

EMPLOYEE INSIGHTS ON OPEN ENROLLMENT



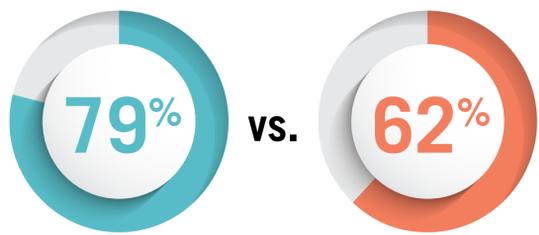
chose the same benefits as previous year but made an informed decision rather than simply checking the same boxes for convenience.



chose new benefits and credited their employer for using a variety of communication methods to keep them informed.

Reduction of financial stress

Those who selected new benefits are more likely to say their benefits reduced their financial stress than employees who selected the same benefits as the previous year.



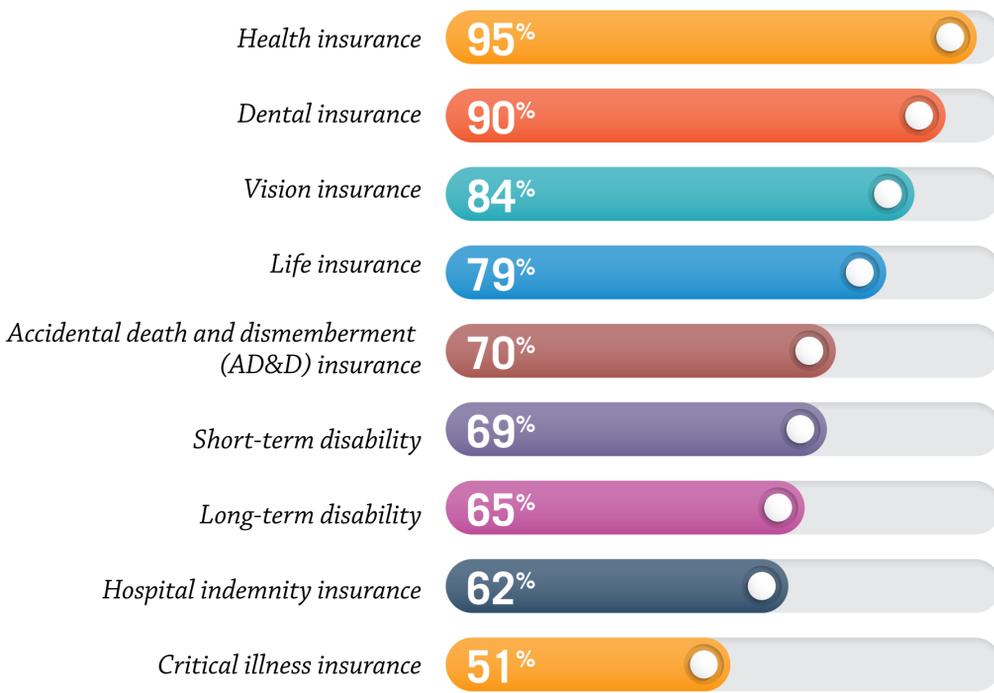
The power of auto-enrollment

58% said that if auto-enrolled in an insurance policy, they would likely keep it rather than opt out.

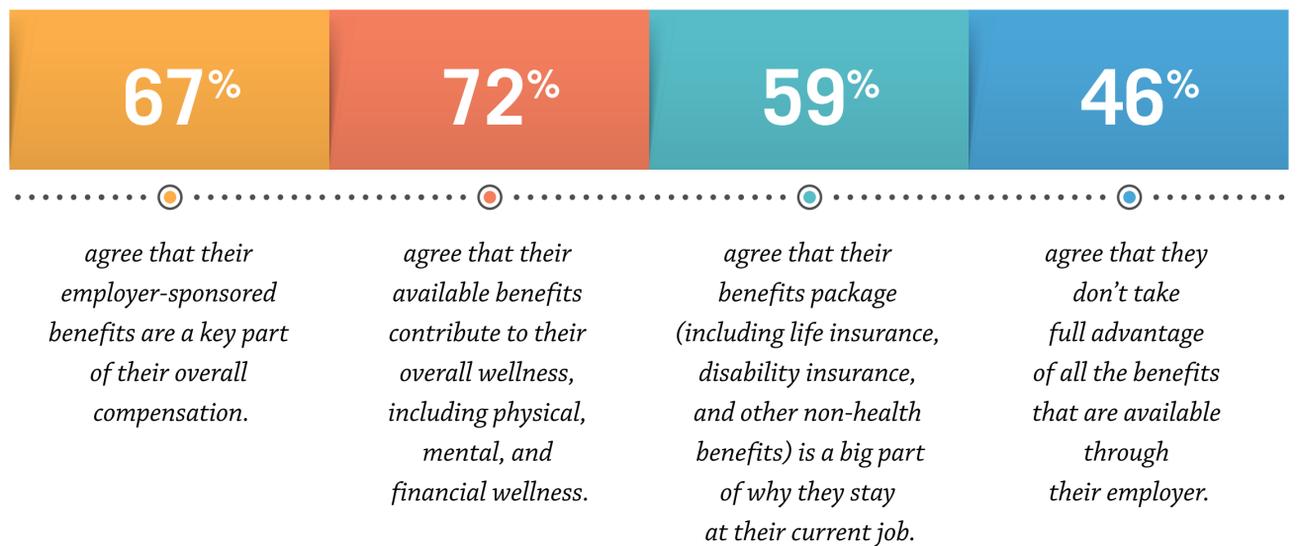
37% said they would consider the cost before deciding whether to stick with it.

5% said they would opt out.

When benefits are offered, employees select them



Value of benefits package



Value of higher salary vs. lower salary

Employees are underestimating the value of comprehensive benefits, an indicator that they need more help to understand the full value of all their benefits in addition to their salary.



Millennials (78%) are more likely to say they would rather have a higher salary and more basic benefits as compared to **Gen Xers (73%)** and **Boomers (70%)**.

Satisfaction with employer-provided non-health insurance benefits

33% Very satisfied

44% Somewhat satisfied

15% Neutral

6% Somewhat dissatisfied

3% Very dissatisfied

Methodology

This poll was conducted by Morning Consult from August 27 to 28, 2019, among a national sample of 2,000 employed adults ages 18+ enrolled in at least one insurance benefit through their employer. The interviews were conducted online and the data were weighted to approximate a target sample of adults based on age, race/ethnicity, gender, educational attainment, and region. Results from the full survey have a margin of error of plus or minus 2 percentage points.