

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.

The 2012 Aflac WorkForces Report was conducted January 24–February 23, 2012, by Research Now on behalf of Aflac.