

Choice and Decision Support Drives Employee Satisfaction



96% preferred to choose themselves

Only **4%** preferred letting their employer choose for them

The 2015 Survey results are in!

Employees prefer to choose their own plans. While most employers peg their employee's level of satisfaction post-enrollment at under **77%**, they are surprised to learn that employee satisfaction is actually **95%**.

Choice is good.



28% There can never be too many choices

46% There were just the right amount of choices

16% There were not enough choices

10% There were too many choices

90% of the employees felt they had the right number of choices of plans.

Decision support goes a long way.

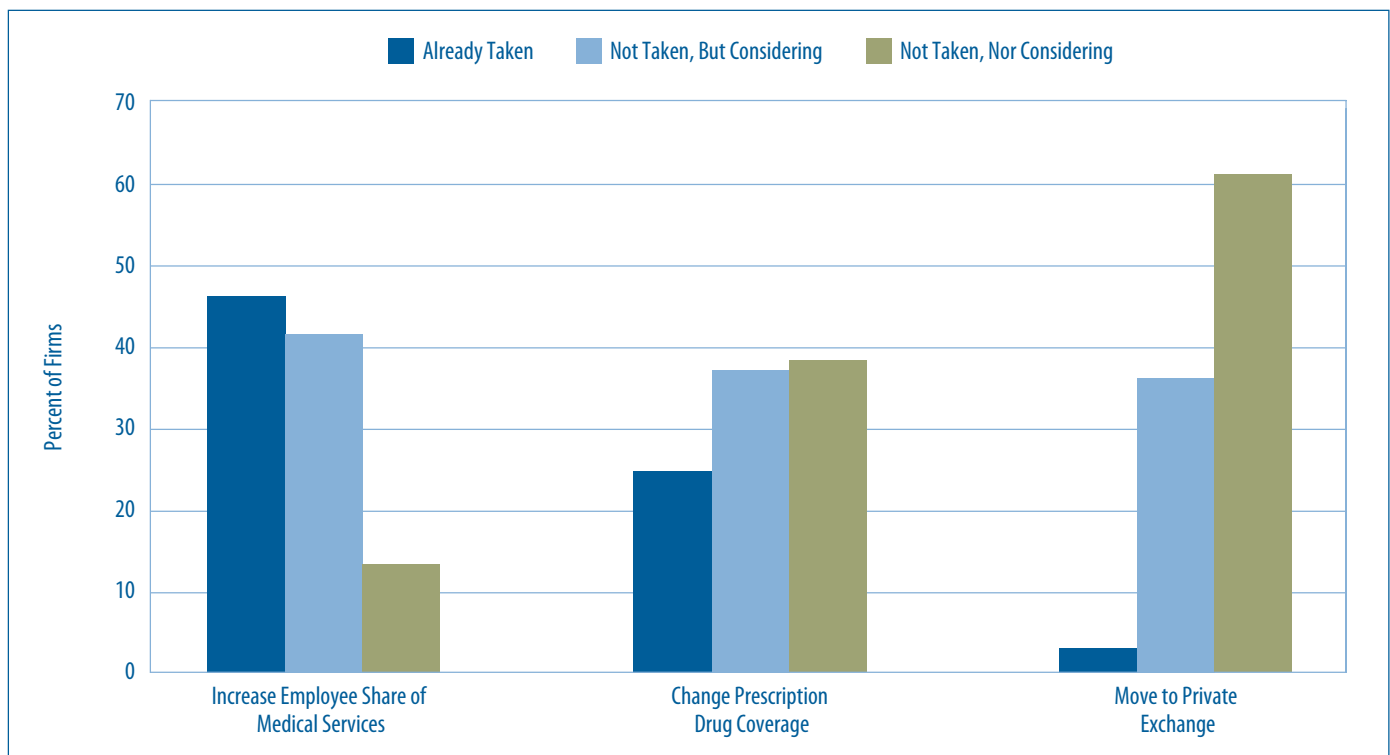


9 out of 10 employees found the recommendation engine to be helpful

Employers Need to Get Competitive Today to Attract the Talent for Tomorrow!

Employers today need retool their approach to employee benefits in order to attract the talent for the future. By giving choice to the employee through a defined contribution approach, employers provide the options and breadth of offerings their employees want and maintain a benefit budget that keeps health care costs affordable. 38% of employers will look to a private exchange to accomplish this goal.

Figure 5. Percentage of Firms Using Cost Containment Measures, 2015



Number of observations: Increase Employee Share of Medical Services 143, Change Prescription Drug Coverage 137, Move to Private Exchange 133
Note: Denominator is only firms that offer insurance in 2015.

Source: 2016 Health Check, GVSU

“Millennials’ will account for 75% of the global workforce by 2025. These highly skilled professionals are concerned about more than compensation. Businesses that align corporate culture to Millennials’ concerns, while offering a wide range of benefits, may do a better job of attracting these individuals and experience higher employee retention rates.” (University Alliance, Villanova University Study)