

# Know Your Strengths and Opportunities

No matter how strong or weak the labor market is, employees are more motivated and productive when their employer invests competitively in their total wellbeing — including their health, financial security and career growth. Better organizational performance correlates with a better employee experience. And that takes informed, strategic and sustainable decisions.

## REIN IN HEALTHCARE COSTS AND INCREASE EMPLOYEE FINANCIAL RESPONSIBILITY



**52%**

OFFER TELEMEDICINE

**42%**

INCREASE EMPLOYEE  
CONTRIBUTION TO THE  
COST OF PREMIUMS

**41%**

PROVIDE WELLBEING  
INCENTIVES

## LEVERAGE DIGITAL PLATFORMS TO GET OVER COMMUNICATION HURDLES



**51%**

OFFER ONLINE PORTAL  
OR ENROLLMENT SITE

**17%**

HAVE VIRTUAL GROUP  
MEETINGS

**10%**

USE VIDEO

## DIVERSIFY BENEFITS AND SIMPLIFY EMPLOYEE CUSTOMIZATION



**64%**

COVER AUTISM  
TREATMENT

**48%**

PROVIDE HEARING AIDS

**47%**

OFFER BARIATRIC  
SURGERY

## HOLISTICALLY ADDRESS WELLBEING — INCLUDING FINANCIAL SECURITY



**69%**

PROVIDE FINANCIAL  
ADVISOR SESSIONS

**54%**

HAVE FINANCIAL  
LITERACY EDUCATION  
OPPORTUNITIES

**49%**

OFFER TUITION  
ASSISTANCE

Gallagher's 2019 Benefits Strategy & Benchmarking Survey provides data and insights that help guide you to better outcomes through better benchmarking. Contact your local Gallagher consultant or visit [ajg.com/2019-US-Benchmarking-Report](https://ajg.com/2019-US-Benchmarking-Report) to learn more.

Source: Gallagher's 2019 Benefits Strategy & Benchmarking Survey. Data was collected from 4,155 organizations between January and May 2019.

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