

11TH ANNUAL METLIFE STUDY OF EMPLOYEE BENEFITS TRENDS METHODOLOGY



MetLife's 11th Annual *Study of Employee Benefits Trends* continues a proud tradition of delivering nationally acclaimed research, subject matter expertise and educational resources. The Study was conducted during October and November of 2012 and consisted of three distinct studies fielded by GfK Custom Research North America. The employer survey comprised 1,503 interviews with benefits decision-makers at companies with staff sizes of at least two employees. The employee survey comprised 1,422 interviews with full-time employees age 21 and over, at companies with a minimum of two employees. The broker survey comprised 594 interviews with brokers and consultants who sell group employee benefits to companies of all sizes.

Employer

Employer size (staff size)

2-9	20%
10-49	21%
50-199	18%
200-499	5%
500-999	4%
1,000-4,999	13%
5,000-9,999	9%
10,000+	10%

Industry

Services	33%
Heavy Industry	23%
Finance, Insurance, Real Estate	14%
Sales/Trade	10%
Healthcare & Social Assistance	7%
Arts, Entertainment, and Recreation	4%
Accommodation and Food Services	3%
Educational Services	3%
Public Administration	3%

Geography

South	32%
West	28%
Northeast	23%
Midwest	18%

Employee

Gender

Male	56%
Female	44%

Marital Status

Married	61%
Single	19%
Divorced/Separated	10%
Domestic partnership	8%
Widowed	2%

Ethnic Background

Caucasian	70%
Hispanic	14%
African-American	11%
Asian	6%

Family Status

Do not have children under 18	56%
Have children under 18	44%

Geography

South	38%
West	22%
Midwest	21%
Northeast	19%

Employer size (staff size)

2-9	10%
10-49	14%
50-199	16%
200-499	8%
500-999	9%
1,000-4,999	14%
5,000-9,999	6%
10,000+	24%

Age

21-30	16%
31-40	26%
41-50	26%
51-60	22%
61 and over	9%

Household income

Under \$30,000	8%
\$30,000 to \$49,999	18%
\$50,000 to \$74,999	22%
\$75,000 to \$99,999	17%
\$100,000 to \$149,999	25%
\$150,000 and over	10%

Industry

Services	39%
Heavy Industry	18%
Sales/Trade	10%
Healthcare and Social Assistance	9%
Educational Services	8%
Finance, Insurance, Real Estate	8%
Public Administration	4%
Accommodation and Food Services	2%
Arts, Entertainment, and Recreation	2%

Broker

Years working in the employee benefits industry

Less than 1 year	–
1 to 2 years	1%
3 to 5 years	7%
6 to 10 years	12%
More than 10 years	80%

Current role at firm

Account management is primary responsibility	40%
Both business acquisition and account management	38%
Business acquisition is primary responsibility	9%
Firm operations and management is primary responsibility	9%
Other	4%

% of brokers working with each company size (staff size) category

2 – 49	79%
50 – 199	90%
200 – 499	75%
500 – 999	56%
1,000 – 2,999	48%
3,000 – 9,999	27%
10,000+	11%

Geography

Midwest	28%
South	28%
Northeast	23%
West	20%

Visit BenefitTrends.MetLife.com to explore the latest findings from MetLife's *Study of Employee Benefits Trends*.



About GfK

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