

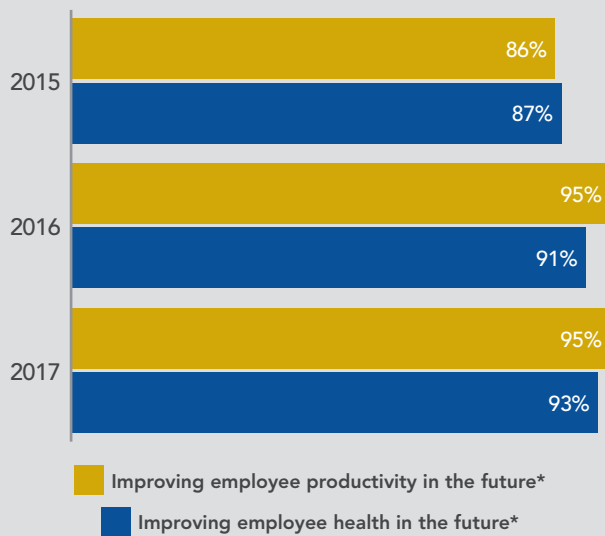


2017 STRATEGY, ACTIONS, AND BEHAVIORS STUDY

Early insights: Health and productivity

Companies are increasing their focus on employee health

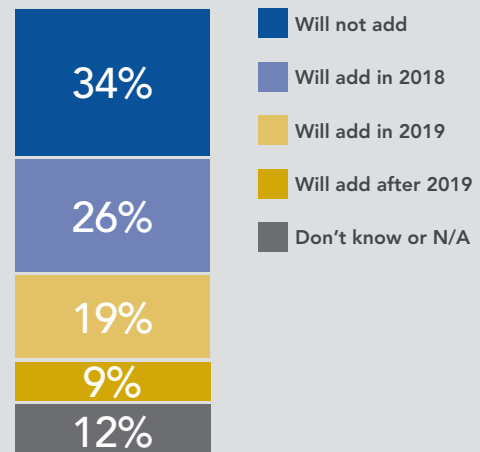
Companies maintain focus on their human capital strategy; the desire to improve employee productivity holds steady since last year, while improving employee health continues to gradually increase



*Viewed as important or very important

The number of companies planning to add biometrics monitoring to wellness offerings increased from 2016

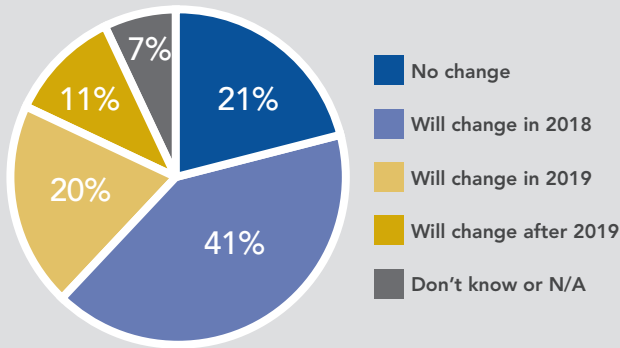
Intend to add biometrics monitoring to help provide feedback to employee participants



54%
Will change
in the future

46%
Will not change
or do not know

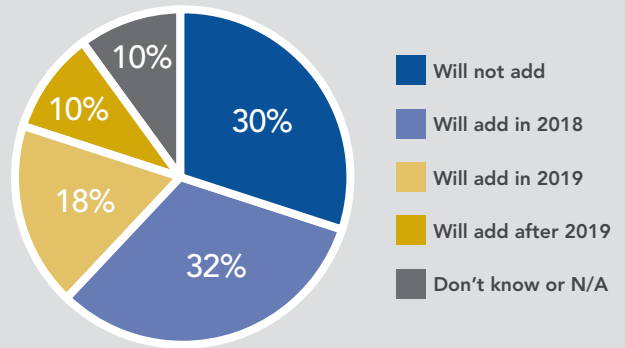
Nearly three quarters of companies (up from two thirds) intend to increase health and wellness offerings



72% Intend to increase health and wellness offerings in the future

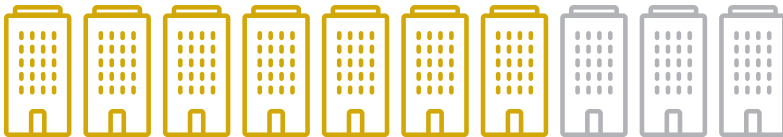
62% Plan to add incentives and/or penalties

Three of five companies plan to add financial wellness components to their benefit offering



60% Intend to add financial wellness components to the plan in the future

Investment and commitment to health and wellness increased compared with 2016.



7 in 10 companies expect to increase their budget for health and wellness in the future

9.4% increase over 2016

Source: USI 2017 Employee Benefits Strategy, Actions, and Behaviors Study

About the research: The Strategy, Actions, and Behaviors Study of executives and benefit managers from across the United States at companies with 50 or more employees, was conducted from July 6–21, 2017. In the poll, a total of 695 surveys were collected (348 from C-suite executives, 347 from human resources/employee benefits directors/managers). In order to qualify, the respondent had to have knowledge about the company's benefits offerings. The total data are weighted to reflect the actual distribution of companies by employee size and revenue as specified by Dunn & Bradstreet. The survey was designed to better understand how employers view benefits as part of their human capital attraction and retention strategy, and trends, as well as capture current marketplace trends and concerns related to employee benefits.

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