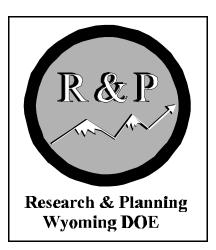
WYOMING DEPARTMENT OF EMPLOYMENT

EMPLOYEE BENEFITS IN WYOMING: 2000

Published June 2001



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Employee Benefits in Wyoming: 2000

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Section I: Purpose

This publication complements the Occupational Employment Statistics (OES) wage survey Research & Planning (R&P) conducts on an annual basis and assists employers and employees in determining whether or not they are providing and receiving competitive compensation (wages and benefits).¹ Employee benefits include paid leave, insurance, retirement plans and miscellaneous benefits. The questionnaires were mailed quarterly to identify trends, and updates on quarterly observations can be found in *Wyoming Labor Force Trends*.² We thank all 970 employers who responded to the study and helped us make it a success.

Section II: Results in Brief

Prior to our Wyoming Employee Benefits Program there were no data available regarding benefits solely for the State of Wyoming. The Bureau of Labor Statistics (BLS) conducts a national Employee Benefits Survey of small private establishments in even years and medium and large private establishments in odd years. The BLS survey is only collected at one point in time, unlike the Wyoming program which is collected quarterly. Quarterly collection will enable us to see seasonal changes in the data. The Unemployment Insurance (UI) Covered Employment database allows R&P to select a representative sample regarding this information and make it available to the public. Since this is a mail survey it can be conducted at a relatively low cost, unlike the BLS survey which is conducted through personal visits and phone contact.

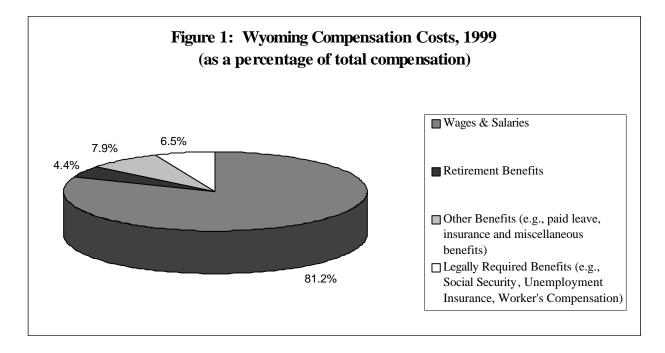
We present survey results in two different ways:

- 1. what percent of employers offer benefits, and
- 2. what percent of employees are offered benefits.

The kind and number of benefits a company offered or an employee received in 2000 were associated largely with the industry, company size and geographic region in which the company was located. The full- or part-time status of the employee is associated with making benefits available to employees. 97.1 percent of full-time employees in Government receive paid holidays but only 47.5 percent of full-time employees in Construction receive that same benefit. In companies with more than 100 employees, 99.4 percent of full-time employees are offered health insurance compared to 74.5 percent of full-time employees in companies with fewer than 5 employees. 77.8 percent of full-time employees in the Southwest Region of the state received paid sick leave compared to only 58.3 percent of employees in the Central Region. In Wyoming, total compensation was comprised of 81.2 percent for wages and salaries and 18.8 percent for benefits in 1999 (see Figure 1, p. 2).

Section III: Introduction

Rising healthcare costs and the controversy surrounding the future of Social Security place increased importance on benefits such as employer provided health insurance and retirement plans. A serious illness can be financially devastating to anyone lacking health insurance. Many people do not want to rely exclusively on Social Security when it comes to their retirement. Thus, employer provided benefits may be a major reason why certain employers are more attractive to workers than others. This is a concern for employers. Many employers have difficulty attracting and retaining employees.³ Employees understand that wages and salaries alone do not describe all the compensation they may receive. When comparing different employers, they also take into account the benefits the employer offers. A lower wage or salary may be offset by a more generous benefits package. Policymakers are also concerned with employee benefits. They have voiced concerns about the lack of health insurance in



this country and the strain retired baby boomers will put on the Social Security system.

This publication describes the kind of benefits employees can expect to receive in different industries, regions and among companies of varying sizes in Wyoming. We also look at benefit costs as a percentage of total compensation and compare this number to a neighboring state, South Dakota, and the U.S. as a whole.

Section IV: Review of the Literature

Survey research and benefits publications were reviewed for this study. To learn more about how to do survey research we consulted Fink and Kosecoff's book *How to Conduct Surveys: A Step-by-Step Guide* and Fowler's *Improving Survey Questions: Design and Evaluation*.⁴

In order to keep up with changes regarding benefits in the U.S., we read many publications by the Bureau of Labor Statistics such as *Monthly Labor Review*, *Compensation and Working Conditions*, and their news releases regarding employee compensation costs.⁵ All these publications can be found at <u>http://www.bls.gov</u>.

We also reviewed publications regarding employee benefits from other states such as North Dakota, South Dakota, South Carolina and New Hampshire.⁶ Each of these states has conducted their own benefits survey. Unfortunately, they are not all carried out in the same way, and it is therefore difficult to make meaningful comparisons between states.

Section V: Developing the Benefits Program

While working on the 2000 Employee Benefits questionnaire, we kept the desired results in mind. We also took a close look at our 1999 pilot study, which can be found at <u>http://lmi.state.wy.us/benefits/bentoc.htm</u>, to see what worked and what did not.

The major problem with the 1999 pilot study was the question regarding the cost of providing benefits. Respondents were unable to calculate their benefit costs as a percentage of total compensation. We therefore consulted Internal Revenue Service (IRS) and state tax forms to see what kind of reporting employers were required to do. The employers' record keeping should then complement these requirements. We concluded that if we asked the employer for data or information that they have to provide to other agencies, it should be easy for the employer to report them to us as well. For example, we found that employers have to report their retirement costs separately from other benefits on their income tax return. Employers are also obligated to report Social Security, wages and unemployment insurance. Then, we came up with questions for the employers for the 2000 study (see Appendix B). What were your annual wages? What was the cost of your retirement benefits? What was the cost of your legally required benefits? What was the cost of your other benefits? We also asked the employer what percentage they paid on insurance benefits and retirement plans to determine who is paying most of the cost associated with benefits, the employer or employee. From there, we calculated the percentage cost of benefits ourselves. Nevertheless, only 64.1 percent of the respondents answered the questions regarding benefit costs. The questions still caused difficulties for employers, because we had asked for a break down of the cost of providing benefits by full- and part-time employment.

Section VI: Drawing the Sample

A stratified random sample of 400 companies was selected each quarter to receive the questionnaire for a total of 1,600 companies for the year. We conducted the benefits survey quarterly to identify any trends in the incidence of benefits.

The sample was drawn from the most current Quarterly Unemployment Insurance (QUI) employer database available. This database contains data reported by approximately 18,000 employers on a quarterly basis for Unemployment Insurance purposes. Companies that reported zero employees for all three months and employers with household employees were excluded from the database and not included in our sample.

Companies that had previously been sampled were also excluded from the sample. We added the following data fields: average employment, employment size class, industry by major division and region.⁷ The employment size class size is determined by an employers' average employment in the quarter we sampled. The employers were divided into six different employment size classes (see Table 1, page 4). The industry by major division was determined by the Standard Industrial Classification (SIC) code assigned to that employer (see Figure 2, page 4). The region is determined by the county code assigned by the Wyoming Department of Employment (see Map, page A-1).

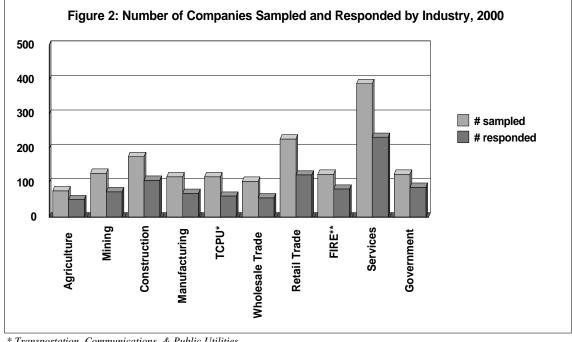
We then selected a random sample stratified by employment size class, industry and region for companies with 1-99 employees. Each quarter, we sampled 25 percent of the companies with 100 or more employees; by the end of the year, all 274 large employers had been sampled. This was necessary to get an adequate sample because of the small number of large employers in Wyoming. Large employers are therefore proportionally overrepresented in our study.

Section VII: Program Improvements

We further revised the questionnaire for 2001 to more clearly identify what kind of retirement benefits employers offer and who is paying for them. This area seemed to cause problems for employers in 2000. Employers often included Workers' Compensation in Disability Insurance. This

Size Class	# of Employees
1	1-4
2	5-9
3	10-19
4	20-49
5	50-99
6	100+

 Table 1: Employment Size Class



* Transportation, Communications, & Public Utilities. ** Finance, Insurance, & Real Estate.

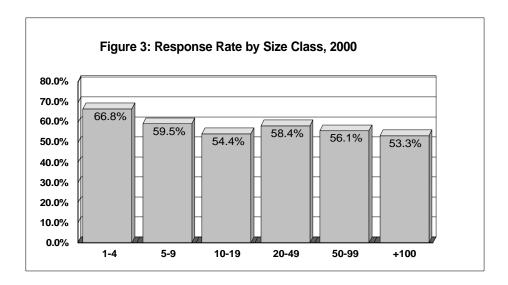
question was not intended to include legally required benefits (see Appendix B, p. B-3), so an explanation was added.

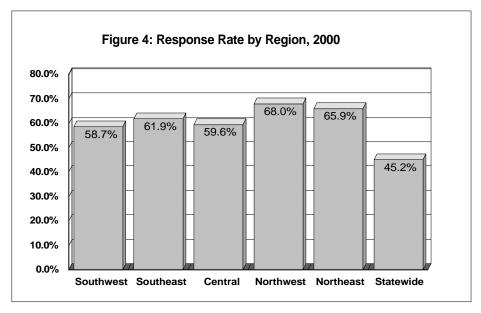
In the 1999 pilot survey, employers were asked to separate employees into broad occupational groups when reporting benefits. In 2000, we revised the survey to distinguish between full- and part-time employment instead of broad occupational groups. This revision resulted in problems for employers who had trouble separating wages and cost of benefits for full-time and part-time employees. They often just reported one number for both. Therefore, we added full-time and part-time wages and benefits costs together for the employers who separated those numbers. This was necessary to have an adequate response to report. We then reported only one percentage for full- and part-time employees combined. Any incomplete responses to the last four questions regarding the cost of providing benefits were discarded because they would have distorted survey results. To improve the 2001 survey, employers do not have to separate the benefits of full- and part-time employees unless there is a difference in the amount of benefits received.

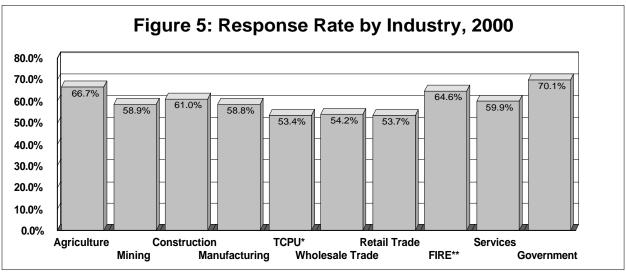
To further improve the results, the sample size has been increased to 500 employers in each quarter of 2001. In spite of the larger sample size, we are hoping to increase our response rate to 65 percent for 2001.

Section VIII: Results

The overall response rate for the survey in 2000 was 60.1 percent, or 970 employers out of 1,600 surveyed. These 970 companies employed a total of 35,334 employees. Of those, 79.6 percent were employed full-time and 20.4 percent part-time (see Figure 6, page A-11). Managerial and professional employees held 24.7 percent of those jobs, clerical and technical employees 25.6 percent and production, service and maintenance employees 49.7 percent (see Figure 7, page A-11). Additionally, Figures 3, 4, and 5 show response rates by employer size class, region and industry. The response rate by size class indicates that small employers are more likely to reply than larger employers. Statewide employers are much less likely to respond to the questionnaire than any other employers. The response rate by industry shows that Government employers are the most likely to respond.







* Transportation, Communications, & Public Utilities.

The results were weighted by response rate for each industry to adjust for non-response. They were also weighted against employment for each industry as estimated in the Current Employment Statistics (CES). For agricultural employees, we used UI Covered Employment data, because CES does not include Agriculture. This was done to account for employment differences in our sample. In order to adjust for differences in employing units in each industry, we weighted our sample by units reported for each industry to UI Covered Employment and also by response rate.

The three benefits employers most frequently offered to full-time employees were paid vacation (75.7%), health insurance (66.1%) and paid holidays (65.0%); see Table 2, p. A-2. The average number of paid vacation days after one year of employment and paid holidays were 9.9 and 8.5 days (see Table 11, p. A-10) for full-time employees. To their part-time employees, they most often offered a Christmas bonus (36.3%), employee discount (35.0%) and paid jury duty leave (27.6%); see Table 2, p. A-2.

The three benefits full-time employees most often received were health insurance (94.7%), paid vacation (92.9%) and dependent health insurance (91.2%); see Table 6, p. A-6. Part-time employees were offered employee discounts (44.3%), uniforms (42.7%) and paid jury duty leave (36.9%) most often (see Table 6, p. A-6). Keep in mind that the survey only asked if the employees were offered certain benefits. This does not mean that they actually elect to receive the benefits. This holds especially true for benefits where the employee may have to share some of the cost with the employer, such as health insurance. The analysis of the survey showed that employers on average pay 83.8 percent of the health insurance cost. For dependent health insurance the average was 58.1 percent (see Table 10, p. A-10).

Analyzing benefits paid to employees by industry reveals that employees in Government, Mining and Finance, Insurance, & Real Estate (FIRE) are most likely to receive benefits. The least likely to receive benefits are employees in Agriculture, Construction and

^{**} Finance, Insurance, & Real Estate.

Retail Trade (see Table 7, p. A-7). For example, 97.1 percent of full-time employees in Government receive paid holidays compared to only 72.1 percent of full-time employees in Retail Trade. If we compare this to the employers who pay benefits, we see a different picture. Government and FIRE are still most likely to pay benefits but Mining is replaced by Wholesale Trade, indicating there are more large employers in Mining and more small employers in Wholesale Trade (see Table 3, p. A-3).

There appears to be a relationship between benefits and firm size.⁸ For example, 99.4 percent of full-time employees in companies with 100 or more employees receive health insurance compared to only 74.5 percent of full-time employees in companies with one to four employees (see Table 8, p. A-8). The same is true for employers. Health insurance was offered to full-time employees by 44.3 percent of companies with one to four employees and by 98.6 percent of companies with 100 or more employees (see Table 4, p. A-4). It may seem odd that the percentage of employees in firms with one to four employees receiving benefits is, in many cases, higher than the percentage of employees in firms with five to nine employees. However, firm size is determined by the number of employees a company has in Wyoming and not by the number of employees acompany has nationwide. For example, well known national companies with 100 or more employees nationwide may have only one or two representatives in Wyoming. Therefore, readers should exercise caution when comparing benefits across firm size.

The regional analysis (see Map, p. A-1) shows that employees working for companies that are Statewide are the most likely to receive benefits (see Table 5, p. A-5), because 82.2 percent of those companies have 100 or more employees.⁹ Larger companies are more likely to pay benefits. Employees in the Central Region are the least likely to receive benefits, due to a large percentage of companies with one to four employees and a low percentage of employers that have 100 or more employees. Keep in mind, however, that employees may live and work in the Central Region but work for a company that is classified as Statewide.

On the other hand, Table 5 shows that a large percentage of companies in the Central Region do offer benefits. Since these did not add up to many workers receiving benefits, these companies must have fewer workers. This confirms that many of the companies in the Central Region are small or classified as Statewide.

How much did employers spend on benefits as a percentage of total compensation in 1999? Our study showed that 18.8 percent of total compensation went to paying benefits in the year 1999 (see Figure 1, p. 2). Comparatively, the cost of benefits estimated by the BLS for the U.S. was 27 percent of total compensation.¹⁰ South Dakota, a neighboring state that conducts an employer benefits survey, reported the cost of benefits at 22.1 percent.¹¹ In our questionnaire, employers were asked to separate compensation by wages and salaries, costs for retirement plans, legally required benefits (e.g., Social Security and Workers' Compensation) and all other benefits. Figure 3 (see page 5) illustrates the breakout by percentage of total compensation for these different benefit groups.

Section IX: Conclusion

Full-time employees are much more likely than part-time employees to receive benefits. Employees in larger companies are also at an advantage when it comes to being offered benefits, as are employees who work in certain industries such as Government, FIRE and Mining. The cost of providing benefits as a percentage of total compensation was 18.8 percent in Wyoming for the year 1999.

The Employee Benefits Program will be continued for the year 2001 with some slight revisions. This will enable us to develop a meaningful time series to see developing trends in benefit costs.

Notes

¹Wyoming Department of Employment, Research & Planning, *Wyoming Wage Survey*, March 2001.

²Carola Cowan, "Employee Benefits Survey: Compensation Revisited," *Wyoming Labor Force Trends*, August 2000, pp. 1-8; Carola Cowan, "Compensation Costs in Wyoming," *Wyoming Labor Force Trends*, December 2000, pp. 1-9.

³Craig Radden Henderson, "Retention of Wyoming's Labor Force: Holding on to Households," *Wyoming Labor Force Trends*, February 2001, pp. 1-13.

⁴Arlene Fink and Jacqueline Kosecoff, *How to Conduct Surveys: A Step-by-Step Guide*, 1998. Floyd J. Fowler Jr., *Improving Survey Questions: Design and Evaluation*, 1995.

⁵U.S. Bureau of Labor Statistics, "Employer Costs for Employee Compensation-March 2000," *News Release*, June 29, 2000.

⁶Job Service North Dakota, Labor Market Information, *North Dakota Benefits Survey 2000*, 2000; South Dakota Department of Labor, Labor Market Information Center, *South Dakota Benefits Publication*, February 2000; South Carolina Employment Security Commission, *1999 South Carolina Employer Practices and Benefits Survey*, February 2000; New Hampshire Employment Security, Economic and Labor Market Information Bureau, *Childcare 2000: A Survey of New Hampshire Employers*, July 2000.

⁷The employment size class is determined by the average employment a company reports in Wyoming.

⁸U.S. Bureau of Labor Statistics, "Employer Costs for Employee Compensation-March 2000," Table 8, p. 13. This table shows the relationship between employee benefits and firm size.

⁹Statewide refers to employers that have employees in more than one county.

¹⁰U.S. Bureau of Labor Statistics.

¹¹South Dakota Department of Labor, Labor Market Information Center, *South Dakota Benefits Publication*, 2000.

Appendix A

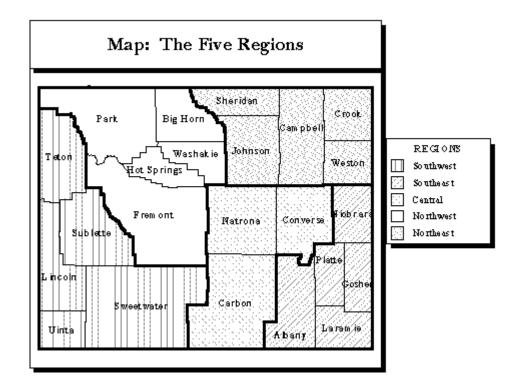


Table 2: Percentage of Companies Providing Selected Benefits to Their Full-
and Part-Time Employees in Wyoming, 2000

<u>Benefit Type</u>	<u>Full-Time</u>	<u>Part-Time</u>
Child Care	2.4%	2.0%
Christmas Bonus	48.5	36.3
Dental Plan	48.2	11.5
Dependent Health Insurance	58.5	12.2
Disability Insurance	27.9	8.0
Educational Assistance	29.8	10.8
Employee Discounts	37.7	35.0
Health Insurance	66.1	13.8
Life Insurance	50.6	12.5
Long-Term Disability	21.9	5.2
Maternity Leave	6.4	2.0
Paid Funeral or Bereavement Leave	41.9	15.7
Paid Holidays	65.0	19.9
Paid Jury Duty Leave	51.1	27.6
Paid Personal Leave	20.3	5.4
Paid Sick Leave	46.6	13.1
Paid Vacation	75.7	19.8
Paternity Leave	3.3	1.4
Profit Sharing	15.8	5.3
Retirement Plan	48.4	20.5
Tool Allowance	8.0	2.7
Uniform	26.4	19.2
Vision Plan	19.0	6.0
Wellness Program	13.2	6.2

Table 3: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Industry, 2000

						Wholesale	Retail			
Benefit	Agriculture	Mining	Construction	Manufacturing	ICPU*	Trade	Trade	FIRE**	Services	Covernment
Full-Time Employees										
Child Care	0.0%	9/40 0	0.0%	3.3%	2.2%	0.0%	3%2	9/40/0	3.0%	9
Christmas Bonus	59.1	50.0	58.0	58.1	48.9	66.7	51.6	60.7	49.0	7
Dental Plan	23.8	50.0	34.8	51.6	55.3	57.6	32.1	55.2	44.6	00
Dependent Health Insurance	38.1	66.7	57.1	66.7	60.9	72.9	38.1	65.5	52.5	90
Disability Insurance	22.7	33.3	18.2	36.7	38.3	32.8	13.4	42.1	23.8	-
Educational Assistance	23.8	33.3	13.5	41.4	31.1	38.6	14.2	49.1	31.3	4
Employee Discounts	33.3	0.0	24.5	56.7	15.6	50.0	63.1	39.8	39.3	-
Health Insurance	50.0	66.7	60.5	76.7	73.3	80.0	45.3	78.9	62.0	9
La fe Insurance	31.8	66.7	40.2	56.7	57.4	61.7	34.6	62.1	43.8	60
Long-Term Disability	10.0	33.3	10.9	27.6	23.9	29.8	0.11	33.3	20.4	4
Maternaty Leave	4.0	0.0	6.0	6.5	6.5	7.0	3.8	12.3	8.1	
Pard Funeral or Bereavement Leave	36.4	50.0	18.6	41.4	34.0	47.5	27.4	70.2	35.1	60
Pard Holtdays	54.5	50.0	39.5	73.3	71.7	83.3	46.0	91.4	64.3	9,
Pard Jury Duty Leave	45.5	50.0	27.5	414	30.4	62.7	35.7	84.5	46.3	o,
Pard Personal Leave	10.0	25.0	7.1	13.3	17.4	18.3	6.2	26.3	20.4	55.0
Paud Stok Leave	36.4	33.3	18.4	35.5	31.3	65.0	26.4	78.3	45.7	9,
Pard Vacation	66.7	75.0	59.3	77.4	76.6	95.0	65.8	91.2	73.6	9
Patemity Leave	0.0	0.0	0.0	3.2	2.2	1.7	0.0	7.1	6.1	
Profit Shamg	9.5	33.3	18.9	29.0	17.4	30.5	17.0	23.2	13.1	
Returement Plan	23.8	50.0	38.9	56.7	57.4	59.3	28.0	58.6	43.8	63
Tool Allowance	9.5	25.0	13.5	10.0	111	7.0	1.5	3.4	5.1	
Unstorm	23.8	25.0	15.2	23.3	28.9	33.9	46.1	9.6	21.5	C4
Vision Flan	0.0	33.3	17.9	233	23.9	20.0	60 50	16.4	16.7	m
Wellness Program	0.0	25.0	7.2	20.0	13.3	11.9	6.5	60 00	11.8	m
Part-Thre Employees										
Child Care	0.0%	0.0%	0.0%	0.0%	2.8%	940.0	0.0%	9/4010	3.8%	10
Christmas Bonus	42.1	50.0	34.2	47.8	37.8	51.4	42.0	57.9	37.9	00
Dental Plan	0.0	0.0	10.3	1.6	5.6	7.9	3.1	15.8	15.3	÷i.
Dependent Health Insurance	0.0	0.0	10.1	17.4	2.6	2.6	8.8	12.8	13.3	21
Disability Insurance	0.0	0.0	10.1	9.5	13.2	2.6	3.7	10.8	8.5	Ξ
Educational Assistance	5.3	0.0	6.8	9.1	18.9	2.8	3.2	18.4	12.0	N
Employee Discounts	30.0	0.0	18.9	40.9	15.8	43.2	56.1	37.8	37.7	Ξ
Health Insurance	0.0	0.0	10.3	17.4	5.3	9.7	10.0	13.2	15.3	'n
Life Insurance	5.0	0.0	10.1	13.6	12.8	2.6	6.2	13.2	12.4	N
Long-Term Dissbility	0.0	0.0	2.7	5.0	53	2.6	2.0	5.6	7.5	Ŧ
Matempt Leave	0.0	0.0	0.4	0.0	t- t ri t	0.0	1.2	5.4	15	m ;
Paid Funeral of Bereavement Leave	0.0	0.0	0.0	1.5	1.1	0	101	20.0	1 4 4 1	9 d
Part Hourdays Bood Tear Potter Leave	0.0	0.0	0.4	4.71	2.51	10.7	0.01	2.02	2.92	53.5
Deid Dersonal Learne		000	212			0	0.0	14	D P	i ē
Paul Sick Leave	0.0	0.0	13	0.0	0.0	5 67 5 60	6.9	23.1	14.9	1 07
Pard Vacation	0.0	0.0	10.0	9.1	10.3	11.4	14.0	25.6	28.9	m
Patematy Leave	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.3	2.5	61
Profit Sharng	0.0	0.0	6.7	1.6	5.4	8.3	3.9	15.4	5.0	
Retrement Plan	10.5	0.0	0.6	18.2	17.5	22.5	11.0	28.2	22.9	4
Tool Allowance	0.0	0.0	9.6	0.0	2.7	2.8	1.3	5.3	0.6	4
Unitorm	20.0	0.0	9.6	13.0	15.8	27.0	30.8	5.3	18.8	1
Vision Flan	0.0	0.0	7.8	4.5	5.1	2.6	3.1	5.1	6.1	-
Wellness Program	0.0	0.0	1.4	4.5	2.7	2.0	3.2	5.3	5.7	-

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Interface 11% 0.% 4.9% 2.0% 3.1%	Benefit	1-4	5.9	<u> 91-01</u>	20-49	50-99	100+
11_{10} 11_{10} 01_{10} <	Full-Time Employees						
a 473 6.0 2.7 6.0 8.7 bit 313 313 314 314 314 315 413 314 413 314 413 414 413	Child Care	1.1%	0,7%	4.3%	2.0%	3.1%	4,49
f) function 328 320 442 490 333 320 442 490 333 332	Christmas Bomis	47.3	619	52.7	62.2	40.9	28.7
Dimension 312 4.00 6.17 7.20 891 ension 233 371 6.17 7.20 891 ension 323 371 6.17 7.20 891 ension 324 324 810 914 7.2 916 ension 534 830 6.17 7.50 981 935 ension 93 7.2 943 943 943 943 944 ension 93 7.2 11 311 943 943 ension 93 353 4.13 963 944 943 ension 94 33 324 333 941 773 ension 93 333 344	Dental Plan	28.8	32.9	4.2	49.0	78.8	.06
mean 15 17.1 19.4 17.3 9.4 17.3 9.4 17.3 9.4 17.3 9.4 9.5 9.6	Dependent Health Insurance	34.2	43.0	61.7	72.0	89.1	96
ethere 23 95 23 412 464 ibit 311 413 351 413 351 413 353 Breatment Law 311 614 413 353 414 413 353 Breatment Law 311 613 614 614 413 366 414 413 366 Arr 313 513 314 613 314 613 414 613 414 413 366 Arr 613 703 713 713 714 414 713 414 413 366 Arr 613 713 <t< td=""><td>Disability Insurance</td><td>16.5</td><td>17.1</td><td>19.4</td><td>313</td><td>40.0</td><td>265</td></t<>	Disability Insurance	16.5	17.1	19.4	313	40.0	265
unit 33 396 621 63 348 348 Rive 333 337 647 433 333 643	Educational Assistance	22.3	19.5	23.7	41.2	36.4	47.
413 511 674 413 511 674 413 523 524 533 524 533 524 533 524 533 524 533 524 533 526 566 611 613 563 612 606 853 414 613 526 526 526 526 620 606 833 613 <t< td=""><td>Employee Discounts</td><td>30.5</td><td>39.6</td><td>42.1</td><td>49.5</td><td>34.8</td><td>39.6</td></t<>	Employee Discounts	30.5	39.6	42.1	49.5	34.8	39.6
Hity 352 357 447 660 356 357 447 660 355 355 447 660 355 355 355 447 660 355 355 447 660 355 355 447 660 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 441 455 355 360 355 360 360 355 360 360 360 366 355 360 366 365 365 366 365 366 365 366 365 366 366 366 366 366 366 366 366 366 366 366 366 366 366 <td>Health Insurance</td> <td>44.3</td> <td>57.1</td> <td>67.4</td> <td>743</td> <td>93.8</td> <td>8</td>	Health Insurance	44.3	57.1	67.4	743	93.8	8
billing [1]	Life Insurance	26.2	35.7	44.7	63.0	90.6	91.
Matrix 34 65 85 41 45 Revenuent Lave 331 30 67 40 75 Avec 331 30 67 40 75 Avec 331 30 67 40 75 Avec 333 313 73 73 83 73 Avec 333 613 73 73 84 73 333 613 73 73 83 81 73 133 133 133 14 30 84 73 144 33 13 14 30 84 73 155 65 67 65 51 73 84 156 156 67 53 11 30 73 156 67 67 51 11 31 73 156 67 67 51 11 33 34	Long-Term Disability	11.3	14.9	16.1	15.6	33.3	52
Becomment Lave 31 340 376 403 477 ave 234 339 249 339 477 ave 234 339 413 346 477 ave 234 339 420 340 477 ave 233 72 131 141 311 47 333 373 373 67 477 47 333 373 373 67 477 47 333 373 373 67 477 47 333 375 414 317 311 311 333 355 414 300 333 366 65 67 67 67 57 416 77 100 333 334 336 366 334 433 101 313 326 51 111 300 373 101 313 313	Maternity Leave	3.4	65	85	41	45	12
251 290 642 600 781 ave 124 123	Paid Fineral or Bereavement Leave	111	34.0	37.6	40.4	47.7	8
area $\overline{0}$ $\overline{3}$ </td <td>Paid Holidave</td> <td>55.4</td> <td>58.0</td> <td>23</td> <td>60.6</td> <td>882</td> <td>8</td>	Paid Holidave	55.4	58.0	23	60.6	882	8
matrix 100 100 100 100 100 200 144 143 123 103 111 311 300 227 123	Daid line Date Lance	P CP	26.0	0.07	54.0	545	8
Matrix 4.3 6.3 7.2 6.3 7.2 6.3 7.2 6.3 7.2 6.3 7.2 <	Daid Decourd I some	16.2	10.2	OFL	160	122	The second se
m 733 732 733 7		0.01	04			2.000	7 5
0.1 0.2 0.2 0.3 0.1 0.2 0.3 0.1 <t< td=""><td>Pard MCK Leave</td><td></td><td>8.6</td><td>19</td><td>4/.0</td><td></td><td>28</td></t<>	Pard MCK Leave		8.6	19	4/.0		28
m 23 0.7 11 31 30 73 15 6^{2} 6^{5} 11 31 33 m 6^{5} 6^{5} 6^{5} 6^{5} 31 33 156 6^{5} 6^{5} 5^{1} 77 33 lymm 49 53 324 200 331 300 11 33 324 326 415 610 717 150 906 1906 1376 111 331 200 324 200 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324 320 324	Paid Vacation	61.5	20	10.3	81.2	128	56
73 125 141 300 333 77 65 67 64 51 77 77 65 67 65 51 314 300 333 100 126 185 324 300 324 300 323 100 126 65 51 126 51 77 236 100 234 300 911 116 236 236 100 871 1166 1176 336 336 336 100 0096 118 102 77 326 336 100 000 333 309 335 336 336 336 100 000 000 118 102 71 123 100 000 000 000 000 000 000 100 100	Patemity Leave	23	0.7	П	3.1	0.0	11
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Profit Sharing	7.3	12.5	14.1	30.0	33.3	18.
65 67 65 51 77 m 49 53 32 53 32 53 37 loyes 136 183 32 136 53 32 53 32 loyes 20% 09% 13% 13% 11% 53 33 loyes 20% 401 13% 118 200 37 53 33 34 43 lowes 31 32 60 41 13% 163 33 attemet 33 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 309 353 366 333 366 333 36 310 353	Retirement Plan	27.8	35.5	41.5	61.0	71.2	18
	Tool Allowance	65	6.7	6.5	51	27	16
i g_{0} 103 334 300 273 began 49 53 32 103 32 300 273 Employee 200° 31° 113° 11° 30° 373 30° 273 Baux 360° 90° 113 113 113° 11° 30° 273 30° 273 30° 273 30° 31° 259° 23° 23	Theform	15.6	18.5	37.6	18.4	43.9	1
Vogam 49 53 32 163 388 Employees 2.0% 0.0% 1.3% 1.1% 3.6% Employees 2.0% 0.0% 1.3% 1.1% 3.6% Bane 36.0 0.0% 1.3% 10.1 2.0% ItelathInstance 3.3 3.0 3.1 2.2 4.0 8.0 Advance 3.3 3.3 3.3 3.1 2.1 1.1 2.0 Disolutive 3.3 3.3 3.3 3.3 3.0 3.3 3.0 3.3 3.0 3.4 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 <td< td=""><td>Vision Plan</td><td>08</td><td>10.8</td><td>73.4</td><td>20.0</td><td>2.12</td><td>9</td></td<>	Vision Plan	08	10.8	73.4	20.0	2.12	9
Temployee 20% 09% 13% 11% 36% Employees 20% 09% 13% 416 471 259 Beams 360 401 446 471 259 36% Beams 360 90% 13% 416 471 259 Beams 35 40 87 118 102 70 Interance 53 52 60 78 118 102 70 Interance 31 73 91 141 102 70 Interance 31 27 14 12 110 17 Disobility 31 27 14 12 110 17 Disobility 31 27 14 12 113 107 Disobility 31 27 14 12 113 113 Disobility 31 27 13 14 12 113 Dis	Wellness Program	49	2.5	10	163	880	12
EmployeesDefinition 20% 09% 13% 11% 36% Bouns 360° 90° 13% 11% 36% Bouns 360° 90° 11% 11% 35% Bouns 32° 40° 11% 10° 20% Bouns 32° 40° 11% 10° 25% Bouns 32° 32° 41° 102° 25% Bouns 33° 32° 31° 102° 102° Discourse 33° 30° 33° 41° 107° Discourse 31° 27° 114° 107° 107° Discourse 31° 27° 114° 12° 113° Discourse 31° 27° 114° 12° 113° Discourse 31° 27° 12° 12° 12° Discourse 31° 27° 114° 12° 113° Discourse 31° 27° 12° 12° 113° Discourse 31° 27° 12° 12° 12° Discourse 31° 27° 30° 35° 12° Discourse 31° 27° 12° 12° 12° Discourse 31° 26° 20° 26° 22° Discourse 31° 10° <t< td=""><td>THE PARTY OFFICE A</td><td>2</td><td>1</td><td>ł</td><td></td><td>2.02</td><td>ł</td></t<>	THE PARTY OFFICE A	2	1	ł		2.02	ł
	Part-Tim e Employees						
360 401 446 471 259 70 87 118 102 70 71 73 52 60 78 70 71 73 52 40 87 118 102 70 73 53 52 40 86 70 87 102 70 33 53 93 53 40 80 80 141 107 31 27 114 12 141 12 113 107 31 27 147 128 141 113 113 167 147 128 141 113 113 167 147 128 141 113 113 167 147 128 141 113 113 167 128 149 13 113 113 168 13 128 143 13 13	Child Care	2.0%6	0,99,0	1.3%6	1.1%	3.6%6	3.49
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Christmas Bomis	36.0	49.1	44.6	47.1	25.9	17.
52 60 78 159 80 53 52 40 80 91 141 71 73 91 141 107 358 309 355 440 80 31 27 14 12 141 31 27 14 12 141 31 27 14 12 141 31 27 14 12 143 31 27 14 12 143 31 27 14 12 143 167 147 128 144 132 167 147 128 149 132 160 179 200 267 327 152 188 149 132 163 163 139 167 163 163 34 133 163 164 139 137 163 163 139 136 163 164 159 137 163 163 133 163 163 163 139 137 164 156 137 256 17<	Dental Plan	7.0	8.7	11.8	10.2	7.0	8
11 13 10 11 11 11 11 13 10 11 11 10 13 11 13 11 11 10 14 13 11 12 14 10 15 11 12 14 12 11 16 14 12 14 10 16 14 12 14 13 167 147 128 14 13 167 147 128 141 132 190 179 20 34 13 167 147 128 141 132 167 147 128 141 132 103 179 200 26 27 105 94 64 91 137 105 138 149 139 137 105 138 149 139 137 105 138 149 139 137 105 136 266 247 250 105 136 139 139 138 11 53 53 53 54 <td< td=""><td>Dependent Health Insurance</td><td>52</td><td>6.0</td><td>7.8</td><td>15.9</td><td>89</td><td>31</td></td<>	Dependent Health Insurance	52	6.0	7.8	15.9	89	31
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	Disability Insurance	5.3	52	4.0	8.0	14.5	14.
358 309 355 442 310 311 27 12 113 113 311 27 12 113 113 311 27 114 12 113 311 27 114 12 113 311 27 126 39 000 000 05 266 39 000 010 010 167 147 128 141 113 113 167 1179 220 367 327 327 190 179 200 367 327 327 103 069 113 010 010 175 103 069 113 010 000 000 103 069 113 010 010 010 113 113 113 113 112 113 103 103 103 103 010 010	Educational Assistance	1.7	73	16	14.1	10.7	20.
81 93 79 156 89 31 27 14 12 113 31 27 14 12 113 31 27 14 12 113 31 27 14 12 113 167 147 128 141 132 167 147 128 149 175 190 179 200 267 327 152 94 64 91 175 152 188 149 132 327 152 138 149 133 327 152 138 149 159 107 152 138 149 159 107 153 36 39 103 327 20 36 13 34 18 153 39 13 36 37 20 13 36 37	Employee Discounts	35.8	30.9	35.5	44.2	31.0	33
33 95 52 182 113 31 27 14 12 113 31 27 14 12 113 05 26 39 00 00 05 147 128 141 132 167 147 128 149 175 167 147 128 149 175 190 179 200 267 327 150 179 200 267 327 153 94 64 91 107 155 138 149 159 138 155 34 13 13 167 103 156 247 228 20 36 39 103 69 156 247 256 37 550 24 15 247 228 25 39 103 69 34 18 12 34 15 39 156 247 20 13 256 37 21 53 79 34 23 23 79 34	Health Insurance	81	2.0	02	15.6	89	02
31 27 14 12 03 26 39 00 00 05 147 128 141 132 167 147 128 149 175 167 147 128 149 175 167 147 128 149 175 190 179 200 267 327 190 179 200 267 327 190 179 200 267 327 190 179 200 267 327 193 149 13 327 327 105 94 64 91 107 152 138 149 156 327 153 138 149 138 107 165 138 149 138 107 153 138 149 138 103 20 369 103 34	T ifa Inamanca	[*	0	65	18.7	201	i ge
0.5 2.6 3.9 0.6 <t< td=""><td>T and Turne Disability.</td><td>1.6</td><td></td><td>4 F</td><td>7.01</td><td>11.2</td><td>9.5</td></t<>	T and Turne Disability.	1.6		4 F	7.01	11.2	9.5
venter Lawe 0.0	Merender 1 and		36	t Q			1
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Dai J Discool as Decommended I accurate	0.01	90	801	141	221	36
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Dail Holdshee	16.01	L 11	1100	140	201	5
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Del I Lorent Deservery	10.01	OCT	000	1.24	100	5
105 94 64 91 107 152 188 149 91 107 152 188 149 159 138 0.5 0.9 1.3 0.0 0.0 2.0 3.6 3.9 10.3 6.9 80 10.3 15.6 247 22.8 2.0 103 15.6 247 22.8 2.0 103 15.6 247 22.8 2.0 1.1 25.6 3.72 25.8 3.4 1.7 55.6 3.4 5.5 3.4 1.7 5.3 7.9 3.4 3.4 2.7 1.7 5.3 7.9 3.4	Paid Deveoted Leave	2.9	60	13	3.4	18	2)
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Did Col Taxes	10.5	2		10	101	Q.
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Dud Version	6.91	0.01	011	150	13.0	2.5
20 36 39 103 69 20 36 39 103 69 80 103 156 247 228 82 101 256 372 258 34 17 53 79 34 15 17 53 79 34	Description	1	0.01	1-	00	0.00	
20 30 39 10.3 0.9 80 103 15.6 247 228 80 103 15.6 247 228 82 101 25.6 372 25.0 34 1.7 5.3 7.9 3.4 15 1.7 5.3 7.9 3.4	Paternity Leave		50	2;		0.0	4
80 103 105 24/ 228 20 18 39 12 18 82 101 25.6 372 25.0 34 1.7 5.3 7.9 3.4 1.7 5.3 7.9 3.4 1.7 5.3 7.9 3.4	Profit Sharing	20	0.5	5.9	10.3	60	20.00
2.0 1.8 3.9 1.2 1.8 8.2 10.1 2.5.6 37.2 2.5.0 3.4 1.7 5.3 7.9 3.4 1.7 5.3 7.9 3.4	Returement Han	8.0	10.5	0.CI	24.1	877	164
8.2 10.1 25.6 37.2 25.0 3.4 1.7 5.3 7.9 3.4 1.5 2.7 1.2 5.0 7.1	Tool Allowance	2.0	1.8	3.9	12	1.8	52
3.4 1.7 5.3 7.9 3.4 15 2.7 1.2 5.0 7.1	Uniform	2.8	10.1	25.6	37.2	25.0	24.
15 <u>37</u> 12 50 71	Vision Plan	3,4	1.7	53	62	3.4	15.
	Wellness Doctron	15	27	13	20	71	10

Mark Tank Transmission Mark Tank Tank Tank Tank Tank Tank Tank Tan	Full-Tim e Employees	A DESCRIPTION OF A DESC	Southeast	Central	Northwest	Northeast	Statewide*
29% 24% 39% 00% 1% reade 22% 24% 39% 00% 1% reade 22% 24% 39% 00% 1% reade 22% 211 212 22% 22% reade 23% 211 217 22% 22% reade 23% 60.5 119 217 22% reade 24% 30% 714 307 22% 32% reade 24% 24% 30% 60.6 17% 32% reade 24% 31 71 21 21 21 21 reade 31 41 41 41 41 41 41 154 23 31 16 43 31 31 31 154 416 416 416 416 416 416 154 413 31 31 31 31							
770 413 773 600 473 near 773 413 773 600 473 near 753	Child Care	2.9%	2.4%	3.8%	0.0%	1.7%	3.79
Intro 273 703 474 473 460 273 273 273 273 273 273 273 275 <td>Christmas Bonus</td> <td>57.0</td> <td>41.8</td> <td>57.9</td> <td>50.0</td> <td>47.5</td> <td>35.2</td>	Christmas Bonus	57.0	41.8	57.9	50.0	47.5	35.2
Mater 22 22 22 22 23	Dental Plan	47.9	40.8	47,4	38.3	46.0	76.4
270 271 276 218 238 91 721 771 771 771 773 91 731 771 771 773 773 91 732 771 773 773 773 91 721 774 773 773 773 91 722 774 743 743 743 91 743 743 743 743 743 91 743 743 743 743 743 91 743 743 743 743 743 91 743 743 743 743 743 91 743 743 743 743 743 91 743 743 743 743 743 91 744 743 743 743 743 91 744 743 743 743 743 91 744 <td>Dependent Health Insurance</td> <td>52.9</td> <td>52.7</td> <td>60.2</td> <td>49.2</td> <td>56.5</td> <td>36.8</td>	Dependent Health Insurance	52.9	52.7	60.2	49.2	56.5	36.8
a 224 329 371 217 329 atticate 31 410 443 50 371 321 323 atticate 31 440 443 519 373 323 343 cumultance 314 643 573 323 347 323 cumultance 313 643 573 323 347 323 attication 316 202 443 343 423 347 attication 316 317 112 313 347 344 attication 318 303 304 403 347 347 attication 318 317 313 317 323 347 attication 313 317 313 317 323 347 attication 313 313 313 313 316 317 attication 313 313 313 313 316	Disability Insurance	27.0	27.1	27.6	21.8	23.8	42.5
423 349 391 397 323 471 423 430 433 433 433 471 430 433 433 433 433 471 430 443 443 433 443 55 530 530 533 533 543 56 533 531 533 533 543 573 533 501 443 443 443 413 531 101 533 543 533 573 533 501 533 533 533 413 533 517 103 523 533 574 124 123 123 123 123 574 124 123 123 123 126 574 124 123 123 123 126 574 124 123 123 126 126 574	Educational Assistance	25.4	28.9	37.1	21.7	32.0	35.6
939 649 676 549 646 201 412 519 619 616 616 201 172 217 615 929 646 201 172 217 615 929 646 202 963 775 517 613 929 647 202 613 730 613 730 926 646 755 730 731 112 912 917 912 755 753 753 732 741 912 913 818 753 104 475 619 756 756 754 733 732 776 756 756 756 754 733 733 734 476 756 756 754 735 736 737 756 756 756 754 735 736 737 756 756 756	Employee Discounts	42.5	34.9	39.1	39.7	32.5	37.5
471 472 219 402 900 56 730 712 219 402 900 56 730 730 473 655 990 758 730 750 750 753 949 758 750 750 753 743 743 758 750 750 753 743 743 753 750 750 753 743 743 753 750 750 753 743 743 753 750 750 753 743 743 754 755 105 753 743 743 754 755 744 755 755 755 754 754 755 756 755 755 754 755 744 755 755 755 754 755 744 755 755 755 755	Health Insurance	59.9	64.9	67.6	54.9	64.6	2.06
303 173 237 165 193 cenant Lowr 314 410 445 6.3 495 755 365 365 365 536 6.3 495 756 365 366 366 366 366 367 995 756 376 375 375 375 375 375 86 376 377 153 377 155 374 476 875 37 155 37 155 376 475 476 875 37 153 377 155 376 475 88 753 377 120 486 476 476 88 753 100 62 753 376 725 776 88 753 103 62 733 376 725 765 88 753 160 523 376 725 765 725	Life Insurance	471	43.2	615	40.2	50.0	2.62
Sec 90 45 63 91 49 remeti.Latre 213 643 730 623 49 936 543 730 533 730 534 47 936 543 730 533 730 534 733 47 936 737 563 730 733 743 743 743 753 730 730 865 743 743 743 743 753 730 743 15 15 743 743 745 73 743 16 743 743 743 8 73 74 15 76 76 76 8 73 16 73 76 76 76 9 123 24 123 24 76 76 8 73 120 120 123 275 275 275 9 <t< td=""><td>Lone-Term Disability</td><td>20.8</td><td>17.2</td><td>22.7</td><td>16.5</td><td>19.2</td><td>39 (</td></t<>	Lone-Term Disability	20.8	17.2	22.7	16.5	19.2	39 (
connet Love 313 440 443 423 847 423 847 846 846 846 846 846 846 846 846 846 <th< td=""><td>Maternity Leave</td><td>2.9</td><td>06</td><td>4.5</td><td>e ce</td><td>40</td><td>51</td></th<>	Maternity Leave	2.9	06	4.5	e ce	40	51
S20 665 750 886 624 133 202 665 750 886 624 154 202 13 204 676 624 154 202 15 37 167 722 776 154 124 104 15 722 776 743 174 154 124 105 15 722 749 174 154 124 106 807 723 107 725 176 154 234 234 234 234 234 127 127 127 154 128 143 224 136 127 126 154 123 100 136 237 106 126 153 123 123 318 264 226 216 153 123 123 318 216 216 216 1123 123	Paid Funeral or Bereazement Leave	314	44.0	44.8	42.3	34.7	14
36 343 300 304 476 67.6 50.7 50.7 50.4 676 676 67.6 50.7 12.4 12.4 12.4 12.4 12.4 4.1 12.4 12.4 10.4 12.5 37.0 76 8.8 50.7 12.4 10.4 12.5 37.0 76 8.8 7.5 10.7 12.4 10.4 72.2 77.6 8.8 7.5 10.7 12.4 12.4 12.4 12.4 19.4 14.8 7.5 10.7 12.4 12.4 12.6 11.8 14.7 22.4 12.4 12.6 10.6 11.1 12.4 12.7 12.6 10.6 10.6 11.1 12.5 12.7 12.7 12.6 10.6 11.1 12.5 12.6 12.7 12.6 10.6 11.1 12.5 12.7 12.7 12.6 12.6	Paid Holidave	52.9	66.5	75.0	50.6	62.4	76.6
161 202 183 223 117 738 500 485 749 113 738 500 485 749 113 745 124 115 722 776 746 723 115 722 776 846 735 101 15 725 103 846 735 103 807 743 743 846 735 103 807 746 743 846 735 103 807 746 743 847 234 234 234 234 237 733 103 166 221 275 275 741 234 234 236 375 275 743 244 244 275 275 275 744 234 234 236 375 275 744 135 127 1316 116	Paid Inter Date Leave	305	24.2	20.0	204	47.6	.99
333 300 460 400 440 440 416 423 37 13 37 39 443 416 423 37 13 37 39 75 416 423 37 13 37 32 443 416 423 375 307 365 443 429 534 234 234 231 375 75 75 934 138 234 133 168 168 168 168 186 136 133 120 62 75 76 75 186 138 138 234 138 126 168 168 110 63 245 234 238 365 168 166 111 112 234 234 238 365 31 316 111 112 324 126 126 33 31	A convert A way access Deid Derezonal Taxas	16.4	000	19.0	0000	187	SPC
750 750 <td></td> <td>t c</td> <td>2.02</td> <td>n s c</td> <td>0.11</td> <td></td> <td>4 4</td>		t c	2.02	n s c	0.11		4 4
0.0 0.0 <td>rad older Leave</td> <td>0.00</td> <td>0.00</td> <td>000</td> <td>N C C</td> <td>5. 4 E</td> <td></td>	rad older Leave	0.00	0.00	000	N C C	5. 4 E	
4.3 3.7 1.5 3.9 0.8 4.4 2.4 0.4 1.5 3.9 0.8 4.6 2.3 0.0 6.2 7.5 0.0 25.4 2.4 2.4 2.4 2.7 2.6 25.4 2.4 2.4 2.4 2.7 2.6 25.4 2.4 2.4 2.4 2.7 2.6 25.4 1.8% 1.6% 2.1 2.6 2.7 1.8% 1.6% 2.1 2.6 2.4 2.6 1.8% 1.8% 1.6% 2.1 2.6 2.7 1.10 6.3 3.1% 0.8% 1.0% 2.6 1.11 6.3 2.7 3.8 3.6 3.6 1.11 6.5 5.9 1.26 9.8 9.6 2.7 2.8 3.1% 0.8% 1.0% 1.11 6.5 5.9 1.26 9.1 1.0 1.11 6.3 1.16 9.3 1.16 1.16 2.8 3.1% 1.06 1.14 1.2 1.16 2.8 1.13 1.16 9.1 1.16 1.16 2.8 1.13 1.10	Pard Vacation	01.0	0.69	80. I	12.2	0.11	-76
146 124 104 125 108 125 108 125 108 125 108 125 108 125 108 125 108 125 108 125 108 125 108 125 108 126 128 128 126 128 126 128 126 <th126< th=""> <th126< th=""></th126<></th126<>	Paternity Leave	ল ব	5.2	15	9.9	0.8	5.7
446 423 437 444 423 28 75 101 62 76 284 275 101 62 76 254 234 234 234 236 254 234 234 234 236 254 234 234 236 235 18% 148 234 236 216 235 18% 18% 120 448 226 235 18% 18% 120 148 226 235 18% 18% 120 148 226 235 110 23 24 236 319 226 235 211 111 126 93 236 216 236 215 115 116 227 208 216 216 215 126 126 23 216 226 231 216 216 126	Profit Sharing	14.6	12.4	10.4	12.5	19.8	28.1
8.8 7.5 10.0 6.2 7.6 13.4 2.3 2.1 2.1 2.1 2.5 8.8 13.4 13.4 2.1 2.1 2.1 2.1 2.1 2.1 8.8 13.4 1.8 1.8 1.8 1.8 1.6 1.6 8.8 1.8 1.8 1.8 2.4 2.1 3.8 1.6 13.4 2.4 1.8 2.4 3.8 1.6 1.6 1.6 11.5 12.6 3.19 0.8% 1.0% 1.6 1.6 7.1 2.2 4.3 3.1 3.1 3.1 3.6 3.6 11.5 11.0 6.5 5.9 4.9 3.1 3.16 3.16 7.1 11.3 10.0 11.6 3.3 3.16 3.16 3.16 7.1 11.3 11.6 3.3 3.3 3.16 3.16 3.16 11.1 11.2 1	Retirement Plan	44.6	42.3	43.7	44.4	42.9	80.4
254 234 234 231 231 231 237 233 231 235 231 235 231 235 231 235 231 235 231 235 231 235 231 235 231 235 10% 10% 235 231 235 31% 0.08% 10% 235 236 231 236 </td <td>Tool Allowance</td> <td>00</td> <td>7.5</td> <td>10.0</td> <td>6.2</td> <td>7.6</td> <td>T.T</td>	Tool Allowance	00	7.5	10.0	6.2	7.6	T.T
Ip4 Id8 224 IB6 I61 8 97 120 148 126 151 18% 16% 16% 31% 0.8% 10% rance 154 6.9 31% 0.8% 10% 154 6.9 127 10.6 10% 10% 154 6.9 127 10.6 10.6 10.6 115 0.0 6.9 127 10.6 10.6 10% 277 32.8 43.3 38.8 36.5 31.9 10.6 277 32.8 42 12.6 9.9 7.1 11.9 125 115 10.0 11.6 9.2 7.1 11.9 28 4.1 10.6 9.2 4.2 3.1 11.9 126 7.8 10.6 11.4 12.2 11.9 12.9 29 24 3.1 10.0 0.6 11.4 12.2 11.9 </td <td>Uniform</td> <td>25.4</td> <td>23.4</td> <td>24.6</td> <td>22.1</td> <td>27.5</td> <td>8</td>	Uniform	25.4	23.4	24.6	22.1	27.5	8
8 97 120 148 126 1 18% 18% 18% 16% 10% 10% transce 15 2 2 3.1% 0.08% 10% 10% transce 15 2 2 3.1% 0.08% 10% 10% transce 11 0 5 3.1% 0.08% 10% 90 transce 11 0 6.9 12.7 10.6 9.8 90 77 11.0 6.5 5.9 4.3 90 71 e 11.1 6.5 12.6 9.8 71 11.9 27.7 11.6 6.5 7.8 9.0 71 11.9 27.8 7.8 10.6 11.6 9.2 8.9 7.1 27.4 28.6 27.6 11.9 9.2 8.1 11.4 12.2 27.4 27.8 10.6 11.7 10.2 10.2	Vision Plan	19.4	14.8	22.4	18.6	16.1	24
s 18% 16% 3.1% 0.8% 1.0% transe 12 22 433 3.8% 365 file 59 127 388 365 file 59 127 308 365 file 59 433 365 365 file 11.0 6.5 59 49 71 file 11.5 0.0 12.7 106 90 365 file 11.5 0.0 11.6 9.7 11.9 9.7 71 file 11.5 10.0 11.6 9.7 11.9 365 file 11.1 11.6 9.7 11.9 315 file 11.1 11.6 9.7 11.9 325 file 11.1 11.0 11.0 11.4 12.2 file 11.1 11.0 11.0 11.4 12.2 file 11.1 11.0 11.4 <	Wellness Program	0.0	9.7	12.0	14.8	12.6	24.8
Image 18% 16% 31% 08% 10% inance 12 32.5 33.9 31% 08% 10% inance 12 32.5 33.1 318 36.5 36.5 inance 115 6.9 12.7 106 9.0 9.0 intance 115 6.5 5.9 4.3 38.8 36.5 into 6.5 5.9 4.3 33.1 31.6 31.6 into 6.5 7.8 10.6 9.2 8.5 31.6 into 6.5 7.8 10.6 11.6 9.2 31.6 into 12.6 7.8 10.6 9.2 4.3 31.6 into 12.6 7.8 10.6 11.4 12.2 31.6 into 12.6 7.8 10.6 9.2 4.3 31.6 into 12.6 7.8 10.6 11.1 12.2 12.6 13.1	Barry B						
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• 11.5 10.0 11.6 9.2 8.5 37.7 32.8 11.5 10.0 11.6 9.7 11.9 12.5 11.5 16.8 9.7 11.4 12.2 31.6 12.6 7.8 10.6 11.4 12.2 31.6 12.6 7.8 10.6 11.4 12.2 6.3 4.2 5.0 2.6 4.3 2.4 4.1 1.0 0.6 11.4 12.2 2.4 4.1 1.0 0.6 11.4 12.2 2.4 3.1 1.0 0.6 1.4 12.2 2.4 3.1 1.0 0.8 0.0 15.8 2.2.4 2.86 2.3.2 2.67 2.2.1 16.7 10.3 10.2 16.1 6.4 3.1 16.7 10.3 10.2 12.5 12.1 16.7 13.7 11.7 2.5 2.1 2.1 13.7 </td <td>Disability Insurance</td> <td>11.0</td> <td>6.5</td> <td>5.9</td> <td>4.9</td> <td>7.1</td> <td>13.3</td>	Disability Insurance	11.0	6.5	5.9	4.9	7.1	13.3
377 328 424 331 316 125 115 115 168 97 119 126 78 106 114 122 6.3 4.2 50 2.6 4.3 6.3 4.2 50 2.6 4.3 11.1 18.3 12.2 11.4 12.2 14.2 50 2.6 4.3 12.2 14.2 16.1 10.0 0.8 0.0 22.4 28.6 2.3.2 26.7 22.1 16.1 16.1 6.1 6.4 3.1 10.3 10.2 12.5 12.1 14.6 13.3 15.3 24.3 23.1 14.6 17.8 17.3 2.1 5.9 2.1 17.8 15.3 2.1 5.9 2.1 17.8 15.7 2.1 5.9 2.1 2.0 3.1 2.1 3.4 2.1	Educational Assistance	11.5	10.0	11.6	9.2	8.5	14.4
125 115 168 97 119 126 78 106 114 122 126 78 106 114 122 126 78 106 114 122 63 42 50 26 43 24 41 10 08 00 111 183 122 185 82 112 183 122 188 82 113 133 122 188 82 224 286 237 185 82 111 183 122 188 82 224 286 237 188 82 103 102 125 121 146 133 102 125 121 146 133 153 243 267 21 178 17 125 121 146 178 17 10 50 21 178 153 21 53 21 178 153 157 184 167 178 17 21 34 21 170 51 72 52 <	Employee Discounts	37.7	32.8	42.4	33.1	31.6	33.0
126 78 106 114 122 6.3 4.2 5.0 2.6 4.3 4.1 12.2 7 1.1 1.83 4.1 1.0 0.8 0.0 1.4 1.22 5.0 2.6 4.3 3.2 0.0 1.4 1.2 1.6 1.2 1.8 3.2 0.0 1.42 1.55 2.70 1.8 3.2 0.0 0.0 1.42 1.55 2.70 1.68 3.2 0.168 1.58 2.4 3.2 6.1 6.4 3.1 1.46 1.3 1.2 2.32 2.67 2.21 3.1 1.3 1.2 1.2 1.2 1.2 1.46 1.3 1.2 2.1 2.1 3.1 1.46 1.3 1.2 1.2 1.2 1.2 1.46 1.3	Health Insurance	12.5	11.5	16.8	9.7	11.9	22.7
63 42 50 26 43 2.4 4.1 10 0.8 4.3 2.4 4.1 10 0.8 6.3 1.42 155 270 185 8.2 1.42 155 2770 168 8.2 2.4 2.86 2.332 267 22.1 2.1 3.2 6.1 6.7 22.1 10.3 10.2 12.2 12.1 14.6 13.3 15.3 23.2 26.7 22.1 13.3 15.2 17 12.1 14.6 17 2.5 2.1 3.1 14.6 178 15.3 24.3 2.1 3.1 178 15.3 24.2 2.1 3.1 178 15.7 2.1 3.1 2.1 2.02 3.1 7.2 2.1 2.1 2	Life Insurance	12.6	2.00	10.6	11.4	12.2	22.4
24 41 10 08 00 rement Leave 111 183 122 185 02 142 155 270 185 221 82 158 224 228 270 168 158 221 82 224 228 232 61 64 31 158 224 32 61 61 64 31 31 31 103 102 122 122 122 137 221 31 33 153 102 125 212 31 31 178 153 123 242 21 31 34 21 178 153 216 52 31 34 21 178 21 321 321 34 21 32 202 31 72 4	Lone-Term Disability	63	6.4	50	2.6	6 6	93
rement Leave 11.1 18.3 12.2 18.5 8.2 14.2 15.5 27.0 16.8 15.8 22.4 28.6 23.2 16.8 15.8 21 15.5 27.0 16.8 15.8 22.4 28.6 23.2 26.7 22.1 21 13.3 10.2 12.5 12.1 14.6 13.3 15.3 10.2 12.5 12.1 14.6 13.3 15.3 24.3 24.2 13.7 25 1.7 1.0 0.0 0.0 0.0 4.3 2.5 2.1 5.9 2.1 13.7 178 15.3 21.6 16.7 18.4 16.7 178 15.3 21.6 5.9 2.1 2.1 20.2 31 7.8 5.9 2.1 3.4 2.1 20.2 31 7.8 5.9 2.1 3.4 2.1 20	Maternity Leave	2.4	4.1	1.0	0.8	0.0	3.2
42 $ 55$ 270 $ 68$ $ 58$ 232 267 158 158 224 226 232 267 221 231 41 32 61 64 31 103 102 125 221 221 133 102 125 121 146 133 102 125 243 242 211 25 17 211 64 31 146 178 17 211 59 211 137 178 153 157 184 167 167 178 177 211 314 211 314 211 202 31 728 52 42 42 70 31 78 59 82 42	Paid Funeral or Bereavement Leave	111	18.3	12.2	18.5	00	26.0
22.4 23.6 23.2 26.7 22.1 4.1 3.2 6.1 6.4 3.1 10.3 10.2 12.5 12.1 14.6 13.3 10.2 12.5 12.1 14.6 13.3 15.3 24.3 24.2 13.7 25 1.7 1.0 0.0 0.0 25 2.1 5.9 2.1 17.8 1.7 1.67 18.4 17.8 1.7 2.1 3.4 17.8 1.7 2.1 3.4 17.8 1.7 2.1 3.4 21.1 3.4 2.1 16.7 17.8 1.7 2.1 3.4 20.2 3.1 7.8 5.9 7.0 3.1 7.8 5.9 7.0 3.1 5.2 4.2	Daid Holidave	14.2	15.5	27.0	16.8	15.8	23.0
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Daid Tues Duts I ease	P CC	980	0.20	26.7	1 00	2 Z P
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43 1/ 1/ 1/ 1/ 178 153 21 59 21 178 153 157 184 167 178 17 2.1 3.4 2.1 202 133 216 167 188 7.0 31 7.8 59 2.1 7.0 31 7.8 59 2.1 7.0 31 7.8 59 8.2 7.0 31 7.8 59 8.2 7.0 31 7.8 59 8.2 7.0 57 52 4.2 4.2	rad vacanon	0.01	2,0	64.0	2.52	10.0	
4.3 2.5 2.1 5.9 2.1 17.8 15.3 15.7 18.4 16.7 1.8 1.7 2.1 3.4 2.1 2.02 13.3 2.16 16.7 18.8 7.0 3.1 7.8 5.9 3.1 4.5 5.7 5.2 4.2 4.2	Paternity Leave	0.2	1.7	1.0	0.0	0.0	3.6
178 153 157 184 167 1.8 1.7 2.1 3.4 2.1 2.02 13.3 2.16 16.7 18.8 7.0 3.1 7.8 5.9 8.2 4.5 5.7 5.2 4.2 4.2	Profit Shanng	4.3	22	21	50	17	10.2
1.8 1.7 2.1 3.4 2.1 20.2 13.3 21.6 16.7 18.8 7.0 3.1 7.8 5.9 8.2 4.5 5.7 5.2 4.2 4.2	Returement Plan	17.8	15.3	15.7	18.4	16.7	42.0
20.2 13.3 21.6 16.7 18.8 7.0 3.1 7.8 5.9 8.2 4.5 5.7 5.2 4.2 4.2	Tool Allowance	1.0	17	2.1	3.4	2.1	5.1
7.0 3.1 7.8 5.9 8.2 4.5 5.7 5.2 4.2 4.2	Uniform	20.2	13.3	21.6	16.7	18.8	26.5
4.5 5.7 5.2 4.2 4.2	Vision Plan	7.0	3.1	7.8	5.9	8.2	5.1
				2002			

Table 5: Percentage of Companies Providing Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Region, 2000

Table 6: Percentage of Full- and Part-Time Employees Receiving Selected Benefits in Wyoming, 2000

<u>Benefit Type</u>	<u>Full-Time</u>	<u>Part-Time</u>
Child Care	1.9%	3.0%
Christmas Bonus	31.8	23.9
Dental Plan	85.2	19.5
Dependent Health Insurance	91.2	28.0
Disability Insurance	55.1	12.0
Educational Assistance	50.7	17.9
Employee Discounts	31.2	44.3
Health Insurance	94.7	28.7
Life Insurance	88.1	18.7
Long-Term Disability	45.9	8.4
Maternity Leave	12.0	3.4
Paid Funeral or Bereavement Leave	69.9	25.0
Paid Holidays	85.7	25.7
Paid Jury Duty Leave	77.3	36.9
Paid Personal Leave	29.2	8.7
Paid Sick Leave	69.8	17.4
Paid Vacation	92.9	32.4
Paternity Leave	7.4	3.2
Profit Sharing	23.6	15.8
Retirement Plan	84.0	34.8
Tool Allowance	18.9	7.3
Uniform	38.9	42.7
Vision Plan	36.2	9.0
Wellness Program	37.1	13.5

Table 7: Percentage of Full- and Part-Time Employees Receiving Selected Benefits in Wyoming by Industry, 2000

						Wholesale	Retail			
Benefit	Agriculture	Mining	Construction	Manufacturing	ICPU-	Trade	Trade	FIRE	Services	Covernment
Full-Time Employees										
Child Care	0.0%	0.0%	0.0%	5.4%	0.4%	0.0%	0.5%	0.0%	6.4%	2.79
Christmas Bonus	68.4	17.0	62.5	52.1	26.2	83.4	50.8	60.8	50.0	10.1
Dental Flan	32.5	92.1	73.4	67.2	87.0	66.4	78.0	1.06	87.8	93.1
Dependent Health Insurance	1.17	89.0	87.4	93.4	86.9	74.5	85.8	90.8	87.8	93.1
Disability Insurance	37.8	73.0	39.0	0.69	56.T	19.6	44.7	60.6	58.3	55.4
Educational Assistance	40.9	79.4	1.6.1	71.5	26.0	65.3	42.8	1.51	57.4	51.5
Employee Discounts	48.1	6.0	16.5	70.8	11.1	46.3	61.9	53.4	63.8	17.8
Health Insurance	81.6	96.0	88.0	95.2	93.2	93.8	00,00	96.4	90.5	617
Late Insurance	75.8	85.6	70.8	89.8	84.1	85.7	76.3	89.4	82.7	97.5
Long-Term Disability	27.5	73.4	23.9	58.6	53.8	15.3	43.0	59.6	52.4	43.0
Maternuty Leave	2.3	25.3	0.6	8.5	1.0	7.2	4.2	21.7	12.0	1.6.1
Paid Funeral or Bereavement Leave	46.4	75.2	16.9	62.5	33.5	49.9	51.1	80.5	54.4	96.1
Pard Holidays	85.4	77.2	47.5	92.3	915	77.4	72.1	0.66	86.5	1.7.6
Pard Jury Duty Leave	1.67	80.2	25.1	68.9	47.7	79.1	61.0	97.2	71.5	96.9
Pad Personal Leave	11.7	36.6	5.6	24.5	7.0	7.5	2.1	30.5	26.0	48.6
Paud Suck Leave	66.0	70.0	29.6	43.3	31.5	55.7	39.1	20.7	74.9	96.3
Pasd Vacation	91.2	92.9	77.8	93.6	92.6	99.6	516	96.0	92.3	95.8
Paternity Leave	0.0	19	0.0	5.9	0.1	2.2	0.0	6 1	11.6	14 0
Profit Sherine	32.0	60.3	28.2	39.3	43.5	32.9	48.1	34.9	18.3	40
Retrement Plan	64.5	92.5	73.2	1 000	86.4	72.9	76.3	80.5	80.9	00
Tool Allowance	7.3	\$1.0	12.0	13.7	31.9	5.2	15.6	1.0	14.2	16.9
Unitorm	53.1	38.6	11.2	44.8	50.6	59.5	60.5	6.3	38.1	35.7
Vision Flan	0.8	47.6	36.7	33.7	52.5	27.1	23.1	23.2	45.4	37.6
Wellness Program	0.8	49.6	23.7	37.7	33.9	31.0	4.6	26.1	27.8	50.7
The The Forders										
Part-1 inte Linpicyces	U Nev.	0 TeV.	D DAZ.	1 4 08/	702-0	U Dec	0.000	0 097	1 46%	Ye0 9
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ersperiosis disenta tapat entre "North fine ferminent	2.01	40.		4 4 4 4	0.01			1.4	2 C T	5.0.9
	1.0.1	0.01	1.61	0.77	0.0	0.0	0.0		1.01	0.01
Educational Assistance	10.0	1.01	0.0	13.2	4	1.0	0.0	141	4.22	351
Employee Discounts	570	0.97	170	200	717	य र १० ५ १	04.0	4	0.17	1.12
nealth instrance	1.0	4 0	÷ -	176	D'5	40.4	0.00	5.0	C 17	7.77
	1.0	1.7	1.8	6.97	202	0.0	10.9	502	23.3	0.82
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Did Decos 1 acres		1					U U	2.0	5.9	6.6
Pard Such Leave			14	9.0		12.6	o o	101	13.5	35.6
Pard Vacation	4.2	7.1	4.2		0.00	174	46.8	33.6	2.25	26.4
Paternity Leave	0.0	00	0	0.0		0	0.0	2.3	0.0	111
Protit Channe	C e	40	675	40.1	12.3	15.6	253	35.6	19.9	0
Retrement Plan	28.6	0	46.0	1.1.5	0.01	E U 7	32.3	18.0	34.9	10.92
To of Allowance	13	9.5	- 4	0.0	0.5	0.8	2.5	5.8	0.1	117
Unition	45.6	9.5	7.4	36.7	33.2	28.9	64.7	9.0	51.1	24.6
Vision Flan	0.0	0.0	1.8	1.5	00	6.7	6.9	1.7	13.0	12.7
Wellness Program	0.0	9.6	1.4	17.6	0.5	2.5	2.9	5.7	0.6	25.6

			Number of Employees	Employees		
Benefit	1-4	5.9	<u>91-01</u>	20-49	50-32	100+
Full-Time Employees						
Child Care	0.2%	1.1%	2.2%	3.1%	1.0%	2.0%a
Christmas Bonus	47.0	69.5	44.1	60.4	42.0	22.5
Dental Plan	63.8	38.8	61.5	57.0	85.4	94.0
Dependent Health Insurance	52.4	47.4	76.1	80.5	91.1	0.86
Disability Insurance	16.8	17.2	37.6	37.8	43.8	65.1
Educational Assistance	346	16.7	29.7	49.6	39.8	56.9
Employee Discounts	17.7	36.9	32.5	46.1	30.1	29.9
Health Insurance	74.5	65.2	81.1	81.3	L'16	90.4
Life Insurance	63.8	40.3	51.4	70.0	94.4	95.4
Long-Term Disability	12.4	12.9	35.0	23.4	31.1	56.0
Maternity Leave	1.8	7.1	6.0	4.0	38	16.0
Paid Funeral or Bereavement Leave	65.2	40.8	46.0	45.5	54.1	1.61
Paid Holi days	61.6	6//9	71.7	70.0	86.6	6'06
Paid Jury Duty Leave	68.3	43.8	45.2	60.0	68.2	82.8
Paid Personal Leave	8.1	16.1	17.3	18.3	17.1	36.1
Paid Sick Leave	639	50.5	48.7	48.1	51.1	79.4
Paid Vacation	83.2	82.7	84.8	84.9	95.0	95.2
Patemity Leave	00	0.4	02	14	12	10.8
Profit Sharing	28	10.8	13.2	30.8	33.4	23.0
Retirement Plan	60.3	34.9	60.0	70.3	6.62	92.0
Tool Allowance	6.4	69	7.6	5.6	92	24.8
Uniform	18.0	22.7	43.7	27.4	48.7	38.7
Vision Man	12.9	11.3	33.1	23.8	27.0	42.5
Wellness Program	34.2	3.5	41	17.1	34.6	44.2
rart-1 un e Em ployees	0.607	204.0	200.4	20.00	202.6	1002
Child Care	0400	045.0	1./70	0.070	0405	4.076
Constraint Bonus	4.61	0./2	920	0.10	1/1	C/1
Dental Man	77	22	20.0	1.0	T/	202
Liependens Health Instrance	2	01	4 V v	6.97	69	1.00
L'usadulity insurance	1.1	11	2	15.0	2.41	12.5
Educational Assistance	11.5	11.6	22.4	16.4	2.8	20.5
Employee LAscounts	41.0	22	0.05	0.00	41.1	0.0
Health Insurance	0.0	7.8	20	277	501	1.55
Tate manue	1	12	12	C.01	1.11	10.4
			77	1 4		10.4
Data Entropy Leave	001	26	4	96	16.2	4.8
Deid Holi deres	192	120	76	96	10.0	1.02
Paid Jury Duty Leave	1.00	261	14.4	160	28.9	460
Paid Personal Leave	12	0.8	1.7	2.0	3.4	12.5
Paid Sick Leave	17.0	10.2	33	6.5	14.0	21.5
Paid Vacation	13.8	17.5	12.3	7.8	15.7	43.7
Paternity Leave	0.5	0.8	1.7	0.0	0.0	4.7
Profit Shuring	43	2.0	2.6	16.7	63	20.7
Retirement Plan	1.7	13.4	12.4	23.2	21.8	45.1
Tool Allowance	1.5	0.5	28	0.7	0.5	11.0
Uniform	8.8	12.9	38.5	66.2	38.1	45.4
Vision Plan	1.8	0.7	2.8	7.5	5.4	12.1
Wellness Program	2.0	1.8	0.5	61	4.6	19.5

Table 8: Percentage of Full- and Part-Time Employees Receiving Selected Benefits in Wyoming by Firm Size, 2000

Table 9: Percentage of Full- and Part-Time Employees Receiving Benefits in Wyoming by Region, 2000

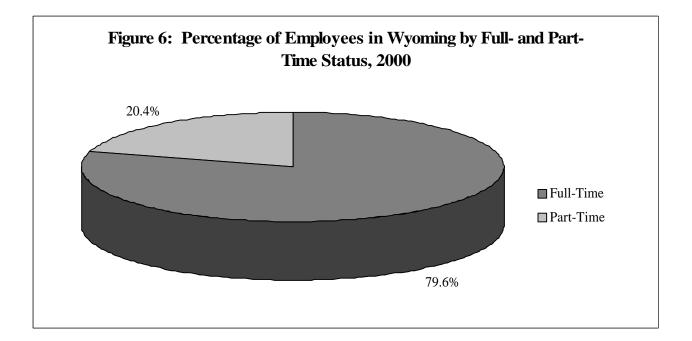
				Region		
Benefit	Southwest	Southeast	Central	Northwest	Northeast	Statewide*
Full-Tim e Employees						
Child Care	0.4%	1.2%	7.6%	0.0%	2.1%	1.5%
Christmas Bonus	37.3	39.7	44.7	29.6	23.1	23.9
Dental Plan	87.5	78.5	84.6	75.8	80.3	92.9
Dependent Health Insurance	91.8	91.5	80.0	90.6	85.4	97.2
Disability Insurance	70.7	56.1	47.0	48.4	48.6	53.6
Educational Assistance	56.0	48.3	59.9	38.6	66.2	44.7
Employee Discounts	27.5	30.3	33.4	32.1	21.3	36.1
Health Insurance	93.3	95.5	92.4	91.9	90.9	98.4
Lafe Insurance	85.6	91.3	82.3	84.7	84.6	92.2
Long-Term Disability	66.4	49.3	37.0	36.5	47.0	39.2
Maternity Leave	13.6	14.3	6.4	6.4	5.3	16.2
Paid Funeral or Bereavement Leave	76.2	69.2	67.5	70.5	61.2	70.6
Paid Holidays	82.3	94.6	78.9	82.1	81.0	88.0
Paid Jury Duty Leave	79.5	78.3	72.3	72.9	68.5	82.3
Paid Personal Leave	29.7	16.5	30.9	38.9	38.5	28.2
Paid Sick Leave	77.8	8.17	58.3	73.1	65.9	68.7
Paid Vacation	86.8	94.1	88.3	92.8	93.2	97.2
Paternity Leave	6.0	11.4	0.3	5.5	0.0	11.9
Profit Shanne	21.1	21.5	8.6	19.2	35.7	28.8
R ets rement Pl an	100	84.8	74.4	73.9	73.1	93.6
Tool Allowance	24.3	17.8	10.6	11.3	253	20.1
Totectores	017	0.92	276	020	40 %	24.2
Victors Dim	670	2.55	410	10	400	6.00
VIENDER FREE	0.00	2.2.2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	24.40	67.0	510
WEITERSS FLOGFAIL	5.77	1.47	1.07	C.CC	0.01	0.10
Part-Time Employees						
Child Care	0.1%	7.0%	6.3%	0.2%	14.3%	962.0
Christmas Bonus	37.5	24.2	31.9	26.5	18.6	17.4
Dental Flan	16.4	4.5	20.1	32.8	9.2	23.9
Dependent Health Insurance	26.8	13.5	18.6	35.1	8.9	37.7
Disability Insurance	20.1	7.4	7.4	10.1	2.9	12.4
Educational Assistance	24.9	7.7	16.5	31.7	18.8	10.3
Employee Discounts	35.2	30.7	51.4	41.9	30.5	55.0
Health Insurance	23.3	13.6	21.3	34.8	6.6	40.0
Life Insurance	21.2	00	15.6	30.3	14.2	1.61
Long-Term Disability	16.6	4.5	12.8	7.5	2.7	7.2
Maternity Leave	8.2	3.0	1.4	0.7	0.0	3.4
Paid Funeral or Bereavement Leave	22.1	26.8	13.6	37.7	15.9	26.0
Paud Holidays	31.6	15.3	23.6	23.3	19.0	29.4
Paid Jury Duty Leave	48.7	32.4	26.4	46.1	18.5	37.9
Paid Personal Leave	11.1	6.2	1.8	18.2	7.6	7.2
Paid Sick Leave	17.1	12.7	7.0	28.7	17.5	17.5
Paid Vacation	8,5	13.3	29.7	40.9	6.6	51.3
Paternity Leave	8.2	1.7	13	0.0	0.0	3.5
Profit Shanng	3.8	3.0	1.9	6.8	1.0	32.3
Retirement Plan	25.6	15.3	22.5	36.0	19.9	50.1
Tool Allowance	15.0	0.2	13	1.9	0.3	10.4
Uniform	38.6	24.1	413	35.2	15.4	58.3
Vision Plan	13.1	0.8	16.6	21.3	15.0	3.1
Wellness Program	7.9	7.8	15.8	17.3	11.1	16.7
* Locations in more than one county						
Construction which makes account on all and and and						

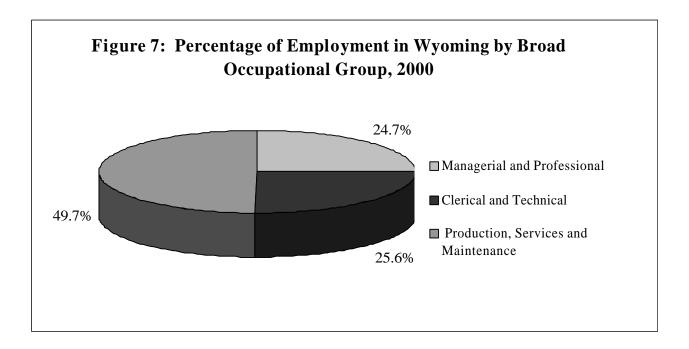
Table 10: Average Percentage Paid on Benefits by Employers for Wyoming Employees, 2000

	Full-Time		Part-Time	
Percentage Paid on:	Mean	Mode	Mean	<u>Mode</u>
Health Insurance	83.8%	100%	33.7%	0%
Dependent Health Insurance	58.1	0	24.3	0
Dental Plan	70.9	100	30.7	0
Vision Plan	27.1	0	28.9	0

Table 11: Average Number of Days of Leave Benefits for Wyoming Employees, 2000

	Full-Time		Part-Time	
Number of Days for:	<u>Mean</u>	<u>Mode</u>	<u>Mean</u>	<u>Mode</u>
Paid Holidays	8.5	9	7.0	10
Paid Sick Leave	14.8	12	8.2	12
Paid Vacation (after one year)	9.9	10	6.3	7
Paid Vacation (after two years)	11.6	10	6.9	7
Paid Vacation (after three years)	12.1	10	7.7	7
Paid Personal Leave	5.2	1	3.2	2
Maternity Leave	34.2	30	29.7	30
Paternity Leave	25.6	30	30.0	15





Appendix B

Department of Employment Research & Planning PO Box 2760 Casper, WY 82602 Phone: (307) 473-3804



EMPLOYEE BENEFITS SURVEY

If the above address is not correct, please make the appropriate corrections:____

Contact Person:

Telephone: _____



If you would like to receive a copy of the survey results, please check here: \Box

How many people did you employ during the pay period including the 12th of the previous month (*for explanation see instruction sheet*)?

Of these employees, how many are (for explanation see instruction sheet):

	Managerial and Professional	Clerical and Technical	Production, Maintenance and Service	Total # of Employees
Full-Time				
Part-Time				

On average how many hours do full-time employees work each week?

On average how many hours do part-time employees work each week?

Paid Leave Full-Time Part-Time 1. Do you offer paid holidays?		Type of Employee	
If yes, how many paid holidays does your company offer annually?	Paid Leave	Full-Time	Part-Time
offer annually? If yes, how many days of paid sick leave do your employees receive annually? If yes, how many days of paid sick leave do your employees receive annually? Days	1. Do you offer paid holidays?	□Yes □ No	🗅 Yes 🗅 No
If yes, how many days of paid sick leave do your employees receive annually? Days Days 3. Do you offer paid vacation? I Yes I No Yes I No Yes I No If yes, how many days of paid vacation do you offer: Days Days Days After 1 year of employment? Days Days Days After 2 years of employment? Days Days Days After 3 years of employment? Days Days Days 4. Do you offer paid personal leave? I Yes I No I Yes I No I Yes I No If yes, how many days of paid personal leave do you offer annually? Days Days Days 5. Do you offer maternity leave beyond what the law requires, such as paid time off? Yes I No Yes I No Yes I No If yes, how many days? Days Days Days Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? Yes I No Yes I No Yes I No If yes, how many days? Days Days Days Days 7. Do you offer paid funeral and bereavement leave? I Yes I No I	If yes, how many paid holidays does your company offer annually?	Days	Days
employees receive annually? Image: Yes in No 3. Do you offer paid vacation? Image: Yes in No If yes, how many days of paid vacation do you offer: Image: Days After 1 year of employment? Image: Days After 2 years of employment? Image: Days After 3 years of employment? Image: Days 4. Do you offer paid personal leave? Image: Yes In No If yes, how many days of paid personal leave do you offer annually? Image: Days 5. Do you offer maternity leave beyond what the law requires, such as paid time off? Yes In No If yes, how many days? Image: Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? Yes In No If yes, how many days? Image: Days If yes, how many days? Image: Days 9. Do you offer paternity leave beyond what the law requires, such as paid time off? Yes In No If yes, how many days? Image: Days Image: Days 7. Do you offer paid funeral and bereavement leave? Yes In No Yes In No	2. Do you offer paid sick leave?	🗆 Yes 🗅 No	I Yes I No
If yes, how many days of paid vacation do you offer:		Days	Days
After 1 year of employment? Days Days After 2 years of employment? Days Days After 3 years of employment? Days Days 4. Do you offer paid personal leave? □ Yes □ No □ Yes □ No If yes, how many days of paid personal leave do you offer annually? □ Days Days 5. Do you offer maternity leave beyond what the law requires, such as paid time off? □ Yes □ No □ Yes □ No If yes, how many days? Days Days Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? □ Yes □ No □ Yes □ No If yes, how many days? Days Days Days 7. Do you offer paid funeral and bereavement leave? □ Yes □ No □ Yes □ No	3. Do you offer paid vacation?	🗆 Yes 🗅 No	🗆 Yes 🗅 No
After 2 years of employment? Days Days After 3 years of employment? Days Days 4. Do you offer paid personal leave? I Yes I No I Yes I No If yes, how many days of paid personal leave do you offer annually? Days Days 5. Do you offer maternity leave beyond what the law requires, such as paid time off? I Yes I No I Yes I No If yes, how many days? Days Days Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? I Yes I No I Yes I No If yes, how many days? Days Days Days 7. Do you offer paid funeral and bereavement leave? I Yes I No I Yes I No	If yes, how many days of paid vacation do you offer:		
After 3 years of employment? Days Days 4. Do you offer paid personal leave? I Yes I No Yes I No If yes, how many days of paid personal leave do you offer annually? Days Days 5. Do you offer maternity leave beyond what the law requires, such as paid time off? Yes I No Yes I No If yes, how many days? Days Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? Yes I No Yes I No If yes, how many days? Days Days Days 7. Do you offer paid funeral and bereavement leave? Yes I No Yes I No	After 1 year of employment?	Days	Days
4. Do you offer paid personal leave? □ Yes □ No □ Yes □ No If yes, how many days of paid personal leave do you offer annually?	After 2 years of employment?	Days	Days
If yes, how many days of paid personal leave do you offer annually? Days Days 5. Do you offer maternity leave beyond what the law requires, such as paid time off? If yes I No If yes I No If yes, how many days? Days Days Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? If yes I No If yes I No If yes, how many days? Days Days Days 7. Do you offer paid funeral and bereavement leave? I Yes I No I Yes I No	After 3 years of employment?	Days	Days
offer annually?	4. Do you offer paid personal leave?	🗆 Yes 🗆 No	🗆 Yes 🗆 No
requires, such as paid time off? Days Days If yes, how many days? Days Days 6. Do you offer paternity leave beyond what the law requires, such as paid time off? Yes □ No ♀ Yes □ No If yes, how many days? Days Days 7. Do you offer paid funeral and bereavement leave? ♀ Yes □ No ♀ Yes □ No		Days	Days
6. Do you offer paternity leave beyond what the law requires, such as paid time off? If Yes I No Yes I No If yes, how many days? Days Days 7. Do you offer paid funeral and bereavement leave? Yes I No Yes I No		🗅 Yes 🗅 No	🗆 Yes 🗅 No
requires, such as paid time off? Days If yes, how many days? Days 7. Do you offer paid funeral and bereavement leave? Yes No	If yes, how many days?	Days	Days
7. Do you offer paid funeral and bereavement leave? Image: Yes image: No Image: Yes i		🗅 Yes 🗅 No	🗆 Yes 🗅 No
	If yes, how many days?	Days	Days
	7. Do you offer paid funeral and bereavement leave?	🗋 Yes 🗋 No	🗅 Yes 🗋 No
8. Do you offer paid jury duty leave?	8. Do you offer paid jury duty leave?	🗆 Yes 🗋 No	🗆 Yes 🗆 No

Insurance	Full-Time	Part-Time
9. Does your company offer health insurance?	🗆 Yes 🗖 No	🗆 Yes 🗔 No
If yes, what percentage is paid by the employer?	%	%
10. Do you offer dependent health insurance?	%	%
If yes, what percentage is paid by the employer?		
11. Do you offer a dental plan?	🗆 Yes 🖵 No	🗆 Yes 🗖 No
If yes, what percentage is paid by the employer?	%	%
12. Do you offer a vision plan?	🗆 Yes 🖵 No	🗆 Yes 🖵 No
If yes, what percentage is paid by the employer?	%	%
13. Do you offer life insurance?	🗆 Yes 🖵 No	🗆 Yes 🖵 No
14. Do you offer disability insurance?	□ Yes □ No	🗆 Yes 🗅 No
15. Do you offer long-term disability care insurance?	🗆 Yes 🗖 No	□ Yes □ No

	Type of Employee		
Retirement	Full-Time	Part-Time	
16. Do you offer a retirement plan, such as 401(k), or deferred profit sharing?	🗅 Yes 🗅 No	□ Yes □ No	
If yes, what percentage is paid by the employer?	%	%	

	Type of Employee		
Miscellaneous Benefits	Full-Time	Part-Time	
17. Does your company offer any of the following miscellaneous benefits?			
A. Wellness program	□Yes □No	🗆 Yes 🗖 No	
B. Child day care	🗆 Yes 🗖 No	🗆 Yes 🗖 No	
C. Educational assistance	🗆 Yes 🗖 No	🗆 Yes 🗖 No	
D. Profit sharing plan	□Yes □No	🗆 Yes 🗖 No	
E. Employee discounts	□Yes □No	🗆 Yes 🗖 No	
F. Tool allowance	🗆 Yes 🗖 No	🗆 Yes 🗖 No	
G. Uniform	□Yes □No	🗆 Yes 🗖 No	
H. Christmas Bonus	🗆 Yes 🗅 No	🗆 Yes 🗖 No	
I. Other:	🗆 Yes 🗅 No	🗆 Yes 🗆 No	

Type of Employee		
Cost of Benefits (see instruction sheet for explanation)	Full-Time	Part-Time
1. What dollar amount did your company spend on wages and salaries in 1999?		
2. What dollar amount did your company spend on retirement plans in 1999?		
3. What dollar amount did your company spend on employee benefits programs other than question 19 in 1999? (<i>Paid leave, Insurance and Miscellaneous Benefits</i>)		
4. What dollar amount did your company spend on legally required benefits, such as social security, workmen's compensation and unemployment insurance in 1999?		

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Wyoming Department of Employment Research & Planning P.O. Box 2760 Casper, WY 82602