

## **JobKite.com Survey Reveals Work/Life Balance Employee Benefits on the Rise in 2006**

LAND O' LAKES, Fla.--(BUSINESS WIRE)--Aug. 11, 2006--JobKite.com, a next-generation job site, today issued results from a nationwide survey of hiring managers, recruiters and HR professionals revealing that more than half of companies surveyed report they have increased their employee benefits within the last six months. However, in sharp contrast to the flashy perks of the late 90's, companies are now focusing on providing benefits that support the work/life balance.

JobKite recently surveyed 3,500 HR/Recruiters/Hiring Managers nationwide from both private and public companies of all sizes and industries, asking, "Have you enhanced your employee benefits in the past 6 months for recruiting or retention purposes and, if so, how?" Based on the 263 total responses it received, JobKite discovered that 147 (56 percent) of the surveyed companies have made some significant enhancements to the employee benefits they are offering for retention or recruiting purposes.

But unlike the flashy excess of the late 90's, 2006 employee perks have a work/life balance theme to them. Most notably, these include telecommuting, increased vacation and health benefits. The 147 companies that increased benefits reported increased employee compensation in the following categories:

- Medical--88 percent, or 129 of 147 companies, added health-related benefits, including life, vision, and better or increased health plans.

- Money--69 percent, or 101 of 147 companies, stated that they have increased stock vesting, 401k funds, salary relative to market averages, sign-on bonuses, quarterly bonus plans and/or relocation packages.

- Vacation--41 percent, or 60 of 147 companies, reported that they are increasing the number of paid days off per year.

- Alternative Working Arrangements--36 percent, or 52 of 147 companies, reported that they are adding or enhancing flextime and/or telecommuting. One Fortune 1000 company says it is launching a new Telecommuting Program on August 16th for example. Another has an informal telecommuting option to be used for unexpected events, and a formal program for modified or reduced work schedules. One-third of the employees using that program are men.

- Other--8 percent, or 12 of 147 companies, said that they plan to offer other miscellaneous benefits, including massages, monthly cookouts and gym memberships.

"In the late 1990's, it was commonplace to hear about companies with recruiting campaigns that included extreme employee perks such as company cars, game rooms with foosball tables, huge sign-on bonuses and chef-prepared lunches. That ship has sailed," said Heather Galler, CEO of JobKite.com. "As they shift their benefits to reinforce the work/life balance, companies are really making a smart move. By focusing on making their employees happier and more balanced, companies only stand to gain through increased loyalty, productivity and retention."

