



Family Survey Results

Women's Transportation Seminar

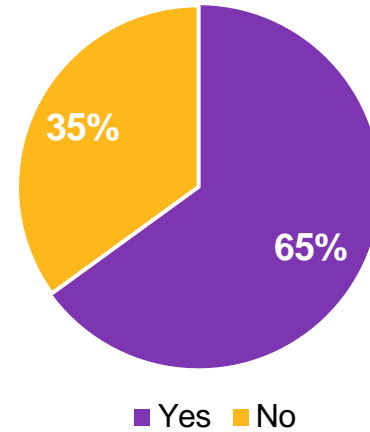
April 6, 2022

About the WTS 2022 Family-friendly benefits survey

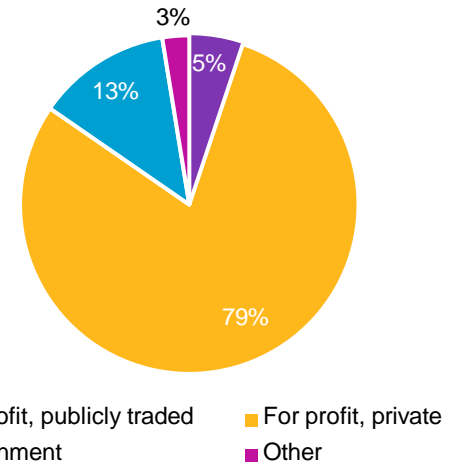


Note: Sum may not equal to 100% due to rounding
 Source: Women's Transportation Seminar 2022 Family Benefits Survey

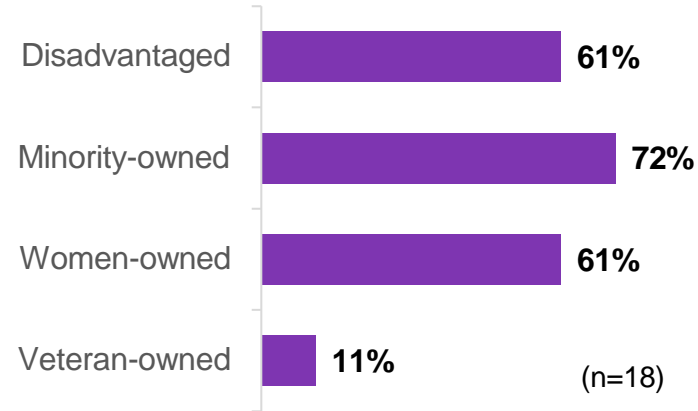
Is your organization headquarters located in Illinois?



Is your organization....

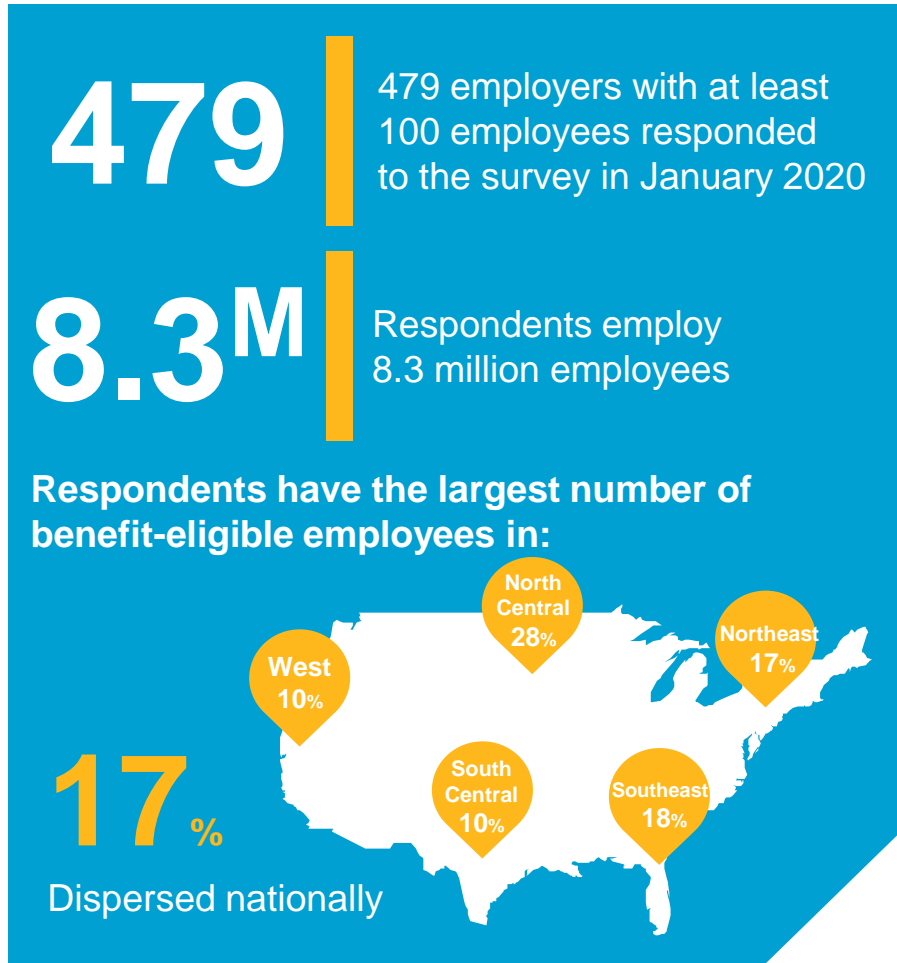


Is your organization certified as any of the following?

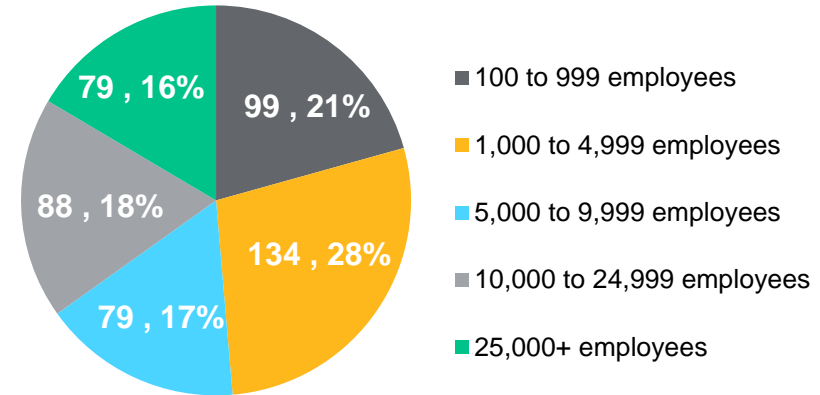


About the WTW 2020 Emerging Trends Survey

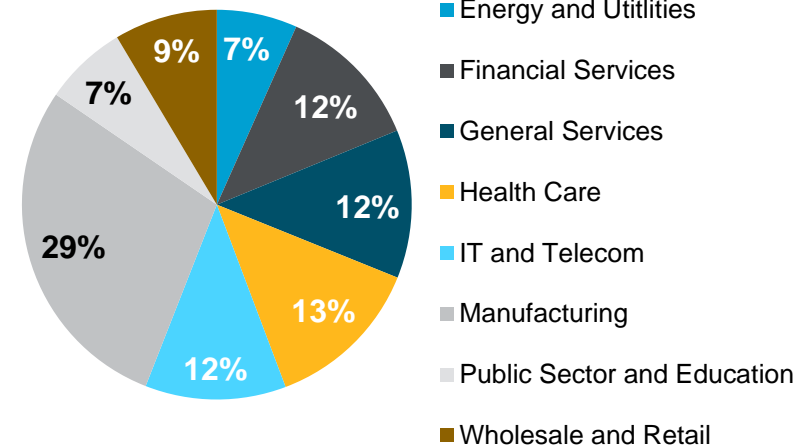
Survey launched in early January 2020;
closed at the end of January 2020



Employer size



Industry



Sample: Companies with at least 100 employees

Note: Sum may not equal to 100% due to rounding

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, United States

Family-friendly benefits are important to your industry

- Throughout, comparisons are to WTW's 2020 Emerging Trends Survey (ETS)
- The #1 reason WTS respondents offer family-friendly benefits is to align with corporate strategy (38%) – in fact, only 24% put competitive pressure as their #1 reason, compared to 47% from 2020 ETS and this great “reshuffle” period



Considerations for WTS and their members

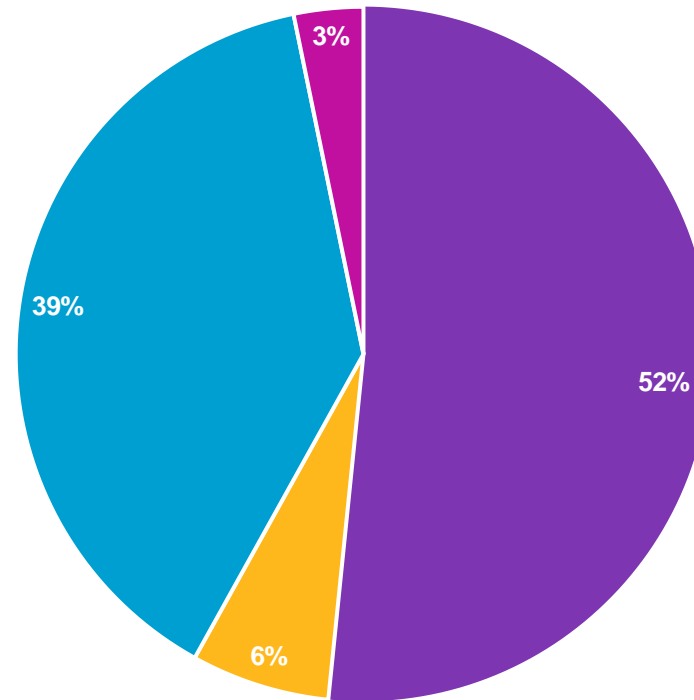
- There are many opportunities for employers in WTS to consider enhancing benefits to 2022 ETS-prevalent levels
- WTS respondents are less likely to offer caregiving leave, even compared to pre-pandemic ETS survey comparisons
- Short-term disability payment mean and median is below 2020 ETS levels for birth parent
- WTS respondents more likely require demonstration of infertility, a provision employers continue to consider removing
- Adoption
 - 12% of WTS offers adoption benefits compared to nearly 66% by 2022 from WTW's ETS survey
 - Only 5% offers surrogacy benefits – where a third of ETS respondents would plan to cover by 2022
- Cryopreservation
 - Under 10% planning to offer any level of cryopreservation benefits
 - While voluntary cryopreservation is a leading benefit, many employers offer benefits for radiation and transitioning procedures that could significantly impact a person's fertility
- 13% of respondents cover Applied Behavior Analysis (ABA) compared to about 50% of WTW's ETS respondents

Detailed Findings

Over a third of respondents have a one-year eligibility requirement

At what eligibility time is paid parental leave available?

Women's Transportation Seminar

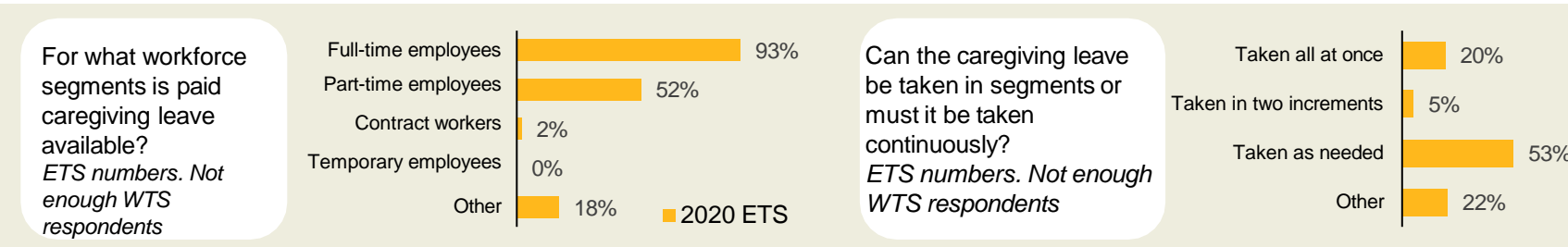
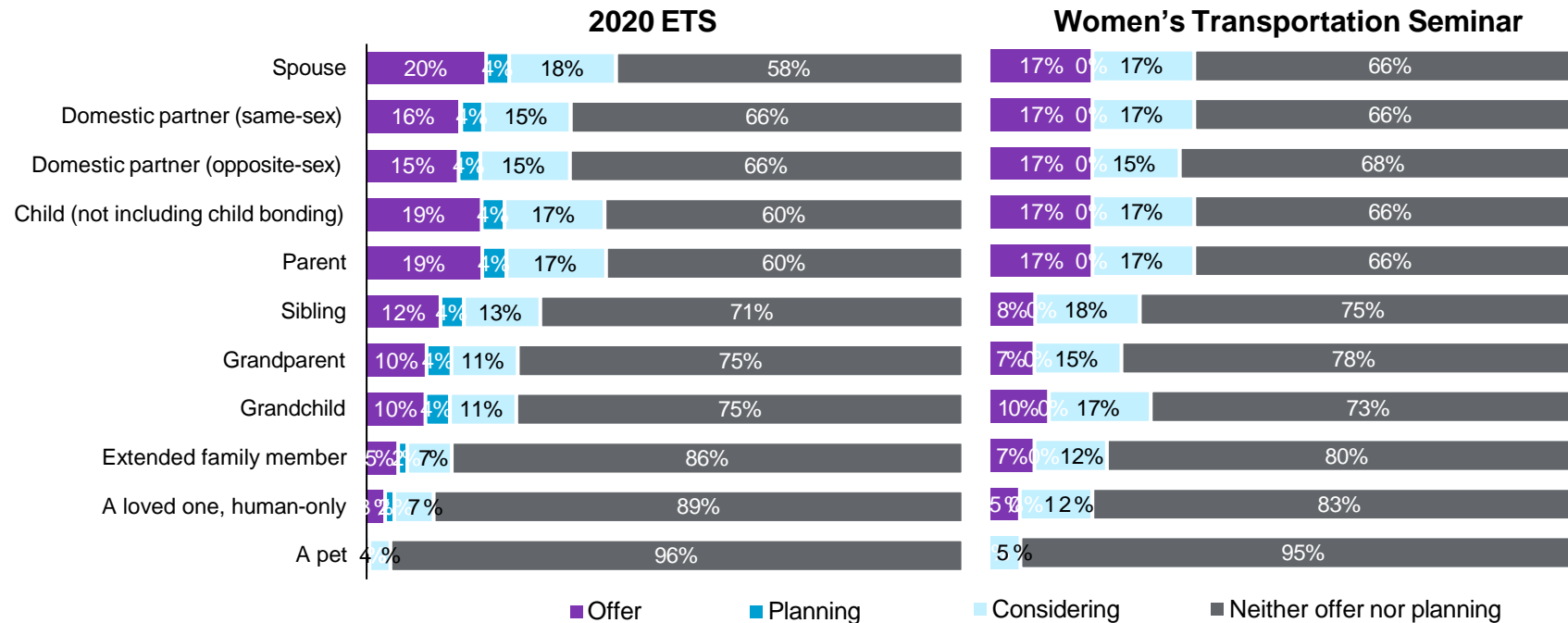


■ No eligibility requirement ■ Less than one year requirement ■ One year requirement ■ Greater than one year requirement

Source: Women's Transportation Seminar 2022 Family Benefits Survey

Less than 20% of WTS respondents offer caregiving leave

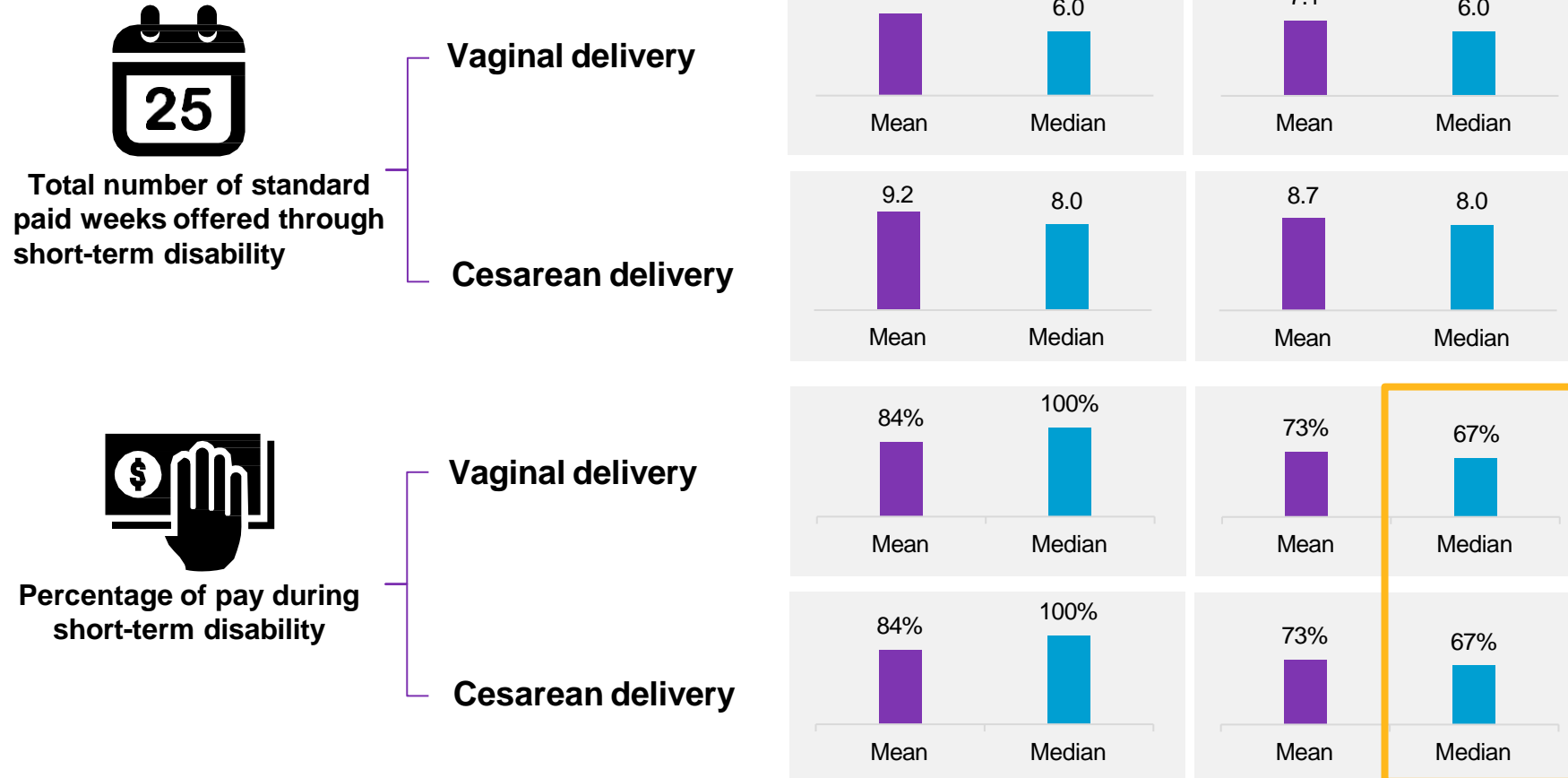
Does your organization offer or plan to offer paid caregiving leave (benefit that provides time off with full or partial pay for an employee to be a caregiver to a loved one) to employees for the following relationships?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

WTS respondents offer lower levels of STD payment

How many weeks of short-term disability and what percentage of pay during maternity disability does your organization offer?



Sample: Based on provision.

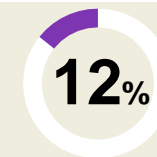
Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

WTS respondents offer 4-5 weeks' average bonding time—less than ETS respondents

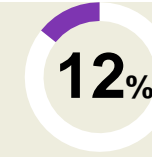
How many weeks and what percentage of pay during bonding leave does your organization offer?

	2020 ETS				Women's Transportation Seminar (n<20 for all rows)			
	Duration of paid bonding leave weeks excluding disability and other leave		Percentage of pay during leave		Duration of paid bonding leave weeks excluding disability and other leave		Percentage of pay during leave	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Birth mothers	7.0	6.0	96.3%	100.0%	5.0	2.5	95.4%	100.0%
Biological fathers	6.2	6.0	97.1%	100.0%	4.5	2.0	94.8%	100.0%
Non-biological parents (opposite-sex couple)	6.8	6.0	97.4%	100.0%	4.4	2.0	94.8%	100.0%
Non-biological parents (same-sex couple)	6.7	6.0	97.6%	100.0%	4.2	2.0	95.1%	100.0%
Adoptive parents (including through surrogacy)	6.7	6.0	97.5%	100.0%	4.5	2.0	94.8%	100.0%
Foster parents	7.1	6.0	96.3%	100.0%	4.7	2.0	93.9%	100.0%

Does your organization differentiate between primary and secondary caregiver to determine the number of eligible weeks? (% of "Yes")



2020 ETS



Women's Transportation Seminar

Note: Bonding is the period after disability for employees to bond with a new child entering their life either by birth, adoption or foster care placement

Sample: Based on provision

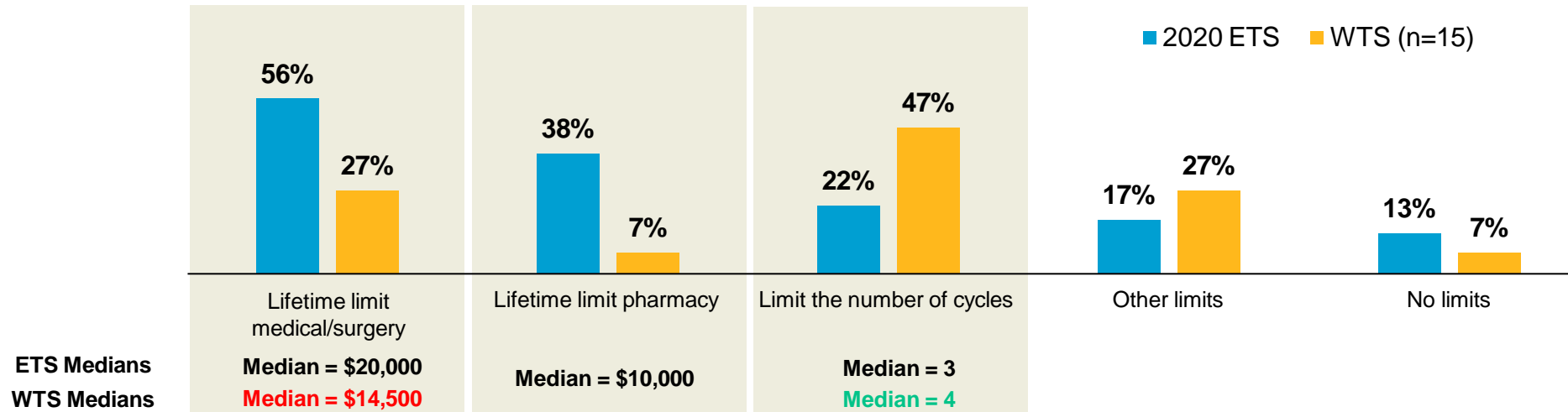
Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

About one-third of WTS respondents cover fertility services beyond diagnosis of infertility

Does your organization cover fertility services beyond diagnosis of infertility (e.g., coverage of artificial reproductive technology, including in vitro fertilization)?

	Offer	Planning	Considering	Neither offer nor planning
2020 ETS	47%	3%	13%	38%
Women's Transportation Seminar	34%	5%	10%	51%

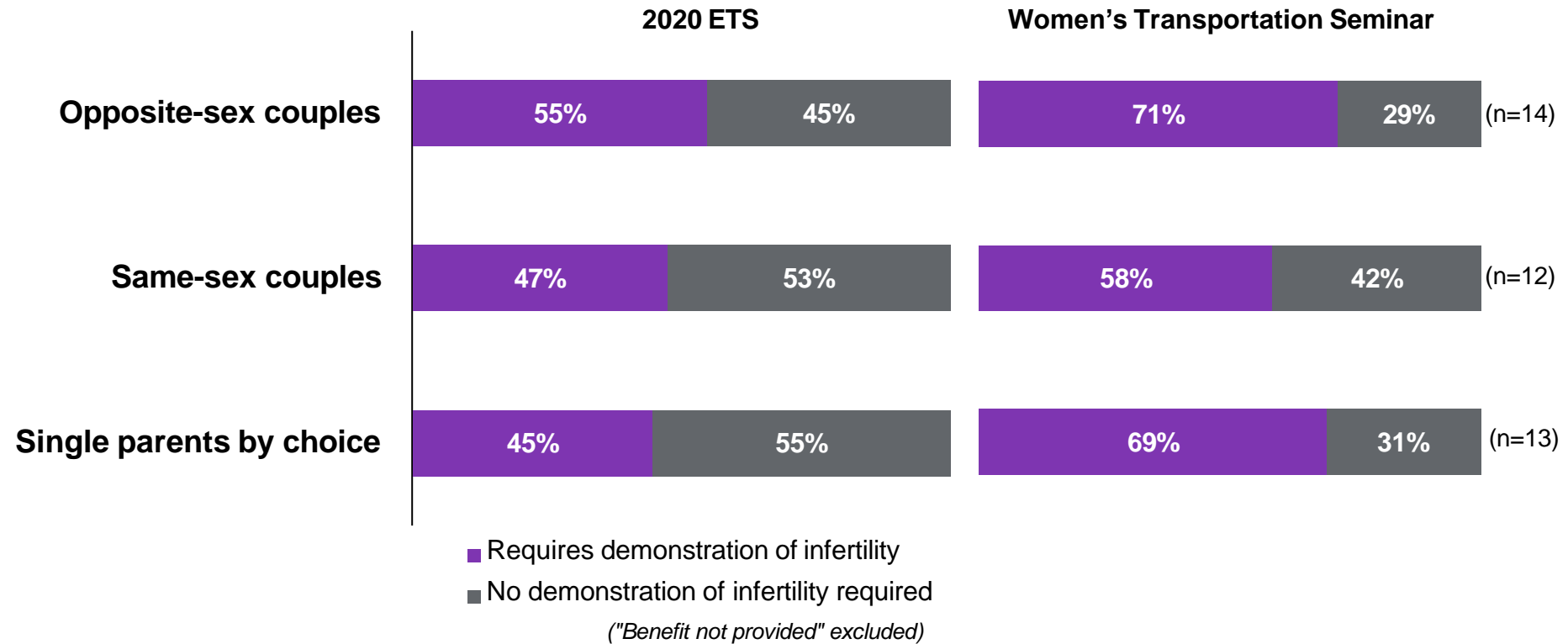
Does your organization include any of the following limits on the coverage of fertility services?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

WTS respondents are more likely to require demonstration of infertility

Does your plan require the demonstration of infertility before covering fertility services for the following populations?



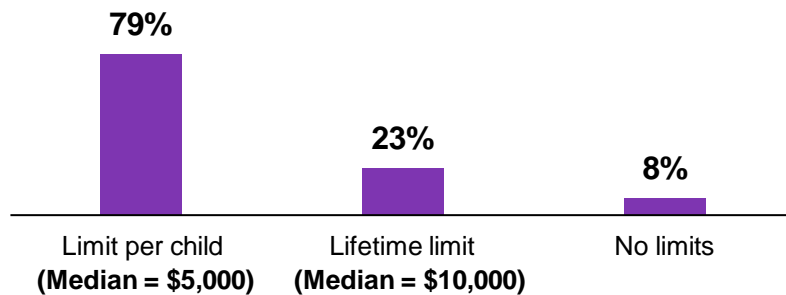
Note: Based on respondents covering or planning to cover fertility services
 Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

Few WTS respondents offer adoption benefits

Does your organization currently offer or plan to offer a reimbursement program to help defray the costs of adoption?

2020 ETS				Women's Transportation Seminar			
Offer in 2020	Planning for 2021	Considering for 2022	Neither in use nor planning	Offer in 2022	Planning for 2023	Considering for 2024	Neither in use nor planning
45%	1%	9%	45%	12%	0%	15%	73%

Does your organization have any of the following limits on these benefits?



N/A not enough WTS respondents

Does your organization administer the reimbursement program(s) in-house or are they outsourced?

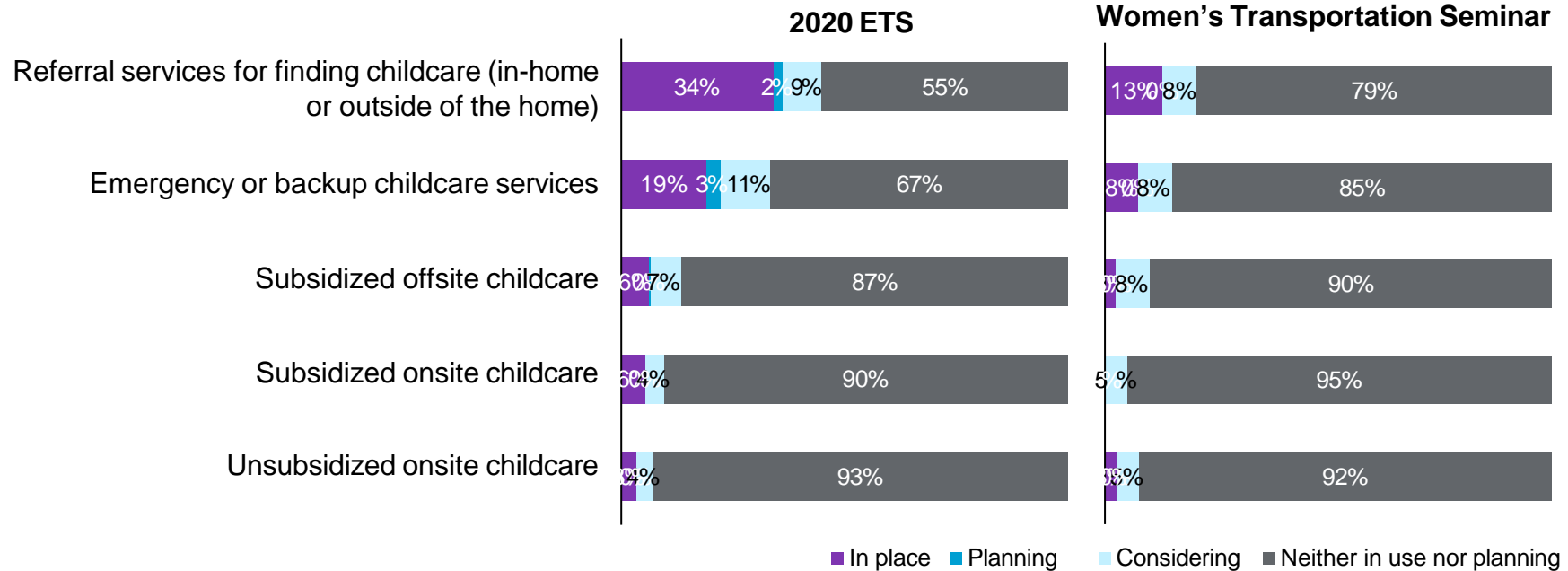


N/A not enough WTS respondents

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

Fewer WTS respondents offer childcare services

Does your organization offer or plan to offer any of the following childcare benefits beyond the dependent care flexible spending account?



The average amount paid annually for childcare benefit (other than dependent care spending account)
2020 ETS numbers.

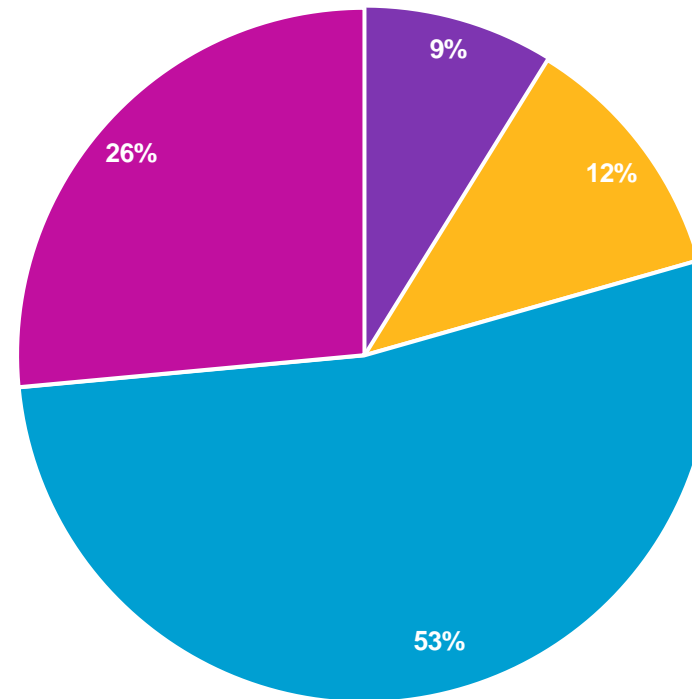
\$1,600
(The median)

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

More than half of WTS respondents plan to offer flexibility indefinitely

At this time, do you believe you will continue to offer this same level of flexibility “post pandemic”?

Women’s Transportation Seminar



■ We plan to return to pre-pandemic levels ■ Only for certain workforce segments ■ Indefinitely ■ We don't know

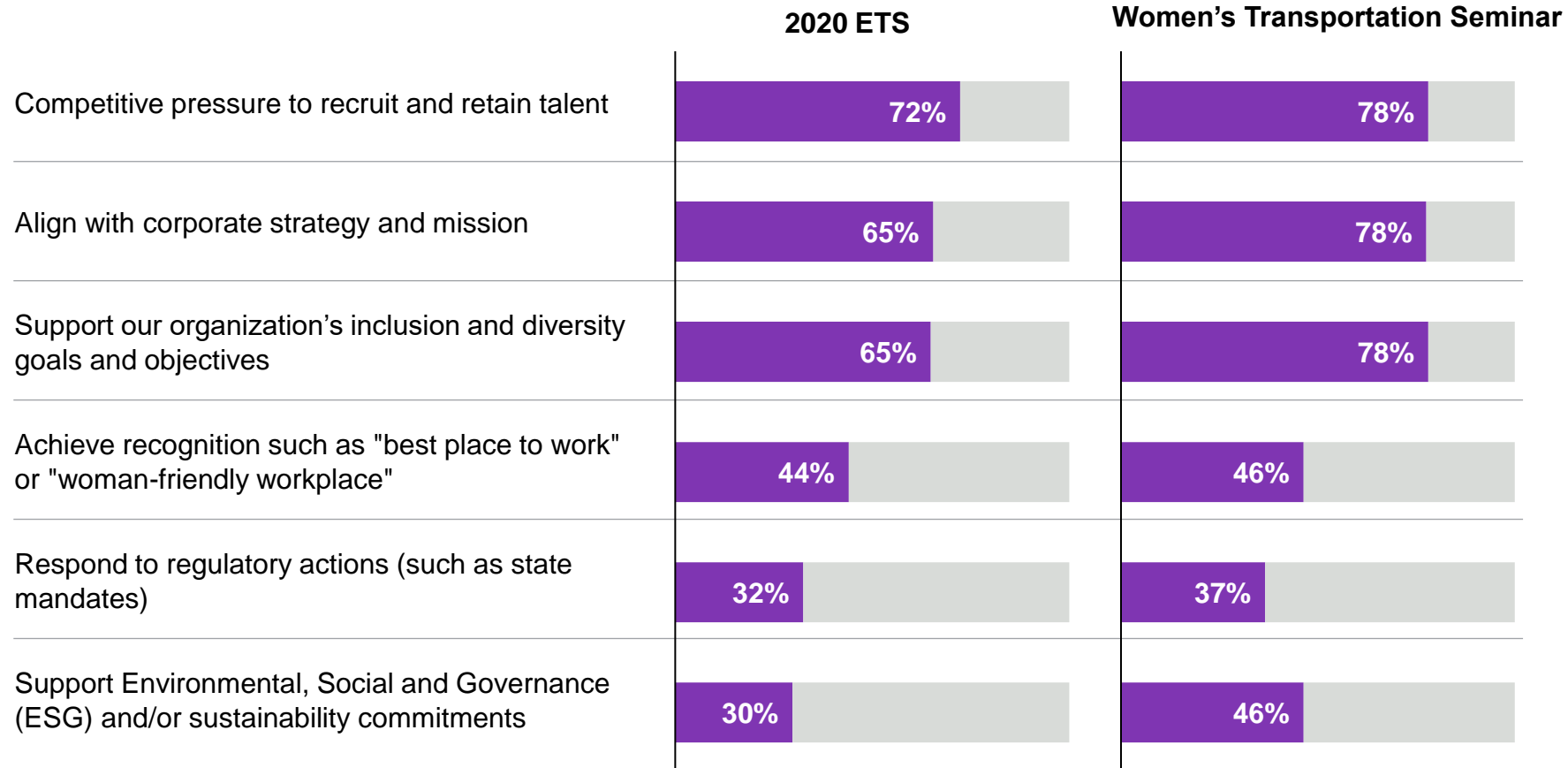
Note: Based on respondent offering flexible work schedule or location
Source: Women's Transportation Seminar 2022 Family Benefits Survey

Appendix

WTS Family Benefits Survey

WTS respondents factor competitive pressure, corporate strategy and supporting I&D goals

To what extent did the following factor into your organization's decision to offer family-friendly benefits?



Note: Percentage indicates "To a great extent" or "To a very great extent"

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

For WTS respondents, aligning with corporate strategy and mission is the most important reason to offer family-friendly benefits

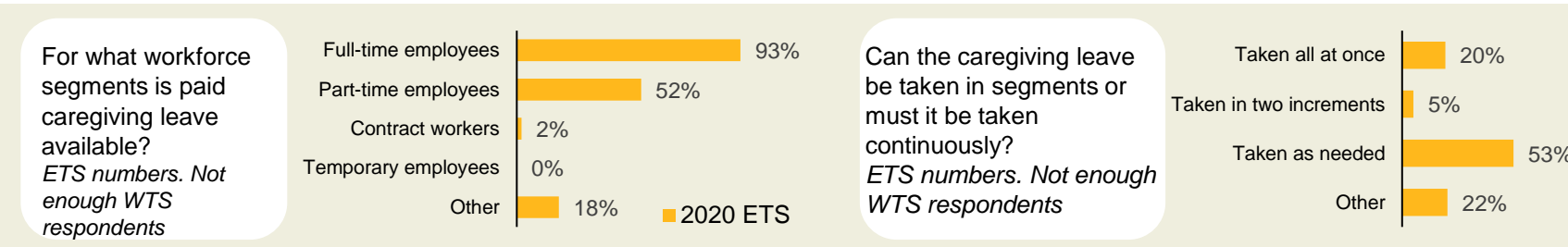
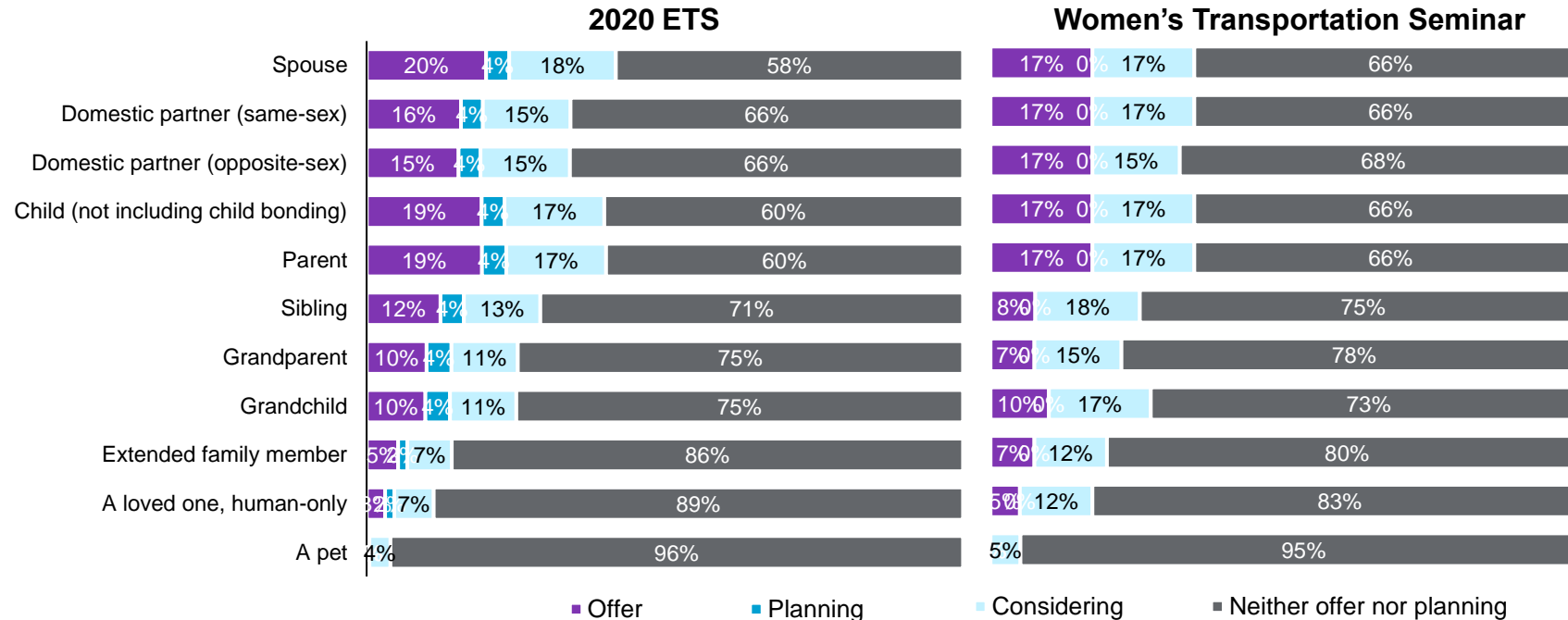
Which of the following do you consider is your most important reason? *Select one option.*



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

Less than 20% of WTS respondents offer caregiving leave

Does your organization offer or plan to offer paid caregiving leave (benefit that provides time off with full or partial pay for an employee to be a caregiver to a loved one) to employees for the following relationships?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey c

Provision of paid caregiving leave from WTW 2020 ETS

How many paid weeks and what percentage of pay during caregiving leave does your organization offer?

	Number of paid weeks		Percentage of pay during leave	
	Mean	Median	Mean	Median
Spouse	5.3	3.6	97.6	100.0
Domestic partner (same-sex)	5.3	4.0	97.5	100.0
Domestic partner (opposite-sex couple)	5.3	4.0	97.4	100.0
Child (not including child bonding)	5.3	3.6	97.5	100.0
Parent	5.0	3.0	96.5	100.0
Extended family member	3.8	2.0	98.1	100.0
A loved one, human-only [^]	4.3	3.0	97.2	100.0

ETS numbers. Not enough WTS respondents.

[^]n = 13

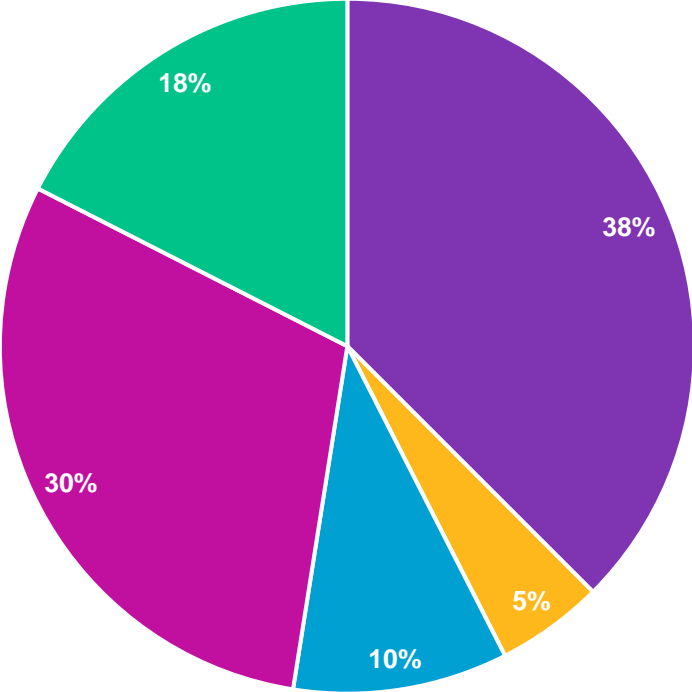
Sample: Based on provision

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey

Provision of unpaid leave outside of FMLA varied considerably among the WTS respondents

How many weeks of unpaid leave (outside of FMLA) do you offer?

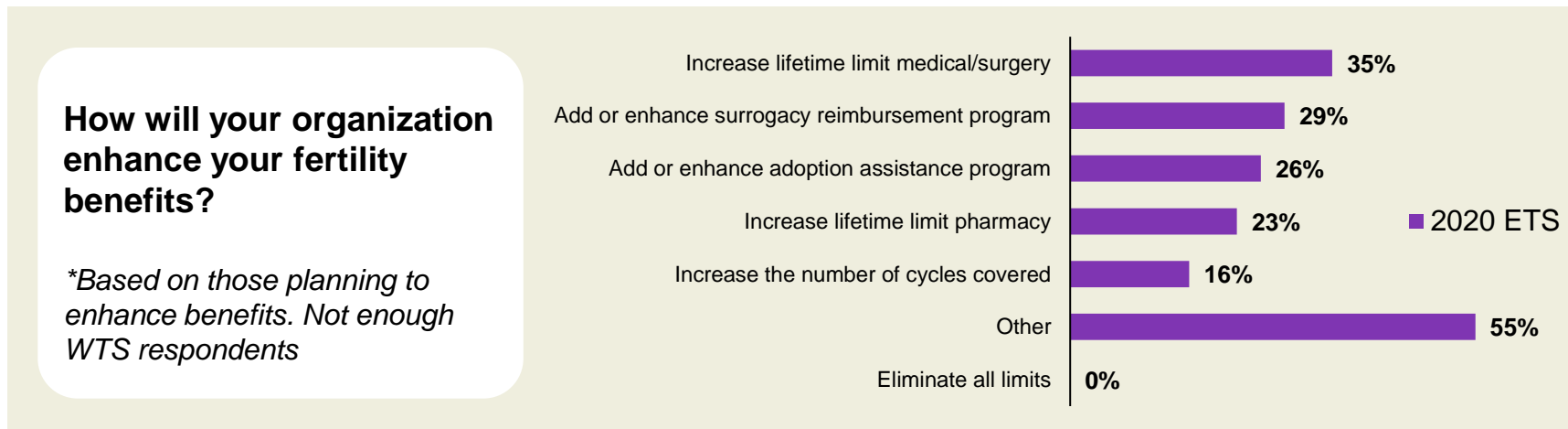
Women's Transportation Seminar



■ None ■ Less than 4 weeks ■ 4 to 8 weeks ■ 9 to 12 weeks ■ Greater than 12 weeks

Note: Based on respondent offering flexible work
Source: Women's Transportation Seminar 2022 Family Benefits Survey

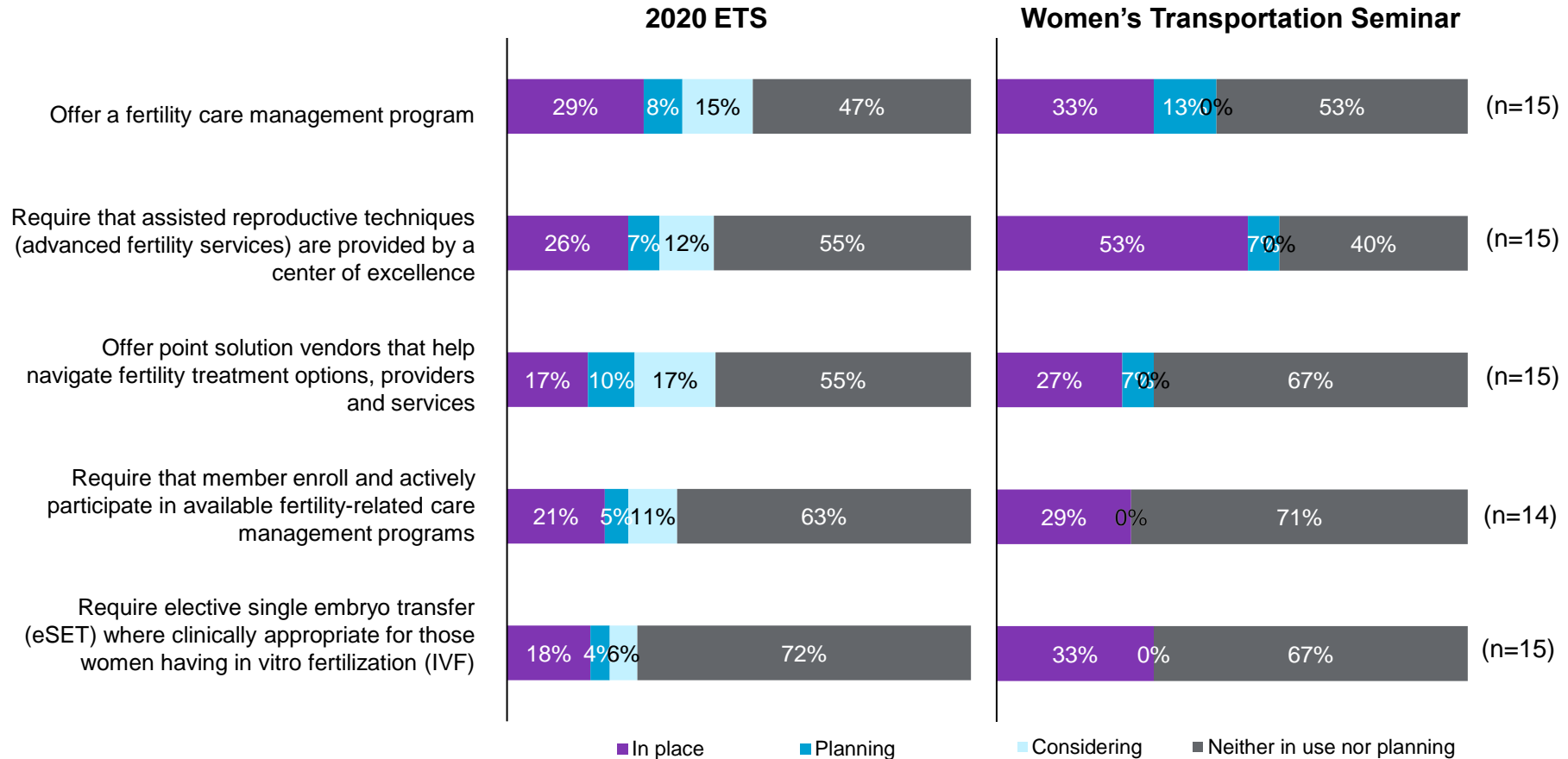
Few WTS respondents plan to enhance their offering



Note: Based on respondents covering or planning to cover fertility services
 Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

One-third of organizations offer a fertility care management program

Which of the following requirements or supporting programs does your organization have in place or plan to have in place as part of your fertility benefits?



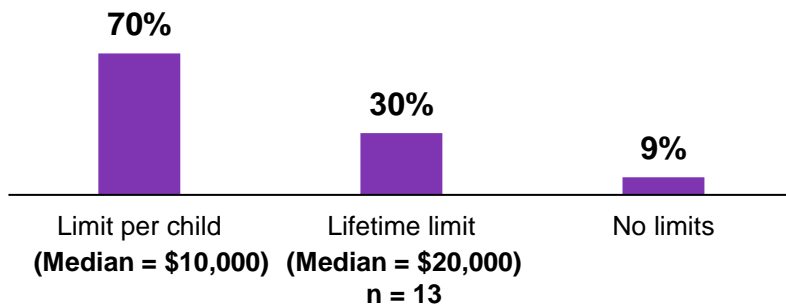
Note: Based on respondents covering or planning to cover fertility services
 Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey

Only 5% of WTS respondents offer surrogacy benefits

Does your organization currently offer or plan to offer a reimbursement program to help defray the costs of surrogacy?

2020 ETS				Women's Transportation Seminar			
Offer in 2020	Planning for 2021	Considering for 2022	Neither in use nor planning	Offer in 2022	Planning for 2023	Considering for 2024	Neither in use nor planning
9%	3%	11%	77%	5%	0%	10%	85%

Does your organization have any of the following limits on these benefits?



N/A, not enough respondents

Does your organization administer the reimbursement program(s) in-house or are they outsourced?



N/A, not enough respondents

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey c

Around 10% of WTS respondents are planning or offering cryopreservation benefits

Does your organization cover or plan to cover egg or sperm freezing (i.e., cryopreservation)?

	Offer	Planning	Considering	Neither offer nor planning
2020 ETS	15%	1%	10%	74%
Women's Transportation Seminar	7%	2%	7%	83%

Is cryopreservation covered for the following therapies which could cause infertility?

Cancer treatment 97%

Gender transition 44%

ETS numbers. Not enough WTS respondents

Coverage Limits



47%

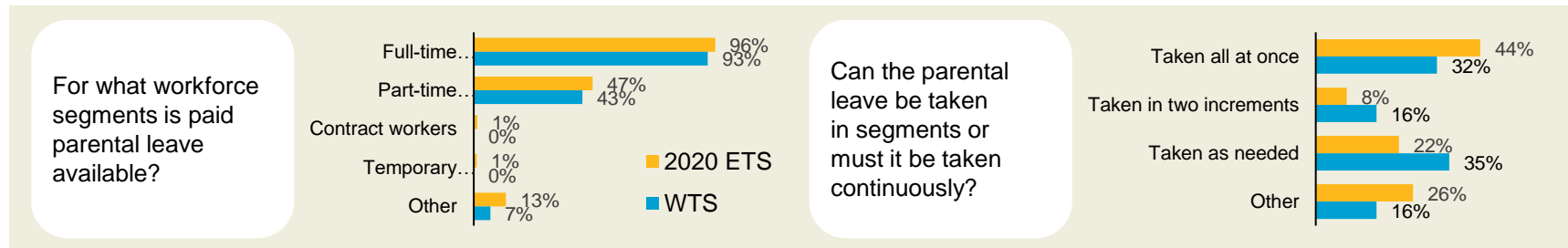
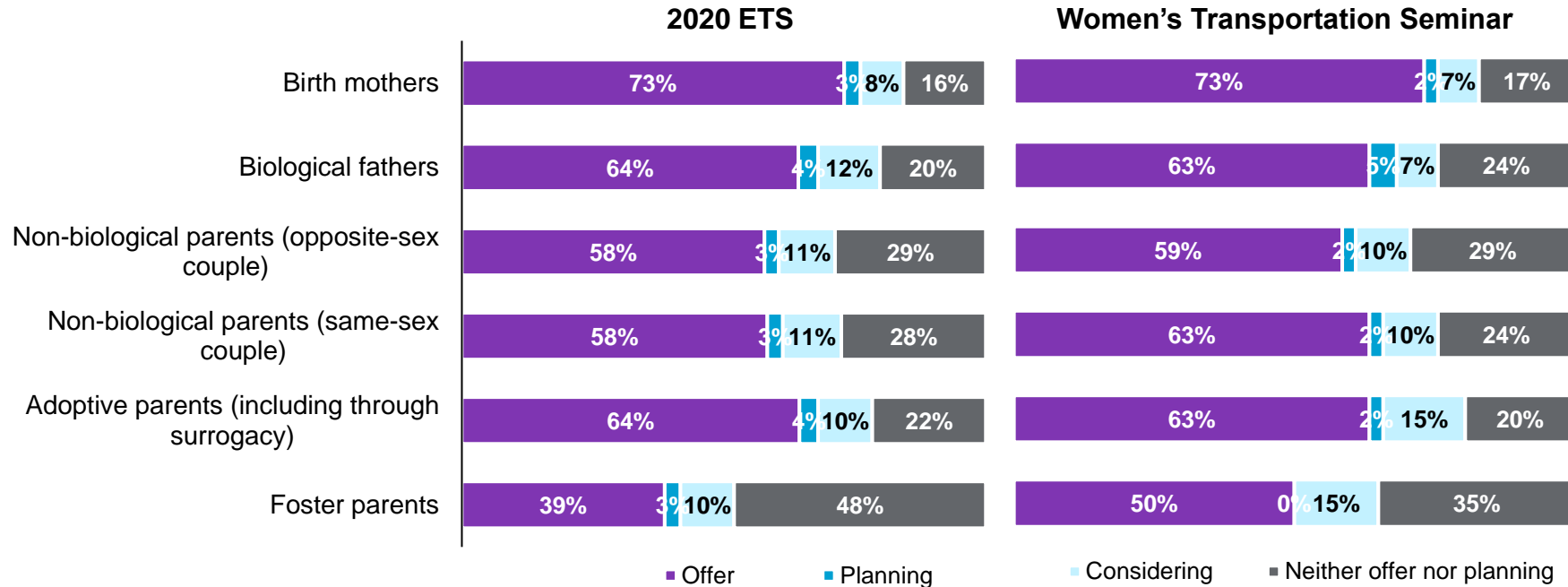
Limit coverage to a specific period of time

ETS numbers. Not enough WTS respondents

Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey c

Cryopreservation practices were similar between WTS and ETS respondents

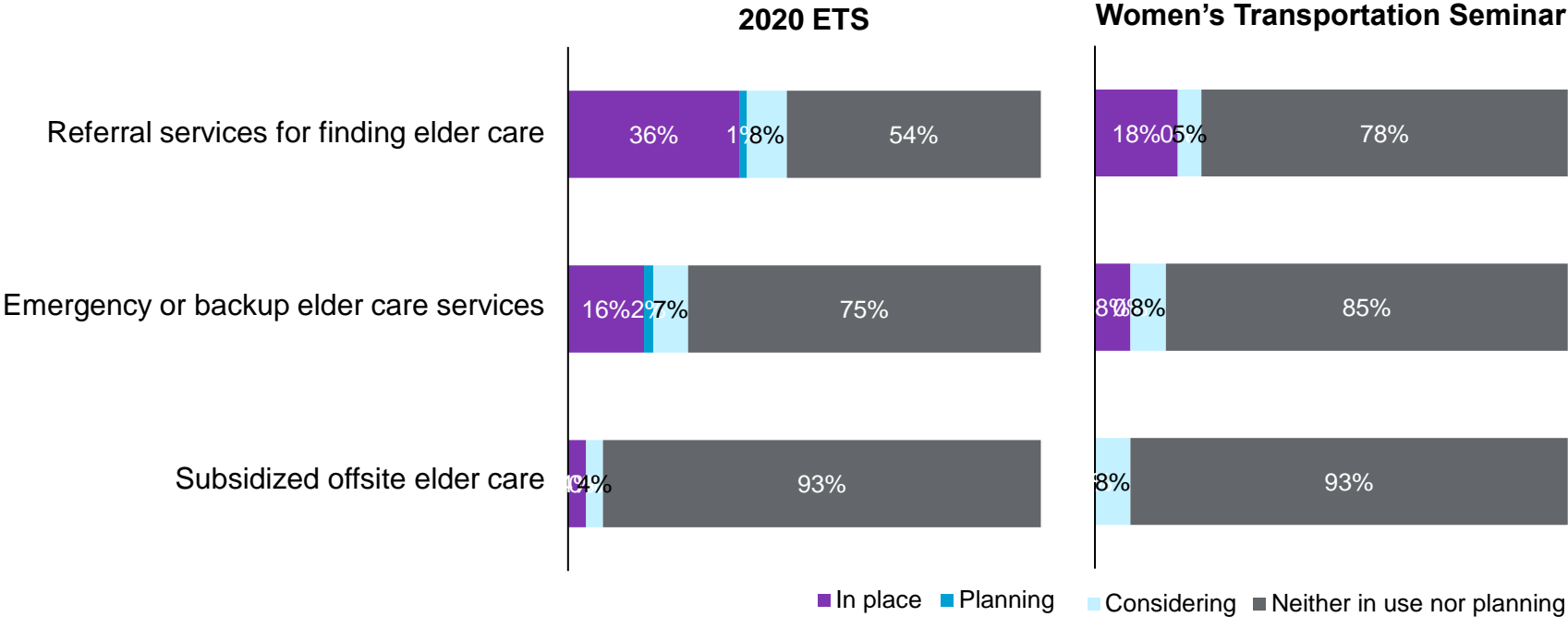
Does your organization cover or plan to cover egg or sperm freezing (i.e., cryopreservation)?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey c

Less than 20% of WTS respondents offer eldercare referrals

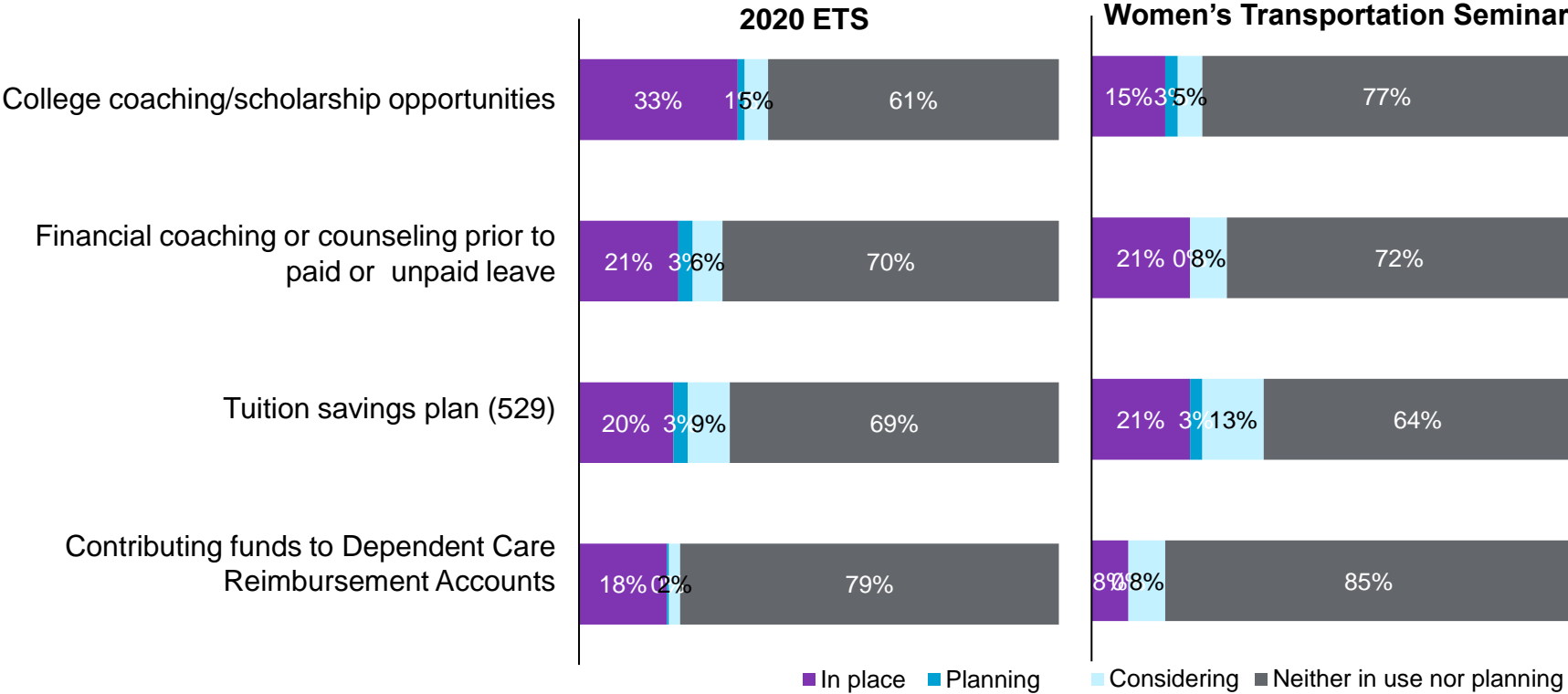
Does your organization offer or plan to offer any of the following elder care benefits?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey c

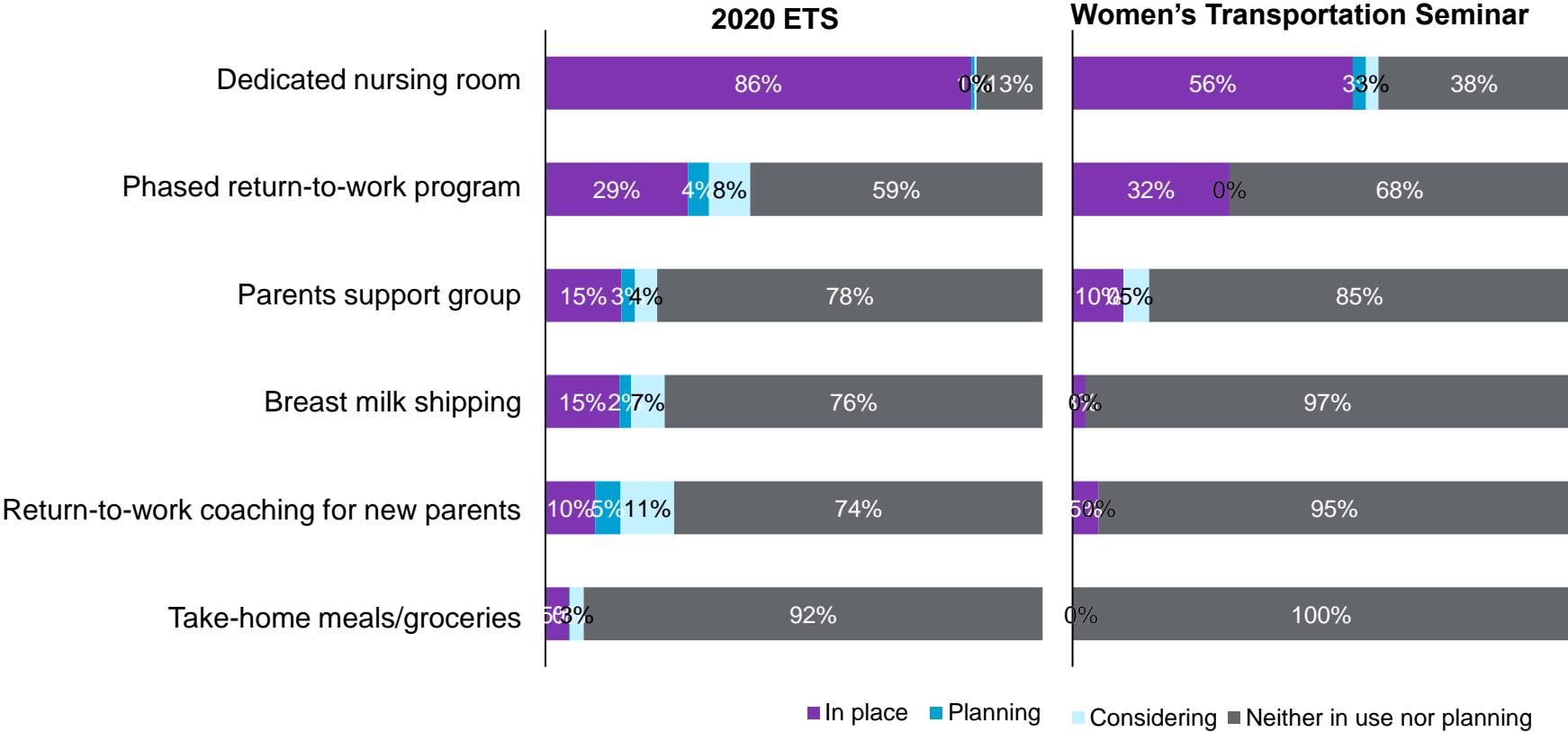
Nearly a quarter of WTS respondents offer financial support

Does your organization offer the following benefits to employees?



Generally, WTS respondents less frequently offer other family friendly benefits

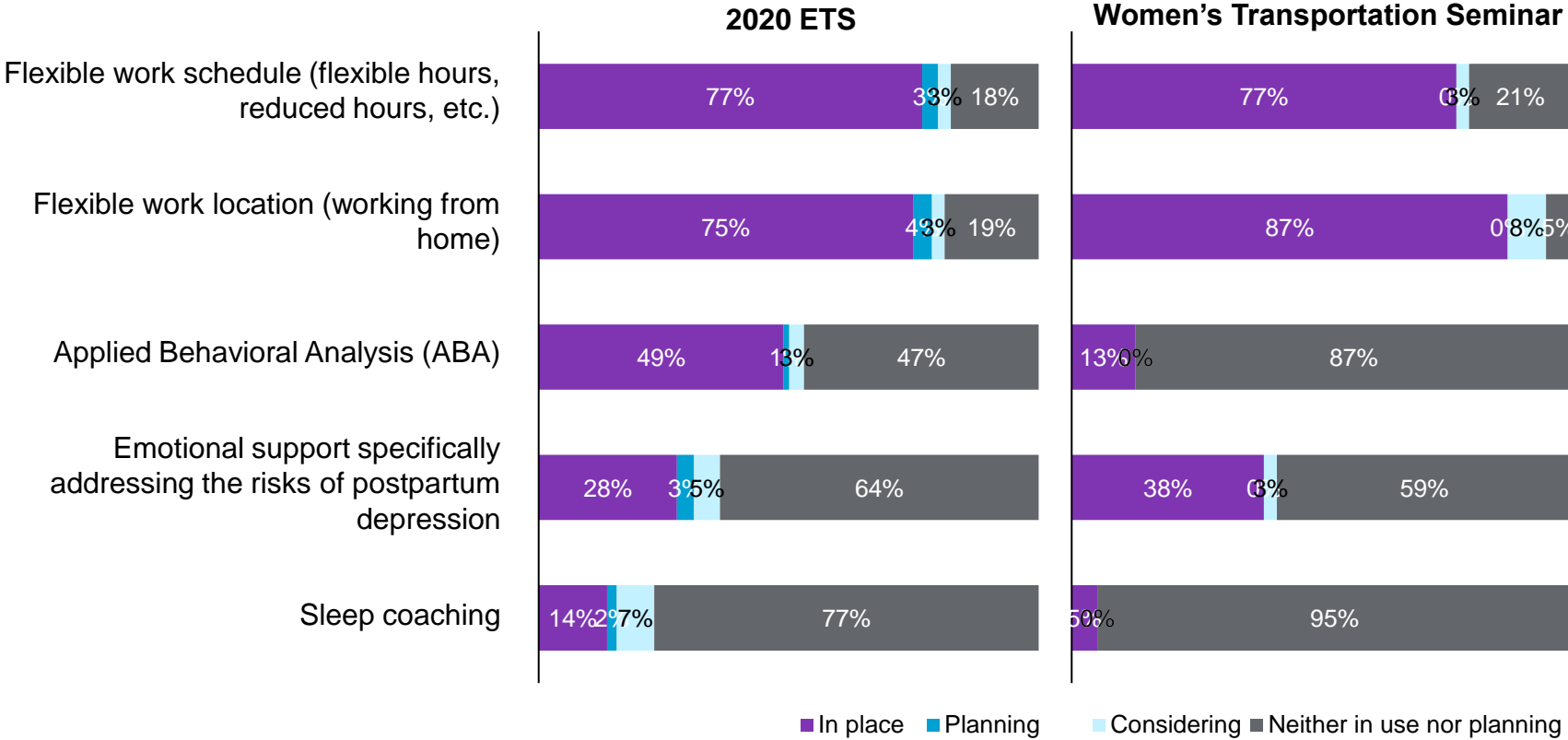
Does your organization offer the following benefits to employees?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey c

WTS respondents were far less likely to offer ABA treatment

Does your organization offer the following benefits to employees?



Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, Women's Transportation Seminar 2022 Family Benefits Survey