



**KEITER, SLABAUGH,
PENNY & HOLME, LLC**
EMPLOYEE BENEFITS & HUMAN RESOURCE MANAGEMENT



2007 Greater Richmond Benefits Survey

salary.com surveys

Enclosed are sample pages...

...to assist you in evaluating the *2007 Greater Richmond Benefits Survey* report.

The complete report contains the following sections:

- Participant List
- Executive Summary
- Survey Methodology (including Data Definitions)
- About Survey Sponsors
- Data for both salaried and hourly employees:
 - **Health Plan Prevalence**
 - **Health Plan Design**
 - **Cost-Saving Measures**
 - **Retirement Plans** (Defined Contribution and Defined Benefit)
 - **Leave Programs**
 - **Disability Insurance**

To purchase the complete report, please contact **The Titan Group, LLC**

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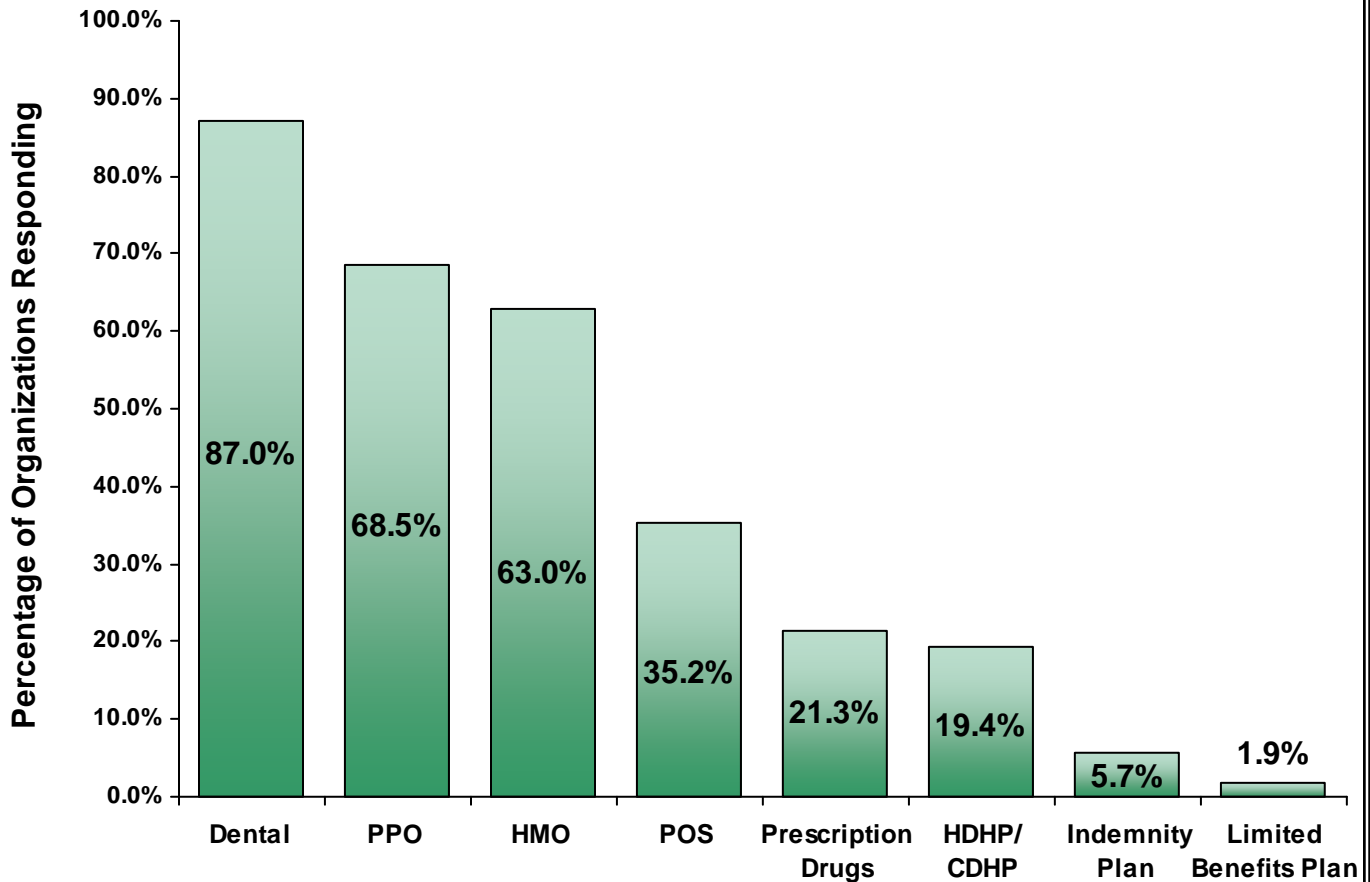


Health Insurance Prevalence

A PPO plan is offered by 68.5% of organizations, making it the most prevalent among the types of health plans included in this survey. A small number of organizations (21.3%) offer a prescription drug plan that is separate from the health insurance plans.

Most organizations (87.0%) offer a dental plan.

Health and Related Benefits





**Employee Opt-Out
(continued)**

Only 20.6% of organizations offer a reward those who opt-out of a medical plan with a cash payment, which may impact the percentage of employees that opt-out of these plans.

Monthly Payment To Employees Who Opt-Out

Employee Only Employee + One Dependent Family

