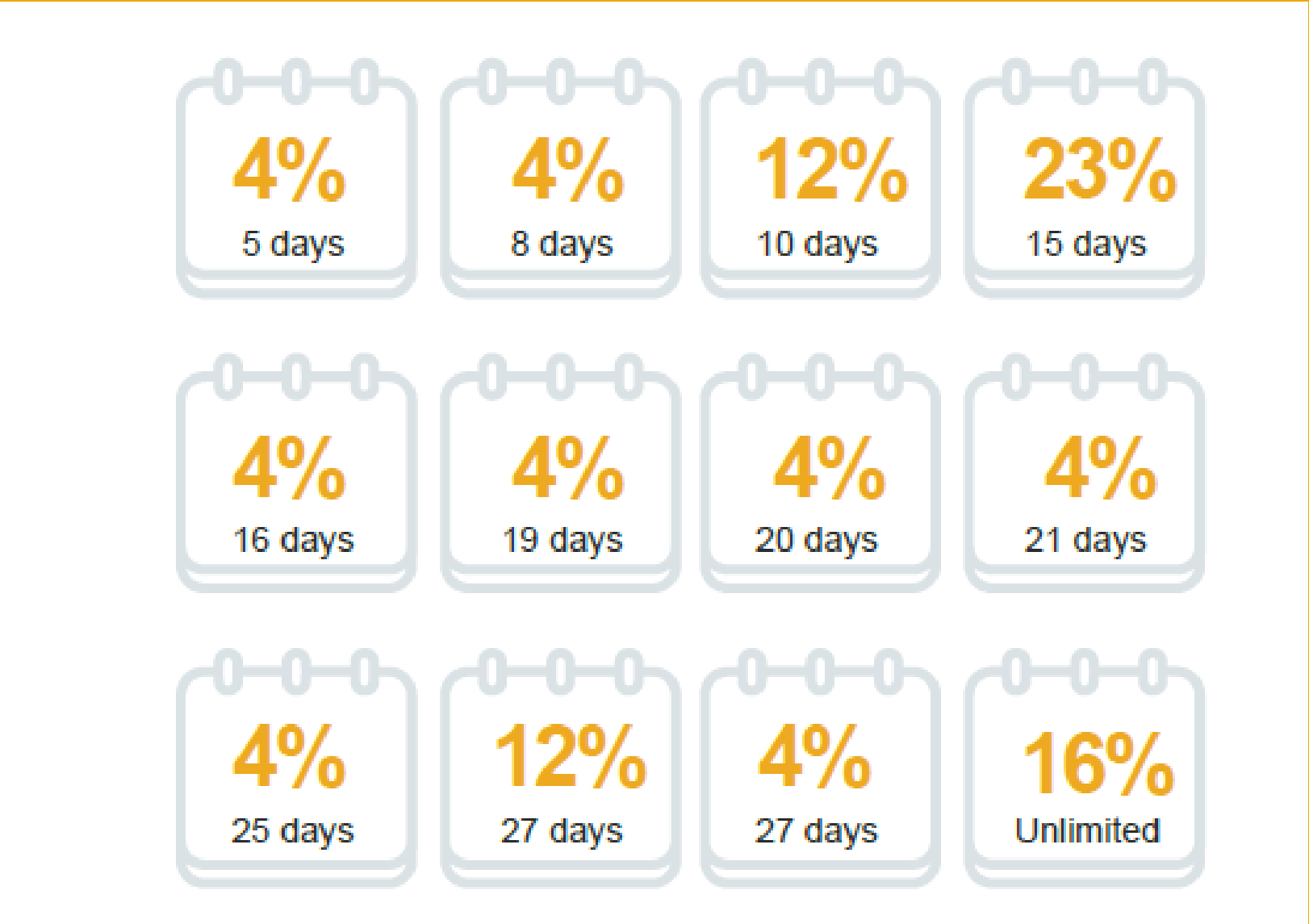


# TIME OFF

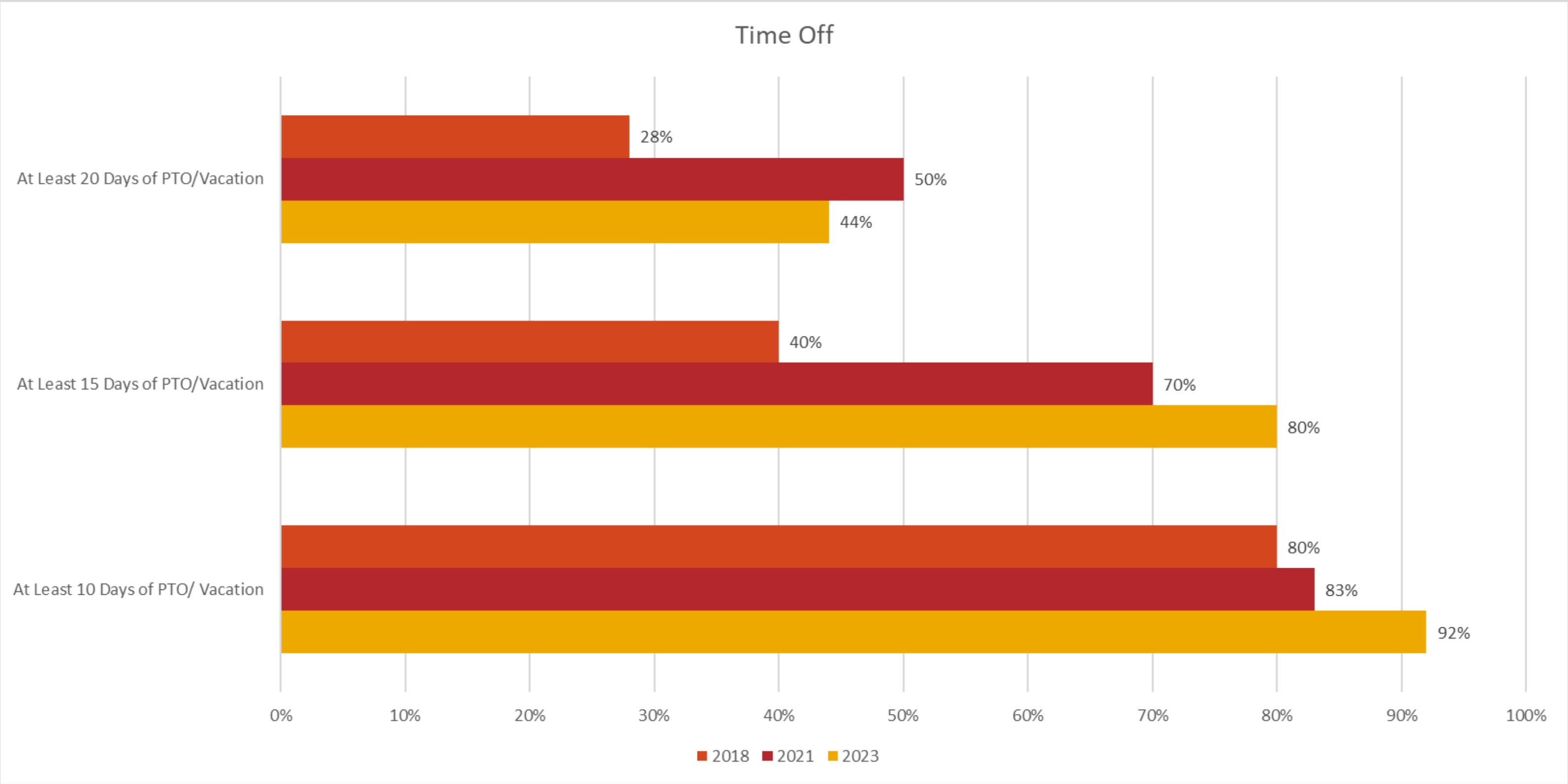
# OF EMPLOYERS THAT OFFER EACH TYPE OF PAID TIME OFF



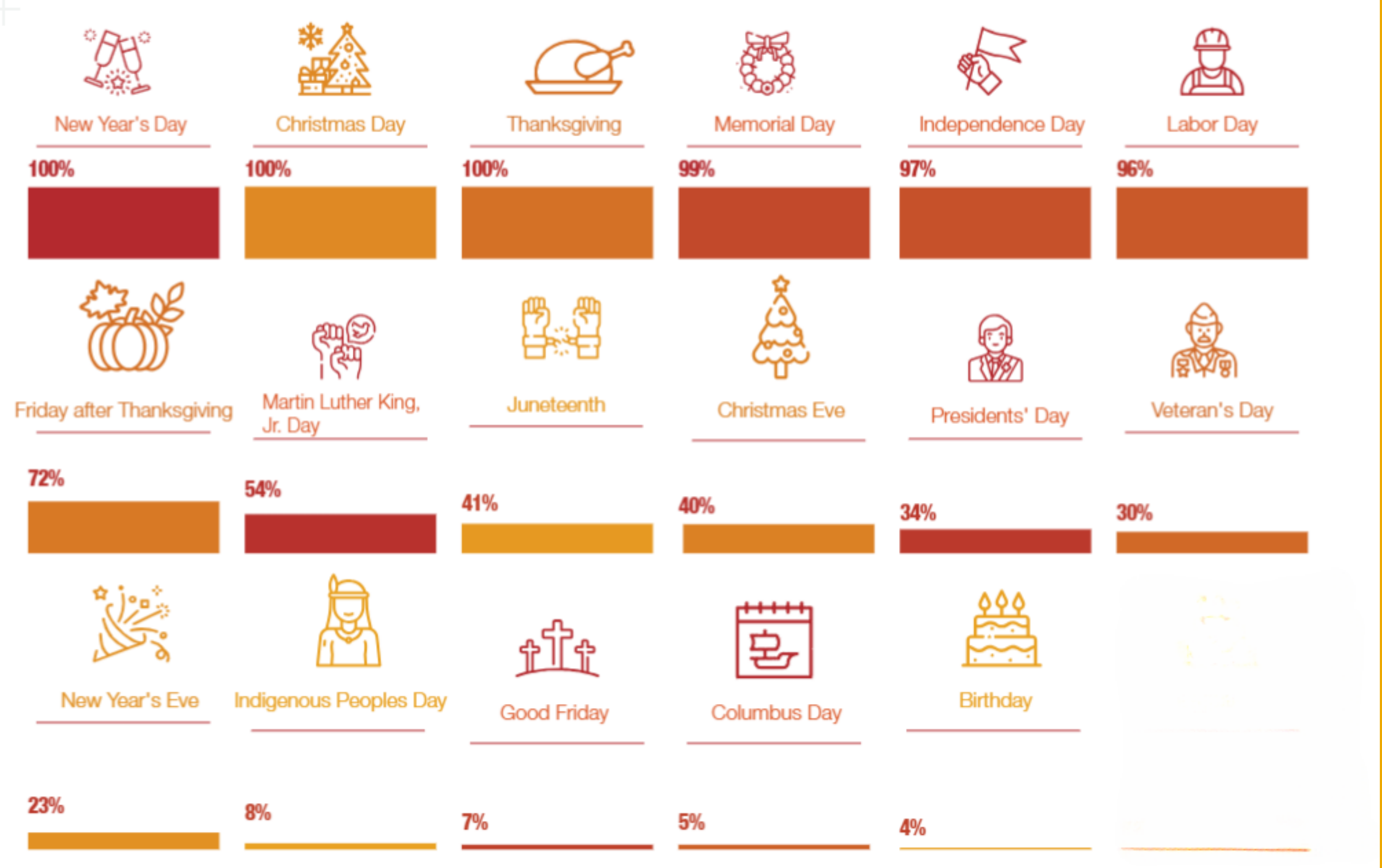
# OF PTO DAYS PER YEAR BY # OF ORGANIZATIONS



# TIME OFF



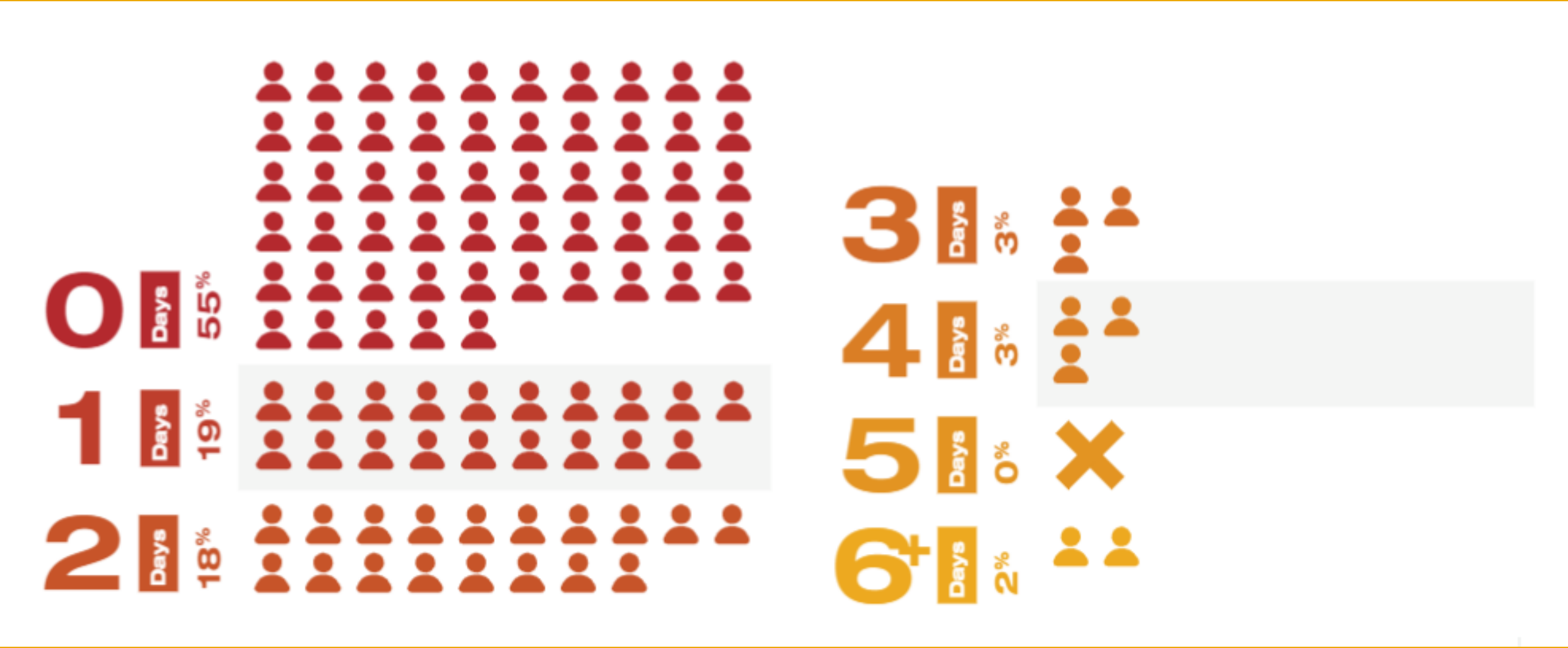
# TIME OFF



**HOLIDAYS OBSERVED BY % OF ORGANIZATIONS**

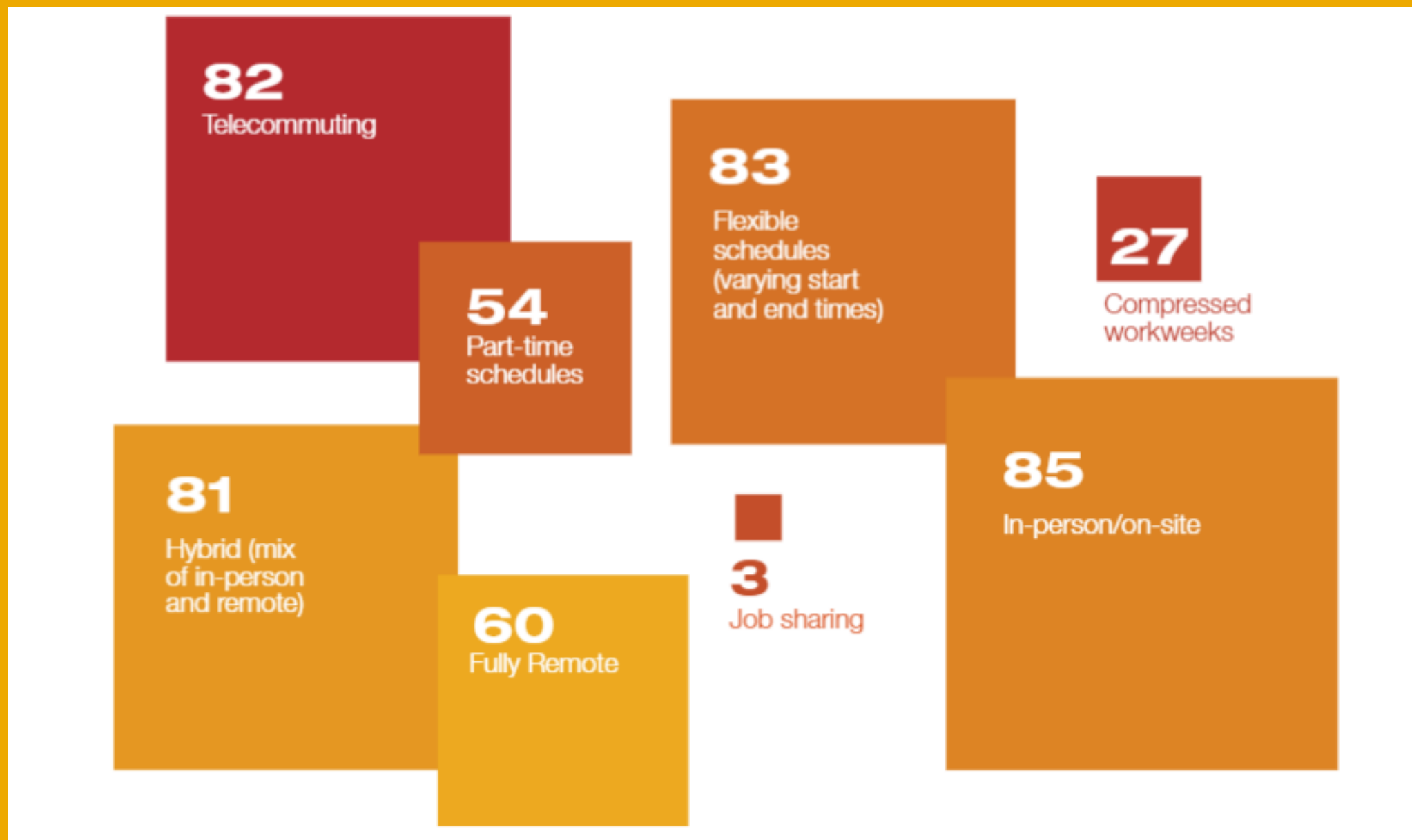
# TIME OFF

FLOATING HOLIDAYS PER YEAR  
BY 5 OF ORGANIZATIONS

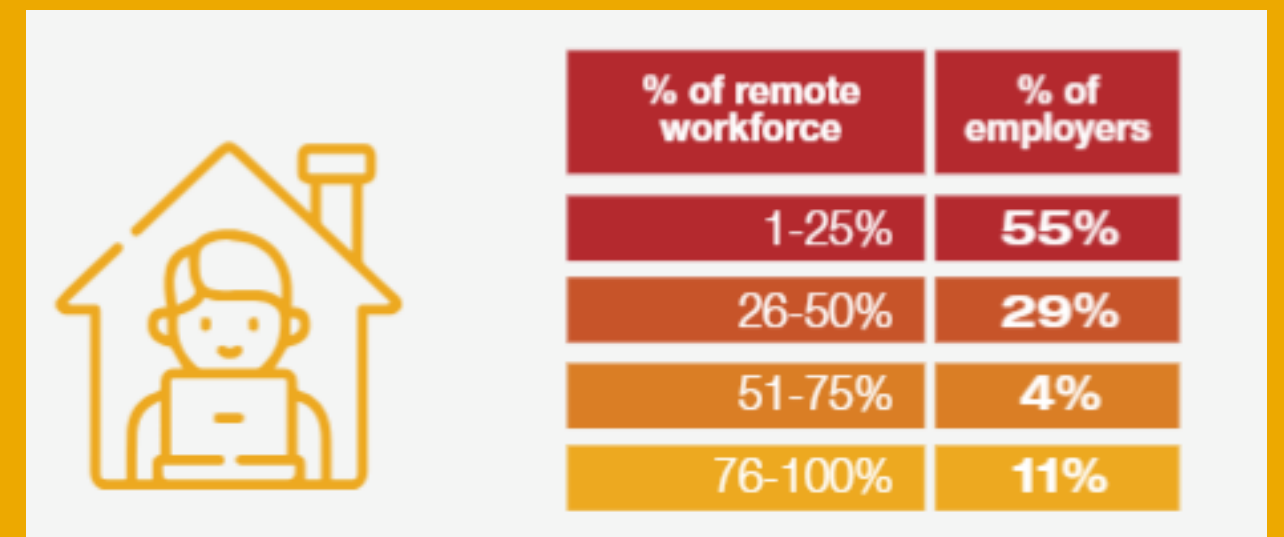


# FLEXIBILITY

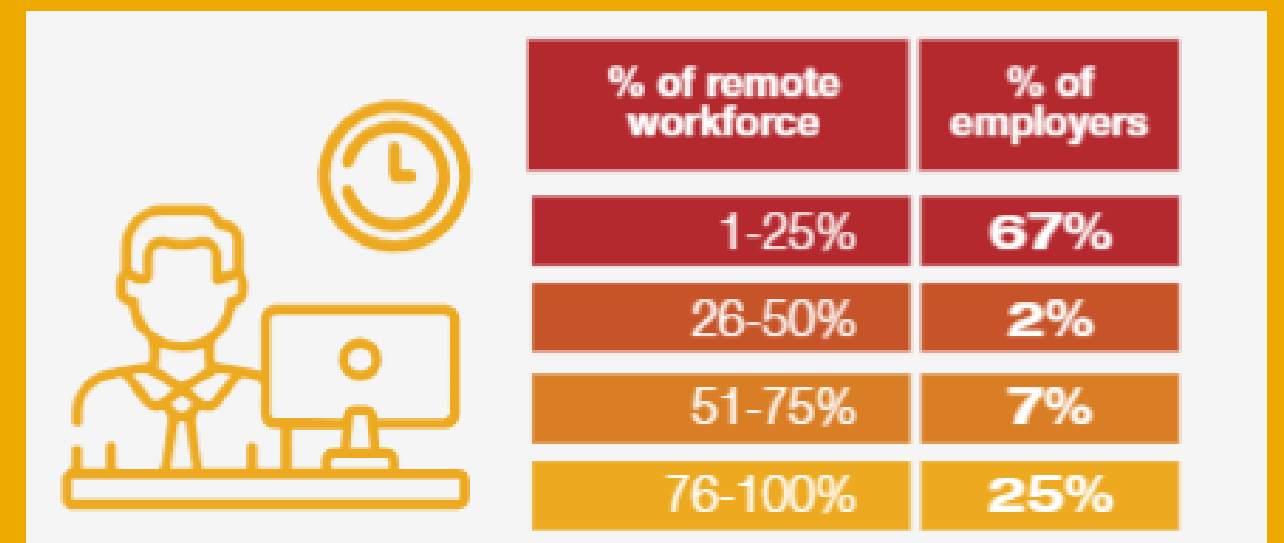
# OF ORGANIZATIONS BY FLEXIBLE WORK ARRANGEMENT TYPE



% OF WORKFORCE THAT IS FULLY REMOTE



% OF WORKFORCE THAT IS FULLY REMOTE



# OTHER PERKS

## # OF EMPLOYERS OFFERING UNIQUE PERKS

Training/Certifications	85
Membership Dues	79
Variable Pay (bonus, etc)	73
Tuition Reimbursement	47
Higher pay for Relevant Certs	44
Remote Work Stipend	40
Tenure Related bonuses	30
Sabbatical	19
Pet Insurance	10
Wellness insurance incentives	7

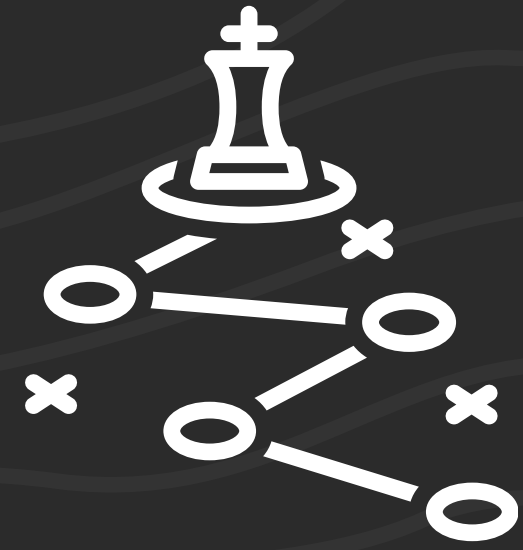
## OTHER NOTABLE PERKS

**Employee Assistance Program  
(EAP) - 77 employers**

**Mentor Program - 12 employers**

**Committees (e.g. wellness, DEI,  
book group) - 49 employers**

**Education Loan Repayment  
Assistance - 2 employers**



# strategies for employers

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**survey  
your  
employees  
and find  
out what  
they want**

**discuss  
during 1:1s**

**review your  
compensation  
and benefits  
offerings at  
least annually**

**keep a close  
eye on what  
your  
competitors are  
offering**



**Q&A**

# GET IN TOUCH



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