

PORTRAIT OF WORKERS AT AMERICA'S MEDIUM-SIZED BUSINESSES

(100-499 EMPLOYEES)

Overall Benefits Package

- » 12% of employees at medium-sized companies say their employers do not offer insurance benefits.
- » The benefits package for employees at medium-sized businesses includes:

BENEFITS	%	BENEFITS	%
Major Medical	82%	Disability Insurance	70%
Life Insurance	70%	Voluntary Insurance	54%
Critical Illness	40%	Flex Spending Plan	64%
Dental Insurance	78%	401(k) or Pension	77%
Vision Insurance	69%	Flex Work Options	33%

- » 37% of employees are only somewhat satisfied with their overall benefits package; 13% are not very/not at all satisfied.
- » 34% of workers say their current benefits package meets their family's needs only somewhat well; 13% 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, 36% of workers at medium-sized companies only somewhat agree; another 25% say they somewhat/strongly disagree.

- » Nearly 3 in 10 (32%) say their overall benefits package is less competitive than the benefits packages their peers receive at other companies.
- » Half of employees agree that they would be more informed about health insurance choices if an insurance consultant were present during enrollment.

Benefits Communications

- » 46% agree that a well-communicated benefits program would make them less likely to leave their job.
- » 42% of employees say they don't receive enough communication about employee benefits from their HR department.
- » 41% say they get their insurance advice/information from colleagues, friends and family.
- » 37% of employees at medium-sized businesses say their HR departments communicate only somewhat effectively, and 20% say their HR departments communicate not very/not at all effectively.
- » 40% of employees say they are only somewhat informed about benefits offered at their company, and an additional 14% say they're not very/not at all informed.

Benefits Engagement

- » Only 10% of employees at medium-sized businesses strongly agree they need to be more engaged in making decisions about their health insurance coverage.
- » 66% of employees strongly agree they would be more likely to take advantage of a benefits package tailored to their personal situation.
- » Over half (57%) of employees say that an overall benefits package is very/extremely influential on work productivity.
- » 46% 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, 35% of employees at medium-sized businesses say they only somewhat agree; 18% say they somewhat/strongly disagree.

Level of Protection and Preparedness

- » 43% of employees at medium-sized companies say they are not very/not at all prepared to pay out-of-pocket expenses not covered by major medical insurance.
- » One-fourth (25%) of all employees have less than \$500 available to pay out-of-pocket health care costs resulting from accident or serious illness.
- » Of the 43% of workers who say they have experienced issues affecting their ability to get work done, 48% say they experienced immediate family problems.

- » 44% 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% say they somewhat/strongly disagree. Another 33% say they only somewhat agree.

Role of Voluntary Benefits

- » 54% of employees at medium-sized companies say they are offered voluntary benefits; however, only 28% are enrolled.
- » 33% of employees at medium-sized companies say additional voluntary insurance benefits would provide more comprehensive insurance coverage, while another 29% say the additional benefits would allow them to meet their coverage needs.
- » Over half (59%) of employees say they would be likely to purchase voluntary insurance benefits offered by their employer.
- » Employees at medium-sized businesses are least likely to say that their HR departments are not very/not at all knowledgeable about voluntary benefits (15%); another 37% say their HR departments are only somewhat knowledgeable.

50%

of employees agree that they would be more informed about health insurance choices if they sat with an insurance consultant during enrollment.