



INSIGHTS CAPTURED FROM THE ADP TOTALSOURCE® EMPLOYEE BENEFITS SURVEY

THE NATION'S LEADING SURVEY OF EMPLOYEE BENEFITS PREFERENCES AND PREPAREDNESS

BENEFITS THAT EMPLOYEES VALUE MOST

1 Medical

2 401(k) ↑

2 Dental

It's a tie!

HONORABLE MENTION : HSAs also on the rise.

76% increased their focus on mindfulness/food choices/exercise in the past year

VALUE OF OFFERED BENEFITS



78%

Feel valued because employer offers **medical** benefits (e.g., dr. visits, lab tests, etc.)

82%

Feel valued because of **non-medical** benefits (e.g., dental, vision, voluntary, etc.)



75%

Feel ADP TotalSource gives them the support they need



76%

Interested in personalized plan recommendations

ADP TotalSource provides personalized plan recommendations during enrollment.

EMPLOYEES NEED PREMIUM OPTIONS

Employees prefer to have...



53%

Less taken out of paycheck



Pay more for care

47%

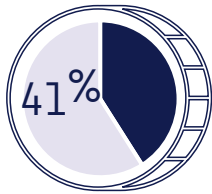
More taken out of paycheck



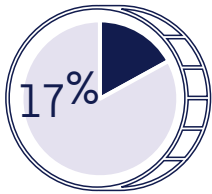
Pay less for care



26% feel less prepared for out-of-pocket expenses compared to last year.



have less than \$1K ↓



have more than \$5K ↑

AFTER DEFLATING IN 2023, EMPLOYEE CONFIDENCE IN 2024 IS ON THE UPSWING.

84%



Confident my health care plan has the best overall value.

83%



Confident they received equitable health care.

73%



Agree that their health plan helps ease their worry of unexpected health /financial issues.

ADP TotalSource has the tools and technology to help employees feel confident and assured.

BENEFITS UTILIZATION



In-person care: On average, employees visit primary doctor twice a year.



Preventative care utilization is increasing: Coverage awareness and usage up from 2023.



ADP Mobile app: Usage increasing 4 years and counting.

Voluntary benefits underutilized: Fewer than half are enrolled in top categories.

46%

Short-Term Disability

43%

Term Life Insurance

37%

Accidental Death & Dismemberment



31K survey responses gathered in Aug-Sept 2024 by MarketVision Research, an independent market research firm. Survey has been conducted annually for 7 years.

Note: ⬆️ ⬆️ indicates metric trending upward/downward
Employees surveyed from a variety of industries across the US:

• Top Industries: 32% Business Services, 17% Public Administration, 14% Manufacturing, 12% Finance/Insurance/Real Estate
• US Regions: 18% Central, 27% West, 28% South, 27% Northeast

From a diverse group of employees:

• 57% Female, 41% Male
• 10% Gen Z, 39% Millennial, 37% Gen X, 14% Baby Boomer
• 62% White, 18% Hispanic, 10% Asian, 9% Black/AA, 1% Indigenous, 1% Middle Eastern/Northern African, 4% Other