

# **Engaging Young Professionals in the PAC**

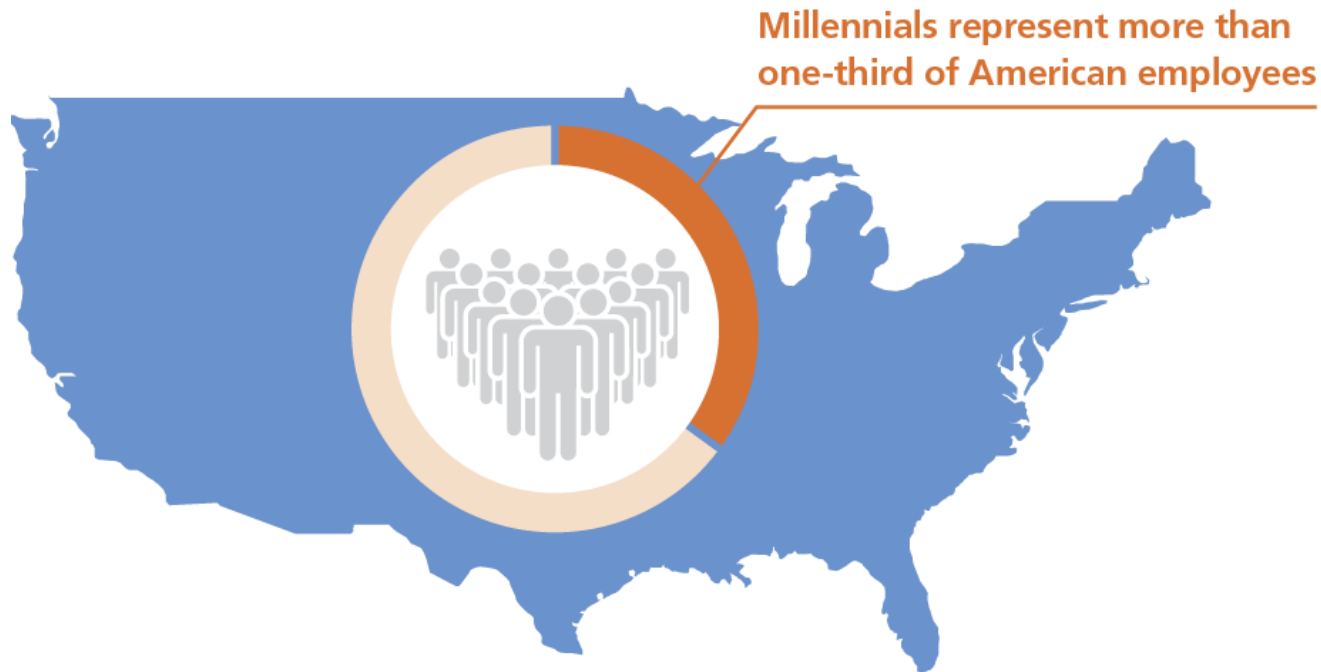
**Kara Wheeler**

Director, Global Government Relations

Wednesday, March 6

# The Millennial Benefits Perspective

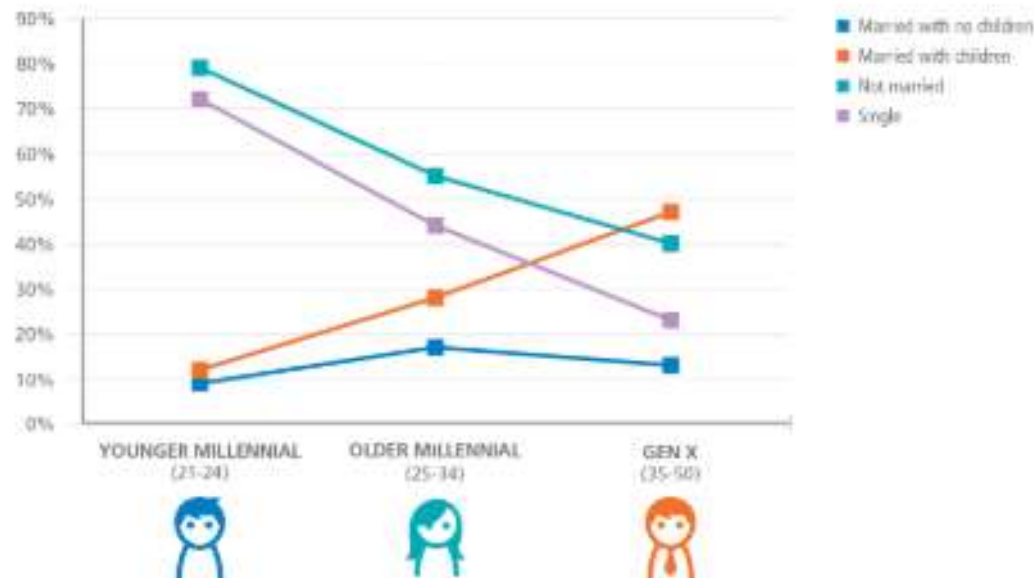
## Turning Stereotypes Around



# The Millennial Benefits Perspective

## A Look at Logistics

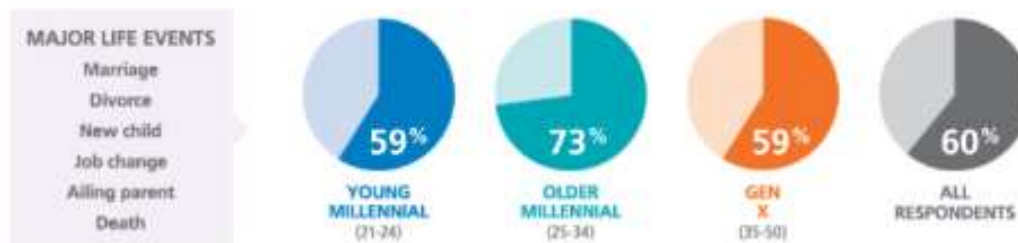
### Millennial marital status



# The Millennial Benefits Perspective

## Growing up and Getting real

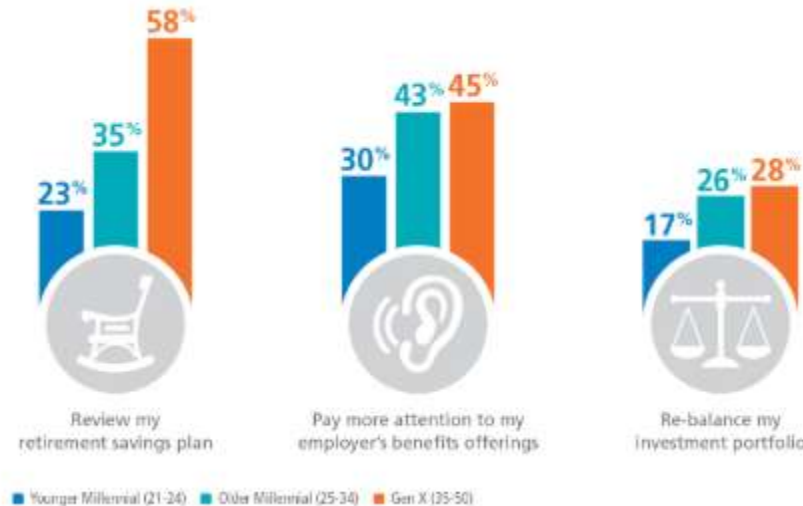
### Impact of life events on benefits consideration



# The Millennial Benefits Perspective

## Ready to Commit

Employees are taking steps to secure financial future



I intend to still be working for my organization in 12 months' time



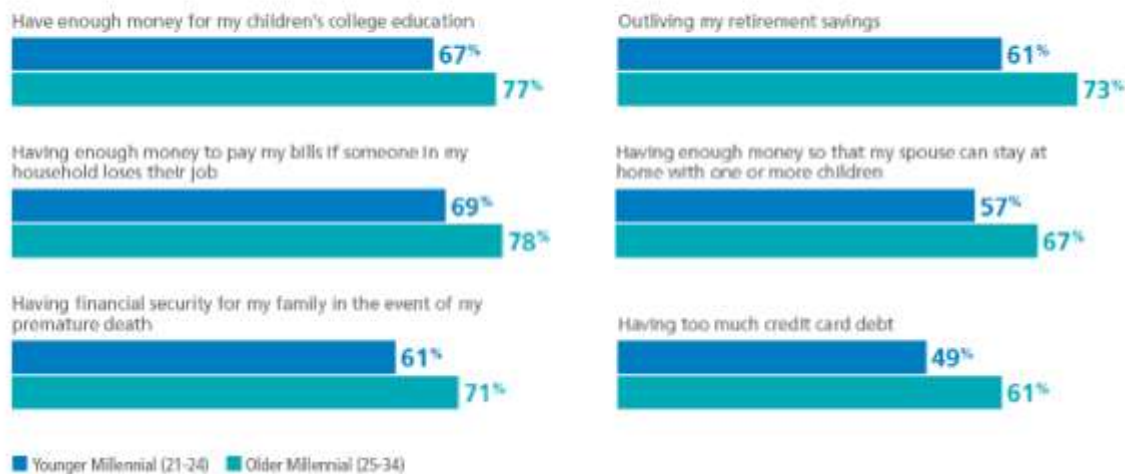
# The Millennial Benefits Perspective

## Ready to Commit continued

### Employee commitment and motivation



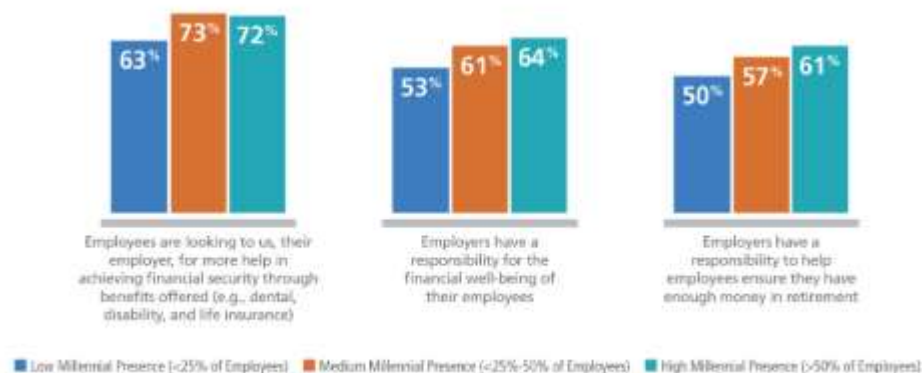
### Employee concern over financial well-being



# The Millennial Benefits Perspective

## Ready to Commit continued

### Employers' agreement on responsibility



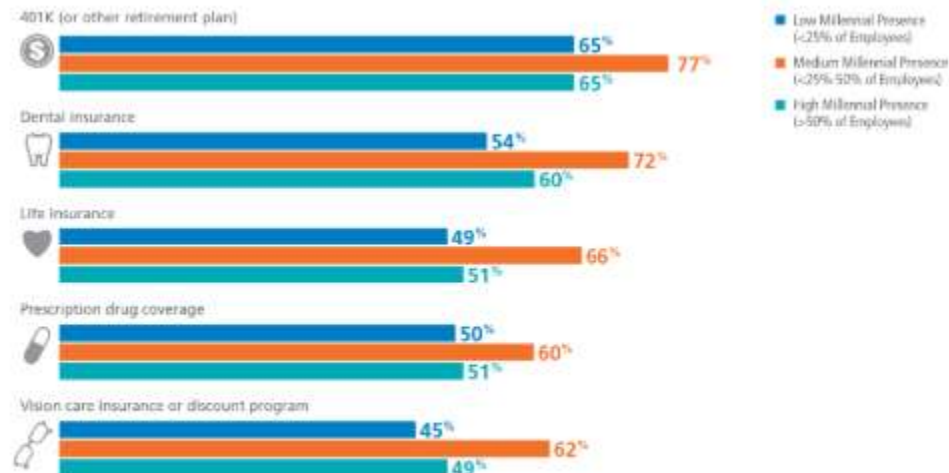
# The Millennial Benefits Perspective

## Sometimes it is “All About Me”

### The importance of different benefit strategies



### Difference in employer offerings of non-medical benefits

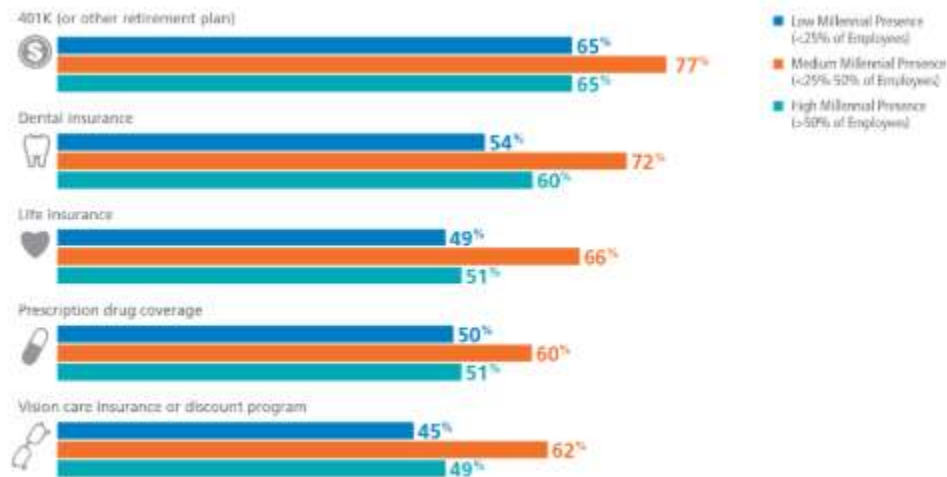




# The Millennial Benefits Perspective

## Sometimes it is “All About Me” continued

### Difference in employer offerings of non-medical benefits



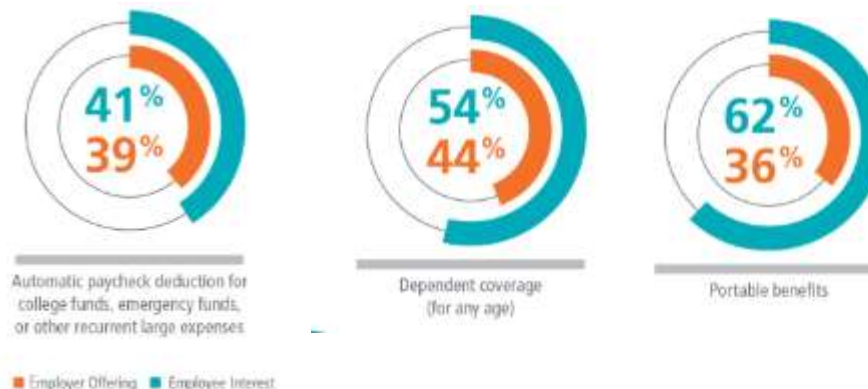
# The Millennial Benefits Perspective

Sometimes it is “All About Me” continued

## Employers planning to increase benefits offering



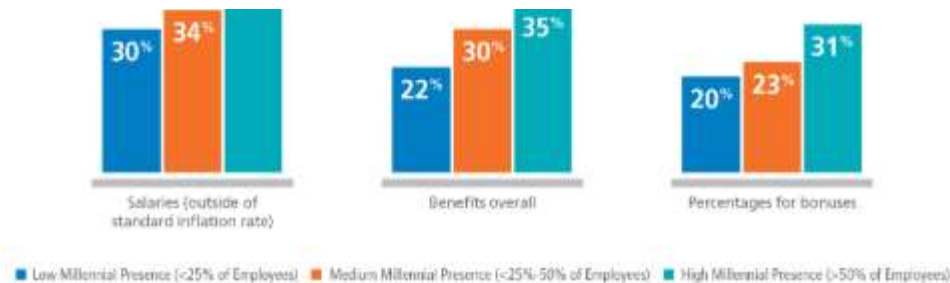
## Employer offering vs. employee interest (among employers with high Millennial populations)



# The Millennial Benefits Perspective

## Make Change Personal

In the past year, where has your company made changes?



How valuable are the following types of consultation for employees?



Not all Millennials in the workforce are the same