



# EMPLOYEE-CENTRIC BENEFITS EXPERIENCE KEY TO ATTRACT & RETAIN SKILLED WORKFORCE

## What

Personalized employee benefits to satisfy any individual AND family need, from flexible scheduling and new skill development to financial and mental wellbeing \* are required to grow your business.

## Why

Widespread mental and financial anxiety across workforce from pandemic caused employees to rethink the value of work-life balance and are changing jobs to satisfy.

## How

A centralized consumer-grade benefits administration platform that delivers on these six criteria.

01.

### Flexible / Configurable

The inability to flex and adapt platform to add new benefits during pandemic was a big reason for the Great Resignation.



In 2021-2022, percent of employees who were able to use one pot of money for whatever benefits suited their needs.<sup>1</sup>



Only 4 out of 10 employees can access all their benefits through technology.<sup>2</sup>

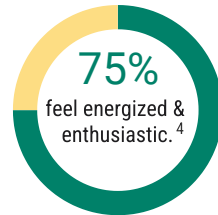
02.

### Integrated / One Platform

When 10+ health, risk protection and well-being benefits are offered, that work together, employers realize a competitive edge. For employees:



92% are confident they can afford the healthcare they need.<sup>3</sup>



feel energized & enthusiastic.<sup>4</sup>



6 out of 10 are less likely to switch jobs.<sup>5</sup>

03.

### Personalized / Customized

Percent of employees who want ability to customize benefits to meet any need for self and family.<sup>6</sup>

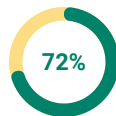


3 out 4 employers intend to enable greater benefit customization.<sup>7</sup>

04.

### Self-Serve / Decision-Support Tools

of employees would prefer visiting the dentist, or doing taxes to reviewing their benefit options.<sup>8</sup>



79% of customers expect the ability to find answers themselves.<sup>9</sup>

1/2 of workers wished they had access to online decision-support tools to help guide their selection of benefits.<sup>10</sup>

05.

### Scalable

Add benefits as needed to adapt quickly with no reduction in performance.

of employers agree meeting employee needs across all life stages and diversity spectrum is critical benefits objective.<sup>11</sup>



70%

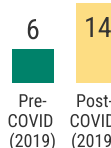
of employers are expanding range of emerging benefits.<sup>12</sup>

06.

### Secure

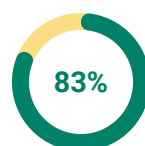
In an anytime, anywhere, anyplace working world, more investment in delivery of benefits securely across all devices will be essential.

% of US Workforce Fully Remote<sup>13</sup>



\$1M

Average breach cost increase where remote work was a factor.<sup>14</sup>



of organizations experienced more than one data breach during 2022.<sup>15</sup>

\* These are the top 4 benefit needs across all 4 generations from Gen Z to Boomers.



Satisfy all six criteria with TASC Universal Benefit Account- #1 in configurable benefits administration.

To learn more, call 888.595.2261 or visit [www.tasconline.com/viewpoint](http://www.tasconline.com/viewpoint)

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