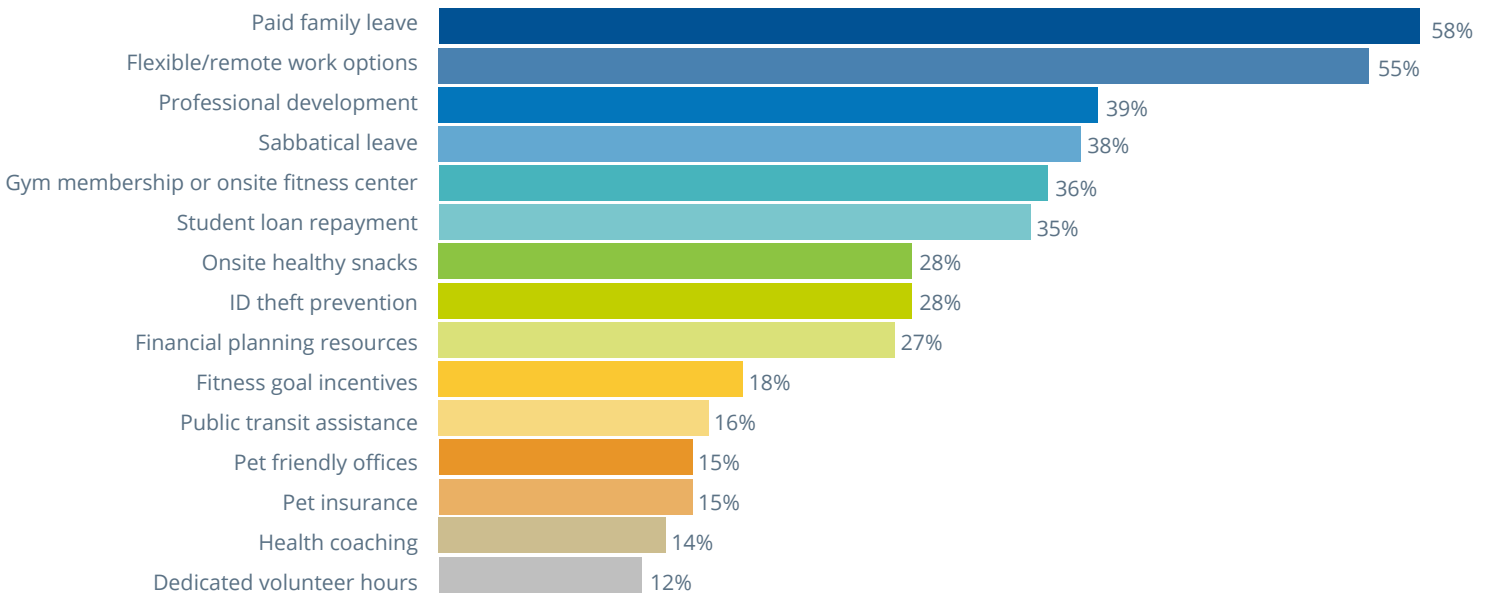


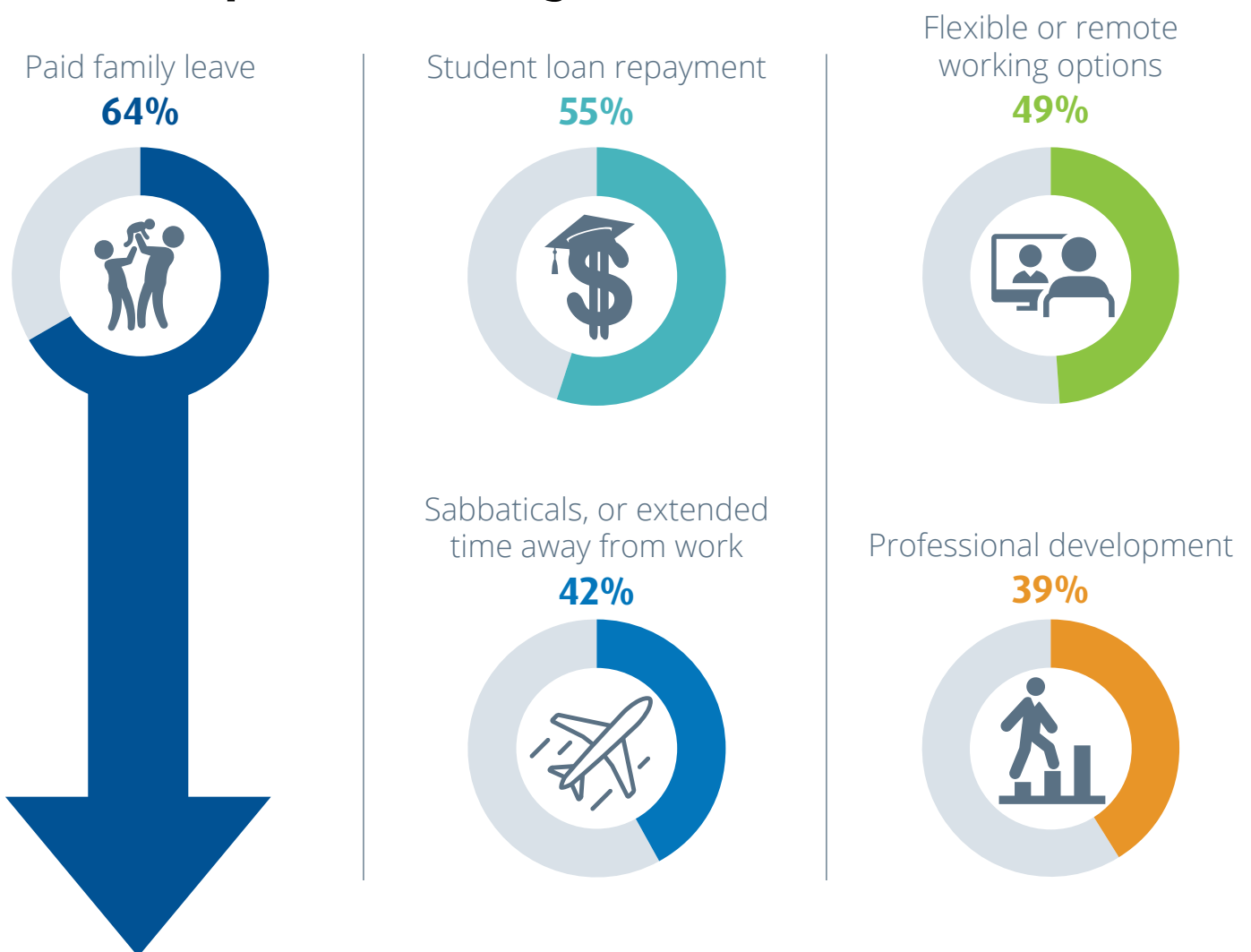
# Work hard, perk hard

Meeting the needs of today's workforce

## U.S. workers rank most coveted employer perks<sup>1</sup>

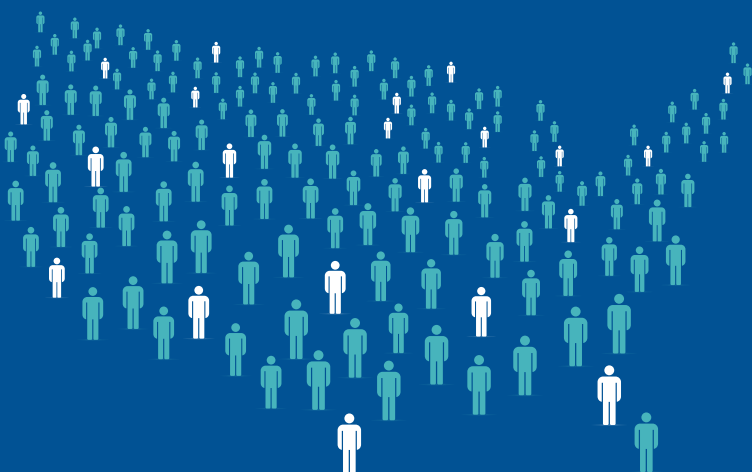


## Top five work perks, according to millennials<sup>1</sup>



## Millennials expect paid family leave

At **54 million**, millennials currently make up the largest share of the U.S. workforce<sup>2</sup>



The **U.S. ranks last** in the developed world for paid parental leave<sup>4</sup>

**86%** are less likely to quit a job offering paid parental leave<sup>3</sup>

**40%** would move to another country for better benefits<sup>3</sup>



<sup>1</sup> Unum commissioned consumer poll of 1,227 adults, July 2018

<sup>2</sup> Pew Research Center, *Millennials surpass Gen Xers as the largest generation in the U.S. labor force*, May 11, 2015.

<sup>3</sup> EY, *Millennials: 'Generation Go'*, 2015.

<sup>4</sup> Organisation for Economic Co-operation and Development, *Trends in parental leave*