



DATE: December 15, 2016
TO: HR
FROM: Angie Ecklund
RE: **EA Mini-Survey Report – Holiday Bonus & Celebrations**

Thank you to the 58 companies who responded! The results are as follows:

1. Do you plan to (or did you) offer a holiday bonus to your employees?
 - 31 Companies do not give a Bonus
 - 20 Companies give a Holiday or End of the Year Bonus.
 - 6 give them quarterly or at another time of the year

2. If yes, how much are you planning to give?
 - Of the 20 companies who give a Bonus:
 - Based on Revenue/Profit – 3 cos
 - 10-12% 2 cos
 - Varies by Role, \$200 - \$5000
 - \$1000 2 cos
 - Varies between \$100-\$500
 - \$250
 - Full Time - \$100 2 cos
 - Part Time:
 - ¼ full time bonus 2 cos
 - ½ full time bonus 3 cos
 - Full Time - \$50
 - Full time .50/hour
 - \$25 to all employees
 - 2 weeks' pay

3. If you do not offer a holiday bonus, do you provide any of the following?
 - 44 Companies give some type of Gift
 - Gift Cards –
 - Gift Cards of varying amounts 13 cos
 - \$25
 - \$50 3 cos
 - \$100
 - \$25 Meijer 2 cos
 - \$25 Chamber Cash 3 cos
 - \$50 in Gift Cards - 2 cos
 - \$100 Full Time, \$50 Part time

- \$25 Gift Cards to Temps
 - \$20 Grocery Gift Card
 - Paid Time Off –
 - Additional Paid Holidays – 5 Cos
 - Paid Holiday Week Dec 23 – Jan 3 2 Cos
 - 2 hours after Holiday Party
 - Turkey, ham, other food items –
 - Selection of Meats 4 Cos
 - Ham 3 Cos
 - Gift Box from Meat Block 2 Cos
 - Turkey 2 Cos
 - \$30 towards Ham or Turkey
 - Pie
 - Other, please specify:
 - Branded Attire 6 Cos
 - Varies year to year 2 Cos
 - Cash or Prizes at Company Party 2 Cos
 - Koeze Product
 - Massage
4. Do you plan to host a holiday party for employees or have you?
- 47 Companies host Holiday Parties
 - 11 Companies do not host a party
5. If yes, is it held during work hours or after work?
- 25 During
 - 23 Companies host after
6. If you do not give a holiday bonus or other gift, what is your reasoning?
- Nonprofit
 - Depends on Finance
 - Public Funds