

COVID-19 Impact on Benefits

Changes in Employee Attitude Toward Healthcare and Overall Well-Being

New research reveals the effects COVID-19 is having on employee attitudes toward health coverage. Even before 2020, workers already expected their employer to provide for their health and well being; today that expectation is even higher. This informative presentation looks at the changing viewpoints of the American worker, and how Essential StaffCARE health plans affordably solve the issues facing employers and employees in the “new normal” world of workplace benefits.

COVID-19 Shaking Employee Stability

4 Out of 10 Full Time Employees Say
Their Employment Has Been
Impacted by Coronavirus*

“It should come as no surprise that this (stress) is particularly true among those with incomes below \$50,000. Employers have an opportunity to be a source of support by offering tools and resources to address their immediate concerns.”

*-Todd Katz, EVP Group Benefits
MetLife Insurance*

*MetLife Benefit Trends, April 2020

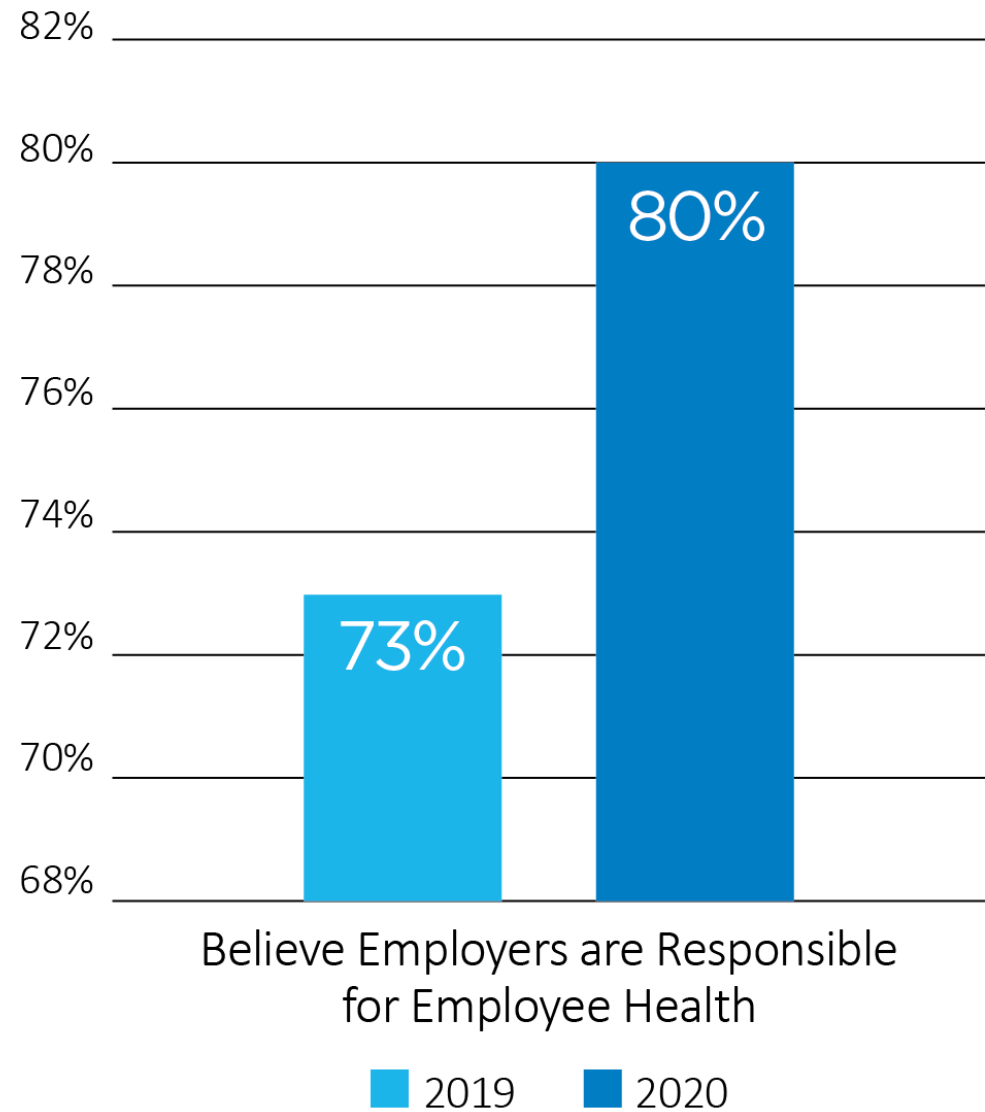
Greater Focus on Healthcare and Insurance Coverage

The COVID virus has already changed the psychology of America. We now have an invisible enemy from within. People are afraid. Younger workers have come face-to-face with their health vulnerabilities. The coronavirus has made healthcare and paying for healthcare top of mind.

Greater Focus on Healthcare and Insurance Coverage

Employees who were willing to “take chances,” without insurance before, may not be so willing to do so today. Low-wage and essential workers are even more cognizant of their need for healthcare coverage in this unprecedented crisis. When fear is up; risk tolerance goes down.

Increase in Employee Reliance on Employer Since Outbreak



Employers are Rethinking Insurance Protocols

The Spread of COVID-19 is Changing Health Insurance Perspectives

- Heightened awareness among employees about their coverage options
- Increased demand for health insurance
- Pressure on employers to provide coverage and detail of benefits
- Pressure on employers to ensure all employees receive opportunity to participate

Employees Put Renewed Focus on Defining Themselves Through Their Job

- As employees define themselves through their work and life, they seek purpose on the job and at home.
- The definition of this “purpose” is changing, however. In recent years, purpose has largely translated to changing society or for the better.
- Today, more workers are turning purpose inward, leveraging their employment to help relieve stress in their lives and for their families.

Financial Insecurity
Surrounding
Healthcare Drives
Stress

67%

of employees say “Having money to cover out-of-pocket medical costs” is the top source of their financial stress.



Employee
Satisfaction Comes
from Stress Relief

Top 5 drivers of happiness at work:

#5

Benefits customized to
meet employee needs

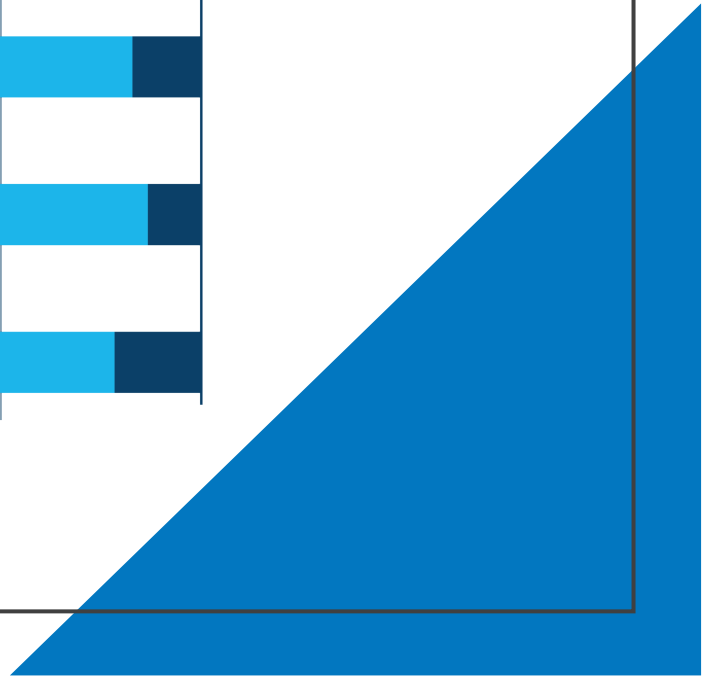
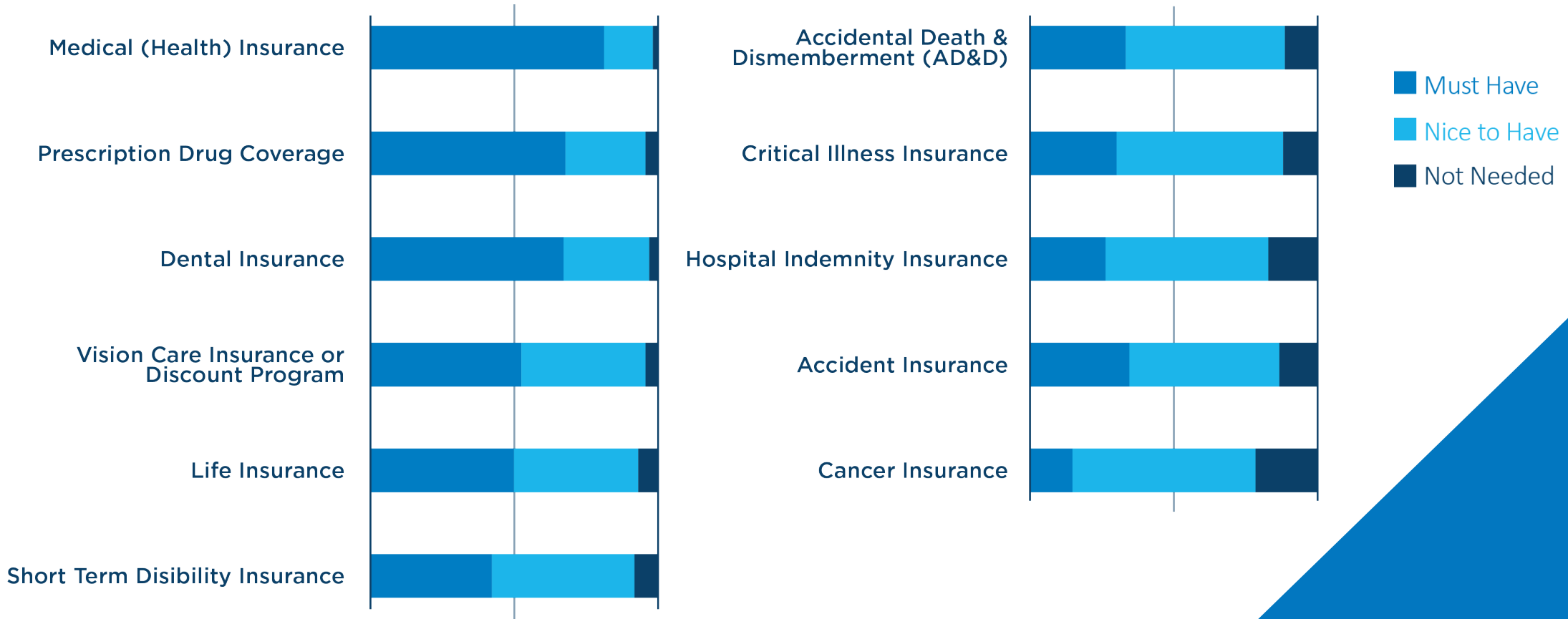


Benefits Provide Stress Relief

The most important benefits to employees have two things in common:

1. They play a central role in helping them achieve their personal and work-related goals, and
2. They address their main stressors, particularly around personal finances, retirement, and their family's health — which overlap considerably.

What Do Employees Consider Must-Have Benefits?



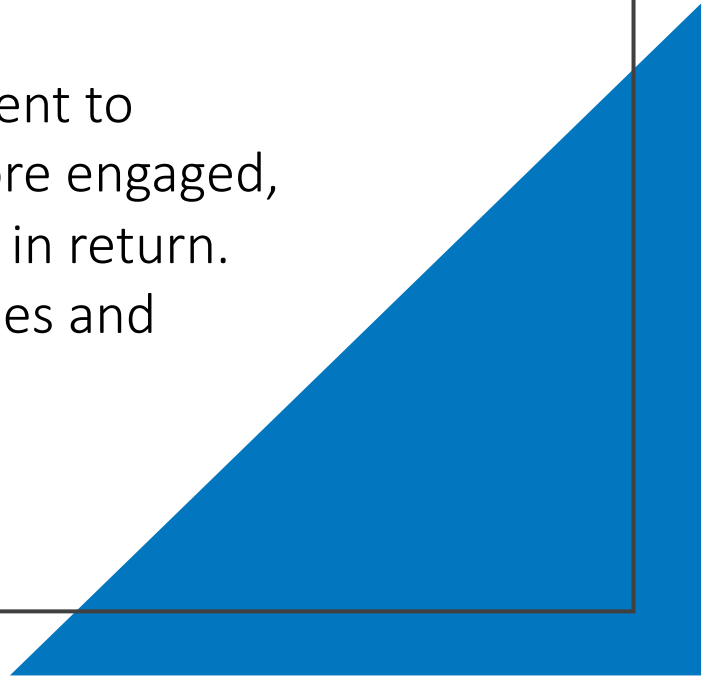
The Realities of Financial Stress Today

- 1 in 3 employees admit to being less productive at work because of financial stress
- 78% live “paycheck to paycheck”
- 69% have less than \$1000 in savings
- 56% have less than \$100 in monthly discretionary income
- 53% of employees say their employer is responsible for their financial well-being
- 66% say workplace benefits ease their financial stress

Connecting with Employees Through Benefit Programs

The right mix of traditional and emerging benefits goes a long way toward meeting a wide range of individual employee needs at scale and building a more supportive and caring culture.

By demonstrating their investment to employees, employers get a more engaged, loyal, and productive workforce in return. It's a key driver of how employees and employers can thrive together

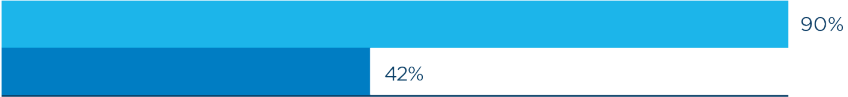


Stress Free, Happy Employees Are...

Satisfied With Their Job



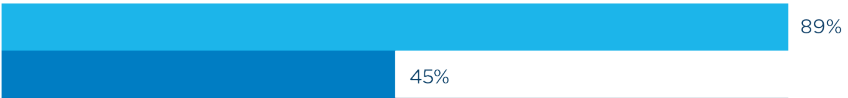
Loyal



Engaged



Productive



Impactful



Successful



Employees who are happy at work Employees who are unhappy at work

In Summary,

To attract, engage, and retain employees, employers must prioritize and focus on what will effectively help them create the most trusting, caring culture and thriving workforce.