FIRMOGRAPHICS

F1 Which best describes your primary job function? (Select ONE)

Human Resources

Benefits / Compensation

People & Culture

Talent Management

Some other function (specify):

F2. What is your current level within the organization? (Select ONE)

C-level executive (CHRO, CPO)

Executive/Senior Vice President

Vice President

Director

Senior Manager

Manager

HR Generalist

Benefits Specialist / Coordinator

HR Specialist / Coordinator

HR Assistant / Administrative

Other

F3. Which areas fall under your responsibility or influence? (Select ALL that apply)

RANDOMIZE

Employee benefits selection / updates

Leave policies (FMLA, STD, LTD)

Employee health & wellness programs

Workplace accommodations and adjustments

Manager training & development

Employee assistance programs (EAP)

Workers' compensation

Organizational culture initiatives

Wellness initiatives

Flexible work arrangements

None of these [THANK AND END IF HR PANEL]

F4. How much influence do you have on employee benefits decisions? (Select ONE)

Primary decision maker

Part of decision-making team

Make recommendations that are usually adopted

Provide input but limited influence [THANK AND END IF HR PANEL]

No influence [THANK AND END IF HR PANEL]

F5. Approximately how many total employees work at your organization (all locations)?

(Select ONE)

Fewer than 100 [THANK AND END]

100-249 [THANK AND END]

250-499 [THANK AND END]

500-999

1,000-2,499

2,500-4,999

5,000-9,999

10,000-24,999

25,000-49,999

50,000+

F6. In which country is your organization's headquarters located? (Select ONE)

**North America**

United States

Canada

Mexico

**Latin America & Caribbean**

Brazil

Argentina

Chile

Colombia

Other Latin American / Caribbean country (specify)

**Europe**

United Kingdom

Germany

France

Netherlands

Switzerland

Italy

Spain

Sweden

Other European country (specify)

**Middle East & Africa**

United Arab Emirates

Saudi Arabia

Israel

South Africa

Nigeria

Kenya

Egypt

Other Middle Eastern country (specify)

Other African country (specify)

**Asia Pacific**

China

Japan

India

Singapore

Australia

South Korea

Other Asia Pacific country (specify)

F7. Besides your headquarters location, in how many other countries does your organization have offices or operations? (Select ONE)

*Your best estimate is fine*

No other countries - headquarters only

1 to 2 other countries

3 to 4 other countries

5 to 9 other countries

10 to 19 other countries

20 to 49 other countries

50 or more countries

**[DISPLAY IF QF7 = 1 OR MORE ADDITIONAL COUNTRIES]**

**GUIDELINES FOR MULTI-COUNTRY ORGANIZATIONS:**

We recognize the complexity of reporting on programs that vary across countries. To keep this survey manageable while capturing meaningful differences, we've structured questions in two ways:

**Why we distinguish between US and other markets for select questions:**

Healthcare and leave policies function fundamentally differently across countries. In the US, employers typically provide primary healthcare coverage and paid leave, while other countries often have robust national healthcare and statutory leave requirements. To fairly evaluate your organization's commitment to going above and beyond, we need to understand what you provide relative to these different baselines. This approach ensures companies are recognized for their true investment in employee support, regardless of their geographic footprint.

**Most questions ask for your global approach**

These cover universal areas like manager training, navigation services, or communication methods that can be standardized across markets.

**Select questions distinguish between US and other markets**

These appear only where healthcare systems or legal requirements create meaningful differences that affect how your programs are evaluated:

* Medical leave policies (FMLA vs. statutory sick leave)
* Disability insurance (employer-provided vs. government)
* Health insurance continuation during leave
* Job protection beyond legal requirements

**For these questions, please report:**

**US operations:** All US-based employees

**Other markets:** Your most common approach outside the US

**How to respond when programs vary:**

* Report on benefits available to 80%+ of employees in each category
* If you have a global standard policy, report that standard
* For "beyond legal requirements" questions, calculate based on what you provide above the minimum in each market

**GENERAL EMPLOYEE BENEFITS**

GB1. Now, we'd like to understand the types of benefits and programs your organization currently

offers employees.

Please indicate which of the following your organization provides: (Select ALL that apply)

**STANDARD BENEFITS**

Health insurance (Employer-provided or supplemental to national coverage)

Dental insurance (Employer-provided or supplemental to national coverage)

Vision insurance (Employer-provided or supplemental to national coverage)

Life insurance

Short-term disability (or temporary incapacity benefits)

Long-term disability (or income protection)

Paid time off (PTO/vacation)

Sick days (separate from PTO and legally mandated sick leave)

**LEAVE & FLEXIBILITY PROGRAMS**

Paid family/medical leave beyond legal requirements

Flexible work schedules

Remote work options

Job sharing programs

Phased retirement

Sabbatical programs

Dedicated caregiver leave (separate from family leave)

**WELLNESS & SUPPORT PROGRAMS**

Employee assistance program (EAP)

Physical wellness programs (fitness, nutrition, ergonomics)

Mental wellness programs (stress management, mindfulness, resilience)

On-site health services

Mental health resources(therapy, counseling)

Caregiving support resources

Tailored support programs for **employees managing cancer or other serious health conditions**

**FINANCIAL & LEGAL ASSISTANCE**

Financial counseling/planning

Student loan assistance

Identity theft protection

Legal assistance/services (will preparation, family law, medical directives)

**CARE NAVIGATION & SUPPORT SERVICES**Care coordination for complex conditions

Second opinion services or facilitation

Specialized treatment center networks

Travel support for specialized care

Clinical guidance and navigation

Medication access and affordability programs

**[IF USA ONLY PRESENCE (**QF6 = USA and QF7= NO OTHERS**), AUTOFILL QGB2 = 0% AND SKIP TO QGB3]**

GB2. What percentage of your employees have access to **healthcare through national or government systems** (rather than employer-provided insurance)? (Enter whole number below)

*For multi-country organizations, provide your best estimate across all locations*

\_\_\_\_\_ % access to healthcare through national or government Systems

GB3 **Over the next 2 years**, which, if any of the following programs does your organization **plan to roll out**? (Select ALL that apply)

INSERT PROGRAMS NOT SELECTED IN QGB1

None of these

**Current Support for Employees with Cancer**

**DISPLAY:**

For the rest of the survey, please think about **support your organization provides or may provide for**

**employees managing cancer or other serious health conditions requiring time away for treatment or**

**recovery, workplace adjustments, or ongoing support**.

**Balancing Employee Support with Organizational Realities**

We understand that **all organizations** want to support **employees managing cancer and other serious health conditions**.

But, we also recognize that every organization **faces real constraints**:

- Budget limitations and competing priorities

- Business continuity and productivity needs

- Resource and bandwidth constraints

- Balancing fairness across all employee needs

These realities **do not diminish** your commitment to employees - they're simply part of running an organization.

This survey aims to capture what organizations **actually** provide within these constraints. Your honest responses - including what you're unable to offer - will create realistic benchmarks that help all employers understand what's feasible and identify opportunities for improvement.

Throughout the survey, please indicate only:

✓ What your organization CURRENTLY has in place

✓ Programs with dedicated resources (not ad hoc arrangements)

✓ Benefits beyond standard health insurance coverage

"Not currently available" is a valid and common response. Most organizations are still developing these capabilities, and an accurate picture is more valuable than an aspirational one.

CS1. Does your organization offer any **benefits, resources, or support for employees managing cancer or other serious health conditions** that go beyond what is legally required in your markets? (Select ONE)

Yes, we offer additional support beyond legal requirements

Currently developing enhanced support offerings

At this time, we primarily focus on meeting legal compliance requirements [SKIP TO DISPLAY BEFORE QCS5]

Not yet, but actively exploring options

CS2. You indicated your organization (offers / plans to offer) support beyond legal requirements.

Which of the following best describes how these support programs (are / will be) structured for **employees managing cancer or other serious health conditions**? (Select ALL that apply)

Individual benefits or policies (e.g., extended leave, flexible work options)

Coordinated support services - single point of contact for multiple resources (e.g., nurse

navigation, case management)

Internally developed formal program with a specific name (e.g., "We Care at Work")

Participation in external initiatives, certifications, or pledges (e.g., Working with Cancer pledge,

CEO Cancer Gold Standard)

Comprehensive framework that integrates multiple support elements

Ad hoc/case-by-case support as needs arise

Other (specify):

CS3. Which serious health conditions (does/will) your program address? (Select ALL that apply)

***For multi-country organizations:***Select any condition that is covered in at least one of your locations. Your program doesn't need to address all conditions in every location.

Autoimmune disorders (e.g., MS, lupus, rheumatoid arthritis)

Cancer (any form)

Chronic conditions (e.g., MS, ALS, Parkinson's, Crohn's, lupus, rheumatoid arthritis)

Heart disease (including heart attack, heart failure)

HIV / AIDS

Kidney disease (including dialysis, kidney failure)

Major surgery recovery (planned or emergency)

Mental health crises (requiring extended leave)

Musculoskeletal conditions (chronic or acute)

Neurological conditions (e.g., epilepsy, brain injury)

Organ transplant (pre and post)

Respiratory conditions (e.g., COPD, cystic fibrosis)

Stroke

Some other condition meeting severity/duration criteria (specify)

CS4. And**, how (were/will) the workplace support programs** for **employees managing cancer or other serious health conditions** (be) primarily developed?(Select ALL that apply)

RANDOMIZE

Internally by HR team

With assistance from benefits broker

With specialized consultant support

Adopted from parent/acquiring company

Benchmarked from peer companies

Employee/union driven

Some other way (specify):

DISPLAY: For the remainder of this survey please keep in mind that we will only ask for aggregate program information and general workforce statistics. We will NOT ask for information about individual employees, specific cases, or any personally identifiable health information.

CS5. Which best describes your organization's current approach to supporting **employees managing cancer or other serious health conditions**? (Select ONE)

**No formal approach:** Handle case-by-case (SKIP TO QCS8)

**Developing approach:** Currently building our programs (SKIP TO QCS8)

**Legal minimum only:** Meet legal requirements only (FMLA, ADA) (SKIP TO QCS8)

**Moderate support:** Some programs beyond legal requirements

**Enhanced support:** Meaningful programs beyond legal minimums

**Comprehensive support:** Extensive programs well beyond legal requirements

CS6. What **triggered** your organization to **develop support** beyond basic legal requirements?

(Select ALL that apply)

RANDOMIZE

Employee(s) diagnosed with cancer or other serious health conditions highlighted gaps

Leadership personal experience with cancer

Keep up with industry standards and peer company practices

Employee survey feedback

Recruitment/retention goals or challenges

Legal case or compliance issue

Union negotiations

ESG/corporate responsibility commitments

Inspired by Working with Cancer Initiative or similar programs

Other (specify)

CS7. What has been the **single most impactful change** your organization has made to **support employees managing cancer or other serious health conditions**? (Please be as specific and detailed as possible)

**[SKIP TO QCS9]**

**[ASK QCS8 IF QCS5 =** "No formal approach" **OR** "Developing approach" **OR** "Legal minimum only"]

CS8. What are the **primary barriers** preventing more comprehensive support for employees

**managing cancer or other serious health conditions**? (Select ALL that apply)

RANDOMIZE

Budget constraints

Lack of executive support

Small number of cases doesn't justify investment

Concerns about setting precedent

Limited HR and/or Benefits team bandwidth

Lack of expertise/knowledge

Other priorities take precedence

Concerns about fairness across conditions

Uncertainty about ROI

Data privacy concerns (HIPAA, GDPR, other regulations)

Complex/varying legal requirements across markets

Global consistency challenges

Some other reason (specify)

CS9. What **types of caregiver support** does your organization **provide to employees** who have taken on primary caregiver responsibilities for someone **managing cancer or another serious health condition**? (Select ALL that apply)

*Select If offered in at least one location*

RANDOMIZE

Flexible work schedules

Remote work options

Paid caregiver leave

Unpaid leave with job protection

Employee assistance program (EAP) counseling

Caregiver support groups

Referrals to eldercare/dependent care resources

Financial assistance or subsidies

Respite care coverage

Modified job duties/reduced workload

Manager training on supporting caregivers

Emergency dependent care when regular arrangements unavailable

Legal/financial planning resources

Some other support (specify):

Not able to provide caregiver support at this time

CS10. How does your organization **monitor the effectiveness** of its workplace support programs while maintaining employee privacy? (Select ALL that apply)

Aggregate metrics and analytics only

De-identified case tracking

General program utilization data

Voluntary employee feedback/surveys

Some other approach (specify)

No systematic monitoring

**DIPLAY BEFORE STARTING DIMENSIONS:**

**MANAGING CANCER DIMENSIONS**

**DISPLAY:**

The following section explores **13 dimensions of support for employees managing cancer or other serious health conditions**. We'd like to understand where your organization currently focuses its efforts.

**Each organization's journey is unique** - some dimensions may be well-developed while others are emerging or not yet a priority. This variation is expected and valuable for establishing meaningful benchmarks.

**As you review each dimension, keep in mind:**

- No organization excels in all areas

- Resource constraints mean making strategic choices about where to invest

- "Not able to offer" is a common response that reflects normal prioritization decisions

- Some items represent aspirational best practices that few organizations have achieved

**Remember:** Your candid assessment helps create realistic benchmarks that benefit everyone