

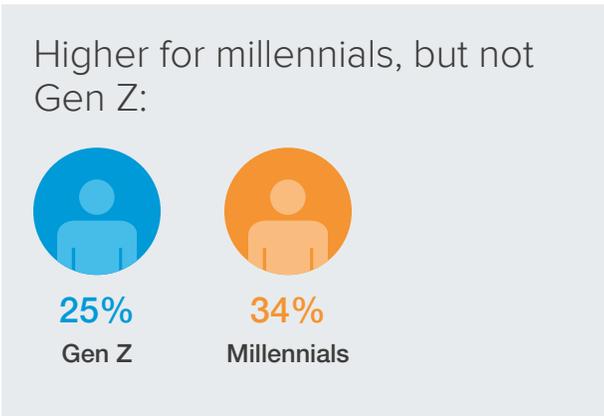


TREND 5

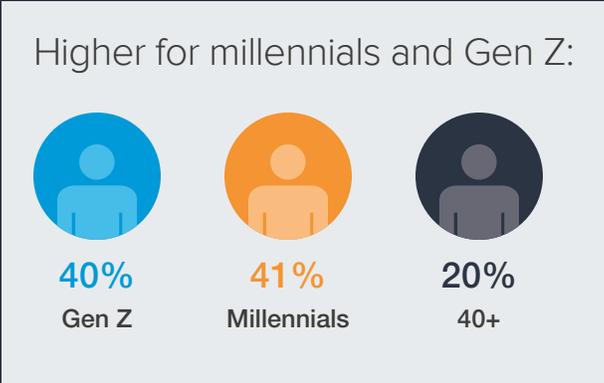
Health benefits continue to play an important role in workplace well-being, recruitment and satisfaction.

Year over year, employees consistently say improving their benefits is the one thing their employers can do to keep them in their jobs — second only to pay. Employees most often say that their benefits package offering is extremely or very important to their financial health, well-being and job satisfaction, and this year, a growing share reports benefits are extremely or very important to workplace engagement and willingness to refer a friend to their employer.

- ▶ **35% say improving their benefits package is the one thing their employer could do to keep them in their jobs — second only to increasing their pay.**
- ▶ **29% have left or turned down a job due to the benefits offered.**



- ▶ **More than half of employees (57%) said they are at least somewhat likely to accept slightly lower compensation for a more robust benefits package. And this year, 61% ranked health benefits as one of the top-three factors when looking for a new job.**



- ▶ Younger workers are most likely to look for new jobs: 28% of employees are extremely or very likely to look for a new job in the next 12 months. This is higher for younger employees:

Gen Zers: **40%** Millennials: **41%** 40+: **19%**

- ▶ 70% enrolled in supplemental insurance are extremely or very satisfied with their benefits package — a difference of 28 percentage points from those who are not offered the plans.

Benefits satisfaction is linked to a well-rounded benefits plan.

Employees continue to rank health insurance as the most important part of their benefits package, but this year, they express more interest in life insurance than in years past. What's more, satisfaction with their overall benefits package rises with offerings such as supplemental insurance and paid family leave.

Employees rank top-five most important benefits.

Percentage of employees ranking benefits first, second or third most important.

79% Health insurance

51% Dental insurance

42% Life insurance

↑ 8 percentage pts from 2019

37% Vision insurance

27% Accident insurance

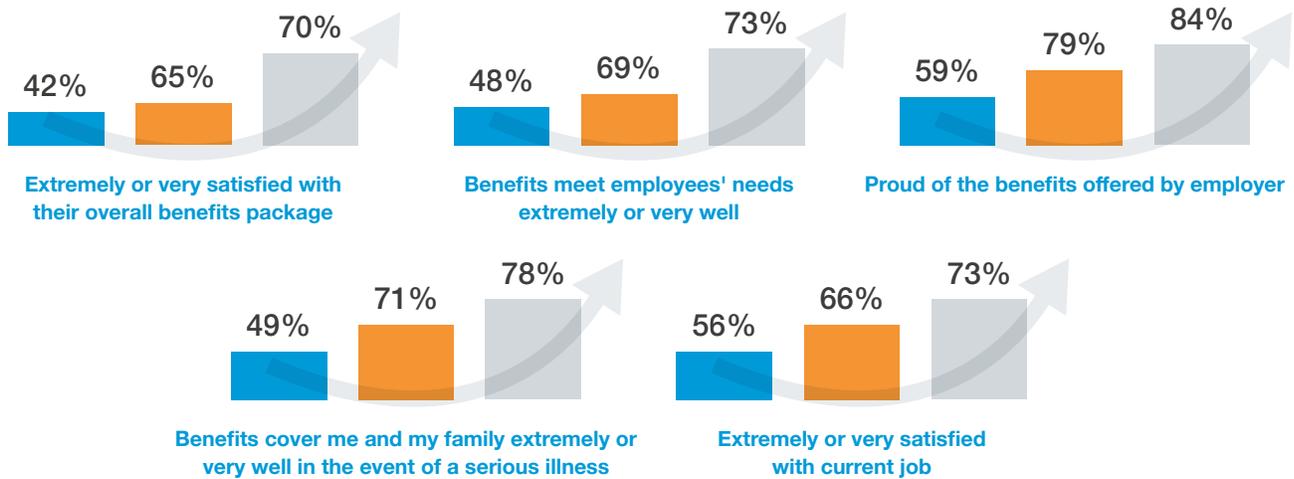
Employees rank top-five value added benefits.

Percentage of employees ranking benefits first, second or third most important.



Employees are happier with their benefits and jobs with supplemental insurance.

■ Not offered ■ Offered ■ Offered and enrolled



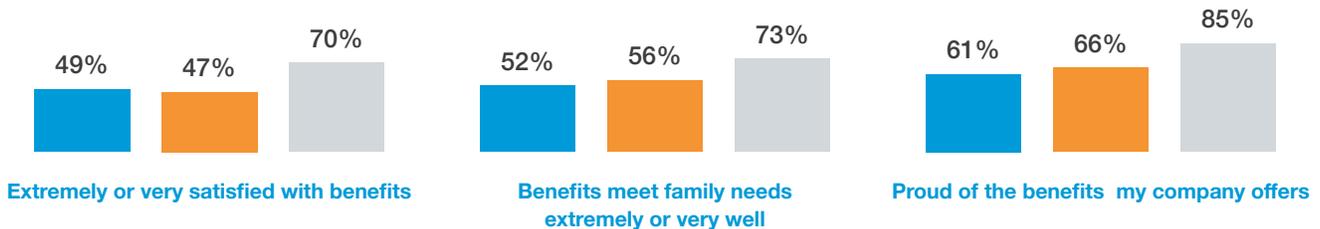
3 key factors related to supplemental insurance trends.

1. 86% see a growing need for supplemental insurance.
2. 48% strongly or completely agree that supplemental insurance benefits are part of a comprehensive benefits program, up significantly from 41% in 2019.
3. Nearly all employees enrolled in supplemental insurance (93%) said these policies help protect their financial security.



Paid family medical leave also correlated with benefit attitudes.

■ Employer doesn't offer FML ■ Employer offers unpaid FML ■ Employer offers paid FML



The 2020-2021 Aflac WorkForces Report is the 10th annual Aflac employee study examining benefits trends and attitudes. The employer survey, conducted by Kantar on behalf of Aflac, took place online between June 12 and June 30, 2020. The survey captured responses from 1,200 employers across the United States in various industries. The employee survey, conducted by Kantar on behalf of Aflac, captured responses from 2,000 employees across various industries and business sizes between July 7 and July 21, 2020. For more, visit aflac.com/awr.