

Strategically invest in employee wellbeing to drive sustainable bottom-line growth.

Organizational wellbeing succeeds on the strength of the physical, emotional, career and financial health of employees, aligned with operational and cultural goals.

Together, these elements define a compelling employee value proposition and employee experience.

Data Drives Decisions™

SEE HOW ORGANIZATIONS ARE OPTIMIZING THEIR INVESTMENTS IN **ORGANIZATIONAL WELLBEING**:

EMPLOYEE WELLBEING

1 in 4

Have a comprehensive wellbeing strategy focused on whole-employee health—physical, emotional, career and financial

Top tactics used to address workplace flexibility



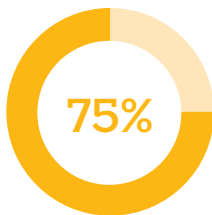
61%
Part-time
remote work



51%
Flextime



45%
Full-time
remote work



Open wellbeing participation to employees regardless of health plan enrollment

HR TECHNOLOGY

Most common operations managed with HR technology



93%
Payroll



86%
Time and attendance



84%
Benefits administration



76%
Core HR data



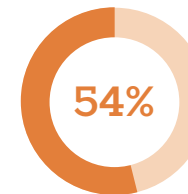
73%
Recruiting

EMPLOYEE COMMUNICATION

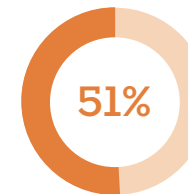
82%

Use at least one method to assess employee communication success

Communication outcomes considered most important



54%
Employees understand their benefits and how to use them



51%
Employees understand the total value of their compensation and benefits

Nearly 2 in 5

Believe the organization's communication with employees creates tangible results or behavior change

Contact your local Gallagher consultant or visit ajg.com/2022-organizational to learn more.

Sources: Gallagher's 2022 Benefits Strategy & Benchmarking Survey. Data was collected from 4,014 U.S. organizations between December 2021 and March 2022.

Gallagher's 2022 HR Technology Survey. Data was collected from 268 organizations between April and June 2022.

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