

# PEO Insider Survey:

## Fortune 500 Benefits

### How Do PEOs Stack Up?

Because PEOs often promote their “Fortune 500” level benefits when marketing to potential clients, how do PEOs stack up? To find out, *PEO Insider* surveyed a random sampling of PEO members of all sizes. In the survey, we asked each PEO to check off the benefits they offer on the list below.

The table, PEOs & Fortune 500 Benefits, compares the laundry list of PEO

benefits<sup>1</sup> to those of five typical Fortune 500 companies.<sup>2</sup> The “Percentage of PEOs in Survey” column represents the percentage of the total number of PEOs responding to the survey that offer each benefit listed. The other columns indicate which benefits each of the listed Fortune 500 companies offer.

We learned that the PEOs sampled do stack up to these Fortune 500 companies

in many of the core benefits, and many PEOs surveyed offer a wider variety of benefits and perks than the Fortune 500 companies listed. Benefits offered by 50 percent or more of the PEOs surveyed are in blue.■

1 These include benefits offered, administered, or processed by the PEO.

2 Information was obtained from the companies' public Web sites.

### PEOs & Fortune 500 Benefits

	% of PEOs in Survey	#1: Wal-Mart	#3: General Motors	#5: General Electric	#12: Verizon	#13: Home Depot
<b>HEALTH BENEFITS</b>						
Dental coverage	100	X			X	X
Eye care coverage	95			X		X
Health plan	95	X	X	X	X	X
Discount service program	5					
HSA	5					
<b>INSURANCE</b>						
AD&D insurance	100					X
Business travel accident insurance	19	X				
Cancer insurance	86					
Disability insurance	100		X			
Life insurance	100	X	X		X	X
Long- and short-term disability	100	X				X
Personal accident insurance	52		X	X		
Long-term care	9					
Dependent life insurance	9		X		X	
Group auto	9					
Homeowners	5					
Pet insurance	5					
<b>RETIREMENT/FINANCIAL</b>						
401(k)	100	X	X	X	X	X
Banking services	57					
Credit union	57					X
Profit sharing	62					
Savings plan	38					
Stock options/purchase	9	X	X			X
Section 125 plan	38				X	X
IRAs	9					
Non-qualified deferred compensation	5					
529 college savings	9					
Savings bond (payroll deducted)	5					

## PEOs & Fortune 500 Benefits (continued)

	% of PEOs in Survey	#1: Wal-Mart	#3: General Motors	#5: General Electric	#12: Verizon	#13: Home Depot
<b>INCENTIVES</b>						
Holiday bonuses	48	X				
Incentive/bonus plan	52	X		X		
Rewards programs	43			X		
Recognition programs	43					
<b>EDUCATION</b>						
Accredited college courses	29	X				X
Family education financial assistance	9	X		X		
GED preparation	14	X				
GED reimbursement/scholarships	9	X				
Language courses	5	X				
Education loan program	9	X		X		
Online courses	24					
Personal enrichment courses	33	X				
Technical and professional development	57				X	
Tuition assistance	38	X		X	X	X
Management classes	5	X				
<b>LEAVE</b>						
Dependent care leave	71		X			
Flextime	52		X			
Holiday pay	90	X	X	X		X
Job sharing	29		X			
Jury duty pay	86	X				X
Maternity/paternity leave	86	X				
Medical and bereavement leave	86	X				X
Military leave	81	X				X
Personal days	90	X		X		X
Telecommuting	29		X			
Vacation	95	X	X	X		X
Sick pay	5					
<b>PERKS</b>						
Commuter benefits	14					
Discount club membership	66	X				
Discount movie tickets	48					
Discount theme park passes	52					
Product discounts	33	X	X	X		
Parking passes	0					
<b>WORK/LIFE</b>						
Adoption assistance	9			X	X	X
Back-up childcare	0					
Career counseling	14			X		
Childcare assistance	5			X	X	
Childcare discounts	14	X				
Counseling	24	X				
Dual career couples policy	0		X			
Elder care assistance	5			X		
Employee assistance program	86		X		X	X
Legal and financial information services	48			X		
Health promotion program	48	X	X			
Relocation assistance	5	X				X
Credit counseling	5					
Flu shots	5					