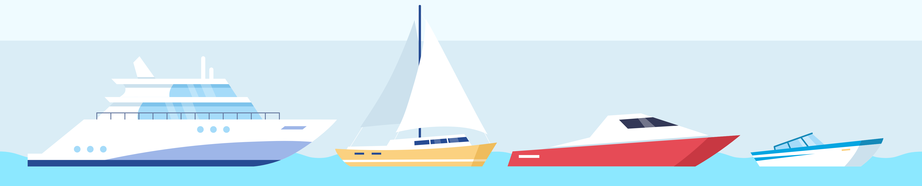
Aflac
WorkForces Report

THE STATE OF THE AMERICAN WORKFORCE:
15TH ANNUAL AFLAC WORKFORCES REPORT

A rising tide lifts all boats

As employees navigate rising work demands, their expectations around support continue to evolve. Workers are looking for authentic flexibility, clear communication and benefits that align with their day-to-day realities. Increasingly, culture plays a crucial role in how supported employees feel. One factor clearly stands out among all others: a sense of belonging. When employees feel they are truly valued, satisfaction rises, burnout drops and engagement deepens.



The sense of belonging helps boost well-being at work

When employers understand and act upon the importance that their employees place on belonging, and how they value supplemental insurance, they will see a more engaged and productive workforce.

Employees who feel their company cares about them report better productivity, better engagement, better satisfaction, better retention and more.



A powerful driver of well-being at work

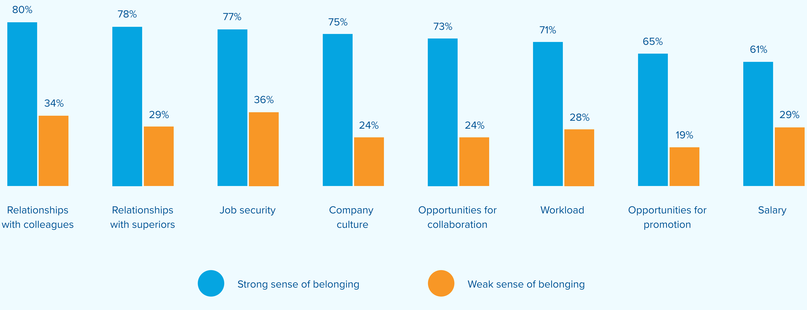
Employees who feel a strong sense of belonging at work tend to report:

Far less workplace stress (30% vs. 56%) **and lower levels of burnout** (55% vs. 78%).

Flexibility related to working hours (78% vs. 57%)**, remote work** (59% vs. 44%)**, taking time off when needed** (86% vs. 65%) **and managing personal obligations** (85% vs. 68%).

Their organizations are very supportive of work-life balance (62% vs. 23%) **and care deeply about their overall mental health** (60% vs. 15%).

They also have much higher overall job satisfaction (77% vs. 28%) as well as greater satisfaction with ...





Heighten well-being and peace of mind with supplemental insurance

Nearly 90% of employees enrolled in supplemental insurance benefits say policies help protect their financial security.

Employees enrolled in supplemental insurance plans are more likely to be extremely or very satisfied with their jobs (75%) than those whose employers did not offer supplemental coverage (58%).

Visit Aflac.com/AWR for more information.



The content within provides general information and does not constitute legal, tax or accounting advice regarding any specific situation. Aflac cannot anticipate all the facts that a particular employer will have to consider in their benefits decision-making process.

The 2025-2026 Aflac WorkForces Report is the 15th annual employee study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the employer survey took place online between April 2 and April 29, 2025, and the employee survey took place online between April 2 and May 6, 2025. Throughout this report, some percentages may not add up to 100% due to rounding. The surveys captured responses from 1,002 employers and 2,000 employees across the United States. For more information, visit Aflac.com/AWR. Aflac includes Aflac and/or Aflac New York and/or Continental American Insurance Company and /or Continental American Life Insurance Company.