



2022 Talent KPI
Report
Benefits

Purpose of this Report

This report provides benchmarks on key employee benefits by ScaleUp stage and size across the Insight portfolio.

Data Source

Data was sourced from the Insight CFO Survey from June 2022 and is self reported by **325** companies. The data was cleansed to ensure comparable data points across all measures.

| | GAAP Revenue |
|-------------|--------------|
| Early Stage | <\$10M |
| Mid Stage | \$10-100M |
| Late Stage | \$100M+ |

How to Use this Report

While this report provides benchmarks for KPIs across various stages of growth, we understand that not every company is the same. These metrics and benchmarks should serve as guiding points through each section of your ScaleUp journey and help you understand how your benefit offerings compare to that of your peer companies. Please see the above chart for stage breakdowns.

Table of Contents



01

WORKPLACE MODEL



02

PAID TIME OFF



03

HEALTH INSURANCE



04

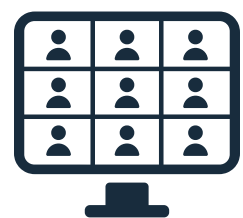
401(K)



05

PARENTAL LEAVE

Executive Summary: Key Takeaways



WORKPLACE MODEL

Most companies are now hybrid, asking employees to be in-office **2-3 days** a week.



401(K)

Most companies offer 401(k) plans with matching. Most matches are between **3-5%**.



PAID TIME OFF

Most companies offer unlimited paid time off (**59%**).



PARENTAL LEAVE

Most companies offer **12 weeks** leave for primary caregivers and **6 weeks** for secondary caregivers (birth & adoption).









HEALTH INSURANCE

Most companies offer both PPO and HMO plans (**53%**).

Executive Summary: Key Metrics

All values in the below table reflect the median with the exception of "Health Insurance Plan Type" which reflects the type(s) of plan the majority of respondents offer.

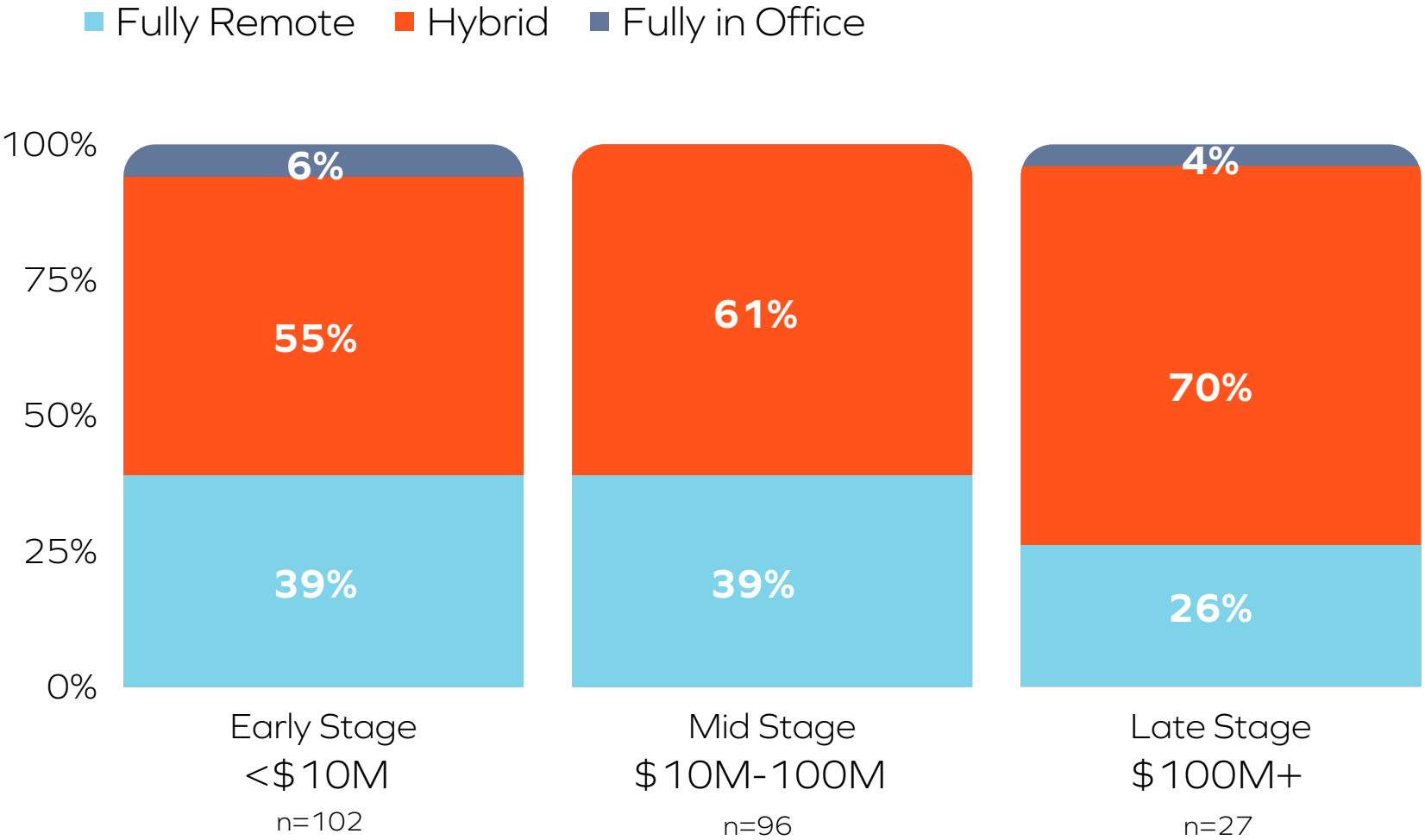
| Metric | Early Stage | Mid Stage | Late Stage |
|---|-------------|-----------------|------------|
|  # of Days in Office | 3 days | 2 days | 2 days |
|  Vacation Days | 19 Days | 20 Days | 17.5 Days |
|  Personal & Sick Days | 9 Days | 5 Days | 4.5 Days |
|  Health Insurance Plan Type (Majority Offer...) | PPO Only | PPO & HMO Plans | PPO Only |
|  401(k) Match | 4% | 4% | 4% |
|  Birth - Primary Caregiver | 12 Weeks | 12 Weeks | 12 Weeks |
| Birth - Secondary Caregiver | 6 Weeks | 6 Weeks | 6 Weeks |
| Adoption - Primary Caregiver | 12 Weeks | 12 Weeks | 10 Weeks |
| Adoption - Secondary Caregiver | 6 Weeks | 6 Weeks | 6 Weeks |

CHAPTER 1

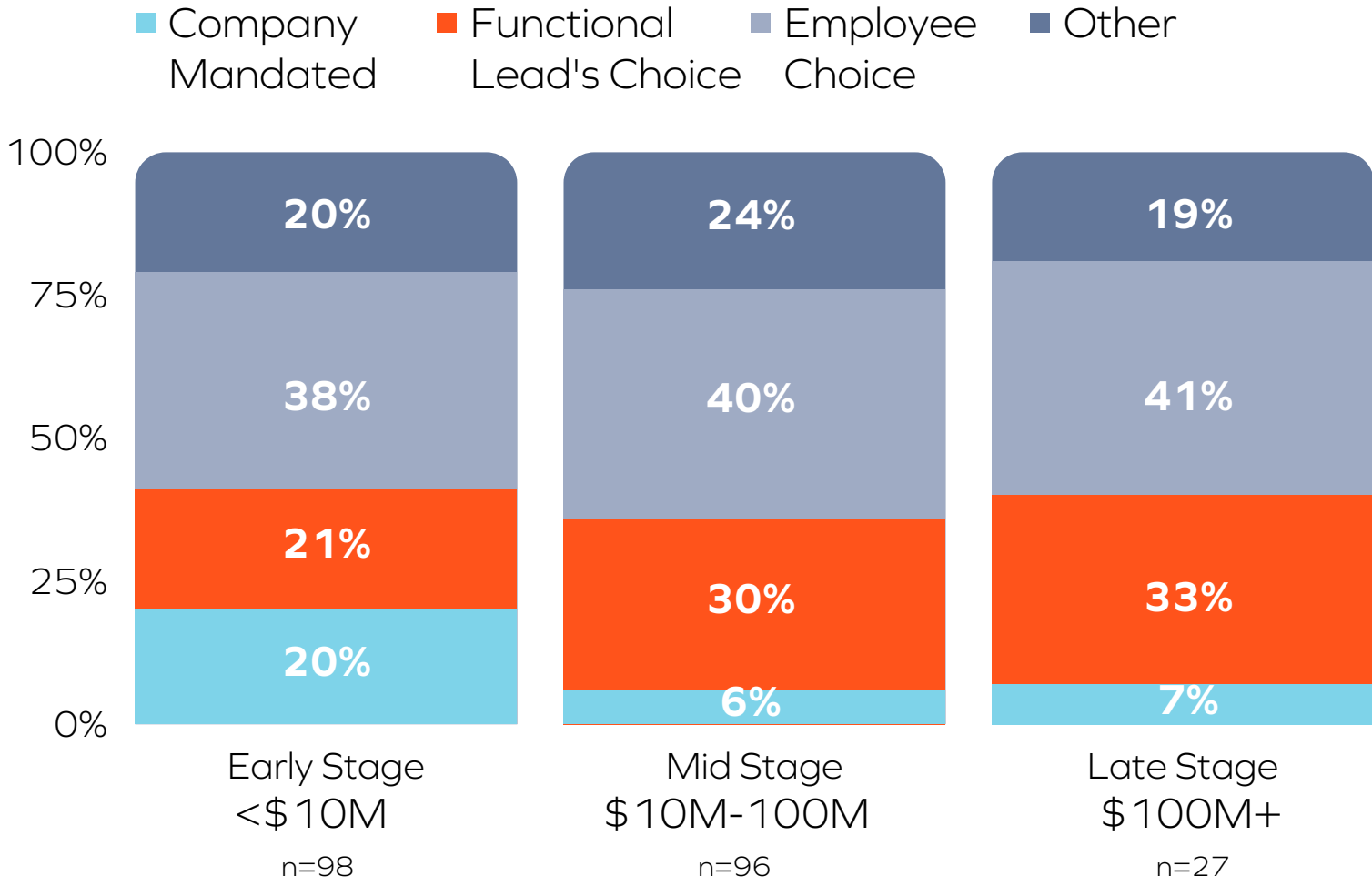
WORKPLACE MODEL

Workplace Model Trends

Which of the following describes your company?



How flexible is your "return to office" plan?

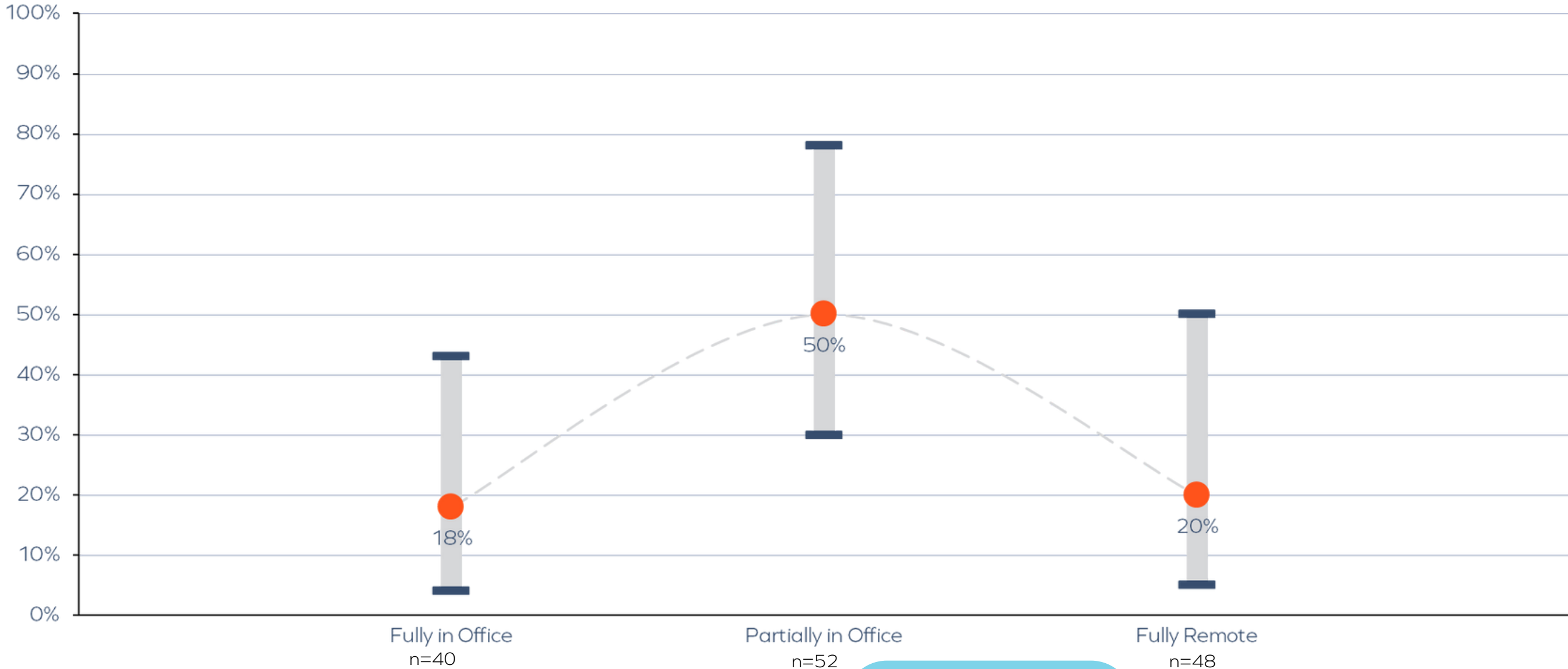


Across stages as of June 2022, most respondents noted they are leveraging a hybrid workplace model. It is uncommon to have a fully in-office model.

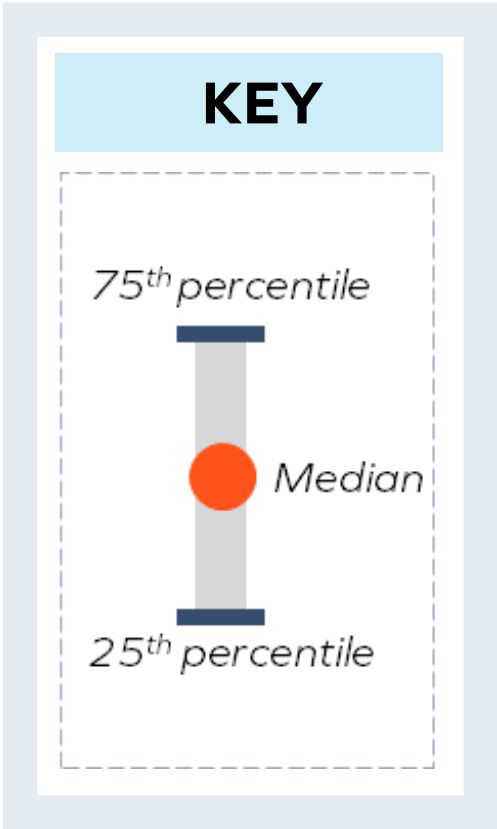
As companies scale, they are more likely to defer to employee choice or to a functional leader's choice as to how many days employees must be in office. For respondents that selected "other," many noted that they are fully remote without an office, leverage a co-working space when needed, or are still in active discussions.

Hybrid Model - Early Stage

UNDER A HYBRID MODEL, WHAT % OF YOUR WORKFORCE WILL BE...



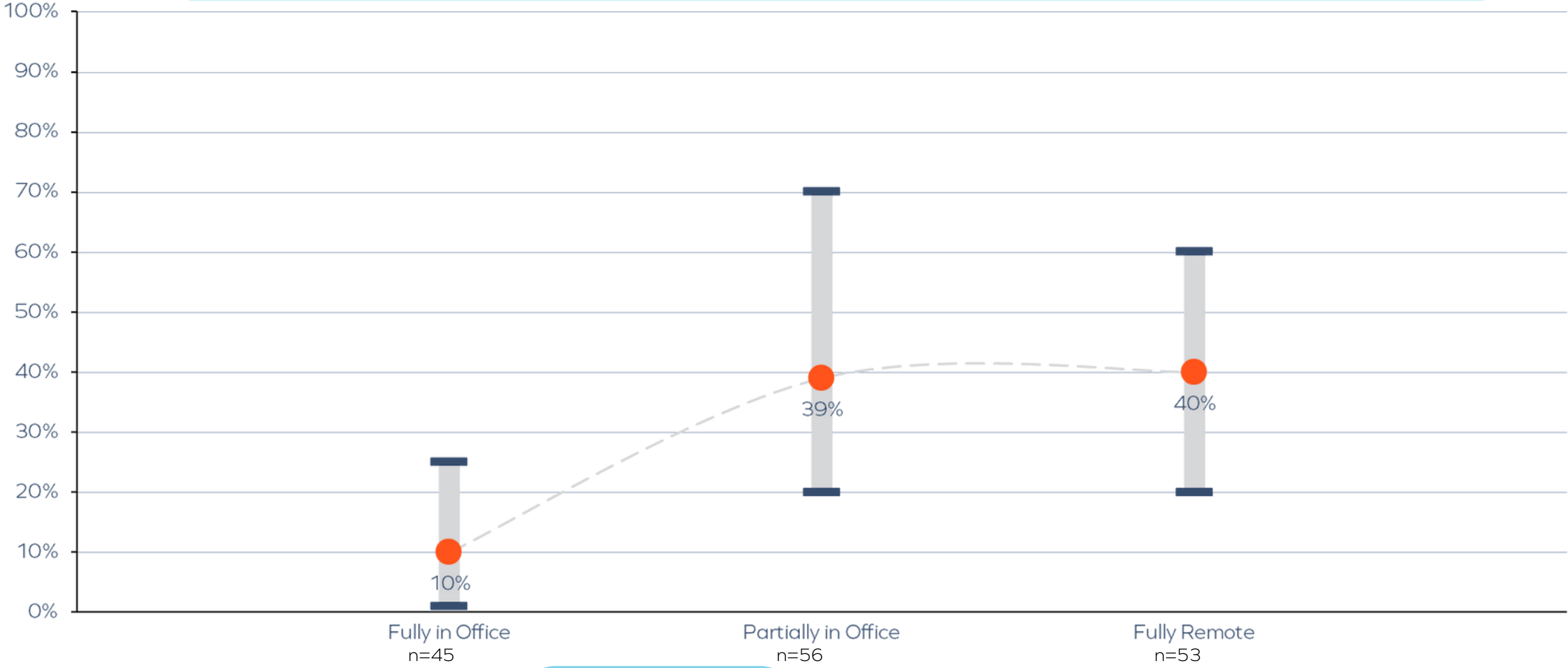
Even with a hybrid model, many early stage companies still have large swaths of their workforce either fully remote or fully in office.



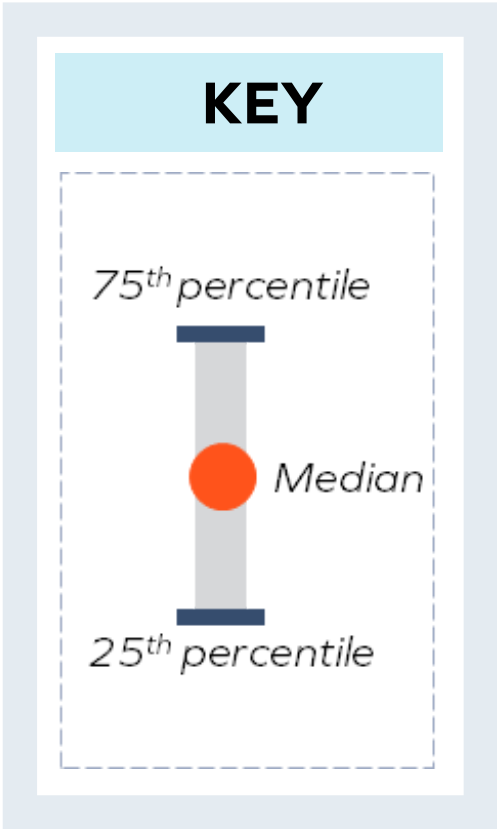
n=51

Hybrid Model - Mid Stage

UNDER A HYBRID MODEL, WHAT % OF YOUR WORKFORCE WILL BE...



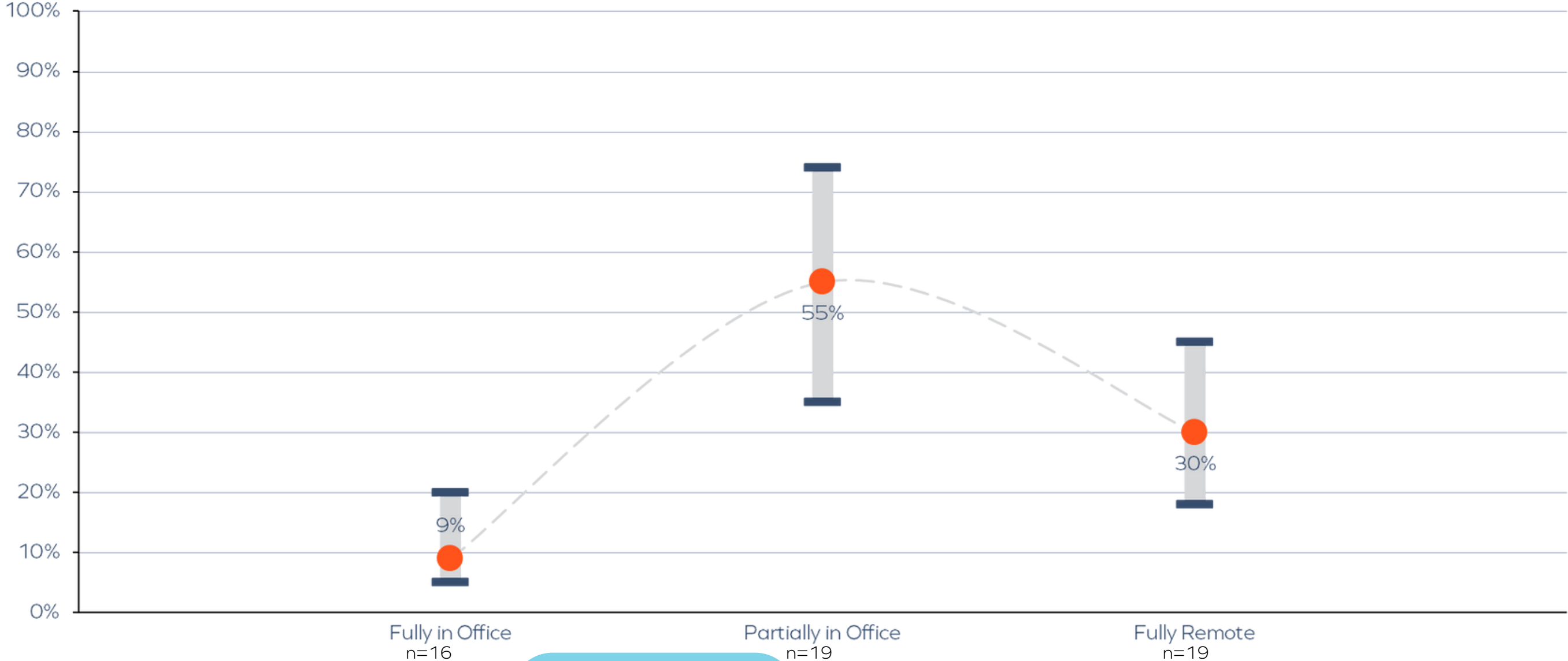
Even with a hybrid model, many mid stage companies have a large portion of their workforce fully remote but it is rare to have employees fully in office.



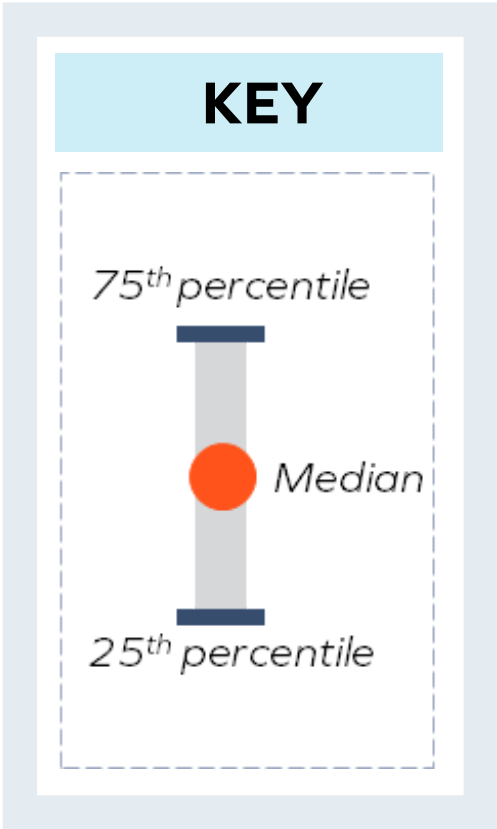
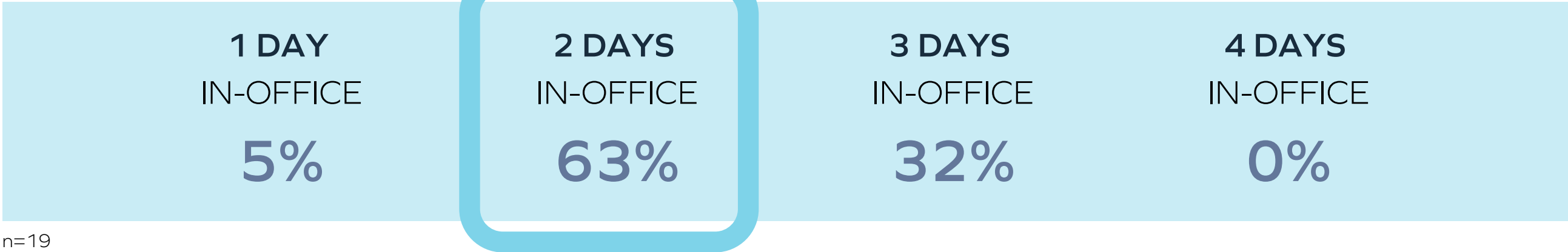
n=58

Hybrid Model - Late Stage

UNDER A HYBRID MODEL, WHAT % OF YOUR WORKFORCE WILL BE...



Even with a hybrid model, many late stage companies have a significant portion of their workforce fully remote but it is rare to have employees fully in office.



CHAPTER 2

PAID TIME OFF

Paid Time Off Trends



VACATION DAYS



PERSONAL & SICK DAYS

EARLY STAGE



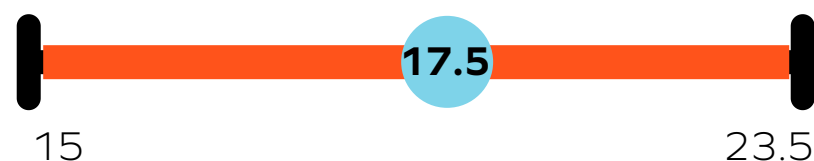
62%
Offer **unlimited** PTO

MID STAGE

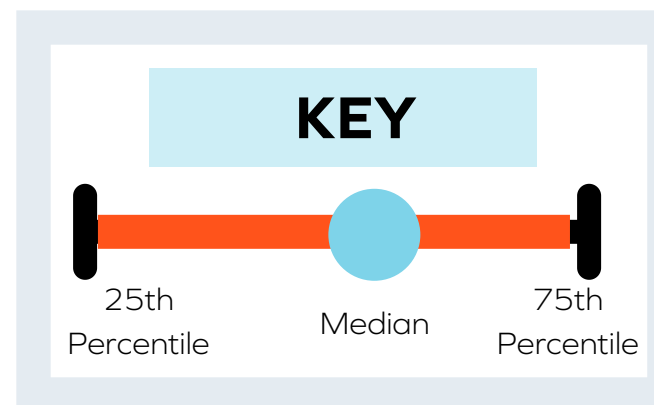


56%
Offer **unlimited** PTO

LATE STAGE



58%
Offer **unlimited** PTO



| | Vacation | Sick/ Personal | Unlimited |
|-------|----------|-------------------|-----------|
| Early | n=33 | n=26 | n=86 |
| Mid | n=36 | n=36 | n=87 |
| Late | n=10 | n=7 | n=24 |

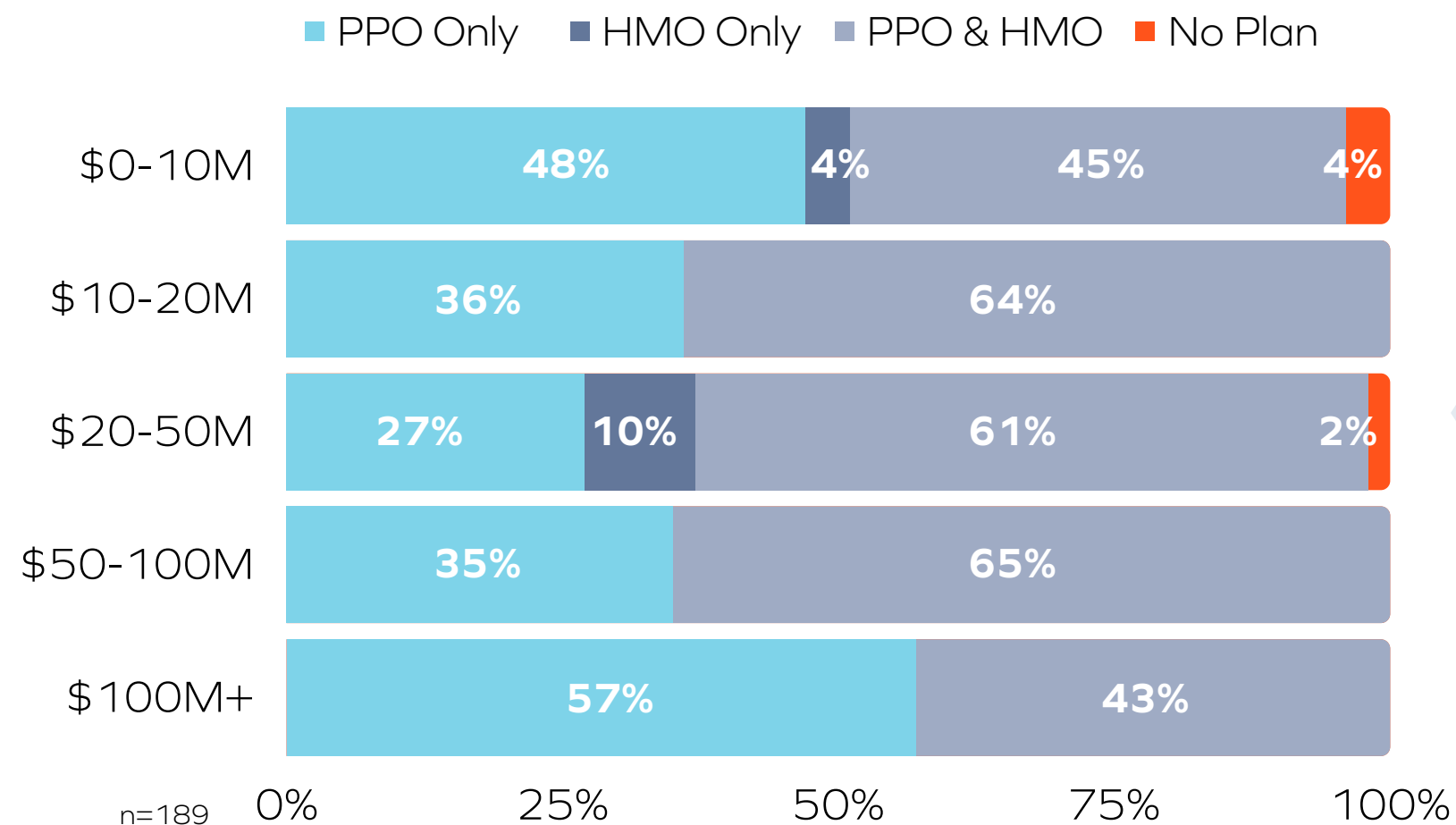
Across stages, unlimited PTO is the most popular offering. However, for the companies that do not offer unlimited days, it is common for companies to offer 15 to 24 for vacation days and 5 to 12 for personal and sick days.

CHAPTER 3

HEALTH INSURANCE

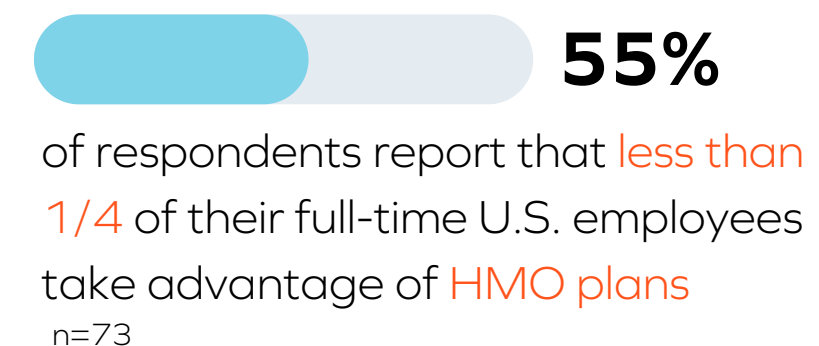
Health Insurance Plan Design

For your full-time U.S. employees, what do you offer as medical insurance plan(s)?



Most employers, regardless of stage, offer PPO only or a combination of both PPO and HMO plans. It is rare for companies to offer no plan or HMO only, even at the earliest stages. Additionally, nearly all companies offer dental and vision plans as well as medical insurance plans.

EMPLOYEES ARE MORE LIKELY TO TAKE ADVANTAGE OF PPO PLANS THAN HMO PLANS.



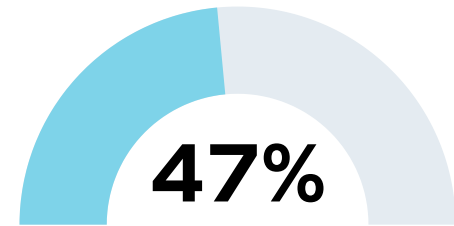
COMPANIES THAT OFFER FSAS

n=93



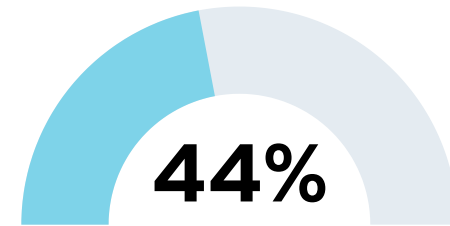
Premiums

EARLY STAGE



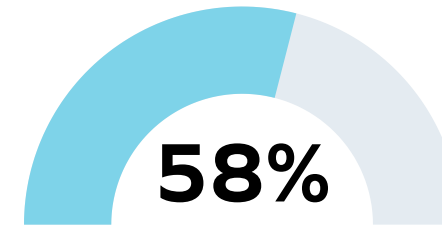
of companies
COVER 75-99%
of the monthly medical
premiums
n=32

MID STAGE



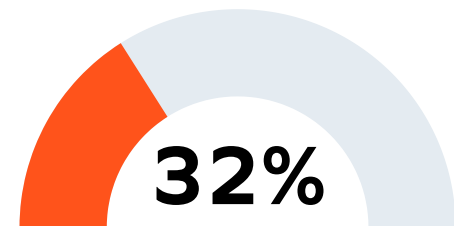
of companies
COVER 75-99%
of the monthly medical
premiums
n=34

LATE STAGE

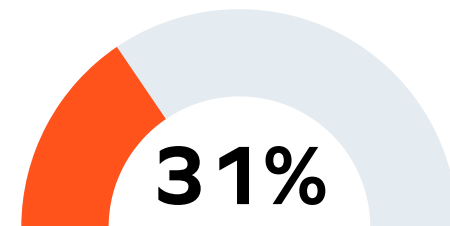


of companies
COVER 75-99%
of the monthly medical
premiums
n=11

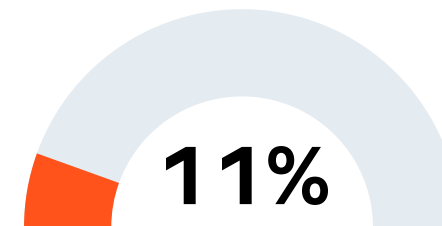
Across different stage companies, all are most likely to cover at least 75% of the monthly medical insurance premiums.



of companies
COMPLETELY COVER
monthly medical
premiums
n=22



of companies
COMPLETELY COVER
monthly medical
premiums
n=24

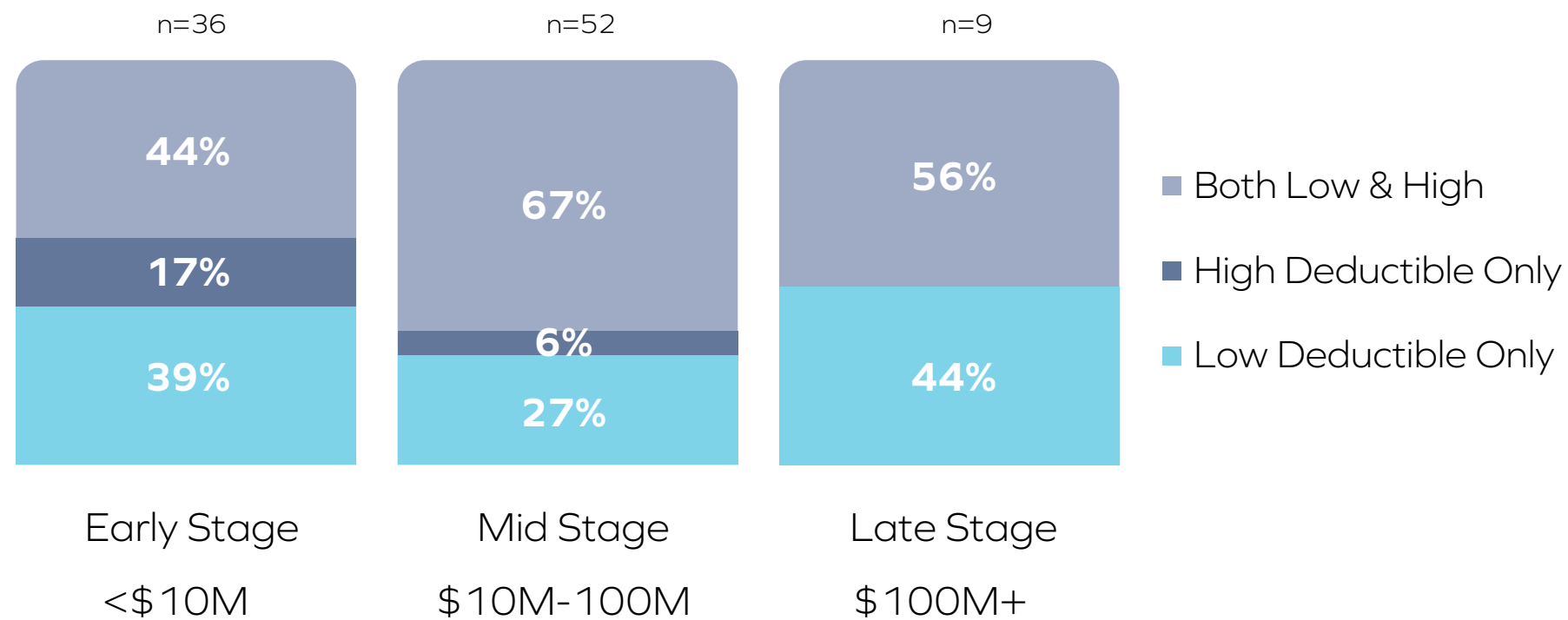


of companies
COMPLETELY COVER
monthly medical
premiums
n=2

Early and mid stage companies are more likely to cover 100% of monthly medical insurance premiums than later stage companies.

Deductibles (HMOs)

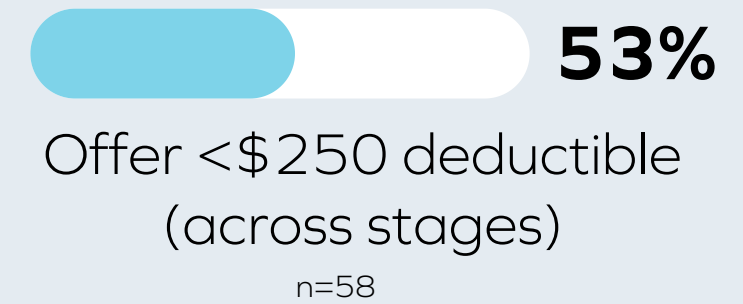
Do you offer a low or high deductible HMO plan?



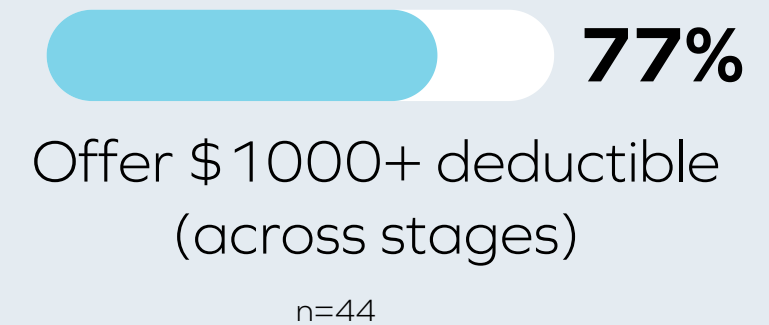
Insight portfolio company respondents are more likely to offer both a low & high deductible HMO plan. Again, it is very rare regardless of stage to offer a high deductible plan only. Companies that are more likely to offer a high deductible only plan are often early stage companies.



LOW DEDUCTIBLE PLAN



HIGH DEDUCTIBLE PLAN



CHAPTER 4

401(K)

401(k) Plan Design

OVERALL TRENDS

84% of respondents offer 401(k) plans
n=223

61% of respondents offer a 401(k) match
n=188

3-5% range of employer match across stages
n=110, interquartile range

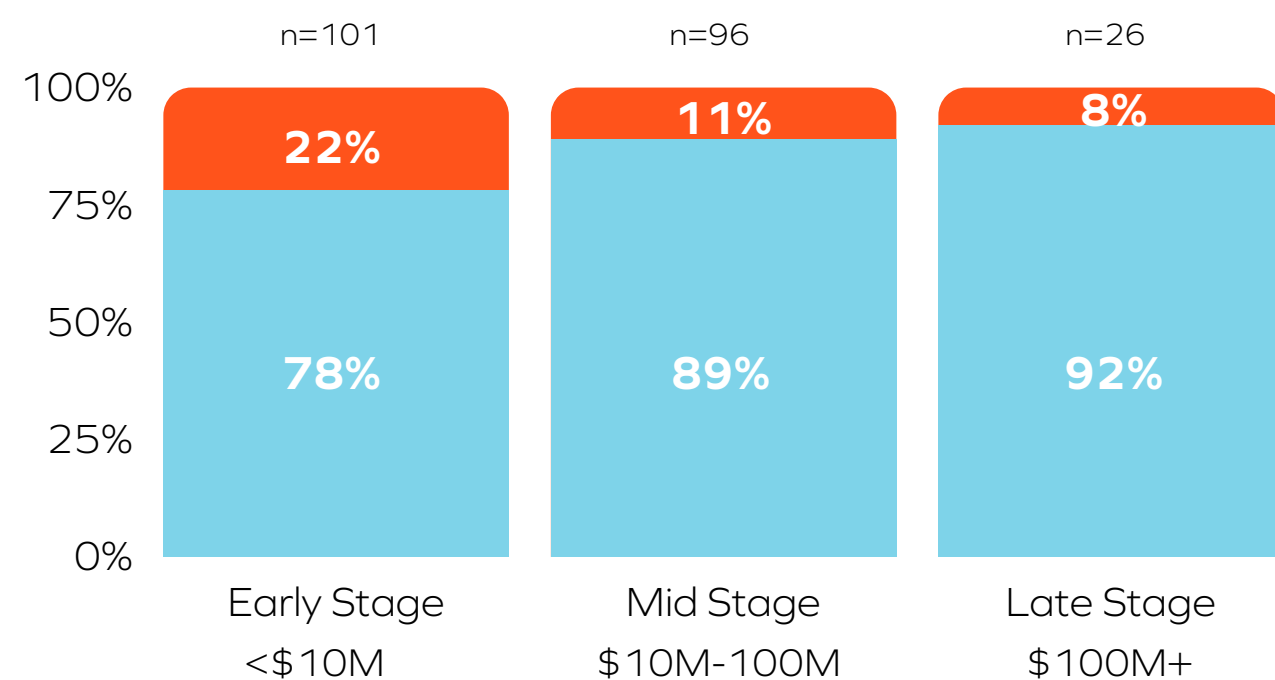
As companies grow in size, they are more likely to offer a 401(k) plan as well as offer a match program.

TOP 5 401(K) PROVIDERS

- 1 **guideline**
- 2 **SLAVIC 401K**
- 3 **Fidelity**
- 4 **TRANSAMERICA**
- 5 **EMPOWER**

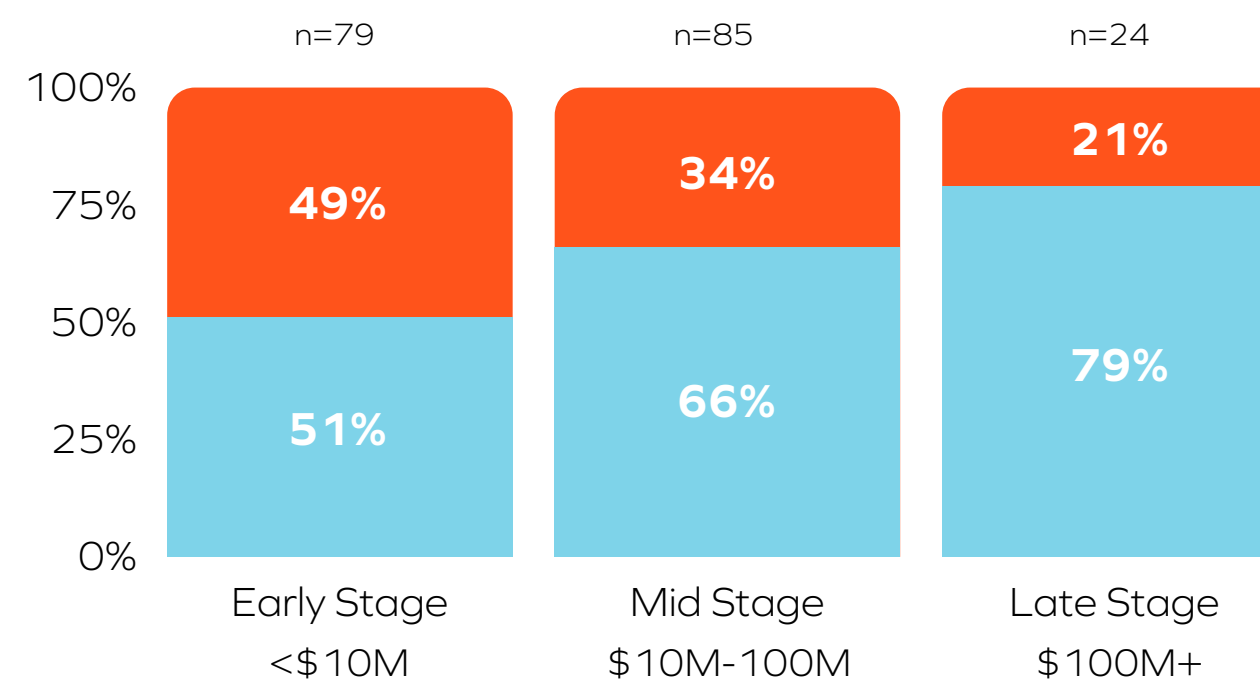
Do you offer a 401(k) plan to your employees?

■ Yes ■ No



Do you offer a 401(k) match to your employees?

■ Yes ■ No



CHAPTER 5

PARENTAL LEAVE

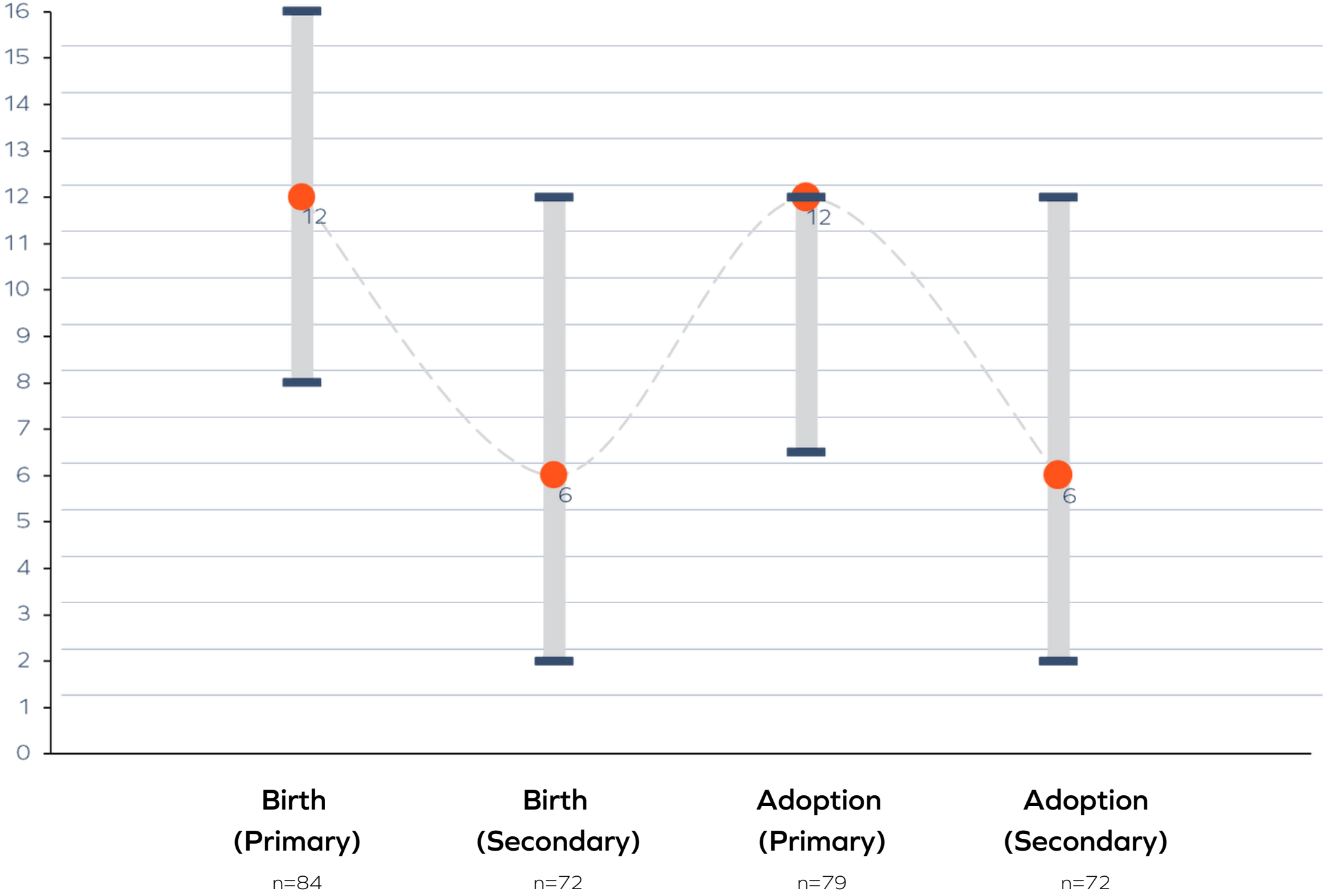
Early Stage Trends

Majority of early stage companies offer at least 8 weeks of parental leave for the primary caregiver upon the birth of a child. The median amount of time offered is 12 weeks with a max of 16 weeks.

For adoption, the primary caregiver is typically allotted 6.5 to 12 weeks, with a median of 12 weeks.

For secondary caregivers upon the birth or adoption of a child, the range is 2 to 12 weeks with a median of 6 weeks.

LEAVE IN WEEKS



KEY

75th percentile

Median

25th percentile

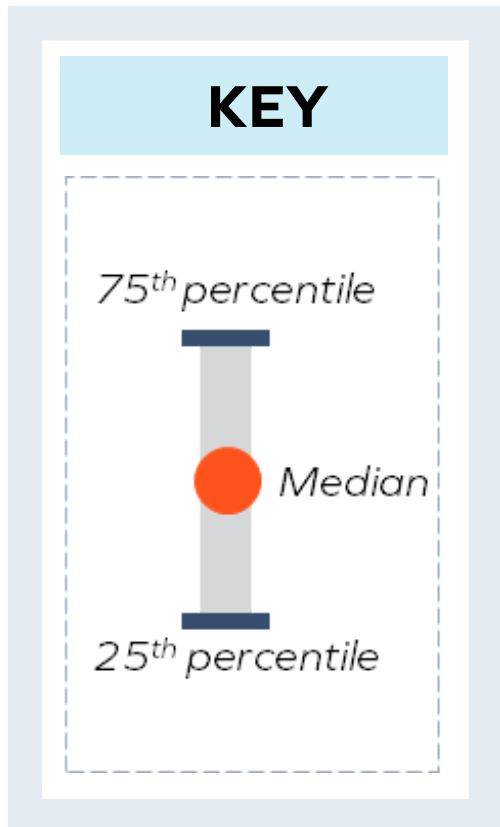
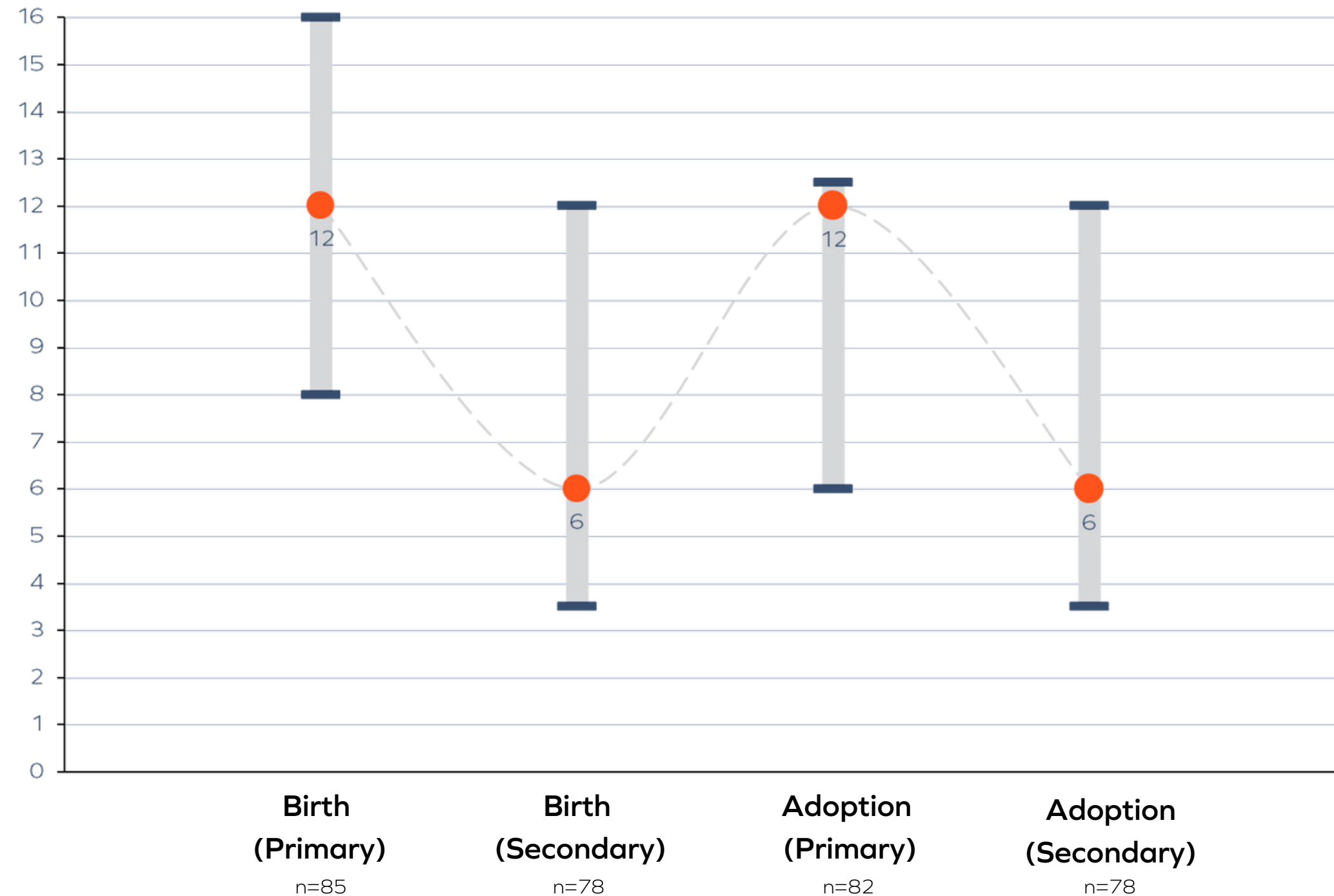
Mid Stage Trends

Majority of mid stage companies offer at least 8 weeks of parental leave for the primary caregiver upon the birth of a child. The median amount of time offered is 12 weeks with a max of 16 weeks.

For adoption, the primary caregiver is typically allotted 6 to 12.5 weeks, with a median of 12 weeks.

For secondary caregivers upon the birth or adoption of a child, the range is 3.5 to 12 weeks with a median of 6 weeks.

LEAVE IN WEEKS



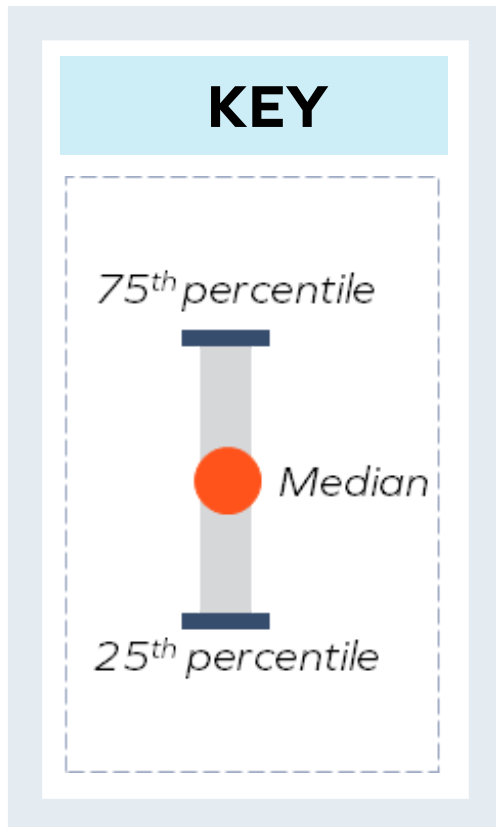
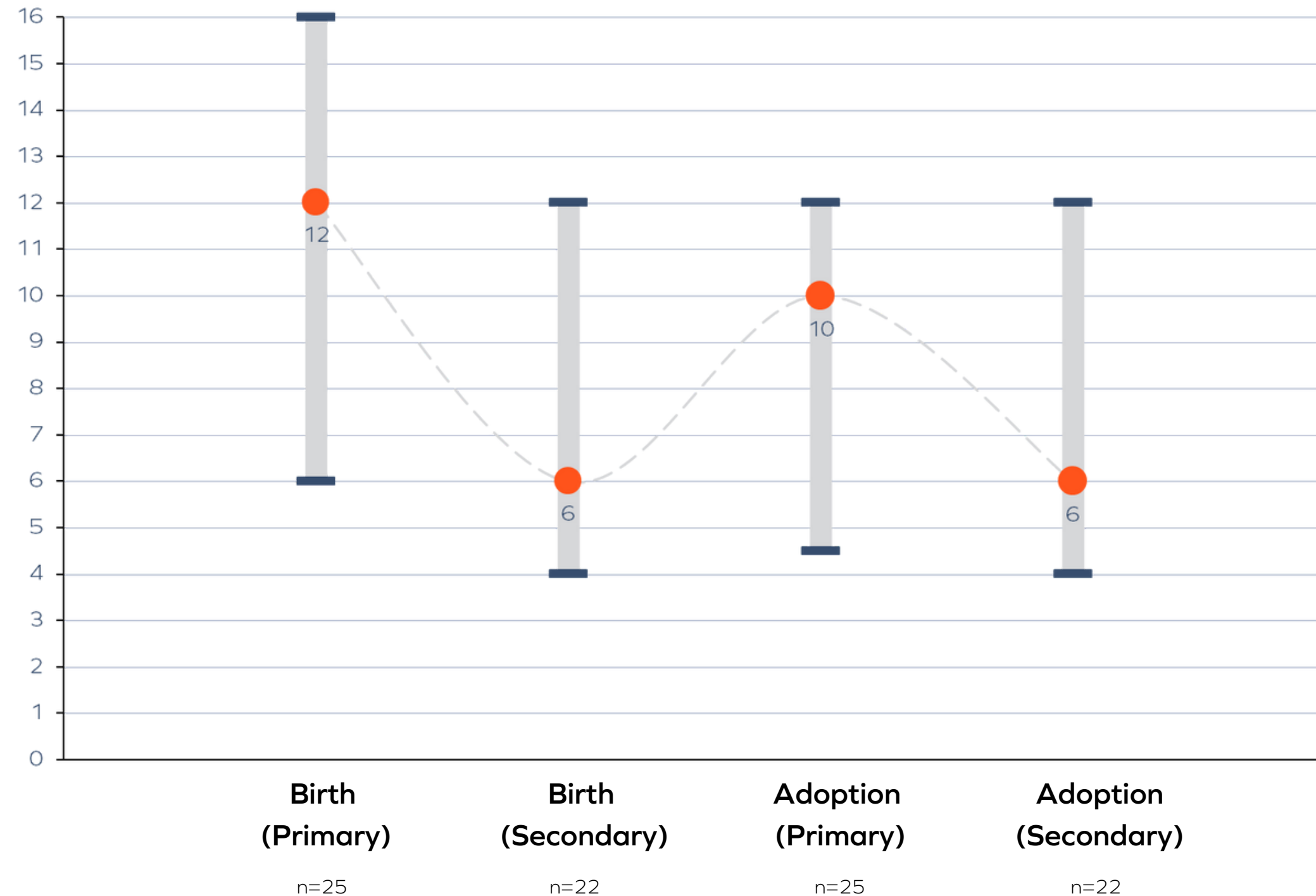
Late Stage Trends

Majority of late stage companies offer at least 8 weeks of parental leave for the primary caregiver upon the birth of a child. The median amount of time offered is 12 weeks with a max of 16 weeks.

For adoption, the primary caregiver is typically allotted 4.5 to 12 weeks, with a median of 10 weeks.

For secondary caregivers upon the birth or adoption of a child, the range is 4 to 12 weeks with a median of 6 weeks.

LEAVE IN WEEKS





Please email HRAdvisory@InsightPartners.com
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