

PORTRAIT OF WORKERS AT AMERICA'S LARGE BUSINESSES

(500+ EMPLOYEES)

Overall Benefits Package

- » 5% of employees at large companies say their employer does not offer insurance benefits.
- » The benefits package for employees at large companies includes:

BENEFITS	%	BENEFITS	%
Major Medical	80%	Disability Insurance	75%
Life Insurance	78%	Voluntary Insurance	58%
Critical Illness	44%	Flex Spending Plan	73%
Dental Insurance	80%	401(k) or Pension	81%
Vision Insurance	76%	Flex Work Options	43%

- » 36% of employees are only somewhat satisfied with their overall benefits package; 14% are not very/not at all satisfied.
- » 30% of workers say their current benefits package only meets their family's needs somewhat well; 14% say their benefits package meets their needs not very/not at all well.
- » When asked if they feel fully protected by their current insurance coverage, 38% of workers at large companies say they only somewhat agree; 24% say they somewhat/strongly disagree.

- » A little more than one-fourth (28%) believe their benefits packages are less competitive than that of their peers.
- » Nearly half (49%) of employees at large businesses agree they would be more informed about health insurance choices if an insurance consultant were present during enrollment

Benefits Communications

- » 43% agree that a well-communicated benefits program would make them less likely to leave their jobs.
- » 45% of employees say they don't receive enough communication about employee benefits from their HR departments.
- » 38% say they get their insurance advice/information from colleagues, friends and family.
- » 20% of workers at large companies believe their HR departments communicate not very/not at all effectively about employer benefits; 41% say their HR teams communicate only somewhat effectively.
- » 41% of employees say they are only somewhat informed about benefits offered at their companies, and 12% say they're not very/not at all informed.

Benefits Engagement

- » Only 9% of employees strongly agree they need to be more engaged in making decisions about their health insurance coverage.
- » 68% of employees strongly agree they would be more likely to take advantage of a benefits package tailored to their personal situation.
- » The majority of employees (60%) say that an overall benefits package is very/extremely influential on work productivity.
- » 50% of employees say adequate insurance coverage would play a significant role in helping them cope with personal issues.
- » When asked if they take full advantage of their company's benefits packages, 39% of employees at large companies say they only somewhat agree; 18% say they somewhat/strongly disagree.

Level of Protection and Preparedness

- » 45% of employees at large companies say they are not very/not at all prepared to pay out-of-pocket expenses not covered by major medical insurance.
- » 27% have less than \$500 available to pay out-of-pocket health care costs resulting from an accident or serious illness.
- » Of the 42% of workers who have experienced issues affecting their ability to get work done, 46% say they experienced immediate family problems.

- » Nearly half (48%) of employees say their level of health insurance coverage greatly influences their financial stability.
- » When asked if they have confidence in their ability to cope with the financial impact of possible events, such as illness or injury, 33% of employees say they only somewhat agree; 31% say they somewhat/strongly disagree.

Role of Voluntary Benefits

- » 58% of employees at large companies say they are offered voluntary benefits; however, only 33% are enrolled.
- » 30% of employees at large companies say additional voluntary insurance benefits would allow them to meet their coverage needs while another 35% say the additional benefits would provide more comprehensive insurance coverage.
- » The majority (61%) of employees say they would be likely to purchase voluntary insurance benefits offered by their employers.
- » 14% of employees say their HR departments are not very/not at all knowledgeable about voluntary benefits; 40% say their HR organizations are only somewhat knowledgeable.

68%

of employees strongly agree they would be more likely to take advantage of benefits packages tailored to their personal situation.