

2016 Colgate Survey - Benchmark Detailed Summary

Amherst College - 2/22/17

Name	Total Score	Medical Plan Design	Medical Employee Contributions	Dental Plan Design	Dental Employee Contributions	Life Plan	Disability Plans	Paid Time Off	403(b) Program	Tuition Assistance	Grant-in-Aid
School A	37	3	5	3	4	5	3	5	4	3	2
Amherst College	36	5	4	5	4	3	4	4	3	2	2
School B	36	3	4	4	3	4	4	4	4	3	3
School C	35	4	4	4	3	4	4	3	3	3	3
School D	33	3	2	4	4	4	3	3	3	4	3
School E	33	4	4	3	4	3	4	4	2	3	2
School F	32	4	2	3	4	1	4	4	3	4	3
School G	32	4	2	4	2	3	3	3	4	4	3
School H	31	4	4	3	4	2	2	2	4	4	2
School I	30	4	2	3	3	1	4	4	3	3	3
School J	29	3	5	3	2	2	3	2	3	3	3
School K	29	2	3	3	3	2	3	3	3	3	4
School L	27	3	3	3	3	3	2	3	3	3	1
School M	26	3	2	3	3	4	2	2	2	2	3
School N	24	2	4	2	1	2	3	2	2	3	3
School O	22	4	5	0	0	1	2	2	3	3	2
Median	31.5	3.5	4	3	3	3	3	3	3	3	3

Scoring Commentary

-Rankings were developed on a 0-5 scale. All categories were individually evaluated and compared to benchmarks. The intent of this evaluation was to quantify the ranges of total benefit packages compared to the peer group.

-5 represents the highest ranking with 1 being the lowest rank. A score of 0 indicates that the benefit is not offered.

-A score of 3 indicates that the benefit aligns with the benchmark.

-Total benefit scores were not weighted by category. Medical, Dental and Retirement have higher costs than other benefits surveyed. Weighted categories and total benefit spend should be considered when evaluating total compensation.

-Amherst offers a comprehensive benefits package that is in the top tier of their peer group. Employees have access to the best medical/dental plan design (rated a 5) at very affordable rates (medical/dental contributions is a 4). This exceeds all other respondents.

Total Benchmark Distribution

