

# WHY BENEFITS MATTER

Benefits are important to employees, and they're important to your company's bottom line too. The Aflac WorkForces Report found that employer-offered benefits are a strong differentiator when it comes to attracting employees, retaining them and protecting their well-being.



## STRONG BENEFITS PROGRAMS ARE LINKED TO JOB SATISFACTION, RETENTION AND RECRUITING



Improving benefits ranks second (after increasing pay) as a way to retain employees ... **34%** say this would help keep them in their job.

**More than a quarter** of employees (**26%**) have left a job or turned down a job offer due to benefits.



**Over half** of employees surveyed (**55%**) would be at least somewhat likely to accept a job with lower compensation but a more robust benefits package.



## COMPANIES GIVE AND GAIN VALUE BY OFFERING VOLUNTARY INSURANCE

A strong majority of employees (**85%**) see a growing need for voluntary insurance benefits.



Employees enrolled in voluntary insurance are more likely to be...

... than employees who aren't offered voluntary insurance plans by their employers.

**72%**

**50%**

Extremely or very satisfied with their benefits packages

**75%**

**59%**

Extremely or very satisfied in their jobs

**49%**

**39%**

Able to pay \$1,000 or more for unexpected out-of-pocket medical expenses

## MEDICAL EVENTS CARRY A HIGH PERSONAL COST

**Nearly 25%** of employees say they or a family member have had to miss a week or more of work due to illness or injury in the past year.



**1 in 5** employees couldn't go more than one week without a paycheck;



**44%** couldn't go more than three weeks.

### ABOUT THE STUDY

The 2018 Aflac WorkForces Report is the eighth annual study examining benefits trends and attitudes. Conducted by Lightspeed, the study captured responses from 2,000 employees across the United States in various industries. [Visit AflacWorkForcesReport.com](http://VisitAflacWorkForcesReport.com).

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