### Use of Work-life Programs

Percent of Companies Reporting Use in 2005

<table>
<thead>
<tr>
<th>Program</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Assistance Plans</td>
<td>73%</td>
</tr>
<tr>
<td>Leave for School Functions</td>
<td>65%</td>
</tr>
<tr>
<td>Wellness Programs</td>
<td>64%</td>
</tr>
<tr>
<td>Flu Shot Programs</td>
<td>61%</td>
</tr>
<tr>
<td>Fitness Facility</td>
<td>55%</td>
</tr>
<tr>
<td>Alternative Work Arrangements</td>
<td>54%</td>
</tr>
<tr>
<td>Telecommuting</td>
<td>53%</td>
</tr>
<tr>
<td>Compressed Work Week</td>
<td>47%</td>
</tr>
<tr>
<td>Career Counseling</td>
<td>45%</td>
</tr>
<tr>
<td>Job Sharing</td>
<td>45%</td>
</tr>
<tr>
<td>Work-life Seminars</td>
<td>43%</td>
</tr>
<tr>
<td>Child Care Referrals</td>
<td>41%</td>
</tr>
<tr>
<td>Satellite Workplaces</td>
<td>40%</td>
</tr>
<tr>
<td>On-site Health Services</td>
<td>40%</td>
</tr>
<tr>
<td>Sabbaticals</td>
<td>37%</td>
</tr>
<tr>
<td>Elder Care Services</td>
<td>34%</td>
</tr>
<tr>
<td>Emergency Child Care</td>
<td>33%</td>
</tr>
<tr>
<td>On-site Child Care</td>
<td>33%</td>
</tr>
<tr>
<td>Holidays/Summer Camp</td>
<td>33%</td>
</tr>
<tr>
<td>Concierge Services</td>
<td>32%</td>
</tr>
</tbody>
</table>

On average, companies indicate using 9 Work-life Programs.

### Effectiveness of Work-life Programs

2005 Ratings

<table>
<thead>
<tr>
<th>Program</th>
<th>Mean Rating</th>
<th>Not Very Effective</th>
<th>Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternative Work Arrangements</td>
<td>3.5</td>
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<td>Flu Shot Programs</td>
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<tr>
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<td>3.3</td>
<td>1.0</td>
<td>5.0</td>
</tr>
<tr>
<td>Telecommuting</td>
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<td>5.0</td>
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<tr>
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<tr>
<td>Wellness Programs</td>
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<tr>
<td>On-site Health Services</td>
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<tr>
<td>Fitness Facility</td>
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<tr>
<td>Satellite Workplaces</td>
<td>2.8</td>
<td>1.0</td>
<td>5.0</td>
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<tr>
<td>Job Sharing</td>
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<td>5.0</td>
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<tr>
<td>Elder Care Services</td>
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<td>5.0</td>
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<tr>
<td>Holidays/Summer Camp</td>
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<tr>
<td>Career Counseling</td>
<td>2.7</td>
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<td>5.0</td>
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<td>Child Care Referrals</td>
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<td>5.0</td>
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<tr>
<td>Work-life Seminars</td>
<td>2.6</td>
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<td>5.0</td>
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<tr>
<td>Sabbaticals</td>
<td>2.5</td>
<td>1.0</td>
<td>5.0</td>
</tr>
<tr>
<td>Concierge Services</td>
<td>2.3</td>
<td>1.0</td>
<td>5.0</td>
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</tbody>
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