

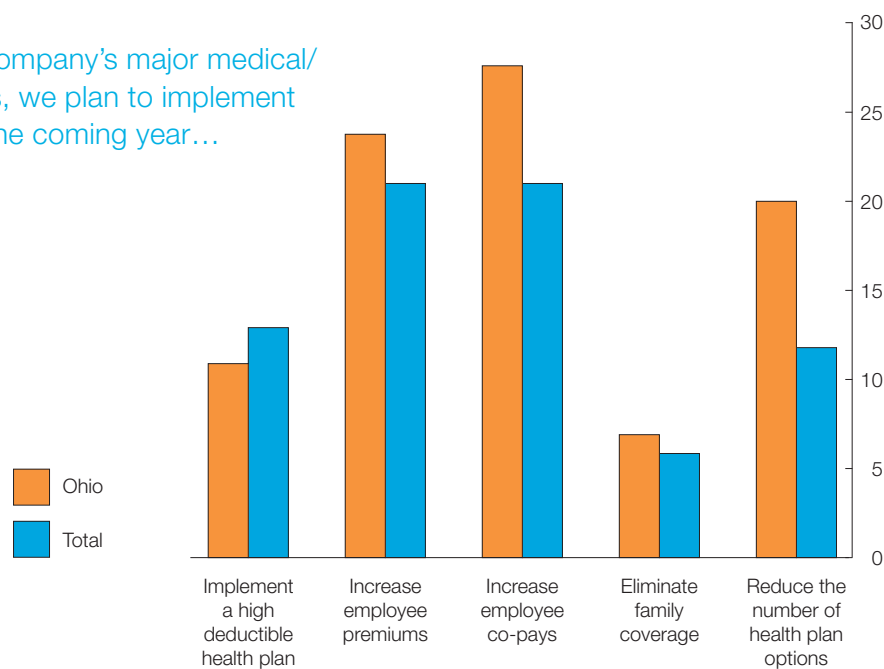
Fact Sheet

Ohio Trends

As part of the 2013 Aflac WorkForces Report, 88 respondents were employers based in Ohio, and 201 of respondents were employees working in Ohio; key findings are:

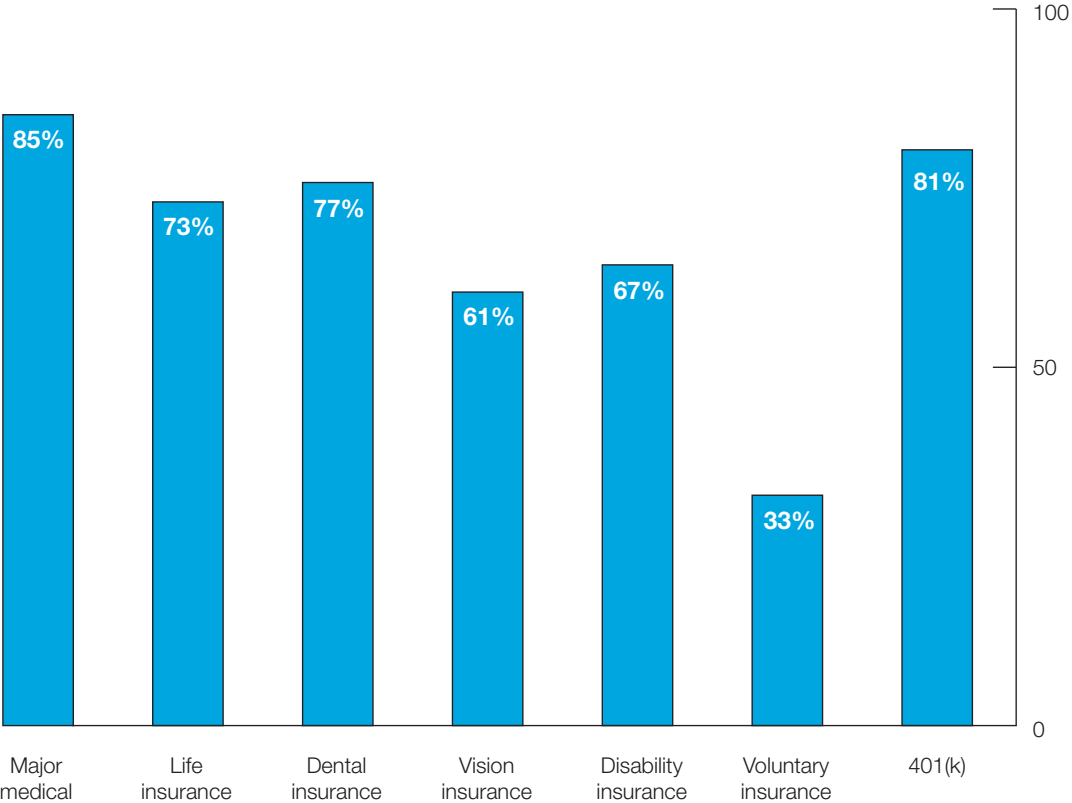
- » Offering robust benefits while staying within budget/cost constraints is a top benefits challenge for 47% of Ohio-based businesses. Understanding the changing health care landscape is the second-largest benefits challenge for 28% of Ohio businesses.
- » 69% employees in Ohio say they have not heard of the phrase “Consumer Driven Health Care”; and only 10% understand the concept of Consumer Driven Health Care extremely well.
- » Nearly 8 out of ten (79%) of Ohio employees at least somewhat agree health care reform is too complicated to understand.
- » 77% of Ohio employees say they are not very/not at all knowledgeable about State and Federal Exchanges.
- » 59% of employees in Ohio at least somewhat agree that “I would prefer not to be more in control over my health care expenses and options because I will not have the time or knowledge to effectively manage it.”
- » Additionally, 54% of employees agree “I believe I may not adequately manage my health insurance coverage, leaving my family less protected than we currently are.”
- » 77% of Ohio businesses use a broker or benefits consultant to help determine benefits options – an increase from overall companies at 62%.

Thinking of my company’s major medical/health care plans, we plan to implement the following in the coming year...



Ohio State Company Benefits Offerings At-A-Glance

Which of the following benefits does your company offer?



The Role of Benefits in Key HR Outcomes

Talent Attraction

- » 59% of Ohio employees say they are likely to accept a job offer with slightly lower compensation, but better benefits.
- » 83% of workers say a benefits package is important to their willingness to refer a friend to their organization.

Satisfaction

- » Only 12% of workers in Ohio say they are extremely satisfied with their overall benefits package.
- » When employees are offered voluntary insurance they are much more likely to say their current benefits package meets their needs extremely/very well (60%), compared to those not offered voluntary benefits options (45%).

Employee Well-being

- » 35% of workers say their current benefits package only meets their family's needs somewhat, and 12% say their benefits package does not meet their needs.
- » When asked if they feel fully protected by their current insurance coverage, nearly half (47%) of employees in Ohio say they only somewhat agree, and 22% say they strongly/completely disagree.

Retention

- » 46% of employees in Ohio are at least somewhat-to-extremely likely to look for a new job in the next 12 months.
- » 46% of employees say that improving their benefits package is one thing their employer could do to keep them in their job.
- » Three-quarters of employees agree that a well-communicated benefits program would make them less likely to leave their jobs.

Disconnects on Key Benefit Issues

Employers say:

55% of employers strongly/somewhat agree that "Our workers are taking full advantage of the benefits we offer."

Believes benefits are extremely or very influential on:

- » Job satisfaction – 57%
- » Loyalty to employer – 58%
- » Willingness to refer friends – 32%
- » Work productivity – 30%
- » Decision to leave company – 39%

54% of Ohio employers strongly/somewhat disagree with the statement "our workers are not adequately informed about their benefit choices."

71% of employers strongly/somewhat agree they effectively communicate the value of their benefits to employees.

Only 4% of employers named "educating our employees about health care reform" is an important issue for their organization.

68% of employers named "having employees interested in purchasing voluntary benefits" as top challenge in offering voluntary benefits.

Employees say:

42% of employees completely/strongly agree with the statement "I am taking full advantage of my employee benefits."

Believes benefits are extremely or very important to:

- » Job satisfaction – 47%
- » Loyalty to employer – 44%
- » Willingness to refer a friend – 39%
- » Work productivity – 31%
- » Decision to leave company – 31%

78% of workers at least somewhat agree with the statement "I would be more informed about my benefit choices if I sat with an insurance consultant."

40% of workers say their HR department communicates extremely/very effectively about benefits offered by their employer.

70% of workers at least somewhat agree "I believe my employer will educate me about changes to my healthcare coverage as a result of health care reform."

45% of workers would be at least somewhat likely to purchase voluntary benefits if offered.

About the study

The 2013 Aflac WorkForces Report is the third annual Aflac employee benefits study examining benefit trends and attitudes. The study, conducted by Research Now in January 2013, captures responses from 1,884 benefits decision-makers and 5,299 employees across the U.S. To learn more about the Aflac WorkForces Report, visit AflacWorkForcesReport.com

