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Employer-Sponsored Health Benefits*

 $\ensuremath{^{\dagger}}$ U.S. value includes payments for retired employees.

* Source: Employee Benefits, U.S. Chamber of Commerce, 1995 and The Competitive Alternatives Report: A Comparison of Business Costs in North America, Europe and Japan, KPMG Management Consulting, 1997 www.kpmg.ca/english/services/consulting/publications/competitivealternatives/

△ Source: Revenue Statistics, Organization for Economic Co-Operation and Development (OECD), 1965/98.

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