

# Inside the demand for broader employee care



## Top takeaways

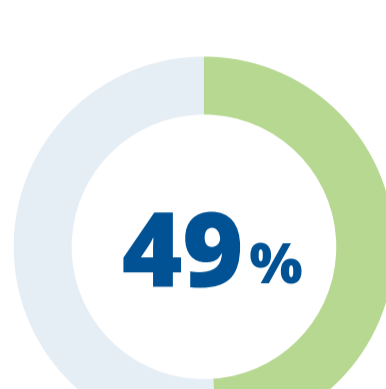
From evolving employee expectations to enduring technology trends, Unum's latest Employer Insights Survey shows how HR can thrive in the new normal.

1

### Think beyond medical benefits



**3 in 5** employers report an increase in the value employees place on non-medical benefits



view this higher value on non-medical benefits as a long-term shift

#### KEY TAKEAWAY

Voluntary benefits have transitioned from a “nice-to-have” to a “must-have” line item for attracting and retaining the top talent necessary for continued growth.

2

### Time away is on the rise



**2 out of 3** businesses observed increased leave utilization after the pandemic



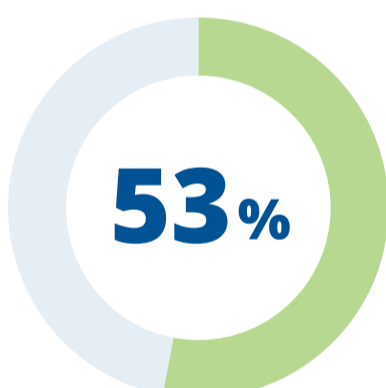
of employers plan to increase investments in leave and absence in the coming year

#### KEY TAKEAWAY

Now that leave is more readily utilized by employees, forward-thinking organizations are embracing new technology to help their HR teams manage leave more efficiently and stay compliant.

3

### Investments in integration: still loading...



of employers rely heavily on technology-driven processes to manage HR functions



**4 in 5** are seeking to enhance their digital capabilities for HR tasks



of companies say all of their HR data is integrated into one system



**9 out of 10** employers without fully integrated data say this lack of integration impacts their business

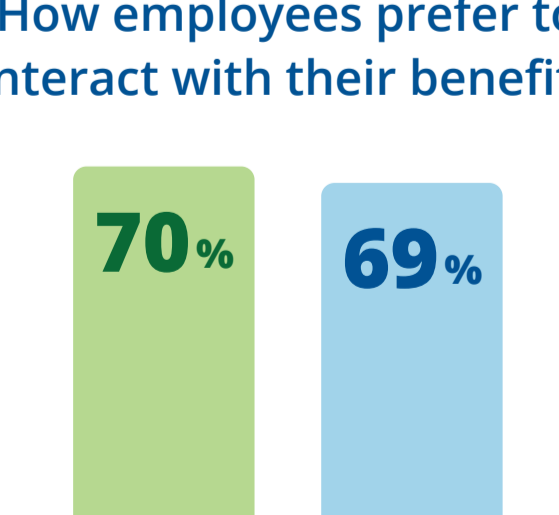
#### KEY TAKEAWAY

Digital transformation in HR is only accelerating, but as solutions scale, seamless data integration will become increasingly crucial to unlocking any platform's promised time savings.

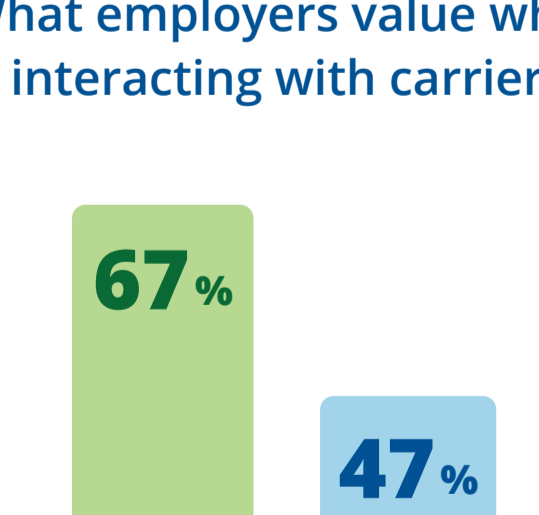
4

### Employees want technology and human connection

How employees prefer to interact with their benefits



What employers value when interacting with carriers



#### KEY TAKEAWAY

Employers have identified a demand for both live and online support for successful employee experiences, with a healthy hybrid approach of convenient tools and human help.



Protect your top talent with modern benefits and innovative leave solutions

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