

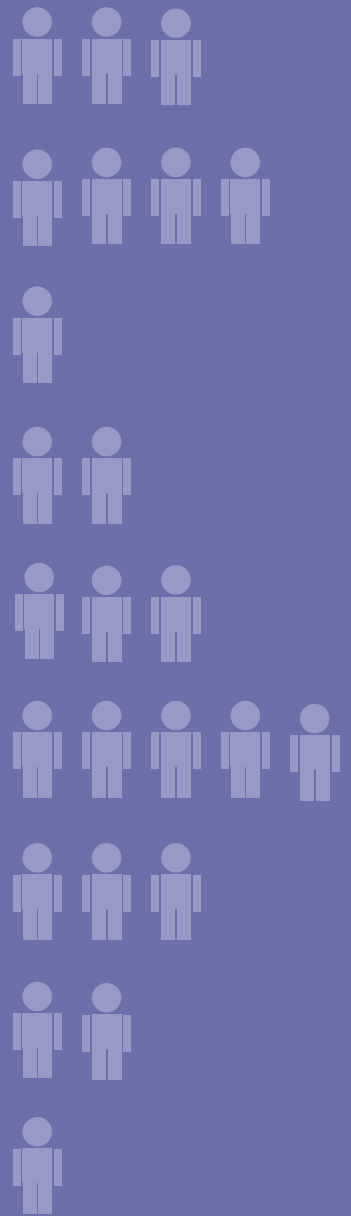


Simplify Compliance
Drive Success

2014 Survey Series — November

Holiday Practices

Sponsor	2
Participant summary	3
Executive summary	4
Survey questions/data	10



Survey Sponsor

Compensation.BLR.com®

This online compensation resource gives you current, reliable information on thousands of job titles and hundreds of industries. You can be confident using this data to benchmark salaries in your organization. Pair the salary information with BLR's rate ranges, and you have a complete compensation system.

This easy-to-use online service includes all of these features:

- Salary data on thousands of jobs for national, state, and metro areas saves you time and money.
- State and federal compensation laws explained.
- Plain-English answers to complex wage and hour regulations save time and expense. Your base subscription includes federal and one state. Additional states available for a modest charge.
- White papers and daily news.
- Puts “best practice” guidance and advice at your fingertips.
- Find out what other organizations are budgeting for merit increases as you develop your budget for the upcoming year.
- Carefully researched tools save you hours of time, including thousands of job descriptions, compensation forms, policies, and checklists.
- Breaking news, feature articles, and in-depth guidance to keep you ahead of the curve.
- Weekly e-zine.

Take the Online Tour!

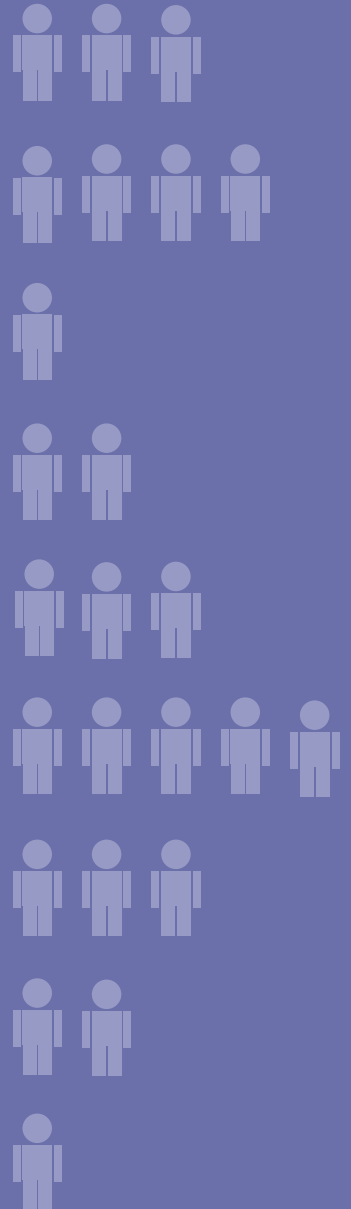
See all that the site has to offer anytime it's convenient for you!

Want a Personal VIP Tour?

Just call 1-800-454-0404 or click [Take a Product Tour](#) and one of BLR's walkthrough specialists will give you a hands-on, no hassle overview.

Take a look!

Visit the website to find out more about a subscription to [Compensation.BLR.com](#) — your online compensation resource!

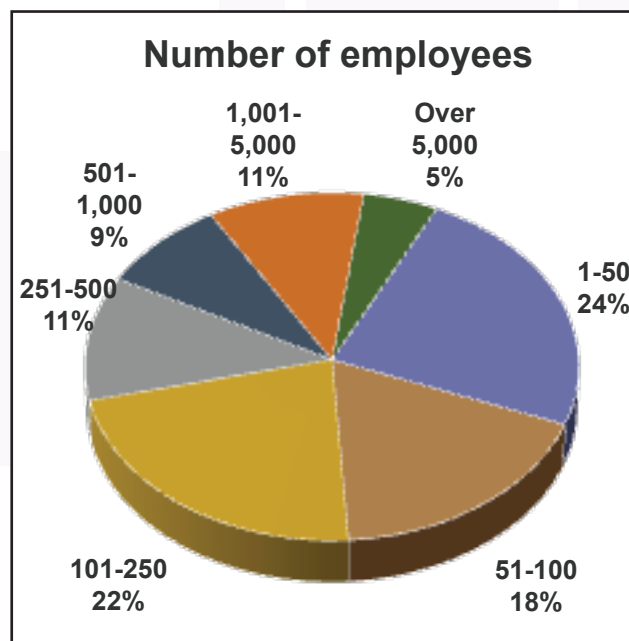


About this survey

Survey participants

A total of 2,666 individuals participated in this survey, which was conducted in October 2014. Of those who identified themselves, 61.4% represent private, for-profit organizations, 20.3% represent private, nonprofit, 9.2% are public sector, and 9% work for government.

The majority (64.1%) of our survey respondents provide HR services to a workforce of 1-250 employees. Another 11.6% provide guidance to 251-500 employees at their organizations and 8.7% have a workforce of 501-1,000 employees. Companies with more than 1,000 employees account for 15.7% of survey participants.



Less than 8% of the employers surveyed have a 50-100% unionized workforce. Also, 81.2% have a workforce with no union employees. A little over 26% of the respondents have a workforce of more than 50% exempt employees.

Over half (63.5%) of the participants are in service industries; 23% are in agriculture, forestry, construction, manufacturing, or mining; 9.5% are in wholesale, retail, transportation, or warehousing; and 4.2% are in real estate or utilities.

Manager level is represented by 57.5% of survey participants and VP or higher accounts for 21.9%. Supervisors are represented by 5% and staff level account for 15.6% of survey participants who self-identified.

2,666
individuals
participated
in this survey.

64%
of participants
represent
service
industries.

79%
of participants
are manager
level or higher.

How many paid holidays do employees receive? Are they required to work the day before and after to receive holiday pay?

2014 Holiday Season

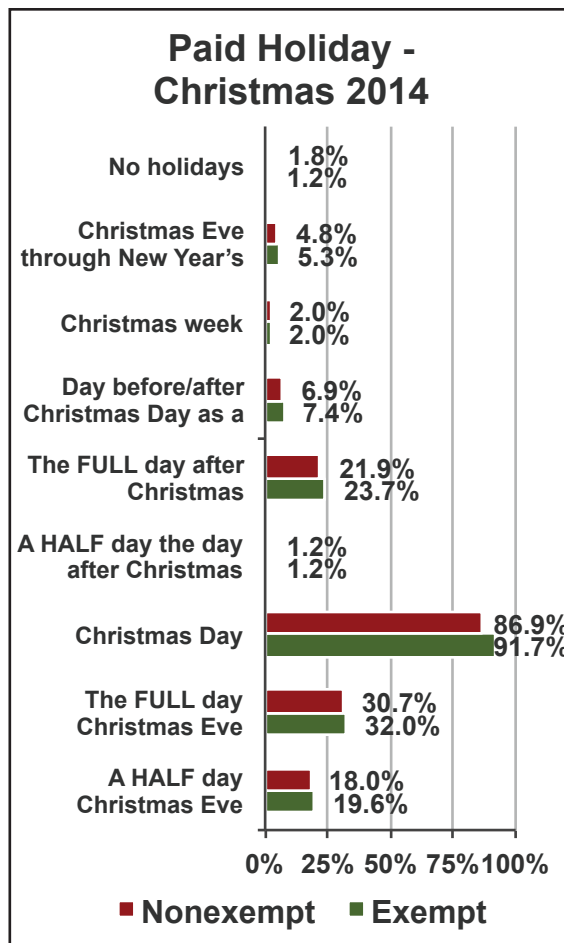
Thanksgiving

When asked which days will be paid holidays for their employees at Thanksgiving in 2014, 93.2% of survey participants indicated that Thanksgiving Day will be a paid holiday for their exempt employees and 88.4% indicated it would be a paid holiday for their nonexempt employees. Additionally, 67.2% will provide a paid day off to their exempt employees on the day after Thanksgiving and 62.3% will provide the same to nonexempt employees.

The day before Thanksgiving is a paid holiday for 5% for both exempt and nonexempt employees. Exempt employees are allowed to use the day before Thanksgiving as a floating paid holiday for 6% and 5.9% allow the same for nonexempt employees.

Christmas

For the 2014 Christmas season, 91.7% of survey respondents will provide December 25th as a paid holiday for exempt employees and 86.9% will provide that same day for their nonexempt employees. Christmas Eve will be a paid



97% provide paid holidays.

5% offer the day before Thanksgiving as a paid holiday.

2% offer all of Christmas week as paid vacation.

holiday for exempt employees at 32% and nonexempt employees at 30.7%. Boxing Day, December 26th, will be a paid holiday for exempt at 23.7% and for nonexempt at 21.9%.

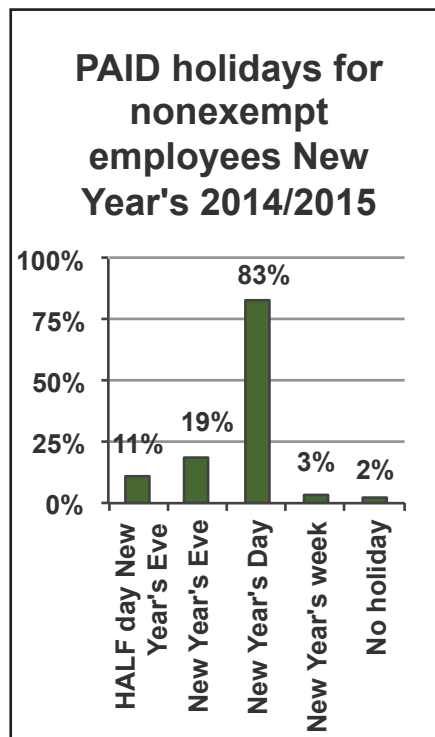
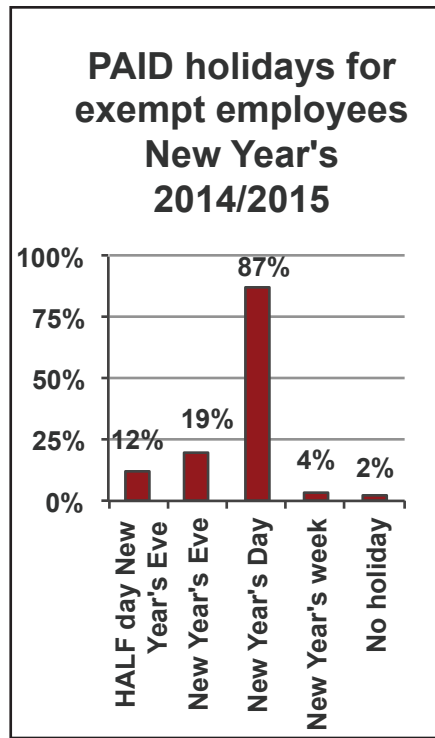
Christmas week is a paid vacation for both exempt and nonexempt for 2% of survey participants (down from 3.3% in 2013). From Christmas Eve until New Year's Day is offered as paid time off for exempt employees by 5.3% and for nonexempt employees by 4.8%.

No paid time off will be offered by 1.2% for exempt employees and by 1.8% for nonexempt employees.

New Year's

In 2013, 85.2% of survey participants offered New Year's Day as a paid holiday but 2014 paints a different picture with 87.3% offering it to exempt employees and 82.6% offering it to nonexempt employees. New Year's Eve was provided as a paid holiday by 16.2% in 2013 but 19.2% will provide it to exempt employees and 18.9% will offer it to exempt employees in 2014.

Up from 1.1% in 2013, 3.5% will provide New Year's week (Monday, December 29 through Friday, January 2) as paid time off for exempt employees and 3.3% will provide it to nonexempt employees. No paid time off surrounding New Year's will be provided to exempt employees by 1.8% and to nonexempt employees by 2.3%.



87% provide their exempt employees with a paid holiday on New Year's Day.

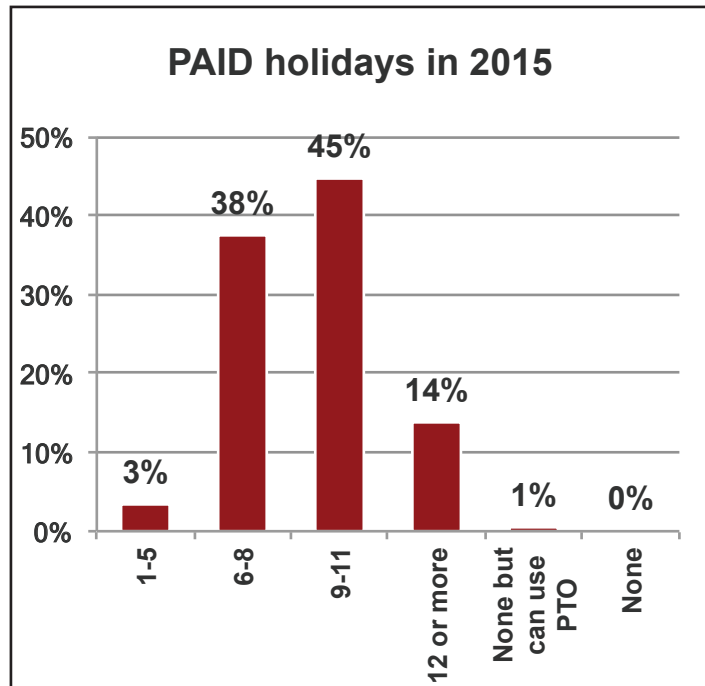
83% provide their nonexempt employees with a paid holiday on New Year's Day.

2015 Paid Holidays

How many holidays?

When asked how many paid holidays their employees will receive in 2015, 3.4% of survey participants indicated their employees will receive 1-5 days, 37.5% will receive 6-8 paid holidays, and 44.7% will receive 9-11 days. Twelve or more paid holidays will be on deck for 13.8% and .1% will not receive paid holidays in 2015.

In addition to paid company-wide holidays, 28.7% provide floating holidays to be used at employees' discretion. Of those, 40.2% will provide one floating holiday, 29.3% will provide two, 15.6% will provide three, and 14.9% will provide more than three floating holidays.



Which holidays?

Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day will be offered as paid holidays by at least 93% of survey participants in 2015.

Martin Luther King, Jr. Day and Presidents' Day will be paid holidays for 32.6% and 33.3%, respectively. Columbus Day is a paid day off for 14.1% and Boxing Day will qualify as a paid holiday for 12.1% (up from 9.2% in 2014 and 4.3% in 2013). Veterans Day will be a paid holiday for 20% and employees' birthdays will be a paid day off for 7%.

45%
plan to
provide 9-11
paid holidays
in 2015.

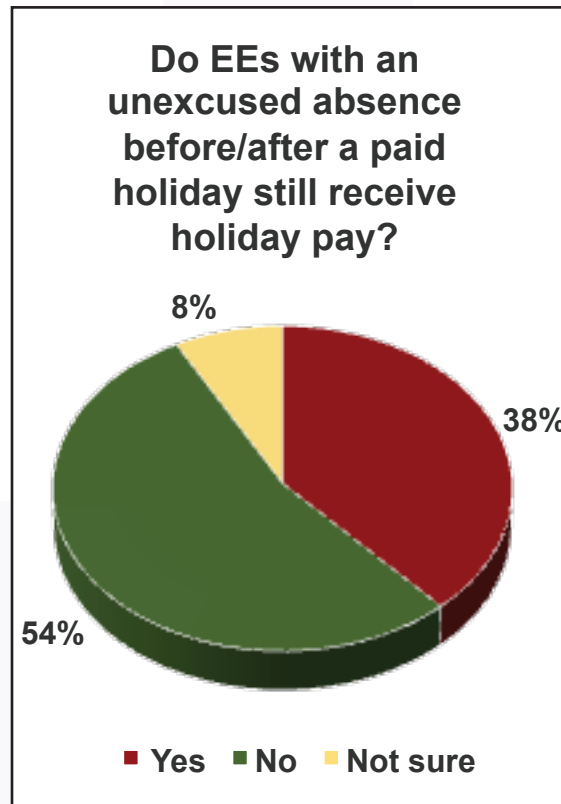
29%
will provide
floating
holidays in
2015.

7%
offer their
employees'
birthday as a
paid holiday.

Holiday Practices

Holiday pay

Nonexempt employees do not work on holidays for 24.6% of survey participants. Nonexempt employees do work on holidays and receive holiday pay plus time and a half for hours worked for 9.6% and 2.2% pay holiday pay plus double time. Only regular pay is received for 25.3% and another day off with pay is the norm for 5.8%. When it comes to holiday pay for employees that have an unexcused absence on the nearest workday before and/or after a company paid holiday, 53.9% of survey participants do not provide holiday pay.



First dibs

When it comes to deciding which employees get priority in deciding their days off during the holidays, 15.5% leave it up to the supervisor and 12.4% go with whoever asks first. It's not a problem and everyone gets what he or she wants for 3.7%, but for 3.8%, employees take turns from year to year. A formal system based on seniority is in place for 6.9% and 7% use an informal seniority/ranking system. The business is closed for 36%.

Unrecognized holidays

Less than 5% of employees use paid time off for religious days not recognized as paid holidays for 39.2% of survey participants and no employees use such time for 19.8%.

16%
leave it to supervisors to decide who gets time off during the holidays.

20%
have no employees that use PTO for their own religious holidays that are unrecognized by the employer.

Holiday gifts

A cash bonus is planned for employees by 22.7%, gifts are planned by 14.1%, and 8.6% plan to offer both to their employees in 2015. The gifts include:

- * Holiday meal, provided either at work or at a company hosted party off-site, 31%
- * "Take home" holiday meal, such as a ham or turkey, 10.5%
- * Grocery store gift card, 15.4%
- * Other gift card (e.g., gas card, pre-paid debit, retail store), 21.4%
- * Extra paid time off awarded, 1.3%
- * Door prize or raffle giveaways, 7.1%
- * Personal gifts, 13.2%

Bonus amounts are varied with 14.9% planning 1-5% of base pay and 5.4% planning 6-10% of base pay. A lump sum of up to \$250 is planned for 23%, a sum of \$251 to \$500 is planned for 6.4%, and 5.3% plan cash bonuses of \$500 to \$1,000.

Only gifts of nominal value may be accepted by employees from vendors or clients for 41.9%. No gift policy is the norm for 24.3% and no

gifts may be accepted is the rule for 16.4%. All gifts must be reported to the company for 14.9% and only if over a certain amount for 28.7%.

Deck the halls

If their holiday decorations are within reason, 73.6% of survey participants (down from 82.6% last year) allow employees to

23%
plan year-end cash bonuses in 2014.

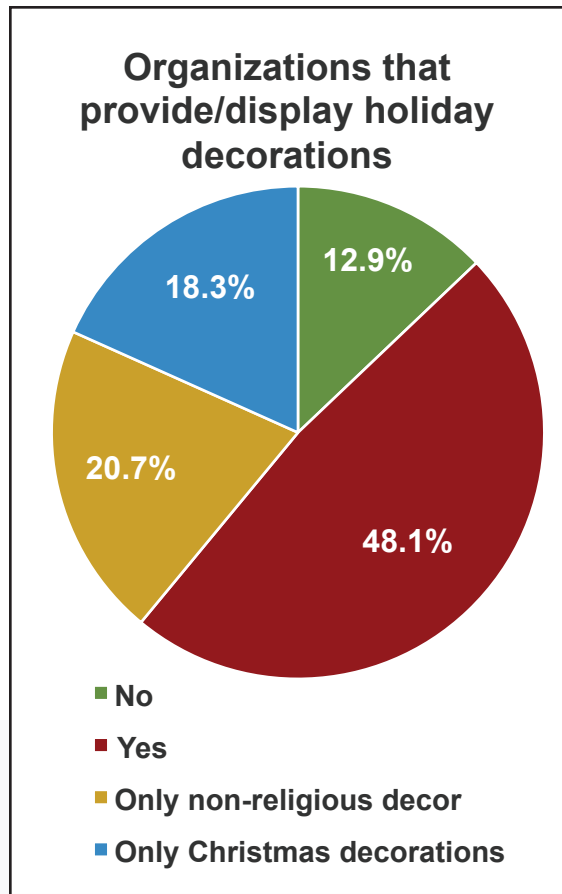
16%
do not allow employees to accept gifts from vendors or clients.

74%
allow employees to decorate their workspace during the holidays.



display them. Another 18.8% (up from 12.1% last year) allow employees to display whatever they want. Display of non-religious decorations only is allowed by 6% and 1.6% (down from 3.2% last year) forbid employees from holiday decorating.

Along those same lines, 48.1% provide or display holiday decorations in common areas, 18.3% do so only during Christmas, and 20.7% display only non-religious seasonal decor. No company decorations are displayed by 12.9%.



Of the 72.5% (up from 70% last year) of survey participants that host year-end or holiday parties for their employees, 61.3% (57% last year) go off-site and 38.7% keep the festivities in-house. Alcoholic beverages are available for 53.9% (49% last year) and 36.6% (46% last year) allow spouses and/or significant others to attend the celebration.

Sharing

Though 10% have yet to decide about this year, charitable activities are on deck for 61.4% (65% last year). The types of activities are varied with sponsoring a food drive topping the list at 54.8%. Volunteer work or visits by employees during working hours ends the list at 22.7%. Here's the complete list:

- * Food drive, 54.8%
- * Toy drive, 52.3%
- * Angel tree and/or adopt a family, 45.9%
- * Monetary donation from company, 31.5%
- * Monetary donation collected from employees, 29.8%
- * Clothing drive, 28.8%
- * Volunteer work by employees during work hours, 22.7%

6%
allow their employees to display non-religious decorations.

73%
host a year-end party for their employees.

55%
sponsor a food drive to provide for needy families during the holidays.

Survey Data

Where is the location of the company for which you are reporting?

Answer Options	Response Percent	Response Count
US: Nationwide	13.0%	346
US: Central/Rocky Mountain/Southwest: AZ, CO, ID, KS, MT, ND, NE, NM, NV, SD, UT, WY	9.6%	256
US: East Central: IA, IL, IN, MI, MN, MO, OH, WI, WV	19.3%	513
US: Far West: AK, CA, HI, OR, WA	12.2%	324
US: Northeast/Mid-Atlantic: CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VA, VT	22.5%	599
US: South: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	19.9%	530
International	3.5%	92
<i>answered question</i>		2660
<i>skipped question</i>		6

Number of employees

Answer Options	Response Percent	Response Count
1-50	23.8%	633
51-100	18.0%	478
101-250	22.3%	592
251-500	11.6%	309
501-1,000	8.7%	230
1,001-5,000	10.6%	281
Over 5,000	5.1%	135
<i>answered question</i>		2658
<i>skipped question</i>		8

What percent of your organization's employees are exempt as defined by the Fair Labor Standards Act (FLSA)?

Answer Options	Response Percent	Response Count
0%	7.0%	184
1% to 25%	44.4%	1158
26% to 50%	22.4%	585
51% to 75%	15.1%	393
76% to 100%	11.1%	290
<i>answered question</i>		2610
<i>skipped question</i>		56

What percent of your organization's employees belong to a labor union?

Answer Options	Response Percent	Response Count
0%	81.2%	2144
1% to 25%	7.7%	202
26% to 50%	3.9%	104
51% to 75%	4.9%	130
76% to 100%	2.3%	60
<i>answered question</i>		2640
<i>skipped question</i>		26

Please select the category that best describes your business type.

Answer Options	Response Percent	Response Count
Private, for profit	61.4%	1621
Private, not for profit	20.3%	535
Public sector	9.2%	244
Government	9.0%	238
<i>answered question</i>		2638
<i>skipped question</i>		28

Please select the industry category that best describes the nature of your business:

Answer Options	Response Percent	Response Count
Accommodations, Food Service	1.6%	42
Administrative and Support Services	1.4%	38
Agriculture, Forestry, Fishing, and Hunting	1.0%	26
Arts, Entertainment, and Recreation	1.6%	41
Construction	3.3%	86
Educational Services	6.5%	173
Finance and Insurance	8.3%	220
Health Care and Social Assistance	14.1%	373
Information (Media, Data, Telecommunication)	3.3%	86
Management of Companies and Enterprises	0.4%	10
Manufacturing	17.5%	463
Mining, Quarrying, and Oil and Gas Extraction	1.2%	32
Other Services (except Public Administration)	10.4%	275
Professional, Scientific, Technical Services	10.7%	283
Public Administration	4.9%	129
Real Estate and Rental and Leasing	1.9%	49
Retail Trade	3.5%	92
Transportation and Warehousing	3.1%	81
Utilities	2.3%	62
Waste Management/Remediation Services	0.3%	8
Wholesale Trade	2.9%	76
<i>answered question</i>		2645
<i>skipped question</i>		21



Does your organization offer employees PAID holidays?		
Answer Options	Response Percent	Response Count
Yes	97.2%	2576
No	2.8%	73
<i>answered question</i>		2649
<i>skipped question</i>		17

For Thanksgiving, which days will be PAID holidays for your employees in 2014?			
Answer Options	Exempt	Non-exempt	Response Count
A HALF day before Thanksgiving Day (Wed., November 26, 2014)	7.4%	6.8%	200
The FULL day before Thanksgiving Day (Wed., November 26, 2014)	5.0%	5.0%	143
Thanksgiving Day (Thursday, November 27, 2014)	93.2%	88.4%	2365
A HALF day after Thanksgiving Day (Friday, November 28, 2014)	2.1%	2.1%	66
The FULL day after Thanksgiving Day (Friday, November 28, 2014)	67.2%	62.3%	1704
The day before/after Thanksgiving can be used as a floating holiday (at the employee's discretion)	6.0%	5.9%	171
No holidays surrounding this time period are offered	1.6%	2.5%	68
<i>answered question</i>			2487
<i>skipped question</i>			179



For Christmas, which days will be PAID holidays for your employees in 2014?

Answer Options	Exempt	Non-exempt	Response Count
A HALF day Christmas Eve	19.6%	18.0%	511
The FULL day Christmas Eve	32.0%	30.7%	828
Christmas Day	91.7%	86.9%	2331
A HALF day the day after Christmas	1.2%	1.2%	40
The FULL day after Christmas	23.7%	21.9%	609
Day before/after Christmas Day as a floating holiday	7.4%	6.9%	201
Christmas week	2.0%	2.0%	63
Christmas Eve through New Year's Day	5.3%	4.8%	145
No holidays	1.2%	1.8%	50
<i>answered question</i>			2490
<i>skipped question</i>			176

For New Year's, which days will be PAID holidays for your employees in 2014/2015?

Answer Options	Exempt	Non-exempt	Response Count
HALF day New Year's Eve	12.3%	11.4%	333
New Year's Eve	19.2%	18.9%	511
New Year's Day	87.3%	82.6%	2214
New Year's week	3.5%	3.3%	100
No holiday	1.8%	2.3%	68
<i>answered question</i>			2482
<i>skipped question</i>			184

How many PAID holidays will your employees receive in 2015?

Answer Options	Response Percent	Response Count
1-5	3.4%	84
6-8	37.5%	931
9-11	44.7%	1111
12 or more	13.8%	344
None but can use PTO	0.5%	13
None	0.1%	2
<i>answered question</i>		2485
<i>skipped question</i>		181

Do your employees receive a predetermined number of floating holidays to be used at their discretion each year?

Answer Options	Response Percent	Response Count
Yes, in addition to paid company-wide holidays	28.7%	733
Yes, in lieu of paid company-wide holidays	3.2%	81
No	67.0%	1710
Not sure	1.1%	28
<i>answered question</i>		2552
<i>skipped question</i>		114

How many floating holidays will your employees receive in 2015?

Answer Options	Response Percent	Response Count
1	40.2%	335
2	29.3%	244
3	15.6%	130
More than 3	14.9%	124
<i>answered question</i>		833
<i>skipped question</i>		1833

Are the number of holidays and/or floating holidays the same as they were in 2014?

Answer Options	Response Percent	Response Count
Yes	93.5%	2343
More than 2014	3.2%	80
Less than 2014	3.3%	83
<i>answered question</i>		2506
<i>skipped question</i>		160

Which of the following will be PAID holidays at your organization in 2015?

Answer Options	Response Percent	Response Count
New Year's Day	95.0%	2389
Martin Luther King, Jr. Day	32.6%	820
Presidents' Day	33.3%	839
Good Friday	24.4%	613
Easter	8.7%	219
Memorial Day	93.0%	2339
Fourth of July	93.8%	2359
Labor Day	94.2%	2370
Columbus Day	14.1%	356
Election Day	1.9%	47
Veterans Day	20.0%	503
Day before Thanksgiving	8.3%	208
Thanksgiving	96.0%	2416
Day after Thanksgiving	62.5%	1573
Christmas Eve	41.8%	1052
Christmas Day	96.4%	2426
Boxing Day (Day after Christmas)	12.1%	305
New Year's Eve	24.2%	608
Floating holiday	24.1%	606
Employee's Birthday	7.0%	176
City or state specific holiday	4.8%	122
None	2.1%	54
<i>answered question</i>		2516
<i>skipped question</i>		150

Which of the following will be UNPAID holidays at your organization in 2015?

Answer Options	Response Percent	Response Count
New Year's Day	3.8%	82
Martin Luther King, Jr. Day	23.8%	513
Presidents' Day	23.2%	499
Good Friday	27.6%	593
Easter	28.9%	622
Memorial Day	4.6%	99
Fourth of July	4.0%	85
Labor Day	3.8%	82
Columbus Day	29.3%	631
Election Day	33.8%	728
Veterans Day	27.4%	589
Day before Thanksgiving	31.7%	681
Thanksgiving	3.4%	73
Day after Thanksgiving	15.6%	336
Christmas Eve	21.7%	466
Christmas Day	3.2%	68
Boxing Day (Day after Christmas)	28.1%	605
New Year's Eve	23.4%	503
Floating holiday	19.3%	415
Employee's Birthday	30.8%	662
City or state specific holiday	27.8%	598
None	58.9%	1266
<i>answered question</i>		2151
<i>skipped question</i>		515

For the UNPAID holidays that you selected, do employees have the option to take these days off and use vacation or PTO to cover their pay?

Answer Options	Response Percent	Response Count
Yes	70.3%	1164
No	22.4%	371
Not sure	7.3%	120
<i>answered question</i>		1655
<i>skipped question</i>		1011

What pay do your non-exempt employees receive when they work on a holiday? (Assume that working on the holiday doesn't push them into overtime for that week.)

Answer Options	Response Percent	Response Count
Regular pay only	25.3%	615
Time and a half	15.4%	374
Double time	15.4%	373
Triple time	0.4%	9
Time and a half plus holiday pay	9.6%	232
Double time plus holiday pay	2.2%	53
Triple time plus holiday pay	0.0%	1
A different day off with pay	5.8%	140
A different day off with pay plus extra pay (e.g., time and a half, double time, or triple time)	1.3%	32
Non-exempt employees do not work on holidays	24.6%	598
<i>answered question</i>		2427
<i>skipped question</i>		239

What percentage of your employees use vacation or PTO (paid time off) for religious days that aren't paid holidays at your organization?

Answer Options	Response Percent	Response Count
None	19.8%	487
Less than 5%	39.2%	964
Between 6% and 25%	10.2%	252
Between 26% and 50%	2.8%	69
More than 50%	2.0%	49
Don't know	26.5%	652
<i>answered question</i>		2462
<i>skipped question</i>		204

When planning for the holidays, how do you decide which employees get priority in choosing their days off?

Answer Options	Response Percent	Response Count
Formal system based on seniority, rank, etc.	6.9%	169
Informal system based on seniority, rank, etc.	7.0%	173
Whoever asks first gets first choice	12.4%	306
It's up to the supervisor's discretion	15.5%	382
It depends on the employee's workload and/or business needs	13.2%	324
Employees are on a rotation schedule	3.8%	93
Employees volunteer themselves	1.4%	35
Employees are chosen via lottery system	0.0%	1
Not a problem—everyone gets what he or she wants	3.7%	92
The entire office is closed on holidays	36.0%	886
<i>answered question</i>		2461
<i>skipped question</i>		205

If your employees have an unexcused absence on the nearest workday before and/or after a company paid holiday, do they still receive holiday pay?

Answer Options	Response Percent	Response Count
Yes	38.3%	941
No	53.9%	1325
Not sure	7.9%	194
<i>answered question</i>		2460
<i>skipped question</i>		206

Does your organization plan to give employees holiday gifts or year-end bonuses in 2014?

Answer Options	Response Percent	Response Count
Yes, gifts	14.1%	349
Yes, a cash bonus	22.7%	562
Yes, both	8.6%	213
No	41.3%	1021
Not sure	13.3%	328
<i>answered question</i>		2473
<i>skipped question</i>		193

If you do plan to give holiday gifts, please indicate the nature.

Answer Options	Response Percent	Response Count
Holiday meal, provided either at work or at a company hosted party offsite	31.0%	221
"Take home" holiday meal, such as a ham or turkey	10.5%	75
Grocery store gift card	15.4%	110
Other gift card (e.g., gas card, pre-paid debit, retail store)	21.4%	153
Extra paid time off awarded	1.3%	9
Door prize or raffle giveaways	7.1%	51
Personal gifts	13.3%	95
<i>answered question</i>		714
<i>skipped question</i>		1952

If you do plan to give holiday bonuses, please indicate the value.

Answer Options	Response Percent	Response Count
1-5% of base pay	14.9%	183
6-10% of base pay	5.4%	67
11-15% of base pay	1.5%	19
16-20% of base pay	0.5%	6
21-30% of base pay	0.7%	9
Over 30% of base pay	1.0%	12
N/A	35.9%	442
Lump sum of \$1-50	6.4%	79
Lump sum of \$51-100	7.8%	96
Lump sum of \$101-250	8.8%	108
Lump sum of \$251-500	6.4%	79
Lump sum of \$501-1,000	5.3%	65
Lump sum of \$1,001-5,000	4.6%	57
Lump sum of over \$5,000	0.7%	9
<i>answered question</i>		1231
<i>skipped question</i>		1435

What is your policy on acceptance of gifts to employees from parties outside your organization (e.g., vendors, clients, etc.)?

Answer Options	Response Percent	Response Count
No gifts may be accepted	16.4%	402
No personal gifts may be accepted, only gifts that can be shared by all	18.5%	453
Only gifts of nominal value may be accepted	41.9%	1025
Gifts are accepted, then entered into an employee raffle	4.7%	116
We have no policy on employee gifts	24.3%	595
<i>answered question</i>		2446
<i>skipped question</i>		220

Do these gifts have to be reported to the company?

Answer Options	Response Percent	Response Count
Yes, all gifts must be claimed	14.9%	301
Yes, if over a certain dollar amount	28.7%	579
No	42.9%	865
Not sure	13.4%	269
<i>answered question</i>		2014
<i>skipped question</i>		652

Are your employees allowed to display holiday themed decorations in their workspace?

Answer Options	Response Percent	Response Count
No	1.6%	40
Yes, if within reason	73.6%	1805
Yes, but they must be non-religious	6.0%	148
Yes, whatever they want to do is fine	18.8%	461
<i>answered question</i>		2454
<i>skipped question</i>		212

Does your organization provide/display holiday themed decorations in common areas at your facility?

Answer Options	Response Percent	Response Count
No	12.9%	317
Yes	48.1%	1182
Only non-religious décor	20.7%	508
Only Christmas decorations	18.3%	451
<i>answered question</i>		2458
<i>skipped question</i>		208



Does your organization sponsor a Christmas or year-end holiday party/celebration for employees?

Answer Options	Response Percent	Response Count
Yes	72.5%	1780
No	21.2%	521
Other	6.3%	154
<i>answered question</i>		2455
<i>skipped question</i>		211

If yes, is your Christmas or year-end holiday party held off-site or within your facility?

Answer Options	Response Percent	Response Count
Off-site	61.3%	1164
Within facility	38.7%	734
<i>answered question</i>		1898
<i>skipped question</i>		768

Is alcohol served at your holiday celebration?

Answer Options	Response Percent	Response Count
No	46.2%	882
Yes, it is provided by or paid for by the company	38.7%	740
Yes, it is either brought by employees or available for purchase	15.1%	288
<i>answered question</i>		1910
<i>skipped question</i>		756

Are spouses or significant others invited or is your celebration for employees only?

Answer Options	Response Percent	Response Count
Spouses and significant others only	36.6%	698
Spouses, significant others, and immediate family	10.5%	201
Employees only	52.9%	1010
<i>answered question</i>		1909
<i>skipped question</i>		757

Does your organization sponsor or participate in charitable activities during the holiday season?

Answer Options	Response Percent	Response Count
Yes	61.4%	1506
No	24.5%	602
Not decided yet	10.0%	246
I don't know	4.1%	100
<i>answered question</i>		2454
<i>skipped question</i>		212

Which type(s) of charitable activity will your organization sponsor or participate in?

Answer Options	Response Percent	Response Count
Monetary donation from company	31.5%	538
Monetary donation collected from employees	29.8%	508
Volunteer work or visits by employees during working hours	22.7%	388
Food drive	54.8%	936
Clothing drive	28.8%	492
Toy drive	52.3%	893
Angel tree and/or adopt a family	45.9%	784
<i>answered question</i>		1707
<i>skipped question</i>		959

Job title or position

Answer Options	Response Percent	Response Count
Staff	15.6%	372
Supervisor	5.0%	118
Manager	57.5%	1369
VP or Higher	21.9%	520
<i>answered question</i>		2379
<i>skipped question</i>		287