

## **Are voluntary policies available on the exchange?**

The Public Exchange will offer stand-alone voluntary dental coverage. Other voluntary coverage such as: accident, illness, disability, and many others, can be purchased off of the Public Exchange. Employers can make the policies available directly to employees at little or no cost to the company. Even if purchasing insurance benefits through the Small Business Health Option Program (SHOP) or Individual Exchange, these policies will help your business offer a comprehensive benefits package to workers.

Supplemental insurance helps to:



### **Support the overall benefits plan**

- 78% of workers say their overall benefits package is important to their job satisfaction.<sup>1</sup>
- 58% say they'd be likely to accept an employment offer with slightly lower compensation, but a more robust benefits package.<sup>1</sup>
- Workers with voluntary benefits are more likely to be extremely or very satisfied with their benefits than workers who do not have voluntary benefits (69% compared to 48%).<sup>1</sup>



### **Provide additional robust benefits options**

- Offering robust benefits while staying within budget/cost constraints is a top benefits challenge for 68% of businesses.<sup>1</sup>
- Average family coverage premiums have increased 113% since 2001, and health care spending has exceeded U.S. economic growth in every recent decade.<sup>2</sup>
- Voluntary benefits complement major medical plans by helping workers to pay out-of-pocket expenses.



### **Provide workers cash benefits to help pay rising out-of-pocket medical costs**

- 22% of employers say they will increase employees' copayments in 2013.<sup>1</sup>
- 23% will increase share of premiums.<sup>1</sup>
- 14% plan to introduce a High Deductible Health Plan.<sup>1</sup>
- Only a quarter of U.S. employees think more options will result in better coverage for them and their families. A similar portion think they'll save money.<sup>1</sup>



### **Help workers guard against financial stress and anxiety**

- 54% of workers would actually prefer less control over their health care options because they don't think they'll have time or resources to manage them.<sup>1</sup>
- 72% believe their personal health insurance situation will become more confusing as a result of health care reform.<sup>1</sup>
- Employees who are offered and enrolled in voluntary benefits options are significantly more likely to say they have peace of mind (52% compared to 42%), and have a financial plan (49% compared to 39%).<sup>1</sup>