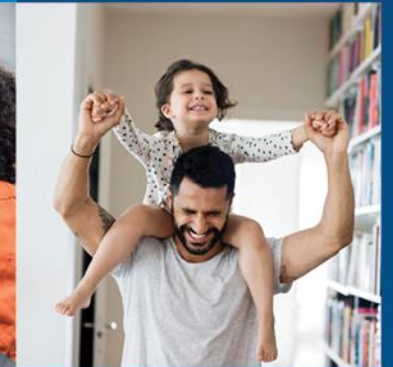


# MetLife's U.S. Employee Benefit Trends Study 2023

Deep Dive: Holistic Well-Being and Mental Health



# Employees are looking for benefits that support overall well-being, and prioritizing affordability and customization

The declines in holistic and financial health have had a clear impact on employee desires

Employees are seeking a broad range of affordable and accessible benefits, that they can customize to their specific needs

Interest in customizable benefits has steadily increased since COVID-19, from **65%** of employees interested in this in 2020 to **70% in 2023**

**73%** of employees say value for money is the most important consideration when choosing benefits

**72%** of employees rated the affordability of employer-provided benefits as an important factor in the demonstration of care

Interest in programs to support overall well-being is growing

There has been a **2x increase** since 2020 in employees considering health & wellness programs (e.g., gym memberships, EAPs, and stress management programs) a must-have when considering staying in or joining a role **(from 26% to 52%)**

Interest in a wider array of non-medical benefits is at the **highest level since 2013** at 60%

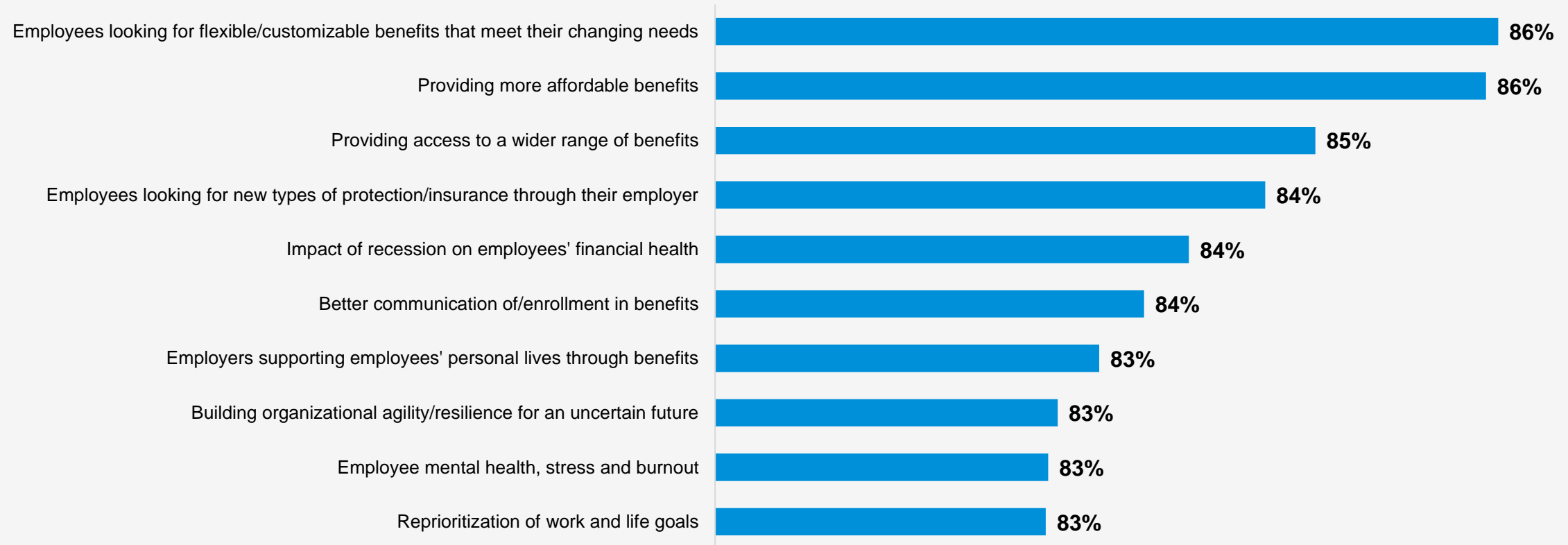
# ...these are also areas where employee satisfaction scores are among the lowest, representing an opportunity for employers

## Elements of benefits packages with the lowest satisfaction score

How satisfied are you with what your employer currently provides in each of the following areas?		How satisfied are you with the following?		How satisfied are you with the following elements of your employer's benefits package?	
Financial wellness benefits/programs	54%	Access/ability to enroll in wellness programs (e.g., EAPs, financial wellness programs)	56%	The flexibility of my benefits	59%
Physical wellness benefits/programs	55%	How customizable/flexible my benefits are to meet my needs	58%	The affordability and value for money of my benefits	60%
Work-life management benefits/programs	56%	How affordable the benefits offered to me are	58%	How simple it is to learn about and use my benefits	65%

# Employers agree: providing a range of affordable and customizable benefits will have the most significant impact

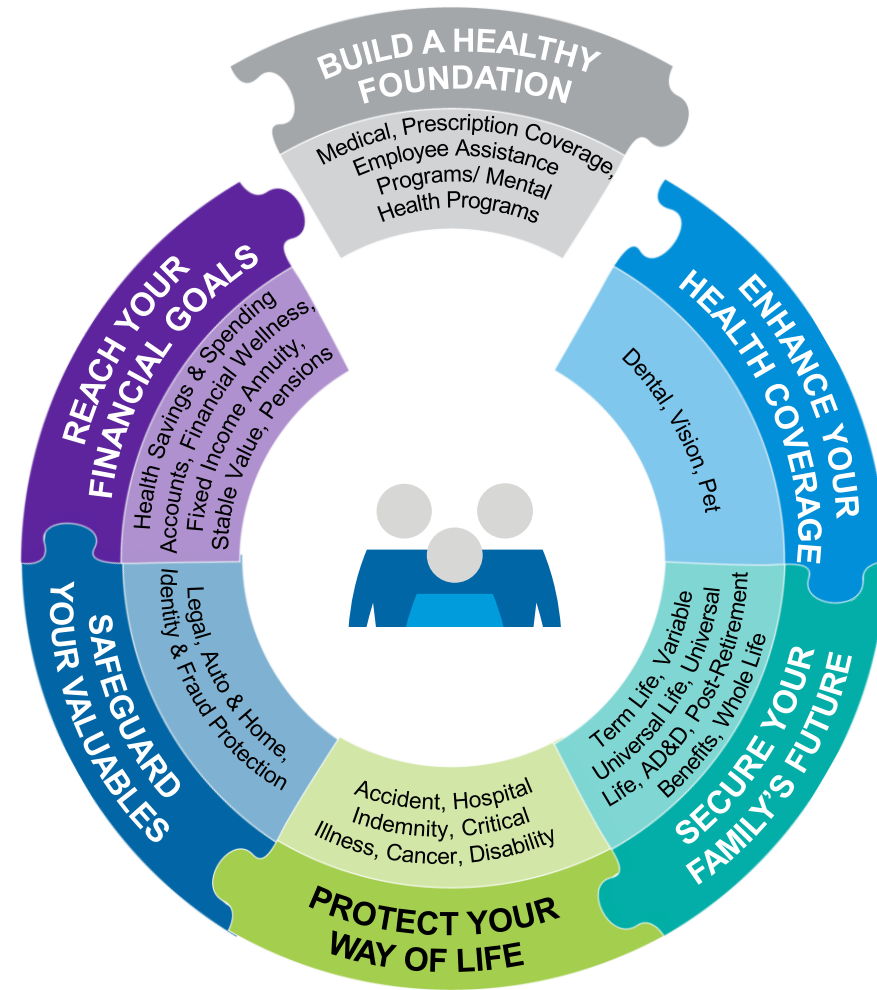
## Top 10 – Ranked on Significant Impact *(included in top 3)*



# Building on a healthy foundation

With a broad range of products and services that work together with your health and medical programs, MetLife can help you meet evolving employee needs, so you can help them protect and support what matters most

MetLife's 20th Annual U.S. Employee Benefit Trends Study 2022



## Our holistic approach drives the way we work with you

and helps employees better understand their value – and how their benefits work together

# 66%

of employees say a comprehensive benefits package is a “must have”

# Employers can leverage specific benefits to target employee needs

Every aspect of holistic health has declined since 2022, giving employers the opportunity to use benefits to boost financial, mental, physical, and social health

## Boost employee physical health by...

...building cost-advantageous ways to cover care related to physical health

- Health Spending Accounts
- Flexible Spending Accounts

## Boost employee mental health by...

...providing valuable support resources for employees' declining mental health

- Employee Assistance Programs



## Boost employee financial health by...

...creating greater financial resilience for unforeseen hardships

- Life Insurance
- Accident
- AD&D
- Critical Illness
- Hospital Indemnity

...providing financial support against medical leaves of absence

- Short-term disability
- Long-term disability