



Cascade Employers
Association



2025

**NORTHWEST
EMPLOYEE
BENEFITS
SURVEY**

FULL REPORT

2025 Northwest Employee Benefits Survey

NOTE of APPRECIATION

Cascade Employers Association appreciates the 95 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: 95
Geographic Region: Oregon & Washington
Data Collection Window: June & July 2025
Report Publication: July 2025

SURVEY SUMMARY

The 2025 Northwest Employee Benefits Survey is a detailed look at Oregon'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 page 2. 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	NACM Northwest Service Co.
Ames Research Laboratories, Inc.	Natural Plant Products / Oregon Meadowfoam
Around the Clock Support Services, LLC.	Northwest Human Services, Inc.
Barenbrug USA	Options Pregnancy Resource Center
Bob's Red Mill	Oregon Academy of Family Physicians
Canby Drywall, Inc.	Oregon Bankers Association
Cat Adoption Team	Oregon Ice Cream
Catholic Community Services	Oregon Primary Care Association
Cherriots	Oregon Resource Association
Children's Health Alliance	Pacific Nutritional Foods
Columbia Helicopters	Pacific University
Community Action	Pearl Buck Center
Community Action Team Inc	Precision Analytical, Inc.
Cranston Machinery Co Inc	Reser's Fine Foods, Inc.
CSNW Benefits	Rogue Climate
Deschutes Public Library District	Salem Area Chamber of Commerce
End of Life Choices Oregon	Salem Electric
Eugene Water & Electric Board	Salem Keizer Coalition for Equality
Falcon Plastics DBA Poly-Cast	Salem Psychiatric Associates
Family Building Blocks	SCTC
Fanconi Cancer Foundation	Sponsors, Inc.
Forth	Springfield Area Chamber of Commerce
Freres Engineered Wood	Springfield Utility Board
Fresh Start Surgical Gifts	Starker Forests, Inc
Greenbelt Land Trust	Systems West Engineers
Hill Meat Company	The CHP Group
Hi-Tek Electronics	The International Wildlife Rehabilitation Council
Influents Innovations	Tillamook Family Counseling Center
Institute for Applied Ecology	Union Gospel Mission
Jerry's Home Improvement	United Community Action Network
Key Knife Inc.	West Salem Machinery
Kimwood Machinery Inc	Western Energy Institute
Klamath & Lake Community Action Services	Western Pulp Products
Maginnis & Carey LLP	Wilco Farmers
Marie Mills Center, Inc	Wildwood Inc
Marion Resource Recovery Facility, LLC	Willamette Valley Bank
Mennonite Village	Work Sharp
Mercy Housing	ZCS, Inc
Metropolitan Pediatrics LLC	

Participant Demographics

Industry Breakout

Accommodation and Food Services	1	1%	<div></div>
Administrative and Support and Waste Management and Remediation Services	0	0%	
Agriculture, Forestry, Fishing and Hunting	2	2%	<div></div>
Arts, Entertainment, and Recreation	0	0%	
Construction	1	1%	<div></div>
Durable Goods Manufacturing	10	11%	<div></div>
Educational Services	3	3%	<div></div>
Finance and Insurance	3	3%	<div></div>
Health Care and Social Assistance	24	25%	<div></div>
Information	1	1%	<div></div>
Management of Companies and Enterprises	0	0%	
Mining, Quarrying, and Oil and Gas Extraction	0	0%	
Non-Durable Goods Manufacturing	10	11%	<div></div>
Other Services (except Public Administration)	18	19%	<div></div>
Professional, Scientific, and Technical Services	8	8%	<div></div>
Public Administration	2	2%	<div></div>
Real Estate and Rental and Leasing	2	2%	<div></div>
Retail Trade	3	3%	<div></div>
Transportation and Warehousing	2	2%	<div></div>
Utilities	3	3%	<div></div>
Wholesale Trade	2	2%	<div></div>



Ownership Structure Breakout

For Profit	45	47%	<div></div>
Non-Profit	44	46%	<div></div>
Public Sector	6	6%	<div></div>

Union Status Breakout

Union	3	3%	<div></div>
Non-Union	92	97%	<div></div>

Participant Demographics



State Breakout

Oregon	92	100%	<div></div>
Washington	0	0%	

Employee Count Breakout

1 to 24 employees	32	34%	<div></div>
25 to 49 employees	15	16%	<div></div>
50 to 99 employees	13	14%	<div></div>
100 to 149 employees	10	11%	<div></div>
150 to 249 employees	9	9%	<div></div>
250 to 499 employees	6	6%	<div></div>
500 or more employees	10	11%	<div></div>

Annual Gross Revenue Breakout

Less than \$1 million	8	8%	<div></div>
\$1 million to \$2.9 million	11	12%	<div></div>
\$3 million to \$4.9 million	13	14%	<div></div>
\$5 million to \$9.9 million	20	21%	<div></div>
\$10 million to \$14.9 million	8	8%	<div></div>
\$15 million to \$24.9 million	9	9%	<div></div>
\$25 million to \$49.9 million	13	14%	<div></div>
\$50 million to \$149.9 million	8	8%	<div></div>
\$150 million to \$249.9 million	1	1%	<div></div>
\$250 million or more	4	4%	<div></div>