

28	11.63	0.225781402	17	99.83	16.64
83	17.69	0.320703408	33	516.5	15.65
144	0.9	0.112359551	19	125.67	6.61
21	7.84	0.142935278		164.67	7.84
3	46	0.755460667	30	329.17	10.97
119	27.91	0.303964278	63	998.87	15.81
28	13.58	0.329451722	29	20.33	0.7
10	16.27	0.32281746	301	2301.17	7.65
124	14.34	0.455672069	31	383.5	12.37
1	33	0.306378238	8	111	13.88
65	0.03	0.019607843		0	0
17	19.32	0.6	30	181.17	6.04
3	3.5	0.119047619	15	21	1.4
13	12.36	0.294355799	27	94.83	3.51
34	2.19	0.06529517		0	0
7	29.38	0.707440405	27	106.83	3.96
2	41.75	0.426760707	28	79.17	2.83
41.29411765	17.87875	0.330140638	47	5433.88	6.826

Saving for the Future: Profiles of Current Business Practices



U.S. CHAMBER OF COMMERCE
Labor, Immigration & Employee Benefits

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U.S. CHAMBER OF COMMERCE
Labor, Immigration & Employee Benefits

Dear Reader:

Employer-provided plans are a key element of our nation's retirement system and have contributed to the financial security of American workers for over a century. In 2016 alone, private employers spent more than \$242 billion on retirement income benefits. The U.S. Chamber of Commerce has prepared this publication to exemplify the efforts of these employers to ensure a financially sound future for their employees.

The number of workers being offered retirement plans continues to rise. The Bureau of Labor Statistics (BLS) reported that 66% of American workers had access to a retirement plan from their employer through a mix of defined contribution and defined benefit plans in 2016. This is up significantly from the turn of the century, when only 48% of American workers were offered a retirement plan in 1999.

Among several retirement security vehicles discussed in this publication, defined contribution plans continue to be a popular source for retirement savings for workers. According to the BLS, 62% of employees (more than 95 million participants) were eligible to participate in these types of plans in 2016. Additionally, among employers that made both profit-sharing and 401(k) contributions, the average employer contribution was 5.5% of employee pay. Defined benefit retirement plans are also still prevalent among workers, with over 41 million private sector participants in the U.S.

The Chamber is proud of the retirement benefits America's employers provide and urges policymakers and regulators to help businesses continue to build on the success of the private retirement system.

Sincerely,

Randel K. Johnson
Senior Vice President
Labor, Immigration & Employee Benefits



"At Ameriprise Financial, we're extremely pleased to count our employees among the millions of people we help prepare for a confident retirement. Our benefits package helps us attract and retain top talent and puts our employees on a path to achieving their goals for the future."

—Kelli Hunter, Executive Vice President, Human Resources



At Ameriprise Financial, helping people feel confident about their financial future is at the heart of everything we do. In addition to serving the financial planning and retirement needs of our clients, we are proud to provide a robust benefits package and multiple retirement vehicles to our employees. Our retirement benefits are built around two key programs: a cash balance pension plan, through which we provide all corporate employees with a company contribution, and a 401(k) plan that encourages employees to save a portion of their own income to further grow their retirement savings. These vehicles, combined with our competitive company match on 401(k) contributions, help put our employees on a path toward achieving their goals in retirement.

COMPANY OVERVIEW

Type of Industry: Financial Services

Number of Employees: 13,200

www.Ameriprise.com

In addition, as America's leader in financial planning, we encourage our employees to unlock the value of working with an Ameriprise financial adviser who can provide tailored advice and solutions to fit their needs. To that end, all employees are eligible to receive an annual benefit that funds a portion of the cost of working with an Ameriprise adviser of their choosing. By becoming clients and harnessing the great services offered by our firm, our employees are able to further optimize the retirement benefits the company provides to best meet their individual needs. It's a powerful combination that we feel truly supports our people and embodies our values as a company.

Saving for the Future:



"At Aon, our goal is to prepare colleagues for financial security through retirement by offering carefully designed savings vehicles with diversified and flexible investment opportunities."

—Tony Goland, Global Chief Human Resources Officer



COMPANY OVERVIEW

Type of Industry: Professional Services

Number of Employees: 45,000

www.Aon.com

At Aon, retirement benefits are a key element of our overarching employee benefits and well-being strategy. Our goal is to prepare employees for financial security through retirement by offering carefully designed savings vehicles with diversified and flexible investment opportunities. This is done primarily through our 401(k) retirement plan.

Aon provides matching contributions for compensation deferred, which encourages participants to contribute more to receive the full matching contribution offered by Aon. The company also offers an annual profit-sharing contribution, which ensures that all active eligible employees, regardless of how much they are able to save in salary deferrals, still have the benefit of a company contribution toward retirement security. Further, Aon has added an auto-enrollment feature, which automatically enrolls participants into salary deferrals if they do not elect otherwise and gradually increases the savings rate annually. This "default saving" feature helps ensure that, even if employees are not immediately focused on retirement, they are still in a position to start saving toward long-term financial stability.

The long-term reward potential of our retirement plan structure comes from our investment features. We have taken steps to improve investment options to streamline offerings, enhance diversity within options, and build more complete professionally constructed portfolios, which means lower fees and better diversification. Our options are grouped by investment strategy to simplify participant decision making. In addition, Aon offers target date portfolio funds in five-year increments to provide more flexibility to this already diversified option. We offer participants retirement planning tools such as savings calculators and the opportunity to receive professional account management services from investment professionals.

As an industry leader in retirement, Aon is committed to emphasizing the importance of retirement savings and encouraging all our colleagues to improve their personal financial well-being.



"Providing full-time employees with several important sources of retirement income to help them achieve a successful retirement plan is a corporate responsibility taken seriously at B. Braun."

—Carol H. Neubauer, Chairman & CEO

B | BRAUN

SHARING EXPERTISE

B. Braun USA provides all full-time employees with several sources of retirement income to help them achieve a successful retirement plan. Since 1979, the company has offered a traditional pension plan to employees that is 100% funded by the company. The B. Braun Medical Inc. pension plan is a cash balance defined benefit pension plan. Employees become vested in the plan after completion of 3 years of service if hired before April 1, 2013. An employee who meets the eligibility requirements and stops working can elect a lump-sum benefit distribution or a monthly annuity at any age. At B. Braun, the company pension plan was closed to new hires on April 1, 2013. However, the company continues to provide these employees with an annual company contribution into their 401(k) retirement savings plan.

In addition to the pension plan, a 401(k) defined contribution plan is available for employees and is an important component of a successful retirement plan. Approximately 84% of employees participate in the B. Braun Medical Inc. Savings Plan (401(k)), which provides them with an

COMPANY OVERVIEW

Type of Industry: Medical Devices

Number of Employees: 56,000

www.BbraunUSA.com

excellent opportunity to build a diversified retirement savings portfolio. Here are some benefits of the 401(k) plan:

- Before-tax employee contributions of 1% to 50% of pay.
- Employer match of 100% on first 3%; 50% on next 1%.
- Auto-enrollment at a 6% deferral level.
- Catch-up contributions for participants age 50 and over.
- Roth savings option.
- Tax-deferred compounding.
- 5-year graded vesting at 20% intervals.
- Two ways to invest:
 - Simple preassembled investment options.
 - Additional core investment choices.

To help employees identify and achieve their retirement goals, B. Braun makes financial planning information available through periodic on-site group workshops and online tools.

Saving for the Future:



"Boeing is committed to empowering employees' financial well-being through a best-in-class voluntary retirement savings program and a complementary suite of planning and education programs available during and after their Boeing careers."

—Heidi Capozzi, Senior Vice President of Human Resources



The Boeing Company Voluntary Investment Plan (VIP) allows eligible employees to save for retirement by contributing on a pretax, Roth (if eligible), and after-tax basis (or a combination of the three). The plan is complemented by a suite of financial well-being programs geared toward financial literacy, investment proficiency, and asset management to help employees tailor and manage their savings to ensure that they are on track to meet their financial goals.

We believe that the combination of the right plan options, decision-making tools, and employee engagement and promotion is why we've seen employee participation in the VIP rise to 94% in 2016, with 82% maximizing the company match.

Participating employees may voluntarily contribute up to 30% of base pay and 100% of their annual incentive to the VIP. For nonunion employees, Boeing matches 75% of the first 8% of base pay contributed by the employee. The company also provides an additional automatic

COMPANY OVERVIEW

Type of Industry: Aerospace & Defense

Number of Employees: 145,000

www.Boeing.com

contribution each pay period on an age-based scale. Employees are completely vested in the plan at all times, and there is no waiting period for eligibility.

The VIP features automatic enrollment and contribution escalation, as well as broad investment choices including target date funds with low fees. These features are supported by tools like portfolio auto-rebalancing, access to free online investment advice, low-cost professional account management, and retirement income planning to ensure that employees' efforts are on the right path. During the year, Boeing reminds employees of these benefits and services, as well as the long-term benefits of saving for retirement through on-site seminars, short, engaging educational videos, and targeted outreach. In addition to these financial retirement benefits, Boeing offers comprehensive medical and prescription drug coverage for certain groups of retirees.



“Providing retirement benefits and education seminars is important in helping current employees and pivotal in attracting new ones.”

—Patricia Owen, President and Owner

FACES

DaySpa • BeautyBoutique • SpaShoppe

Hilton Head Island
FacesDaySpa.com

FACES Day Spa is a premier, award-winning day spa that provides a variety of services specializing in skin care, stress relief, beauty, and overall wellness for men and women of all ages. As such, human capital is one of our company’s most vital resources. FACES currently employs 25 people, two-thirds of whom work full time. Located on Hilton Head Island in South Carolina, there is significant competition for workers in the hospitality industry, especially among spas. In order for FACES to compete with the larger hotel chain spas and other small businesses for good talent, we offer an array of employee benefits including paid training, employee discounts, supplemental health insurance plans, and a retirement savings plan.

FACES implemented a 401(k) plan in 1997 and provided a 50% match to what each plan participant contributes. Our financial adviser helped set up the plan, educated us on a range of investment options appropriate for our employees, and provided general investment guidance to our employees. Today, if FACES

COMPANY OVERVIEW

Type of Industry: Spa

Number of Employees: 25

www.FacesDaySpa.com

employees have questions about their 401(k) accounts, they can call an 800 number and get quality, personalized assistance on how to invest their savings.

Like many small businesses that cater to the hospitality industry, we were significantly impacted by the economic downturn in 2008 and were no longer able to provide the match. We made this difficult decision to cut back on this benefit to avoid laying off anyone. However, FACES has been rebuilding and growing since then, and we have considered reimplementing the matching contribution to help retain and attract prospective employees to our talented workforce.

All employees are encouraged—even those who aren’t eligible or do not participate in the plan—to participate in the investment seminar our financial adviser conducts to educate employees on saving for retirement and how to meet retirement goals. Offering educational opportunities is an important investment in our employees.

Saving for the Future:



"Fidelity believes it is important to provide our employees with a retirement plan that exceeds what they can get at other firms. We're always listening to our employees for opportunities to enhance Fidelity's benefits package to meet their current and future needs."

—Jennifer Hanson, Head of Associate Experience, Fidelity Investments



Fidelity is sharply focused on creating a benefits package for our associates that is not just competitive, but differentiating. Through our 401(k)/profit-sharing plan, associates can make pretax and/or Roth after-tax contributions and Fidelity will match them dollar-for-dollar, up to 7% per pay period. All company contributions are subject to initial and ongoing eligibility requirements and the availability of sufficient company profits and cash flow. Employees become fully vested in any company contributions, plus any earnings on those contributions, within five years of vesting service. In addition, we provide an annual profit sharing contribution of up to 10% of salary. Viewed together, Fidelity's contributions to its employees' retirement savings significantly exceeds the industry average.

The plan offers employees a wide range of investment options. They are able to invest in nearly 200 Fidelity mutual funds as well as an array of non-Fidelity funds. A managed account service is also available to plan participants at no cost. Fidelity's team of investment professionals

COMPANY OVERVIEW

Type of Industry: Financial Services

Number of Employees: 45,000

www.Fidelity.com

manage participants' account balances in the plan as well as any future contributions they make based on their personal situation. Their progress is reviewed on a quarterly basis to make any necessary adjustments. As of December 2016, nearly 95% of match-eligible associates contributed to the plan at average rates of more than 10%.

In addition to the retirement savings plan, Fidelity offers associates a comprehensive package of benefits including insurance and health and wellness programs. These programs include a Retiree Health Reimbursement Plan (RHRP). Each year, Fidelity credits \$3,000 (or \$1,500 for part-time employees) to the RHRP, which helps associates pay their medical expenses on a tax-free basis in retirement.

Increasing the retirement readiness of American investors is a key part of Fidelity's mission as a company. Going above and beyond to do so for our employees is a crucial part of how we view our role as an employer.



"HealthSouth feels it is important to offer retirement benefits to assist in employee's future financial stability."

—Cheryl B. Levy, Chief Human Resources Officer

HEALTHSOUTH®

HealthSouth sponsors both qualified and nonqualified deferred compensation plans. Our employees receive a 50% matching contribution on the first 6% of salary deferred. Matching contributions are made each pay period, and employees can choose whether to defer on a pretax or post-tax basis. HealthSouth's vesting is 100% after 3 years of service. The plan also offers a wide range of diversified investment options, complimentary financial advice and education, and loan capability. HealthSouth understands the importance of helping our employees achieve and maintain financial health and has offered the company match on an uninterrupted basis since the plan's inception.

COMPANY OVERVIEW

Type of Industry: Post-Acute Healthcare

Number of Employees: 28,266

www.HealthSouth.com

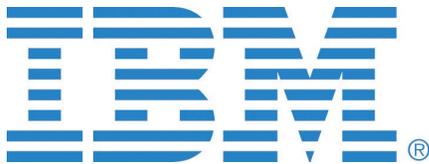
The company works collaboratively with all our vendors to maintain a low-cost structure for the benefit of our employees. This includes using institutional funds with lower investment expenses, which, in turn, means potentially better returns for our employees. All fees are monitored as part of a structured process, and HealthSouth constantly benchmarks against industry peers to maintain that competitive advantage.

Saving for the Future:



"IBM has long recognized that giving employees powerful tools and insights to manage their financial wellness can help them become more productive at work and happier at home. Offering comprehensive and competitive benefits has been central to our strategy for attracting and retaining talented IBMers from around the world."

—Diane Gherson, Senior Vice President, Human Resources



At a time when most families—even those approaching retirement age—have little to no retirement savings, IBM wants to make sure our employees are on track for a healthy retirement. The benefits program is designed to support employees and their families across *all* dimensions of health: physical, mental, social, and financial. Part of this program is our 401(k) retirement plan, available to new and existing employees.

The IBM 401(k) Plus Plan is designed to benefit all employees, even those who choose not to actively participate (though more than 90% of eligible IBMers do participate). With the plan, employees have at least three ways to save: before-tax, after-tax, or through a Roth 401(k) option—or all three. Savings are automatically deducted from an employee's paycheck, and they decide how to invest them within a lineup of carefully chosen proprietary and retail funds.

IBM's 401(k) Plus plan is shaped by our commitment to each employee's long-term financial success. The majority of employees receive an annual contribution to their retirement plan of 6.0% of eligible pay. This is made up of a 5% matching contribution plus a 1% automatic contribution. Employees receive the automatic contribution regardless of whether they are deferring their own pay to the 401(k) plan.

COMPANY OVERVIEW

Type of Industry: Technology

Number of Employees: 375,000

www.IBM.com

IBM's 401(k) plan is set up to offer a wide range of options that employees can tailor to their specific needs, including core fund options, target retirement funds (geared to an employee's expected retirement age), target risk funds (tailored to an employee's risk tolerance, whether conservative, moderate, or aggressive), and a carefully selected lineup of retail funds. These funds are selected and reviewed on an ongoing basis. IBMers can diversify their tax risk by making Roth 401(k) contributions and taking advantage of in-plan Roth conversions.

Our commitment to IBMers' financial security goes beyond simply providing savings vehicles. To help employees maximize their financial well-being, in addition to the various benefit programs, we offer—at no cost—personalized financial advice through IBM's *MoneySmart* Program. In addition to advice on topics like retirement planning, saving for college, and debt management, the *MoneySmart* Program provides personalized, one-on-one financial coaching, along with a robust online portal featuring a range of financial planning resources and tools.

These modern financial offerings are part of our long-standing commitment to investing in the success of the IBMers who have helped our company thrive for more than a century.



"Merck's benefits program reflects our commitment to provide employees and their families with resources to support their physical, emotional, and financial health. This includes valuable benefits to help employees achieve a healthy and financially secure retirement."

—Jeff Geller, Senior Vice President, Compensation & Benefits



COMPANY OVERVIEW

Type of Industry: Pharmaceuticals

Number of Employees: 68,000

www.Merck.com

At Merck, we recognize that our people are critical to our mission of improving and saving lives around the world. One way in which we recognize the importance of our people is by providing a valuable suite of compensation and benefits programs as well as resources to support our employees' professional achievement and personal well-being.

As part of our retirement benefits program, Merck offers a defined benefit pension plan, a defined contribution plan, and retiree medical coverage designed to help our employees prepare for a healthy and financially secure retirement.

Employees enjoy:

- A comprehensive set of benefits that are competitive with those offered by peer companies and Fortune 100 employers.
- Shared responsibility between Merck and employees for retirement savings.
- Valuable benefits that are visible to employees and easy to understand.

Our Retirement Plans offer:

- A noncontributory defined benefit pension plan that calculates benefits under a cash balance formula. The Plan provides an annual pay credit between 4.5% and 10% based on age and

length of service. It also provides an annual minimum 3.3% interest credit based on the participant's balance at the end of each year.

- A qualified retirement savings plan where employees can save on before-tax, after-tax, and/or through a Roth 401(k) option, depending on their needs. Merck provides company-matching contributions of 75 cents for each dollar saved up to 6% of total pay.
- Automatic enrollment and immediate vesting in the savings plan and automatic enrollment and three-year vesting in the pension plan.
- A diversified investment lineup including both actively and passively managed investments.
- A comprehensive financial planning benefit at no cost to employees.
- An online Total Rewards statement that provides employees with the value of the financial and health programs in which they participate, including how much they and Merck contribute.
- Subsidized access to retiree medical and prescription drug coverage for eligible retirees.

Saving for the Future:



"Helping Americans achieve a secure and comfortable retirement is core to our DNA at New York Life, and we strive to bring that same mind-set to the retirement benefits we offer our employees. That means offering two types of plans, along with options and features designed to help employees achieve their retirement goals."

—Katherine O'Brien, Chief Human Resources Officer



New York Life is a leader in providing expert advice and guaranteed products to help millions of Americans achieve a secure retirement. We extend that commitment to our employees, providing a comprehensive retirement program to help them achieve their retirement goals. Because we believe that preparing for retirement is a shared responsibility, our program combines a defined benefit plan with a defined contribution program.

Our defined benefit plan, a cash balance plan, provides for a company contribution of 5% of an employee's base salary and an annual bonus each year, or 6.5% if employees have 15 or more years of service. The plan has a generous crediting rate, which is designed to be close to the corporate bond rate. Employees build up a balance that can be used for retirement and either rolled over as a lump sum or taken as an annuity, depending on individual needs. For this plan, New York Life assumes the investment risk, providing a secure anchor for our employees' retirement savings.

COMPANY OVERVIEW

Type of Industry: Insurance/Financial

Number of Employees: 8,710

www.NewYorkLife.com

Our defined contribution plan offers three ways to save and invest for retirement: a 401(k), a Roth 401(k), or an after-tax account. All accounts are eligible for a 4% company match—\$1 for \$1 on the first 3% of an employee's eligible salary and \$0.50 for each dollar on the next 1%, subject to plan maximums—which vests immediately. Employees must contribute 5% to receive the full match.

Within this plan, we provide several features to help employees reach their goals, including target date funds, investment advice, automatic enrollment, and automatic escalation of contributions on request. We auto-enroll employees in the 401(k) plan at the 5% level, which allows for the full company match.

New York Life continues to provide subsidized retiree medical and company-paid retiree life insurance.



"SEL's employee stock ownership plan offers its employees a safe and reliable path to retirement security."

—Joey Nestegard, Chief Business Officer



Shortly after founding Schweitzer Engineering Laboratories (SEL), a U.S. manufacturer of products that protect power grids around the world, Dr. Edmund Schweitzer began thinking about how to best serve the long-term interests of employees, customers, and the company. When Schweitzer was introduced to the employee ownership model, the idea resonated. In 1994, he established SEL's Employee Stock Ownership Plan (ESOP) and sold part of his stake in the company to his employees. The transaction set the company on the path to becoming 100% employee owned in 2009.

An ESOP provides a company's workforce with an ownership interest at no cost to the employee. Each year, employees earn an increasing right to the shares in their accounts, which are held by the company until the employee retires or leaves. The ESOP offers SEL employees a safe, reliable path to retirement security, while enabling the company to create new jobs and economic activity. In addition to the ESOP, employees may opt in to SEL's competitive 401(k) plan.

COMPANY OVERVIEW

Type of Industry: Manufacturing

Number of Employees: 5,150

www.selinc.com

SEL helps ensure that employees understand ESOP benefits and are prepared for retirement through our Retirement Ambassadors program. Through this program, SEL trains employee volunteers to answer questions and provide their colleagues with information and updates on topics related to retirement planning.

Employee ownership is an integral part of our corporate culture and commitment to our customers. As an ESOP company, SEL employees are our shareholders, allowing us to focus on the long-term growth of the company including making investments in research and development, offering our customers a 10-year warranty, and providing employees with excellent benefits such as free on-site health clinics, education stipends, and tuition reimbursements.

Employee ownership helps our employees retire comfortably and is a key driver of our success.

Saving for the Future:



"Unum cares about the financial well-being of our employees, and we are committed to providing the tools and resources they need today to build financial security for the future."

—Diane Garofalo, Senior Vice President, Global Human Resources



As a leading provider of employee benefits, Unum offers financial protection benefits that meet the emerging needs of an evolving workforce. We never stop thinking about what tomorrow will bring—for the employees we call customers and those we call family.

The Unum family of 10,000 employees spans three countries, four generations, and dozens of office locations. Our employees focus on delivering financial protection to millions of workers and their families when they need it most. As an employer, we reward our employees in this meaningful work with strong compensation, benefits, and a retirement program.

Our retirement program is designed to help not only those employees nearing retirement but also young professionals in building a savings foundation for the future.

All employees receive a dollar-for-dollar match on 401(k) contributions up to 5% of salary. In addition, they receive a defined contribution from the company of 4.5% of salary. This defined contribution is awarded regardless of whether an employee contributes to the 401(k) plan.

COMPANY OVERVIEW

Type of Industry: Insurance & Benefits

Number of Employees: 10,000

www.unum.com

Additionally, all employee and employer contributions are 100% vested immediately upon being contributed to the plan.

We help new employees start retirement savings by automatically enrolling them in the 401(k) at the 5% deferral level. This ensures that they take full advantage of the company match, although employees can opt out if they wish.

Participation results have been impressive. More than 98% of our employees are actively saving in the 401(k) plan, with the average contribution well above the 5% deferral level.

Unum offers retirees the opportunity to purchase individual medical, pharmacy, and dental insurance through OneExchange if they have attained at least 10 years of consecutive full-time service after age 45.

Throughout the year we work with our financial vendor partners to offer on-site and online education. We care about the financial well-being of our employees and have designed a portfolio of resources to help them achieve financial security.



"Wawa's core purpose is Fulfilling Lives, Every Day for both our customers and our associates. One way we accomplish this is by offering retirement benefits that enable us to attract and retain top talent, which is the right thing to do for our associates and our business."

—Chris Gheysens, President & CEO



Wawa offers both a 401(k) plan with a company match and an Employee Stock Ownership Plan (ESOP). These plans are available to all associates who meet the eligibility criteria regardless of level or position.

The 401(k) plan enables associates to invest in a diverse lineup of funds with the incentive of having the company match to bolster their savings. Associates are eligible to contribute to the 401(k) plan as of the first of the month following their hire date. All associate contributions and the company match in the 401(k) plan are immediately 100% vested. Associates need to make an election to participate in the plan, and the company match begins automatically after associates meet the following eligibility requirements:

- Be age 21 or over.
- 12 months must have passed since their hire date.
- Work 1,000 hours or more in a 12-month anniversary period or in any calendar year.

COMPANY OVERVIEW

Type of Industry: Retail

Number of Employees: 30,000

www.wawa.com

The ESOP is a company-funded benefit that provides associates at all levels with a real stake in the success of the company and a sense of pride of ownership. Eligibility criteria for the ESOP plan are the same as those for the 401(k) company match. Once associates meet the eligibility requirements, they are automatically enrolled in the plan. To be eligible for a company contribution, an associate must work at least 1,000 hours in the plan year. The ESOP has a 6-year graded vesting schedule.

In addition to the 401(k) and ESOP, retirees who meet certain age and years of service requirements are eligible to remain on the company medical insurance plans.

The U.S. Chamber's Labor, Immigration & Employee Benefits Division

The division develops and responds to policy proposals that affect how employers operate and maintain their workforces. The overarching focus is to protect and enhance the ability of employers to be competitive in the face of global competition and an array of other pressures. While the Chamber aggressively opposes inappropriate expansion of workplace mandates, it works to craft reasonable compromises when in the business community's best interest.

The division is the leading voice for employers on employment policy for legislation and regulations, often representing the employer community in congressional hearings, meetings, and with the media. Congressional offices frequently ask us to examine the practical impact of legislation and regulations on employers.

The U.S. Chamber's Employee Benefits Committee

The committee develops policy recommendations on health care, pension and retirement plans, and other employer-provided benefits, as well as public programs such as Social Security and Medicare. The committee oversees the Chamber's response to employee benefits legislation pending before congressional committees of jurisdiction and regulatory initiatives before administrative agencies. It has a Retirement Plans Subcommittee, which works on those issues in more technical detail than the full committee.



U.S. CHAMBER OF COMMERCE
Labor, Immigration & Employee Benefits

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