

# Methodology

MetLife's 15th Annual U.S. Employee Benefit Trends Study was conducted from October 2016 through November 2016, and consisted of two distinct studies fielded by ORC International, a leading business intelligence firm. The employer survey comprised 2,504 interviews with benefits decision makers at companies with at least two employees. The employee survey comprised 2,652 interviews with full-time employees, ages 21 and over, at companies with at least two employees.

## Employers

Employer size (staff size)		Geography	
2-9	20%	<b>South</b> 37%	<b>West</b> 25%
10-49	20%		
50-199	17%	<b>Midwest</b> 20%	<b>Northeast</b> 18%
200-499	5%		
500-999	5%		
1,000-4,999	13%		
5,000-9,999	10%		
10,000+	10%		
Industry			
Educational Services	17%	Transportation and Warehousing	3%
Heavy Industry	14%	Arts, Entertainment and Recreation	3%
Other Services	9%	Accommodation and Food Services	2%
Health Care and Social Assistance	9%	Wholesale Trade	2%
Professional Services	8%	Waste Management and Remediation	1%
Retail	8%	Agriculture, Forestry, and Fishing	1%
Information Technology	7%	Information	1%
Finance and Insurance	6%	Management of Companies and Enterprises	1%
Public Administration	4%	Mining, Quarrying, and Oil & Gas Extraction	1%
Real Estate	3%		

# Employees

## Gender

**Male**  
51%

**Female**  
49%

## Marital Status

Married	52%
Single, never married	27%
Domestic partnership	4%
Divorced	13%
Separated	1%
Widowed	2%

## Industry

Other Services	18%
Heavy Industry	14%
Health Care and Social Assistance	12%
Educational Services	11%
Sales/Trade	10%
Retail	9%
Finance and Insurance	7%
Professional Services	5%
Information Technology	6%
Transportation and Warehousing	4%
Accommodation and Food Services	2%
Public Administration	3%
Arts, Entertainment and Recreation	2%
Real Estate	2%
Wholesale Trade	1%
Waste Management and Remediation	1%
Agriculture, Forestry, and Fishing	1%
Information	1%
Management of Companies and Enterprises	1%
Mining, Quarrying, and Oil & Gas Extraction	1%
Not sure	2%

## Personal income

Under \$30,000	11%
\$30,000-\$49,000	25%
\$50,000-\$74,999	23%
\$75,000-\$99,999	18%
\$100,000-\$149,000	13%
\$150,000 and over	7%

## Ethnic background

Caucasian	82%
Hispanic	13%
African-American	8%
Asian	6%
Other	4%

## Family status

Do not live with children under 18	29%
Live with children under 18	71%

## Employer size (staff size)

2-9	8%
10-49	14%
50-199	15%
200-499	11%
500-999	10%
1,000-4,999	16%
5,000-9,999	7%
10,000+	21%

## Geography

South	37%
West	21%
Midwest	23%
Northeast	19%

## Age

21-24	3%
25-34	21%
35-44	26%
45-54	28%
55-64	20%
65+	2%

**About ORC International**

ORC International is a leader in the art of business intelligence. Its teams are passionate about discovering what engages people around the world. By combining quality data, smart synthesis and best-in-class digital platforms, ORC delivers insight that powers the growth and drives the future of its clients' businesses. To learn more about ORC International, visit [www.orcinternational.com](http://www.orcinternational.com).

**About MetLife**

MetLife, Inc. (NYSE: MET), through its subsidiaries and affiliates, is one of the largest life insurance companies in the world. Founded in 1868, MetLife is a global provider of life insurance, annuities, employee benefits and asset management. Serving approximately 100 million customers, MetLife has operations in nearly 50 countries and holds leading market positions in the United States, Japan, Latin America, Asia, Europe and the Middle East. For more information, visit [www.metlife.com](http://www.metlife.com).



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