

HOW BENEFITS WORK TOGETHER TO ATTRACT & RETAIN HAPPY EMPLOYEES

REQUIRED

EXPECTED

FLEXIBLE

PERKS

4 layers of protection cover
mind, body, and finances

1.

REQUIRED

benefits that **ENSURE** compliance with laws

WORKERS' COMP

if your employees get hurt or become sick due to their job.

UNEMPLOYMENT INSURANCE

if your employee involuntarily loses their job.

SOCIAL SECURITY AND MEDICARE PAYMENTS

that share costs with your employees.

HEALTHCARE INSURANCE

to help cover doctor bills and other and medical expenses.

FAMILY/MEDICAL LEAVE

if you need to take unpaid time off for health- or family-related reasons.

2.

EXPECTED

benefits that **ENHANCE** wellbeing

DENTAL INSURANCE

About 90% of employers with 500 or more employees and about 50% with any number of employees offer dental benefits.

VISION INSURANCE

87% of employees say they are likely to stay with an employer that offers high-quality vision benefits.

MENTAL HEALTH COVERAGE

73% of U.S. workers want mental health coverage.

DISABILITY INSURANCE

25% of all 20-year-olds will become disabled and unable to work sometime before reaching the age of 67.

HEALTH SPENDING ACCOUNTS

According to the Bureau of Labor and Statistics, employee access rose from 36% in 2012 to 43% in 2021.

RETIREMENT PLAN

52% of employers offer a 401(k) or similar type of retirement plan.

LIFE INSURANCE

Aside from employer-paid basic life, more employees are considering voluntary life insurance in the wake of COVID-19.

3.

FLEXIBLE

benefits that ENRICH work-life balance

REMOTE WORK ARRANGEMENT

70% of employees prefer to work remotely.

FLEXIBLE WORK SCHEDULES

8 out of 10 workers say a flexible work schedule is important.

UNLIMITED PTO

At least 70% of Gen Z and Millennials say it's key to staying or leaving a job.

DEPENDENT CARE ACCOUNTS

A care.com survey reports 56% of employers offer child care benefits.

FITNESS OFFERINGS

53% of employers offered more on-demand fitness options.

4.

PERKS

benefits that ELEVATE job satisfaction

TUITION REIMBURSEMENT

86% of workers who say their employer offers tuition benefits are generally happy at their job.

LEARNING AND DEVELOPMENT

57% of workers are interested in upskilling opportunities.

GIVING PROGRAMS

About 70% of employees say it's important or very important to work for a company that supports giving and volunteering.

STOCK PURCHASE PLANS

According to Morgan Stanley "The State of Equity Plan Management in 2022", 43% of public companies and 35% of private companies provide this benefit.



Get more information about how our Employee Benefits team can help you design and deliver a benefits strategy that attracts and retains talent.

[Contact us today!](#)

ahtins.com | 800.648.4807

This material has been prepared for informational purposes only. BRP Group, Inc. and its affiliates, do not provide tax, legal or accounting advice. Please consult with your own tax, legal or accounting professionals before engaging in any transaction.

AHT
INSURANCE
A BALDWIN RISK PARTNER