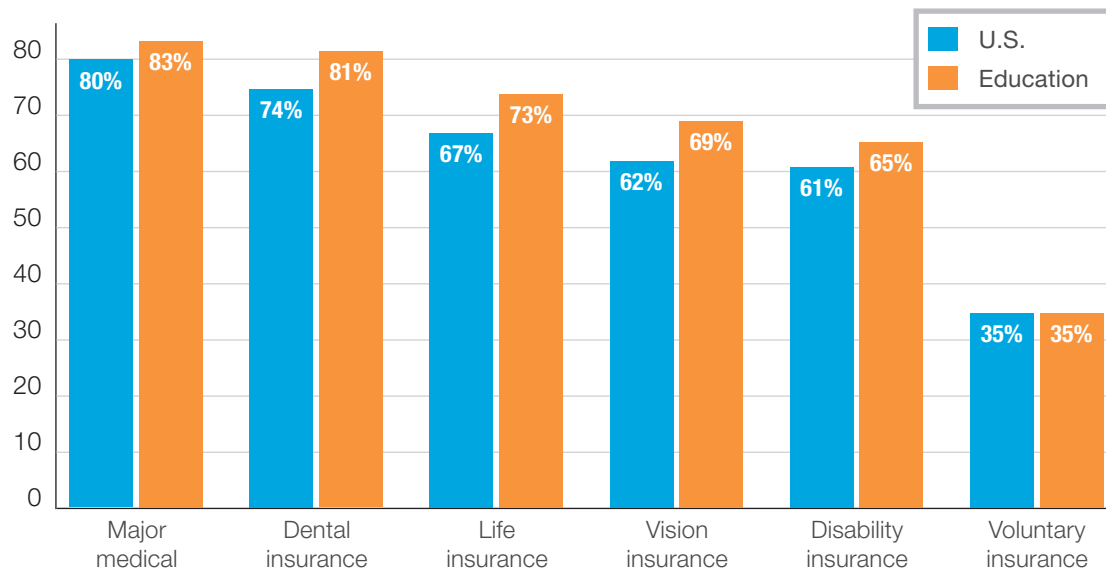


## Education industry trends

### 2014 Aflac WorkForces Report results for benefits decision-makers and employees from the education industry

#### Education industry company benefits offerings

The percentages of companies from the education industry offering benefits by type compared to all U.S. companies.



#### The importance of benefits:

##### Businesses believe benefits are extremely or very influential on:

- Job satisfaction – 54 percent.
- Loyalty to employer – 45 percent.
- Willingness to refer friends – 37 percent.
- Work productivity – 44 percent.
- Decision to leave company – 33 percent.

##### Yet, employees believe benefits are extremely or very important to:

- Job satisfaction – 75 percent.
- Loyalty to employer – 65 percent.
- Willingness to refer a friend – 51 percent.
- Work productivity – 59 percent.
- Decision to leave company – 54 percent.

## Key employer findings

### Benefits offerings

	Percent of responses
Offer voluntary insurance to their employees	35%
Moved employees to private exchanges in 2013	11%
Plan to move employees to private exchanges in 2014	7%
Expect to offer employees stipends in 2014 to purchase health care coverage on their own, instead of offering company-provided benefits	7%
Decreased employee hours from full- to part-time in 2013	22%
Plan to decrease employee hours from full- to part-time in 2014	12%
<i>Of the companies who are decreasing employee hours from full- to part-time, they're doing so to avoid penalties associated with health care reform*</i>	17%
Expect to eliminate or reduce benefits in 2014	23%
Use a broker or benefits consultant to select their employees' benefits options	65%

### Hiring and compensation trends

	Percent of responses
In 2013, awarded employees smaller raises than in previous years	49%
Expect to award smaller raises in 2014	29%
Hired full-time workers in 2013	61%
Expect to hire full-time workers in 2014	45%
Hired part-time workers in 2013	59%
Expect to hire part-time workers in 2014	45%

### Benefits communications

	Percent of responses
Strongly or somewhat agree they effectively communicate the value of their benefits to employees	67%
Communicated about benefits three or more times in the past year	53%

## The most common benefits-communication channels



Email  
**74%**



Face to face  
**49%**



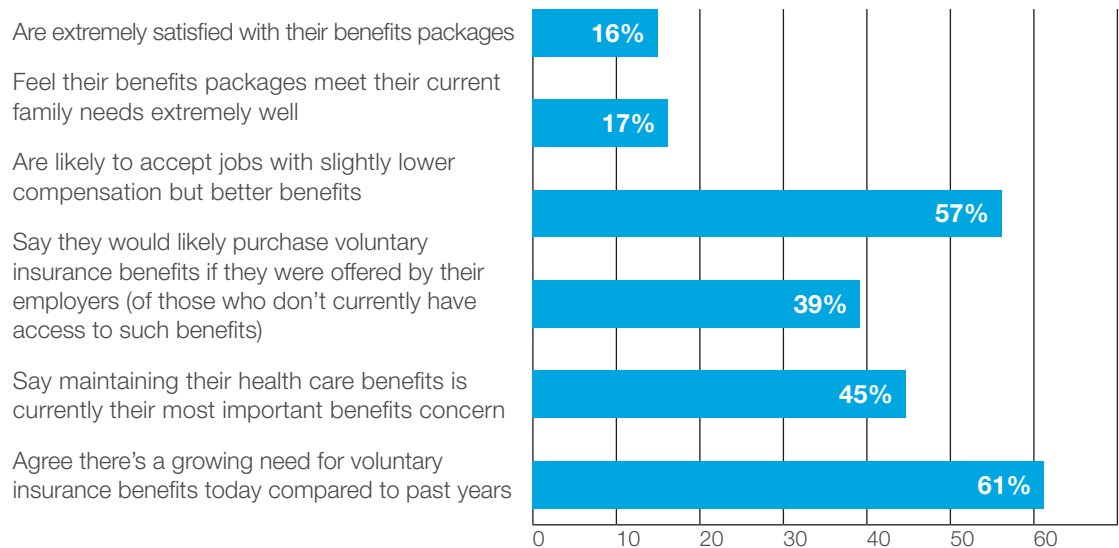
Employee-benefit booklet  
**39%**

## Key employee findings

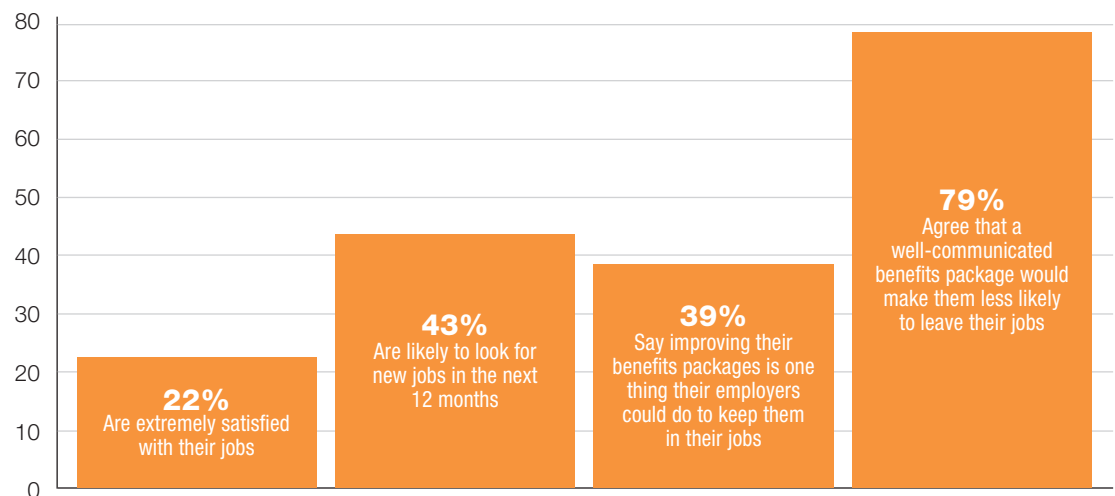
### Financial preparedness

	Percent of responses
Would not be able to adjust to the large financial costs associated with a serious injury or illness	65%
Completely or strongly agree their families are financially prepared for an unexpected emergency	24%
Have less than \$1,000 to pay for unexpected out-of-pocket medical expenses	47%
Have less than \$500 to pay for unexpected out-of-pocket medical expenses	28%
Would need to borrow from a 401(k) and/or use a credit card to cover unexpected medical costs	52%
Say their credit scores have been affected by high medical costs	6%
Have been contacted by a collection agency about outstanding medical bills	10%

### Benefits engagement



### Job satisfaction



## The impact of health care reform

	Percent of responses
Employees think health care reform is too complicated to understand	73%
Employees believe their employers will educate them about changes to their health care coverage as a result of health care reform	70%
Employees think their medical costs will increase	86%
Employers feel extremely or very prepared to address changes to the health care system in 2014	41%
Employers will rely on brokers or insurance companies to suggest changes to their benefits packages due to the changing health care environment	43%
Employees think their HR departments communicated extremely effectively about health care reform and any subsequent changes to their benefits	8%
Employees completely agree their employer has prepared them well for the impact of health care reform	3%
Employees say the frequency of their employers' benefits communication increased compared to last year	21%
Employees agree they are very or extremely knowledgeable about federal and state exchanges	8%

### About the study

The 2014 Aflac WorkForces Report is the fourth annual Aflac employee-benefits study examining benefits trends and attitudes. The study, conducted in January 2014 by Research Now, captures responses from 1,856 benefits decision-makers and 5,209 employees from across the United States. As part of the fourth annual Aflac WorkForces Report, 150 benefits decision-makers and 621 employees in the United States education industry shared their opinions on a variety of workplace-benefits topics.

To learn more about the Aflac WorkForces Report, visit [AflacWorkForcesReport.com](http://AflacWorkForcesReport.com).

*\*Small base size, <50*

