

2022 Total Rewards.

Supporting Employees At Every Stage of Their Career.

Top 3 Benefits

Ages 18-24



49%
Insurance



40%
Mental health and wellness benefits



39%
401(k) matching

18 — 24

Key Takeaway

- Rank remote work, retirement saving, PTO and insurance lower than all other age groups.
- Value mental health benefits more than any other group

25

Key Takeaway

- Value parental leave more than any other age group
- Increased value placed on retirement planning and contributions from the previous generation

34

Top 3 Benefits

Ages 25-34



72%
Insurance



56%
401(k) matching



50%
Remote work opportunities

Top 3 Benefits

Ages 35-44



74%
Insurance



70%
401(k) matching



53%
Employer retirement contributions

35 — 44

Key Takeaway

- Less emphasis on traditional office benefits like free meal/food stipends
- Place more weight on financial wellness benefits, especially retirement contributions, compared to younger generations

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Key Takeaway

- Only cohort to prioritize a benefit more than insurance
- Ranked 401(k) matching the highest of all age groups

54

Top 3 Benefits

Ages 45-54



73%
401(k) matching



70%
Insurance



58%
Employer retirement contributions

Top 3 Benefits

Ages 54+



72%
Insurance



68%
401(k) matching



63%
Employer retirement contributions

54+

Key Takeaway

- Value both remote work and commuter benefits for flexible work options
- Continued education is still valuable