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THE 2016 SPECIAL REPORT: M.O.O.D. OF AMERICA ON EMPLOYEE BENEFITS

Measuring Optimism, Outlook and Direction

August 2016

ABOUT THE STUDY

The Special Report: M.O.O.D. of America on Employee Benefits

Results for the Special Report: M.O.O.D. of America on Employee Benefits are based on a national survey of employees conducted by Whitman Insight Strategies (WINS) on behalf of Lincoln Financial Group. The research was conducted in April 2016 among 1,154 employed adults ages 22–69. Data shown in this report is weighted to reflect the proportion of U.S. employees by gender, age, region, race and ethnicity based on data from the Bureau of Labor Statistics and the U.S. Census Bureau. The margin of error is +/- 2.80% at the 95% confidence interval for the entire sample.

LGBT-EMPLOYEE RESPONSE TO MARRIAGE EQUALITY

LGBT EMPLOYEES AND WORKPLACE BENEFITS

As a result of the Supreme Court's marriage-equality ruling (*Obergefell v. Hodges*),

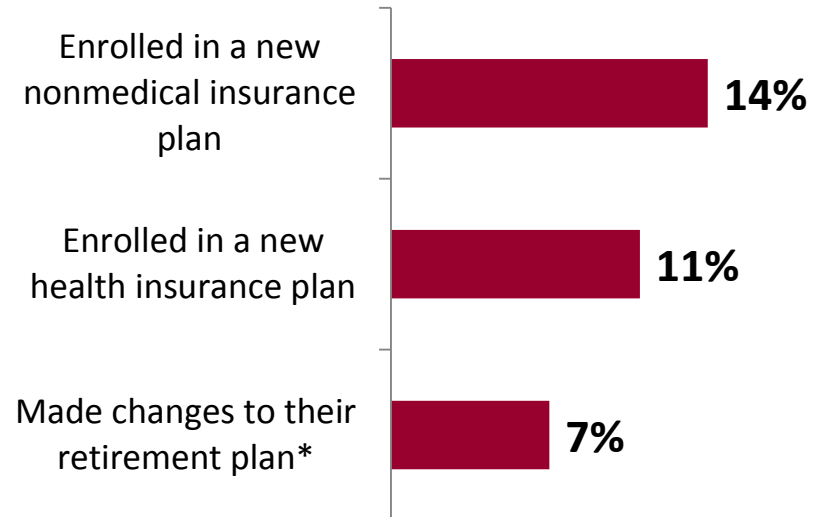
28% of LGBT employees overall, and

35% of those currently married or in a domestic partnership have either:

- Reevaluated their workplace benefits
- Enrolled in a new benefit; or
- Increased their contribution to an existing benefit.

What specific benefits have LGBT employees changed since the ruling?

(numbers show LGBT employees who are married or in a domestic partnership)



*These employees either enrolled in a new retirement plan or increased contributions to an existing plan.

Note: Nonmedical benefits include dental, vision, life, accident, disability, and critical illness insurance.

LGBT EMPLOYEES AND WORKPLACE BENEFITS (CONTINUED)

Still a need for education among LGBT employees:

50% of LGBT employees overall, and

38% of those currently married or in a domestic partnership,

...are **not** aware of ways the marriage equality ruling impacts their workplace benefits.

51% of LGBT employees say they would like to speak with someone about their benefits.

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In January 2016, Lincoln Financial Group was recognized as a “Best Place to Work for LGBT Equality,” receiving a perfect score of 100 percent on the 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign (HRC) Foundation. Learn more [here](#).



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