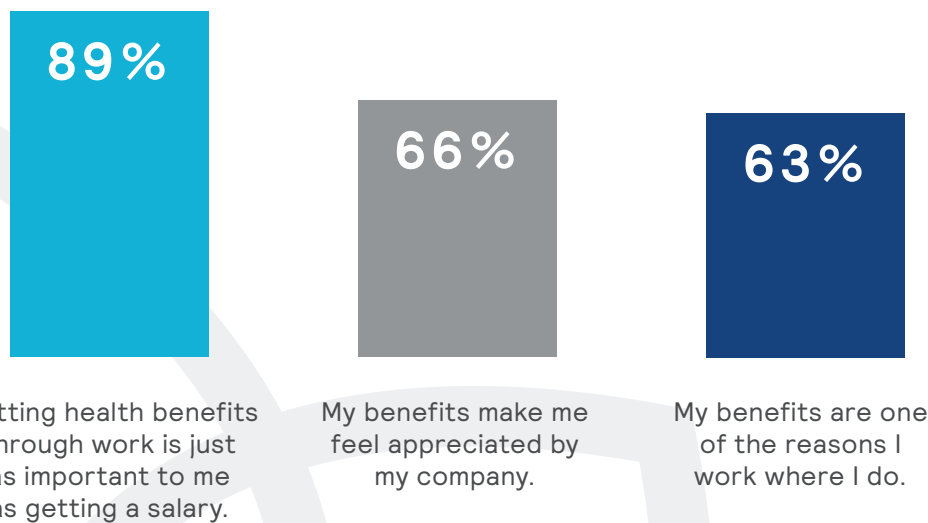


CRITICAL COMPONENT

Regardless of company size or workforce demographic, US employees overwhelmingly agree that benefits are critical to their employment equation, Mercer's research shows.

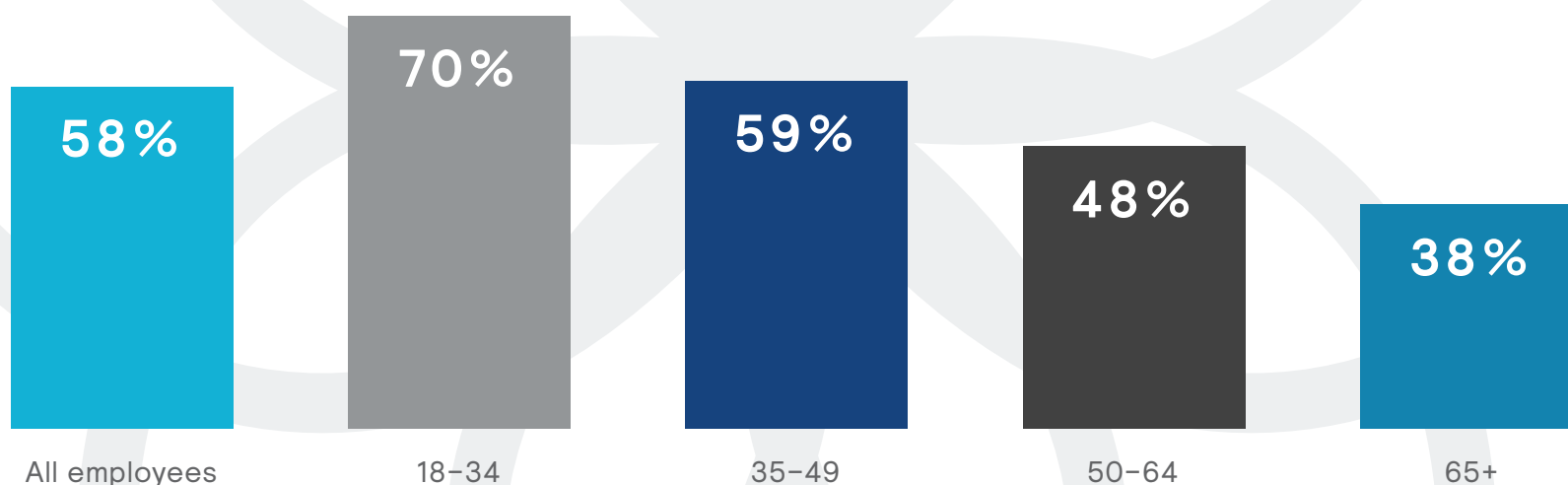


Percentage who agree (all employees).

Source: Mercer's 2015 Inside Employees' Minds™ Survey

FANS OF FLEXIBILITY

The majority of US workers would like greater benefits flexibility and choice. Support for this is strongest among younger workers and declines with worker age.



Percentage of employees who would like to reduce the value of some benefits they receive and increase the value of others

Source: Mercer's 2015 Inside Employees' Minds™ Survey

HIGH MARKS FOR BENEFITS

75%

of US workers are **satisfied or very satisfied with their benefits**, while **63%** rate their benefits package as good or very good.

Source: Mercer's 2015 Inside Employees' Minds™ Survey

CONCERNS ABOUT COST

62%

of US workers say their out-of-pocket **health care costs are affordable today**, but only **41%** believe these costs will be affordable five years from now.