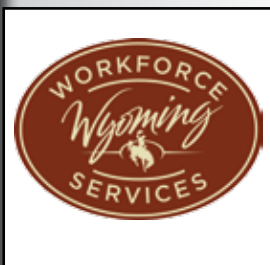


Wyoming Benefits Survey 2014

Appendix

February 2016



Wyoming Benefits Survey 2014

Appendix

Wyoming Department of Workforce Services

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Research & Planning

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I. Introduction and Methodology

by: Lisa Knapp, Senior Research Analyst

Total employee compensation is a combination of direct compensation from wages and indirect compensation, which consists of any combination of benefits an employer may offer. These benefits may include health, dental, and vision insurance, retirement plans, and paid time off. Studies show that employees who are satisfied with the benefits they receive at work are also more likely to be satisfied with their jobs (Graves, 2015). Overall, employees tend to indicate that health insurance is the most important benefit an employer can offer (Fronstin & Helman, 2014).

As noted in the 2013 *Wyoming Benefits* publication (Knapp, 2014), the Patient Protection and Affordable Care Act (ACA) was signed into law in 2010. This law is intended to provide affordable health insurance options to people, especially those without access to employer-sponsored insurance (Buchmueller, Carey, & Levy, 2013). According to the most recent report by the U.S. Census Bureau (Smith & Medalia, 2015), the overall proportion of uninsured people in Wyoming dropped from 13.4% in 2013 to 12.0% in 2014. However, the proportion of Wyoming jobs that were offered health insurance benefits dropped during the same period. The drop in jobs with access to health insurance benefits seems to be concentrated more among part-time jobs than full-time jobs. Although there are penalties for larger employers who don't offer benefits to their employees, the laws governing those penalties went into effect in 2015 for employers with 100 or more employees and won't go into effect until 2016 for employers with 50 to 99 employees. Employers with fewer than 50 employees won't face financial penalties for not providing health insurance (Blumenthal &

Read More Online

A feature article discussing results of the 2014 Wyoming Benefits Survey was published in the December 2015 issue of *Wyoming Labor Force Trends* and can be found online at <http://doe.state.wy.us/LMI/trends/1125/a2.htm>.

Collins, 2014). Until these laws have been in effect for a period of time, it will be difficult to analyze what effect, if any, the ACA has on how employers offer workplace benefits.

The Wyoming Benefits Survey collects data on workforce benefits such as health insurance, paid leave benefits, dental and vision insurance, life and disability benefits, child care and education reimbursement, and retirement benefits. Retirement benefits are broken out into defined-contribution plans and defined-benefit plans. In a defined-contribution plan, employees and/or employers make specific contributions, such as a certain percentage of wages from each pay period. In contrast, defined-benefit plans (also known as pensions) specify the level of benefits retirees receive based upon the employee's years of service and highest salary. For further discussion on the differences between these plans, please see http://doe.state.wy.us/LMI/benefits2012/health_and_retire.htm.

The Wyoming Benefits Survey is designed to collect data from Wyoming employers about the workplace benefits they offer their employees. The survey questionnaire is sent to a random sample of employers every quarter, and typically at least 71.0% of the questionnaires are completed and

returned (see Benefits Appendix Table 37, page 43). The resulting estimates are based on the average employment in the state each quarter and the preceding seven quarters. The Benefits Survey is not structured to be a true time series, which would collect data from the same employers every quarter; rather, it collects data from a different sample of employers every quarter. A moving average of the results allows the data to be viewed over time to analyze changes in the way benefits are offered.

For more information on the sampling and estimation process used to create the benefits survey estimates, please see http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf.

A feature article discussing results of the 2014 Wyoming Benefits Survey was published in the December 2015 issue of *Wyoming Labor Force Trends* and can be found online at <http://doe.state.wy.us/LMI/trends/1125/a2.htm>.

II. Statewide Benefits

Benefits Appendix Table 1: Percentage of Employers Offering Selected Benefits and Percent of Full- and Part-Time Jobs Offered Selected Benefits, 2014Q3

Benefit	% Employers Offering Benefit	% Full-Time Jobs Offered Benefit	% Part-Time Jobs Offered Benefit
Child Care Assistance	2.5	8.8	3.1
Dental Plan	24.8	73.6	11.9
Dependent Medical Insurance	28.2	77.9	11.0
Tuition Assistance	14.6	47.7	12.8
Flexible Spending	12.2	55.3	11.0
Hiring Bonus	4.7	26.1	6.0
Life Insurance	22.2	72.2	10.1
Long-Term Disability	11.1	53.1	8.3
Medical Insurance	34.1	78.6	12.1
Paid Holidays	41.4	77.0	17.6
Paid Personal Leave	25.9	42.0	12.5
Paid Sick Leave	21.8	54.3	13.4
Paid Vacation Leave	38.4	74.3	19.1
Retirement Plan	29.7	74.8	21.9
Defined Benefit Retirement Plan	4.3	23.9	7.4
Defined Contribution Retirement Plan	28.8	68.1	20.5
Short-Term Disability	11.4	44.5	8.4
Vision Plan	17.7	64.9	10.5

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 2: Number and Percent of Full- and Part-time Wyoming Employees by Year and Quarter, 2009Q4 to 2014Q3

Year and Quarter	Full-Time Jobs		Part-Time Jobs		Total
	N	%	N	%	N
2009Q4	205,245	76.6	62,823	23.4	268,068
2010Q1	197,764	76.3	61,472	23.7	259,236
2010Q2	205,498	75.6	66,325	24.4	271,823
2010Q3	207,664	75.0	69,215	25.0	276,880
2010Q4	205,286	75.7	65,883	24.3	271,169
2011Q1	196,242	74.9	65,875	25.1	262,117
2011Q2	202,899	74.1	70,884	25.9	273,783
2011Q3	208,113	74.1	72,658	25.9	280,771
2011Q4	206,662	74.7	70,120	25.3	276,782
2012Q1	200,983	74.8	67,720	25.2	268,703
2012Q2	209,985	75.1	69,681	24.9	279,666
2012Q3	213,094	75.4	69,549	24.6	282,642
2012Q4	209,574	75.5	67,854	24.5	277,428
2013Q1	203,518	75.6	65,822	24.4	269,340
2013Q2	212,078	75.7	68,124	24.3	280,202
2013Q3	213,295	75.1	70,558	24.9	283,853
2013Q4	211,156	75.6	68,063	24.4	279,218
2014Q1	206,658	75.9	65,747	24.1	272,405
2014Q2	216,924	76.0	68,655	24.0	285,578
2014Q3	216,698	75.0	72,213	25.0	288,911

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 3: Percentage of Employers Offering Selected Benefits to Their Full- and Part-Time Wyoming Employees, 2014Q3

Benefit	Full-Time	Part-Time
Child Care Assistance	2.9	2.0
Dental Plan	33.3	4.6
Dependent Medical Insurance	37.6	4.2
Tuition Assistance	19.0	7.7
Flexible Spending	15.7	4.6
Hiring Bonus	6.0	2.2
Life Insurance	29.5	4.2
Long-Term Disability	14.6	2.7
Medical Insurance	45.0	6.0
Paid Holidays	54.0	17.4
Paid Personal Leave	34.0	9.5
Paid Sick Leave	28.5	7.5
Paid Vacation Leave	50.3	12.5
Retirement Plan	38.8	13.7
Defined Benefit Retirement Plan	5.6	2.3
Defined Contribution Retirement Plan	37.8	12.4
Short-Term Disability	15.0	3.7
Vison Plan	23.5	3.8

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 4: Percentage of Full- and Part-Time Jobs Offered Selected Benefits in Wyoming, 2014Q3

Benefit	Full-Time	Part-Time
Child Care Assistance	8.8	3.1
Dental Plan	73.6	11.9
Dependent Medical Insurance	77.9	11.0
Tuition Assistance	47.7	12.8
Flexible Spending	55.3	11.0
Hiring Bonus	26.1	6.0
Life Insurance	72.2	10.1
Long-Term Disability	53.1	8.3
Medical Insurance	78.6	12.1
Paid Holidays	77.0	17.6
Paid Personal Leave	42.0	12.5
Paid Sick Leave	54.3	13.4
Paid Vacation Leave	74.3	19.1
Retirement Plan	74.8	21.9
Defined Benefit Retirement Plan	23.9	7.4
Defined Contribution Retirement Plan	68.1	20.5
Short-Term Disability	44.5	8.4
Vison Plan	64.9	10.5

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

III. Benefits by Firm Size

Benefits Appendix Table 5: Percent of All Jobs Offered Selected Benefits By Firm Size Class, 2014Q3

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.8	1.8	2.4	5.1	10.6	7.4
Dental Plan	16.3	24.0	32.2	48.9	76.2	58.2
Dependent Medical Insurance	19.1	26.2	37.2	51.7	79.0	61.2
Tuition Assistance	13.2	15.6	17.0	23.5	54.4	39.0
Flexible Spending	8.4	8.9	12.7	26.1	65.3	44.2
Hiring Bonus	3.3	2.8	6.2	10.6	31.9	21.1
Life Insurance	13.2	20.4	31.5	42.0	76.6	56.7
Long-Term Disability	7.0	8.7	14.1	23.9	61.7	41.9
Medical Insurance	25.9	31.5	41.5	55.4	76.9	62.0
Paid Holidays	35.9	46.0	51.0	56.0	71.7	62.1
Paid Personal Leave	22.2	26.7	31.7	34.4	38.0	34.7
Paid Sick Leave	17.7	21.7	23.3	24.5	60.3	44.1
Paid Vacation Leave	30.5	41.1	46.5	52.1	72.2	60.5
Retirement Plan	23.1	29.7	39.2	47.8	79.4	61.6
Defined Benefit Retirement Plan	2.4	3.7	3.5	7.6	31.0	19.8
Defined Contribution Retirement Plan	22.9	29.0	36.0	50.4	70.1	56.2
Short-Term Disability	7.9	10.3	15.8	24.3	49.7	35.5
Vison Plan	10.8	15.9	24.3	38.1	70.7	51.3

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 6: Percent of Full-Time Jobs Offered Selected Benefits by Firm Size Class, 2014Q3

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	2.1	1.8	3.2	5.7	12.2	8.8
Dental Plan	22.8	33.6	45.3	66.3	90.8	73.6
Dependent Medical Insurance	27.1	36.9	53.3	71.7	94.3	77.9
Tuition Assistance	16.6	19.9	22.6	31.2	63.0	47.7
Flexible Spending	10.9	11.7	17.8	35.0	77.1	55.3
Hiring Bonus	4.3	3.2	8.7	12.7	37.6	26.1
Life Insurance	17.9	28.5	44.9	58.2	91.8	72.2
Long-Term Disability	9.6	12.3	19.8	31.9	73.9	53.1
Medical Insurance	35.8	44.2	59.4	74.4	91.9	78.6
Paid Holidays	46.5	62.0	66.8	73.6	84.7	77.0
Paid Personal Leave	29.4	35.5	41.9	45.2	43.5	42.0
Paid Sick Leave	23.8	29.4	29.9	33.8	70.1	54.3
Paid Vacation Leave	41.2	55.5	61.2	68.2	83.9	74.3
Retirement Plan	29.8	39.4	52.7	61.8	91.1	74.8
Defined Benefit Retirement Plan	3.2	4.7	4.7	10.1	35.3	23.9
Defined Contribution Retirement Plan	29.9	39.0	48.1	65.3	80.1	68.1
Short-Term Disability	10.5	14.2	21.6	31.7	59.1	44.5
Vison Plan	15.1	22.1	34.4	50.8	84.5	64.9

Source: Wyoming Benefits Survey 2014.

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<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 7: Percent of Part-Time Jobs Offered Selected Benefits by Firm Size Class, 2014Q3

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Child Care Assistance	1.3	1.8	0.5	3.7	4.2	3.1
Dental Plan	2.5	3.3	2.8	7.9	19.9	11.9
Dependent Medical Insurance	2.3	3.2	1.2	4.8	19.9	11.0
Tuition Assistance	6.0	6.2	4.6	5.6	21.1	12.8
Flexible Spending	3.2	3.1	1.4	5.2	19.6	11.0
Hiring Bonus	1.2	2.0	0.5	5.6	9.6	6.0
Life Insurance	3.5	2.9	1.7	3.9	18.0	10.1
Long-Term Disability	1.4	0.9	1.3	5.2	14.6	8.3
Medical Insurance	5.2	4.1	1.7	10.5	19.1	12.1
Paid Holidays	13.7	11.7	15.6	14.6	21.5	17.6
Paid Personal Leave	7.0	7.9	8.8	9.1	17.1	12.5
Paid Sick Leave	5.0	5.3	8.8	2.5	22.7	13.4
Paid Vacation Leave	8.0	10.0	13.5	14.1	27.2	19.1
Retirement Plan	9.1	8.7	9.0	14.9	34.1	21.9
Defined Benefit Retirement Plan	0.6	1.4	0.8	1.7	14.4	7.4
Defined Contribution Retirement Plan	8.3	7.4	8.8	15.3	31.5	20.5
Short-Term Disability	2.4	1.8	3.0	6.9	13.3	8.4
Vision Plan	1.8	2.4	1.8	8.2	17.6	10.5

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>**Benefits Appendix Table 8: Total Number of Jobs and Total Number of Jobs With Selected Benefits by Firm Size Class, 2014Q3**

Benefit	Firm Size Class (Number of Employees)					Total
	1-4	5-9	10-19	20-49	50+	
Total Number of Jobs	20,641	24,574	32,216	46,669	164,811	288,911
Child Care Assistance	375	447	765	2,361	17,427	21,375
Dental Plan	3,365	5,898	10,373	22,828	125,604	168,067
Dependent Medical Insurance	3,947	6,440	11,985	24,138	130,205	176,714
Tuition Assistance	2,723	3,824	5,484	10,989	89,676	112,697
Flexible Spending	1,735	2,199	4,096	12,203	107,556	127,787
Hiring Bonus	684	696	1,986	4,924	52,527	60,816
Life Insurance	2,735	5,004	10,162	19,618	126,291	163,809
Long-Term Disability	1,440	2,145	4,541	11,171	101,704	121,000
Medical Insurance	5,348	7,736	13,385	25,836	126,757	179,064
Paid Holidays	7,414	11,315	16,419	26,132	118,246	179,527
Paid Personal Leave	4,584	6,568	10,204	16,067	62,702	100,125
Paid Sick Leave	3,653	5,340	7,522	11,413	99,402	127,329
Paid Vacation Leave	6,290	10,091	14,969	24,305	119,067	174,723
Retirement Plan	4,772	7,286	12,626	22,327	130,870	177,881
Defined Benefit Retirement Plan	490	899	1,127	3,560	51,120	57,197
Defined Contribution Retirement Plan	4,732	7,129	11,595	23,514	115,506	162,476
Short-Term Disability	1,622	2,524	5,101	11,355	81,866	102,469
Vision Plan	2,224	3,902	7,832	17,777	116,536	148,270

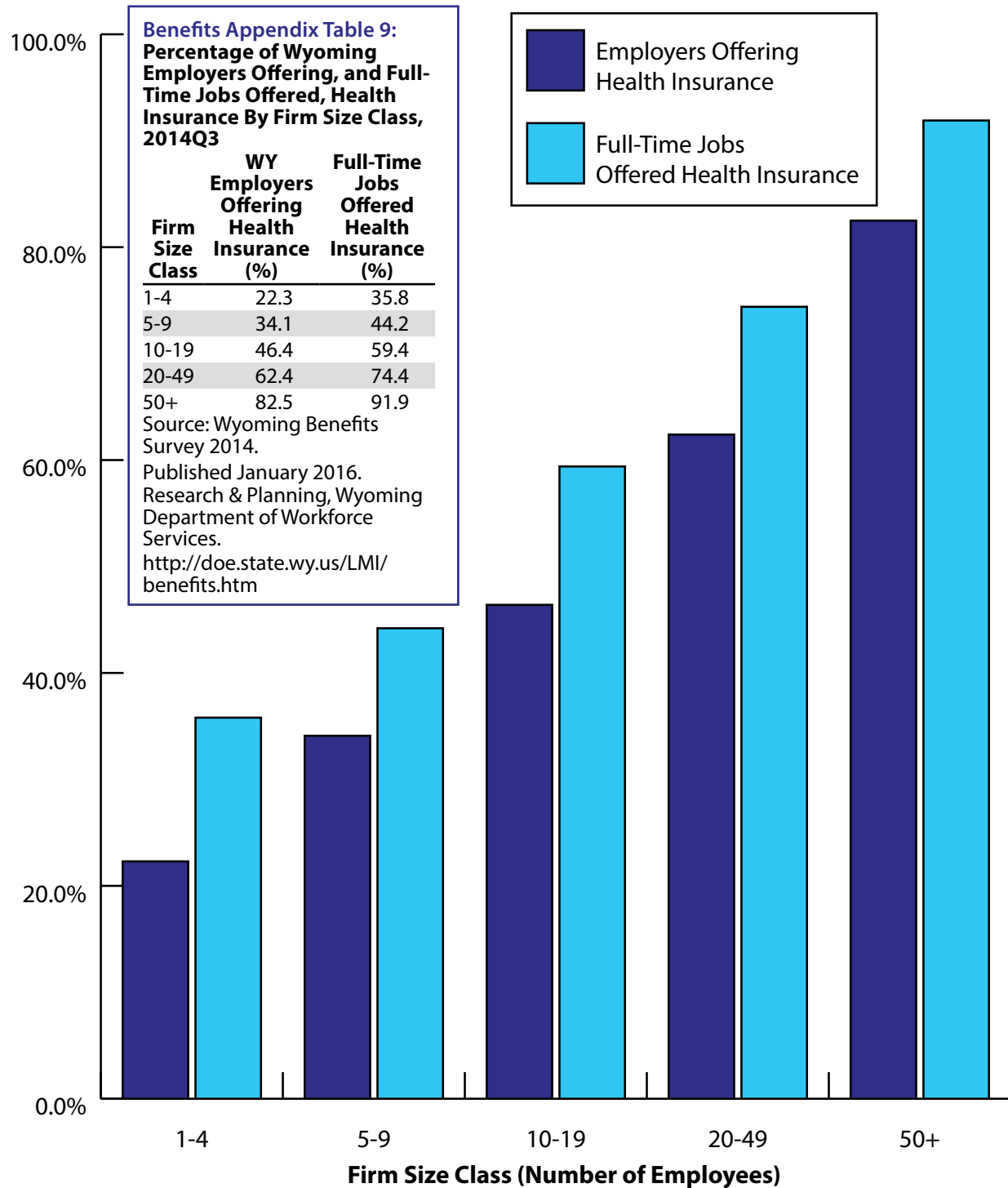
Source: Wyoming Benefits Survey 2014.

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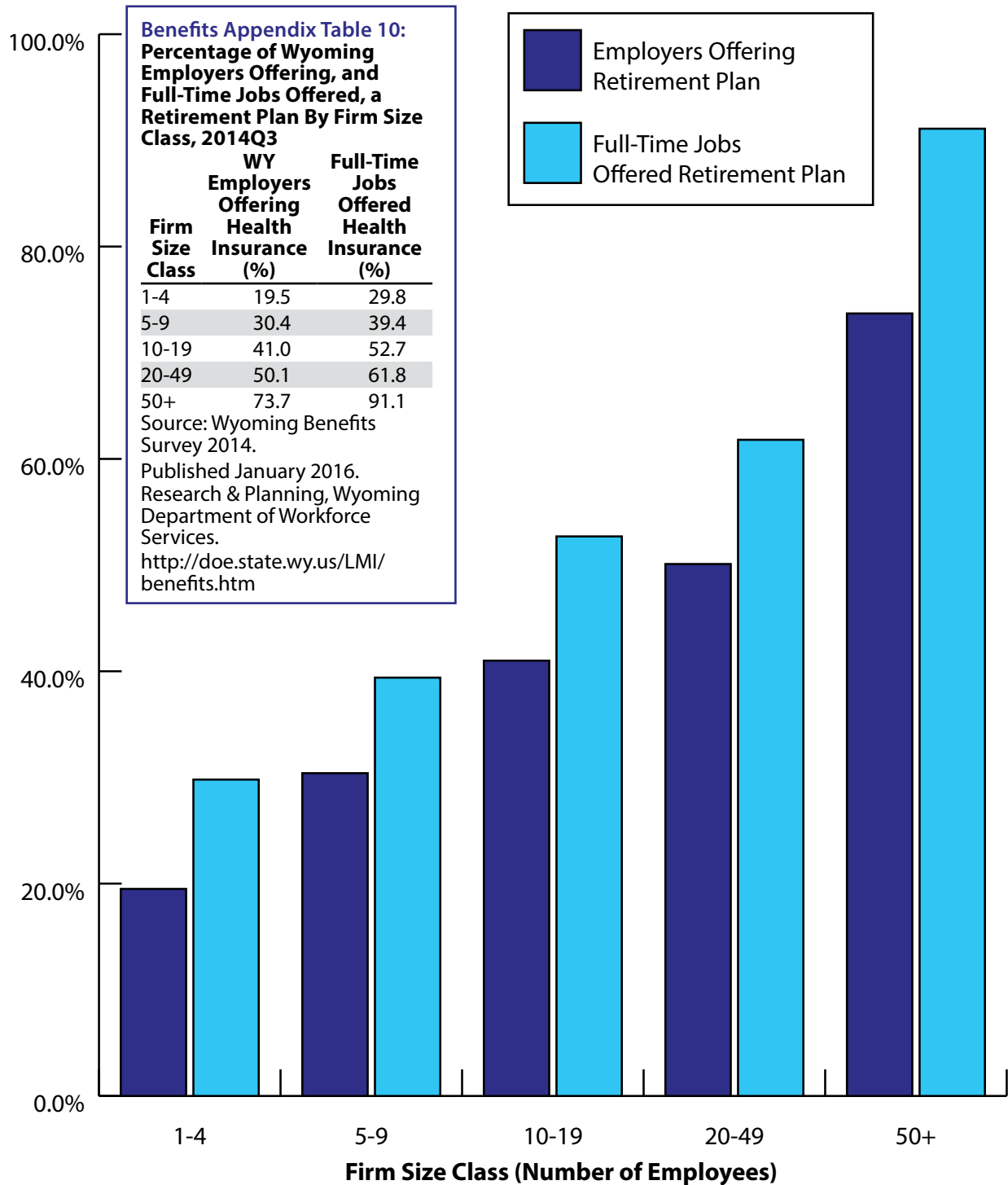
<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Figure 1: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, Health Insurance By Firm Size Class, 2014Q3



Source: Wyoming Benefits Survey 2014.
 Published January 2016.
 Research & Planning, Wyoming Department of Workforce Services.
<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Figure 2: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, a Retirement Plan By Firm Size Class, 2014Q3



Source: Wyoming Benefits Survey 2014.
 Published January 2016.
 Research & Planning, Wyoming Department of Workforce Services.
<http://doe.state.wy.us/LMI/benefits.htm>

IV. Benefits by Industry

Benefits Appendix Table 11: Percentage of Total Wyoming Employers Offering Selected Benefits by Industry, 2014Q3

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Education	Health Care & Social Services	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	3.0	1.4	1.8	3.5	1.7	1.8	2.9	2.3	1.9	7.0	6.8	0.8	1.1	7.6	2.5
Dental Plan	39.1	17.4	30.2	42.4	21.8	23.5	32.3	26.3	21.8	42.5	29.1	13.5	18.4	67.4	24.8
Dependent Medical Insurance	47.4	22.7	31.2	45.8	23.1	28.6	36.6	27.3	27.6	46.5	29.9	13.4	21.5	71.7	28.2
Tuition Assistance	22.4	10.0	18.1	19.3	9.8	12.0	14.7	16.4	15.7	32.5	23.9	2.8	11.1	38.9	14.6
Flexible Spending	22.7	5.9	15.6	22.3	11.8	12.6	19.4	15.1	10.0	29.2	14.7	4.3	8.7	33.9	12.2
Hiring Bonus	10.4	1.5	6.8	12.2	2.8	7.4	7.4	4.2	5.4	5.0	6.2	2.5	2.7	3.3	4.7
Life Insurance	38.1	16.6	29.7	40.1	18.7	23.2	33.5	22.3	17.2	43.7	23.1	11.3	16.7	66.4	22.2
Long-Term Disability	22.1	4.3	14.4	23.9	7.6	12.8	14.1	12.5	10.6	30.7	11.2	4.9	6.6	36.5	11.1
Medical Insurance	52.0	27.1	36.7	49.7	30.6	30.8	43.9	35.3	36.3	51.6	35.3	17.9	28.0	75.2	34.1
Paid Holidays	49.6	31.5	57.1	62.9	41.1	31.9	54.7	48.9	38.8	51.8	52.1	17.4	41.0	80.9	41.4
Paid Personal Leave	29.5	16.8	31.9	33.2	28.0	18.7	30.2	33.1	24.1	40.4	38.3	16.2	25.0	32.1	25.9
Paid Sick Leave	24.5	7.0	22.1	34.1	22.5	14.6	37.7	25.4	21.7	41.5	33.0	10.9	19.6	69.2	21.8
Paid Vacation Leave	48.3	29.9	45.1	51.5	43.5	36.0	50.2	37.1	32.9	46.0	44.4	26.8	40.2	72.7	38.4
Retirement Plan	36.7	22.6	35.3	46.2	25.2	26.6	34.2	29.9	33.8	46.8	40.4	10.7	18.5	71.9	29.7
Defined Benefit Retirement Plan	4.2	1.9	4.9	3.5	1.0	5.3	3.5	1.8	2.4	24.2	5.4	0.8	2.0	54.7	4.3
Defined Contribution Retirement Plan	38.4	22.1	34.2	47.3	26.0	25.8	38.4	29.4	33.3	30.7	37.1	11.0	20.2	49.8	28.8
Short-Term Disability	23.5	6.2	14.8	23.3	9.0	13.8	13.5	10.5	10.4	16.8	11.6	6.7	7.4	32.1	11.4
Vision Plan	32.6	10.3	18.7	31.0	12.7	20.5	24.7	19.4	14.4	38.6	20.6	8.6	12.1	64.5	17.7

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 12: Percentage of All Jobs Offered Selected Benefits by Industry, 2014Q3

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Education	Health Care & Social Services	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	30.4	1.1	2.0	6.8	0.8	7.5	0.4	5.6	2.6	6.8	14.4	0.7	3.8	7.9	7.4
Dental Plan	89.0	44.6	76.6	58.0	45.8	61.4	57.5	68.0	36.0	68.5	74.7	24.6	30.4	82.6	58.2
Dependent Medical Insurance	92.3	53.0	78.4	68.1	45.9	70.2	58.8	61.8	44.1	86.8	72.0	22.5	31.6	80.9	61.2
Tuition Assistance	66.9	14.8	62.7	33.6	28.6	46.9	18.5	35.8	27.9	68.2	64.0	8.0	15.1	42.4	39.0
Flexible Spending	76.9	14.7	63.2	33.7	30.6	47.8	34.6	46.6	20.0	80.5	59.9	10.4	14.5	71.0	44.2
Hiring Bonus	46.8	7.2	45.0	18.8	22.7	24.0	14.5	9.7	9.6	21.6	44.0	10.0	4.8	4.2	21.1
Life Insurance	80.1	44.3	77.9	62.3	42.0	64.1	63.7	59.5	34.1	85.6	68.0	20.4	22.4	82.9	56.7
Long-Term Disability	70.2	11.7	55.7	34.4	25.3	50.4	35.8	51.4	23.7	79.6	49.4	15.5	8.8	67.1	41.9
Medical Insurance	93.2	55.2	75.7	69.7	49.6	70.3	61.1	65.3	49.4	86.0	74.2	15.8	36.4	83.6	62.0
Paid Holidays	89.0	52.6	86.8	81.4	53.3	68.2	63.8	77.9	53.8	81.4	54.4	22.9	52.1	84.9	62.1
Paid Personal Leave	45.8	21.8	40.2	29.1	23.4	17.5	20.1	54.2	33.3	76.7	52.7	16.7	28.7	21.0	34.7
Paid Sick Leave	67.5	12.1	32.0	47.6	32.8	52.1	49.8	45.6	24.3	85.4	46.1	21.9	19.1	73.4	44.1
Paid Vacation Leave	86.6	51.8	72.1	72.5	58.8	70.8	61.2	52.7	41.2	83.0	47.3	36.3	49.0	80.2	60.5
Retirement Plan	82.4	48.5	76.8	74.9	56.3	64.3	55.4	62.9	48.6	86.5	72.2	23.1	34.1	83.4	61.6
Defined Benefit Retirement Plan	14.2	3.4	36.3	8.5	1.0	31.2	7.3	5.8	1.9	71.8	5.9	0.1	1.1	74.1	19.8
Defined Contribution Retirement Plan	80.7	50.5	79.6	76.9	57.0	64.5	58.3	69.6	46.7	54.0	72.6	23.4	35.5	53.7	56.2
Short-Term Disability	64.1	17.0	56.4	44.6	27.1	24.3	41.3	30.2	24.4	36.0	48.0	17.9	10.3	52.2	35.5
Vision Plan	87.4	26.0	59.6	46.7	32.3	63.2	33.1	61.2	28.9	80.7	61.0	21.5	20.5	79.9	51.3

Source: Wyoming Benefits Survey 2014.

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Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 13: Percentage of Full-Time Jobs Offered Selected Benefits by Industry, 2014Q3

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Education	Health Care & Social Services	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	30.9	1.2	2.1	7.1	0.5	8.5	0.4	6.5	3.4	6.8	14.9	0.2	1.5	9.6	8.8
Dental Plan	90.5	49.7	83.0	68.2	71.0	70.7	81.3	79.6	50.0	75.9	85.4	50.6	43.0	97.7	73.6
Dependent Medical Insurance	93.9	59.2	85.2	80.2	71.0	81.0	83.2	72.4	61.6	99.1	83.1	48.1	49.0	95.7	77.9
Tuition Assistance	68.1	16.6	68.3	39.0	40.3	53.5	26.0	41.2	36.8	74.9	71.5	13.8	21.9	48.5	47.7
Flexible Spending	78.2	16.4	69.0	38.7	47.1	55.0	47.4	53.6	26.9	88.2	68.1	20.9	21.4	85.1	55.3
Hiring Bonus	47.6	8.0	49.3	20.5	32.6	23.2	20.2	11.6	12.4	27.8	49.9	16.2	6.4	5.2	26.1
Life Insurance	81.5	49.4	85.1	73.4	63.9	74.0	83.6	69.8	47.1	98.1	80.1	44.9	34.0	98.4	72.2
Long-Term Disability	71.5	12.8	61.0	40.4	39.3	58.2	50.6	60.6	32.4	91.1	57.9	32.2	12.2	80.6	53.1
Medical Insurance	94.8	61.5	82.1	82.0	76.1	81.0	86.5	76.4	68.2	99.2	85.8	29.5	56.4	98.7	78.6
Paid Holidays	90.1	58.5	94.1	94.2	77.0	77.9	88.0	88.6	69.3	92.1	59.4	42.8	74.4	99.7	77.0
Paid Personal Leave	46.5	24.2	43.7	33.7	34.5	20.1	27.4	62.0	44.5	87.2	58.5	27.9	37.8	24.6	42.0
Paid Sick Leave	68.6	13.5	34.9	55.7	49.1	60.0	69.2	53.5	32.3	92.2	50.7	42.4	28.9	87.2	54.3
Paid Vacation Leave	87.7	57.9	78.5	84.6	84.1	81.4	80.7	60.7	54.1	94.9	51.8	58.5	70.8	95.8	74.3
Retirement Plan	83.8	53.8	82.8	81.5	74.4	73.5	70.8	70.2	61.2	99.1	81.6	39.5	38.2	98.1	74.8
Defined Benefit Retirement Plan	14.5	3.7	39.7	9.6	1.5	35.8	10.3	6.4	2.4	78.1	6.6	0.1	1.7	87.0	23.9
Defined Contribution Retirement Plan	82.0	56.1	86.0	84.0	75.6	73.9	74.2	77.7	60.3	55.9	81.8	40.0	40.5	63.7	68.1
Short-Term Disability	65.2	18.9	61.8	52.4	42.1	27.9	52.0	35.0	33.2	38.2	53.7	35.2	14.7	62.3	44.5
Vison Plan	89.0	28.9	64.8	54.9	49.4	72.8	46.7	71.7	40.0	92.1	70.4	44.1	30.9	94.9	64.9

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 14: Percentage of Part-Time Jobs Offered Selected Benefits by Industry, 2014Q3

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Education	Health Care & Social Services	Leisure & Hospitality	Other Services	State & Local Government	Total
Child Care Assistance	0.0	0.4	0.7	5.6	1.5	1.2	0.4	0.6	0.7	6.9	12.6	1.0	7.5	1.3	3.1
Dental Plan	0.5	3.6	10.0	1.3	0.6	1.5	0.3	8.3	2.7	48.1	34.2	3.5	9.6	22.4	11.9
Dependent Medical Insurance	1.2	3.5	7.8	0.9	0.9	1.2	0.3	7.1	2.5	52.4	30.0	1.8	2.9	21.9	11.0
Tuition Assistance	0.5	1.2	3.7	3.6	7.6	4.9	0.7	8.0	6.7	49.6	35.5	3.2	3.9	18.3	12.8
Flexible Spending	4.2	0.7	2.3	5.8	0.9	1.3	3.7	10.2	3.5	59.0	28.9	1.9	3.0	14.7	11.0
Hiring Bonus	0.0	0.5	0.8	9.5	5.0	29.0	0.7	0.2	2.8	4.2	21.4	5.0	2.3	0.0	6.0
Life Insurance	0.5	3.3	3.3	0.9	2.8	0.5	15.8	6.1	3.3	50.8	22.3	0.5	3.2	20.7	10.1
Long-Term Disability	0.0	2.5	0.4	1.0	0.2	0.3	0.3	3.7	3.0	47.4	17.1	1.9	3.3	13.2	8.3
Medical Insurance	2.4	4.9	9.0	1.1	2.1	1.6	0.3	7.9	4.6	48.9	30.3	4.7	3.4	22.9	12.1
Paid Holidays	28.5	6.0	11.2	10.4	11.0	5.5	5.8	22.8	17.1	51.5	35.3	6.7	15.4	26.0	17.6
Paid Personal Leave	7.9	3.0	4.5	3.7	3.6	0.9	2.6	14.0	6.5	47.5	30.9	7.5	13.8	6.7	12.5
Paid Sick Leave	3.6	0.9	1.8	2.8	3.6	1.6	3.0	4.6	5.4	66.4	28.6	5.4	3.0	18.3	13.4
Paid Vacation Leave	24.5	3.0	5.4	5.5	13.5	2.7	14.4	11.6	10.7	50.1	30.2	18.4	13.0	17.8	19.1
Retirement Plan	4.5	6.2	14.2	38.3	23.9	4.8	18.5	25.8	18.7	51.4	36.5	9.9	27.4	24.5	21.9
Defined Benefit Retirement Plan	0.0	1.4	0.6	2.4	0.0	1.2	0.3	2.9	0.7	54.5	3.0	0.1	0.2	22.7	7.4
Defined Contribution Retirement Plan	4.5	5.8	12.9	37.8	23.8	4.5	20.3	28.1	14.5	48.7	37.7	9.9	27.3	13.7	20.5
Short-Term Disability	0.0	1.5	0.6	1.0	0.2	1.2	15.5	5.2	3.6	30.2	26.1	3.9	3.0	11.8	8.4
Vision Plan	0.5	3.0	5.6	1.1	1.8	1.5	0.3	7.4	2.4	48.7	25.2	3.2	3.4	19.9	10.5

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 15: Total Number of Jobs and Total Number of Jobs With Selected Benefits by Industry, 2014Q3

Benefit	Industry														
	Natural Resources & Mining	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation & Utilities	Information	Financial Activities	Professional & Business Services	Education	Health Care & Social Services	Leisure & Hospitality	Other Services	State & Local Government	Total
Total Number of Jobs	27,660	26,186	10,588	9,517	31,769	12,332	3,799	11,174	19,193	24,568	33,580	40,249	7,926	30,369	288,911
Child Care Assistance	8,398	291	207	650	266	928	15	623	503	1,678	4,834	271	298	2,414	21,375
Dental Plan	24,614	11,672	8,112	5,518	14,547	7,571	2,183	7,596	6,914	16,841	25,088	9,910	2,407	25,096	168,067
Dependent Medical Insurance	25,529	13,880	8,305	6,485	14,582	8,663	2,234	6,905	8,468	21,318	24,192	9,071	2,503	24,579	176,714
Tuition Assistance	18,506	3,887	6,635	3,202	9,082	5,789	705	4,004	5,355	16,764	21,486	3,203	1,196	12,884	112,697
Flexible Spending	21,274	3,846	6,690	3,210	9,706	5,894	1,313	5,203	3,839	19,781	20,113	4,196	1,147	21,575	127,787
Hiring Bonus	12,955	1,884	4,769	1,792	7,217	2,955	550	1,089	1,839	5,304	14,769	4,040	382	1,272	60,816
Life Insurance	22,154	11,587	8,249	5,933	13,337	7,907	2,419	6,646	6,550	21,028	22,841	8,215	1,775	25,169	163,809
Long-Term Disability	19,430	3,054	5,899	3,271	8,027	6,218	1,360	5,742	4,549	19,547	16,591	6,241	701	20,371	121,000
Medical Insurance	25,772	14,457	8,016	6,632	15,760	8,675	2,322	7,294	9,476	21,117	24,914	6,364	2,883	25,382	179,064
Paid Holidays	24,623	13,775	9,194	7,751	16,947	8,407	2,424	8,705	10,332	19,987	18,254	9,205	4,129	25,794	179,527
Paid Personal Leave	12,672	5,715	4,261	2,772	7,445	2,161	764	6,052	6,382	18,837	17,710	6,702	2,274	6,379	100,125
Paid Sick Leave	18,660	3,165	3,386	4,533	10,427	6,429	1,890	5,094	4,672	20,973	15,472	8,828	1,514	22,286	127,329
Paid Vacation Leave	23,952	13,559	7,629	6,902	18,686	8,736	2,325	5,891	7,911	20,403	15,869	14,629	3,881	24,351	174,723
Retirement Plan	22,796	12,706	8,130	7,128	17,897	7,924	2,106	7,033	9,336	21,256	24,245	9,304	2,704	25,316	177,881
Defined Benefit Retirement Plan	3,931	894	3,844	812	313	3,842	279	652	361	17,651	1,970	43	88	22,516	57,197
Defined Contribution Retirement Plan	22,314	13,212	8,429	7,322	18,113	7,958	2,216	7,780	8,967	13,264	24,367	9,404	2,814	16,315	162,476
Short-Term Disability	17,719	4,442	5,977	4,246	8,599	3,000	1,569	3,374	4,685	8,854	16,113	7,219	815	15,857	102,469
Vison Plan	24,186	6,810	6,307	4,442	10,267	7,790	1,256	6,844	5,544	19,816	20,473	8,644	1,626	24,264	148,270

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 16: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, Health Insurance By Industry, 2014Q3

Industry	Wyoming Employers Offering (%)	Full-Time Jobs Offered (%)
Natural Resources & Mining	52.0	94.8
Construction	27.1	61.5
Manufacturing	36.7	82.1
Wholesale Trade	49.7	82.0
Retail Trade	30.6	76.1
Transportation & Utilities	30.8	81.0
Information	43.9	86.5
Financial Activities	35.3	76.4
Professional & Business Services	36.3	68.2
Education	51.6	99.2
Health Care & Social Services	35.3	85.8
Leisure & Hospitality	17.9	29.5
Other Services	28.0	56.4
State & Local Government	75.2	98.7

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 17: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, a Retirement Plan By Industry, 2014Q3

Industry	Wyoming Employers Offering (%)	Full-Time Jobs Offered (%)
Natural Resources & Mining	36.7	83.8
Construction	22.6	53.8
Manufacturing	35.3	82.8
Wholesale Trade	46.2	81.5
Retail Trade	25.2	74.4
Transportation & Utilities	26.6	73.5
Information	34.2	70.8
Financial Activities	29.9	70.2
Professional & Business Services	33.8	61.2
Education	46.8	99.1
Health Care & Social Services	40.4	81.6
Leisure & Hospitality	10.7	39.5
Other Services	18.5	38.2
State & Local Government	71.9	98.1

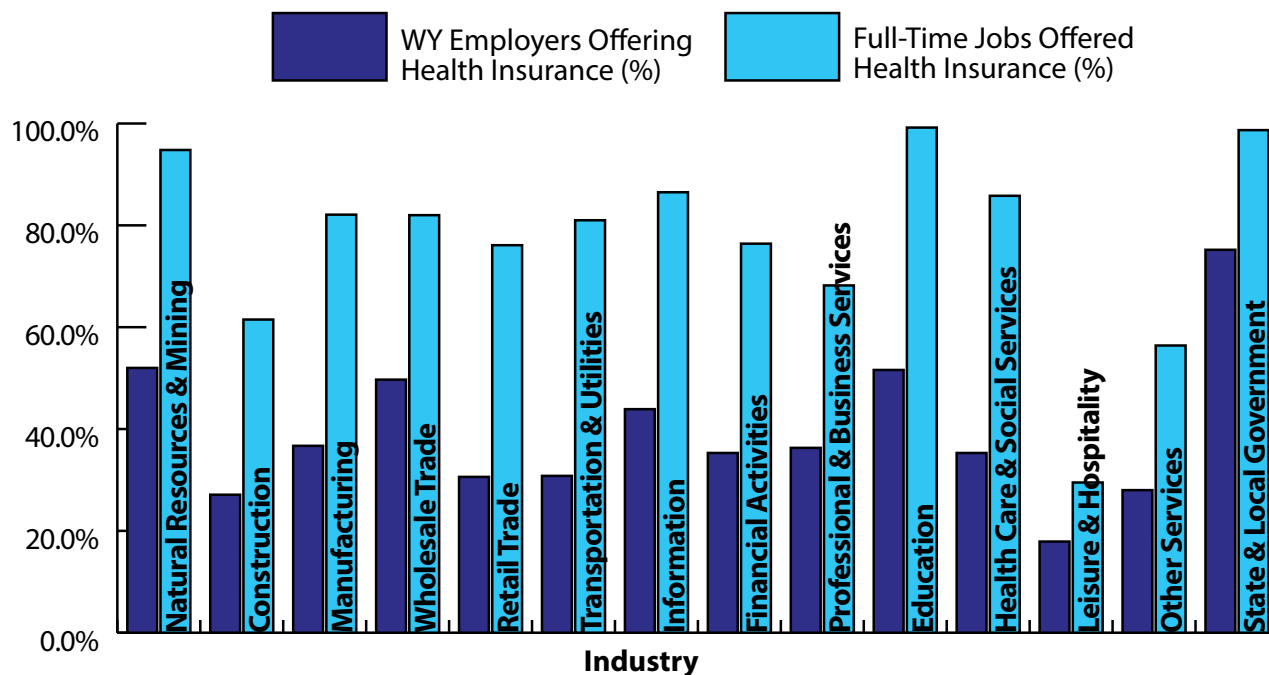
Source: Wyoming Benefits Survey 2014.

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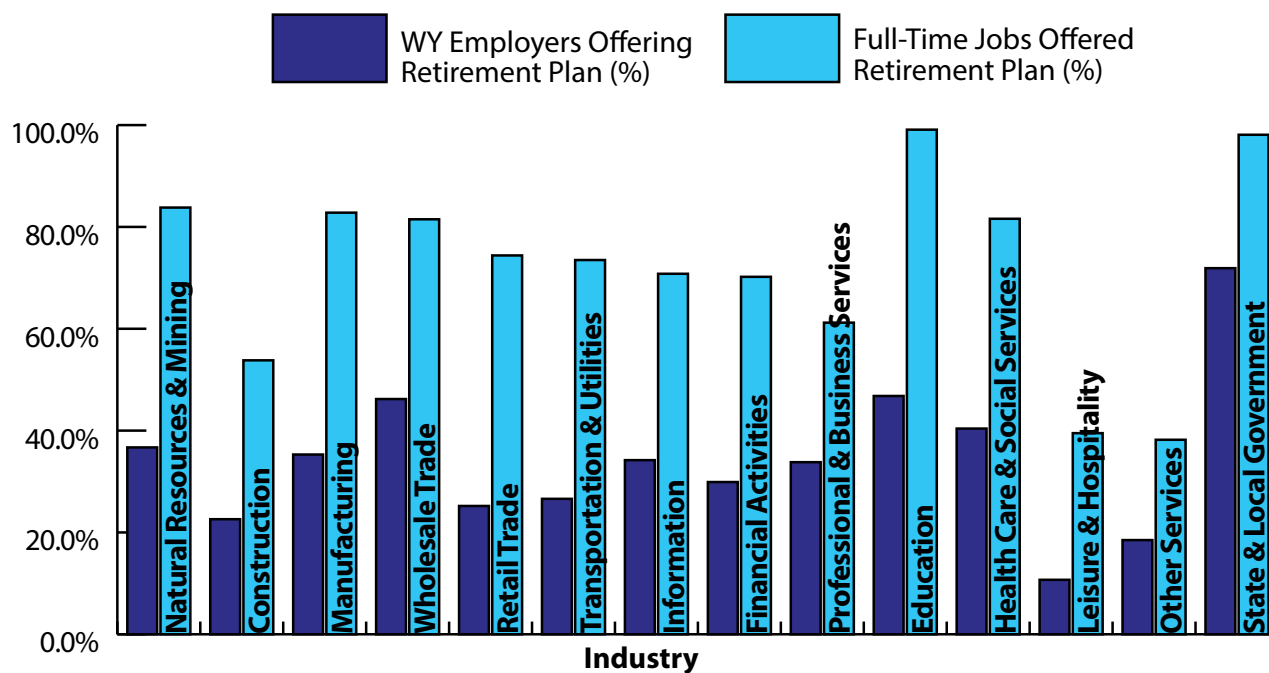
<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Figure 3: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, Health Insurance By Industry, 2014Q3

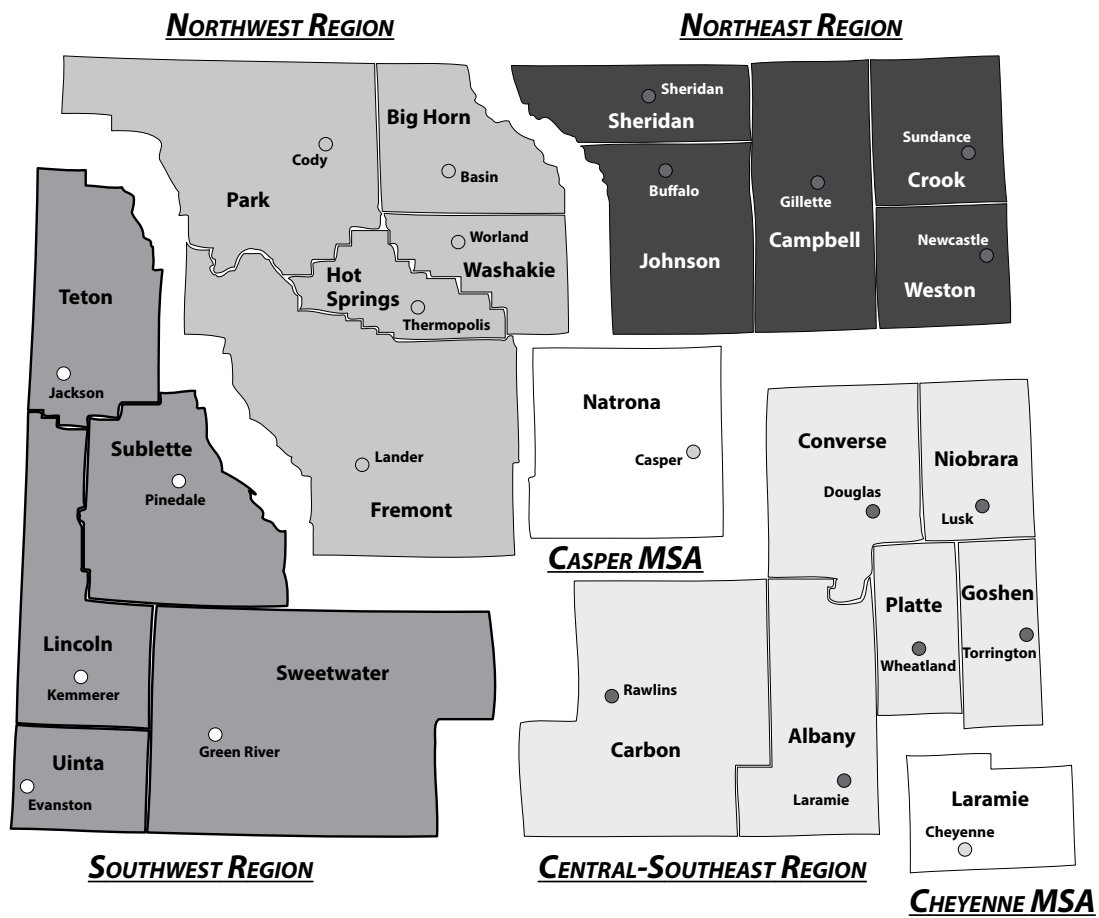


Source: Wyoming Benefits Survey 2014.

Benefits Appendix Figure 4: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, a Retirement Plan By Industry, 2014Q3



Source: Wyoming Benefits Survey 2014.

Figure: Map of Wyoming's Substate Regions

V. Benefits by Substate Region

Benefits Appendix Table 18: Percentage of Total Employers Offering Selected Benefits by Wyoming Substate Region, 2014Q3

Benefit	Substate Region							Total
	Casper MSA*	Cheyenne MSA*	Central-Southeast Region	Northeast Region	Northwest Region	Southwest Region	Statewide	
Child Care Assistance	2.5	2.5	2.3	2.3	2.3	2.2	4.7	2.5
Dental Plan	25.5	23.7	22.2	23.6	21.7	22.1	52.8	24.8
Dependent Medical Insurance	28.9	27.1	25.4	27.2	24.9	25.5	55.7	28.2
Tuition Assistance	15.0	14.4	13.2	13.9	13.1	13.2	28.8	14.6
Flexible Spending	12.4	11.4	10.6	11.1	10.5	10.5	30.5	12.2
Hiring Bonus	5.1	4.5	3.8	4.4	3.8	4.0	12.6	4.7
Life Insurance	22.7	20.9	19.8	21.2	19.2	19.5	49.2	22.2
Long-Term Disability	11.1	10.2	9.4	10.0	9.2	9.4	30.7	11.1
Medical Insurance	34.9	33.5	31.4	33.1	30.7	31.6	60.2	34.1
Paid Holidays	43.5	41.3	38.9	40.6	38.6	38.7	61.2	41.4
Paid Personal Leave	27.5	26.0	24.6	25.2	24.4	24.5	35.6	25.9
Paid Sick Leave	22.1	21.9	20.7	20.6	20.5	20.0	37.1	21.8
Paid Vacation Leave	39.3	37.5	36.3	38.0	35.8	36.3	58.8	38.4
Retirement Plan	30.4	29.7	27.2	28.3	26.8	27.2	53.7	29.7
Defined Benefit Retirement Plan	3.4	3.9	4.4	3.7	4.4	3.6	10.7	4.3
Defined Contribution Retirement Plan	29.9	28.7	25.9	27.6	25.4	26.4	52.8	28.8
Short-Term Disability	11.7	10.6	9.9	10.8	9.6	9.9	27.2	11.4
Vision Plan	17.9	16.6	15.6	16.4	15.2	15.4	42.4	17.7

*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 19: Percentage of Total Jobs Offering Selected Benefits by Wyoming Substate Region, 2014Q3

Benefit	Substate Region							Total
	Casper MSA*	Cheyenne MSA*	Central-Southeast Region	Northeast Region	Northwest Region	Southwest Region	Statewide	
Child Care Assistance	6.8	5.4	5.3	9.9	5.4	6.4	8.9	7.4
Dental Plan	54.0	53.1	47.1	54.9	48.4	49.1	71.9	58.2
Dependent Medical Insurance	57.7	57.0	50.6	58.0	52.4	52.2	74.0	61.2
Tuition Assistance	36.0	36.6	31.0	35.6	33.0	30.8	49.4	39.0
Flexible Spending	38.4	39.6	33.5	39.0	37.0	34.0	58.9	44.2
Hiring Bonus	19.0	17.9	14.2	20.4	14.2	16.2	28.8	21.1
Life Insurance	52.1	52.5	45.8	51.4	47.7	46.6	71.3	56.7
Long-Term Disability	35.8	37.3	31.2	36.3	34.6	32.7	56.2	41.9
Medical Insurance	59.5	59.0	53.3	60.0	54.7	53.2	72.7	62.0
Paid Holidays	60.5	58.8	53.9	61.3	56.7	55.3	70.7	62.1
Paid Personal Leave	38.1	37.7	34.4	32.9	35.9	32.8	33.9	34.7
Paid Sick Leave	38.6	39.5	35.2	39.2	38.9	36.8	55.9	44.1
Paid Vacation Leave	56.6	55.0	51.5	59.3	54.1	55.0	70.4	60.5
Retirement Plan	57.2	57.3	50.6	56.6	52.8	51.4	76.0	61.6
Defined Benefit Retirement Plan	14.9	19.1	16.8	13.4	21.5	14.2	26.7	19.8
Defined Contribution Retirement Plan	53.8	51.7	45.5	53.8	45.6	47.6	69.0	56.2
Short-Term Disability	32.0	30.8	26.6	33.6	27.9	28.8	46.1	35.5
Vision Plan	45.9	45.7	40.4	47.2	43.1	42.5	65.4	51.3

*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 20: Percentage of Full-Time Jobs Offering Selected Benefits by Wyoming Substate Region, 2014Q3

Benefit	Substate Region							Total
	Casper MSA*	Cheyenne MSA*	Central-Southeast Region	Northeast Region	Northwest Region	Southwest Region	Statewide	
Child Care Assistance	7.7	6.0	6.2	12.0	6.2	7.9	10.5	8.8
Dental Plan	67.4	67.3	61.8	68.5	62.8	64.6	88.4	73.6
Dependent Medical Insurance	72.8	73.1	67.0	72.9	68.6	69.3	91.2	77.9
Tuition Assistance	43.3	44.7	38.9	43.5	41.1	39.0	59.0	47.7
Flexible Spending	47.0	49.1	42.8	48.4	47.0	43.9	71.9	55.3
Hiring Bonus	23.4	22.4	18.0	25.0	18.4	20.6	34.5	26.1
Life Insurance	65.8	67.2	60.7	64.5	62.5	61.8	88.0	72.2
Long-Term Disability	44.7	47.2	40.8	45.4	44.8	42.9	69.3	53.1
Medical Insurance	74.7	75.3	70.1	74.9	71.4	69.9	89.6	78.6
Paid Holidays	73.9	72.8	69.0	74.8	72.0	70.8	85.7	77.0
Paid Personal Leave	45.8	46.1	43.4	39.6	44.7	41.0	40.1	42.0
Paid Sick Leave	46.6	48.4	44.7	48.1	48.6	46.7	67.5	54.3
Paid Vacation Leave	68.8	67.9	65.7	72.1	68.4	69.2	84.1	74.3
Retirement Plan	68.9	70.1	64.4	68.6	66.3	65.1	88.8	74.8
Defined Benefit Retirement Plan	17.5	23.0	20.9	16.3	26.6	17.8	31.5	23.9
Defined Contribution Retirement Plan	64.7	63.1	57.5	65.4	56.7	60.1	80.4	68.1
Short-Term Disability	39.5	38.2	34.1	41.6	35.6	37.3	56.6	44.5
Vision Plan	57.2	57.8	52.7	58.8	55.7	55.8	80.5	64.9

*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 21: Percentage of Part-Time Jobs Offering Selected Benefits by Wyoming Substate Region, 2014Q3

Benefit	Substate Region							Total
	Casper MSA*	Cheyenne MSA*	Central-Southeast Region	Northeast Region	Northwest Region	Southwest Region	Statewide	
Child Care Assistance	3.9	3.7	2.9	2.6	3.3	2.5	3.0	3.1
Dental Plan	12.9	14.2	11.3	8.0	12.6	9.2	13.6	11.9
Dependent Medical Insurance	11.4	13.1	10.5	6.7	11.8	8.0	13.2	11.0
Tuition Assistance	13.3	14.5	11.8	8.5	12.9	9.8	15.7	12.8
Flexible Spending	11.8	13.5	10.7	6.6	12.1	8.2	12.8	11.0
Hiring Bonus	5.5	5.7	4.7	4.4	3.7	4.7	9.0	6.0
Life Insurance	10.4	12.2	9.4	6.0	11.0	7.2	12.3	10.1
Long-Term Disability	8.8	10.1	7.9	4.8	9.1	6.3	9.6	8.3
Medical Insurance	12.8	14.6	12.4	8.7	13.1	9.9	13.2	12.1
Paid Holidays	19.4	20.3	17.2	15.0	18.7	15.3	17.9	17.6
Paid Personal Leave	14.5	14.9	12.3	9.9	14.1	11.5	11.9	12.5
Paid Sick Leave	14.0	15.4	12.2	8.6	14.8	11.3	15.2	13.4
Paid Vacation Leave	19.0	19.7	16.9	14.8	18.2	18.2	22.1	19.1
Retirement Plan	21.3	22.2	17.1	15.0	19.1	16.1	30.6	21.9
Defined Benefit Retirement Plan	7.0	8.6	6.7	3.6	8.9	5.2	9.5	7.4
Defined Contribution Retirement Plan	20.4	20.7	16.2	14.1	17.7	15.4	28.4	20.5
Short-Term Disability	9.1	10.4	8.3	5.9	8.6	6.8	9.2	8.4
Vison Plan	11.0	12.6	10.3	6.9	11.5	8.2	12.1	10.5

*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 22: Total Number of Jobs and Total Number of Jobs With Selected Benefits by Region, 2014Q3

Benefit	Substate Region							Total
	Casper MSA*	Cheyenne MSA*	Central-Southeast Region	Northeast Region	Northwest Region	Southwest Region	Statewide	
Total Jobs	30,255	29,120	22,681	34,312	28,294	46,988	97,262	288,911
Child Care Assistance	2,055	1,575	1,191	3,396	1,520	3,010	8,628	21,375
Dental Plan	16,344	15,453	10,688	18,840	13,700	23,090	69,952	168,067
Dependent Medical Insurance	17,460	16,599	11,470	19,909	14,812	24,519	71,944	176,714
Tuition Assistance	10,879	10,664	7,038	12,225	9,341	14,478	48,071	112,697
Flexible Spending	11,604	11,524	7,595	13,375	10,465	15,966	57,258	127,787
Hiring Bonus	5,739	5,224	3,213	6,998	4,007	7,594	28,041	60,816
Life Insurance	15,775	15,284	10,377	17,634	13,507	21,880	69,353	163,809
Long-Term Disability	10,846	10,855	7,086	12,440	9,783	15,369	54,622	121,000
Medical Insurance	17,999	17,185	12,087	20,597	15,471	24,976	70,749	179,064
Paid Holidays	18,303	17,109	12,233	21,048	16,052	25,997	68,784	179,527
Paid Personal Leave	11,519	10,991	7,797	11,299	10,166	15,392	32,961	100,125
Paid Sick Leave	11,671	11,514	7,994	13,447	11,005	17,284	54,414	127,329
Paid Vacation Leave	17,115	16,002	11,684	20,331	15,293	25,825	68,473	174,723
Retirement Plan	17,308	16,673	11,479	19,407	14,947	24,169	73,900	177,881
Defined Benefit Retirement Plan	4,509	5,569	3,801	4,611	6,090	6,694	25,923	57,197
Defined Contribution Retirement Plan	16,285	15,069	10,314	18,476	12,890	22,379	67,063	162,476
Short-Term Disability	9,674	8,960	6,037	11,531	7,894	13,528	44,845	102,469
Vision Plan	13,876	13,317	9,154	16,180	12,182	19,963	63,598	148,270

*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 23: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, Health Insurance By Substate Region, 2014Q3

Industry	Wyoming Employers Offering (%)	Full-Time Jobs Offered (%)
Casper MSA*	0	0
Cheyenne MSA*	33.5	75.3
Central-Southeast Region	31.4	70.1
Northeast Region	33.1	74.9
Northwest Region	30.7	71.4
Southwest Region	31.6	69.9
Statewide	60.2	89.6

*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

Benefits Appendix Table 24: Percentage of Wyoming Employers Offering, and Full-Time Jobs Offered, a Retirement Plan By Substate Region, 2014Q3

Industry	Wyoming Employers Offering (%)	Full-Time Jobs Offered (%)
Casper MSA*	30.4	68.9
Cheyenne MSA*	29.7	70.1
Central-Southeast Region	27.2	64.4
Northeast Region	28.3	68.6
Northwest Region	26.8	66.3
Southwest Region	27.2	65.1
Statewide	53.7	88.8

*MSA = Metropolitan Statistical Area.

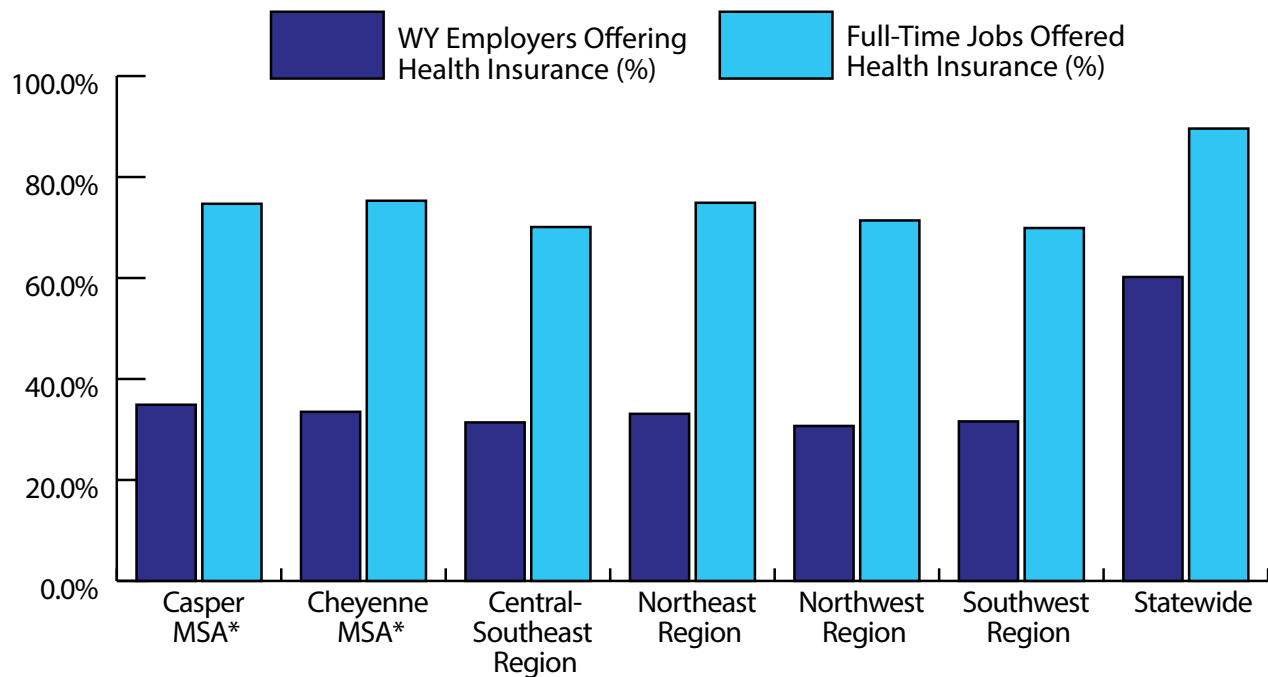
Source: Wyoming Benefits Survey 2014.

Published January 2016.

Research & Planning, Wyoming Department of Workforce Services.

<http://doe.state.wy.us/LMI/benefits.htm>

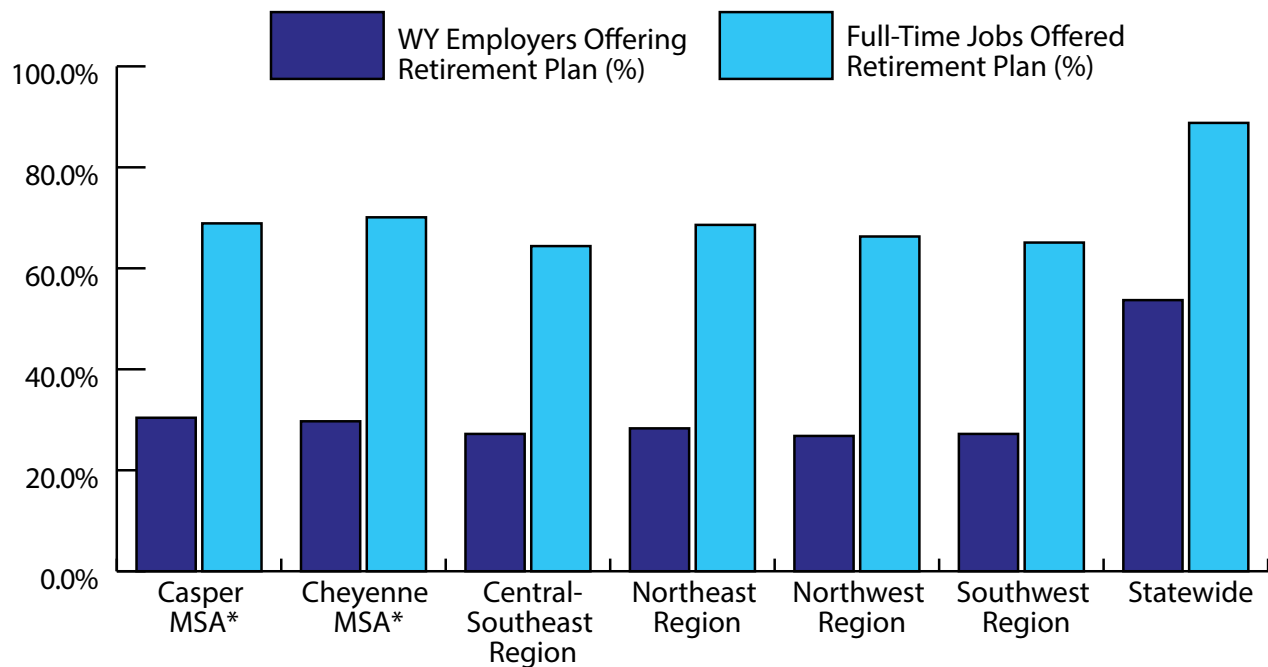
Benefits Appendix Figure 5: Percentage of Wyoming Employers Offering and Percentage of Full-Time Jobs Offered Health Insurance By Substate Region, 2014Q3



*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

Benefits Appendix Figure 6: Percentage of Wyoming Employers Offering and Percentage of Full-Time Jobs Offered a Retirement Plan By Industry, 2014Q3



*MSA = Metropolitan Statistical Area.

Source: Wyoming Benefits Survey 2014.

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VI. Benefits by Type

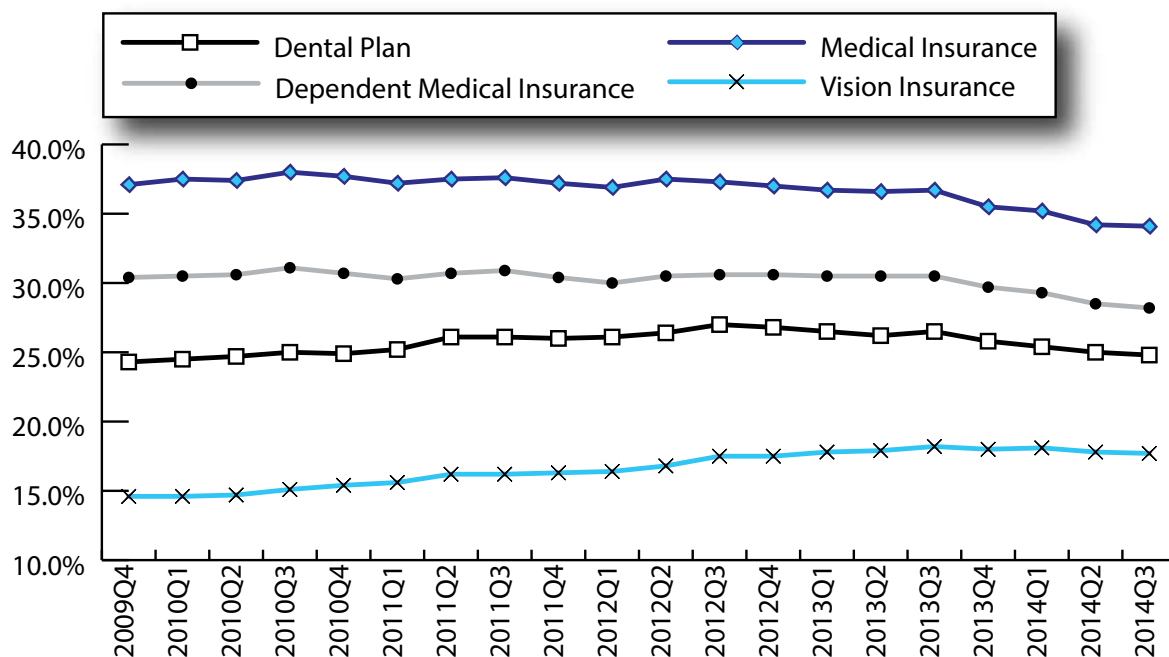
Benefits Appendix Table 25: Percentage of Wyoming Employers Offering Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Dental Plan	Dependent Medical Insurance	Medical Insurance	Vision Insurance
2009Q4	24.3	30.4	37.1	14.6
2010Q1	24.5	30.5	37.5	14.6
2010Q2	24.7	30.6	37.4	14.7
2010Q3	25.0	31.1	38.0	15.1
2010Q4	24.9	30.7	37.7	15.4
2011Q1	25.2	30.3	37.2	15.6
2011Q2	26.1	30.7	37.5	16.2
2011Q3	26.1	30.9	37.6	16.2
2011Q4	26.0	30.4	37.2	16.3
2012Q1	26.1	30.0	36.9	16.4
2012Q2	26.4	30.5	37.5	16.8
2012Q3	27.0	30.6	37.3	17.5
2012Q4	26.8	30.6	37.0	17.5
2013Q1	26.5	30.5	36.7	17.8
2013Q2	26.2	30.5	36.6	17.9
2013Q3	26.5	30.5	36.7	18.2
2013Q4	25.8	29.7	35.5	18.0
2014Q1	25.4	29.3	35.2	18.1
2014Q2	25.0	28.5	34.2	17.8
2014Q3	24.8	28.2	34.1	17.7

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

Benefits Appendix Figure 7: Percentage of Wyoming Employers Offering Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)



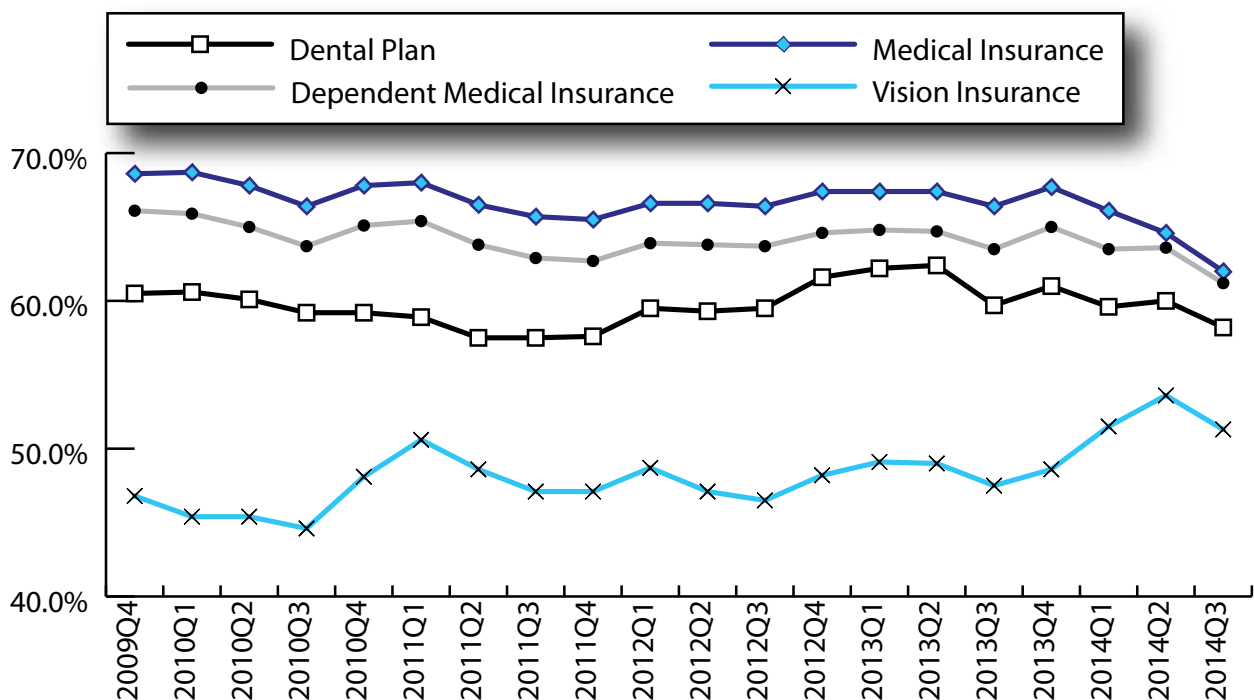
Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 26: Percentage of Total Wyoming Jobs Offered Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Dental Plan	Dependent Medical Insurance	Medical Insurance	Vision Insurance
2009Q4	60.5	66.1	68.6	46.8
2010Q1	60.6	65.9	68.7	45.4
2010Q2	60.1	65.0	67.8	45.4
2010Q3	59.2	63.7	66.4	44.6
2010Q4	59.2	65.1	67.8	48.1
2011Q1	58.9	65.4	68.0	50.6
2011Q2	57.5	63.8	66.5	48.6
2011Q3	57.5	62.9	65.7	47.1
2011Q4	57.6	62.7	65.5	47.1
2012Q1	59.5	63.9	66.6	48.7
2012Q2	59.3	63.8	66.6	47.1
2012Q3	59.5	63.7	66.4	46.5
2012Q4	61.6	64.6	67.4	48.2
2013Q1	62.2	64.8	67.4	49.1
2013Q2	62.4	64.7	67.4	49.0
2013Q3	59.7	63.5	66.4	47.5
2013Q4	61.0	65.0	67.7	48.6
2014Q1	59.6	63.5	66.1	51.5
2014Q2	60.0	63.6	64.6	53.6
2014Q3	58.2	61.2	62.0	51.3

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

Benefits Appendix Figure 8: Percentage of Wyoming Jobs Offered Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

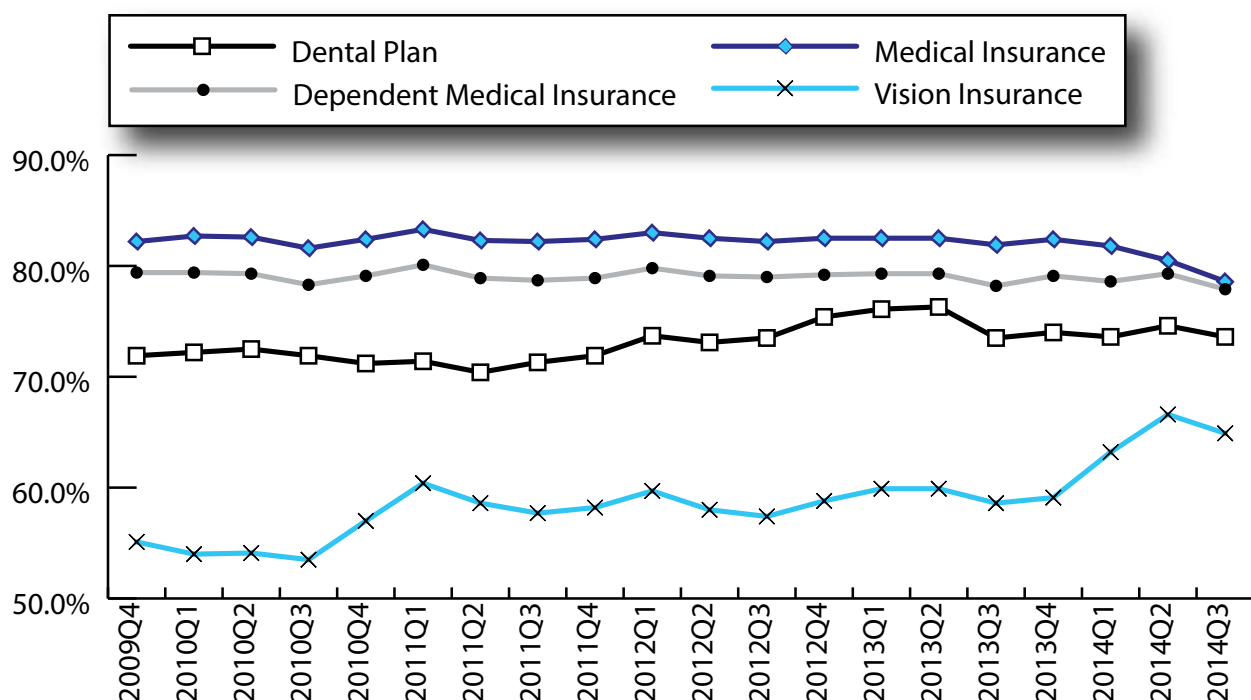
Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 27: Percentage of Full-Time Wyoming Jobs Offered Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Dental Plan	Dependent Medical Insurance	Medical Insurance	Vision Insurance
2009Q4	71.9	79.4	82.2	55.1
2010Q1	72.2	79.4	82.7	54.0
2010Q2	72.5	79.3	82.6	54.1
2010Q3	71.9	78.3	81.6	53.5
2010Q4	71.2	79.1	82.4	57.0
2011Q1	71.4	80.1	83.3	60.4
2011Q2	70.4	78.9	82.3	58.6
2011Q3	71.3	78.7	82.2	57.7
2011Q4	71.9	78.9	82.4	58.2
2012Q1	73.7	79.8	83.0	59.7
2012Q2	73.1	79.1	82.5	58.0
2012Q3	73.5	79.0	82.2	57.4
2012Q4	75.4	79.2	82.5	58.8
2013Q1	76.1	79.3	82.5	59.9
2013Q2	76.3	79.3	82.5	59.9
2013Q3	73.5	78.2	81.9	58.6
2013Q4	74.0	79.1	82.4	59.1
2014Q1	73.6	78.6	81.8	63.2
2014Q2	74.6	79.3	80.5	66.6
2014Q3	73.6	77.9	78.6	64.9

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

Benefits Appendix Figure 9: Percentage of Full-Time Wyoming Jobs Offered Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

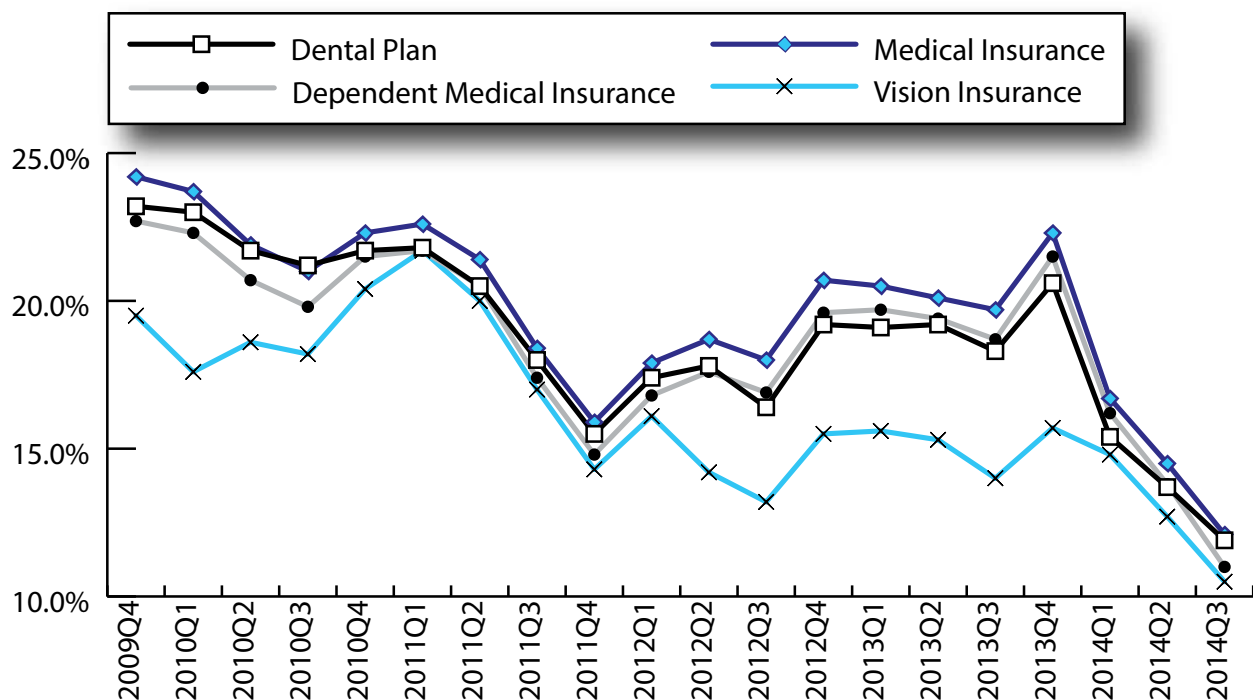
Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 28: Percentage of Part-Time Wyoming Jobs Offered Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Dental Plan	Dependent Medical Insurance	Medical Insurance	Vision Insurance
2009Q4	23.2	22.7	24.2	19.5
2010Q1	23.0	22.3	23.7	17.6
2010Q2	21.7	20.7	21.9	18.6
2010Q3	21.2	19.8	21.0	18.2
2010Q4	21.7	21.5	22.3	20.4
2011Q1	21.8	21.7	22.6	21.7
2011Q2	20.5	20.5	21.4	20.0
2011Q3	18.0	17.4	18.4	17.0
2011Q4	15.5	14.8	15.9	14.3
2012Q1	17.4	16.8	17.9	16.1
2012Q2	17.8	17.6	18.7	14.2
2012Q3	16.4	16.9	18.0	13.2
2012Q4	19.2	19.6	20.7	15.5
2013Q1	19.1	19.7	20.5	15.6
2013Q2	19.2	19.4	20.1	15.3
2013Q3	18.3	18.7	19.7	14.0
2013Q4	20.6	21.5	22.3	15.7
2014Q1	15.4	16.2	16.7	14.8
2014Q2	13.7	13.8	14.5	12.7
2014Q3	11.9	11.0	12.1	10.5

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

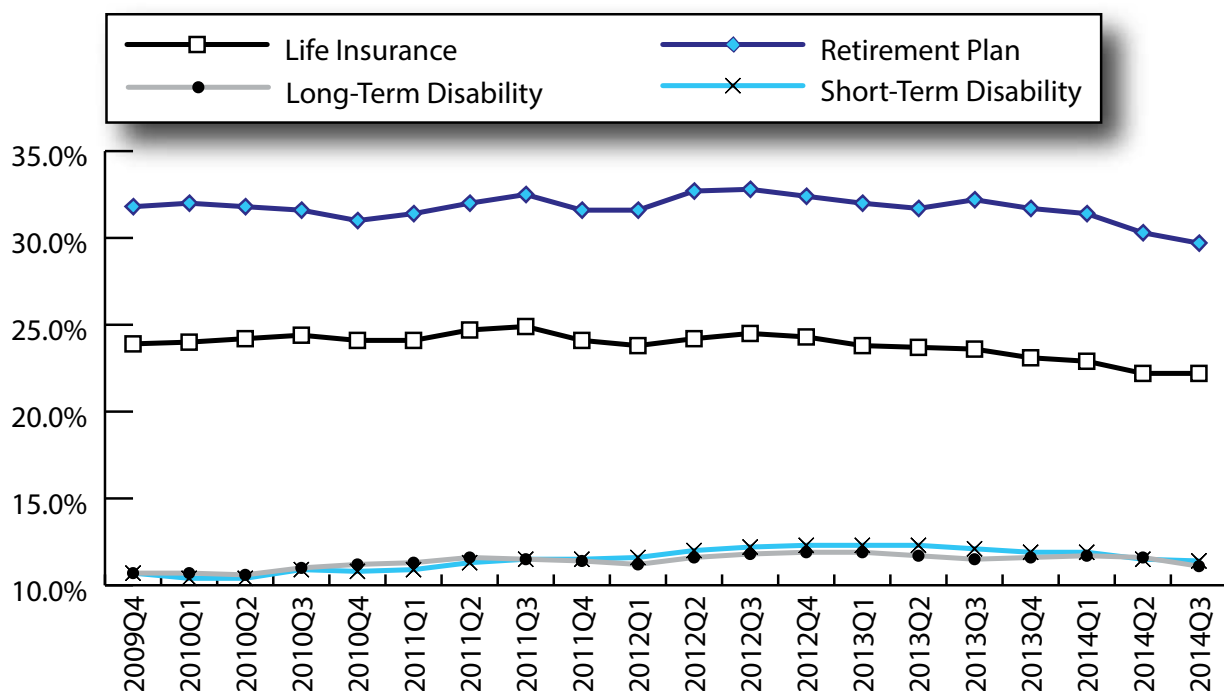
Benefits Appendix Figure 10: Percentage of Part-Time Wyoming Jobs Offered Selected Medical Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 29: Percentage of Wyoming Employers Offering Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2009Q4	23.9	10.7	31.8	10.7
2010Q1	24.0	10.7	32.0	10.4
2010Q2	24.2	10.6	31.8	10.4
2010Q3	24.4	11.0	31.6	10.9
2010Q4	24.1	11.2	31.0	10.8
2011Q1	24.1	11.3	31.4	10.9
2011Q2	24.7	11.6	32.0	11.3
2011Q3	24.9	11.5	32.5	11.5
2011Q4	24.1	11.4	31.6	11.5
2012Q1	23.8	11.2	31.6	11.6
2012Q2	24.2	11.6	32.7	12.0
2012Q3	24.5	11.8	32.8	12.2
2012Q4	24.3	11.9	32.4	12.3
2013Q1	23.8	11.9	32.0	12.3
2013Q2	23.7	11.7	31.7	12.3
2013Q3	23.6	11.5	32.2	12.1
2013Q4	23.1	11.6	31.7	11.9
2014Q1	22.9	11.7	31.4	11.9
2014Q2	22.2	11.6	30.3	11.5
2014Q3	22.2	11.1	29.7	11.4

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).**Benefits Appendix Figure 11: Percentage of Wyoming Employers Offering Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)**

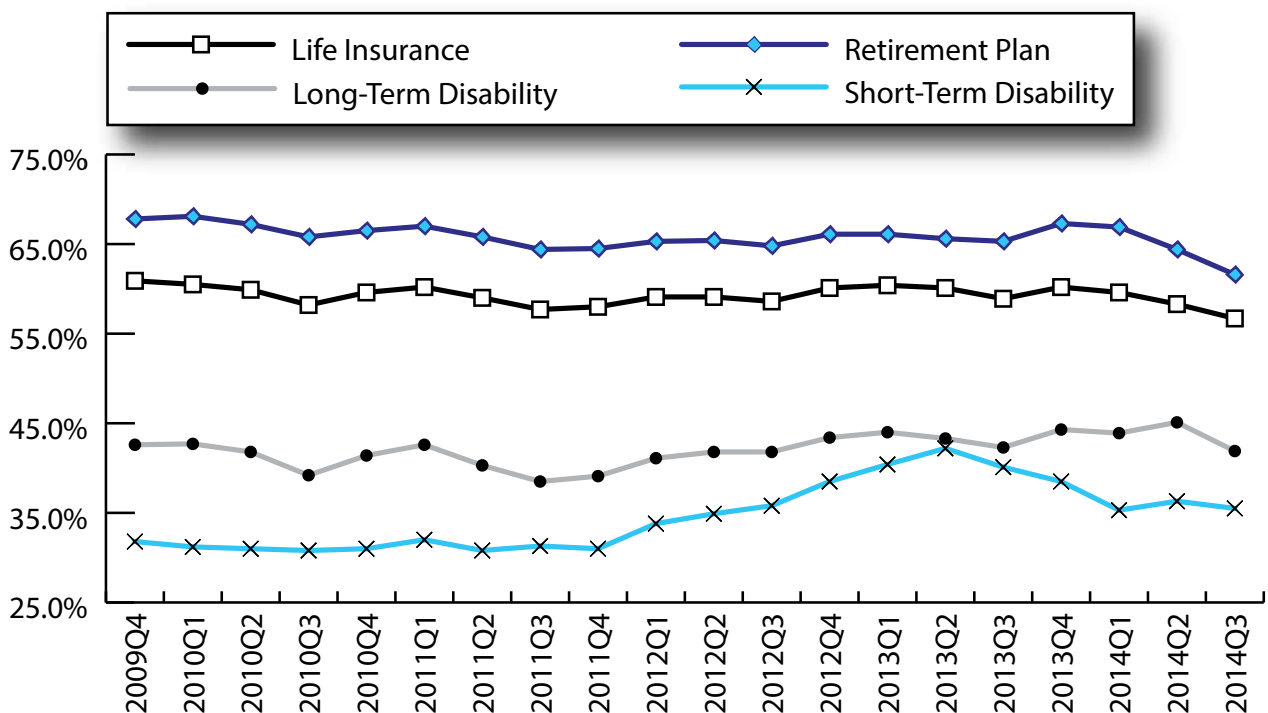
Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 30: Percentage of Total Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2009Q4	60.9	42.6	67.8	31.8
2010Q1	60.5	42.7	68.1	31.2
2010Q2	59.9	41.8	67.2	31.0
2010Q3	58.2	39.2	65.8	30.8
2010Q4	59.6	41.4	66.5	31.0
2011Q1	60.2	42.6	67.0	32.0
2011Q2	59.0	40.3	65.8	30.8
2011Q3	57.7	38.5	64.4	31.3
2011Q4	58.0	39.1	64.5	31.0
2012Q1	59.1	41.1	65.3	33.8
2012Q2	59.1	41.8	65.4	34.9
2012Q3	58.6	41.8	64.8	35.8
2012Q4	60.1	43.4	66.1	38.5
2013Q1	60.4	44.0	66.1	40.4
2013Q2	60.1	43.3	65.6	42.2
2013Q3	58.9	42.3	65.3	40.1
2013Q4	60.2	44.3	67.3	38.5
2014Q1	59.6	43.9	66.9	35.3
2014Q2	58.3	45.1	64.4	36.3
2014Q3	56.7	41.9	61.6	35.5

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

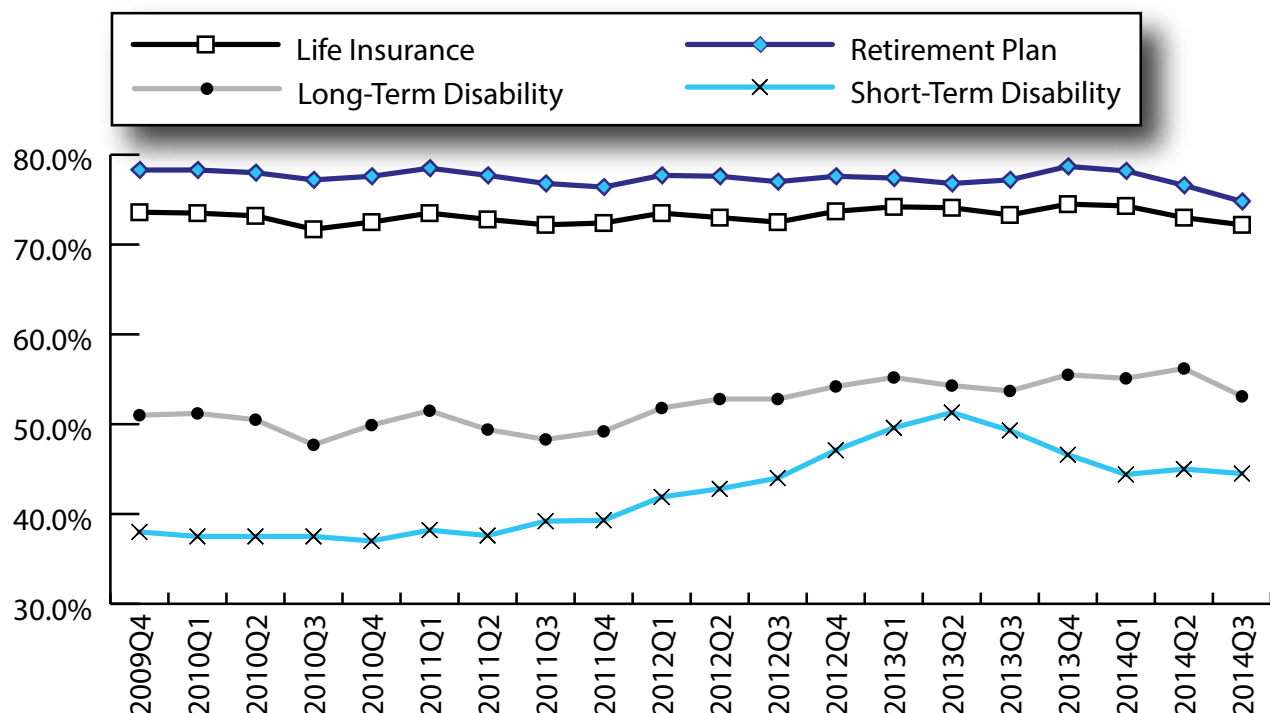
Benefits Appendix Figure 12: Percentage of Total Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 31: Percentage of Full-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2009Q4	73.6	51.0	78.3	38.0
2010Q1	73.5	51.2	78.3	37.5
2010Q2	73.2	50.5	78.0	37.5
2010Q3	71.7	47.7	77.2	37.5
2010Q4	72.5	49.9	77.6	37.0
2011Q1	73.5	51.5	78.5	38.2
2011Q2	72.8	49.4	77.7	37.6
2011Q3	72.2	48.3	76.8	39.2
2011Q4	72.4	49.2	76.4	39.3
2012Q1	73.5	51.8	77.7	41.9
2012Q2	73.0	52.8	77.6	42.8
2012Q3	72.5	52.8	77.0	44.0
2012Q4	73.7	54.2	77.6	47.1
2013Q1	74.2	55.2	77.4	49.6
2013Q2	74.1	54.3	76.8	51.3
2013Q3	73.3	53.7	77.2	49.3
2013Q4	74.5	55.5	78.7	46.6
2014Q1	74.3	55.1	78.2	44.4
2014Q2	73.0	56.2	76.6	45.0
2014Q3	72.2	53.1	74.8	44.5

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).**Benefits Appendix Figure 13: Percentage of Full-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)**

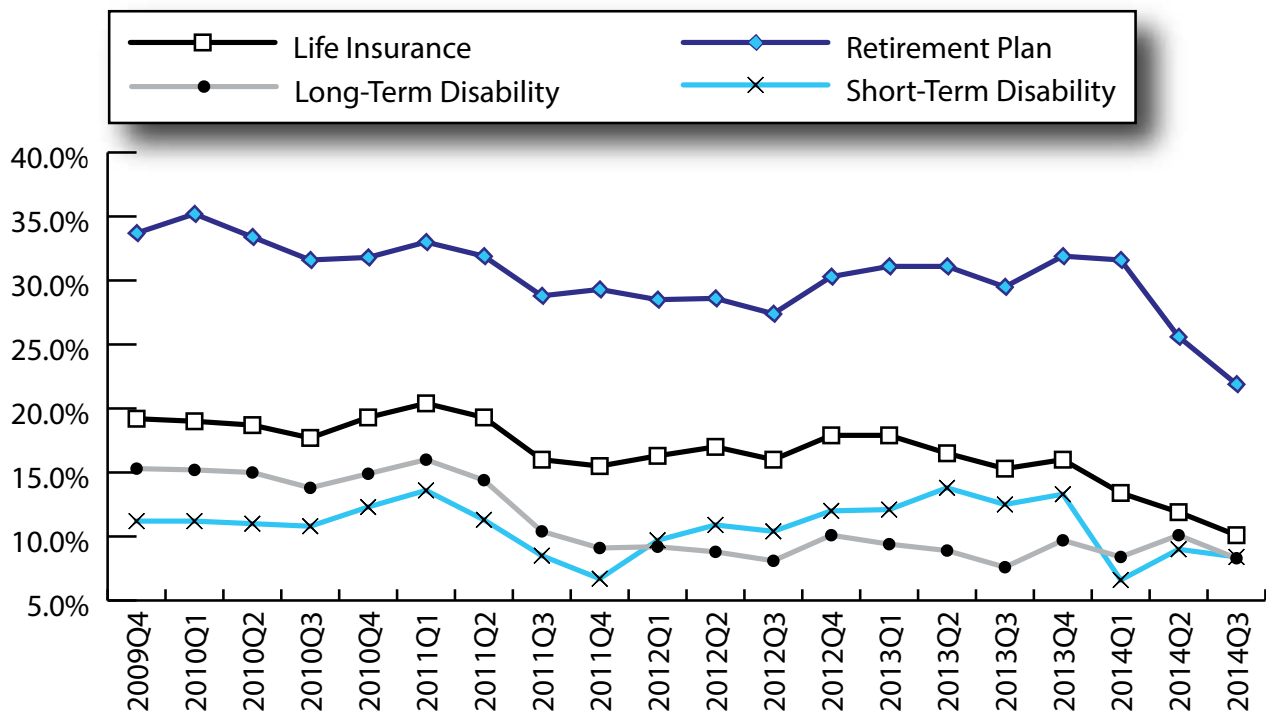
Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 32: Percentage of Part-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Life Insurance	Long-Term Disability	Retirement Plan	Short-Term Disability
2009Q4	19.2	15.3	33.7	11.2
2010Q1	19.0	15.2	35.2	11.2
2010Q2	18.7	15.0	33.4	11.0
2010Q3	17.7	13.8	31.6	10.8
2010Q4	19.3	14.9	31.8	12.3
2011Q1	20.4	16.0	33.0	13.6
2011Q2	19.3	14.4	31.9	11.3
2011Q3	16.0	10.4	28.8	8.5
2011Q4	15.5	9.1	29.3	6.7
2012Q1	16.3	9.2	28.5	9.7
2012Q2	17.0	8.8	28.6	10.9
2012Q3	16.0	8.1	27.4	10.4
2012Q4	17.9	10.1	30.3	12.0
2013Q1	17.9	9.4	31.1	12.1
2013Q2	16.5	8.9	31.1	13.8
2013Q3	15.3	7.6	29.5	12.5
2013Q4	16.0	9.7	31.9	13.3
2014Q1	13.4	8.4	31.6	6.6
2014Q2	11.9	10.1	25.6	9.0
2014Q3	10.1	8.3	21.9	8.4

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

Benefits Appendix Figure 14: Percentage of Part-Time Wyoming Jobs Offered Selected Retirement and Insurance Benefits, 2009Q4 to 2014Q3 (20-Quarter Time Series)

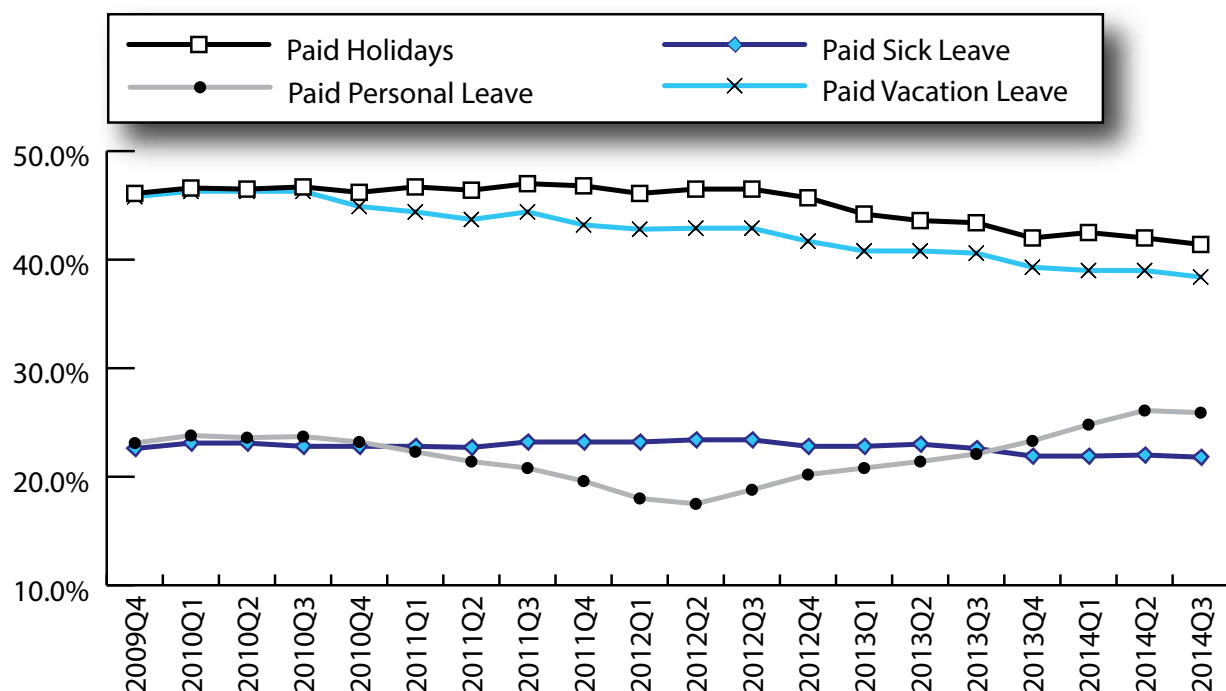
Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 33: Percentage of Wyoming Employers Offering Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2009Q4	46.1	23.1	22.6	45.8
2010Q1	46.6	23.8	23.1	46.3
2010Q2	46.5	23.6	23.1	46.3
2010Q3	46.7	23.7	22.8	46.3
2010Q4	46.2	23.2	22.8	44.9
2011Q1	46.7	22.3	22.8	44.4
2011Q2	46.4	21.4	22.7	43.7
2011Q3	47.0	20.8	23.2	44.4
2011Q4	46.8	19.6	23.2	43.2
2012Q1	46.1	18.0	23.2	42.8
2012Q2	46.5	17.5	23.4	42.9
2012Q3	46.5	18.8	23.4	42.9
2012Q4	45.7	20.2	22.8	41.7
2013Q1	44.2	20.8	22.8	40.8
2013Q2	43.6	21.4	23.0	40.8
2013Q3	43.4	22.1	22.6	40.6
2013Q4	42.0	23.3	21.9	39.3
2014Q1	42.5	24.8	21.9	39.0
2014Q2	42.0	26.1	22.0	39.0
2014Q3	41.4	25.9	21.8	38.4

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).

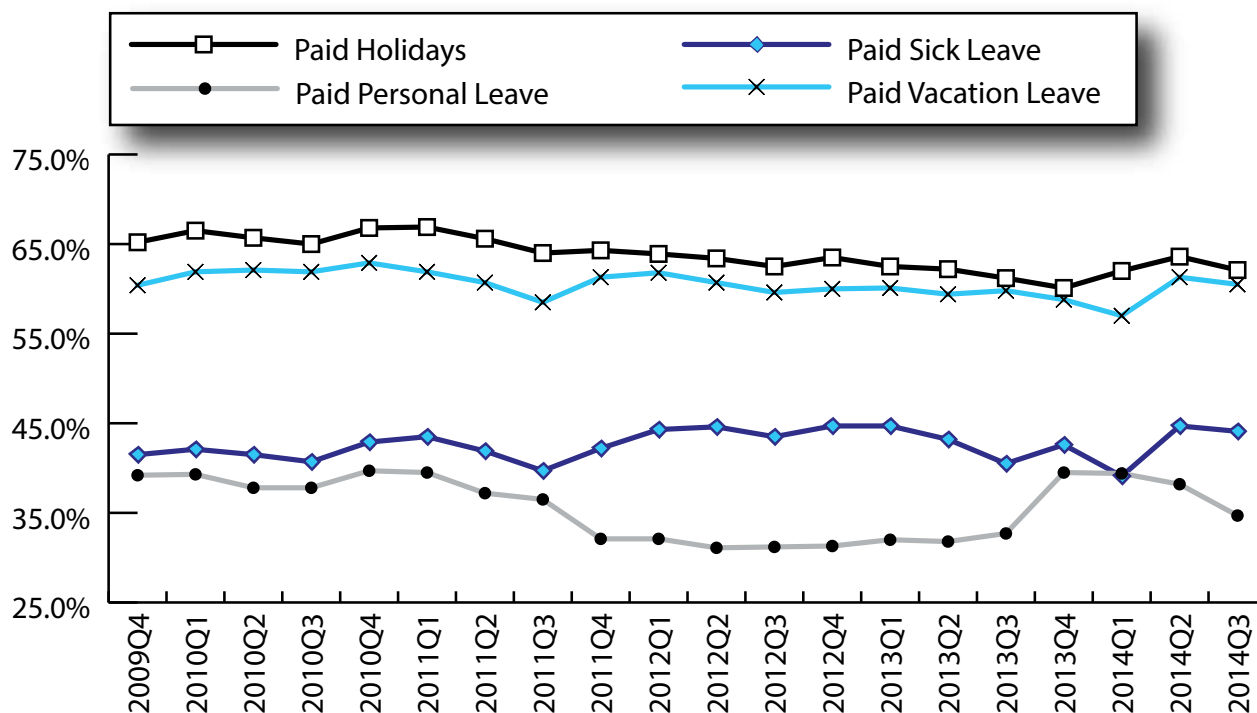
Benefits Appendix Figure 15: Percentage of Wyoming Employers Offering Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 34: Percentage of Total Wyoming Jobs Offered Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2009Q4	65.2	39.2	41.5	60.4
2010Q1	66.5	39.3	42.1	61.9
2010Q2	65.7	37.8	41.5	62.1
2010Q3	65.0	37.8	40.7	61.9
2010Q4	66.8	39.7	42.9	62.9
2011Q1	66.9	39.5	43.5	61.9
2011Q2	65.6	37.2	41.9	60.7
2011Q3	64.0	36.5	39.7	58.5
2011Q4	64.3	32.1	42.2	61.3
2012Q1	63.9	32.1	44.3	61.8
2012Q2	63.4	31.1	44.6	60.7
2012Q3	62.5	31.2	43.5	59.6
2012Q4	63.5	31.3	44.7	60.0
2013Q1	62.5	32.0	44.7	60.1
2013Q2	62.2	31.8	43.2	59.4
2013Q3	61.2	32.7	40.5	59.8
2013Q4	60.1	39.5	42.6	58.8
2014Q1	62.0	39.4	39.1	57.0
2014Q2	63.6	38.2	44.7	61.3
2014Q3	62.1	34.7	44.1	60.5

Source: Wyoming Benefits Survey 2014. Published January 2016.

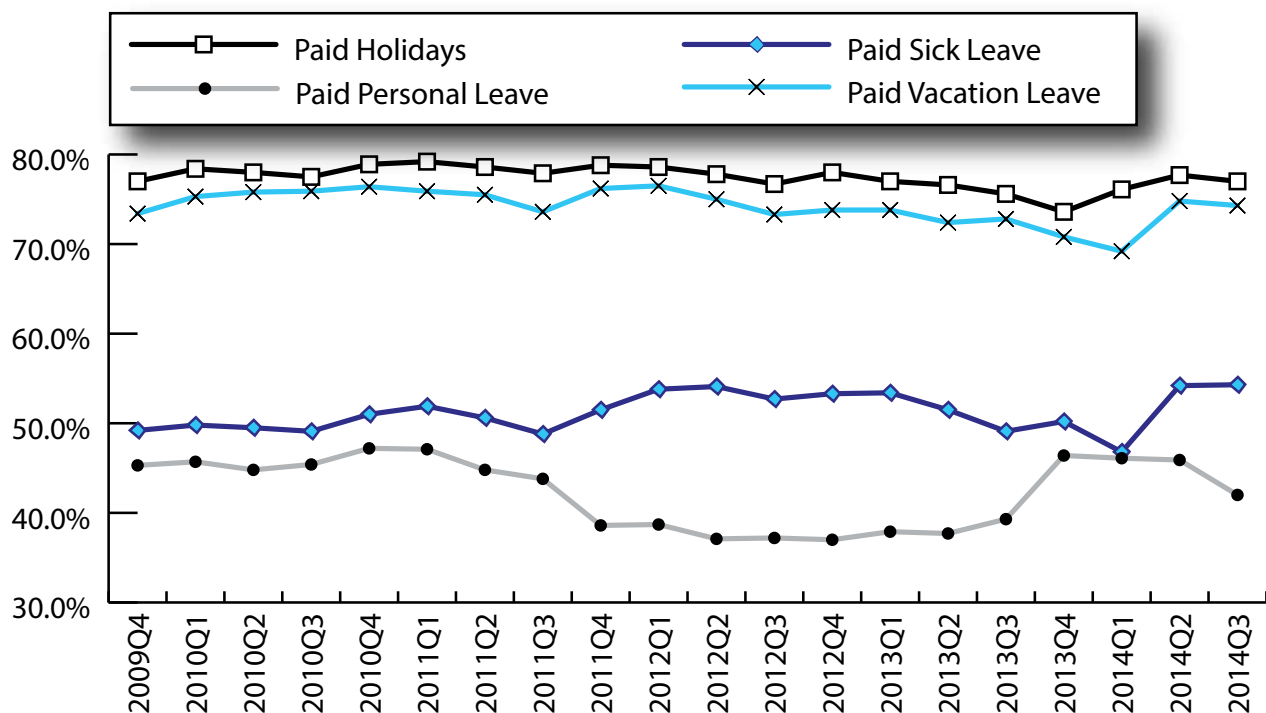
Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).**Benefits Appendix Figure 16: Percentage of Total Wyoming Jobs Offered Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)**

Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 35: Percentage of Full-Time Wyoming Jobs Offered Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2009Q4	77.0	45.3	49.2	73.4
2010Q1	78.4	45.7	49.8	75.3
2010Q2	78.0	44.8	49.5	75.8
2010Q3	77.5	45.4	49.1	75.9
2010Q4	78.9	47.2	51.0	76.4
2011Q1	79.2	47.1	51.9	75.9
2011Q2	78.6	44.8	50.6	75.5
2011Q3	77.9	43.8	48.8	73.6
2011Q4	78.8	38.6	51.5	76.2
2012Q1	78.6	38.7	53.8	76.5
2012Q2	77.8	37.1	54.1	75.0
2012Q3	76.7	37.2	52.7	73.3
2012Q4	78.0	37.0	53.3	73.8
2013Q1	77.0	37.9	53.4	73.8
2013Q2	76.6	37.7	51.5	72.4
2013Q3	75.6	39.3	49.1	72.8
2013Q4	73.6	46.4	50.2	70.8
2014Q1	76.1	46.1	46.8	69.2
2014Q2	77.7	45.9	54.2	74.8
2014Q3	77.0	42.0	54.3	74.3

Source: Wyoming Benefits Survey 2014. Published January 2016.

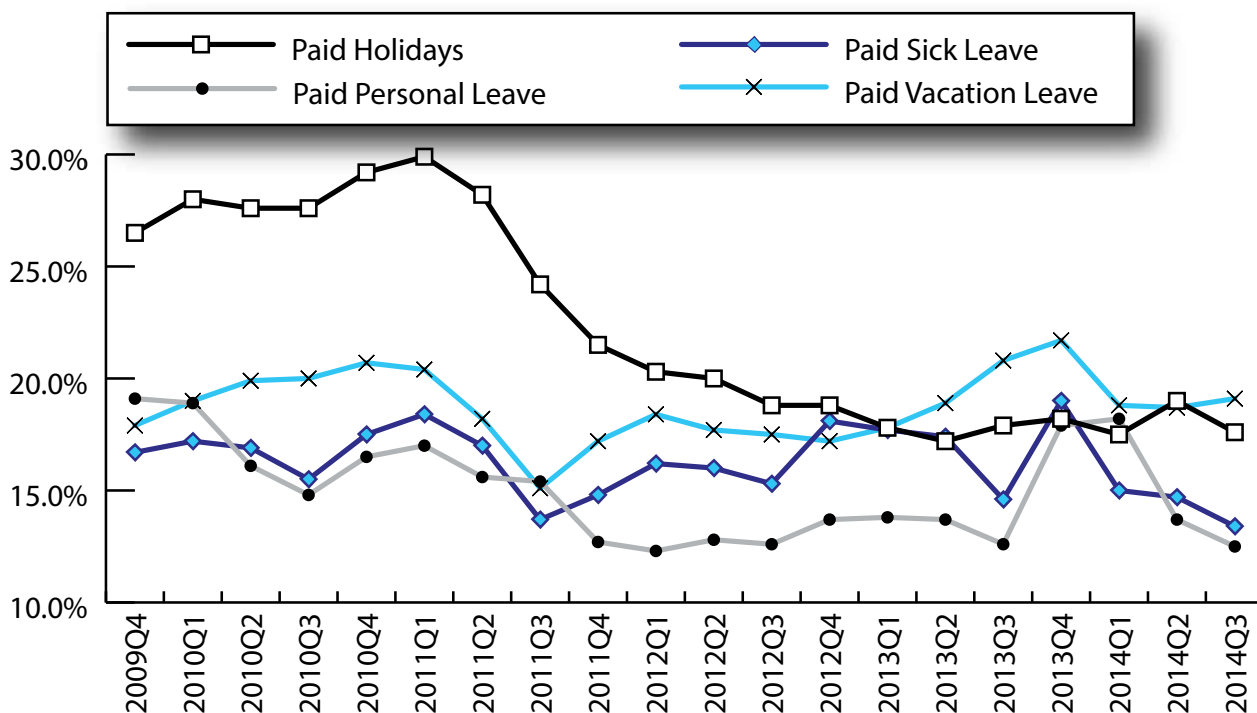
Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).**Benefits Appendix Figure 17: Percentage of Full-Time Wyoming Jobs Offered Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)**

Source: Wyoming Benefits Survey 2014.

Benefits Appendix Table 36: Percentage of Part-Time Wyoming Jobs Offered Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)

Year and Quarter	Paid Holidays	Paid Personal Leave	Paid Sick Leave	Paid Vacation Leave
2009Q4	26.5	19.1	16.7	17.9
2010Q1	28.0	18.9	17.2	19.0
2010Q2	27.6	16.1	16.9	19.9
2010Q3	27.6	14.8	15.5	20.0
2010Q4	29.2	16.5	17.5	20.7
2011Q1	29.9	17.0	18.4	20.4
2011Q2	28.2	15.6	17.0	18.2
2011Q3	24.2	15.4	13.7	15.1
2011Q4	21.5	12.7	14.8	17.2
2012Q1	20.3	12.3	16.2	18.4
2012Q2	20.0	12.8	16.0	17.7
2012Q3	18.8	12.6	15.3	17.5
2012Q4	18.8	13.7	18.1	17.2
2013Q1	17.8	13.8	17.7	17.8
2013Q2	17.2	13.7	17.4	18.9
2013Q3	17.9	12.6	14.6	20.8
2013Q4	18.2	17.9	19.0	21.7
2014Q1	17.5	18.2	15.0	18.8
2014Q2	19.0	13.7	14.7	18.7
2014Q3	17.6	12.5	13.4	19.1

Source: Wyoming Benefits Survey 2014. Published January 2016.

Research & Planning, Wyoming Department of Workforce Services (<http://doe.state.wy.us/LMI/benefits.htm>).**Benefits Appendix Figure 18: Percentage of Part-Time Wyoming Jobs Offered Selected Paid Work Leave, 2009Q4 to 2014Q3 (20-Quarter Time Series)**

Source: Wyoming Benefits Survey 2014.

VII. References

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Benefits Appendix Table 37: Wyoming Benefits Survey Employer Response Rates by Survey Quarter, 2008Q4 to 2014Q3

Year and Quarter	Total	Responded, Operating		Insufficient Address Information		Refused		Temporarily Closed		Permanently Out of Business		No Employees During Reference Period		Net Useable Surveys and Response Rate	
	N	N	% (Gross)	N	% (Gross)	N	% (Gross)	N	% (Gross)	N	% (Gross)	N	% (Gross)	N	% (Net)
2008Q4	679	544	80.1	2	0.3	11	1.6	10	1.5	27	4.0	2	0.3	627	86.8
2009Q1	685	526	76.8	12	1.8	25	3.6	16	2.3	24	3.5	24	3.5	584	90.1
2009Q2	670	503	75.1	12	1.8	36	5.4	13	1.9	21	3.1	18	2.7	570	88.2
2009Q3	748	499	66.7	13	1.7	12	1.6	17	2.3	68	9.1	38	5.1	600	83.2
2009Q4	742	565	76.1	11	1.5	49	6.6	14	1.9	42	5.7	18	2.4	608	92.9
2010Q1	708	536	75.7	8	1.1	11	1.6	9	1.3	14	2.0	19	2.7	647	82.8
2010Q2	675	515	76.3	33	4.9	21	3.1	15	2.2	20	3.0	23	3.4	563	91.5
2010Q3	656	498	75.9	12	1.8	15	2.3	8	1.2	21	3.2	35	5.3	565	88.1
2010Q4	673	501	74.4	11	1.6	10	1.5	8	1.2	18	2.7	26	3.9	600	83.5
2011Q1	682	504	73.9	16	2.3	23	3.4	15	2.2	11	1.6	26	3.8	591	85.3
2011Q2	675	503	74.5	3	0.4	35	5.2	16	2.4	25	3.7	28	4.1	568	88.6
2011Q3	675	505	74.8	10	1.5	32	4.7	8	1.2	24	3.6	28	4.1	573	88.1
2011Q4	697	519	74.5	12	1.7	14	2.0	9	1.3	14	2.0	33	4.7	615	84.4
2012Q1	686	517	75.4	6	0.9	16	2.3	11	1.6	18	2.6	25	3.6	610	84.8
2012Q2	629	445	70.7	67	10.7	56	8.9	10	1.6	21	3.3	19	3.0	456	97.6
2012Q3	638	460	72.1	4	0.6	21	3.3	9	1.4	32	5.0	11	1.7	561	82.0
2012Q4	659	541	82.1	0	0.0	0	0.0	12	1.8	16	2.4	3	0.5	628	86.1
2013Q1	629	455	72.3	39	6.2	54	8.6	27	4.3	38	6.0	14	2.2	457	99.6
2013Q2	633	483	76.3	30	4.7	61	9.6	14	2.2	36	5.7	9	1.4	483	100.0
2013Q3	624	473	75.8	60	9.6	47	7.5	7	1.1	24	3.8	6	1.0	480	98.5
2013Q4	675	349	51.7	11	1.6	22	3.3	18	2.7	37	5.5	54	8.0	533	65.5
2014Q1	622	422	67.8	12	1.9	10	1.6	13	2.1	22	3.5	32	5.1	533	79.2
2014Q2	1,077	692	64.3	4	0.4	26	2.4	9	0.8	29	2.7	42	3.9	967	71.6
2014Q3	1,078	686	63.6	15	1.4	35	3.2	15	1.4	38	3.5	44	4.1	931	73.7

Source: Wyoming Benefits Survey, Research & Planning, WY DWS.

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VIII. Additional Resources

- **Methodology: Sampling and estimation process used to create the benefits survey estimates**
http://doe.state.wy.us/LMI/benefits2013/benefits_2013.pdf
- **Wyoming Labor Force Trends article: Benefits Survey 2014: Fewer jobs offered access to benefits**
<http://doe.state.wy.us/LMI/trends/1125/a2.htm>
- **Affordable Care Act: Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming**
<http://doe.state.wy.us/LMI/ppaca/aca2012.pdf>
- **Benefits and wage data: Previous publications, articles, and research**
<http://doe.state.wy.us/LMI/benefits.htm>
- **Occupational Employment Statistics: May 2014 estimates updated to September 2015 Employment Cost Index**
<http://doe.state.wy.us/LMI/EDSSept2015ECI/toc000.htm>



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