

Fast Facts from EBRI

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Workers: Health Insurance Most Important Benefit

WASHINGTON—Employers seeking to recruit new college graduates this summer can be very confident of one fact: Health insurance remains, by far, the most popular benefit they can offer prospective workers.

A study conducted by the nonpartisan Employee Benefit Research Institute shows that workers rate health insurance the most important benefit they receive by a margin of more than 5 to 1 (60 percent to 17 percent). Furthermore, the study found employers that do not offer health insurance may have difficulty attracting and retaining skilled workers.

Here are details of how workers rated various employee benefits:

Workers' Ranking of Employee Benefits, 2004		
	1st Most Important	2nd Most Important
Health Insurance	60%	15%
Retirement Savings Plan	17	38
Paid Time Off	5	11
Retiree Health Insurance	5	9
Pension Plan or Defined Benefit Pension Plan	4	9
Long-term Care Insurance	3	6
Life Insurance	3	4
Disability Insurance	1	6
Stock Options	<.5	1
Something Else	1	1

Source: Employee Benefit Research Institute and Mathew Greenwald & Associates, Inc., 2004 Health Confidence Survey.

The information on the importance of health care benefits comes from the 2004 Health Confidence Survey, conducted by EBRI and Mathew Greenwald & Associates. Full details of the survey were published in the November 2004 *EBRI Issue Brief*, “Public Attitudes on the U.S. Health Care System: Findings from the Health Confidence Survey, available on the Web at www.ebri.org/ibpdfs/1104ib.pdf.

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