

# Portrait of Employees Making

**\$25K - \$49.9K ANNUALLY**



## • Benefits IQ

Only **13%** report understanding their total annual health care costs extremely well.<sup>1</sup>

**58%** don't understand everything in their major medical/health insurance policy, including things like deductibles, copays, providers in their network, etc.<sup>2</sup>

## • Time Spent



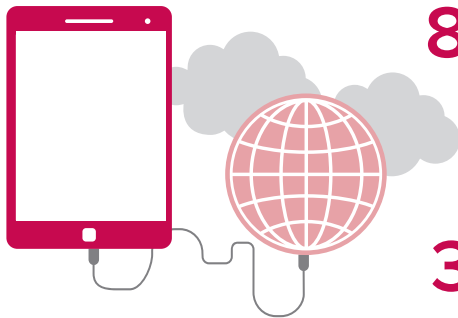
**36%** spent less than 15 minutes researching their benefit options during their last open enrollment.<sup>2</sup>

**15%** said the time they spent researching their major medical/health insurance options was inadequate.<sup>2</sup>

Of those who said the time they spent researching benefits was inadequate, **47%** say it's because the information available was too complicated to understand.<sup>2</sup>

**25%** percent would rather prepare their taxes and/or have a dental cavity filled than research their benefits enrollment options.<sup>2</sup>

## • High-Tech Benefits



**88%** say because they're more responsible for their health care costs than in years past, they expect more decision-making tools and support during their health insurance and benefits selection/enrollment experience.<sup>1</sup>

**34%** say the amount of monthly premium is the most important factor they consider when choosing their major medical/health coverage.<sup>2</sup>

**62%** who were offered interactive, online tools to help make coverage decisions said they were helpful, and **57%** of those who had the opportunity to speak to a representative from their provider said it was helpful; **66%** of those who were offered a summary of last year's health insurance claims said it was helpful.<sup>2</sup>



vs.

## • Job Performance

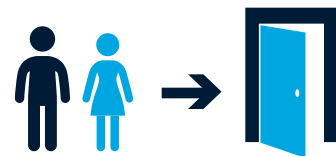


**69%** say their benefits offerings are extremely or very important to their work productivity.<sup>1</sup>

**61%** say they're extremely or very important to their workplace engagement.<sup>1</sup>

**21%** say a health problem has affected their or a family member's ability to work.<sup>1</sup>

## • Headed Out the Door?



**57%** say they're at least somewhat likely to look for a new job in the next 12 months.<sup>1</sup>



Of those, **45%** said improving their benefits package is one thing their employers could do to keep them in their jobs.<sup>1</sup>

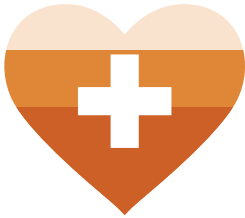


**40%** completely or strongly agree that a well-communicated benefits program would make them less likely to leave their jobs.<sup>1</sup>



## Loyalty

85% say brand name or reputation is at least somewhat important to selecting health insurance benefits, and 47% say it's extremely or very important.<sup>1</sup>



## Major Medical Insurance + Voluntary Insurance = The Perfect Match

Medical events such as accidents and illnesses can be expensive – and many employees admit they aren't prepared to pay out-of-pocket costs not covered by major medical insurance. Voluntary insurance can help make unexpected medical costs more affordable and less of a burden to your workforce.

Not only do 66% of employees see a growing need for voluntary insurance, but employees enrolled in voluntary insurance say:<sup>1,3</sup>



They're satisfied in their jobs (65% vs. 51%)



Their benefits meet their families' needs well (68% vs. 49%)



They're satisfied with their benefits packages (66% vs. 44%)

## Medical Expenses



69% have less than \$1,000 to pay out-of-pocket expenses associated with unexpected serious illnesses or accidents, and 41% have less than \$500 available.<sup>1</sup>

28% have had difficulty paying a medical bill due to high medical costs.<sup>1</sup>



24% completely or strongly agree that medical bills have greatly hindered their ability to save.<sup>1</sup>

## Benefits Profile

Percentage of employees making \$25K-\$49.9K annually who are offered benefits through their employer.<sup>1</sup>



Major Medical: 87%



Life: 64%



Disability: 55%



Dental: 79%



Vision: 67%



Voluntary: 29%



*Help your employees build a strong benefits foundation with voluntary insurance.*

### Sources:

<sup>1</sup>2015 Aflac WorkForces Report, conducted by Research Now Jan. 26 – Feb. 11, 2015, among 1,977 benefits decision-makers and 5,337 employees at U.S. companies with at least three employees.

<sup>2</sup>2015 Aflac Open Enrollment Survey, conducted by Lightspeed GMI June 23 – July 2, 2015, among 2,000 adults ages 18 and older who are employed full or part time in the US at a company with three or more employees.

<sup>3</sup>Compared to those not offered voluntary insurance by their employer.