

# Voluntary Benefits planning guide

Top three trends employees  
want in 2022 and beyond



welcome to brighter

Whether spurred by pandemic disruptions, social unrest, economic uncertainty, employee burnout or labor shortages over the past year, employers have never been more focused on helping their employees.

Leveraging voluntary and lifestyle benefits is key to helping support employees' needs, and can enhance an employer's overall total rewards strategy.



55%

of employees want the ability to customize their benefits package to meet their personal needs<sup>1</sup>

## Top three trends employees really want:



### Customization and choice

**Provide varied and valued benefits** to foster an inclusive workforce culture

- Address disparities and inequities among all employee populations to promote belonging
- Support employee work/life balance and help them manage their mental, physical and financial needs
- Strengthen employee/employer relationship by allowing employees to pick and choose benefits to make their lives easier



### Flexibility

**Support moments that matter** to meet employees' evolving needs

- Accommodate diverse, multigenerational preferences and needs of underserved populations throughout their differing life stages
- Inspire and attract key talent through a holistic benefit strategy
- Engage with a remote workforce with positive benefit delivery and ongoing communications



### Savings

**Deliver cost-saving solutions** direct to employers and employees

- Support employees' financial well-being with discounts and protection from the unexpected
- Expand carrier market and integrate with core to streamline employer efficiencies and savings, while simplifying employee experience
- Maximize group benefits, which feature more flexible underwriting and lower rate guarantees

<sup>1</sup>Mercer Health on Demand, Delivering the benefit employees want now, September 2021



# Delivering what employees value

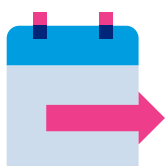
**50%**

of employers use voluntary benefits to support talent retention efforts<sup>2</sup>

## Key questions to enhance your total rewards strategy

Evaluate your current voluntary benefits program with the following in mind:

- Are you concerned about employee financial stress, burnout and retention, and how it may be impacting productivity?
- Is your current program well-equipped to support your diversity and inclusion objectives?
- Do your current Medical, Life and/or Disability carriers offer voluntary benefits along with added savings and rate guarantees?
- Has your voluntary benefits program been reviewed in the past three years?
- Are you looking to simplify program administration?
- Do you know your current workforce demographics, including age, race, ethnicity, etc.?



## Meet your workforce needs of tomorrow

Mercer offers a no-cost, no obligation program evaluation, comparing market insights and employer-specific features to strengthen your overall program.

<sup>2</sup>Mercer's National Survey of Employer-Sponsored Health Plans, 2021

# Moving forward with Mercer

Our consultative, needs-based approach helps us tailor a strategy to meet each employer's unique needs and deliver more value to you and your employees.

1

#### Understand:

Through discovery, we'll gain insight into your voluntary benefits program and identify goals and objectives.

2

#### Strategize and analyze:

We will work directly with you to build the framework of your strategy.

3

#### Design:

We'll further refine the strategy and create specifics for program design.

4

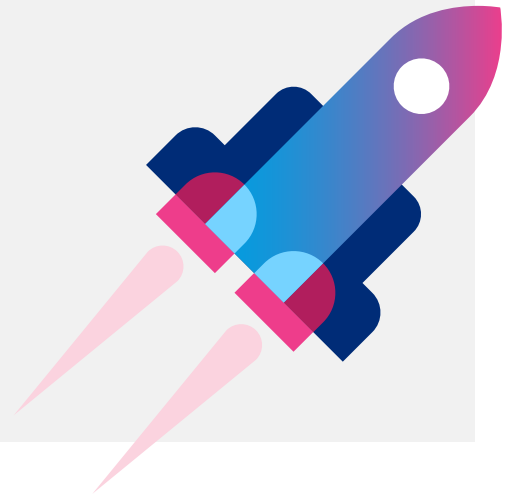
#### Implement, manage and measure:

We will plan the implementation for you and develop a strategic roadmap and project plan to measure the effectiveness of your strategy.

5

#### Refresh:

Revisit and review the strategy to ensure that it continues to achieve your intended objectives.



## Value of our partnership

For more than 85 years, Mercer Voluntary Benefits has refined the art of program administration, identified the critical features of success, achieved exceptional program participation and supported clients with superior service. Our market-leading specialty expertise makes it easy to design and deliver a successful voluntary program that aligns with your benefits strategy and delivers value to your employees.

- Dedicated voluntary benefits focus supported by 450 Mercer colleagues
- Expertise in managing 1,400 clients in 21 industries, totaling more than 8.7 million employees
- Negotiating power with \$1B+ in premium placed through 90+ carriers
- Proven success in meeting the unique needs of large employers, including program optimization and streamlined administration

**Connect with your Mercer Consultant for a no-cost Voluntary Benefits needs evaluation for potential savings and program enhancements.**

