

MetLife



POLAND EMPLOYEE BENEFIT TRENDS STUDY

Can benefits really drive better business results?

75% of employers say retaining employees is an important reason to offer benefits... a better designed benefits package and communication can help deliver on this objective.

BusinessWeek calls it "Europe's most dynamic economy."¹ With a healthy GDP, the free movement of people within the EU and low unemployment, the war for talent in Poland is on. In our Employee Benefit Trends Study conducted in Q1 2014, 40% of employers told us they expect to face a talent shortage in the next 12 months. 55% said retaining talent is a "very challenging" issue. Employees recognize their marketability with a third of employees telling us they hope to be working for different employer within the year.

While an obvious response is to raise salaries, our study shows that other factors – investing in differentiated, well-communicated benefits and creating a supportive, lower-stress environment – are also powerful ways to encourage talent to stay put.

Poland has left behind its communist past, but benefit practices are still evolving. There are opportunities to learn from other markets, where we see higher levels of loyalty derived from benefit offerings. Changes to the social security provision, especially around pensions, is creating new opportunities for companies to differentiate with pension plans. Our Poland Employee Benefit Trends Study reveals that companies can gain significant advantage by taking a more proactive, innovative approach to benefits.



Take a quick look at a few key findings from the recent Poland Study here – and visit metlife.com or speak with your MetLife account executive to get the complete story.

¹ Bloomberg Businessweek, "How Poland became Europe's most dynamic economy," November 2013

QUICK HIGHLIGHTS

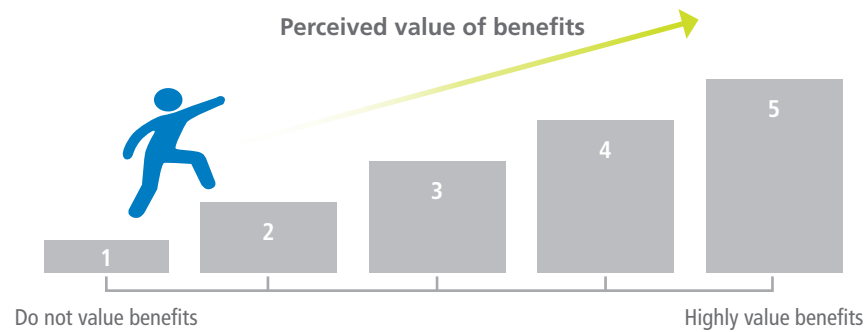
from the Poland Report



The value of benefits on productivity

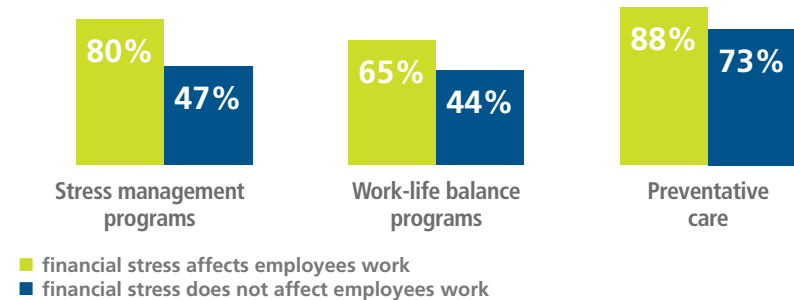
Many employees and their employers put a high value on benefits. And our regression analysis predicts that the more employees value benefits, the more engaged they will be with their employer.

If an employer increases employee's perceived value of benefits by 1 point on the 5 point agreement scale, it increases the employee's sense of engagement to the employer by **12%**



Going the extra mile

Poles don't rate their own health very highly when compared to the 14 markets we have studied*. Poles ranked #9 out of the 14 markets with 24% saying their health was fair to very poor. Employees showed interest in wellness programming, especially those who said financial stress negatively affects their work.



Retirement a huge opportunity

75% of employees say they are behind on retirement preparedness or haven't started saving. No wonder nearly an equal number of employees said a major financial concern was their ability to live comfortably after retiring.

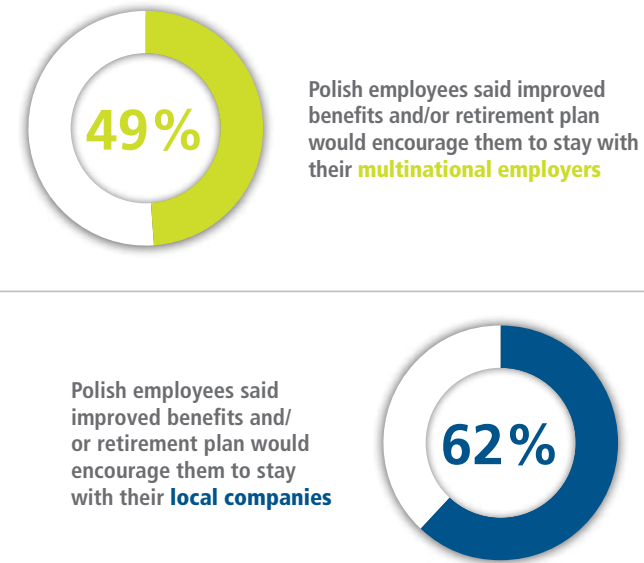
How retirement plan benefits employees



* 14 markets have been studied through Employee Benefits Trends Study (2014) and the Sloan Center on Aging Global Workforce Study (2013). The 14 markets studied are US, Mexico, Brazil, UK, Spain, Botswana, South Africa, Netherlands, China, India, Japan, Russia, UAE & Poland.

Impacting retention

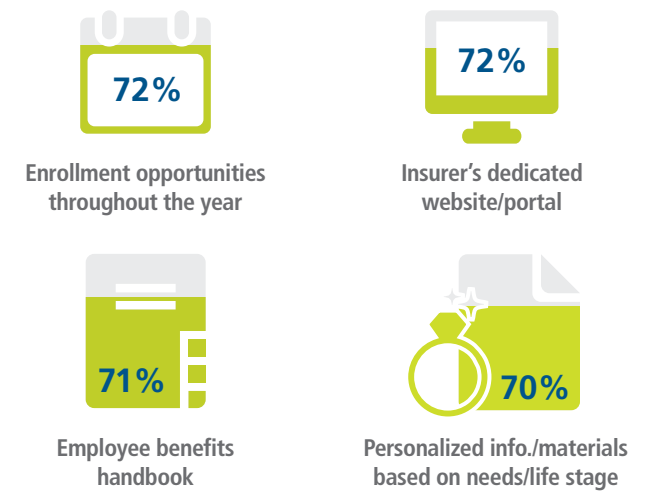
Only 21% of employees in Poland agree that their benefits package is an important reason to stay with their employer – about half what we see in other markets. Can they be more of a differentiator in Poland? The evidence suggests yes.



Telling the right story

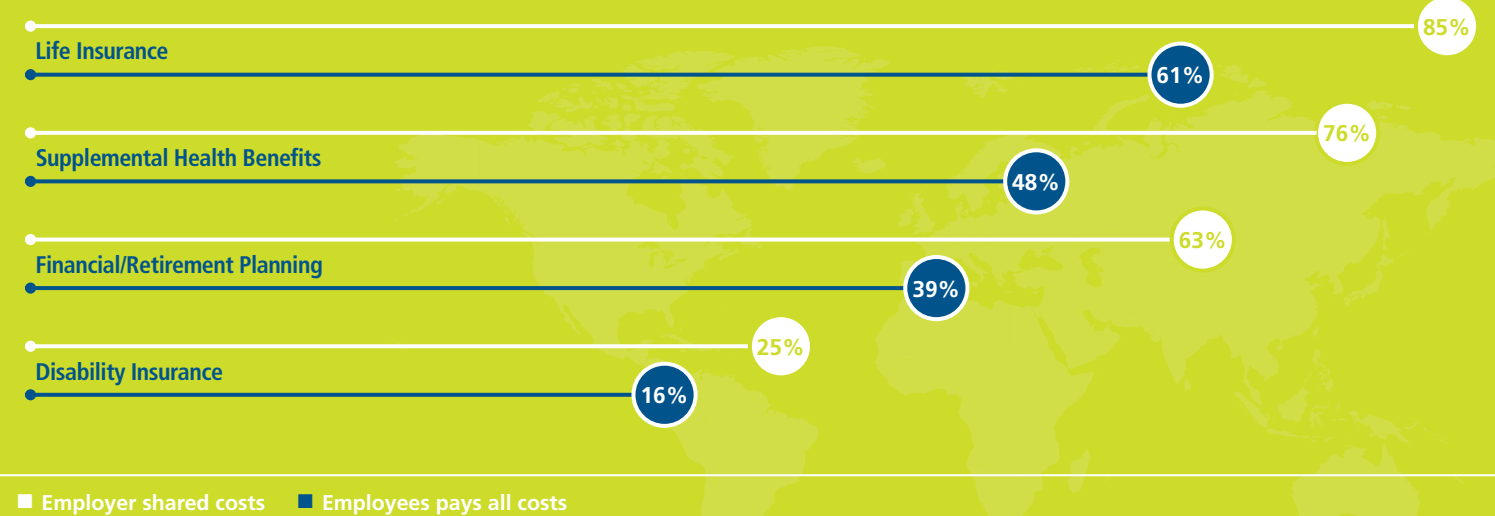
The big lesson from our study is one type of communication does not fit all employees. Only 4 in 10 employers feel that their communication is effective. And only 27% of employees feel that benefit communications really educate them on their benefit choices.

Usefulness of benefits communication, as rated by employees



Which Benefits?

Employees have a wide range of unmet needs, so employers can differentiate themselves by offering a large choice of benefits. Benefit interest goes up substantially when the employer contributes to the cost.



Turning Insights into Action

A well-designed benefits package that has been properly communicated to employees has a real impact on workforce engagement and talent retention. What are ways to build a more effective program?

A good benefits package that is well communicated has a real impact on engagement and retention. What can be done to improve?



Boost the value of your benefits. Rethink your benefit design by broadening the range of benefits and co-sponsoring benefits to offer something different from other employers.



Deliver an impactful message. Challenge your insurer to better educate on benefit options and show the unique value that your plan brings – use a blend of channels, including emails from you but also more professionally delivered face to face opportunities for employees that are important to your future.



Create progress on retirement. Introduce an employer sponsored pension plan that your employees can rely on. If you have one, consider how to optimize and better communicate. Incent employees to save more through matching employee contributions.



Making smarter benefits decisions. Over 40% agreed that managing with the current level of HR resources is a challenge. Insurers can help by considering the best global practices and your data to make meaningful recommendations.

The mission of **MetLife in Poland** is to ensure the financial security of employees and their families. Our consultative, tailored approach helps to define the right offer that meets employees' needs and builds superior employee satisfaction and loyalty. MetLife Poland² offers a wide range of products and services including, among others, life insurance; capital fund life insurance; children's funds; and accident and sickness insurance to individuals and corporate clients. Learn more at www.metlife.pl.

MetLife is one of two founders of **MAXIS GBN**,³ one of the world's leading international employee benefits networks. Learn more at www.maxis-gbn.com

Contact your account executive for copies of the Poland Employee Benefit Trends Study and to discuss how we can help you with your benefit strategies.

² MetLife TUnŻIR S.A. (f.k.a. Amplico Life S.A.) is licensed to transact insurance business in Poland and is a member of MAXIS GBN. MetLife TUn ŻIRS.A. is a subsidiary of MetLife, Inc., and was established in 1990 in Poland and acquired by MetLife, Inc., in 2010.

³ MAXIS Global Benefits Network (MAXIS GBN) is administered by AXA France Vie S.A., Paris, France (AXA) and Metropolitan Life Insurance Company, New York, NY (MLIC) and is a network of locally licensed MAXIS Member insurance companies. MAXIS GBN is not an insurance provider and only the MAXIS member insurance companies provide insurance. MLIC is a member of MAXIS GBN and is licensed to transact insurance business in New York. The other MAXIS member companies are not licensed or authorized to do business in New York and the policies and contracts they issue have not been approved by the New York Superintendent of Financial Services and are not subject to all of the laws of New York.

Unless otherwise noted, statistics based on those responding to the Poland Employee Benefit Trends Study survey.



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