



Mid-sized company business trends

2016 Aflac WorkForces Report results for businesses with 250 to 999 employees

Employer results at a glance:

Surveyed 446 business decision-makers.



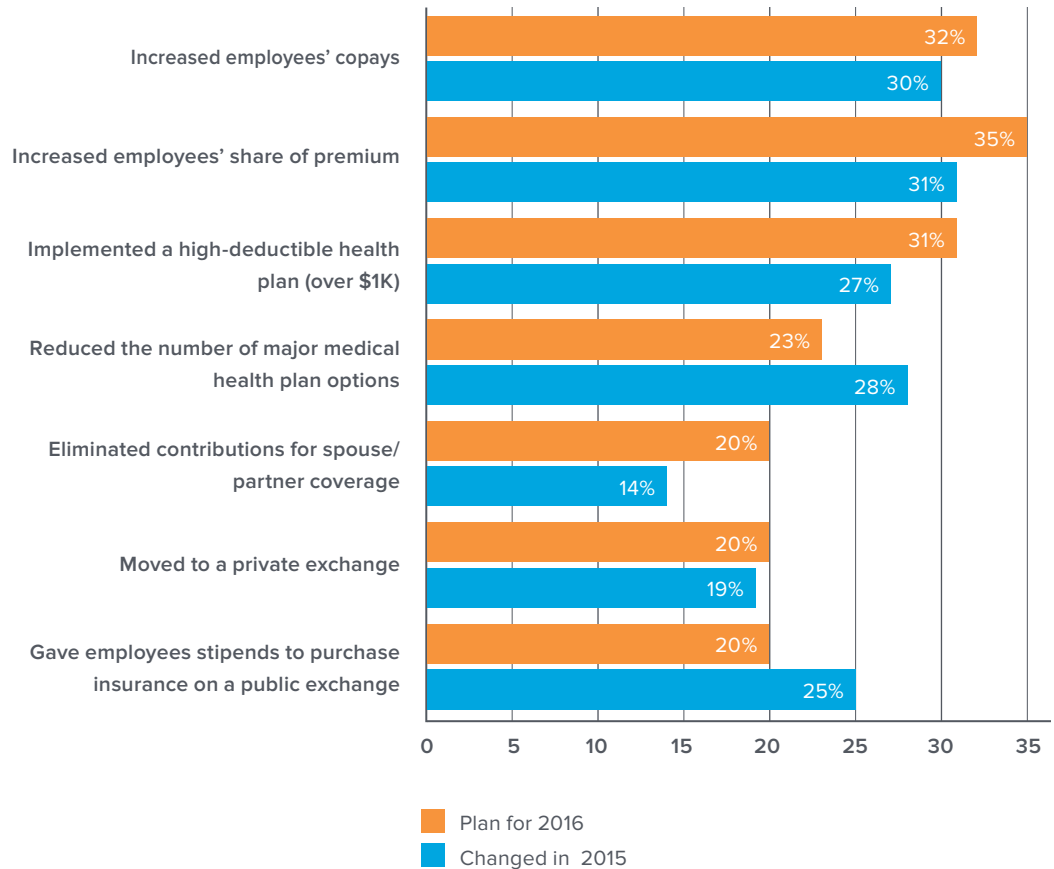
33 percent of those who offer major medical health insurance to employees offer a high-deductible health plan with an individual deductible over \$1K.

68 percent have a wellness program.

30 percent offer voluntary insurance.

Changes to employee benefits packages

The percentage of companies making changes to their benefits programs.



Employer concerns

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| 28% | say staying competitive in today's marketplace is their company's most important business objective. |
| 29% | say lack of qualified talent results in the most productivity lost within their organization. |
| 19% | say taking care of my employees by offering the widest range of benefits options is the most important objective of their benefits programs. |
| 57% | are interested in outsourcing employee benefits communications services to a third party. |

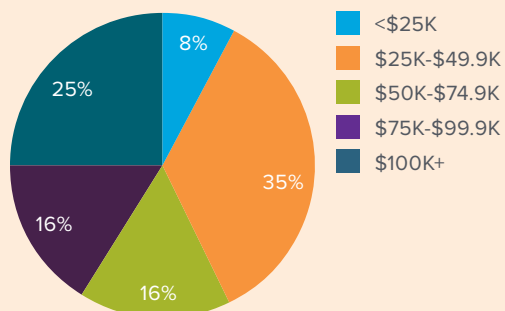
Legislative issues

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| 72% | understand health care reform legislation extremely or very well. |
| 52% | are only somewhat or not very well-prepared to comply with IRS health insurance reporting rules in 2016. ¹ |
| 32% | of employers offering major medical/health insurance say they are very concerned about the excise tax on high-value medical plans, often referred to as the Cadillac Tax; 3 percent are not familiar with this tax. |

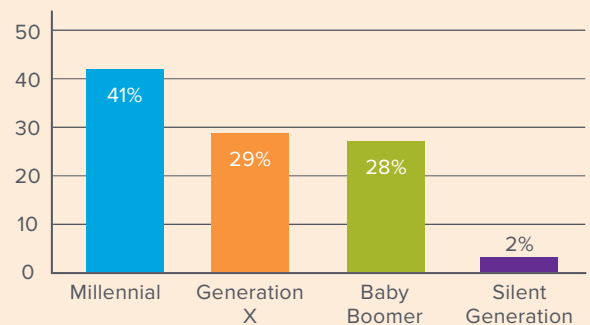
Employee results at a glance:

Surveyed 1,139 employees.

Annual Household Income



Generations



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| 49% | have children under 18 covered on their health plans. |
| 22% | have adult children ages 18-26 covered on their major medical health plan. |

Happiness

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| 63% | are extremely or very satisfied with their benefits packages. |
| 71% | are extremely or very satisfied with their jobs. |
| 52% | are at least somewhat likely to look for a job in the next 12 months. |

Value of benefits

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| 76% | say a benefits package offering is extremely or very important to their job satisfaction, and 67 percent say it's extremely or very important to their employer loyalty. |
| 67% | of employees are at least somewhat likely to accept a job with slightly lower pay but better benefits. |
| 44% | say improving their benefits package is one thing their employer could do to keep them in their jobs. |
| 21% | have left or turned down a job due to the benefits it offered in the last 12 months. |

Growing importance of voluntary insurance

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| 60% | agree that they regularly underestimate the total cost of an injury or illness, including medical, household and out-of-pocket costs. |
| 64% | say that if their employer did not provide adequate health insurance coverage, they would purchase additional, affordable insurance products to ensure their coverage is adequate. |
| 77% | would be at least somewhat likely to purchase voluntary insurance if their employers offered the benefits. ² |

Financial well-being

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| 65% | would be able to pay less than \$1,000 for out-of-pocket expenses if an unexpected serious illness or accident occurred today. |
| 41% | would use a credit card to cover unexpected out-of-pocket expenses, and 23 percent would borrow/withdraw money from their 401(k) or other retirement account. |
| 20% | say high medical costs have negatively affected their credit scores. |
| 21% | have been contacted by a collection agency related to outstanding medical bills. |

Wellness

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| 77% | participate in their employers' wellness programs. ³ |
| 56% | would participate in an exercise program through their workplace to help lower their health insurance cost. |

¹ Of employers with 50 or more employees.

² Of respondents not offered voluntary benefits by their employers.

³ Of respondents offered wellness programs by their employers.

The 2016 Aflac WorkForces Report is the sixth annual Aflac employee benefits study examining benefit trends and attitudes. The study captured responses from 1,500 benefits decision-makers and 5,000 employees across the United States in various industries. The 2016 Aflac WorkForces Report survey was conducted by Lightspeed/GMI on behalf of Aflac. For a full methodology, visit AflacWorkForcesReport.com.

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