

# LACKLUSTER BENEFITS?

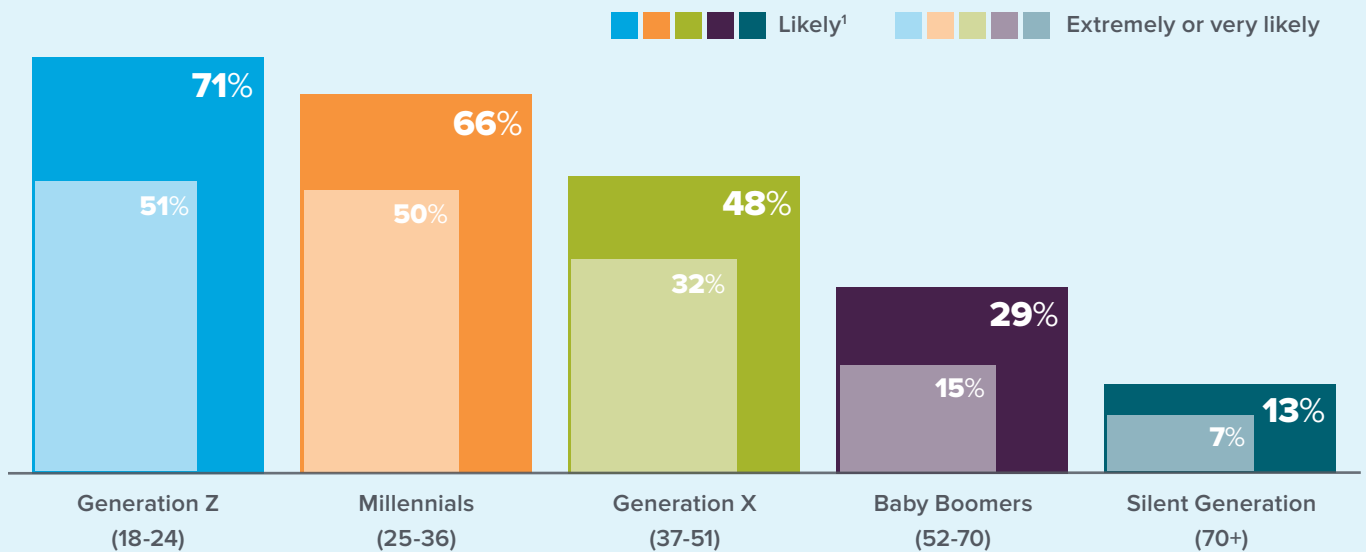
## Expect employees to look elsewhere.

Study finds improving benefit offerings is one of the top ways for employers to attract and retain employees.

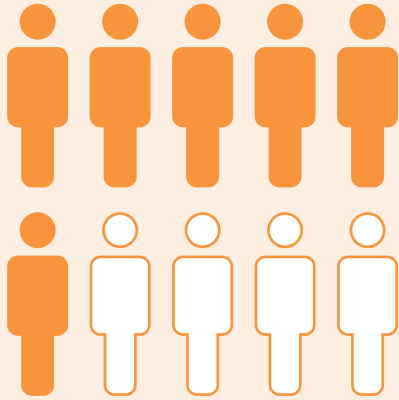
### Employees are searching for new jobs.

**47 percent of employees** are at least somewhat likely to look for a new job in the next 12 months, and 31 percent are extremely or very likely.

**Generation Z and millennials** are more likely to look for new jobs in the next 12 months compared to other generations.

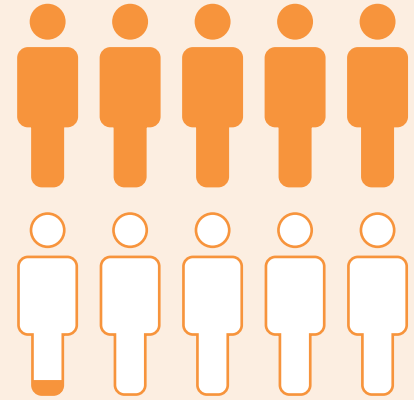
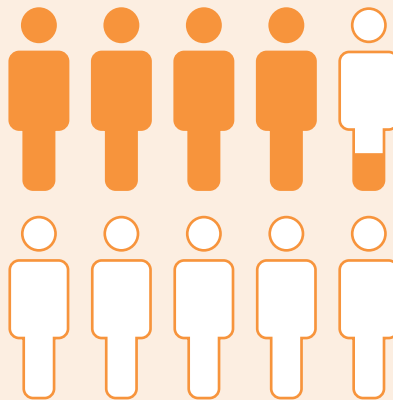


# Benefits can make or break the appeal of a job offer.



**60 percent** of employees would be at least somewhat likely to accept a job offer with slightly lower compensation but better benefits; **32 percent** would be extremely or very likely.

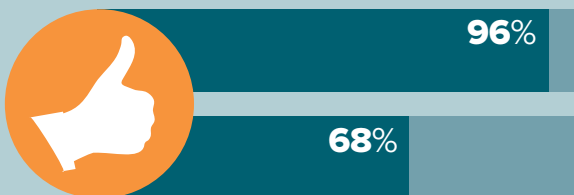
**42 percent** of employees say improving their benefits package is one thing their employers could do to keep them in their jobs; second highest response after “increase my salary” and a **higher proportion than those mentioned a promotion.**



**51 percent** of employees say a well-communicated benefits program would make them less likely to leave their jobs.

# Benefits may boost employee satisfaction and keep them healthier, too.

Employees who are satisfied<sup>2</sup> with their benefits packages are:<sup>3</sup>



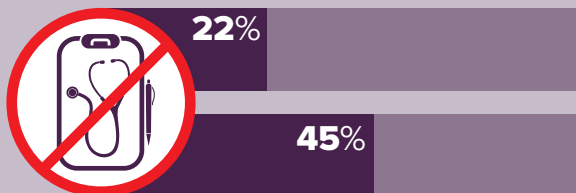
**More likely** to be satisfied with their jobs (**96 percent vs. 68 percent**).<sup>4</sup>



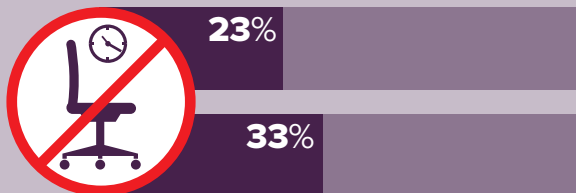
**Less likely** to look for a job in the next 12 months (**46 percent vs. 57 percent**).<sup>4</sup>

# Benefits may help employees stay healthy – keeping them on the job.

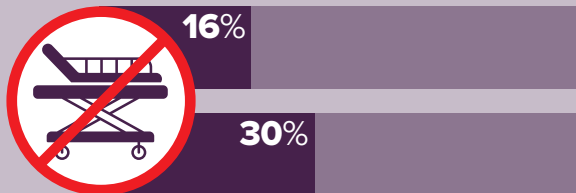
Employees who are satisfied<sup>1</sup> with their benefits packages are:<sup>2</sup>



**Less likely** to avoid going to the doctor (22 percent vs. 45 percent).



**Less likely** to have been distracted at work by a personal issue (23 percent vs. 33 percent).



**Less likely** to put off a medical procedure longer than they should (16 percent vs. 30 percent).

## About the study

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.

## Footnotes

<sup>1</sup> Includes somewhat likely, very likely and extremely likely.

<sup>2</sup> Includes extremely satisfied and very satisfied.

<sup>3</sup> Compared to employees who are not very or not at all satisfied with their benefits.

<sup>4</sup> Includes somewhat satisfied, very satisfied and extremely satisfied.

This article is for informational purposes only and is not intended to be a solicitation.