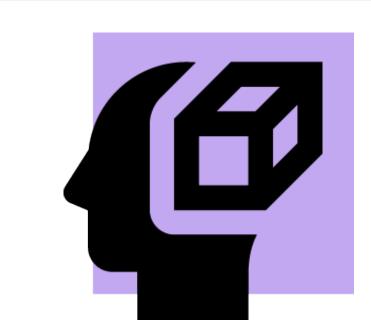
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U.S. employers look to enhance benefits to attract and retain talent



Highlights from the 2023 Benefits **Trends Survey**

Competition for talent and rising costs are key issues influencing benefits strategy Competition for talent

Rising costs

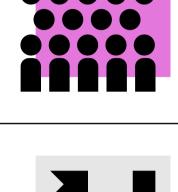
Focus on inclusion and diversity 41%

Rising mental health issues

39% Note: A maximum of three options could be selected

Concerns around rising healthcare costs keep growing, making it the most important issue influencing benefit strategies Key focus areas for the benefits strategy

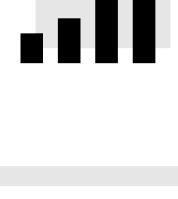




Meet needs for all employees

49%





Benchmarking and market trends

focus of the benefits portfolio What are employer priorities to support their workforce?

Health benefits are the primary

Health benefits

Inclusion and diversity

Mental health support

Retirement plan/Long-term finances

benefit decisions (tie)

26%

36%

Career, training and development

17%

Flexible work arrangements/Support employee

Note: Percentages indicate "ranked top 3"

Percentage of employers looking to improve their benefits positions Financial wellbeing/Short-term finances

Employers look to improve their

market position across wellbeing

Mental health support

37%

Retirement plan/Long-term finances

Inclusion and diversity

Nearly 7 in 10 employers are reviewing vendor contracts

Percentage of employers who have taken action in

benefits financing Improve terms in vendor contracts

Bundle different services into one package from a single vendor

Increase employee share of cost

Next steps for employers

43%

Optimize. Strike the right balance between managing

31%

costs and enhancing your portfolio, especially across

wellbeing areas. Use different listening activities including

pulse surveys, town halls and focus groups to understand employee needs. **Differentiate**. Use a diversity, equity and inclusion (DEI) lens to shape inclusive benefits that resonate with your diverse employees. Employers can address different needs — whether they are based on ethnicity, gender,



experience when delivering benefits, including through technology such as digital platforms. Evaluate and refine. Measure and analyze program

Deliver. Determine how to improve the employee

race or other factors — by ensuring employees have a choice.

About the survey: A total of 595 U.S. organizations participated in the 2023 Benefits Trends Survey, which was conducted between March and April of 2023. Respondents employ 8.9 million workers. Copyright © 2023 WTW. All rights reserved.

performance to refine existing programs as needed and ensure they're delivering the most value.