

Table 2a: Health, Leave & Fringe Benefits; by Firm Size

Question 2. On January 15, 2014, did your company offer any health, leave or fringe benefits to any employee?			
Firm Sizes	Number in Category	Number	Percent
Small	65019	37,325	57.4
Medium	14305	11,828	82.7
Large	2182	2,097	96.1
Extra Large	1890	1,822	96.4
All Firm Sizes	83,396	53,072	63.6

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 2b: Health, Leave & Fringe Benefits; by Industry

Question 2. On January 15, 2014, did your company offer any health, leave or fringe benefits to any employee?			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	3,136	78.5
Construction	9,199	6,323	68.7
Manufacturing	3,801	2,976	78.3
Service providing	17,661	10,003	56.6
Information,	1,090	684	62.8
Financial activities	7,742	4,962	64.1
services	27,590	17,199	62.3
Leisure & hospitality	6,182	2,539	41.1
Other Services	6,134	5,249	85.6
All Industries	83,396	53,072	63.6

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Chart 2a: Health, Leave, & Fringe Benefits by Firm Size

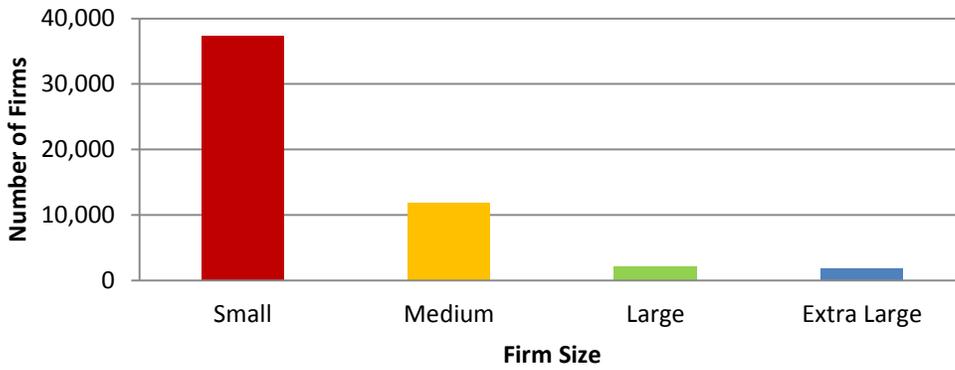


Chart 2b: Health, Leave, & Fringe Benefits by Industry

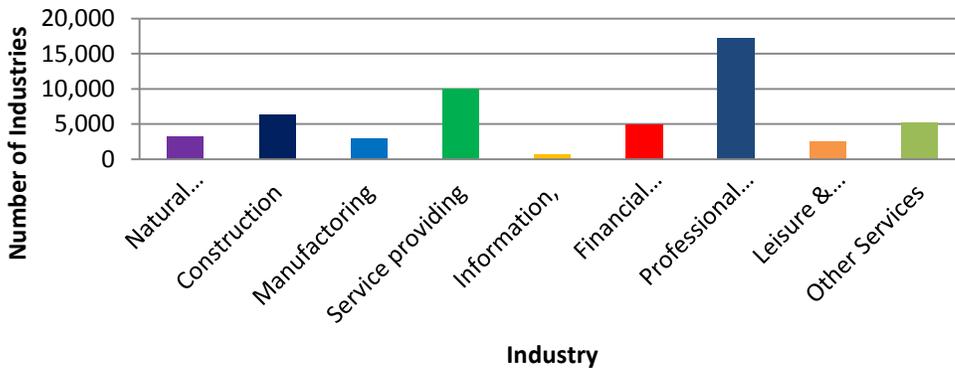


Table 3a: Firms that offer Paid Leave Benefits by Firm Size

Section 1 of Questionnaire			
Firm Sizes	Number in Category	Number	Percent
Small	65019	31,813	48.9
Medium	14305	11,168	78.1
Large	2182	2,073	95.0
Extra Large	1890	1,822	96.4
All Firm Sizes	83,396	46,876	56.2

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 3b: Firms that offer Paid Leave Benefits by Firm Size

Section 1 of Questionnaire			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	3,105	77.7
Construction	9,199	5,473	59.5
Manufacturing	3,801	2,442	64.2
Service providing	17,661	9,950	56.3
Information,	1,090	684	62.8
Financial activities	7,742	3,785	48.9
Professional and business services	27,590	14,651	53.1
Leisure & hospitality	6,182	2,142	34.6
Other Services	6,134	4,646	75.7
All Industries	83,396	46,878	56.2

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 3a. Firms that offer Paid Leave Benefits by Firm Size

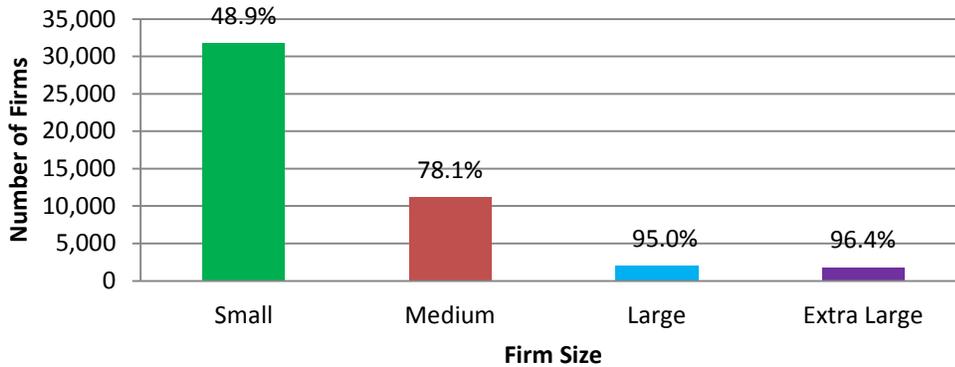


Table 3b: Firms that offer Paid Leave Benefits by Firm Size

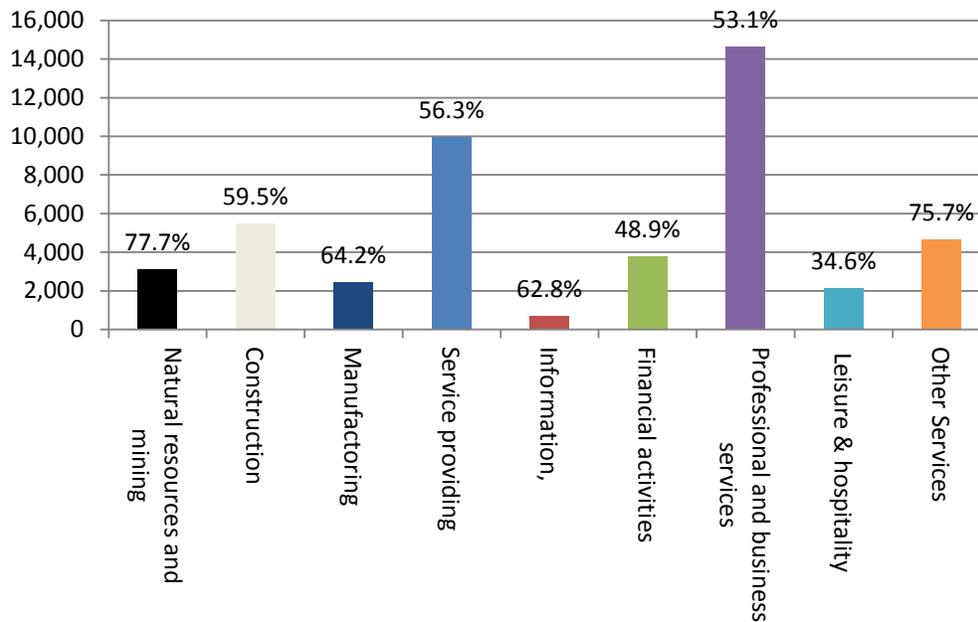


Table 3c. Leave benefits offered by Small Firms

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	18,172	44.0	12,406	41.6	3,662	22.2
Paid Parental Leave	5,057	12.2	1,811	6.1	936	5.7
Sick Leave	13,219	32.0	8,440	28.3	1,604	9.7
Paid Vacation	17,844	43.2	11,988	40.2	3,427	20.8
Charity or Other Activities	4,792	11.6	2,323	7.8	1,270	7.7
Unpaid Leave	10,579	25.6	8,503	28.5	2,681	16.2
Other	797	1.9	0	0.0	0	0.0
Total Offering Leave Benefits	20,040	48.5	10,507	35.2	5,817	35.2
Responding Firms in Category	41,343	--	29,838	--	16,509	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 96 firms or 50.5% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3d. Leave benefits offered by Medium Firms

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	7,684	68.5	7,664	63.6	1995	22.9
Paid Parental Leave	1,294	11.5	1,074	8.9	209	2.4
Sick Leave	5,322	47.4	4,881	40.5	1144	13.1
Paid Vacation	8,085	72.1	8,383	69.6	1854	21.3
Charity or Other Activities	1,185	10.6	847	7.0	314	3.6
Unpaid Leave	4,159	37.1	4,520	37.5	2529	29.0
Other	339	3.0	284	2.4	43	0.5
Total Offering Leave Benefits	8,749	78.0	5667	47.1	3883	44.6
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 631 firms or 80.4% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3e. Leave benefits offered by Large Firms

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	1,611	86.5	1,562	75.6	414	25.7
Paid Parental Leave	274	14.7	240	11.6	41	2.6
Sick Leave	1,119	60.1	1,004	48.6	242	15.0
Paid Vacation	1,653	88.7	1,762	85.2	426	26.4
Charity or Other Activities	186	10.0	176	8.5	73	4.5
Unpaid Leave	1,168	62.7	1,262	61.1	752	46.6
Other	141	7.6	147	7.1	8	0.5
Total Offering Leave Benefits	1,762	94.6	1,257	60.8	983	61.0
Responding Firms in Category	1,862	--	2,067	--	1,612	--

Note: Large Firms = 50 to 249 employees. 586 firms or 96.4% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3f. Leave benefits offered by Extra Large Firms

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	2,172	84.9	1,466	82.6	661	42.6
Paid Parental Leave	222	8.7	212	11.9	56	3.6
Sick Leave	1,369	53.5	1,085	61.1	443	28.6
Paid Vacation	2,196	85.8	1,525	85.9	696	44.9
Charity or Other Activities	84	3.3	287	16.2	151	9.7
Unpaid Leave	713	27.9	1,369	77.1	957	61.8
Other	34	1.3	219	12.3	57	3.7
Total Offering Leave Benefits	2,240	87.5	1,298	73.1	1,172	75.6
Responding Firms in Category	2,560	--	1,776	--	1,550	--

Note: Extra Large firms = 250+ employees. 208 firms or 96.7% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3g. Leave benefits offered by Natural Resources and Mining.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	2,172	85.5	1,328	67.7	262	30.1
Paid Parental Leave	222	8.7	19	1.0	4	0.4
Sick Leave	1,369	53.9	545	27.8	31	3.5
Paid Vacation	2,196	86.4	1,571	80.1	245	28.1
Charity or Other Activities	84	3.3	231	11.8	10	1.1
Unpaid Leave	713	28.1	731	37.2	175	20.1
Other	34	1.3	14	0.7	0	0.0
Total Offering Leave Benefits	1,398	55.0	1,068	54.5	382	43.9
Responding Firms in Category	2,542	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 76 firms or 83.5% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3h. Leave benefits offered by Construction.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	2,387	34.5	3,043	53.2	92	2.8
Paid Parental Leave	818	11.8	111	1.9	21	0.6
Sick Leave	1,835	26.6	1,072	18.7	75	2.3
Paid Vacation	2,442	35.3	2,453	42.9	757	23.0
Charity or Other Activities	145	2.1	86	1.5	27	0.8
Unpaid Leave	1,132	16.4	1,887	33.0	811	24.7
Other	8	0.1	21	0.4	0	--
Total Offering Leave Benefits	3,180	46.0	2,753	48.1	1,514	46.1
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. 115 firms or 82.1% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3i. Leave benefits offered by Manufacturing.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	1,363	53.6	1,560	69.8	479	39.1
Paid Parental Leave	339	13.3	123	5.5	11	0.9
Sick Leave	799	31.4	646	28.9	95	7.7
Paid Vacation	1,321	51.9	1,312	58.7	219	17.9
Charity or Other Activities	305	12.0	37	1.6	15	1.2
Unpaid Leave	940	37.0	854	38.2	283	23.1
Other	86	3.4	88	3.9	0	--
Total Offering Leave Benefits	1,398	55.0	1,035	46.3	614	50.2
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 210 firms or 93.3% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3j. Leave benefits offered by Service Providing.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	6,080	63.5	5,553	49.6	2412	32.1
Paid Parental Leave	786	8.2	800	7.1	424	5.6
Sick Leave	4,041	42.2	4,393	39.3	1298	17.3
Paid Vacation	5,819	60.8	6,774	60.5	1549	20.6
Charity or Other Activities	1,403	14.7	1,010	9.0	786	10.5
Unpaid Leave	3,440	35.9	3,880	34.7	1885	25.1
Other	115	1.2	136	1.2	21	0.3
Total Offering Leave Benefits	6,373	66.6	4,471	40.0	2,958	39.4
Responding Firms in Category	9,571	--	11,190	--	7,515	--

Note: This table includes Service Providing firms with at least one employee. 340 firms or 85.0% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3k. Leave benefits offered by Information.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	190	29.8	366	60.1	280	74.2
Paid Parental Leave	34	5.3	34	5.6	220	58.3
Sick Leave	173	27.2	359	59.0	266	70.5
Paid Vacation	207	32.5	366	60.1	280	74.2
Charity or Other Activities	46	7.3	29	4.8	225	59.6
Unpaid Leave	88	13.8	274	45.0	245	64.7
Other	29	4.6	36	5.9	19	5.1
Total Offering Leave Benefits	212	33.3	129	21.2	298	78.8
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 26 firms or 92.9% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3I. Leave benefits offered by Financial Activities.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	3,119	46.1	1,139	40.0	239	15.6
Paid Parental Leave	1,333	19.7	95	3.3	20	1.3
Sick Leave	2,670	39.4	1,019	35.8	184	12.0
Paid Vacation	2,731	40.3	1,136	39.9	272	17.8
Charity or Other Activities	1,385	20.4	555	19.5	67	4.4
Unpaid Leave	2,497	36.9	915	32.1	402	26.2
Other	68	1.0	72	2.5	8	0.5
Total Offering Leave Benefits	3,547	52.4	1,241	43.6	497	32.5
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 108 firms or 90.8% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3m. Leave benefits offered by Professional and Business Services.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	10,082	49.3	7,538	52.1	2164	28.8
Paid Parental Leave	2,270	11.1	1,788	12.4	543	7.2
Sick Leave	7,053	34.5	5,407	37.4	1359	18.1
Paid Vacation	10,536	51.5	7,219	49.9	2163	28.8
Charity or Other Activities	2,079	10.2	1,247	8.6	585	7.8
Unpaid Leave	6,230	30.5	5,250	36.3	2552	34.0
Other	1,029	5.0	208	1.4	35	0.5
Total Offering Leave Benefits	11,197	54.7	6,152	42.5	4,157	55.4
Responding Firms in Category	20,453	--	14,474	--	7,506	--

Note: This table includes Professional and Business Services firms with at least one employee. 469 firms or 88.0% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3n. Leave benefits offered by Leisure and Hospitality.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	1,367	43.6	671	18.0	157	3.4
Paid Parental Leave	133	4.2	21	0.6	0	--
Sick Leave	1,083	34.5	505	13.5	62	1.3
Paid Vacation	1,574	50.2	1,161	31.1	248	5.3
Charity or Other Activities	349	11.1	71	1.9	31	0.7
Unpaid Leave	783	25.0	778	20.9	480	10.3
Other	39	1.2	46	1.2	25	0.5
Total Offering Leave Benefits	1,643	52.4	675	18.1	629	13.5
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 109 firms or 58.6% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3o. Leave benefits offered by Other Services.

Question 3: Please check all leave benefits offered by your company.						
Leave Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Paid Holidays	2,200	63.3	1,899	64.1	648	46.6
Paid Parental Leave	899	25.9	345	11.7	0	--
Sick Leave	1,803	51.9	1,463	49.4	62	4.5
Paid Vacation	2,244	64.6	1,665	56.2	671	48.2
Charity or Other Activities	668	19.2	367	12.4	62	4.5
Unpaid Leave	1,338	38.5	1,086	36.6	88	6.3
Other	49	1.4	29	1.0	0	0.0
Total Offering Leave Benefits	2,330	67.1	1,205	40.7	617	44.4
Responding Firms in Category	3,475	--	2,963	--	1,391	--

Note: This table includes Other Services firms with at least one employee. 68 firms or 89.55% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 3p: Written responses for types of offered paid leave.

Question 3g. Other (Please Specify).		
Types of paid leave	Number	Percent
Bereavement	51	23.6
Pool All Paid Leave	44	20.4
Jury	30	13.9
Personal	21	9.7
Other	18	8.3
FMLA	15	6.9
Military	7	3.2
Birthday	5	2.3
Education	5	2.3
Short Term Disability	5	2.3
Emergency	3	1.4
Maternity/paternity	3	1.4
Voting	3	1.4
Anniversary	2	0.9
Incentive	2	0.9
Inclement Weather	2	0.9
Total	216	100.0

Note: Single occurrence written responses were changed to other.

Table 4a. Pay benefits offered by Small Firms

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	3,388	8.8	1,871	6.3	334	2.0
Length of Service Awards	5,281	13.8	2,942	9.9	1,131	6.9
Overtime Pay	4,747	12.4	11,256	37.7	2,651	16.1
Performance Bonuses	7,184	18.8	4,683	15.7	1,312	8.0
Stock Option Bonuses	2,449	6.4	871	2.9	334	2.0
Other	1,324	3.5	1,080	3.6	733	4.4
Total Offering Pay Benefits	12,260	32.0	14,283	47.9	3,964	24.0
Responding Firms in Category	38,289	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 77 firms or 40.5% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4b. Pay benefits offered by Medium Firms

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	1,171	10.4	1,280	10.6	705	8.1
Length of Service Awards	1,397	12.5	1,449	12.0	751	8.6
Overtime Pay	2,731	24.3	8,818	73.2	3,531	40.6
Performance Bonuses	4,174	37.2	3,764	31.3	1,553	17.9
Stock Option Bonuses	530	4.7	534	4.4	164	1.9
Other	458	4.1	416	3.5	201	2.3
Total Offering Pay Benefits	6,389	56.9	9,358	77.7	4,307	49.5
Responding Firms in Category	11,218	--	12,044	--	8,693	--

Note: Medium Firms = 5 to 49 employees. 601 firms or 76.6% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4c. Pay benefits offered by Large Firms

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	260	14.0	292	14.1	180	11.1
Length of Service Awards	606	32.6	650	31.4	343	21.2
Overtime Pay	483	25.9	1,883	91.1	984	60.9
Performance Bonuses	1,003	53.9	805	38.9	394	24.4
Stock Option Bonuses	135	7.3	91	4.4	31	1.9
Other	114	6.1	121	5.9	63	3.9
Total Offering Pay Benefits	1,447	77.7	1,921	92.9	1,183	73.3
Responding Firms in Category	1,862	--	2,067	--	1,615	--

Note: Large Firms = 50 to 249 employees. 578 firms or 95.1% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4d. Pay benefits offered by Extra Large Firms

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	299	18.4	299	16.7	208	13.4
Length of Service Awards	808	49.6	864	48.4	541	34.9
Overtime Pay	432	26.5	1,669	93.6	1,119	72.2
Performance Bonuses	796	48.9	764	42.8	389	25.1
Stock Option Bonuses	159	9.8	39	2.2	32	2.1
Other	99	6.1	102	5.7	63	4.1
Total Offering Pay Benefits	1,299	79.7	1,716	96.2	1,272	82.1
Responding Firms in Category	1,629	--	1,784	--	1,550	--

Note: Extra Large firms = 250+ employees. 205 firms or 95.3% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4e. Pay benefits offered by Natural Resources and Mining.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	231	9.0	269	13.7	40	4.6
Length of Service Awards	346	13.5	189	9.6	77	8.9
Overtime Pay	684	26.7	1,632	83.2	354	40.6
Performance Bonuses	868	33.9	797	40.6	67	7.7
Stock Option Bonuses	58	2.3	25	1.3	14	1.6
Other	0	0.0	184	9.4	0	0.0
Total Offering Pay Benefits	1,147	44.8	1,642	83.7	403	46.3
Responding Firms in Category	2,560	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 72 firms or 79.1% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4f. Pay benefits offered by Construction.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	170	2.5	157	2.7	40	1.2
Length of Service Awards	130	1.9	109	1.9	25	0.8
Overtime Pay	357	5.2	3,432	60.0	267	8.1
Performance Bonuses	1,221	17.7	596	10.4	74	2.3
Stock Option Bonuses	55	0.8	86	1.5	17	0.5
Other	52	0.7	55	1.0	8	0.2
Total Offering Pay Benefits	1,483	21.5	3,469	60.7	321	9.8
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. 120 firms or 85.7% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4g. Pay benefits offered by Manufacturing.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	406	16.0	237	10.6	102	8.3
Length of Service Awards	612	24.1	407	18.2	137	11.2
Overtime Pay	709	27.9	1,860	83.2	411	33.5
Performance Bonuses	791	31.1	856	38.3	398	32.5
Stock Option Bonuses	297	11.7	18	0.8	11	0.9
Other	298	11.7	47	2.1	15	1.2
Total Offering Pay Benefits	1,143	45.0	1,881	84.1	715	58.4
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 210 firms or 93.3% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4h. Pay benefits offered by Service Providing.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	1,300	13.1	709	6.3	494	6.6
Length of Service Awards	1,547	15.6	1,223	10.9	584	7.8
Overtime Pay	1,714	17.3	6,407	57.2	2,771	36.9
Performance Bonuses	1,884	19.0	2,514	22.4	1,205	16.0
Stock Option Bonuses	539	5.4	827	7.4	395	5.3
Other	191	1.9	578	5.2	434	5.8
Total Offering Pay Benefits	3,979	40.2	7,277	65.0	3,712	49.4
Responding Firms in Category	9,905	--	11,197	--	7,518	--

Note: This table includes Service Providing firms with at least one employee. 329 firms or 82.3% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4i. Pay benefits offered by Information.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	5	0.8	22	3.6	5	1.4
Length of Service Awards	57	8.9	57	9.3	39	10.4
Overtime Pay	63	9.9	178	29.3	112	29.5
Performance Bonuses	86	13.5	115	18.8	51	13.6
Stock Option Bonuses	39	6.2	225	37.0	5	1.4
Other	22	3.5	5	0.8	0	0.0
Total Offering Pay Benefits	137	21.5	381	62.7	129	34.0
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 23 firms or 82.1% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4j. Pay benefits offered by Financial Activities.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	954	14.1	513	18.0	116	7.6
Length of Service Awards	1,383	20.4	193	6.8	158	10.3
Overtime Pay	580	8.6	1,503	52.8	344	22.4
Performance Bonuses	2,051	30.3	813	28.5	259	16.9
Stock Option Bonuses	469	6.9	77	2.7	28	1.8
Other	48	0.7	24	0.8	20	1.3
Total Offering Pay Benefits	2,564	37.9	1,519	53.4	394	25.8
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 100 firms or 84.0% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4k. Pay benefits offered by Professional and Business Services.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	1,113	5.4	1,149	7.9	499	6.7
Length of Service Awards	3,322	16.2	3,064	21.2	1,470	19.6
Overtime Pay	2,961	14.5	5,958	41.2	2,717	36.3
Performance Bonuses	4,910	24.0	3,044	21.0	1,208	16.1
Stock Option Bonuses	1,418	6.9	204	1.4	60	0.8
Other	997	4.9	209	1.4	552	7.4
Total Offering Pay Benefits	8,257	40.4	7,800	53.9	3,581	47.8
Responding Firms in Category	20,453	--	14,474	--	7,489	--

Note: This table includes Professional and Business Services firms with at least one employee. 434 firms or 81.4% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4I. Pay benefits offered by Leisure and Hospitality.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	274	8.7	63	1.7	63	1.4
Length of Service Awards	302	9.6	281	7.5	234	5.0
Overtime Pay	571	18.2	1,550	41.6	1,086	23.2
Performance Bonuses	729	23.2	344	9.2	184	3.9
Stock Option Bonuses	95	3.0	31	0.8	31	0.7
Other	81	2.6	31	0.8	31	0.7
Total Offering Pay Benefits	1,334	42.5	1,575	42.2	1,139	24.4
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 113 firms or 60.8% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4m. Pay benefits offered by Other Services.

Question 4: Please check all pay benefits offered by your company.						
Pay Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave	Number Offering Leave	Percent Offering Leave
Cost of Living Adjustments	665	19.1	624	21.1	67	4.8
Length of Service Awards	394	11.3	382	12.9	41	2.9
Overtime Pay	753	21.7	1,105	37.3	224	16.1
Performance Bonuses	618	17.8	938	31.7	200	14.4
Stock Option Bonuses	302	8.7	41	1.4	0	0.0
Other	307	8.8	585	19.8	0	0.0
Total Offering Pay Benefits	1,352	38.9	1,735	58.6	333	23.9
Responding Firms in Category	3,475	--	2,963	--	1,391	--

Note: This table includes Other Services firms with at least one employee. 60 firms or 78.9% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 4n: Written responses for types of offered pay.

Question 4f. Other (Please Specify).		
Industries	Number	Percent
Christmas bonus	19	21.8
Annual bonus	12	13.8
Merit raises	12	13.8
Incentive bonus	10	11.5
Profit sharing	9	10.3
Commissions	4	4.6
Non-exempt pay	3	3.4
Cost of living	2	2.3
Safety Bonus	2	2.3
Shift differential	2	2.3
Other	12	13.8
Total	87	100.0

Note: Single occurrence written responses were changed to other.

Table 5a. Fringe benefits offered by Small Firms

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	8,596	20.8	2,934	9.8	1,278	7.7
Flexible Work Schedule	11,088	26.8	5,773	19.3	3,596	21.8
Dues, Subscriptions, or Membership Fees	5,590	13.5	2,256	7.6	733	4.4
Gym Membership or On-site Athletic Facilities	2,653	6.4	399	1.3	0	0.0
Financial Planning & Wealth Management Services	1,740	4.2	733	2.5	0	0.0
Legal Services or Legal Assistance	2,537	6.1	334	1.1	0	0.0
Tuition Reimbursement	1,530	3.7	1,530	5.1	203	1.2
Paid Professional Development or Continued Education	4,330	10.5	5,263	17.6	1,668	10.1
Relocation Assistance	1,623	3.9	733	2.5	0	0.0
Child Care Assistance	281	0.7	281	0.9	0	0.0
Free or Subsidized Refreshments or Meals	4,584	11.1	2,114	7.1	1,067	6.5
Employee Discounts on Company Products	3,732	9.0	2,781	9.3	2,165	13.1
Other	399	1.0	399	1.3	399	2.4
Total Offering Fringe Benefits	16,363	39.6	11,300	37.9	5,886	35.7
Responding Firms in Category	41,343	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 79 firms or 41.6% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5b. Fringe benefits offered by Medium Firms

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	1,588	14.2	1,324	11.0	576	6.6
Flexible Work Schedule	3,101	27.6	3,163	26.3	2,400	27.5
Dues, Subscriptions, or Membership Fees	2,466	22.0	1,731	14.4	754	8.7
Gym Membership or On-site Athletic Facilities	584	5.2	485	4.0	193	2.2
Financial Planning & Wealth Management Services	735	6.6	773	6.4	250	2.9
Legal Services or Legal Assistance	346	3.1	382	3.2	104	1.2
Tuition Reimbursement	1,357	12.1	1,500	12.5	398	4.6
Paid Professional Development or Continued Education	3,098	27.6	2,683	22.3	1,203	13.8
Relocation Assistance	770	6.9	348	2.9	70	0.8
Child Care Assistance	87	0.8	190	1.6	105	1.2
Free or Subsidized Refreshments or Meals	1,680	15.0	1,853	15.4	1,314	15.1
Employee Discounts on Company Products	2,913	26.0	3,232	26.8	2,271	26.1
Other	102	0.9	155	1.3	95	1.1
Total Offering Fringe Benefits	7,038	62.7	7,162	59.5	5,209	59.8
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 495 firms or 63.1% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5c. Fringe benefits offered by Large Firms

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	392	21.1	237	11.4	106	6.5
Flexible Work Schedule	540	29.0	499	24.1	368	22.8
Dues, Subscriptions, or Membership Fees	590	31.7	319	15.4	116	7.2
Gym Membership or On-site Athletic Facilities	359	19.3	325	15.7	221	13.7
Financial Planning & Wealth Management Services	265	14.2	248	12.0	137	8.5
Legal Services or Legal Assistance	199	10.7	194	9.4	102	6.3
Tuition Reimbursement	525	28.2	560	27.1	153	9.4
Paid Professional Development or Continued Education	757	40.7	697	33.7	308	19.1
Relocation Assistance	329	17.7	149	7.2	27	1.7
Child Care Assistance	20	1.1	17	0.8	10	0.6
Free or Subsidized Refreshments or Meals	327	17.6	334	16.2	276	17.1
Employee Discounts on Company Products	562	30.2	599	29.0	459	28.4
Other	73	3.9	67	3.2	43	2.7
Total Offering Fringe Benefits	1,491	80.1	1,603	77.5	1,307	80.9
Responding Firms in Category	1,862	--	2,067	--	1,615	--

Note: Large Firms = 50 to 249 employees. 483 firms or 79.4% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5d. Fringe benefits offered by Extra Large Firms

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	429	26.3	260	14.6	130	8.4
Flexible Work Schedule	658	40.4	538	30.2	544	35.1
Dues, Subscriptions, or Membership Fees	694	42.6	354	19.8	171	11.0
Gym Membership or On-site Athletic Facilities	496	30.4	507	28.4	404	26.1
Financial Planning & Wealth Management Services	475	29.2	489	27.4	386	24.9
Legal Services or Legal Assistance	441	27.1	490	27.5	373	24.0
Tuition Reimbursement	829	50.9	889	49.9	374	24.1
Paid Professional Development or Continued Education	888	54.5	719	40.3	353	22.7
Relocation Assistance	687	42.2	275	15.4	62	4.0
Child Care Assistance	84	5.1	84	4.7	62	4.0
Free or Subsidized Refreshments or Meals	332	20.4	306	17.2	306	19.7
Employee Discounts on Company Products	594	36.5	673	37.7	575	37.1
Other	81	5.0	89	5.0	62	4.0
Total Offering Fringe Benefits	1,489	91.4	1,598	89.6	1,384	89.3
Responding Firms in Category	1,629	--	1,784	--	1,550	--

Note: Extra Large firms = 250+ employees. 198 firms or 92.1% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5e. Fringe benefits offered by Natural Resources and Mining.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	655	25.6	464	23.6	0	0.0
Flexible Work Schedule	554	21.7	345	17.6	81	9.3
Dues, Subscriptions, or Membership Fees	404	15.8	66	3.4	17	2.0
Gym Membership or On-site Athletic Facilities	125	4.9	94	4.8	33	3.8
Financial Planning & Wealth Management Services	65	2.5	48	2.5	4	0.4
Legal Services or Legal Assistance	29	1.2	33	1.7	20	2.3
Tuition Reimbursement	131	5.1	128	6.5	33	3.8
Paid Professional Development or Continued Education	197	7.7	290	14.8	4	0.4
Relocation Assistance	65	2.5	49	2.5	0	0.0
Child Care Assistance	0	0.0	0	0.0	0	0.0
Free or Subsidized Refreshments or Meals	263	10.3	447	22.8	7	0.9
Employee Discounts on Company Products	28	1.1	37	1.9	34	3.9
Other	0	0.0	0	0.0	0	0.0
Total Offering Fringe Benefits	996	38.9	1,318	67.2	248	28.4
Responding Firms in Category	2,560	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 58 firms or 63.7% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5f. Fringe benefits offered by Construction.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	227	3.3	258	4.5	75	2.3
Flexible Work Schedule	940	13.6	937	16.4	94	2.8
Dues, Subscriptions, or Membership Fees	883	12.8	153	2.7	17	0.5
Gym Membership or On-site Athletic Facilities	773	11.2	71	1.2	36	1.1
Financial Planning & Wealth Management Services	103	1.5	117	2.0	27	0.8
Legal Services or Legal Assistance	17	0.2	17	0.3	0	0.0
Tuition Reimbursement	124	1.8	141	2.5	23	0.7
Paid Professional Development or Continued Education	326	4.7	1,606	28.1	21	0.6
Relocation Assistance	80	1.2	23	0.4	19	0.6
Child Care Assistance	17	0.2	0	0.0	0	0.0
Free or Subsidized Refreshments or Meals	178	2.6	178	3.1	92	2.8
Employee Discounts on Company Products	258	3.7	254	4.4	738	22.5
Other	27	0.4	27	0.5	4	0.1
Total Offering Fringe Benefits	2,127	30.8	1,469	25.7	1,017	30.9
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. 77 firms or 55.0% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5g. Fringe benefits offered by Manufacturing.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	219	8.6	211	9.4	35	2.9
Flexible Work Schedule	519	20.4	534	23.9	387	31.6
Dues, Subscriptions, or Membership Fees	347	13.6	258	11.6	77	6.3
Gym Membership or On-site Athletic Facilities	140	5.5	138	6.2	64	5.2
Financial Planning & Wealth Management Services	198	7.8	192	8.6	52	4.2
Legal Services or Legal Assistance	156	6.1	164	7.4	55	4.5
Tuition Reimbursement	407	16.0	438	19.6	79	6.4
Paid Professional Development or Continued Education	326	12.8	316	14.1	100	8.2
Relocation Assistance	308	12.1	84	3.7	5	0.4
Child Care Assistance	9	0.3	23	1.0	2	0.2
Free or Subsidized Refreshments or Meals	115	4.5	143	6.4	63	5.1
Employee Discounts on Company Products	522	20.6	324	14.5	173	14.1
Other	10	0.4	10	0.4	5	0.4
Total Offering Fringe Benefits	1,323	52.1	1,667	74.6	722	59.0
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 166 firms or 73.8% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5h. Fringe benefits offered by Service Providing.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	1,771	18.5	1,374	12.3	816	10.9
Flexible Work Schedule	2,183	22.8	2,854	25.5	2,298	30.6
Dues, Subscriptions, or Membership Fees	476	5.0	944	8.4	455	6.0
Gym Membership or On-site Athletic Facilities	246	2.6	209	1.9	122	1.6
Financial Planning & Wealth Management Services	986	10.3	613	5.5	128	1.7
Legal Services or Legal Assistance	586	6.1	574	5.1	91	1.2
Tuition Reimbursement	760	7.9	809	7.2	130	1.7
Paid Professional Development or Continued Education	1,299	13.6	1,974	17.6	875	11.6
Relocation Assistance	852	8.9	578	5.2	50	0.7
Child Care Assistance	44	0.5	58	0.5	33	0.4
Free or Subsidized Refreshments or Meals	1,040	10.9	1,117	10.0	943	12.5
Employee Discounts on Company Products	2,671	27.9	2,727	24.4	1,973	26.2
Other	24	0.2	41	0.4	35	0.5
Total Offering Fringe Benefits	4,537	47.4	5,577	49.8	3,271	43.5
Responding Firms in Category	9,571	--	11,197	--	7,518	--

Note: This table includes Service Providing firms with at least one employee. 279 firms or 69.8% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5i. Fringe benefits offered by Information.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	102	16.1	57	9.3	46	12.2
Flexible Work Schedule	98	15.3	81	13.2	290	76.8
Dues, Subscriptions, or Membership Fees	88	13.8	77	12.7	31	8.2
Gym Membership or On-site Athletic Facilities	37	5.7	44	7.1	33	8.8
Financial Planning & Wealth Management Services	30	4.6	37	6.0	31	8.3
Legal Services or Legal Assistance	12	1.9	19	3.1	19	5.1
Tuition Reimbursement	81	12.7	105	17.2	222	58.9
Paid Professional Development or Continued Education	74	11.6	80	13.2	215	57.0
Relocation Assistance	57	8.9	40	6.5	5	1.4
Child Care Assistance	0	0.0	0	0.0	0	0.0
Free or Subsidized Refreshments or Meals	56	8.8	46	7.6	46	12.2
Employee Discounts on Company Products	81	12.7	308	50.6	252	66.6
Other	5	0.8	5	0.8	0	0.0
Total Offering Fringe Benefits	178	28.0	388	63.8	361	95.5
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 23 firms or 82.1% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5j. Fringe benefits offered by Financial Activities.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	2,936	43.4	505	17.7	80	5.3
Flexible Work Schedule	3,325	49.1	958	33.7	133	8.7
Dues, Subscriptions, or Membership Fees	2,400	35.4	670	23.5	80	5.2
Gym Membership or On-site Athletic Facilities	1,368	20.2	175	6.2	78	5.1
Financial Planning & Wealth Management Services	528	7.8	148	5.2	99	6.5
Legal Services or Legal Assistance	84	1.2	92	3.2	68	4.4
Tuition Reimbursement	308	4.6	311	10.9	108	7.1
Paid Professional Development or Continued Education	1,595	23.6	736	25.9	144	9.4
Relocation Assistance	109	1.6	68	2.4	8	0.5
Child Care Assistance	4	0.1	4	0.1	0	0.0
Free or Subsidized Refreshments or Meals	1,286	19.0	117	4.1	84	5.5
Employee Discounts on Company Products	577	8.5	192	6.8	184	12.1
Other	12	0.2	12	0.4	12	0.8
Total Offering Fringe Benefits	3,843	56.7	1,888	66.3	1,018	66.5
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 94 firms or 79.0% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5k. Fringe benefits offered by Professional and Business Services.

Question 5: Please check all fringe benefits offered by your company.

Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	3,983	19.5	1,008	7.0	743	9.9
Flexible Work Schedule	5,379	26.3	2,968	20.5	2,395	31.9
Dues, Subscriptions, or Membership Fees	3,556	17.4	2,301	15.9	965	12.9
Gym Membership or On-site Athletic Facilities	1,204	5.9	822	5.7	316	4.2
Financial Planning & Wealth Management Services	879	4.3	941	6.5	380	5.1
Legal Services or Legal Assistance	2,359	11.5	437	3.0	302	4.0
Tuition Reimbursement	2,319	11.3	2,396	16.6	530	7.1
Paid Professional Development or Continued Education	4,198	20.5	3,960	27.4	1,934	25.8
Relocation Assistance	1,230	6.0	633	4.4	71	1.0
Child Care Assistance	98	0.5	186	1.3	130	1.7
Free or Subsidized Refreshments or Meals	2,799	13.7	1,691	11.7	1,165	15.5
Employee Discounts on Company Products	2,080	10.2	1,497	10.3	851	11.3
Other	519	2.5	551	3.8	512	6.8
Total Offering Fringe Benefits	9,552	46.7	6,597	45.6	4,796	63.9
Responding Firms in Category	20,453	--	14,474	--	7,506	--

Note: This table includes Professional and Business Services firms with at least one employee. 399 firms or 74.9% of the survey responding

Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 51. Fringe benefits offered by Leisure and Hospitality.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	376	12.0	226	6.1	226	4.8
Flexible Work Schedule	991	31.6	790	21.2	739	15.8
Dues, Subscriptions, or Membership Fees	417	13.3	56	1.5	81	1.7
Gym Membership or On-site Athletic Facilities	115	3.7	78	2.1	94	2.0
Financial Planning & Wealth Management Services	97	3.1	77	2.1	52	1.1
Legal Services or Legal Assistance	269	8.6	51	1.4	19	0.4
Tuition Reimbursement	74	2.4	92	2.5	0	0.0
Paid Professional Development or Continued Education	514	16.4	144	3.9	122	2.6
Relocation Assistance	355	11.3	7	0.2	0	0.0
Child Care Assistance	7	0.2	7	0.2	0	0.0
Free or Subsidized Refreshments or Meals	554	17.7	536	14.4	513	11.0
Employee Discounts on Company Products	823	26.2	861	23.1	791	16.9
Other	56	1.8	63	1.7	31	0.7
Total Offering Fringe Benefits	1,655	52.8	1,445	38.8	1,618	34.6
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 106 firms or 57.0% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5m. Fringe benefits offered by Other Services.

Question 5: Please check all fringe benefits offered by your company.						
Fringe Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit	Number Offering Benefit	Percent Offering Benefit
Ability to Telecommunicate	735	21.2	653	22.0	67	4.8
Flexible Work Schedule	1,398	40.2	507	17.1	490	35.3
Dues, Subscriptions, or Membership Fees	769	22.1	134	4.5	52	3.7
Gym Membership or On-site Athletic Facilities	85	2.4	85	2.9	41	2.9
Financial Planning & Wealth Management Services	330	9.5	70	2.4	0	0.0
Legal Services or Legal Assistance	13	0.4	13	0.4	5	0.4
Tuition Reimbursement	36	1.0	60	2.0	3	0.2
Paid Professional Development or Continued Education	544	15.7	255	8.6	117	8.4
Relocation Assistance	355	10.2	23	0.8	0	0.0
Child Care Assistance	293	8.4	293	9.9	12	0.9
Free or Subsidized Refreshments or Meals	632	18.2	333	11.2	49	3.5
Employee Discounts on Company Products	761	21.9	1,084	36.6	475	34.1
Other	3	0.1	0	0.0	0	0.0
Total Offering Fringe Benefits	2,170	62.4	1,312	44.3	733	52.7
Responding Firms in Category	3,475	--	2,963	--	1,391	--

Note: This table includes Other Services firms with at least one employee. 53 firms or 69.7% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 5n: Written responses to types of fringe benefits offered.

Question 5m. Other (Please Specify).		
Fringe Benefits	Number	Percent
Product or Service Discounts	8	19.5
Meals/Drinks	7	17.1
Employee Assistance Program	5	12.2
Event tickets	4	9.8
Mobil Devices and/or Bills	3	7.3
Tuition	2	4.9
Uniforms	2	4.9
Other	10	24.4
Total	41	100.0

Note: Single occurrence written responses were changed to other.

Table 6a. Insurance benefits offered by Small Firms

Question 6. Please check all insurance benefits offered by your company.

Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	4,821	11.7	3,200	10.7	537	3.3
Disability Insurance	4,487	10.9	2,382	8.0	203	1.2
Life Insurance	7,123	17.2	3,847	12.9	537	3.3
Long-term Care Insurance	2,094	5.1	917	3.1	203	1.2
Other	392	0.9	368	1.2	0	0.0
Total Offering Insurance Benefits	8,367	20.2	4,365	14.6	537	3.3
Responding Firms in Category	41,343	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 41 firms or 21.6% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6b. Insurance benefits offered by Medium Firms

Question 6. Please check all insurance benefits offered by your company.

Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	3,795	33.8	3,919	32.5	878	10.1
Disability Insurance	3,237	28.9	3,419	28.4	743	8.5
Life Insurance	4,976	44.4	4,839	40.2	1,109	12.7
Long-term Care Insurance	1,130	10.1	1,247	10.4	223	2.6
Other	389	3.5	423	3.5	151	1.7
Total Offering Insurance Benefits	5,481	48.9	5,373	44.6	1,299	14.9
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 383 firms or 48.8% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6c. Insurance benefits offered by Large Firms

Question 6. Please check all insurance benefits offered by your company.

Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	1,399	75.1	1,435	69.4	266	16.4
Disability Insurance	1,333	71.6	1,349	65.3	266	16.5
Life Insurance	1,553	83.4	1,592	77.0	278	17.2
Long-term Care Insurance	376	20.2	392	19.0	82	5.1
Other	171	9.2	168	8.1	37	2.3
Total Offering Insurance Benefits	1,593	85.6	1,640	79.3	332	20.6
Responding Firms in Category	1,862	--	2,067	--	1,615	--

Note: Large Firms = 50 to 249 employees. 534 firms or 87.8% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6d. Insurance benefits offered by Extra Large Firms

Question 6. Please check all insurance benefits offered by your company.

Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	1,428	87.7	1,496	83.9	440	28.4
Disability Insurance	1,407	86.4	1,440	80.7	386	24.9
Life Insurance	1,502	92.2	1,590	89.1	451	29.1
Long-term Care Insurance	484	29.7	446	25.0	200	12.9
Other	173	10.6	191	10.7	63	4.1
Total Offering Insurance Benefits	1,525	93.6	1,609	90.2	501	32.4
Responding Firms in Category	1,629	--	1,784	--	1,550	--

Note: Extra Large firms = 250+ employees. 203 firms or 94.4% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6e. Insurance benefits offered by Natural Resources and Mining.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	827	32.3	409	20.9	35	4.0
Disability Insurance	728	28.4	521	26.6	31	3.5
Life Insurance	879	34.3	608	31.0	38	4.4
Long-term Care Insurance	252	9.8	256	13.0	4	0.4
Other	17	0.7	395	20.1	0	0.0
Total Offering Insurance Benefits	1,083	42.3	833	42.4	38	4.4
Responding Firms in Category	2,560	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 64 firms or 70.4% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6f. Insurance benefits offered by Construction.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	552	8.0	546	9.6	48	1.5
Disability Insurance	365	5.3	390	6.8	44	1.3
Life Insurance	1,319	19.1	634	11.1	69	2.1
Long-term Care Insurance	180	2.6	141	2.5	40	1.2
Other	92	1.3	109	1.9	17	0.5
Total Offering Insurance Benefits	1,391	20.1	724	12.7	86	2.6
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. 74 firms or 52.9% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6g. Insurance benefits offered by Manufacturing.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	659	25.9	806	36.1	131	10.7
Disability Insurance	599	23.6	678	30.4	112	9.1
Life Insurance	787	31.0	890	39.8	157	12.8
Long-term Care Insurance	249	9.8	233	10.4	44	3.6
Other	73	2.9	85	3.8	13	1.1
Total Offering Insurance Benefits	808	31.8	940	42.0	159	13.0
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 175 firms or 77.8% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6h. Insurance benefits offered by Service Providing.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	2,506	26.2	3,630	32.4	650	8.6
Disability Insurance	2,149	22.5	2,544	22.7	287	3.8
Life Insurance	3,145	32.9	3,573	31.9	697	9.3
Long-term Care Insurance	822	8.6	896	8.0	126	1.7
Other	154	1.6	185	1.7	64	0.8
Total Offering Insurance Benefits	3,965	41.4	4,030	36.0	735	9.8
Responding Firms in Category	9,571	--	11,197	--	7,518	--

Note: This table includes Service Providing firms with at least one employee. 269 firms or 67.3% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6i. Insurance benefits offered by Information.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	115	18.1	105	17.2	239	63.4
Disability Insurance	127	20.0	117	19.2	222	58.9
Life Insurance	144	22.7	134	22.0	239	63.4
Long-term Care Insurance	38	6.0	62	10.2	217	57.5
Other	17	2.7	17	2.8	5	1.4
Total Offering Insurance Benefits	144	22.7	134	22.0	239	63.4
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 19 firms or 67.9% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6j. Insurance benefits offered by Financial Activities.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	1,705	25.2	515	18.1	68	4.4
Disability Insurance	1,657	24.5	483	17.0	36	2.4
Life Insurance	1,840	27.2	601	21.1	56	3.7
Long-term Care Insurance	1,354	20.0	152	5.3	24	1.6
Other	449	6.6	20	0.7	4	0.2
Total Offering Insurance Benefits	2,236	33.0	621	21.8	72	4.7
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 88 firms or 73.9% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6k. Insurance benefits offered by Professional and Business Services.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	4,091	20.0	3,416	23.6	714	9.5
Disability Insurance	3,961	19.4	3,341	23.1	632	8.4
Life Insurance	5,305	25.9	4,642	32.1	821	10.9
Long-term Care Insurance	969	4.7	1,023	7.1	174	2.3
Other	240	1.2	257	1.8	102	1.4
Total Offering Insurance Benefits	5,545	27.1	4,861	33.6	986	13.1
Responding Firms in Category	20,453	--	14,474	--	7,506	--

Note: This table includes Professional and Business Services firms with at least one employee. 360 firms or 67.5% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6I. Insurance benefits offered by Leisure and Hospitality.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	503	16.0	384	10.3	151	3.2
Disability Insurance	438	14.0	330	8.9	150	3.2
Life Insurance	810	25.8	439	11.8	151	3.2
Long-term Care Insurance	148	4.7	127	3.4	38	0.8
Other	38	1.2	31	0.8	25	0.5
Total Offering Insurance Benefits	866	27.6	496	13.3	207	4.4
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 72 firms or 38.7% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6m. Insurance benefits offered by Other Services.

Question 6. Please check all insurance benefits offered by your company.						
Insurance Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance	Number Offering Insurance	Percent Offering Insurance
Dismemberment Insurance	485	13.9	237	8.0	86	6.2
Disability Insurance	441	12.7	186	6.3	86	6.2
Life Insurance	926	26.6	346	11.7	148	10.6
Long-term Care Insurance	73	2.1	111	3.8	41	3.0
Other	47	1.3	49	1.7	21	1.5
Total Offering Insurance Benefits	928	26.7	349	11.8	148	10.6
Responding Firms in Category	3,475	--	2,963	--	1,391	--

Note: This table includes Other Services firms with at least one employee. 40 firms or 52.6% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 6n: Written responses to types of insurance offered

Question 6e. Other (Please Specify).		
Industries	Number	Percent
Cancer	22	32.8
Short Term Disability	13	19.4
Critical Illness	8	11.9
Supplemental	8	11.9
Dependent Life	5	7.5
Business Travel Accident	4	6.0
Auto	2	3.0
Home	2	3.0
Legal	2	3.0
I.D.Theft	1	1.5
Total	67	100.0

Table 7a: Firms that offer Health Benefits by Firm Size

Section 2 of Questionnaire			
Firm Sizes	Number in Category	Number	Percent
Small	65019	24,744	38.1
Medium	14305	9,265	64.8
Large	2182	2,017	92.4
Extra Large	1890	1,815	96.0
All Firm Sizes	83,396	37,841	45.4

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 7b: Firms that offer Health Benefits by Industry

Section 12 of Questionnaire			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	2,152	53.8
Construction	9,199	4,673	50.8
Manufacturing	3,801	1,866	49.1
Service providing	17,661	7,744	43.8
Information,	1,090	429	39.4
Financial activities	7,742	4,432	57.2
Professional and business services	27,590	12,226	44.3
Leisure & hospitality	6,182	1,428	23.1
Other Services	6,134	2,889	47.1
All Industries	83,396	37,839	45.4

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Chart 7a: Firms that Offer Health Benefits by Firm Size

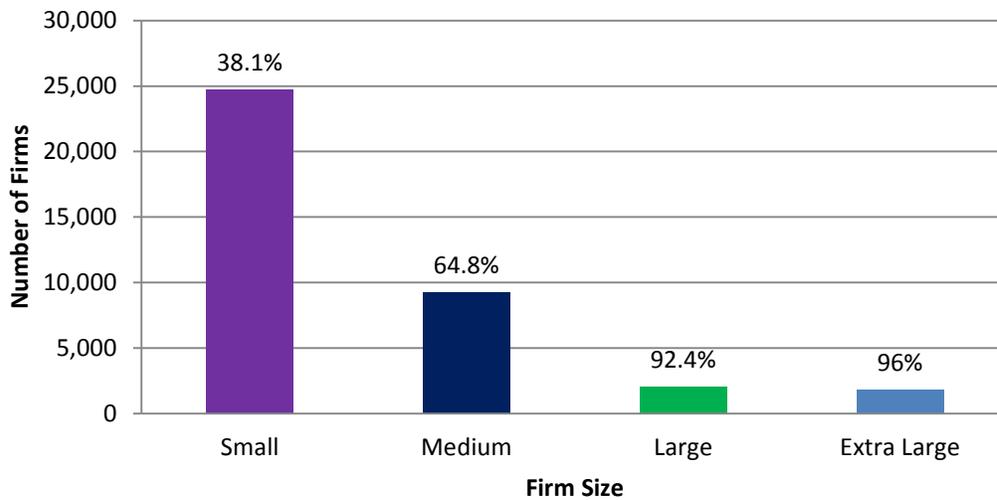


Chart 7b: Firms that Offer Health Benefits by Industry

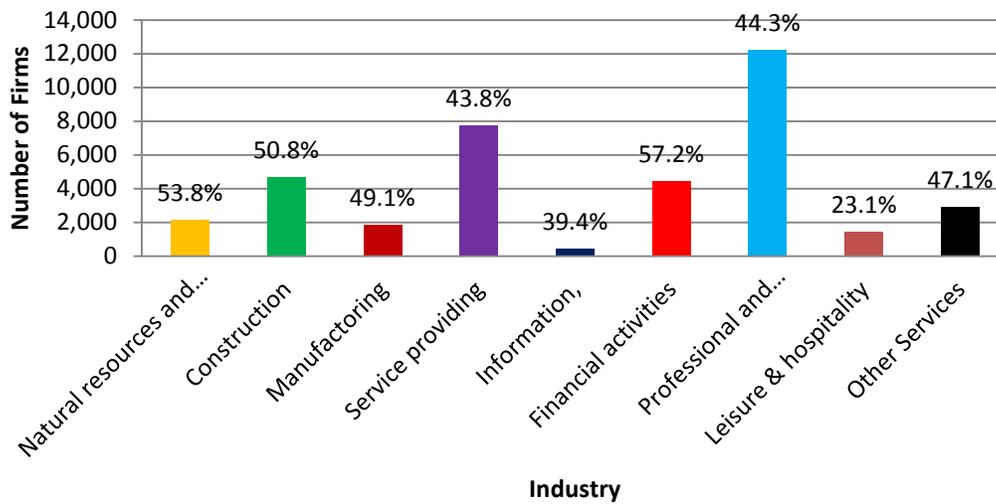


Table 7c. Health benefits offered by Small Firms

Question 7. Please check all health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	14,331	34.7	8,503	28.5	1014	6.1
Medical Insurance coverage for dependents	9,125	22.1	5,896	19.8	733	4.4
Dental Insurance coverage	8,837	21.4	4,763	16.0	733	4.4
Vision Insurance coverage	5,981	14.5	4,423	14.8	334	2.0
Flexible Spending Accounts	2,988	7.2	1,401	4.7	0	0.0
Health Spending Accounts	2,373	5.7	1,309	4.4	0	0.0
Other	399	1.0	334	1.1	334	2.0
Total Offering Health Benefits	14,723	35.6	9,628	32.3	1,348	8.2
Responding Firms in Category	41,343	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 69 firms or 36.3% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7d. Health benefits offered by Medium Firms

Question 7. Please check all health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	7,059	62.9	7,333	60.9	1160	13.3
Medical Insurance coverage for dependents	5,830	52.0	6,051	50.2	956	11.0
Dental Insurance coverage	5,285	47.1	5,475	45.5	985	11.3
Vision Insurance coverage	3,454	30.8	3,567	29.6	665	7.6
Flexible Spending Accounts	1,590	14.2	1,590	13.2	287	3.3
Health Spending Accounts	1,035	9.2	994	8.3	161	1.8
Other	184	1.6	252	2.1	49	0.6
Total Offering Health Benefits	7,217	64.3	7,561	62.8	1,350	15.5
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 631 firms or 80.4% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7e. Health benefits offered by Large Firms

Question 7. Please check all health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,681	90.3	1,750	84.7	248	15.4
Medical Insurance coverage for dependents	1,591	85.4	1,685	81.5	229	14.2
Dental Insurance coverage	1,589	85.4	1,638	79.2	251	15.6
Vision Insurance coverage	1,255	67.4	1,306	63.2	194	12.0
Flexible Spending Accounts	768	41.2	794	38.4	140	8.7
Health Spending Accounts	312	16.8	300	14.5	51	3.2
Other	86	4.6	92	4.5	25	1.6
Total Offering Health Benefits	1,710	91.8	1,782	86.2	310	19.2
Responding Firms in Category	1,862	--	2,067	--	1,612	--

Note: Large Firms = 50 to 249 employees. 567 firms or 93.3% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7f. Health benefits offered by Extra Large Firms

Question 7. Please check all health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,538	94.4	1,633	92.0	482	31.1
Medical Insurance coverage for dependents	1,538	94.4	1,633	92.0	482	31.1
Dental Insurance coverage	1,531	94.0	1,626	91.6	493	31.8
Vision Insurance coverage	1,300	79.8	1,407	79.2	426	27.5
Flexible Spending Accounts	1,081	66.4	1,195	67.3	396	25.5
Health Spending Accounts	452	27.7	488	27.5	195	12.6
Other	132	8.1	125	7.0	31	2.0
Total Offering Health Benefits	1,549	95.1	1,645	92.6	559	36.1
Responding Firms in Category	1,629	--	1,776	--	1,550	--

Note: Extra Large firms = 250+ employees. 207 firms or 96.3% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7g. Health benefits offered by Natural Resources and Mining.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,535	60.0	1,245	63.5	65	7.4
Medical Insurance coverage for dependents	1,163	45.4	1,057	53.9	61	7.0
Dental Insurance coverage	1,095	42.8	818	41.7	61	7.0
Vision Insurance coverage	702	27.4	668	34.1	37	4.2
Flexible Spending Accounts	133	5.2	147	7.5	33	3.8
Health Spending Accounts	48	1.9	239	12.2	0	0.0
Other	34	1.3	34	1.7	0	0.0
Total Offering Health Benefits	1,535	60.0	1,245	63.5	65	7.4
Responding Firms in Category	2,560	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 71 firms or 78.0% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7h. Health benefits offered by Construction.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,634	23.6	3,175	55.5	69	2.1
Medical Insurance coverage for dependents	823	11.9	1,655	28.9	69	2.1
Dental Insurance coverage	691	10.0	793	13.9	65	2.0
Vision Insurance coverage	454	6.6	462	8.1	42	1.3
Flexible Spending Accounts	113	1.6	113	2.0	4	0.1
Health Spending Accounts	88	1.3	105	1.8	0	0.0
Other	34	0.5	34	0.6	0	0.0
Total Offering Health Benefits	1,668	24.1	3,226	56.4	86	2.6
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. 105 firms or 75.0% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7i. Health benefits offered by Manufacturing.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,299	51.1	1,255	56.1	120	9.8
Medical Insurance coverage for dependents	1,195	47.0	1,094	48.9	103	8.4
Dental Insurance coverage	843	33.2	955	42.7	101	8.2
Vision Insurance coverage	715	28.1	766	34.3	111	9.0
Flexible Spending Accounts	459	18.0	512	22.9	75	6.2
Health Spending Accounts	220	8.6	257	11.5	48	3.9
Other	80	3.2	97	4.3	14	1.2
Total Offering Health Benefits	1,327	52.2	1,283	57.4	136	11.1
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 202 firms or 89.8% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7j. Health benefits offered by Service Providing.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	5,264	55.0	5,065	45.3	654	8.7
Medical Insurance coverage for dependents	4,749	49.6	4,884	43.6	633	8.4
Dental Insurance coverage	3,375	35.3	3,851	34.4	644	8.6
Vision Insurance coverage	2,903	30.3	3,014	26.9	498	6.6
Flexible Spending Accounts	1,081	11.3	1,821	16.3	91	1.2
Health Spending Accounts	439	4.6	745	6.7	77	1.0
Other	63	0.7	425	3.8	348	4.6
Total Offering Health Benefits	5,282	55.2	5,417	48.4	1,024	13.6
Responding Firms in Category	9,571	--	11,190	--	7,515	--

Note: This table includes Service Providing firms with at least one employee. 300 firms or 75.0% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7k. Health benefits offered by Information.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	178	28.0	168	27.6	43	11.4
Medical Insurance coverage for dependents	178	28.0	168	27.6	43	11.4
Dental Insurance coverage	178	28.0	168	27.6	36	9.6
Vision Insurance coverage	144	22.7	134	22.0	19	5.1
Flexible Spending Accounts	76	12.0	83	13.6	26	6.9
Health Spending Accounts	39	6.2	29	4.8	12	3.2
Other	10	1.6	10	1.7	5	1.4
Total Offering Health Benefits	178	28.0	168	27.6	43	11.4
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 22 firms or 78.6% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7I. Health benefits offered by Financial Activities.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	3,057	45.1	1,466	51.5	80	5.2
Medical Insurance coverage for dependents	1,794	26.5	609	21.4	76	5.0
Dental Insurance coverage	1,815	26.8	583	20.5	67	4.4
Vision Insurance coverage	1,683	24.8	848	29.8	68	4.4
Flexible Spending Accounts	1,576	23.3	390	13.7	55	3.6
Health Spending Accounts	1,308	19.3	523	18.4	28	1.8
Other	32	0.5	24	0.8	0	0.0
Total Offering Health Benefits	3,449	50.9	1,859	65.3	115	7.5
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 99 firms or 83.2% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7m. Health benefits offered by Professional and Business Services.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	8,759	42.8	5,383	37.2	1327	17.7
Medical Insurance coverage for dependents	6,734	32.9	4,885	33.8	1204	16.0
Dental Insurance coverage	7,137	34.9	5,341	36.9	1228	16.4
Vision Insurance coverage	3,926	19.2	4,165	28.8	709	9.4
Flexible Spending Accounts	2,419	11.8	1,665	11.5	490	6.5
Health Spending Accounts	1,844	9.0	1,020	7.0	213	2.8
Other	524	2.6	164	1.1	66	0.9
Total Offering Health Benefits	8,845	43.2	5,928	41.0	1470	19.6
Responding Firms in Category	20,453	--	14,474	--	7,506	--

Note: This table includes Professional and Business Services firms with at least one employee. 424 firms or 79.5% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7n. Health benefits offered by Leisure and Hospitality.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,245	39.7	622	16.7	139	3.0
Medical Insurance coverage for dependents	779	24.8	435	11.7	83	1.8
Dental Insurance coverage	834	26.6	515	13.8	109	2.3
Vision Insurance coverage	644	20.5	401	10.7	89	1.9
Flexible Spending Accounts	163	5.2	138	3.7	25	0.5
Health Spending Accounts	110	3.5	66	1.8	7	0.2
Other	20	0.6	13	0.3	6	0.1
Total Offering Health Benefits	1,276	40.7	646	17.3	196	4.2
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 87 firms or 46.8% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7o. Health benefits offered by Other services.

Question 7: Please check all Health benefits offered by your company.						
Health Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health	Number Offering Health	Percent Offering Health
Medical Insurance coverage for employees	1,638	47.1	842	28.4	408	29.3
Medical Insurance coverage for dependents	668	19.2	478	16.1	127	9.1
Dental Insurance coverage	1,274	36.7	478	16.1	150	10.8
Vision Insurance coverage	820	23.6	245	8.3	47	3.4
Flexible Spending Accounts	407	11.7	111	3.7	23	1.7
Health Spending Accounts	77	2.2	106	3.6	21	1.5
Other	3	0.1	3	0.1	0	0.0
Total Offering Health Benefits	1,638	47.1	845	28.5	431	31.0
Responding Firms in Category	3,475	--	2,963	--	1,391	--

Note: This table includes Other Services firms with at least one employee. 55 firms or 72.5% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 7p: Written responses for types of health benefits.

Question 7g. Other (Please Specify).		
Industries	Number	Percent
Critical Illness	4	28.6
Cancer	3	21.4
Health Care Stipend	2	14.3
Motor Club Medical	2	14.3
Diagnostics Screenings	1	7.1
Ill Child Care	1	7.1
Physician Services Free	1	7.1
Total	14	100.0

Table 8a: Firms that pay a portion of Health Benefits by Firm Size

Section 2 of Questionnaire			
Firm Sizes	Number in Category	Number	Percent
Small	65019	22,090	34.0
Medium	14305	8,852	61.9
Large	2182	1,927	88.3
Extra Large	1890	1,737	91.9
All Firm Sizes	83,396	34,606	41.5

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals.

Table 8b: Firms that pay a portion of Health Benefits by Firm Size

Section 12 of Questionnaire			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	2,138	53.5
Construction	9,199	4,618	50.2
Manufacturing	3,801	1,840	48.4
Service providing	17,661	7,004	39.7
Information,	1,090	429	39.4
Financial activities	7,742	4,023	52.0
Professional and business services	27,590	10,304	37.3
Leisure & hospitality	6,182	1,360	22.0
Other Services	6,134	2,889	47.1
All Industries	83,396	34,605	41.5

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals.

Chart 8a: Firms that pay a portion of Health Benefits by Firm Size

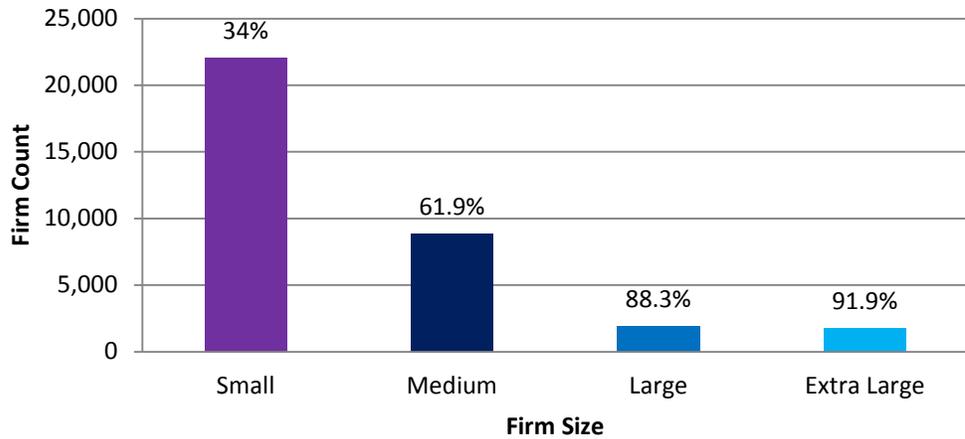


Chart 8a. Firms that pay a portion of Health Benefits by Firm Size

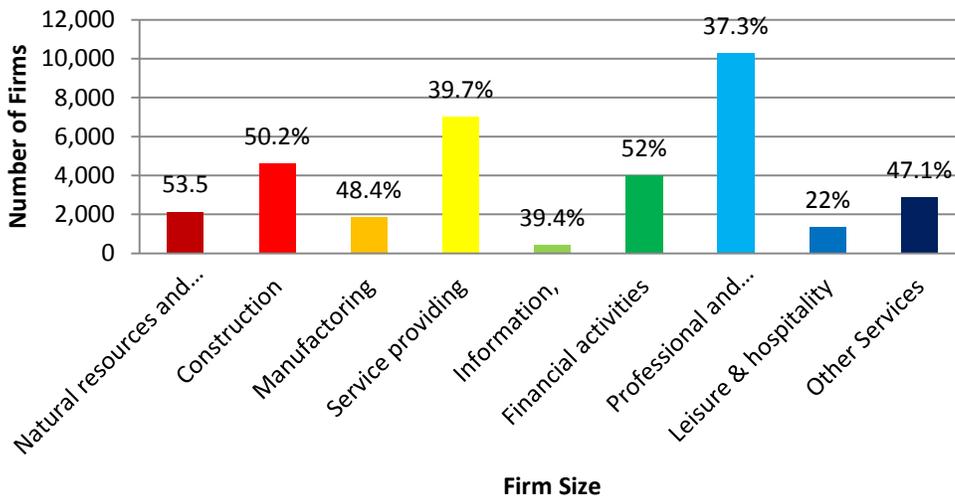


Table 8c. Employee health plan cost by Small Firms

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	5,205	26.2	5,063	37.3	2470	70.9
1% to 25%	1,746	8.8	668	4.9	615	17.7
26% to 50%	1,326	6.7	1,133	8.4	0	0.0
51% to 75%	1,459	7.3	2,049	15.1	0	0.0
76% to 99%	1,066	5.4	797	5.9	0	0.0
100%	9,067	45.6	3,850	28.4	399	11.4
Total in Category	19,869	100.0	13,561	100.0	3,483	100.0

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 88 firms or 46.3% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8d. Employee health plan cost by Medium Firms

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	1,135	13.9	1,244	14.7	1086	49.3
1% to 25%	504	6.2	496	5.9	52	2.4
26% to 50%	1,376	16.9	1,746	20.7	193	8.8
51% to 75%	1,578	19.3	1,714	20.3	256	11.6
76% to 99%	1,167	14.3	1,077	12.7	290	13.2
100%	2,405	29.5	2,173	25.7	324	14.7
Total in Category	8,164	100.0	8,450	100.0	2,201	100.0

Note: Medium Firms = 5 to 49 employees. 578 firms or 73.6% of the survey responding medium firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8e. Employee health plan cost by Large Firms

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	55	3.1	81	4.5	79	23.3
1% to 25%	105	6.0	119	6.6	26	7.6
26% to 50%	250	14.2	287	15.9	50	14.8
51% to 75%	543	30.9	572	31.6	89	26.0
76% to 99%	464	26.5	447	24.7	41	12.0
100%	338	19.3	302	16.7	56	16.3
Total in Category	1,755	100.0	1,807	100.0	341	100.0

Note: Large Firms = 50 to 249 employees. 565 firms or 92.9% of the survey responding large firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8f. Employee health plan cost by Extra Large Firms

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	30	1.9	63	3.8	93	17.9
1% to 25%	100	6.4	100	6.0	41	7.9
26% to 50%	193	12.3	212	12.8	50	9.5
51% to 75%	466	29.7	466	28.2	197	37.6
76% to 99%	639	40.7	691	41.7	134	25.7
100%	144	9.1	124	7.5	8	1.4
Total in Category	1,572	100.0	1,656	100.0	523	100.0

Note: Extra Large firms = 250+ employees. 203 firms or 94.4% of the survey responding extra large firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8g. Employee health plan cost by Natural Resources and Mining.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	204	11.7	204	14.0	204	74.9
1% to 25%	4	0.2	7	0.5	4	1.4
26% to 50%	305	17.5	302	20.8	44	16.0
51% to 75%	117	6.7	485	33.3	7	2.7
76% to 99%	126	7.2	139	9.6	10	3.6
100%	991	56.7	318	21.9	4	1.4
Total in Category	1,747	100.0	1,456	100.0	272	100.0

Note: This table includes Natural Resources and Mining firms with one or more employees. 71 firms or 78.0% of the survey responding survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8h. Employee health plan cost by Construction.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	137	7.6	189	5.6	86	54.2
1% to 25%	38	2.1	55	1.6	0	0.0
26% to 50%	277	15.2	319	9.5	4	2.4
51% to 75%	201	11.0	931	27.7	23	14.5
76% to 99%	107	5.9	111	3.3	4	2.4
100%	1,059	58.2	1,755	52.2	42	26.5
Total in Category	1,819	100.0	3,360	100.0	159	100.0

Note: This table includes Construction firms with at least one employee. 112 firms or 80.0% of the survey responding survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8i. Employee health plan cost by Manufacturing.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	541	28.9	323	20.4	49	33.1
1% to 25%	89	4.7	114	7.2	0	0.0
26% to 50%	437	23.4	270	17.1	2	1.6
51% to 75%	290	15.6	278	17.6	24	16.3
76% to 99%	335	17.9	360	22.8	54	36.2
100%	176	9.4	235	14.9	19	12.8
Total in Category	1,868	100.0	1,581	100.0	148	100.0

Note: This table includes Manufacturing firms with at least one employee. 207 firms or 92.0% of the survey responding survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8j. Employee health plan cost by Service Providing.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	956	16.3	1,588	24.0	940	58.2
1% to 25%	824	14.1	828	12.5	357	22.1
26% to 50%	690	11.8	1,062	16.0	54	3.3
51% to 75%	1,436	24.5	1,859	28.1	78	4.8
76% to 99%	446	7.6	453	6.8	83	5.1
100%	1,504	25.7	833	12.6	103	6.4
Total in Category	5,855	100.0	6,623	100.0	1,613	100.0

Note: This table includes Service Providing firms with at least one employee. 316 firms or 79.0% of the survey responding survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8k. Employee health plan cost by Information.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	17	8.7	220	56.7	17	28.3
1% to 25%	0	0.0	7	1.8	7	11.6
26% to 50%	46	23.7	29	7.5	12	20.2
51% to 75%	39	20.1	22	5.7	0	0.0
76% to 99%	31	16.1	31	8.1	7	11.6
100%	61	31.5	78	20.2	17	28.3
Total in Category	195	100.0	388	100.0	60	100.0

Note: This table includes Information firms with at least one employee. 24 firms or 85.7% of the survey responding survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8l. Employee health plan cost by Financial Activities.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	409	9.6	33	1.7	16	17.0
1% to 25%	33	0.8	33	1.7	0	0.0
26% to 50%	40	0.9	64	3.4	8	8.3
51% to 75%	543	12.8	155	8.2	19	20.1
76% to 99%	993	23.4	211	11.1	32	33.7
100%	2,234	52.5	1,396	73.8	20	20.9
Total in Category	4,251	100.0	1,891	100.0	96	100.0

Note: This table includes Financial Activities firms with at least one employee. 100 firms or 84.0% of the survey responding survey responding Financial Activities firms employees replied to this question. Cell numbers are estimates from weighted responses.

Table 8m. Employee health plan cost by Professional and Business Services.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	3,493	29.6	2,855	37.0	1618	56.4
1% to 25%	1,002	8.5	244	3.2	86	3.0
26% to 50%	463	3.9	594	7.7	113	3.9
51% to 75%	1,067	9.0	795	10.3	332	11.6
76% to 99%	851	7.2	1,570	20.4	205	7.1
100%	4,934	41.8	1,655	21.5	515	18.0
Total in Category	11,810	100.0	7,713	100.0	2,869	100.0

Note: This table includes Professional and Business Services firms with at least one employee. 443 firms or 83.1% of the survey responding survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8n. Employee health plan cost by Leisure and Hospitality.

Question 8. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	385	24.2	754	56.5	793	84.7
1% to 25%	122	7.7	52	3.9	0	0.0
26% to 50%	213	13.4	219	16.4	56	6.0
51% to 75%	222	13.9	166	12.5	38	4.0
76% to 99%	76	4.8	49	3.6	25	2.7
100%	575	36.1	96	7.2	25	2.7
Total in Category	1,592	100.0	1,336	100.0	936	100.0

Note: This table includes Leisure and Hospitality firms with at least one employee. 103 firms or 55.4% of the survey responding survey responding leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses.

Table 8o. Employee health plan cost by Other Services.

Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	284	12.8	284	25.2	5	1.3
1% to 25%	343	15.4	41	3.7	281	71.1
26% to 50%	674	30.3	520	46.1	0	0.0
51% to 75%	132	5.9	111	9.8	21	5.2
76% to 99%	371	16.7	88	7.8	47	11.8
100%	420	18.9	83	7.4	41	10.5
Total in Category	2,224	100.0	1,126	100.0	395	100.0

Note: This table includes Other Services firms with at least one employee. 58 firms or 76.8% of the survey responding survey responding survey responded Other Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9a. Dependent health plan cost by Small Firms

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	12,360	67.2	10,210	77.5	2470	77.1
1% to 25%	949	5.2	334	2.5	334	10.4
26% to 50%	184	1.0	917	7.0	0	0.0
51% to 75%	975	5.3	518	3.9	0	0.0
76% to 99%	791	4.3	399	3.0	0	0.0
100%	3,145	17.1	791	6.0	399	12.4
Total in Category	18,405	100.0	13,168	100.0	3,202	100.0

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 85 firms or 44.7% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9b. Dependent health plan cost by Medium Firms

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	5,091	63.6	5,393	66.1	2,556	84.5
1% to 25%	519	6.5	518	6.3	56	1.8
26% to 50%	601	7.5	658	8.1	164	5.4
51% to 75%	706	8.8	701	8.6	86	2.9
76% to 99%	362	4.5	314	3.8	53	1.7
100%	728	9.1	577	7.1	111	3.7
Total in Category	8,005	100.0	8,160	100.0	3,025	100.0

Note: Medium Firms = 5 to 49 employees. 561 firms or 71.5% of the survey responding medium firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9c. Dependent health plan cost by Large Firms

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	749	43.3	819	46.4	335	72.2
1% to 25%	105	6.1	113	6.4	15	3.2
26% to 50%	254	14.7	270	15.3	53	11.5
51% to 75%	378	21.8	365	20.7	41	8.9
76% to 99%	170	9.8	147	8.3	12	2.7
100%	75	4.4	51	2.9	7	1.6
Total in Category	1,731	100.0	1,764	100.0	464	100.0

Note: Large Firms = 50 to 249 employees. 558 firms or 91.8% of the survey responding large firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9d. Dependent health plan cost by Extra Large Firms

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	344	21.8	398	23.5	179	32.2
1% to 25%	74	4.7	95	5.7	41	7.4
26% to 50%	267	16.9	286	16.9	100	18.1
51% to 75%	467	29.6	474	28.1	146	26.3
76% to 99%	378	24.0	387	22.9	81	14.7
100%	48	3.0	48	2.8	8	1.4
Total in Category	1,578	100.0	1,688	100.0	555	100.0

Note: Extra Large firms = 250+ employees. 200 firms or 93.0% of the survey responding extra large firms replied to this question. Cell numbers estimates from weighted responses.

Table 9e. Dependent health plan cost by Natural Resources and Mining.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	629	35.6	773	51.9	232	78.2
1% to 25%	35	2.0	35	2.4	4	1.3
26% to 50%	313	17.7	290	19.5	47	15.9
51% to 75%	243	13.7	283	19.0	4	1.3
76% to 99%	51	2.9	65	4.3	10	3.3
100%	496	28.1	44	3.0	0	0.0
Total in Category	1,767	100.0	1,489	100.0	296	100.0

Note: This table includes Natural Resources and Mining firms with one or more employees. 73 firms or 80.2% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9f. Dependent health plan cost by Construction.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	1,383	78.9	2,894	87.8	201	89.0
1% to 25%	29	1.6	46	1.4	0	0.0
26% to 50%	109	6.2	96	2.9	0	0.0
51% to 75%	90	5.1	141	4.3	4	1.7
76% to 99%	0	0.0	0	0.0	0	0.0
100%	143	8.2	118	3.6	21	9.3
Total in Category	1,754	100.0	3,295	100.0	225	100.0

Note: This table includes Construction firms with at least one employee. 109 firms or 77.9% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9g. Dependent health plan cost by Manufacturing.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	1,242	67.4	911	59.3	142	70.7
1% to 25%	20	1.1	38	2.5	0	0.0
26% to 50%	104	5.7	143	9.3	2	1.2
51% to 75%	238	12.9	214	13.9	28	14.1
76% to 99%	170	9.2	165	10.7	28	14.1
100%	68	3.7	66	4.3	0	0.0
Total in Category	1,842	100.0	1,536	100.0	201	100.0

Note: This table includes Manufacturing firms with at least one employee. 203 firms or 90.2% of the survey responding Manufacturing firms responded to this question. Cell numbers are estimates from weighted responses.

Table 9h. Dependent health plan cost by Service Providing.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	3,840	65.9	4,250	63.9	1,257	70.0
1% to 25%	916	15.7	617	9.3	357	19.9
26% to 50%	295	5.1	625	9.4	92	5.1
51% to 75%	334	5.7	718	10.8	20	1.1
76% to 99%	228	3.9	246	3.7	25	1.4
100%	212	3.6	191	2.9	43	2.4
Total in Category	5,825	100.0	6,647	100.0	1,795	100.0

Note: This table includes Service Providing firms with at least one employee. 313 firms or 78.3% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9i. Dependent health plan cost by Information.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	34	17.9	237	61.9	34	44.1
1% to 25%	0	0.0	7	1.8	7	9.1
26% to 50%	40	20.8	40	10.3	29	37.8
51% to 75%	56	29.6	22	5.8	0	0.0
76% to 99%	26	13.8	26	6.8	7	9.1
100%	34	17.9	51	13.3	0	0.0
Total in Category	190	100.0	383	100.0	77	100.0

Note: This table includes Information firms with at least one employee. 23 firms or 82.1% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9j. Dependent health plan cost by Financial Activities.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	1,493	43.6	708	49.4	73	50.2
1% to 25%	56	1.7	32	2.2	0	0.0
26% to 50%	76	2.2	76	5.3	20	13.6
51% to 75%	519	15.2	131	9.1	28	19.4
76% to 99%	476	13.9	79	5.5	8	5.5
100%	801	23.4	409	28.5	16	11.3
Total in Category	3,421	100.0	1,434	100.0	145	100.0

Note: This table includes Financial Activities firms with at least one employee. 95 firms or 79.8% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9k. Dependent health plan cost by Professional and Business Services.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	7250	63.7	5,101	67.5	2403	74.6
1% to 25%	241	2.1	210	2.8	58	1.8
26% to 50%	224	2.0	709	9.4	106	3.3
51% to 75%	869	7.6	425	5.6	189	5.9
76% to 99%	640	5.6	606	8.0	66	2.0
100%	2162	19.0	509	6.7	402	12.5
Total in Category	11,387	100.0	7,559	100.0	3,223	100.0

Note: This table includes Professional and Business Services firms with at least one employee. 436 firms or 81.8% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9I. Dependent health plan cost by Leisure and Hospitality.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	1,289	80.0	1,184	84.9	1080	100.0
1% to 25%	6	0.4	13	0.9	0	0.0
26% to 50%	104	6.4	52	3.7	0	0.0
51% to 75%	128	7.9	93	6.7	0	0.0
76% to 99%	71	4.4	37	2.6	0	0.0
100%	15	0.9	15	1.1	0	0.0
Total in Category	1,613	100.0	1,394	100.0	1,080	100.0

Note: This table includes Leisure and Hospitality firms with at least one employee. 100 firms or 53.8% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses.

Table 9m. Dependent health plan cost by Other services.

Question 9. What percentage of the cost of the Health Benefit Plan(s) do you pay for the employee's dependents?						
Portion of Cost	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
None	1,383	72.0	761	73.0	117	57.7
1% to 25%	343	17.9	62	6.0	21	10.3
26% to 50%	41	2.1	100	9.6	21	10.3
51% to 75%	49	2.6	31	3.0	0	0.0
76% to 99%	38	2.0	23	2.2	3	1.3
100%	65	3.4	65	6.2	41	20.5
Total in Category	1,919	100.0	1,043	100.0	202	100.0

Note: This table includes Other Services firms with at least one employee. 52 firms or 68.4% of the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10a. Health plan cost change by Small Firms

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	12,164	67.7	5,970	69.3	399	39.3
The cost of plan(s) stayed the same	3,693	20.6	2,645	30.7	615	60.7
The cost of plan(s) decreased	2,112	11.8	0	0.0	0	0.0
Total in Category	17969	100.0	8616	100.0	1014	100.0

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 68 firms or 35.8% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10b. Health plan cost change by Medium Firms

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	5,643	77.5	5,587	75.8	1112	73.4
The cost of plan(s) stayed the same	1,094	15.0	1,206	16.4	260	17.2
The cost of plan(s) decreased	548	7.5	578	7.8	143	9.5
Total in Category	7286	100.0	7371	100.0	1516	100.0

Note: Medium Firms = 5 to 49 employees. 506 firms or 64.5% of the survey responding medium firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10c. Health plan cost change by Large Firms

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,222	70.7	1,242	70.7	286	73.7
The cost of plan(s) stayed the same	394	22.8	399	22.7	84	21.7
The cost of plan(s) decreased	111	6.5	117	6.6	18	4.5
Total in Category	1728	100.0	1757	100.0	388	100.0

Note: Large Firms = 50 to 249 employees. 560 firms or 92.1% of the survey responding large firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10d. Health plan cost change by Extra Large Firms

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,202	78.1	1,242	76.9	404	77.3
The cost of plan(s) stayed the same	296	19.2	334	20.7	119	22.7
The cost of plan(s) decreased	41	2.6	39	2.4	0	0.0
Total in Category	1538	100.0	1615	100.0	523	100.0

Note: Extra Large firms = 250+ employees. 204 firms or 94.9% of the survey responding extra large firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10e. Health plan cost change by Natural Resources and Mining.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,003	65.7	910	73.5	41	63.0
The cost of plan(s) stayed the same	272	17.8	260	21.0	20	31.2
The cost of plan(s) decreased	252	16.5	68	5.5	4	5.8
Total in Category	1,528	100.0	1,237	100.0	65	100.0

Note: This table includes Natural Resources and Mining firms with one or more employees. 68 firms or 74.7% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10f. Health plan cost change by Construction.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,424	83.1	2,244	89.4	61	80.1
The cost of plan(s) stayed the same	241	14.0	220	8.7	15	19.9
The cost of plan(s) decreased	50	2.9	46	1.8	0	0.0
Total in Category	1,714	100.0	2,509	100.0	76	100.0

Note: This table includes Construction firms with at least one employee. 103 firms or 73.6% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10g. Health plan cost change by Manufacturing.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,073	66.8	940	74.2	107	67.2
The cost of plan(s) stayed the same	461	28.7	234	18.4	52	32.8
The cost of plan(s) decreased	73	4.5	93	7.4	0	0.0
Total in Category	1,606	100.0	1,267	100.0	160	100.0

Note: This table includes Manufacturing firms with at least one employee. 200 firms or 88.9% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10h. Health plan cost change by Service Providing.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	3,748	67.0	2,793	54.8	333	43.6
The cost of plan(s) stayed the same	1,386	24.8	2,146	42.1	406	53.2
The cost of plan(s) decreased	461	8.2	155	3.0	24	3.2
Total in Category	5,595	100.0	5,094	100.0	763	100.0

Note: This table includes Service Providing firms with at least one employee. 293 firms or 73.3% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10i. Health plan cost change by Information.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	151	90.7	141	90.1	60	92.1
The cost of plan(s) stayed the same	16	9.3	16	9.9	5	7.9
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
Total in Category	166	100.0	156	100.0	65	100.0

Note: This table includes Information firms with at least one employee. 21 firms or 75.0% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10j. Health plan cost change by Financial Activities.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	2,873	74.8	1,278	69.4	80	68.6
The cost of plan(s) stayed the same	933	24.3	544	29.6	36	31.4
The cost of plan(s) decreased	36	0.9	20	1.1	0	0.0
Total in Category	3,842	100.0	1,842	100.0	116	100.0

Note: This table includes Financial Activities firms with at least one employee. 98 firms or 82.4% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10k. Health plan cost change by Professional and Business Services.

Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	7,286	66.8	4,499	77.7	1232	79.4
The cost of plan(s) stayed the same	1,772	16.3	1,020	17.6	208	13.4
The cost of plan(s) decreased	1,846	16.9	269	4.7	112	7.2
Total in Category	10,903	100.0	5,788	100.0	1,551	100.0

Note: This table includes Professional and Business Services firms with at least one employee. 417 firms or 78.2% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10l. Health plan cost change by Leisure and Hospitality.

Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,146	93.5	547	85.4	158	82.4
The cost of plan(s) stayed the same	73	5.9	80	12.5	34	17.6
The cost of plan(s) decreased	7	0.6	14	2.1	0	0.0
Total in Category	1,227	100.0	640	100.0	192	100.0

Note: This table includes Leisure and Hospitality firms with at least one employee. 84 firms or 45.2% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses.

Table 10m. Health plan cost change by Other services.

10. Please check the appropriate boxes indicating cost of Health Benefits offered to your employees during the last year (last 12 months).						
Plan Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
The cost of plan(s) increased	1,527	78.7	689	83.6	130	28.7
The cost of plan(s) stayed the same	325	16.8	65	7.9	302	66.7
The cost of plan(s) decreased	88	4.5	70	8.5	21	4.6
Total in Category	1,940	100.0	824	100.0	452	100.0

Note: This table includes Other Services firms with at least one employee. 54 firms or 71.1% of the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 11a. Health benefit changes by Small Firms

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	1,649	4.0	733	2.5	733	4.4
Increased the total health benefit package	726	1.8	0	0.0	0	0.0
Increased the employee's share of premiums	392	0.9	1,714	5.7	0	0.0
Increased employee's deductibles or co-payments	2,993	7.2	2,042	6.8	334	2.0
Added Flexible Spending Accounts or Health Savings Plan	399	1.0	184	0.6	0	0.0
Other	1,989	4.8	668	2.2	0	0.0
Total Changing Health Benefits	7,416	17.9	4,488	15.0	1,949	11.8
Responding Firms in Category	41,343	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 33 firms or 17.4% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11b. Health benefit changes by Medium Firms

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	628	5.6	637	5.3	118	1.4
Increased the total health benefit package	738	6.6	856	7.1	112	1.3
Increased the employee's share of premiums	1,382	12.3	1,392	11.6	216	2.5
Increased employee's deductibles or co-payments	1,389	12.4	1,452	12.1	224	2.6
Added Flexible Spending Accounts or Health Savings Plan	150	1.3	211	1.8	21	0.2
Other	216	1.9	210	1.7	34	0.4
Total Changing Health Benefits	3,344	29.8	3,330	27.6	1,981	22.7
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 245 firms or 31.2% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11c. Health benefit changes by Large Firms

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	121	6.5	130	6.3	31	1.9
Increased the total health benefit package	251	13.5	300	14.5	42	2.6
Increased the employee's share of premiums	468	25.1	463	22.4	73	4.5
Increased employee's deductibles or co-payments	416	22.3	405	19.6	79	4.9
Added Flexible Spending Accounts or Health Savings Plan	68	3.7	64	3.1	2	0.1
Other	115	6.2	97	4.7	3	0.2
Total Changing Health Benefits	977	52.5	1,061	51.3	832	51.5
Responding Firms in Category	1,862	--	2,067	--	1,615	--

Note: Large Firms = 50 to 249 employees. 280 firms or 46.1% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11d. Health benefit changes by Extra Large Firms

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	127	7.8	114	6.4	27	1.7
Increased the total health benefit package	303	18.6	363	20.4	133	8.6
Increased the employee's share of premiums	622	38.2	674	37.8	220	14.2
Increased employee's deductibles or co-payments	548	33.7	590	33.1	161	10.4
Added Flexible Spending Accounts or Health Savings Plan	79	4.9	91	5.1	14	0.9
Other	74	4.5	86	4.8	26	1.7
Total Changing Health Benefits	1,099	67.5	1,223	68.6	1,066	68.8
Responding Firms in Category	1,629	--	1,784	--	1,550	--

Note: Extra Large firms = 250+ employees. 215 firms or 100% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11e. Health benefit changes by Natural Resources and Mining.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	268	10.5	48	2.4	20	2.3
Increased the total health benefit package	54	2.1	78	4.0	0	0.0
Increased the employee's share of premiums	180	7.0	411	21.0	17	2.0
employee's deductibles or co-payments	125	4.9	327	16.7	24	2.7
Spending Accounts or Health Savings Plan	0	0.0	204	10.4	0	0.0
Other	228	8.9	24	1.2	0	0.0
Total Changing Health Benefits	694	27.1	681	34.7	204	23.3
Responding Firms in Category	2,560	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 38 firms or 41.8% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11f. Health benefit changes by Construction.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	76	1.1	94	1.6	0	0.0
Increased the total health benefit package	59	0.9	63	1.1	17	0.5
Increased the employee's share of premiums	187	2.7	187	3.3	23	0.7
employee's deductibles or co-payments	866	12.5	222	3.9	44	1.3
Spending Accounts or Health Savings Plan	19	0.3	19	0.3	0	0.0
Other	42	0.6	42	0.7	0	0.0
Total Changing Health Benefits	1,122	16.2	464	8.1	853	25.9
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. 45 firms or 32.1% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11g. Health benefit changes by Manufacturing.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	69	2.7	132	5.9	28	2.3
Increased the total health benefit package	93	3.7	114	5.1	9	0.7
Increased the employee's share of premiums	322	12.7	364	16.3	41	3.3
employee's deductibles or co-payments	342	13.5	342	15.3	45	3.7
Spending Accounts or Health Savings Plan	66	2.6	66	2.9	9	0.7
Other	30	1.2	46	2.1	6	0.5
Total Changing Health Benefits	624	24.6	691	30.9	310	25.3
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 124 firms or 55.1% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11h. Health benefit changes by Service Providing.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	894	9.3	500	4.5	355	4.7
Increased the total health benefit package	674	7.0	283	2.5	58	0.8
Increased the employee's share of premiums	535	5.6	912	8.1	51	0.7
employee's deductibles or co-payments	905	9.5	1,245	11.1	434	5.8
Spending Accounts or Health Savings Plan	79	0.8	79	0.7	8	0.1
Other	385	4.0	719	6.4	3	0.0
Total Changing Health Benefits	2,592	27.1	2,543	22.7	1,497	19.9
Responding Firms in Category	9,571	--	11,197	--	7,518	--

Note: This table includes Service Providing firms with at least one employee. 177 firms or 44.3% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11i. Health benefit changes by Information.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	0	0.0	0	0.0	0	0.0
Increased the total health benefit package	27	4.3	34	5.6	7	1.9
Increased the employee's share of premiums	72	11.4	62	10.2	26	6.9
employee's deductibles or co-payments	41	6.5	41	6.7	7	1.9
Spending Accounts or Health Savings Plan	17	2.7	17	2.8	0	0.0
Other	7	1.1	24	3.9	17	4.5
Total Changing Health Benefits	78	12.2	119	19.5	283	74.8
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 14 firms or 50.0% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11j. Health benefit changes by Financial Activities.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	28	0.4	60	2.1	0	0.0
Increased the total health benefit package	497	7.3	153	5.4	20	1.3
Increased the employee's share of premiums	548	8.1	139	4.9	36	2.3
employee's deductibles or co-payments	945	14.0	549	19.3	40	2.6
Spending Accounts or Health Savings Plan	24	0.4	24	0.8	0	0.0
Other	449	6.6	40	1.4	8	0.5
Total Changing Health Benefits	2,330	34.4	777	27.3	319	20.8
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 57 firms or 47.9% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11k. Health benefit changes by Professional and Business Services.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	1,049	5.1	700	4.8	498	6.6
Increased the total health benefit package	468	2.3	533	3.7	128	1.7
Increased the employee's share of premiums	709	3.5	1,884	13.0	254	3.4
employee's deductibles or co-payments	1,848	9.0	1,536	10.6	136	1.8
Spending Accounts or Health Savings Plan	461	2.3	71	0.5	0	0.0
Other	916	4.5	123	0.9	29	0.4
Total Changing Health Benefits	4,460	21.8	4,145	28.6	1,797	23.9
Responding Firms in Category	20,453	--	14,474	--	7,506	--

Note: This table includes Professional and Business Services firms with at least one employee. 231 firms or 43.3% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11I. Health benefit changes by Leisure and Hospitality.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	91	2.9	63	1.7	7	0.2
Increased the total health benefit package	76	2.4	128	3.4	6	0.1
Increased the employee's share of premiums	138	4.4	60	1.6	0	0.0
employee's deductibles or co-payments	185	5.9	108	2.9	25	0.5
Spending Accounts or Health Savings Plan	6	0.2	6	0.2	0	0.0
Other	33	1.0	20	0.5	0	0.0
Total Changing Health Benefits	388	12.4	407	10.9	326	7.0
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 45 firms or 24.2% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11m. Health benefit changes by Other Services.

Question 11: Please check the appropriate boxes indicating health benefit changes made during the last year (last 12 months)						
Health Benefit Changes	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health	Number Changing Health	Percent Changing Health
Reduced the total health benefit package	51	1.5	18	0.6	18	0.6
Increased the total health benefit package	70	2.0	132	4.5	132	4.5
Increased the employee's share of premiums	172	4.9	222	7.5	222	7.5
employee's deductibles or co-payments	89	2.6	118	4.0	118	4.0
Spending Accounts or Health Savings Plan	23	0.7	65	2.2	65	2.2
Other	304	8.8	23	0.8	23	0.8
Total Changing Health Benefits	549	15.8	276	9.3	276	9.3
Responding Firms in Category	3,475	--	2,963	--	2,963	--

Note: This table includes Other Services firms with at least one employee. 29 firms or 38.2% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 11n: Written responses to types of health benefit changes.

Question 11f. Other (Please Specify).		
Health Benefit Change	Number	Percent
No Change	37	48.1
Increased Employer Share of Cost	6	7.8
Changed Policies	5	6.5
Added Vision	3	3.9
Added to Medical	2	2.6
Decreased Out-of-Pocket Maximums	2	2.6
Increased Employee Share of Cost	2	2.6
Increased Out-Of-Pocket Maximums	2	2.6
Other	18	23.4
Total	77	100.0

Note: Single occurrence written responses were changed to other.

Table 12a: Discontinued Health Benefits by Firm Size

Question 12. Did your company previously offer Health Benefits, but have now discontinued them to all employees?			
Firm Sizes	Number in Category	Number	Percent
Small	65019	3,173	4.9
Medium	14305	510	3.6
Large	2182	58	2.7
Extra Large	1890	8	0.4
All Firm Sizes	83,396	3,750	4.5

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 12b: Discontinued Health Benefits by Industry

Question 12. Did your company previously offer Health Benefits, but have now discontinued them to all employees?			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	368	9.2
Construction	9,199	86	0.9
Manufacturing	3,801	31	0.8
Service providing	17,661	64	0.4
Information,	1,090	237	21.8
Financial activities	7,742	53	0.7
services	27,590	2,546	9.2
Leisure & hospitality	6,182	342	5.5
Other Services	6,134	23	0.4
All Industries	83,396	3,750	4.5

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 13a: Year Health Benefit Discontinued by Firm Size

Question 13. If the answer is yes to question 12, please check the **box** indicating indicating the year Health Benefits were discontinued.

Year	Firm Sizes							
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
	Yes	%	Yes	%	Yes	%	Yes	%
Before 2004	399	12.6	17	3.5	4	6.6	0	0.0
2004	399	12.6	72	14.7	6	9.8	0	0.0
2005	0	0.0	17	3.5	0	0.0	0	0.0
2009	0	0.0	74	15.1	0	0.0	0	0.0
2010	0	0.0	0	0.0	6	9.8	0	0.0
2011	583	18.4	67	13.6	0	0.0	0	0.0
2012	0	0.0	16	3.3	0	0.0	0	0.0
2013	609	19.2	94	19.1	26	42.6	0	0.0
2014	0	0.0	69	14.1	12	19.7	0	0.0
Unkown	1184	37.3	65	13.2	7	11.5	8	100.0
Total Responses	3174	100.0	491	100.0	61	100.0	8	100.0

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Years with no responses are omitted.

Chart 12a. Discontinued Health Benefits by Firm Size

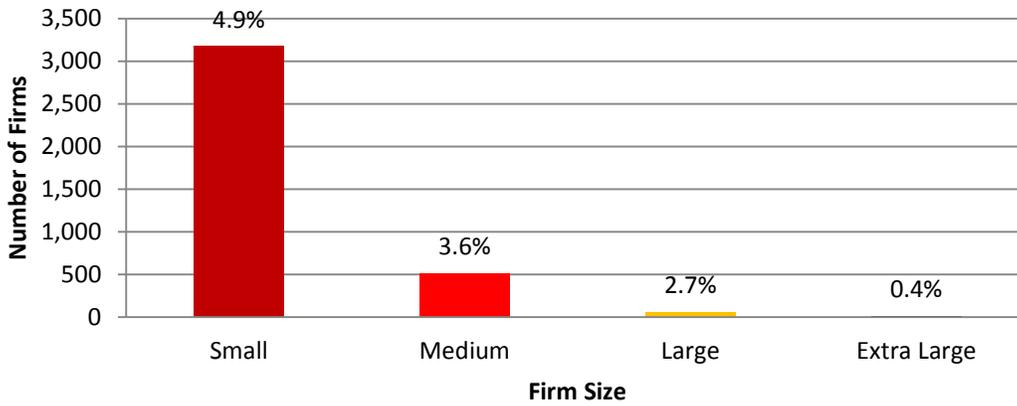


Chart 12b: Discontinued Health Benefits by Industry

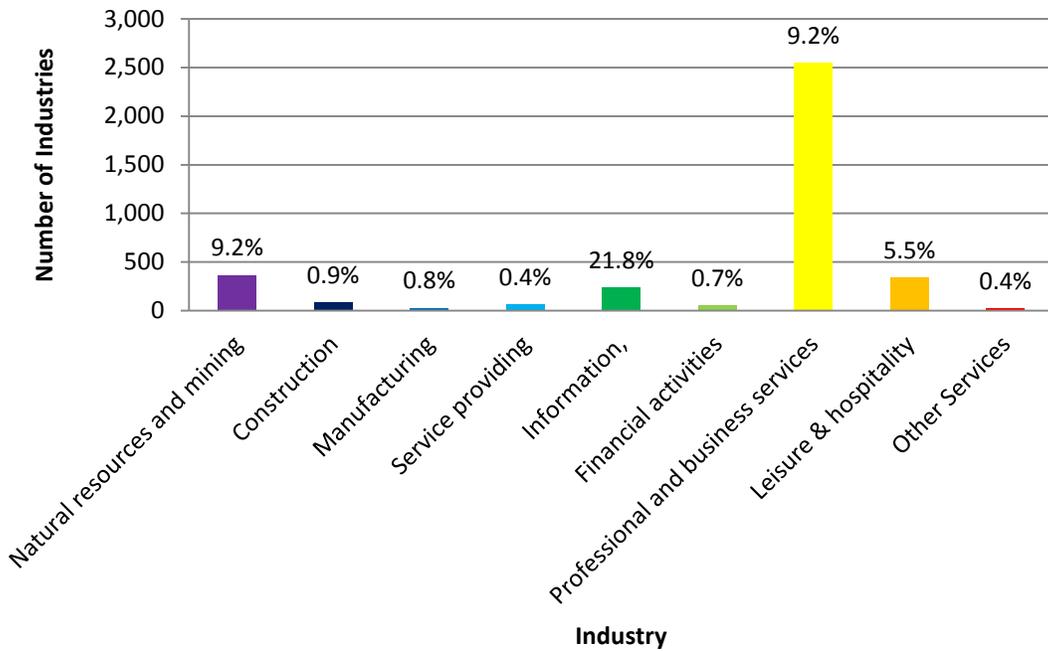


Table 14a: Firms that offer Retirement Benefits by Firm Size

Section 4 of Questionnaire			
Firm Sizes	Number in Category	Number	Percent
Small	65019	19,435	29.9
Medium	14305	6,794	47.5
Large	2182	1,599	73.3
Extra Large	1890	1,647	87.1
All Firm Sizes	83,396	29,475	35.3

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Table 14b: Firms that offer Retirement Benefits by Industry

Section 4 of Questionnaire			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	1,359	34.0
Construction	9,199	3,609	39.2
Manufacturing	3,801	1,034	27.2
Service providing	17,661	3,843	21.8
Information,	1,090	616	56.5
Financial activities	7,742	3,178	41.0
Professional and business services	27,590	13,244	48.0
Leisure & hospitality	6,182	739	12.0
Other Services	6,134	1,852	30.2
All Industries	83,396	29,474	35.3

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses.

Chart 14a. Firms that Offer Retirement Benefits by Firm Size

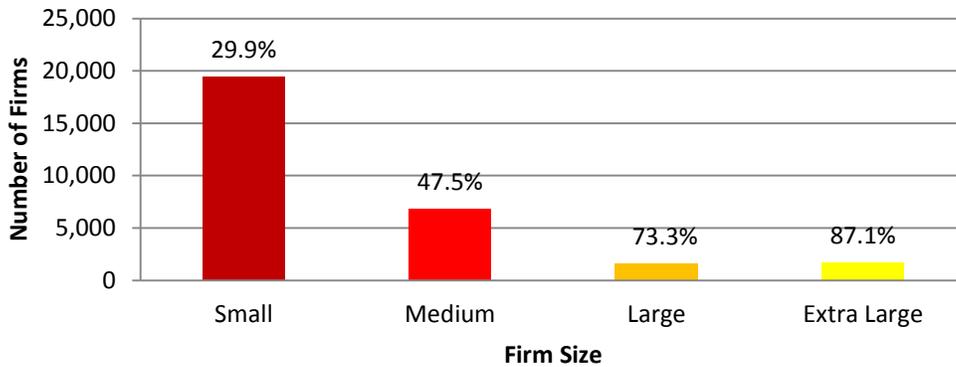


Chart 14b: Firms that offer Retirement Benefits by Industry

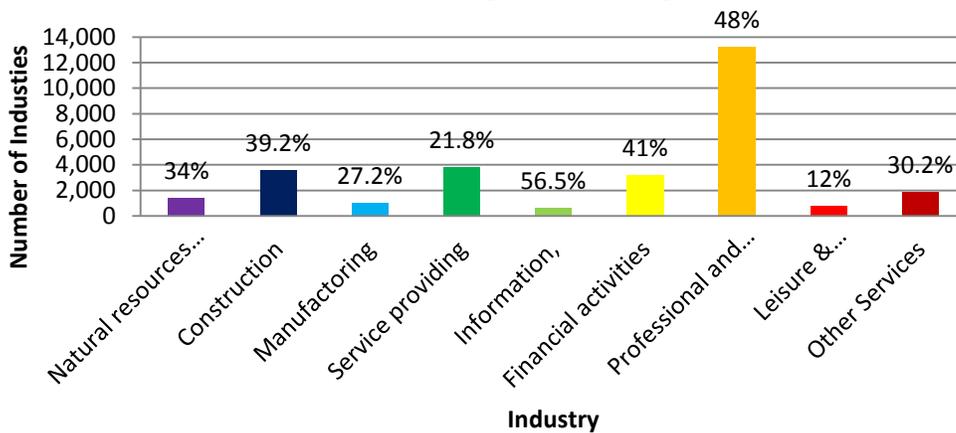


Table 14c. Retirement benefits offered by Small sized firms

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	1,576	3.8	399	1.3	0	0.0
Defined Contribution Plan [e. g. 401(k)]	5,630	13.4	4,010	13.4	203	1.2
Stock Ownership Plan	1,183	2.8	797	2.7	0	0.0
Profit Sharing Plan	1,072	2.6	733	2.5	0	0.0
SEP/SIMPLE	4,504	10.8	3,130	10.5	0	0.0
Thrift or Savings Plan	392	0.9	281	0.9	281	1.7
Other	791	1.9	399	1.3	0	0.0
Total Offering Retirement Benefits	10,740	25.6	7,236	24.3	484	2.9
Responding Firms in Category	41,888	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 46 firms or 24.2% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14d. Retirement benefits offered by Medium size firms

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	368	3.3	426	3.5	81	0.9
Defined Contribution Plan [e. g. 401(k)]	3,624	32.3	3,584	29.8	949	10.9
Stock Ownership Plan	180	1.6	87	0.7	18	0.2
Profit Sharing Plan	765	6.8	681	5.7	221	2.5
SEP/SIMPLE	1,264	11.3	1,293	10.7	364	4.2
Thrift or Savings Plan	63	0.6	63	0.5	0	0.0
Other	109	1.0	161	1.3	35	0.4
Total Offering Retirement Benefits	5,242	46.7	5,349	44.4	1,439	16.5
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 373 firms or 47.5% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14e. Retirement benefits offered by Large size firms

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	104	6.3	1,969	15.5	31	4.2
Defined Contribution Plan [e. g. 401(k)]	1,171	70.2	816	6.4	529	72.7
Stock Ownership Plan	83	5.0	1,985	15.6	22	3.1
Profit Sharing Plan	150	9.0	1,914	15.0	70	9.7
SEP/SIMPLE	62	3.7	1,996	15.7	33	4.6
Thrift or Savings Plan	32	1.9	2,040	16.0	11	1.5
Other	65	3.9	2012	15.8	31	4.2
Total Offering Retirement Benefits	1,349	81.0	1,424	11.2	611	83.9
Responding Firms in Category	1,666	--	12,731	--	728	--

Note: Large Firms = 50 to 249 employees. 445 firms or 73.2% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14f. Retirement benefits offered by Extra Large size firms

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	117	5.9	141	6.8	74	6.2
Defined Contribution Plan [e. g. 401(k)]	1,329	67.5	1,446	70.0	820	68.6
Stock Ownership Plan	168	8.5	146	7.1	82	6.9
Profit Sharing Plan	229	11.6	207	10.0	127	10.6
SEP/SIMPLE	7	0.4	7	0.4	7	0.6
Thrift or Savings Plan	56	2.8	56	2.7	37	3.1
Other	64	3.2	64	3.1	49	4.1
Total Offering Retirement Benefits	1,434	72.8	1,532	74.1	909	76.0
Responding Firms in Category	1,970	--	2,067	--	1,196	--

Note: Extra Large firms = 250+ employees. 184 firms or 85.6 of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14g. Retirement benefits offered by Natural Resources and Mining.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	0	0.0	0	0.0	0	0.0
Defined Contribution Plan [e. g. 401(k)]	708	61.0	842	77.6	101	91.2
Stock Ownership Plan	21	1.8	11	1.0	0	0.0
Profit Sharing Plan	14	1.2	17	1.6	0	0.0
SEP/SIMPLE	408	35.2	204	18.8	0	0.0
Thrift or Savings Plan	10	0.8	10	0.9	10	8.8
Other	0	0.0	0	0.0	0	0.0
Total Offering Retirement Benefits	932	80.3	862	79.5	111	100.0
Responding Firms in Category	1,161	--	1,085	--	111	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 47 firms or 51.6% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple responses are possible in each column.

Table 14h. Retirement benefits offered by Construction.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	38	2.3	97	4.0	4	5.2
Defined Contribution Plan [e. g. 401(k)]	478	28.8	506	21.0	31	42.2
Stock Ownership Plan	25	1.5	25	1.0	4	5.2
Profit Sharing Plan	182	10.9	141	5.9	0	0.0
SEP/SIMPLE	896	54.0	1,596	66.3	34	47.3
Thrift or Savings Plan	40	2.4	40	1.7	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total Offering Retirement Benefits	1,433	86.4	2,179	90.6	69	94.8
Responding Firms in Category	1,659	--	2,406	--	73	--

Note: This table includes Construction firms with at least one employee. 79 firms or 56.4% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple responses are possible in each column.

Table 14i. Retirement benefits offered by Manufacturing.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	79	7.5	110	9.8	0	0.0
Defined Contribution Plan [e. g. 401(k)]	640	61.2	704	62.3	222	74.3
Stock Ownership Plan	42	4.0	31	2.8	13	4.3
Profit Sharing Plan	153	14.7	153	13.6	41	13.7
SEP/SIMPLE	120	11.5	106	9.4	14	4.7
Thrift or Savings Plan	2	0.2	2	0.2	0	0.0
Other	9	0.8	23	2.0	9	3.0
Total Offering Retirement Benefits	818	78.3	897	79.3	243	81.2
Responding Firms in Category	1,045	--	1,131	--	299	--

Note: This table includes Manufacturing firms with at least one employee. 162 firms or 72.0% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14j. Retirement benefits offered by Service Providing.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	194	7.1	212	6.2	58	7.9
Defined Contribution Plan [e. g. 401(k)]	1,739	63.5	2,155	62.8	446	61.3
Stock Ownership Plan	140	5.1	114	3.3	58	7.9
Profit Sharing Plan	314	11.5	633	18.4	88	12.1
SEP/SIMPLE	286	10.5	250	7.3	45	6.2
Thrift or Savings Plan	18	0.7	22	0.6	15	2.1
Other	45	1.7	45	1.3	18	2.4
Total Offering Retirement Benefits	2,126	77.7	2,518	73.4	548	75.4
Responding Firms in Category	2,736	--	3,432	--	727	--

Note: This table includes Service Providing firms with at least one employee. 229 firms or 57.3% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14k. Retirement benefits offered by Information.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	5	2.2	22	9.7	0	0.0
Defined Contribution Plan [e. g. 401(k)]	144	60.1	134	58.3	254	90.3
Stock Ownership Plan	22	9.2	5	2.2	5	1.8
Profit Sharing Plan	44	18.5	44	19.3	5	1.8
SEP/SIMPLE	17	7.1	17	7.4	17	6.0
Thrift or Savings Plan	0	0.0	0	0.0	0	0.0
Other	7	2.9	7	3.0	0	0.0
Total Offering Retirement Benefits	2,126	887.0	2,518	1096.3	548	194.9
Responding Firms in Category	240	--	230	--	281	--

Note: This table includes Information firms with at least one employee. 7 firms or 25.0% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14l. Retirement benefits offered by Financial Activities.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	5,543	13.4	48	4.2	8	3.0
Defined Contribution Plan [e. g. 401(k)]	5,062	12.2	496	43.5	196	74.7
Stock Ownership Plan	5,931	14.3	48	4.2	20	7.5
Profit Sharing Plan	6,300	15.2	71	6.3	35	13.3
SEP/SIMPLE	5,922	14.3	458	40.2	0	0.0
Thrift or Savings Plan	6,376	15.4	4	0.3	0	0.0
Other	6,360	15.3	16	1.4	4	1.4
Total Offering Retirement Benefits	2,968	7.2	981	86.1	196	74.7
Responding Firms in Category	41,494	--	1,139	--	263	--

Note: This table includes Financial Activities firms with at least one employee. 86 firms or 72.3% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14m. Retirement benefits offered by Professional and Business Services.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	527	5.2	539	5.9	55	3.7
Defined Contribution Plan [e. g. 401(k)]	5,198	51.0	4,938	54.0	949	63.3
Stock Ownership Plan	476	4.7	860	9.4	23	1.5
Profit Sharing Plan	642	6.3	657	7.2	176	11.7
SEP/SIMPLE	2,804	27.5	1,591	17.4	203	13.6
Thrift or Savings Plan	30	0.3	23	0.2	23	1.5
Other	515	5.1	533	5.8	71	4.7
Total Offering Retirement Benefits	8,573	84.1	6,750	73.8	1,271	84.8
Responding Firms in Category	10,192	--	9,141	--	1,500	--

Note: This table includes Professional and Business Services firms with at least one employee. 31 firms or 61.4% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14n. Retirement benefits offered by Leisure and Hospitality.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
Retirement Benefits	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	46	6.7	0	0.0	25	6.4
Defined Contribution Plan [e. g. 401(k)]	382	56.1	303	53.4	224	58.1
Stock Ownership Plan	46	6.7	15	2.6	0	0.0
Profit Sharing Plan	93	13.6	36	6.3	53	13.8
SEP/SIMPLE	70	10.2	175	30.9	70	18.1
Thrift or Savings Plan	25	3.6	25	4.4	0	0.0
Other	20	2.9	14	2.4	14	3.6
Total Offering Retirement Benefits	531	78.0	531	93.5	321	83.3
Responding Firms in Category	681	--	568	--	385	--

Note: This table includes Leisure and Hospitality firms with at least one employee. 58 firms or 31.2% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14o. Retirement benefits offered by Other services.

Question 14. Please check appropriate boxes indicating retirement benefits you offer to any of your employees.						
Retirement Benefits	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement	Number Offering Retirement	Percent Offering Retirement
Defined Benefit Pension Plan	48	3.1	36	5.0	36	8.2
Defined Contribution Plan [e. g. 401(k)]	756	49.3	212	29.5	78	17.8
Stock Ownership Plan	3	0.2	3	0.4	0	0.0
Profit Sharing Plan	302	19.7	21	2.9	21	4.8
SEP/SIMPLE	385	25.1	104	14.4	21	4.8
Thrift or Savings Plan	21	1.4	302	42.0	281	64.5
Other	21	1.4	41	5.8	0	0.0
Total Offering Retirement Benefits	1,207	78.6	671	93.5	413	94.6
Responding Firms in Category	1,535	--	718	--	436	--

Note: This table includes Other Services firms with at least one employee. 39 firms or 51.3% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 14p Written responses to types of retirement offered.

Question 14g. Other (Please Specify).		
Industries	Number	Percent
Care Plan	1	33.3
Teacher Retirement	1	33.3
Union Pension	1	33.3
Total	3	100.0

Note: Single occurrence written responses were changed to other. Total written responses = 50; 47 of these were duplicates of question selection options.

Table 15a. Defined contribution plan funding by Small Firms

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	1,922	18.7	1,165	15.8	0	0.0
Employer only	1,929	18.7	1,071	14.6	0	0.0
Employer and employee each contribute half	3,000	29.2	2,725	37.1	0	0.0
Employer contributes larger share	583	5.7	1,197	16.3	0	0.0
Employee contributes larger share	2,856	27.8	1,196	16.3	0	0.0
Total in Category	10289	100.0	7354	100.0	0	0.0

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 39 firms or 20.5% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15b. Defined contribution plan funding by Medium Firms

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	638	15.2	516	12.8	107	9.9
Employer only	335	8.0	370	9.2	139	12.9
Employer and employee each contribute half	1,069	25.5	1,169	28.9	201	18.6
Employer contributes larger share	344	8.2	376	9.3	69	6.4
Employee contributes larger share	1,802	43.0	1,610	39.9	563	52.2
Total in Category	4187	100.0	4040	100.0	1080	100.0

Note: Medium Firms = 5 to 49 employees. 276 firms or 35.2% of the survey responding medium firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15c. Defined contribution plan funding by Large Firms

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	144	11.7	148	11.7	77	14.5
Employer only	88	7.1	90	7.1	36	6.8
Employer and employee each contribute half	256	20.9	269	21.2	90	16.8
Employer contributes larger share	93	7.6	83	6.5	28	5.3
Employee contributes larger share	647	52.7	678	53.4	301	56.5
Total in Category	1228	100.0	1269	100.0	533	100.0

Note: Large Firms = 50 to 249 employees. 374 firms or 61.5% of the survey responding large firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15d. Defined contribution plan funding by Extra Large Firms

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	202	15.9	228	16.3	126	16.0
Employer only	64	5.0	83	5.9	69	8.7
Employer and employee each contribute half	231	18.1	244	17.4	152	19.3
Employer contributes larger share	132	10.4	148	10.5	92	11.7
Employee contributes larger share	644	50.6	700	49.9	349	44.3
Total in Category	1273	100.0	1404	100.0	788	100.0

Note: Extra Large firms = 250+ employees. 160 firms or 74.4% of the survey responding extra large firms replied to this question. Cell numbers estimates from weighted responses.

Table 15e. Defined contribution plan funding by Natural Resources and Mining.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	72	8.1	399	47.8	28	30.1
Employer only	184	20.8	0	0.0	0	0.0
Employer and employee each contribute half	132	14.9	116	13.9	23	25.5
Employer contributes larger share	188	21.2	198	23.6	10	10.7
Employee contributes larger share	310	35.0	123	14.7	31	33.7
Total in Category	886	100.0	836	100.0	92	100.0

Note: This table includes Natural Resources and Mining firms with one or more employees. 44 firms or 48.4% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15f. Defined contribution plan funding by Construction.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	65	5.2	82	4.1	4	5.5
Employer only	700	56.0	721	36.3	34	49.9
Employer and employee each contribute half	151	12.1	210	10.6	0	0.0
Employer contributes larger share	38	3.1	700	35.2	0	0.0
Employee contributes larger share	296	23.7	275	13.8	31	44.5
Total in Category	1,250	100.0	1,988	100.0	69	100.0

Note: This table includes Construction firms with at least one employee. 62 firms or 44.3% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15g. Defined contribution plan funding by Manufacturing.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	61	9.1	47	6.6	2	1.1
Employer only	67	10.0	69	9.8	13	6.2
Employer and employee each contribute half	136	20.4	161	22.7	41	19.8
Employer contributes larger share	43	6.4	64	9.0	15	7.3
Employee contributes larger share	361	54.1	366	51.9	137	65.6
Total in Category	668	100.0	706	100.0	209	100.0

Note: This table includes Manufacturing firms with at least one employee. 131 firms or 58.7% of the survey responding Manufacturing firms re- sponded to this question. Cell numbers are estimates from weighted responses.

Table 15h. Defined contribution plan funding by Service Providing.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	607	27.8	266	12.0	88	19.8
Employer only	80	3.7	123	5.6	22	4.9
Employer and employee each contribute half	664	30.4	675	30.4	86	19.2
Employer contributes larger share	163	7.5	497	22.4	36	8.1
Employee contributes larger share	673	30.7	658	29.6	214	48.0
Total in Category	2,188	100.0	2,220	100.0	446	100.0

Note: This table includes Service Providing firms with at least one employee. 191 firms or 47.8% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15i. Defined contribution plan funding by Information.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	17	11.0	0	0.0	0	0.0
Employer only	41	26.6	41	29.9	24	44.9
Employer and employee each contribute half	26	16.8	26	18.9	10	19.3
Employer contributes larger share	0	0.0	17	12.4	0	0.0
Employee contributes larger share	70	45.6	53	38.8	19	35.8
Total in Category	154	100.0	137	100.0	54	100.0

Note: This table includes Information firms with at least one employee. 16 firms or 57.1% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15j. Defined contribution plan funding by Financial Activities.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	441	20.7	16	1.8	32	19.0
Employer only	820	38.5	424	47.4	0	0.0
Employer and employee each contribute half	570	26.7	141	15.7	43	25.2
Employer contributes larger share	53	2.5	49	5.5	20	11.8
Employee contributes larger share	249	11.7	265	29.6	75	43.9
Total in Category	2,133	100.0	895	100.0	170	100.0

Note: This table includes Financial Activities firms with at least one employee. 62 firms or 52.1% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15k. Defined contribution plan funding by Professional and Business Services.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	1,538	19.0	1,141	17.3	119	12.2
Employer only	138	1.7	132	2.0	44	4.5
Employer and employee each contribute half	2,414	29.8	2,877	43.6	161	16.6
Employer contributes larger share	608	7.5	239	3.6	77	8.0
Employee contributes larger share	3,412	42.1	2,204	33.4	569	58.7
Total in Category	8,112	100.0	6,594	100.0	970	100.0

Note: This table includes Professional and Business Services firms with at least one employee. 264 firms or 49.5% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15I. Defined contribution plan funding by Leisure and Hospitality.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	79	15.6	80	17.2	35	10.8
Employer only	60	11.8	60	12.8	84	26.3
Employer and employee each contribute half	127	25.1	127	27.3	71	22.0
Employer contributes larger share	26	5.2	20	4.3	14	4.3
Employee contributes larger share	214	42.3	178	38.3	117	36.5
Total in Category	505	100.0	464	100.0	321	100.0

Note: This table includes Leisure and Hospitality firms with at least one employee. 51 firms or 27.4% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses.

Table 15m. Defined contribution plan funding by Other services.

Question 15. If a Defined Contribution Plan is offered, who funds the plan?						
Plan Funding	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
Employee only	26	2.4	26	11.4	3	3.6
Employer only	325	30.0	44	19.4	23	32.4
Employer and employee each contribute half	336	31.0	75	33.1	8	10.8
Employer contributes larger share	32	3.0	20	8.9	18	24.4
Employee contributes larger share	363	33.6	62	27.1	21	28.8
Total in Category	1,082	100.0	227	100.0	72	100.0

Note: This table includes Other Services firms with at least one employee. 28 firms or 36.8% of the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16a. Retirement cost change by Small Firms

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	2,173	25.7	399	5.9	0	0.0
The cost of plan(s) stayed the same	5,608	66.3	5,295	78.2	0	0.0
The cost of plan(s) decreased	679	8.0	1,077	15.9	0	0.0
Responding Firms in Category	8,459	100.0	6,771	100.0	0	0.0

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 36 firms or 18.9% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16b. Retirement cost change by Medium Firms

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	641	15.4	631	15.5	197	16.2
The cost of plan(s) stayed the same	3,343	80.1	3,316	81.4	979	80.7
The cost of plan(s) decreased	187	4.5	127	3.1	38	3.1
Responding Firms in Category	4,171	100.0	4,075	100.0	1,214	100.0

Note: Medium Firms = 5 to 49 employees. 291 firms or 37.1% of the survey responding medium firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16c. Retirement cost change by Large Firms

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	148	12.4	176	14.1	69	12.2
The cost of plan(s) stayed the same	1,007	84.4	1,032	82.9	474	84.2
The cost of plan(s) decreased	38	3.2	38	3.0	20	3.5
Total in Category	1,193	100.0	1,246	100.0	563	100.0

Note: Large Firms = 50 to 249 employees. 396 firms or 65.1% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses.

Table 16d. Retirement cost change by Extra Large Firms

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	216	18.0	246	19.3	153	20.3
The cost of plan(s) stayed the same	923	77.1	970	76.1	577	76.6
The cost of plan(s) decreased	59	4.9	59	4.6	23	3.1
Responding Firms in Category	1,197	100.0	1,275	100.0	753	100.0

Note: Extra Large firms = 250+ employees. 158 firms or 73.5% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses.

Table 16e. Retirement cost change by Natural Resources and Mining.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	399	57.8	35	5.4	23	26.6
The cost of plan(s) stayed the same	234	33.9	549	85.1	41	46.3
The cost of plan(s) decreased	58	8.3	61	9.5	24	27.1
Responding Firms in Category	690	100.0	645	100.0	88	100.0

Note: This table includes Natural Resources and Mining firms with one or more employees. 42 firms or 46.2% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16f. Retirement cost change by Construction.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	29	2.3	71	3.6	21	40.7
The cost of plan(s) stayed the same	512	40.6	1,192	60.3	31	59.3
The cost of plan(s) decreased	719	57.1	715	36.2	0	0.0
Responding Firms in Category	1,259	100.0	1,978	100.0	52	100.0

Note: This table includes Construction firms with at least one employee. 63 firms or 45.0% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16g. Retirement cost change by Manufacturing.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	87	14.0	89	13.1	5	2.0
The cost of plan(s) stayed the same	524	83.8	575	84.9	226	96.9
The cost of plan(s) decreased	14	2.2	14	2.0	2	1.0
Responding Firms in Category	625	100.0	678	100.0	233	100.0

Note: This table includes Manufacturing firms with at least one employee. 134 firms or 59.6% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16h. Retirement cost change by Service Providing.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	683	26.7	330	14.5	144	28.1
The cost of plan(s) stayed the same	1,848	72.2	1,916	84.3	362	70.7
The cost of plan(s) decreased	27	1.1	27	1.2	6	1.3
Responding Firms in Category	2,559	100.0	2,274	100.0	513	100.0

Note: This table includes Service Providing firms with at least one employee. 203 firms or 50.8% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16i. Retirement cost change by Information.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	24	16.9	7	5.3	0	0.0
The cost of plan(s) stayed the same	101	71.1	108	81.8	41	100.0
The cost of plan(s) decreased	17	12.0	17	12.9	0	0.0
Responding Firms in Category	142	100.0	132	100.0	41	100.0

Note: This table includes Information firms with at least one employee. 18 firms or 64.3% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16j. Retirement cost change by Financial Activities.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	448	35.1	47	5.5	16	8.6
The cost of plan(s) stayed the same	830	64.9	813	94.5	165	91.4
The cost of plan(s) decreased	0	0.0	0	0.0	0	0.0
Responding Firms in Category	1,278	100.0	861	100.0	181	100.0

Note: This table includes Financial Activities firms with at least one employee. 67 firms or 56.3% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16k. Retirement cost change by Professional and Business Services.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	1,165	16.9	790	12.9	161	15.8
The cost of plan(s) stayed the same	5,645	81.7	4,883	79.6	807	79.4
The cost of plan(s) decreased	100	1.5	464	7.6	48	4.7
Responding Firms in Category	6,911	100.0	6,136	100.0	1,016	100.0

Note: This table includes Professional and Business Services firms with at least one employee. 273 firms or 51.2% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16l. Retirement cost change by Leisure and Hospitality.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	36	8.2	36	9.4	28	10.1
The cost of plan(s) stayed the same	375	86.1	344	90.6	254	89.9
The cost of plan(s) decreased	25	5.7	0	0.0	0	0.0
Responding Firms in Category	435	100.0	379	100.0	282	100.0

Note: This table includes Leisure and Hospitality firms with at least one employee. 49 firms or 26.3% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses.

Table 16m. Retirement cost change by Other services.

Question 16. Please check the appropriate boxes indicating cost of Retirement Benefits offered to your employees during the last year (last 12 months).						
Cost Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number	Percent	Number	Percent	Number	Percent
The cost of plan(s) increased	307	27.4	47	16.4	21	16.8
The cost of plan(s) stayed the same	812	72.4	235	82.6	102	83.2
The cost of plan(s) decreased	3	0.2	3	0.9	0	0.0
Responding Firms in Category	1,121	100.0	284	100.0	123	100.0

Note: This table includes Other Services firms with at least one employee. 32 firms or 42.1% of the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 17a. Retirement benefit changes by Small Firms

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	1,077	2.6	679	2.3	0	0.0
Increase the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Reduced the Defined Contribution match limit	0	0.0	0	0.0	0	0.0
Increased the Defined Contribution match limit	399	1.0	0	0.0	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	1,256	3.0	981	3.3	0	0.0
Total Changing Retirement Benefits	2,732	6.6	1,660	5.6	0	0.0
Responding Firms in Category	41,343	--	29,838	--	16,508	--

Note: Small Firms = 1 to 4 employees. This table includes small firms with at least one employee. 10 firms or 5.3% of the survey responding small firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17b. Retirement benefit changes by Medium Firms

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	53	0.5	53	0.4	21	0.2
Increase the total Retirement Benefit package	257	2.3	257	2.1	53	0.6
Reduced the Defined Contribution match limit	116	1.0	115	1.0	30	0.4
Increased the Defined Contribution match limit	197	1.8	199	1.7	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	46	0.4	32	0.3	32	0.4
Other	342	3.0	301	2.5	88	1.0
Total Changing Retirement Benefits	959	8.5	888	7.4	224	2.6
Responding Firms in Category	11,218	--	12,044	--	8,711	--

Note: Medium Firms = 5 to 49 employees. 66 firms or 8.4% of the survey responding medium firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17c. Retirement benefit changes by Large Firms

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	4	0.2	4	0.2	0	0.0
Increase the total Retirement Benefit package	31	1.7	31	1.5	13	0.8
Reduced the Defined Contribution match limit	32	1.7	36	1.7	32	2.0
Increased the Defined Contribution match limit	47	2.5	44	2.1	24	1.5
Moved the Defined Benefit to a Defined Contribution Plan	5	0.3	10	0.5	0	0.0
Other	110	5.9	124	6.0	39	2.4
Total Changing Retirement Benefits	214	11.5	232	11.2	95	5.9
Responding Firms in Category	1,858	--	2,067	--	1,615	--

Note: Large Firms = 50 to 249 employees. 74 firms or 12.2% of the survey responding large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17d. Retirement benefit changes by Extra Large Firms

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Increase the total Retirement Benefit package	63	3.9	70	3.9	23	1.5
Reduced the Defined Contribution match limit	45	2.8	45	2.5	12	0.7
Increased the Defined Contribution match limit	29	1.8	29	1.6	22	1.4
Moved the Defined Benefit to a Defined Contribution Plan	12	0.7	12	0.6	12	0.7
Other	143	8.8	137	7.7	103	6.6
Total Changing Retirement Benefits	264	16.2	265	14.8	163	10.5
Responding Firms in Category	1,629	--	1,784	--	1,550	--

Note: Extra Large firms = 250+ employees. 33 firms or 15.3% of the survey responding extra large firms replied to this question.

Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17e. Retirement benefit changes by Natural Resources and Mining.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Increase the total Retirement Benefit package	10	0.4	10	0.5	0	0.0
Reduced the Defined Contribution match limit	4	0.1	4	0.2	4	0.4
Increased the Defined Contribution match limit	24	0.9	28	1.4	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	212	8.3	215	11.0	7	0.9
Total Changing Retirement Benefits	249	9.7	257	13.1	11	1.3
Responding Firms in Category	2,556	--	1,962	--	872	--

Note: This table includes Natural Resources and Mining firms with one or more employees. 11 firms or 12.1% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17f. Retirement benefit changes by Construction.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	683	9.9	683	11.9	0	0.0
Increase the total Retirement Benefit package	40	0.6	57	1.0	17	0.5
Reduced the Defined Contribution match limit	36	0.5	36	0.6	0	0.0
Increased the Defined Contribution match limit	55	0.8	55	1.0	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	53	0.8	36	0.6	4	0.1
Total Changing Retirement Benefits	832	12.0	832	14.5	21	0.6
Responding Firms in Category	6,909	--	5,719	--	3,286	--

Note: This table includes Construction firms with at least one employee. ^ firms or #% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17g. Retirement benefit changes by Manufacturing.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	14	0.6	14	0.6	0	0.0
Increase the total Retirement Benefit package	19	0.7	25	1.1	0	0.0
Reduced the Defined Contribution match limit	35	1.4	35	1.6	14	1.2
Increased the Defined Contribution match limit	11	0.4	11	0.5	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	33	1.3	24	1.1	14	1.2
Other	75	3.0	70	3.1	41	3.4
Total Changing Retirement Benefits	185	7.3	177	7.9	70	5.7
Responding Firms in Category	2,542	--	2,235	--	1,224	--

Note: This table includes Manufacturing firms with at least one employee. 31 firms or 13.8% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17h. Retirement benefit changes by Service Providing.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	18	0.2	18	0.2	0	0.0
Increase the total Retirement Benefit package	117	1.2	117	1.0	54	0.7
Reduced the Defined Contribution match limit	61	0.6	61	0.5	0	0.0
Increased the Defined Contribution match limit	39	0.4	39	0.4	22	0.3
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	147	1.5	112	1.0	32	0.4
Total Changing Retirement Benefits	353	3.7	318	2.8	97	1.3
Responding Firms in Category	9,571	--	11,197	--	7,518	--

Note: This table includes Service Providing firms with at least one employee. 39 firms or 9.8% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17i. Retirement benefit changes by Information.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Increase the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Reduced the Defined Contribution match limit	0	0.0	0	0.0	0	0.0
Increased the Defined Contribution match limit	7	1.1	24	3.9	7	1.9
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	24	3.8	24	3.9	7	1.9
Total Changing Retirement Benefits	31	4.9	48	7.9	14	3.7
Responding Firms in Category	636	--	609	--	378	--

Note: This table includes Information firms with at least one employee. 4 firms or 14.3% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17j. Retirement benefit changes by Financial Activities.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Increase the total Retirement Benefit package	49	0.7	33	1.1	0	0.0
Reduced the Defined Contribution match limit	0	0.0	20	0.7	20	1.3
Increased the Defined Contribution match limit	53	0.8	20	0.7	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	425	6.3	16	0.6	16	1.0
Total Changing Retirement Benefits	510	7.5	72	2.5	36	2.4
Responding Firms in Category	6,772	--	2,847	--	1,531	--

Note: This table includes Financial Activities firms with at least one employee. 13 firms or 10.9% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17k. Retirement benefit changes by Professional and Business Services.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	399	1.9	0	0.0	0	0.0
Increase the total Retirement Benefit package	106	0.5	106	0.7	7	0.1
Reduced the Defined Contribution match limit	51	0.2	34	0.2	30	0.4
Increased the Defined Contribution match limit	438	2.1	50	0.3	15	0.2
Moved the Defined Benefit to a Defined Contribution Plan	29	0.1	29	0.2	29	0.4
Other	593	2.9	1,016	7.0	67	0.9
Total Changing Retirement Benefits	1,609	7.9	1,210	8.4	141	1.9
Responding Firms in Category	20,453	--	14,474	--	7,506	--

Note: This table includes Professional and Business Services firms with at least one employee. 54 firms or 10.1% of the survey responding Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17I. Retirement benefit changes by Leisure and Hospitality.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	0	0.0	0	0.0	0	0.0
Increase the total Retirement Benefit package	7	0.2	7	0.2	7	0.2
Reduced the Defined Contribution match limit	6	0.2	6	0.2	6	0.1
Increased the Defined Contribution match limit	0	0.0	0	0.0	0	0.0
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	13	0.4	38	1.0	31	0.7
Total Changing Retirement Benefits	26	0.8	51	1.4	45	1.0
Responding Firms in Category	3,136	--	3,728	--	4,676	--

Note: This table includes Leisure and Hospitality firms with at least one employee. ^ firms or #% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17m. Retirement benefit changes by Other Services.

17. Please check the appropriate boxes indicating Retirement Benefit changes made during the last year (last 12 months).						
Retirement Benefit Change	Employee Categories					
	Salary		Full-Time Hourly		Part-Time Hourly	
	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement	Number Changing Retirement	Percent Changing Retirement
Reduce the total Retirement Benefit package	21	0.6	21	0.7	21	1.5
Increase the total Retirement Benefit package	3	0.1	3	0.1	3	0.2
Reduced the Defined Contribution match limit	0	0.0	0	0.0	0	0.0
Increased the Defined Contribution match limit	44	1.3	44	1.5	3	0.2
Moved the Defined Benefit to a Defined Contribution Plan	0	0.0	0	0.0	0	0.0
Other	308	8.9	15	0.5	25	1.8
Total Changing Retirement Benefits	373	10.7	80	2.7	48	3.5
Responding Firms in Category	3,475	--	2,963	--	1,391	--

Note: This table includes Other Services firms with at least one employee. 8 firms or 10.5% the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses. Multiple response are possible in each column.

Table 17n: Written responses for retirement changes.

Question 17f. Other (Please Specify).		
Industries	Number	Percent
No Change	77	82.8
Added Roth Option	2	2.2
Elimintated to new hires	2	2.2
Matched Employee	2	2.2
Switch Companies	2	2.2
Changed Administrator	1	1.1
Discontinued Plan	1	1.1
Eliminated Part-time	1	1.1
Eliminated the Match	1	1.1
Increased Match	1	1.1
Moved From Defined to SEP	1	1.1
Reduced Employer Contribution	1	1.1
Other	1	1.1
Total	93	100.0

Table 18a: Retirement Cost Affect by Firm Size

Question 18. Have Retirement Benefit cost affected aspects of your business in the last year (last 12 months)?			
Firm Sizes	Number in Category	Number	Percent
Small	65,019	1,679	2.6
Medium	14,305	796	5.6
Large	2,182	191	8.8
Extra Large	1,890	179	9.5
All Firm Sizes	83,396	2,846	3.4

Note: Firm Sizes: Small = 1 to 4 employees, Medium = 4 to 49 employees, Large = 50 to 249 employees & Extra Large firm size = 250+ employees. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses. 1264 firms or 70.3% of the survey responding firms replied to this question.

Table 18b: Retirement Cost Affect by Firm Size by Industry

Question 18. Have Retirement Benefit cost affected aspects of your business in the last year (last 12 months)?			
Industries	Number in Category	Number	Percent
Natural resources and mining	3,997	34	0.8
Construction	9,199	769	8.4
Manufacturing	3,801	127	3.3
Service providing	17,661	297	1.7
Information,	1,090	210	19.3
Financial activities	7,742	133	1.7
services	27,590	1,101	4.0
Leisure & hospitality	6,182	90	1.5
Other Services	6,134	86	1.4
All Industries	83,396	2,846	3.4

Note: This table includes firms that had at least one employee. Rounding may slightly affect totals. Cell numbers are estimates from weighted responses. 1264 firms or 70.3% of the survey responding firms replied to this question.

Chart 18a: Retirement Cost Affect by Firm Size

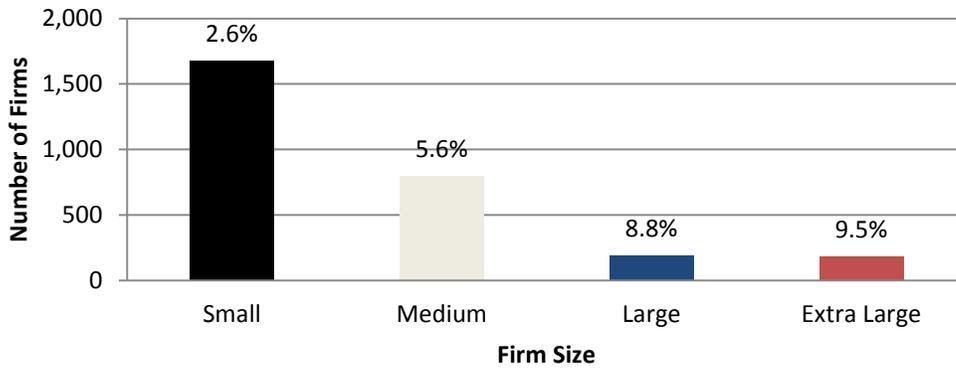


Chart 18b: Retirement Cost Affect by Firm Size and Industry

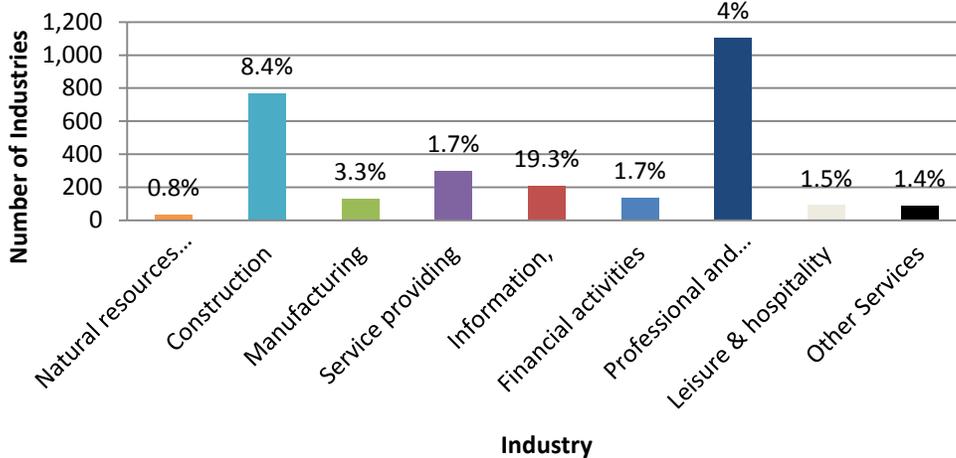


Table 19a. Total Benefit Cost by Firm Size and Natural Resources & Mining Firms

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
Portion of Cost	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	2,209	75.0	403	66.7	26	25.0	0	0.0
16% to 20%	184	6.3	101	16.7	22	21.4	10	10.0
21% to 25%	552	18.8	20	3.3	26	25.0	49	50.0
26% to 30%	0	0.0	40	6.7	26	25.0	10	10.0
More Than 30%	0	0.0	40	6.7	4	3.6	29	30.0
Total in Category	2,945	100.0	604	100.0	105	100.0	98	100.0

Note: This table includes Natural Resources and Mining firms with one or more employees. 84 firms or 92.3% of the survey responding Natural Resources and Mining firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19b. Total Benefit Cost by Firm Size and Construction Firms

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
Portion of Cost	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	6,109	90.0	773	57.0	46	33.3	38	40.0
16% to 20%	0	0.0	309	22.8	46	33.3	19	20.0
21% to 25%	679	10.0	137	10.1	15	11.1	0	0.0
26% to 30%	0	0.0	34	2.5	11	8.3	19	20.0
More Than 30%	0	0.0	103	7.6	19	13.9	19	20.0
Category	6,788	100.0	1,358	100.0	137	100.0	96	100.0

Note: This table includes Construction firms with at least one employee. 130 firms or 92.9% of the survey responding Construction firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19c. Total Benefit Cost by Firm Size and Manufacturing Firms

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	1,720	100.0	496	48.6	64	29.3	13	77
16% to 20%	0	0.0	213	20.8	55	25.0		0.0
21% to 25%	0	0.0	170	16.7	29	13.0		0.0
26% to 30%	0	0.0	71	6.9	38	17.4		0.0
More Than 30%	0	0.0	71	6.9	33	15.2		0.0
Category	1,720	100.0	1,020	100.0	219	100.0	13	77.5

Note: This table includes Manufacturing firms with at least one employee. 210 firms or 93.3% of the survey responding Manufacturing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19d. Total Benefit Cost by Firm Size and Service Providing Firms

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	10,356	81.6	1,830	61.7	178	43.3	61	18.6
16% to 20%	1,670	13.2	480	16.2	87	21.3	129	39.5
21% to 25%	668	5.3	338	11.4	61	15.0	68	20.9
26% to 30%	0	0.0	124	4.2	36	8.7	53	16.3
More Than 30%	0	0.0	195	6.6	48	11.8	15	4.7
Category	12,694	100.0	2,968	100.0	410	100.0	326	100.0

Note: This table includes Service Providing firms with at least one employee. 375 firms or 93.8% of the survey responding Service Providing firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19e. Total Benefit Cost by Firm Size and Information Firms

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	610	75.0	102	50.0	5	16.7	0	0.0
16% to 20%	0	0.0	34	16.7	0	0.0	0	0.0
21% to 25%	0	0.0	17	8.3	10	33.3	28	66.7
26% to 30%	0	0.0	51	25.0	5	16.7	7	16.7
More Than 30%	203	25.0	0	0.0	10	33.3	7	16.7
Category	813	100.0	204	100.0	31	100.0	42	100.0

Note: This table includes Information firms with at least one employee. 28 firms or 100.0% of the survey responding Information firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19f. Total Benefit Cost by Firm Size and Financial Activities

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	4,317	68.8	392	51.1	41	30.6	0	0.0
16% to 20%	392	6.3	228	29.8	34	25.0	16	16.7
21% to 25%	0	0.0	82	10.6	19	13.9	32	33.3
26% to 30%	785	12.5	49	6.4	26	19.4	16	16.7
More Than 30%	785	12.5	16	2.1	15	11.1	32	33.3
Category	6,279	100.0	767	100.0	135	100.0	96	100.0

Note: This table includes Financial Activities firms with at least one employee. 111 firms or 93.3% of the survey responding Financial Activities firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19g. Total Benefit Cost by Firm Size and Professional and Business Services

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	15,542	76.5	2,029	54.7	319	46.5	151	25.5
16% to 20%	797	3.9	857	23.1	161	23.5	128	21.6
21% to 25%	1,993	9.8	402	10.8	77	11.2	116	19.6
26% to 30%	399	2.0	227	6.1	62	9.1	128	21.6
More Than 30%	1,594	7.8	192	5.2	66	9.6	70	11.8
Category	20,324	100.0	3,708	100.0	686	100.0	591	100.0

Note: This table includes Professional and Business Services firms with at least one employee. 501 firms or 94.0% of the survey responding

Professional and Business Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19h. Total Benefit Cost by Firm Size and Leisure & Hospitality

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	2,742	86.7	1,911	89.5	204	68.1	132	69.2
16% to 20%	211	6.7	99	4.7	57	19.1	37	19.2
21% to 25%	211	6.7	25	1.2	25	8.5	7	3.8
26% to 30%	0	0.0	99	4.7	6	2.1	0	0.0
More Than 30%	0	0.0	0	0.0	6	2.1	15	7.7
Category	3,164	100.0	2,134	100.0	299	100.0	191	100.0

Note: This table includes Leisure and Hospitality firms with at least one employee. 174 firms or 93.5% of the survey responding Leisure and Hospitality firms replied to this question. Cell numbers are estimates from weighted responses.

Table 19I. Total Benefit Cost by Firm Size and Other Services Firms

Question 19. What percentage of your total personnel compensation costs consists of benefits (excluding worker's compensation, social security tax, and unemployment insurance)?								
Firm Sizes								
	Small Firms		Medium Firms		Large Firms		Extra Large Firms	
Portion of Cost	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms	Number of Firms	Percent of Firms
15% or Less	2,248	47.1	394	55.9	26	55.6	0	0.0
16% to 20%	843	17.6	104	14.7	10	22.2	12	33.3
21% to 25%	562	11.8	104	14.7	3	5.6	0	0.0
26% to 30%	843	17.6	83	11.8	0	0.0	0	0.0
More Than 30%	281	5.9	21	2.9	8	16.7	25	66.7
Category	4,778	100.0	705	100.0	47	100.0	37	100.0

Note: This table includes Other Services firms with at least one employee. 72 firms or 94.7% of the survey responding Other Services firms replied to this question. Cell numbers are estimates from weighted responses.

Table1a. Response by method.

Method of Response	Response Number	Percent of Total
Mail	1400	73.1
Online	480	25.1
FAX	15	0.8
Email	12	0.6
Phone	7	0.4
Totals	1914	100.0

Table1b. Response by firm size.

Firm Size	Response Number	Number in Sample	Response Rate
Small	226	571	39.6
Medium	774	1355	57.1
Large	700	1373	51.0
Extra Large	214	611	35.0
Totals	1914	3910	49.0

Note: Small Firms = 1 to 4 employees, Medium Firms = 5 to 49 employees, □

Large Firms = 50 to 249 employees, and Extra Large Firms = 250+ employees.

Table1c. Response by Industry.

Industry	Response Number	Number in Sample	Response Rate
Natural resources and mining.	97	204	47.5
Construction.	152	292	52.1
Manufacturing.	233	417	55.9
Service providing.	425	844	50.4
Information.	30	66	45.5
Financial activities.	128	261	49.0
Professional services.	562	1194	47.1
Leisure and hospitality.	203	486	41.8
Other Services.	84	146	57.5
Totals	1914	3910	49.0

Table1d. Response by firm size and industry.

Super Sector Strat	Firm Size & Industry	Response Number	Number in Sample	Response Rate
11	Small Natural resources and mining.	14	29	48.3
12	Small Construction.	17	60	28.3
13	Small Manufacturing.	13	31	41.9
14	Small Service providing.	49	117	41.9
15	Small Information.	4	7	57.1
16	Small Financial activities.	24	55	43.6
17	Small Professional services.	70	197	35.5
18	Small Leisure and hospitality.	15	34	44.1
19	Small Other Services.	21	44	47.7
21	Medium Natural resources and mining.	36	58	62.1
22	Medium Construction.	88	135	65.2
23	Medium Manufacturing.	73	107	68.2
24	Medium Service providing.	181	315	57.5
25	Medium Information.	12	18	66.7
26	Medium Financial activities.	51	80	63.8
27	Medium Professional services.	203	359	56.5
28	Medium Leisure and hospitality.	93	220	42.3
29	Medium Other Services.	37	63	58.7
31	Large Natural resources and mining.	34	75	45.3
32	Large Construction.	42	83	50.6
33	Large Manufacturing.	102	176	58.0
34	Large Service providing.	148	276	53.6
35	Large Information.	7	24	29.2
36	Large Financial activities.	43	89	48.3
37	Large Professional services.	231	456	50.7
38	Large Leisure and hospitality	69	158	43.7
39	Large Other Services	23	33	69.7
41	Extra Large Natural resources and mining.	12	39	30.8
42	Extra Large Construction.	5	14	35.7
43	Extra Large Manufacturing.	46	106	43.4
44	Extra Large Service providing.	47	136	34.6
45	Extra Large Information.	7	17	41.2
46	Extra Large Financial activities.	10	37	27.0
47	Extra Large Professional services.	58	182	31.9
48	Extra Large Leisure and hospitality.	26	74	35.1
49	Extra Large Other Services.	3	6	50.0
	All Industries & All Firm Sizes	1914	3910	49.0

Note: Small Firms = 1 to 4 employees, Medium Firms = 5 to 49 employees, □

Large Firms = 50 to 249 employees, and Extra Large Firms = 250+ employees.