



Employee Enrollment and Interest Research Insights

*From 2015 Transitions Optical Employee Perceptions of
Vision Benefits Survey*

Survey details...

The *Transitions Employee Survey* was conducted online by Wakefield Research (www.wakefieldresearch.com), between November 7th and November 21st, 2014, among:

- 1,000 nationally representative U.S. residents
- Ages 18+
- Employed full time or part time
- Employer offers vision benefits



Key takeaways

Vision remains the **third most popular election**, behind medical and dental

- 8 out of 10 employees used it to pay for all or part of a comprehensive eye exam in the past year
- Parents, outdoor workers and Hispanics have higher utilization

88% of employees think that **choice between levels of coverage** is important when selecting a vision plan

- More than half (54%) think it is *very* important

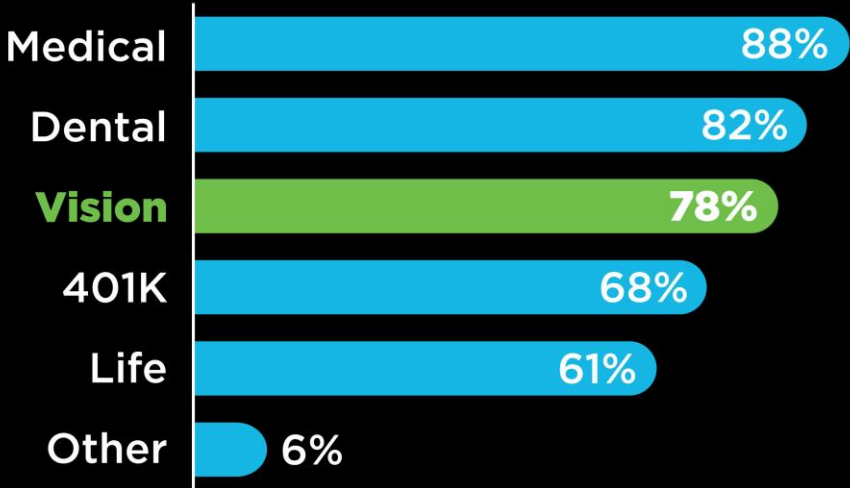
Employees want **upgraded eyeglass options** and more **protection for their eyes**

- 8 out of 10 employees would like to have more protection for their eyes from some form of light
- Indoor and outdoor workers have the same desire for additional protection from outdoor light

Vision – a popular benefit

Vision Benefit Enrollment

Vision is the **#3** most popular benefits election



2015 Transitions Employee Perceptions of Vision Benefits Survey



Vision enrollment – breakdown

Which of the following health insurance plans or benefits are you enrolled in?

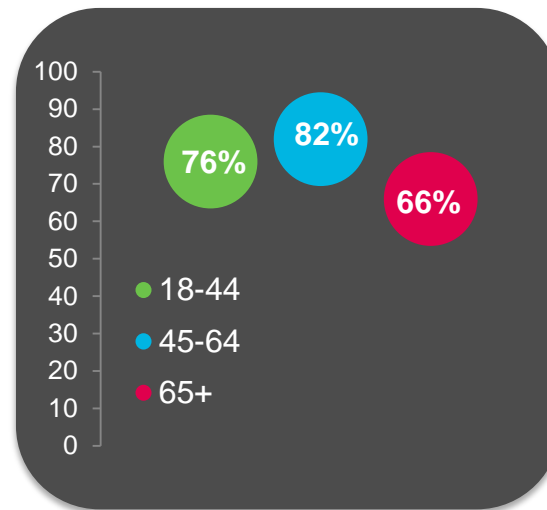
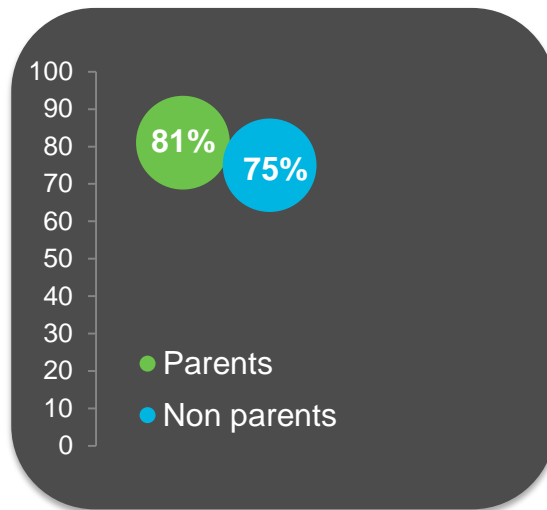
96%	Any (net)
88%	Medical
82%	Dental
78%	Vision
68%	401K
61%	Life
6%	Other
4%	None

Vision enrollment – breakdown

Demographic Differences

Q: Which of the following health insurance plans or benefits are you enrolled in?

A: Vision



Only **65%** of employees making less than \$35,000 enrolled in a vision benefit.

Utilization

8 out of 10

employees who are enrolled in a vision benefit used it to pay for their eye exam in the past year.



2015 Transitions Employee Perceptions Benefits survey

Utilization – breakdown

In the past year, how often, if ever, have you used your vision benefit to pay for all or part of a comprehensive eye exam for yourself? *(Asked among those who are enrolled in vision plans or benefits)*

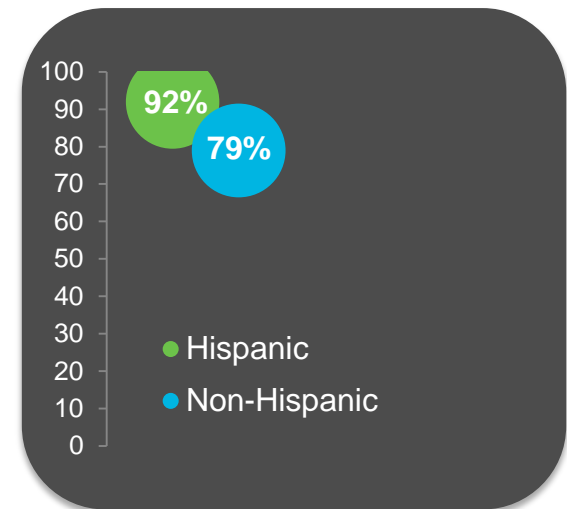
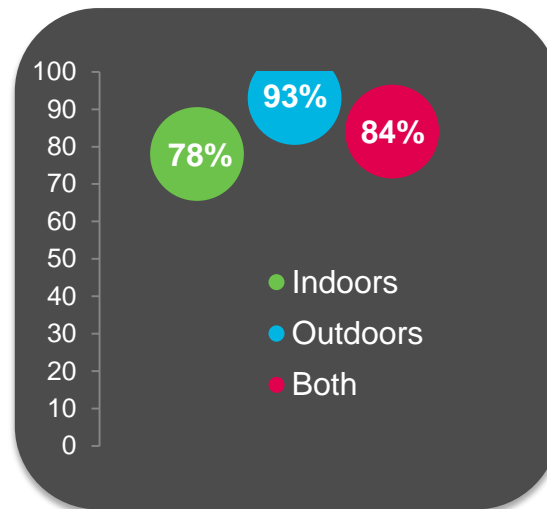
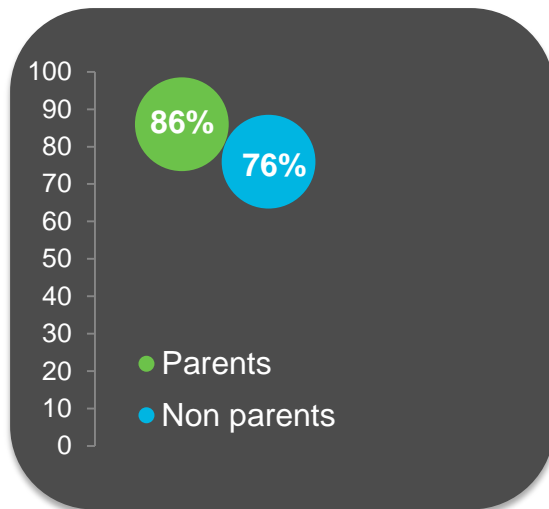
80%	Have used benefits for exam (net)
56%	Once
25%	More than once
20%	Not used

Utilization – breakdown

Demographic Differences

Q: In the past year, how often, if ever, have you used your vision benefit to pay for all or part of a comprehensive eye exam for yourself?

A: Have used benefits for an exam (net)



Importance of choice

88% of employees want **choice** in levels of coverage when selecting a vision plan



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Importance of choice – breakdown

How important or unimportant is having the ability to choose between levels of coverage (i.e., basic and premium) when selecting vision coverage?

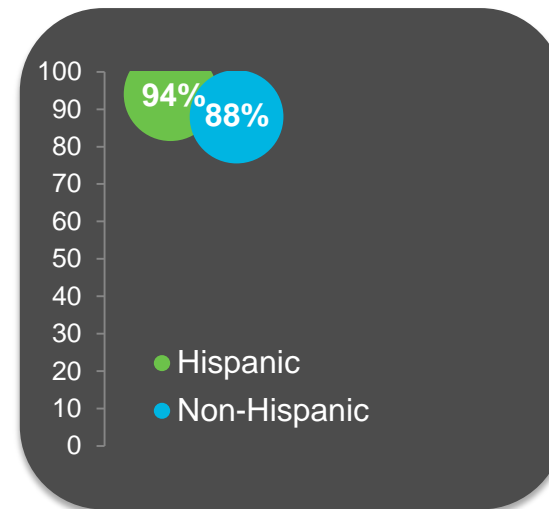
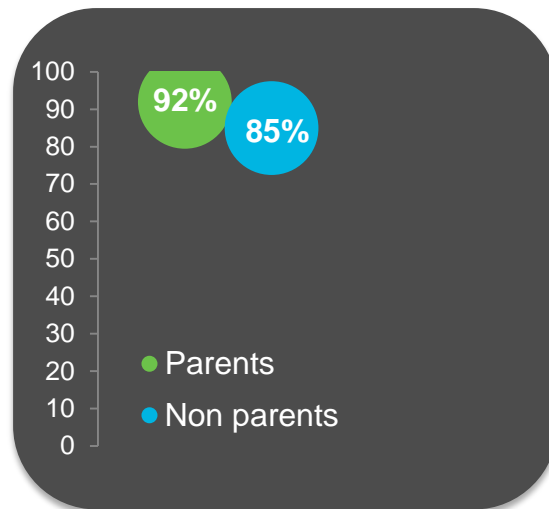
88%	Important (net)
54%	Very important
34%	Somewhat important
7%	Somewhat unimportant
5%	Not important at all

Importance of choice – breakdown

Demographic Differences

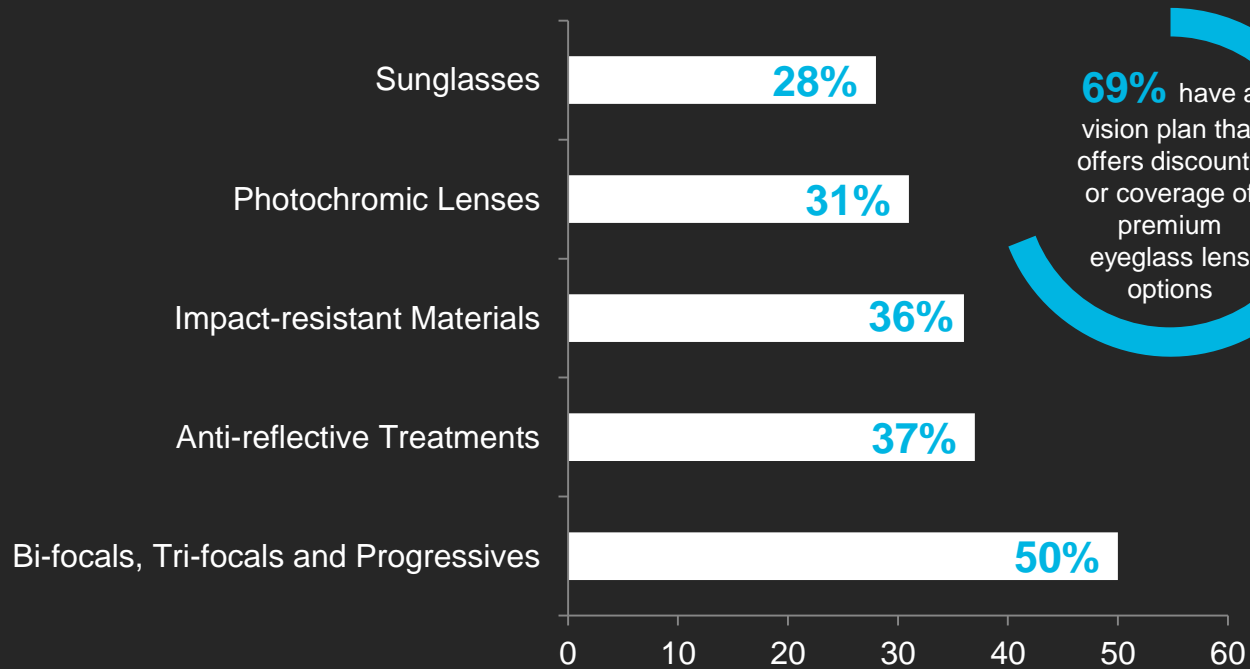
Q: How important or unimportant is having the ability to choose between levels of coverage (i.e., basic and premium) when selecting vision coverage?

A: Important (net)



Covered options


Premium lens options covered by vision plans



2015 Transitions Employee Perceptions Benefits survey

Protection from light

**8 in 10 employees
want more eye
protection from light**

45% 

Indoor light

37% 

Both

70% 

Outdoor light

Protection from light – breakdown

In which of the following areas, if any, would you like more protection for your eyes?

81%	Any (net)	88% of non-white employees responded that they'd like additional protection for their eyes, compared to 79% of white employees.
33%	Sunlight/ultraviolet light outdoors	Indoor and outdoor workers have a similar desire for additional protection from outdoor light.
11%	Harsh artificial light/glare from devices indoors	
37%	Both	40% of parents want more protection both indoors and outdoors, as compared to 34% of non-parents.
20%	None of these	

Desire for protection vs. coverage

8 in 10 employees
want more eye
protection from light

45% 
Indoor light

70% 
Outdoor light

Yet, few
employees
have coverage
of lenses
that help

28% have coverage of
Sunglasses

31% have coverage of
Photochromics

37% have coverage of
Anti-reflective Treatments

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About Transitions Healthy Sight Working for You®

A public awareness and education initiative created to **increase awareness of the need for quality eye care and eyewear through a vision benefit**

Content for benefits brokers, employers and employees

Education and tools to show how using a vision benefit can:

- Manage health care costs
- Boost productivity
- Increase employee satisfaction

www.HealthySightWorkingforYou.org

