



## Meet The Principal® 10 Best Companies

# National Futures Association

Chicago, Ill.

<b>Type of business:</b> Regulatory organization for the U.S. futures industry		
<b>Number of employees:</b> 260	<b>Founded:</b> 1982	<b>Web site:</b> <a href="http://www.nfa.futures.org">www.nfa.futures.org</a>

### Benefit highlights:

- 82 – 84 percent employer-paid medical insurance premiums for employees
- 80 – 89 percent employer-paid medical insurance premiums for dependents
- 401(k) plan with an employer match of 100 percent up to 6 percent of pay deferred; average employee deferral of 8 percent
- Profit sharing plan with a 5 percent employer contribution
- Roth 401(k)
- 100 percent employer-paid premiums for long-term disability insurance

### Percent of employees participating in 401(k) plan:

98 percent

### How they've dealt with rising medical insurance costs:

National Futures Association saw a slight increase in health care costs in 2006. The organization hopes that its wellness program will help control costs in the long run by identifying health conditions in the early stages. "We had a young, healthy girl who got an abnormal reading during a wellness screening, and they uncovered a heart problem she never would've known about. It was all because of the wellness screenings," says Carrie Baffes, director of compensation & benefits for the National Futures Association.

### Other interesting facts:

- Offers medical coverage for retirees
- Extensive wellness program includes an annual health screening and incentives to stay healthy



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