

Methodology

MetLife's 14th Annual *U.S. Employee Benefit Trends Study* was conducted during November 2015 through January 2016, and consisted of three distinct studies fielded by ORC, one of the world's largest research companies. The employer survey comprised 2,508 interviews with benefits decision makers at companies with at least two employees. The employee survey comprised 2,612 interviews with full-time employees ages 21 and over, at companies with at least two employees.

Employers

Employer size (staff size)

2–9	20%
10–49	20%
50–199	17%
200–499	5%
500–999	5%
1,000–4,999	13%
5,000–9,999	10%
10,000+	10%

Industry

Other Services	18%
Heavy Industry	12%
Health Care and Social Assistance	11%
Educational Services	10%
Sales/Trade	9%
Retail	7%
Finance and Insurance	6%
Professional Services	6%
Information Technology	4%
Transportation and Warehousing	3%
Accommodation and Food Services	3%
Public Administration	3%
Arts, Entertainment and Recreation	3%
Real Estate	3%
Wholesale Trade	2%
Public Administration	2%

Geography

South	34%
West	24%
Midwest	24%
Northeast	19%

Employees

Gender

Male	54%
Female	46%

Marital status

Married	55%
Single, never been married	27%
Domestic Partnership	6%
Divorced	10%
Separated	1%
Widowed	1%

Ethnic background

Caucasian	73%
Hispanic	11%
African-American	11%
Asian	4%
Other	1%

Family status

Do not live with children under 18	52%
Live with children under 18	48%

Employer size (staff size)

2–9	9%
10–49	15%
50–199	15%
200–499	10%
500–999	9%
1,000–4,999	15%
5,000–9,999	6%
10,000+	21%

Geography

South	34%
West	24%
Midwest	24%
Northeast	19%

Age

21–24	5%
25–34	25%
35–44	24%
45–54	28%
55–64	16%
65+	2%

Personal income

Under \$30,000	10%
\$30,000 to \$49,999	26%
\$50,000 to \$74,999	26%
\$75,000 to \$99,999	17%
\$100,000 to \$149,999	12%
\$150,000 and over	7%

Industry

Other Services	20%
Heavy Industry	15%
Health Care and Social Assistance	12%
Educational Services	10%
Sales/Trade	9%
Retail	8%
Finance and Insurance	6%
Professional Services	5%
Information Technology	5%
Transportation and Warehousing	4%
Accommodation and Food Services	3%
Public Administration	3%
Arts, Entertainment and Recreation	2%
Real Estate	2%
Wholesale Trade	2%