Small business trends

2015 Aflac WorkForces Report results for small businesses

At a glance
The report surveyed 1,626 employees and 669 business decision-makers at businesses with 99 or fewer employees.

Hispanic employees: 13 percent
Millennial employees (born after 1980): 34 percent
52 percent of employees are extremely or very satisfied with their benefits packages.
63 percent of employees are extremely or very satisfied with their jobs.

Employer benefits offerings
The percentage of employers offering benefits by type across four years

<table>
<thead>
<tr>
<th>Benefits Type</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major medical</td>
<td>75%</td>
<td>65%</td>
<td>64%</td>
<td>74%</td>
</tr>
<tr>
<td>Dental insurance</td>
<td>65%</td>
<td>44%</td>
<td>47%</td>
<td>57%</td>
</tr>
<tr>
<td>Life insurance</td>
<td>46%</td>
<td>46%</td>
<td>37%</td>
<td>36%</td>
</tr>
<tr>
<td>Vision insurance</td>
<td>44%</td>
<td>33%</td>
<td>35%</td>
<td>34%</td>
</tr>
<tr>
<td>Disability insurance</td>
<td>33%</td>
<td>31%</td>
<td>31%</td>
<td>41%</td>
</tr>
<tr>
<td>Voluntary insurance</td>
<td>40%</td>
<td>31%</td>
<td>32%</td>
<td>38%</td>
</tr>
</tbody>
</table>

Value of benefits
Employees are at least somewhat likely to accept a job with slightly lower pay but better benefits. 59%
Employees say improving their benefits package is one thing their employer could do to keep them in their jobs. 38%
Employees at least somewhat agree they consider voluntary insurance to be part of a comprehensive benefits program. 87%
**Consumer-driven health care**

The percentage of companies making changes to their benefits programs

- **Increased copay**
  - Plan for 2015: 22%
  - 2014: 19%
  - 2013: 19%
  - 2012: 20%
  - 2011: 24%

- **Increased share of premium**
  - Plan for 2015: 21%
  - 2014: 19%
  - 2013: 19%
  - 2012: 19%
  - 2011: 20%

- **Implemented a high-deductible health plan**
  - Plan for 2015: 18%
  - 2014: 15%
  - 2013: 15%
  - 2012: 19%
  - 2011: 24%

- **Reduced health plan options**
  - Plan for 2015: 12%
  - 2014: 11%
  - 2013: 9%
  - 2012: 11%
  - 2011: 15%

- **Eliminated contributions for spouse/partner coverage**
  - Plan for 2015: 10%
  - 2014: 7%
  - 2013: 6%
  - 2012: 7%
  - 2011: 11%

- **Used a public or private exchange**
  - Plan for 2015: 8%
  - 2014: 6%
  - 2013: 3%
  - 2012: 7%
  - 2011: 6%

*Family coverage prior to 2015

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**Hiring and compensation**

Actual changes compared to employer projections in 2014

- **Reduced hours from full to part time**
  - Expected*: 12%
  - Actual: 16%

- **Eliminated or cut back on employee benefits**
  - Expected*: 15%
  - Actual: 14%

- **Laid off staff**
  - Expected*: 12%
  - Actual: 18%

- **Eliminated or delayed raises**
  - Expected*: 18%
  - Actual: 28%

- **Cut back on hiring**
  - Expected*: 16%
  - Actual: 23%

*Expected* Reported in the 2014 Aflac WorkForces Report

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**AFLAC | WORKFORCES REPORT | 2015 FACT SHEET**

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The 2015 Aflac WorkForces Report is the fifth annual Aflac employee benefits study. The study, conducted in February 2015 by Research Now, captured responses from 1,977 benefits decision-makers and 5,337 employees from across the United States. To learn more about the Aflac WorkForces Report, visit AflacWorkForcesReport.com.

This material is intended to provide general information about an evolving topic and does not constitute legal, tax or accounting advice regarding any specific situation. Aflac cannot anticipate all the facts that a particular employer or individual will have to consider in their benefits decision-making process. We strongly encourage readers to discuss their HCR situations with their advisors to determine the actions they need to take or to visit healthcare.gov (which may also be contacted at 1-800-318-2596) for additional information.

This article is for informational purposes only and is not intended to be a solicitation.