



# Benefits Trends

## Western U.S.



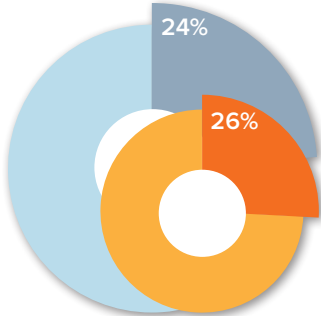
### EMPLOYER RESULTS SURVEYED 384 BUSINESS DECISION-MAKERS

■ 29% offer voluntary insurance

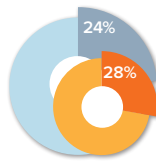
#### CURRENT BENEFITS LANDSCAPE

The percentage of companies making changes to their benefits programs

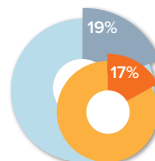
KEY: ■ Changed in 2016 ■ Planned for 2017



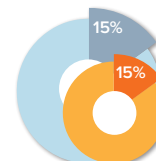
Increased employees' copays



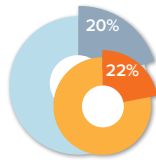
Increased employees' share of premium



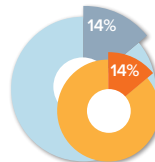
Reduced the number of major medical/health plan options



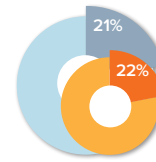
Moved to a private exchange



Implemented a high-deductible health plan (over \$1,000)



Eliminated contributions for spouse/partner coverage



Made contributions to a health reimbursement account for employees

#### EMPLOYER CONCERNS

**20%** Controlling costs

**23%** managing the productivity of their workforce

**30%** finding the right amount and level of talent to achieve business goals

### EMPLOYEE RESULTS SURVEYED 1,013 EMPLOYEES

■ 32% are enrolled in voluntary insurance

#### HAPPINESS



**77%** say improving their benefits package would make them happier employees.

#### GROWING IMPORTANCE OF VOLUNTARY INSURANCE

**49%** agree that they regularly underestimate the total cost of an injury or illness, including medical, household and out-of-pocket costs.



**27%** of employees say that if their employer did not provide adequate health insurance coverage, they would purchase additional, affordable insurance products.

#### VALUE OF BENEFITS

**66%** say a benefits package offering is extremely or very important to their job satisfaction, and **59 percent** say it's extremely or very important to their employer loyalty.

**57%** are at least somewhat likely to accept a job with slightly lower pay but better benefits.

**37%** say improving their benefits package is one thing their employer could do to keep them in their jobs.

**23%** have left a job or turned down a job offer due to the benefits offered.

#### FINANCIAL WELL-BEING



**63%** of employees would be able to pay less than \$1,000 for out-of-pocket expenses if an unexpected serious illness or accident occurred today.

**11%** of employees say high medical costs have negatively impacted their credit scores.

The 2017 Aflac WorkForces Report is the seventh annual study examining benefits trends and attitudes. The study's surveys, conducted by Lightspeed GMI, captured responses from 1,800 benefits decision-makers and 5,000 employees across the United States in various industries. For more information, visit [AflacWorkForcesReport.com](http://AflacWorkForcesReport.com). This piece is for informational purposes only and is not intended to be a solicitation.