

Most valuable workplace benefits

(among those who are employed/self-employed)

	< \$30K	\$30-50K	\$50-80K	\$80-100K	\$100K+
Retirement savings	22%	26%	37%	48%	44%
More vacation time	27%	27%	32%	36%	33%
Paid sick leave	26%	31%	36%	34%	30%
Comprehensive health care/prescription coverage	21%	23%	26%	35%	36%
Flexibility on where and when work gets done (e.g., remote work)	18%	18%	17%	19%	23%
Paid family leave (to care for new baby, parents, other family members)	11%	13%	15%	11%	10%
Professional development/education to learn new skills	13%	9%	12%	13%	11%
The ability to work on freelance/contract basis	14%	12%	7%	6%	8%
Mental health and wellness benefits	15%	6%	10%	6%	7%
The ability to move across roles/departments	12%	8%	9%	6%	6%
Physical health and wellness benefits (e.g., gym membership)	8%	6%	7%	8%	6%
Strong career mentorship/sponsorship	8%	6%	5%	6%	6%
Help with student loan repayment	6%	7%	4%	6%	5%
Child care coverage	6%	5%	4%	4%	7%
Tools, programs, and support to better manage my financial life	8%	4%	5%	5%	5%
Community involvement/social responsibility	5%	4%	4%	1%	5%
Elder care coverage	5%	4%	7%	5%	3%
None of these	13%	16%	11%	5%	10%