

Aflac

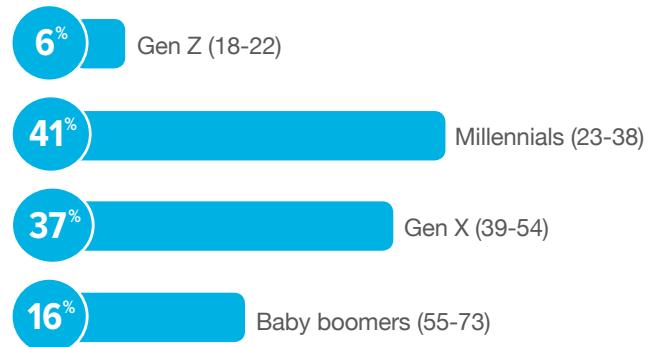
WorkForces Report

Mid-size business (100-499 employees)



Workforce dynamics

Four generations represented:



44%
are likely to look for a new job in
the next 12 months.

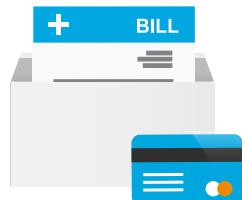


Fragile financials

43%
couldn't go a month without a
paycheck.



57%
couldn't afford an out-of-pocket
expense of \$1,000 or more if an
unexpected serious illness or
accident occurred today.



46%
have children under 26 covered
on their health plan.



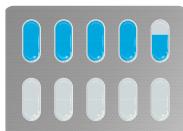
58%
have been at their company for
five or more years and **19%** for
less than two years.



56%
say their current level of burnout
due to work is moderate to very
high.



48%
have held off on seeing a medical
professional because of cost
concerns.



57%
who have more than one job or
"gig" say it's to help make ends
meet.



Benefits preference and enrollment

Most essential insurance plans:



Participants ranked first, second or third most necessary.

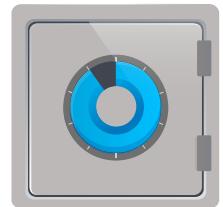
69%

of employees are enrolled in major medical/health insurance through their employer.



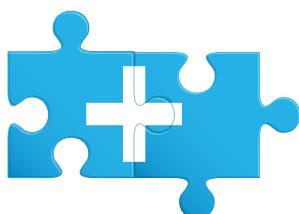
89%

of employees enrolled in supplemental insurance say the coverage helps to protect their financial security.



41%

say the ongoing national debate about health care has helped them better understand their options.



28%

say the health care debate has made them more confused about their choices.



Most desired nontraditional benefits:

- 1 **Flexible work schedule**
- 2 **Wellness stipend**
- 3 **Health advocacy or medical bill negotiation**
- 4 **Employee assistance program**
- 5 **Identity theft protection**

Participants ranked first, second or third most important.

Power of benefits

Employees say their benefits package is extremely or very important to their:



65%

rank health benefits as one of the top-three most important aspects of looking for a new job.



The **2019-2020 Aflac WorkForces Report** is the ninth annual Aflac employee benefits study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the study captured responses from 2,000 employees and 1,200 employers across the United States in various industries.

For more information, visit AflacWorkForcesReport.com.