



# THE FOUR CATEGORIES OF EMPLOYEE BENEFITS

*When building benefits packages and preparing for open enrollment, it's vital to understand the four main benefits classifications in the American workplace.*

## FRINGE



**Benefits that supplement an employee's regular income:**

- Health insurance
- Life insurance
- Paid time off (PTO)
- Health savings accounts

## ANCILLARY



**All non-health plan benefits:**

- Vision and dental insurance
- Life insurance
- Short-term and long-term disability insurance

## VOLUNTARY



**Benefits available without employer financial assistance:**

- Pet insurance
- Cyber security insurance
- Voluntary life insurance

## STATUTORY



**Benefits that are required by law:**

- Unemployment insurance (UI)
- Social Security and Medicare
- Workers' compensation insurance
- Health insurance (50+ employees or part-time equivalent)
- Family medical leave (FMLA) (50+ employees or part-time equivalent)
- COBRA coverage