

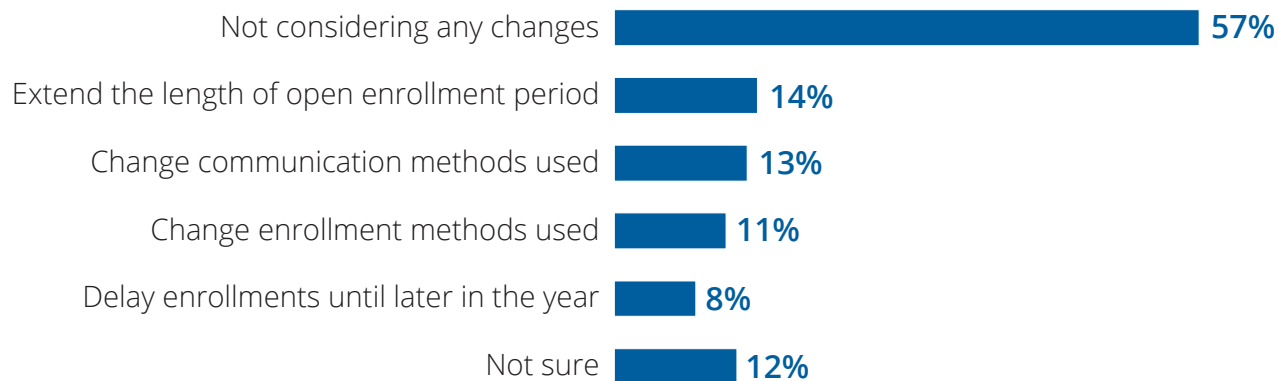
What Will COVID-19 Mean for Workplace Benefits Enrollment?



How will the COVID-19 pandemic affect employers' strategies for workplace benefits enrollment? To find out, LIMRA surveyed over 1,000 U.S. employers that offer benefits.

- **More than 1 in 2** employers are not yet contemplating changes to their next benefits open enrollment period in response to COVID-19.
 - Employers may not be thinking about this issue yet due to more pressing concerns.
 - Small businesses, those that hold open enrollment during the fourth quarter, and those that do not have any employees working remotely are the *least* likely to be considering changes.

Changes Being Considered for Next Open Enrollment Period



- The most popular benefits communication changes under consideration are increasing the use of **electronic communication** and **virtual meetings**.



- The most popular enrollment changes under consideration are **increasing electronic enrollment** and **reducing paper enrollment**.



- Nearly **4 in 5** employers currently have at least some of their employees working from home.
 - Of these, **7 in 10** say more of their employees will probably work remotely at least some of the time after the pandemic ends.
 - This shift may increase long-term demand for electronic benefits enrollment and communication methods.

Although employers may not be focusing on this issue yet, the COVID-19 pandemic is likely to accelerate the shift towards electronic enrollment that has already been taking place within the workplace benefits industry.

Employers were surveyed between May 13 and June 2, 2020.

