The maximum number of credits (median) allowed per calendar year

The most popular programs are:

- **Tuition reimbursement**
- **Short-term incentives**
- **Service awards**
- **Wellness programs**
- **Recognition awards**

### Top recruitment and retention strategies

96% of the organizations surveyed offer recruitment and retention programs

10% of employers plan to adopt career development programs

10% of employers plan to adopt mentoring programs

### Tuition reimbursement

91% of the organizations surveyed offer tuition reimbursement

- **Books 82%**
- **Registration fees 80%**
- **Lab fees 79%**
- **Technology fees 51%**

The standard referral bonus is $1,000 (median), and 57% of organizations pay it after the new hire has completed a probationary period.

### Sign-on bonuses

Executive and management roles are the most likely to receive them.

Percentage of organizations offering sign-on bonuses:

- **Executive** 78%
- **Management, excluding executives** 77%
- **Exempt, nonmanagement** 64%
- **Nonexempt** 22%

### Referral bonuses

Exempt and nonexempt employees are the most likely eligible group, while executives are eligible in just one-third of the organizations with a referral program.

Percentage of organizations offering referral bonuses:

- **Executive** 33%
- **Management, excluding executives** 58%
- **Exempt, nonmanagement** 67%
- **Nonexempt** 55%

The standard referral bonus is $1,000 (median), and 57% of organizations pay it after the new hire has completed a probationary period.

### Stay up to date — and even one step ahead

The 2016 General Industry Compensation Policies and Practices Survey Report - U.S. helps organizations develop cost-effective and competitive reward plans for talent at all levels and enhance business performance. It captures the responses of 162 organizations, and the data are segmented by profit status, industry, geographic area and organization size. For more details and to order the report, visit wtwdataservices.com or contact Client Care at +1 800 645 5771 or wtwusdata@willistowerswatson.com.