

At a Glance | February 7, 2019

# Benefits Contribute to Employees' Sense of Financial Security

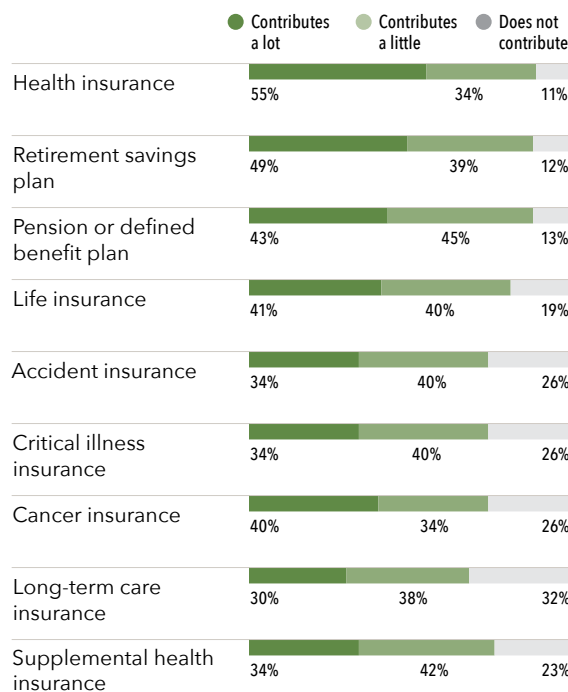
Based on the 2018 Health and Workplace Benefits Survey (WBS) of 1,025 American workers ages 21-64.

Benefits have declined, but employees continue to value them.

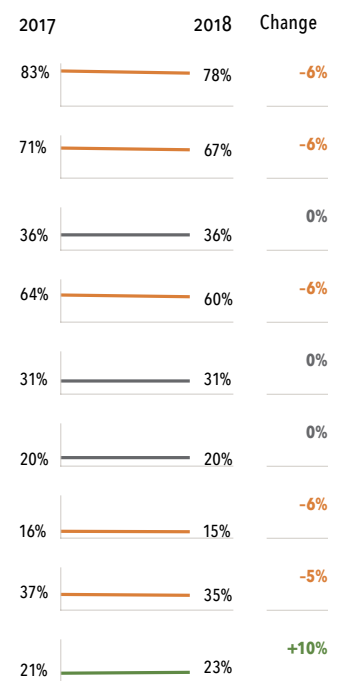
Of the 12 percent of employees accessing voluntary benefits, a majority said they do so because it is less expensive to buy it through their employer than on their own.

It is important for plan sponsors to recognize that different workers have different benefit needs. Baby Boomers and Gen Xers are the most stressed about saving enough for retirement. Millennials report that covering monthly bills and debt repayment cause them the most financial stress.

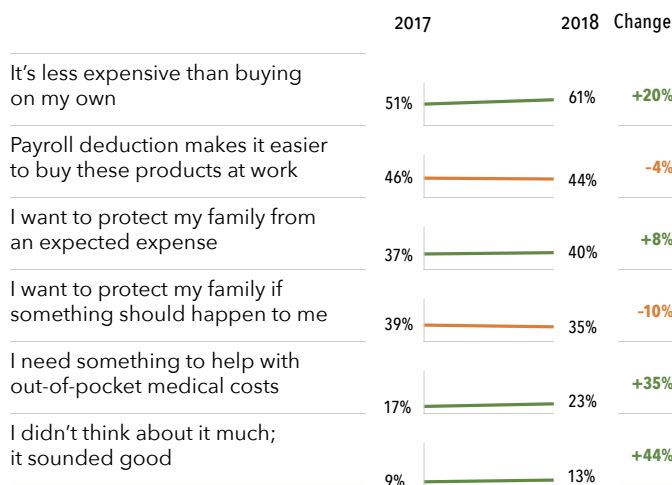
## How much does each benefit contribute to your feeling of financial security?



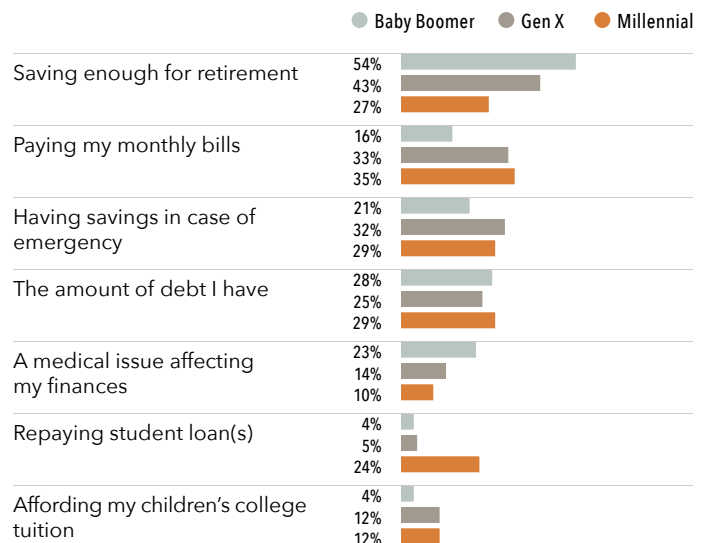
## Reported change in benefits offered



## Reasons for Purchasing Voluntary Benefits



## Causes of Financial Stress



Source: Lisa Greenwald and Paul Fronstin. "The State of Employee Benefits: Findings From the 2018 Health and Workplace Benefits Survey." EBRI Issue Brief, no. 470 (Employee Benefit Research Institute, January 10, 2019).