

FOR IMMEDIATE RELEASE: Nov. 17, 2014

Contact: Stephen Blakely, EBRI: 202/775-6341, blakely@ebri.org
Paul Fronstin, EBRI (author), 202/775-6352, fronstin@ebri.org

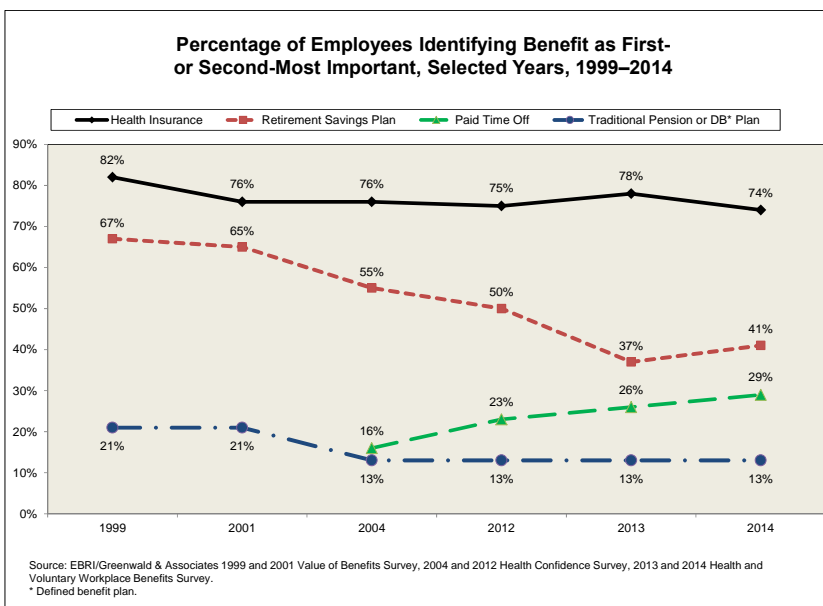
New Research from EBRI:

Workers Rate Benefits Important, Show High Take-Up Rates

WASHINGTON—The vast majority of workers say their benefits package is important to their decision to take a job, as supported by the high take-up rates when benefits are offered, according to a new report by the nonpartisan Employee Benefit Research Institute (EBRI).

Based on the latest results from the Health and Voluntary Workplace Benefits Survey (WBS) by EBRI/Greenwald & Associates, workers also say overwhelmingly that health insurance is the most important workplace benefit by far.

Specifically, the WBS found that three-quarters of workers state that the benefits package an employer offers prospective workers is extremely (32 percent) or very (44 percent) important in their decision to accept or reject a job. Among those offered the benefits, 80 percent or more signed up for health, dental and retirement benefits.



The survey also found that 86 percent of workers report that employment-based health insurance is extremely or very important, far more than for any other work place benefit.

Paul Fronstin, director of EBRI's Health Research and Education Program and co-author of the report, noted workers identify lower cost (compared with purchasing benefits on their own) and choice as strong advantages of voluntary benefits.

However, they are split with respect to their comfort in having their employer choose their benefits provider, and think the possibility that they may have to pay the full cost of any voluntary benefits is a strong or moderate disadvantage.

“Workers clearly recognize the value of employer-provided benefits in their decision to take or reject a job. And when those benefits are offered—especially health benefits—workers sign up for them,” Fronstin said.

The full report, “Views on the Value of Voluntary Workplace Benefits: Findings from the 2014 Health and Voluntary Workplace Benefits Survey,” is published in the November *EBRI Notes* and is available online at www.ebri.org. Among other topics, the survey examines a broad spectrum of workplace benefits issues, with a particular focus on voluntary workplace benefits.

The Employee Benefit Research Institute is a private, nonpartisan, nonprofit research institute based in Washington, DC, that focuses on health, savings, retirement, and economic security issues. EBRI does not lobby and does not take policy positions. The work of EBRI is made possible by funding from its members and sponsors, which include a broad range of public, private, for-profit and nonprofit organizations. For more information go to www.ebri.org or www.asec.org