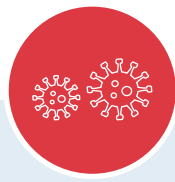


FUTURE OF BENEFITS

Pandemic renews focus on employee benefits that provide financial protection.



The Hartford's Future of Benefits Study, which consists of a series of surveys fielded in two waves – one early March 2020 and again in June – provides insights into the pandemic's impact on employee benefits. The survey found the pandemic has placed a greater focus on employer-sponsored benefits that can help people plan for unexpected life events and provide financial protection.

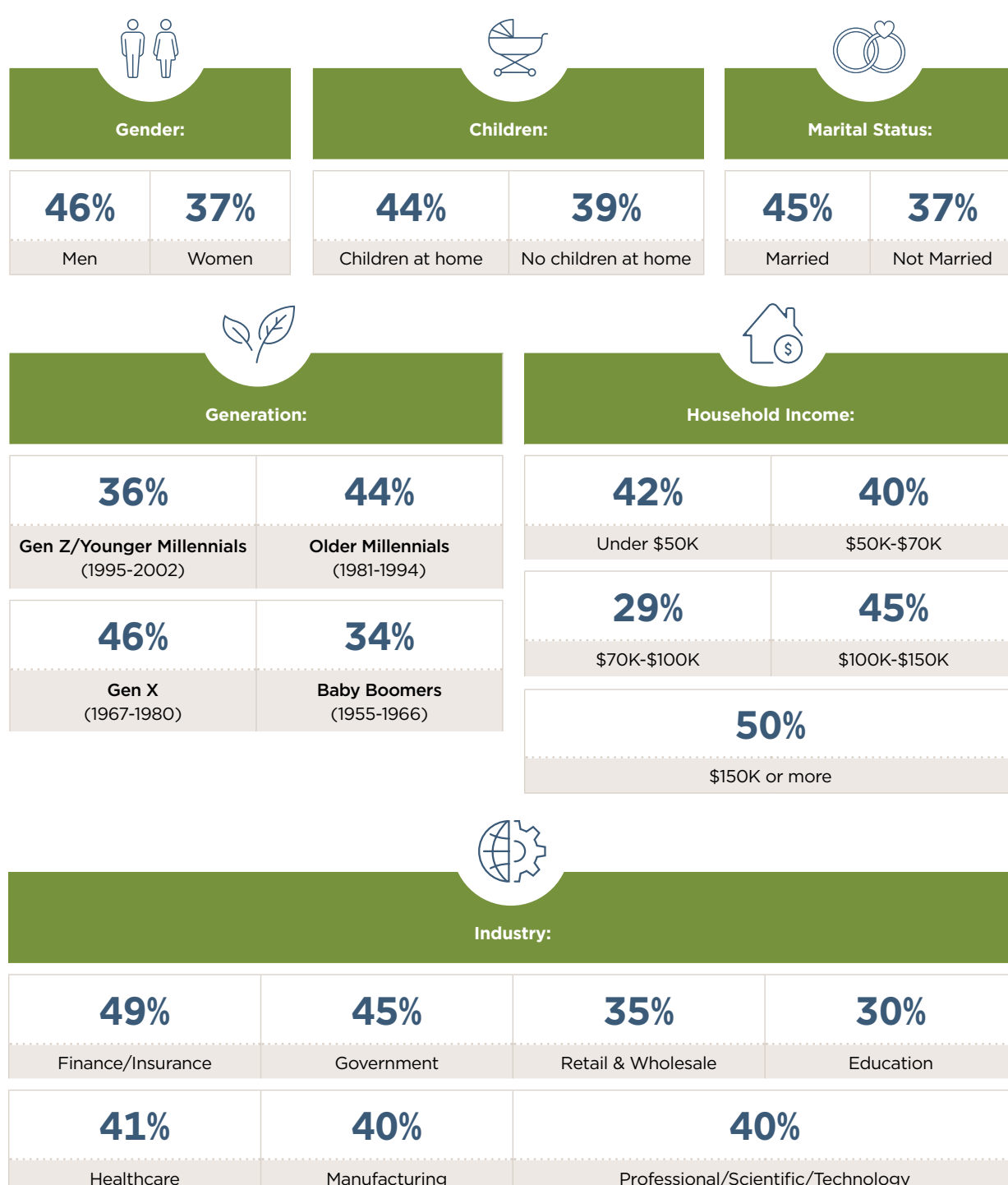
A FOCUS ON LIFE INSURANCE



of U.S. workers said they will consider purchasing life insurance during their next open enrollment as a result of COVID-19.

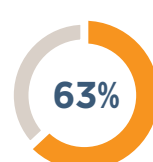
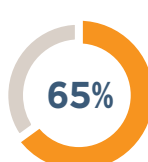
Interest from employees who said they will consider purchasing life insurance during their next open enrollment as a result of COVID-19 was higher among Gen X, men, those who are married and workers in the finance/insurance, government and healthcare industries.

Interest in life insurance due to COVID-19 by:



Employees consistently said they're interested in company-sponsored benefits that can help them plan for unexpected life events.

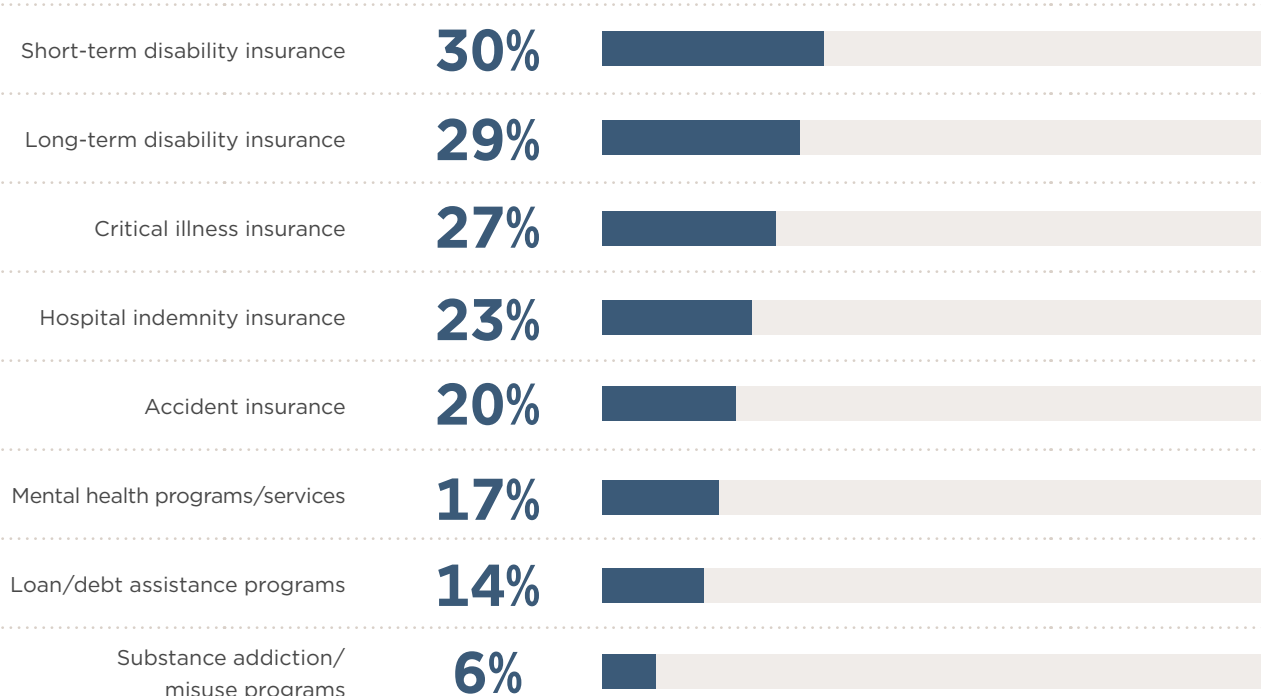
Early March
(Before the pandemic
escalated in the U.S.)



Mid-June
(Amid pandemic
in the U.S.)

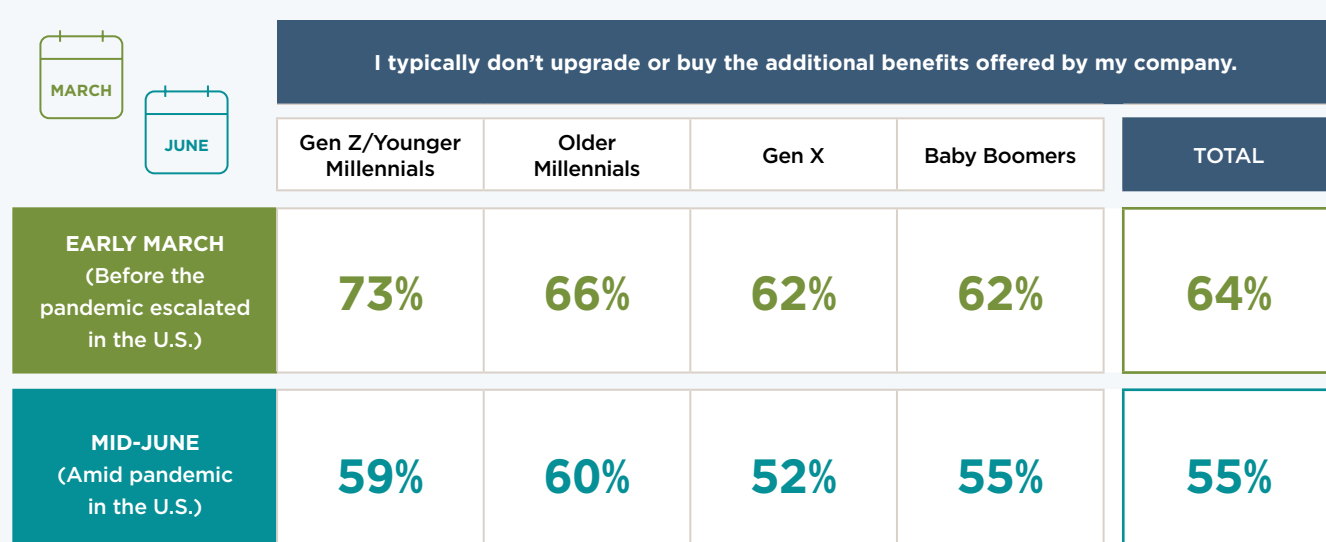


In addition to life insurance (40%), when asked in wave two of the study which benefits employees would consider purchasing during their next open enrollment because of COVID-19, they said:



A SHIFT IN BENEFITS BUYING HABITS

Gen Z and Younger Millennial workers are more likely to upgrade or buy additional benefits offered by their company than they were before the pandemic began.



Methodology

The Hartford's 2020 Future of Benefits Study was an online survey fielded in two waves. The first wave was fielded from Feb. 27 – March 13, 2020, just before the pandemic escalated in the United States, and included 761 employers and 1,503 employees. The second wave was fielded from June 15 – June 30, 2020 and included 567 employers and 1,038 employees.

The employers surveyed were HR professionals who manage/decide employee benefits and employees surveyed were actively employed. The margin of error is employer +/- 4% and employee +/- 3% at a 95% confidence level.

