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**Benefits and Healthcare Coverage Offered by Small Businesses  
 OPEN Small Business Network Semi-Annual Monitor from American Express**

**A vast majority of small businesses (88%) offer some form of benefits to full time employees.**

	Small Businesses Overall	Among Small Businesses Hiring	Among Female Business Owners	Among Ethnic Minority-Owned Businesses	Among Start-Ups
Flexible work hours	68%	78%	68%	75%	61%
Paid holidays	57%	63%	45%	65%	36%
Paid vacation time	56%	62%	44%	49%	29%
Healthcare benefits	51%	55%	34%	61%	34%
401k plan	28%	27%	21%	22%	7%
Life insurance	24%	28%	21%	23%	10%
Contributions towards commuting expenses	15%	19%	18%	24%	14%
Profit Sharing	13%	14%	11%	16%	5%
Child Care	3%	4%	4%	3%	0%
Do not offer these benefits	12%	4%	15%	8%	27%

**Small businesses are concerned about the cost of healthcare. Thirty-seven percent took action to combat increasing healthcare costs.**

	Small Businesses Overall	Among Small Businesses Hiring	Among Female Business Owners	Among Ethnic Minority-Owned Businesses	Among Start-Ups
Business assumed additional cost	24%	25%	17%	30%	12%
Shopped for new carrier	20%	24%	15%	30%	16%
Required employees to pay larger share	11%	10%	6%	11%	1%
Reduced Coverage	6%	4%	6%	11%	3%
Eliminated Coverage	4%	3%	2%	5%	2%

### Survey Methodology

The OPEN Small Business Network Semi-Annual Monitor, released each April and October, is based on a nationally representative sample of 732 small business owners/managers of companies with fewer than 100 employees. The survey was conducted via telephone by International Communications Research (ICR) from March 8- March 19, 2004. The poll has a margin of error of +3.62%.

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