

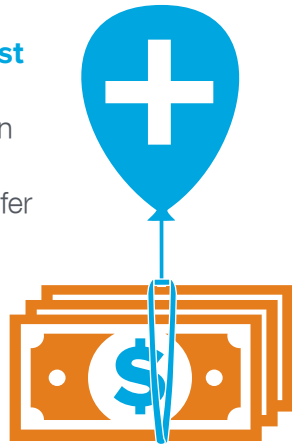
2016 Aflac WorkForces Report

Top-10 employer findings

Each year, Aflac asks employers to share their opinions, plans and strategies for dealing with employee health care and other benefits. These are the top-10 findings of the 2016 Aflac WorkForces Report:

1.

The rising cost of benefits is the top concern of employers who want to offer robust benefits while staying within their budgets.



2.

Employees are feeling the pinch:

- 26%** of companies increased employees' copays last year.
- 25%** increased their share of premium.
- 19%** reduced major medical or health care plan options.

3.

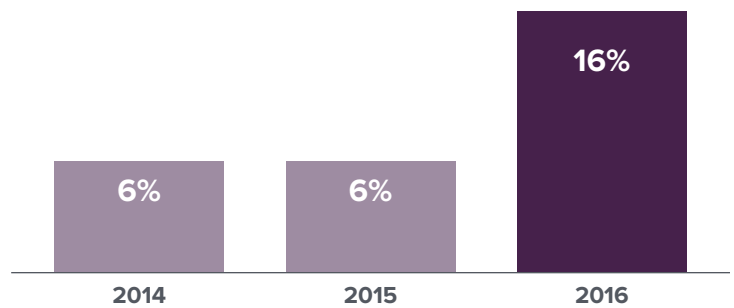


29 percent of employers now offer high-deductible health plans with individual deductibles of more than \$1,000.

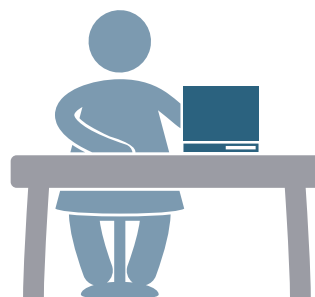
4.

Private exchanges are increasingly appealing:

16 percent of employers project they'll move employee health insurance benefits to exchanges in 2016, up from 6 percent in 2014 and 2015.



5.



68 percent of employers are interested in outsourcing at least one third-party administration service.

6.

Voluntary insurance is an attractive benefit:

26 percent of employers offer voluntary options to their workforces.



7.

Voluntary accident insurance is tied to declines in workers' compensation claims:

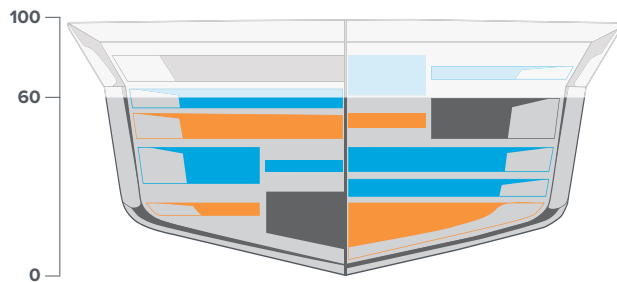
51 percent of employers providing the option noticed declines in claims, with 74 percent saying the declines were significant (between 50 and 74 percent) or very significant (75 percent or more).



8.

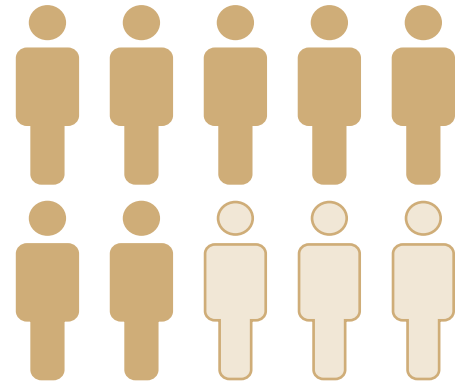
The Cadillac tax, an excise tax on high-value medical plans scheduled to take effect in 2020, is worrisome:

60 percent of employers describe themselves as somewhat or very concerned.



9.

Seven in 10 employers currently use brokers or benefits consultants to determine their benefits options.



10.

Eighty percent of employers that use brokers or benefits advisor to help determine their benefits options say their companies' benefits packages enable them to reduce employee turnover.



The 2016 Aflac WorkForces Report is the sixth annual Aflac study examining benefits trends and attitudes. The study, conducted by Lightspeed/GMI on behalf of Aflac, captures responses from 1,500 employers and 5,000 employees across the U.S. To learn more, visit AflacWorkForcesReport.com.