HEALTH, WELLNESS + THE POWER OF BENEFITS

1/3 of American workers state their personal mental health negatively affected their job performances last year.

50% of employees say taking paid time off is viewed as positive at their company. 39% say taking a leave of absence is viewed in a positive light.

46% of employees say they couldn’t pay $1,000 or more in out-of-pocket costs. Meanwhile, 81% of employers believe their employees can financially meet their health care obligations.

50% of American workers have high anxiety about health care costs beyond what their insurance covers.

THE STATE OF WORKPLACE BENEFITS

63% of millennials purchased at least one new benefit as a result of the pandemic, with life, critical illness and mental health resources topping the list.

1/3 of employees believe supplemental insurance is more important now than they did before the pandemic.

45% of all employees – 63% of millennials – are highly interested in purchasing supplemental insurance to help cover the financial costs related to COVID-19 or other pandemics.
**BENEFITS ENROLLMENT + THE INFORMED BENEFITS CONSUMER**

- **83% of employers** are highly satisfied with their organization’s COVID-19 response.
- **67% of employees** are highly satisfied with their employer’s response.
- **60% of employers** experienced an increase in benefits costs in the past year.

- **72% of employers** think employees understand total health care costs well. However, just **59% of employees** say they actually do.

- **53% of employees** – especially millennials – say they prefer working with a benefits advisor in person.
  - 31% prefer a video meeting.
  - 30% prefer online chat.

- **58% of employees** say medical bill negotiation is stressful, followed by trying to understand what insurance or benefits they need (53%).

- **77% of employees** say it is extremely or very important that their benefits providers show they care about them – higher for the younger generations.
  - 87% for millennials.
  - 84% for Gen Z.