



Cascade Employers
Association

2023



NORTHWEST EMPLOYEE BENEFITS SURVEY

FULL REPORT

2023 Northwest Employee Benefits Survey

NOTE of APPRECIATION

Cascade Employers Association appreciates the 133 organizations that contributed to this survey, and the continuing support of all our members who make our surveys successful. We welcome any suggestions and comments to make this survey more useful in the future.

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CONFIDENTIAL INFORMATION

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Introduction

Number of Participants: 133
Geographic Region: Oregon & Washington
Data Collection Window: June 2023
Report Publication: August 2023

SURVEY SUMMARY

The 2023 Northwest Employee Benefits Survey is a detailed look at Oregon and Washington's current benefit and policy practices. We hope you find the survey valuable in your benefit and policy decision-making processes.

PARTICIPANT INFORMATION

All participants in this survey are completed responses; no incomplete responses were included in the data set. A listing of participants can be found on pages 2 and 3. These listed participants are those who chose to be listed as a named survey participant.

REPORTING of the DATA

The survey results are broken out by both data tables and graphs. In each data table, the answer choices are listed first, followed by the "n" value (number of respondents) and then the response percentage for that answer.

USE of the SURVEY

The survey is one tool in creating, modifying, and evaluating benefits and policy plan practices. When making decisions regarding benefits and policy plan practices, consideration should be given not only to one or several surveys, but to your organization's philosophy, resources, and the environment, both internal and external, in which you operate.

Participant List

Albertina Kerr Centers	Harvest House Publishers
AM Equipment	Herb Pharm, LLC
Ames Research Laboratories, Inc.	HomePlate Youth Services
Around the Clock Support Services, LLC.	Homewoods Corporation
Astronics-PECO	Hope Village, Inc.
Barenbrug USA	Hummingbird Wholesale
Benchmade Knife Company	Industrial Seating, Inc
Biamp Systems, LLC	Influents Innovation
Canby Drywall, Inc.	Innovative Care Management
Capital Community Media/ CC:TV	Institute for Applied Ecology
CareOregon	Instrument Sales and Service, Inc.
Cat Adoption team	JAJ Enterprises
Catholic Community Services	Jerry's Home Improvement Center
Children's Health Alliance	Juliette's House
City of Newberg	Kanto Corporation
Clackamas River Basin Council	Key Knife Inc.
Coalition of Communities of Color	KIDS Center
College Housing Northwest	Klamath & Lake Community Action Services
Columbia Empire Volleyball Association	Krownlab
Columbia Excavating LLC	Landmark Ford Inc
Columbia Helicopters Inc.	Lane Transit District
Columbia Riverkeeper	Liberty House
Community Action Team Inc	Marion Polk Food Share
COMPASS Science Communication	Mennonite Village
Con-Vey, LLC	Metal Products Company
Cowlitz Family Health Center	Metco Investment Realty, Inc.
Cranston Machinery Co Inc	MJ Hughes Construction, Inc
CSNW Benefits	NACM Northwest Service Co.
Direction Service	Natural Plant Products LLC
Douglas CARES	Neurotherapeutic Pediatric Therapies, Inc.
DPW	Northwest Pathology Services LLC
EE Schenck Company	Northwest Senior and Disability Services
Elk Creek Forest Products	OKTA Holdings LLC
Eugene Ballet	Olalla Center
Eugene Water & Electric Board	Oregon Agricultural Trust
Familias en Acción	Oregon Equipment Sales
Family Building Blocks	Oregon School of Massage
Family Solutions	Oregon Screw Machine Products, Inc.
Firestone pacific foods	Oregon Society of CPAs
First Alternative Co-op	Oregon State Fair Council
Forth	Pacific Nutritional Foods, Inc.
Framers' Inventory, Inc	PacificSource
Freres Engineered Wood	Polk SWCD
Full Access	Portland Bottling Company
GK Machine	Portland Mental Health and Wellness
Greenbelt Land Trust	Precision Analytical, Inc.

Participant List

Pride Northwest, Inc.
ReCraft LLC
RENA Technologies North America
Reynolds Defense Firm
RiverBend Materials
Rogue Climate
RVK Inc.
Salem Area Chamber of Commerce
Salem Electric
Salem Keizer Coalition for Equality
ScanlanKemperBard Companies LLC
Sheldon Manufacturing Inc.
Signature Graphics, Inc.
SnoTemp
Softstar Shoes
SphereMD
Springfield Area Chamber of Commerce
Springfield Creamery
STAR Autism Support
Starker Forests, Inc
Systems West Engineers

The International Wildlife Rehabilitation Council
The Next Door, Inc.
Tidewater Barge Lines
Tillamook Coast Visitors Association
Tillamook Family Counseling Center
Truss T Structures Inc dba Pacific Building System
Tyree Oil
United Way of the Mid-Willamette Valley
Vanport Marine Inc.
Vina Moses Center
Wagner Electronic Products Inc.
Warne Scope Mounts
West Salem Machinery
Western Energy Institute
Wilco Farmers
Wilcox and Flegel
Wildwood Inc
Willamette Valley Vineyards
Wine by Joe
WorkSharp

Participant Demographics

Industry Breakout

Accommodation and Food Services	1	1%	
Administrative and Support and Waste Management and Remediation Services	1	1%	
Agriculture, Forestry, Fishing and Hunting	2	2%	
Arts, Entertainment, and Recreation	4	3%	
Construction	4	3%	
Durable Goods Manufacturing	21	16%	
Educational Services	4	3%	
Finance and Insurance	4	3%	
Health Care and Social Assistance	24	18%	
Information	1	1%	
Management of Companies and Enterprises	0	0%	
Mining, Quarrying, and Oil and Gas Extraction	1	1%	
Non-Durable Goods Manufacturing	13	10%	
Other Services (except Public Administration)	24	18%	
Professional, Scientific, and Technical Services	5	4%	
Public Administration	2	2%	
Real Estate and Rental and Leasing	5	4%	
Retail Trade	3	2%	
Transportation and Warehousing	6	5%	
Utilities	2	2%	
Wholesale Trade	6	5%	



Ownership Structure Breakout

For Profit	76	57%	
Non-Profit	51	38%	
Public Sector	6	5%	

Union Status Breakout

Union	7	5%	
Non-Union	126	95%	

Participant Demographics



State Breakout

Oregon	128	96%	<div></div>
Washington	5	4%	<div></div>

Employee Count Breakout

1 to 24 employees	37	28%	<div></div>
25 to 49 employees	28	21%	<div></div>
50 to 99 employees	24	18%	<div></div>
100 to 149 employees	14	11%	<div></div>
150 to 249 employees	13	10%	<div></div>
250 to 499 employees	9	7%	<div></div>
500 or more employees	8	6%	<div></div>

Annual Gross Revenue Breakout

Less than \$1 million	12	9%	<div></div>
\$1 million to \$2.9 million	24	18%	<div></div>
\$3 million to \$4.9 million	20	15%	<div></div>
\$5 million to \$9.9 million	17	13%	<div></div>
\$10 million to \$14.9 million	9	7%	<div></div>
\$15 million to \$24.9 million	17	13%	<div></div>
\$25 million to \$49.9 million	17	13%	<div></div>
\$50 million to \$149.9 million	9	7%	<div></div>
\$150 million to \$249.9 million	2	2%	<div></div>
\$250 million or more	6	5%	<div></div>